

NEPTUNE TOWNSHIP POLICE DEPARTMENT

2023 RECRUITMENT PLAN

GOALS & OBJECTIVES:

The goal of the Neptune Township Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Neptune Township Police Department. An objective is to achieve an overall racial composition of the department in comparison to the community, as well as to increase female representation in the department. Another objective is to identify individuals who can meet our core values of being Noble, Trustworthy, Professional and Diverse. This police department is interested in candidates that are decision makers, team oriented, have strong interpersonal skills, demonstrate honesty and integrity, are self-motivated, work well under pressure, and exhibit problem solving skills. 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. These goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities sections of this plan.

GENERAL:

The Neptune Township Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq. and municipal ordinance in all facets of the recruitment and selection process. The Neptune Township Police Department recruits from a candidate pool open to all residents of New Jersey. The Deputy Chief of Police is responsible for the Recruitment Plan. The Recruitment Plan must be approved by the Chief of Police.

Neptune Township is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS REPORT:

The present demographic composition of the population of the Township of Neptune and sworn law enforcement personnel of the Neptune Township Police Department are represented in the following report:

TOWNSHIP OF NEPTUNE DEMOGRAPHICS CHART						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
	#	%	#	%	#	%
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	12,558	45%	55	70%	7	9%
BLACK or AFRICAN AMERICAN	9,419	34 %	17	22%	0	0%
HISPANIC - ANY RACE	4,052	14%	3	4%	1	1%
AMERICAN INDIAN OR ALASKA NATIVE	32	<1%	0	0%	0	0%
ASIAN	770	3%	2	3%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	4	<1%	1	1%	0	0%
SOME OTHER RACE ALONE	134	<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	1,092	4%	0	0%	0	0
TOTAL	28,061	100%	78	100%	8	10%

RECRUITMENT ACTIVITIES:

Activity #1: Identify and maintain contact with local organizations and social support groups including, but not limited to: educational, religious, ethnic, racial, and gender-based organizations.

- Activities include but are not limited to:
- Providing recruitment brochures and contact information to educational, religious, ethnic, racial, and gender-based organizations, as well as homeowner groups and resident organizations.
- Attending career fairs in Neptune Township School District and Monmouth County educational institutions to disperse recruitment literature and provide contact information with recruitment officers.
- Participating in community events such as Neptune Day, Prepare-A-Thon, National Night Out, Black History Celebration, Coffee with a Cop and others.
- Drafting, printing and distributing informational brochures that may attract qualified candidates to the agency.
- Making maximum use of the Neptune Police website and social media accounts to attract qualified candidates to the agency.
- Maintaining and monitoring the Recruitment email account to ensure questions from potential candidates are answered in a timely fashion.
- Utilization of sign boards and electronic billboards to advertise Police Officer hiring notices throughout the community.
- Issuing of notifications via Nixle (Reverse 911) system and Constant Contact to attract a larger audience to Police Officer hiring notices.

Activity #2: Solicit interested candidates from the local police academies who are enrolled or graduates of the Alternate Route or Class II Special Officer training program.

Activity #3: When applicable, contact the State of New Jersey Civil Service Commission and obtain the "Rice List" of eligible officers who were laid off from other jurisdictions.

Activities include, but are not limited to:

Conducting interviews with eligible laid off officers in an effort to employ such officers as to meet the agencies recruiting goals.

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>