

## **WAYNE POLICE RECRUITMENT PLAN**

### **GOALS and OBJECTIVES:**

The goal of the Wayne Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Wayne Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Township through the department's 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 Wayne 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 Wayne Police Department recruits from a candidate pool open to all residents of New Jersey.

Wayne Township 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>WAYNE TOWNSHIP</b>						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	39,997	73%	102	78%	6	4%
BLACK or AFRICAN AMERICAN	1,639	3%	5	3%	0	0%
HISPANIC - ANY RACE	6,439	12%	20	15%	3	2%
AMERICAN INDIAN OR ALASKA NATIVE	26	<1%	0	0%	0	0%
ASIAN	5,167	9%	1	1%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0	0%	1	1%	0	0%
SOME OTHER RACE ALONE	218	<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	1,352	2%	1	1%	0	0%
TOTAL	54,838	100%	130	100%	9	6%

## WAYNE POLICE RECRUITMENT PLAN

### I. RECRUITMENT ACTIVITIES

- A. The best law enforcement recruiters are personnel currently serving in sworn positions. Therefore, every member is charged with actively recruiting individuals they feel are qualified with the potential to be an asset to the police department. The Chief of Police is responsible for the administration of the Recruitment Plan.
- B. This agency will take a proactive role in programs intended to attract qualified people to apply for and take the Police Officer Hiring Announcement. These programs include; but are not limited to:
- Establishing and maintaining contacts with police academy's, community organizations and educational institutions and providing recruitment materials for display and distribution;
  - Participation in career day type programs at educational institutions and other public places and events;
  - Posting Police Officer Hiring Announcement announcements on the Township's website and in local newspapers.
  - Organizations to be contacted are:  
  
Bronze Shields - [info@NewarkBronzeShields.com](mailto:info@NewarkBronzeShields.com)  
NOBLE- [noblenersejsey@gmail.com](mailto:noblenersejsey@gmail.com)  
New Jersey Women in Law Enforcement - [njwle@yahoo.com](mailto:njwle@yahoo.com)  
Spanish American Law Enforcement Association - [president@salea.org](mailto:president@salea.org)  
Hispanic Law Enforcement Society of Essex County - [hlesofessexcounty@gmail.com](mailto:hlesofessexcounty@gmail.com)  
National Coalition of Latino Officers - [info@latino-officers.org](mailto:info@latino-officers.org)  
Muslim American Law Enforcement Association - Kami Warraich [kjw786@gmail.com](mailto:kjw786@gmail.com)  
Bethany United Methodist Church – (973) 694 3880
- C. Advertise on Policeapp.com, the Wayne Township Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.
- D. When applicable, contact police training academies and post vacancy announcements for current Alternate Route candidates, or waiver-eligible Class II Special Police Officers.
- E. Particular attention should be paid to attracting candidates in approximate proportion to the racial, ethnic, and gender composition of the available workforce in the Township.
- F. Personnel assigned to recruitment activities at career day and similar events and programs will be provided with information so that they are knowledgeable in those matters as they pertain to agency management and operation. Those topics include, but are not limited to:
- Career opportunities

## **WAYNE POLICE RECRUITMENT PLAN**

- Salaries, benefits, and training
  - State hiring guidelines
  - Community information
  - Cultural diversity
  - Qualification and selection process
  - Physical and academic requirements
- G. The following information should prove useful when participating in recruitment activities:
- Recruitment/informational brochures
  - Agency organizational chart
  - Current contractual agreements
  - Training catalogs
  - Demographic data
  - Police Officer Hiring Announcement
  - General Employment Applications

### **II. 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 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>