

GLEN RIDGE POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the Glen Ridge Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Glen Ridge 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 department's recruiting activities. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

GENERAL:

The Glen Ridge 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.

Glen Ridge Borough 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:

Demographics Report

	Service Population		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%
Caucasian	6,489	86.2%	19	79.2%	2	8.3%
African-American	379	5.0%	2	8.3%	1	4.1%
Hispanic¹ <small>(any race)</small>	377	5.0%	3	12.5%	0	0%
Other	659	8.8%	0	0%	0	0%
Total	7,527	100%	24	100%	3	12.4%

¹: Not included in total population or % number.

GLEN RIDGE POLICE DEPARTMENT RECRUITMENT PLAN

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 Essex County School Districts.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Glen Ridge Borough website to attract qualified candidates to the agency.

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

Activity#3: Advertise on PoliceApp.com and the Borough website for candidates meeting the department eligibility requirements.

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.