

MONTGOMERY TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

Montgomery Township Police Department is committed to attracting qualified individuals to pursue a career with the Montgomery Township Police Department. The objective is to achieve an overall racial and gender composition of the department reflective of the demographic population of Montgomery Township through various recruiting methods. 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 recruitment activities listed in this plan.

The Montgomery Township 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 Montgomery Township Police Department recruits from a candidate pool open to all residents of New Jersey. Montgomery Township is an equal opportunity employer

CURRENT DEMOGRAPHICS:

The demographics composition of the population and agency are represented in the following table:

| MONTGOMERY TOWNSHIP | | | | | | |
|-------------------------------------|-------------------|-------------|-------------------------------------|-------------|--------------------------------------|-----------|
| Based on 2020 Census Data | POPULATION | | CURRENT SWORN OFFICERS TOTAL | | CURRENT SWORN OFFICERS FEMALE | |
| RACE / ETHNICITY | # | % | # | % | # | % |
| WHITE | 11,637 | 46% | 31 | 89% | 2 | 6 |
| BLACK or AFRICAN AMERICAN | 753 | 3% | 0 | 0% | 0 | 0% |
| ASIAN | 9,363 | 37% | 1 | 3% | 0 | 0% |
| HISPANIC - ANY RACE | 1,314 | 5% | 3 | 9% | 0 | 0% |
| AMERICAN INDIAN or ALASKA | 30 | <1% | 0 | 0% | 0 | 0% |
| NATIVE HAWAIIAN OR PACIFIC ISLANDER | 6 | <1% | 0 | 0% | 0 | 0% |
| SOME OTHER RACE ALONE | 390 | 1% | 0 | 0% | 0 | 0% |
| POPULATION OF TWO OR MORE RACES | 1,511 | 6% | 0 | 0% | 0 | 0% |
| TOTAL | 25,004 | 100% | 35 | 100% | 2 | 6% |

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RECRUITMENT METHODS:

- A. Recruitment is an activity that involves all members of the police department. The best recruiters are often the officers actively serving the community. All officers are actively involved with recruiting potential candidates for employment in the police department.
- B. Montgomery Township Police will be proactive in recruitment programs focused on recruiting qualified people, including establishing and maintaining relationships with police academies, local and state law enforcement organizations, educational institutions, and hiring and recruiting websites, to include PoliceApp.com.
- C. Active participation in career day programs with information to provide to prospective candidates about:
 - Salaries
 - Benefits
 - Training
 - Hiring Process
 - Community Highlights
 - Career Opportunities

Personnel attending recruitment events at career day events will have handouts to provide to interested individuals, including links to the police department website and contact information for personnel tasked with recruitment and retention.

- D. Posting job announcements in local newspapers, the township website, and social media.

ANNUAL REVIEW AND REPORTING:

The Police Director, or designee, shall review annually the recruitment plan to identify areas for improvement, and develop and implement programs to improve recruitment of future police officers.

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. The annual report will be posted to the police department website.