



## **Greenwich Township Police Department Recruitment Plan**

**Recruitment Goal:** The goal of the Greenwich Township Police Department is to attract qualified candidates for employment that will enable the agency to work towards its long term goals of employing a sworn police force that is representative of the overall racial and gender composition of the population of the Township of Greenwich. 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 shall be accomplished through the various recruitment activities specified herein.

**General:** The Greenwich Township Police Department shall be subject to all applicable provisions of the New Jersey Statutes Annotated (NJS) 40A:14-118, et seq. and the municipal ordinances of the Township Greenwich in all facets of the recruitment and the selection process. The Chief of Police shall be responsible for the Recruitment Plan.

The Township of Greenwich is an equal opportunity employer in all facets of the personnel process.

### **Current Demographics Township of Greenwich based on Decennial Census, 2020:**

The present demographic composition of the population of the Township of Greenwich and sworn law enforcement personnel of the Greenwich Police Department are represented in the following report.

## Township of Greenwich

Data is based on the 2020 Census	Population		Current Sworn Officers - TOTAL		Current Sworn Officers - FEMALE	
	#	%	#	%	#	%
White-Alone	4,241	82.4 %	18	85 %	1	5 %
Black or African American-Alone	220	4.3 %	1	5 %	0	0.0 %
American Indian or Alaskan Native	13	.2%	0	0 %	0	0.0 %
Hispanic - Any Race	230	4.5%	1	5 %	0	0.0 %
Asian-Alone	45	.9%	1	5 %	0	0.0 %
Pacific Islander	0	0 %	0	0 %	0	0.0 %
Two or More Races	326	6.3 %	0	0 %	0	0.0 %
Other	72	1.4%		0 %	0	0.0 %
<b>TOTAL</b>	<b>5,147</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>1</b>	<b>5%</b>

**Recruitment Activities:** Successful recruitment programs utilized by Law Enforcement Agencies include but are not limited to use of social media, advertisement on internet job sites such as Policeapp.com, attendance at career days and hiring expos, involvement in community events, attendance and outreach at faith based events and minority community functions and attendance at College, University, and Police Academy Classes whether it be speaking engagements, flyers, or brochures.

When hiring, recruit underrepresented candidates such as females and minorities to apply for the position of Police Officer with the Township of Greenwich. Activities will include, but are not limited to:

**Activity 1:** Utilize the Gloucester County Police Diversity Recruitment website, our Department website, social media account and the Township website to attract qualified candidates to the Department. Advertise for open positions on PoliceApp.com, the Department website, Facebook page and on the Township website and Facebook page.

**Activity #2:** Identifying and maintaining contact with local minority organizations and social support groups, including, but not limited to, educational, religious, ethnic, racial, and gender-based organizations. Providing recruitment brochures and materials to above listed organizations. Attending and involvement in community events. Attending career fairs in Gloucester County School Districts and local colleges.

**Activity #3:** When applicable, contact police training academies and post vacancy announcements for current Alternate Route candidates or waiver-eligible Class II Special Police Officers.

**Review, Evaluation and Reporting:**

1. The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan, to include an annual agency demographic review, to identify whether any substantial disparities exist or have been reduced, and if need be, revise the Recruitment Plan to meet its goals and objectives.
2. NJSA 52:17B-4.10 et seq. and the New Jersey Attorney General Guidelines “Promoting Diversity in Law Enforcement Recruiting and Hiring” requires each law enforcement agency to report certain law enforcement applicant data annually, by January 31st, for the preceding year.

<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>