

## **POLICY: NETCONG BOROUGH POLICE DEPARTMENT RECRUITMENT PLAN**

### **GOALS and OBJECTIVES:**

The goal of the Netcong Borough Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Netcong Borough Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Borough through the departments recruiting activities. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

### **GENERAL:**

The Netcong Borough 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 the selection process. The Chief of Police is responsible for the Recruitment Plan. Netcong Borough is an equal opportunity employer in all facets of the personnel process.

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**CURRENT DEMOGRAPHICS:** The demographics composition of the service area and agency are represented in the following table:

	Service Population		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%
Caucasian	2,321	68.77%	11	84.62%	0	0%
African-American	158	4.68%	0	0%	0	0%
Hispanic	817	24.21%	2	15.38%	0	0%
Other	896	26.55%	0	0%	0	0%
Total	3,375	100%	13	100.00%	0	0%

## **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.

### **Activities include, but are not limited to:**

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attend career fairs in the Netcong Borough and Morris County School District.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Netcong Borough website to attract qualified candidates to the agency.

### **The following information should prove useful when participating in recruitment activities:**

- Recruitment/informational brochures
- Agency organizational chart
- Current contractual agreements
- Training catalogs
- Demographic data
- General Employment Applications

**Activity #2:** When applicable contact police academies and post vacancy announcements for current Alternate Route candidates.

**Activity#3:** Advertise in local media markets for candidates meeting the department eligibility requirements.

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### **REVIEW & EVALUATION**

- The Chief of Police shall conduct an annual review of the Recruitment Plan.
- As a result of the annual review, if necessary, the Recruitment Plan shall be revised if the goals and objectives are not achieved.