



# BROOKLAWN POLICE DEPARTMENT RECRUITMENT PLAN

## GOALS and OBJECTIVES:

The goal of the Brooklawn Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Brooklawn 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 objectives listed in the Recruitment Objectives section of this plan.

## GENERAL:

The Brooklawn Police Department is a New Jersey Civil Service Commission jurisdiction and must adhere to New Jersey State Statutes and Administrative Code in its recruitment and selection process.

The Borough of Brooklawn has a residency preference in all hiring matters. Applicants must be a bona fide resident of the Borough at the time of the closing date of the New Jersey Civil Service Commission Law Enforcement Officer Test. Once Borough residents have been exhausted from the Civil Service Certification List, Camden County residents are then provided with preference. If the Camden County list is exhausted, applications will be open to residents of the State of New Jersey.

The Chief of Police is responsible for the Recruitment Plan.

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



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**CURRENT DEMOGRAPHICS:**

## BOROUGH OF BROOKLAWN

Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN MALE OFFICERS TOTAL		CURRENT SWORN FEMALE OFFICERS TOTAL	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	1,380	70%	7	100%	1	100%
BLACK or AFRICAN AMERICAN	92	5%	0	0	0	0
HISPANIC - ANY RACE	209	11%	0	0	0	0
AMERICAN INDIAN or ALASKA NATIVE	0	0	0	0	0	0
ASIAN	65	3%	0	0	0	0
NATIVE HAWAIIAN or PACIFIC ISLANDER	0	0	0	0	0	0
SOME OTHER RACE ALONE	90	5%	0	0	0	0
POPULATION OF TWO OR MORE RACES	141	6%	0	0	0	0
<b>TOTAL</b>	<b>1,977</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>1</b>	<b>100%</b>



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## RECRUITMENT OBJECTIVES:

**Objective #1:** Maintain contact with local organizations and social support groups.

Tasks include, but are not limited to:

- Communicate with the local Board of Education to seek permission to address 8<sup>th</sup> grade students to interest them in a career with the agency following completion of their formal education. - Inform students of our mentoring opportunities.
- Attend Career Days and luncheons at local schools.
- Make maximum use of the Brooklawn Police Department and Borough of Brooklawn's websites to attract qualified candidates to the agency.

**Objective #2:** Advertise on the Brooklawn Police Department's web page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

**Objective #3:** When applicable, contact the State of New Jersey Civil Service Commission and obtain the "Rice list" of eligible officers who subject to a reduction in workforce from other jurisdictions.

Activities include, but are not limited to:

Conducting interviews with eligible laid off officers to employ such officers as to meet the agency's recruiting goals.

**Objective #4:** Make use of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program.

**Objective #5:** Advise all residents and interested candidates of the Brooklawn Police Department's Mentoring Program.

**Objective #6:** Consider hiring entry level candidates that possess a Basic Course Police Officer Certification – The Brooklawn Borough has adopted an ordinance allowing the hiring of individuals that currently hold a Basic Course Police Officer Certification into an entry level position.



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### 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>