



# **HAWORTH POLICE DEPARTMENT**

## **Recruitment Plan**

### **GOALS & OBJECTIVES:**

The goal of the Haworth Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Haworth 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. 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 will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

### **GENERAL:**

The Haworth Police Department is subject to the provisions of the **New Jersey Statutes Annotated (N.J.S.A.) 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.

The Haworth Police Department is an equal opportunity employer in all facets of the personnel process.

**CURRENT DEMOGRAPHICS:**

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

<b>HAWORTH</b>						
<b>Data is based on the 2020 Census Count</b>	<b>POPULATION</b>		<b>CURRENT SWORN OFFICERS TOTAL</b>		<b>CURRENT SWORN OFFICERS FEMALE</b>	
<b>RACE / ETHNICITY</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>WHITE</b>	<b>2440</b>	<b>69%</b>	<b>12</b>	<b>92%</b>	<b>0</b>	<b>0%</b>
<b>BLACK or AFRICAN AMERICAN</b>	<b>55</b>	<b>2%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>HISPANIC - ANY RACE</b>	<b>200</b>	<b>6%</b>	<b>1</b>	<b>8%</b>	<b>0</b>	<b>0%</b>
<b>AMERICAN INDIAN OR ALASKA NATIVE</b>	<b>5</b>	<b>&lt;1%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>ASIAN</b>	<b>546</b>	<b>15%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>NATIVE HAWAIIAN OR PACIFIC ISLANDER</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>SOME OTHER RACE ALONE</b>	<b>44</b>	<b>&lt;1%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>POPULATION OF TWO OR MORE RACES</b>	<b>253</b>	<b>7%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>TOTAL</b>	<b>3543</b>	<b>100%</b>	<b>13</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

**RECRUITMENT ACTIVITIES:**

- ❖ 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 Bergen 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 Haworth’s website to attract qualified candidates to the agency.

- ❖ When applicable, contact police training academies and post vacancy announcements for current Alternate Route candidates or waiver-eligible Class II Special Police Officers.
- ❖ Advertise on PoliceApp.com, Haworth Police Department’s social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

### **ANNUAL REVIEW, EVALUATION & 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 31<sup>st</sup> 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>