

**NEW PROVIDENCE DEPARTMENT
2024 RECRUITMENT PLAN**

GOALS and OBJECTIVES:

The goal of the New Providence Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the New Providence 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. 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 New Providence Police Department is committed to Equal Employment Opportunity. The New Providence Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq., municipal ordinance 73-3 and the Standard Operating Procedure for Personnel Selection in all facets of the recruitment and selection process.

The New Providence Police Department seeks its applicants from one of three applicant pools:

1. PTC certified candidates (recruit Alternate Route graduates or directly from other law enforcement agencies)
2. Letter of interest procedure (Non-PTC certified candidates, but Alternate Route certified)
3. Special Class II who are waiver eligible *(i.e. candidates attended a SLEO II specific class of a blended SLEO/BCPO class)*

New Providence 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:

BOROUGH OF NEW PROVIDENCE						
Data is based on the 2023 Census Estimates	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	9,199	68.2%	25	78%	2	6%
BLACK or AFRICAN AMERICAN	202	1.5%	2	6%	0	0%
HISPANIC - ANY RACE	971	7.2%	5	16%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	X	<1%	0	0%	0	0%
ASIAN	2,226	16.5%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	13	.01%	0	0%	0	0%
SOME OTHER RACE ALONE	X	<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	1,118	8.29%	0	0%	0	0%
TOTAL	13,729	100%	32	100%	2	6%

Info in table obtained from:

<https://www.census.gov/quickfacts/fact/table/newprovidenceboroughnewjersey/PST045223>

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RECRUITMENT ACTIVITIES:

Activity #1: Recruit these identified underrepresented minorities and females to apply for sworn police positions from current state, county, and municipal law enforcement agencies. Recruit these identified underrepresented minorities to apply as an alternate route candidate. The Chief of Police is responsible for the administration of the Recruitment Plan.

Activities include, but are not limited to:

- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the New Providence Website and Social Media accounts to attract qualified candidates to the agency.
- E-mail law enforcement organizations and request vacancies be posted on their web-sites.
- Notify all regional, county, and municipal police academies of this agency's desire to recruit minority personnel from possible alternate route candidates. Establish liaison with these academies.
- *Explore the use of police applications websites and paid promotion of job postings*

Activity #2: Identify and establish and maintain contact with state, county, and municipal-based identified minority organizations and social support groups including, but not limited to educational, religious, ethnic, racial, and gender-based organizations with special attention to previously identified underrepresented minorities.

Activities include, but are not limited to:

- Sending recruitment brochures to these organizations to stimulate interest in a career with the New Providence Police Department through the New Jersey Alternate Route Program. Examples of these organizations include:
 1. Hispanic American Law Enforcement Association
 2. Hispanic Law Enforcement Association of Union County
 3. Muslim American Law Enforcement Association
 4. National Coalition of Latino Officers
 5. National Organization of Black Law Enforcement Executives (NJ Chapter)
 6. New Jersey Asian American Law Enforcement Officers Association
 7. New Jersey Muslim Officers Society
 8. New Jersey Women in Law Enforcement

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- Attend Career Days at local schools, community colleges, and minority organizations regarding law enforcement careers with the New Providence Department through the New Jersey Alternate Route Program.

- Advertise with local print media.

- Post sworn position openings on PoliceApp.com which is now hosting the NJSACOP Job Board.

Activity #3: When applicable, contact the State of New Jersey Civil Service Commission and obtain the “Rice list” of eligible officers who were laid off from other jurisdictions.

Activities include, but are not limited to:

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

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>