

WESTWOOD BOROUGH POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

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

GENERAL:

The Westwood Borough 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 Westwood Borough Police Department recruits from a candidate pool open to all residents of New Jersey. The Chief of Police is responsible for the Recruitment Plan.

Westwood 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:

Demographics Report

WESTWOOD BOROUGH						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN FEMALE OFFICERS	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	7,861	70%	26	90%	1	3%
BLACK or AFRICAN AMERICAN	448	4%	2	7%	1	3%
HISPANIC - ANY RACE	1,651	15%	0	0%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	6	<1%	0	0%	0	0%
ASIAN	928	8%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	6	<1%	0	0%	0	0%
SOME OTHER RACE ALONE	33	<1%	1	3%	0	0%
POPULATION OF TWO OR MORE RACES	349	3%	0	0%	0	0%
TOTAL	11,282	100%	29	100%	2	7%

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RECRUITMENT ACTIVITIES:

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;
2. Seek active Rice List advertisement from or through the Civil Service Commission;
3. Contact New Jersey Police Training Academies who run Alternate Route programs;
4. Contact Colleges, within 100 miles of Westwood, New Jersey with programs focused on the areas of law and criminal justice;
5. Contact branches of the United States Military for inclusion in their job placement assistance efforts;
6. Participate in Job Fairs occurring within 50 miles of Westwood, New Jersey;
7. Utilize Internet advertisements or websites specifically directed at job postings, including PoliceApp.com and the Westwood Police Department website;
8. Post vacancies in local newspaper advertisements, bulletin boards, churches, civic groups or any other methods to garner public attention to the available positions.

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>