NEPTUNE CITY POLICE DEPARTMENT
RECRUITMENT PLAN

GOALS & OBJECTIVES:

The goal of the Neptune City Police Department Recruitment Plan is to attract qualified persons to pursue a career with the Neptune City Police Department. The objective is to achieve an overall racial and gender composition of sworn law enforcement personnel which compares to the overall racial and gender composition of the population of Neptune City. This agency will make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. The goals and objectives shall be accomplished through the various recruitment activities specified herein.

GENERAL:

The Neptune City Police Department shall be subject to all applicable provisions of the **New Jersey Statutes Annotated (NJSA) 40A:14-118, et seq.** and the municipal ordinances of Neptune City in all facets of the recruitment and the selection process. The Chief of Police shall be responsible for the Recruitment Plan.

The Borough of Neptune City is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS REPORT:

NEPTUNE CITY						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	3,041	66%	15	79%	1	5%
BLACK or AFRICAN AMERICAN	627	14%	0	0%	0	0%
HISPANIC - ANY RACE	644	14%	1	5%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	8	<1%	0	0%	0	0%
ASIAN	92	2%	1	5%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0	0%	0	0%	0	0%
SOME OTHER RACE ALONE	13	<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	201	4%	2	11%	0	0%
TOTAL	4,626	100%	19	100%	1	5%

RECRUITMENT ACTIVITIES:

Activity #1:

Identify and maintain contact with local minority organizations and social support groups, including, but not limited to, educational, religious, ethnic, racial, and gender-based organizations.

These activities may include, but not be limited to, the following:

- Providing recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.

- Attending career fairs in the local and Monmouth County school districts.

- Drafting, printing, and distributing informational brochures, pamphlets, posters and/or other materials which may attract qualified persons to the agency.

- Making maximum use of the Borough of Neptune City website to attract qualified candidates to the agency.

Activity #2:

Contact the Monmouth County Police Chief's Association and obtain the list of candidates meeting the Neptune City eligibility requirements.

Activity #3:

When applicable, contact police training academies and post vacancy announcements for current Alternate Route candidates or waiver-eligible Class II Special Police Officers.

Activity #3:

Advertise on Policeapp.com, the Neptune City Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

ANNUAL REVIEW, EVALUATION AND REPORTING

- The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan and shall include, but not limited to, performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if need be, revising the Recruitment Plan accordingly if the goals and objectives are not met.

- N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline "Promoting Diversity in Law Enforcement Recruiting and Hiring" in Paragraph III.

  https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf

- The reporting form can be found at:

  https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx