

**TOWNSHIP OF PISCATAWAY POLICE DEPARTMENT
RECRUITMENT PLAN**

GOAL AND OBJECTIVES:

The goal of the Piscataway Township Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Piscataway Township Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Township 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 Piscataway 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 Piscataway Police Department recruits from a candidate pool open to all residents of Piscataway Township, but in the absence of any qualified Township residents, out- of-Township applicants can be considered.

The Piscataway Police Department seeks its applicants from several potential applicant pools:

1. When necessary, the Township will conduct an open competitive examination; or
2. When necessary, accept existing PTC certified officers who have been laid off from other law enforcement agencies pursuant to NJSA 40A: 14-180, et seq.
3. When necessary, accept alternate route applicants from NJ PTC certified academies.

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

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CURRENT DEMOGRAPHICS:

PISCATAWAY TOWNSHIP						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	14,251	23%	62	77%	6	7%
BLACK or AFRICAN AMERICAN	11,771	19%	12	15%	2	2%
HISPANIC - ANY RACE	8,276	14%	3	4%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	130	<1%	0	0%	0	0%
ASIAN	23,973	39%	2	2%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	21	<1%	1	1%	0	0%
SOME OTHER RACE ALONE	834	1%	1	1%	0	0%
POPULATION OF TWO OR MORE RACES	1,548	3%	0	0%	0	0%
TOTAL	60,804	100%	81	100%	8	9%

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ACTIVITIES:

Activity #1: When necessary, recruit females and underrepresented minority candidates to apply for the position of police officer with the Piscataway Police Department.

Activities include, but are not limited to:

- Draft, print, and distribute informational brochures to areas/organizations that may attract qualified candidates to the agency.
- Make maximum use of the Piscataway Township Municipal Website to attract qualified candidates to the agency.
- Advertise in local media outlets (newspaper, Piscataway Patch, etc.)
- Participate in career day activities at Rutgers University and local schools, fairs, etc.

Activity #2: Advertise on Policeapp.com, the Piscataway Township Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

Activity #3: When necessary, identify law enforcement agencies that have or are considering reducing their sworn workforce for reasons of economy and attracting minority and female officers to the department.

Activities include, but are not limited to:

- Send recruitment brochures to these agencies to stimulate interest in a career with the Piscataway Police Department.
- Advertise potential openings on various law enforcement-related Websites (e.g., New Jersey Women in Law Enforcement, New Jersey Latino Officers Association, NOBLE, etc.)
- Make maximum use of the Piscataway Township Municipal Website to attract qualified candidates to the agency.

DESIGNEE:

The Chief of Police is designated as the person responsible for implementation of this recruitment plan. The Chief of Police may delegate certain tasks and responsibilities at his discretion.

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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>