WASHINGTON TOWNSHIP POLICE

1 McClure Drive • Sewell, New Jersey 08080 • (856) 589-6650

RECRUITMENT PLAN

Goal

The goal of this plan is to select and hire only the best possible human resources for sworn law enforcement employment and to take a proactive role in programs intended to attract qualified people to apply for and undergo the selection process required for sworn officers. The department is committed to being an Equal Employment Opportunity employer.

Demographics

Washington Township						
Data is based on the 2020 Census Count	**Population**		**Current Sworn Officers Total**		**Current Sworn Officers Female**	
Race / Ethnicity	**#**	**%**	**#**	**%**	**#**	**%**
White	39,625	81.4%	84	88.42%	4	100%
Black or African American	3,486	7.2%	7	7.37%	0	0.00%
Hispanic – Any Race	2,711	5.6%	3	3.16%	0	0.00%
American Indian or Alaska Native	64	0.1%	0	0.00%	0	0.00%
Asian	2,029	4.2%	1	1.05%	0	0.00%
Native Hawaiian or Pacific Islander	8	0.0%	0	0.00%	0	0.00%
Some Other Race Alone	785	1.6%	0	0.00%	0	0.00%
Population of Two or More Races	2,680	5.5%	0	0.00%	0	0.00%
Total	48,677	100%	95	100%	4	100%

Objectives

This department will take a proactive role in programs intended to attract qualified people to apply for and undergo the selection process required for sworn officers. These programs may include; but, are not limited to:

1. Establishing and maintaining contacts with community organizations, educational institutions, and providing recruitment materials for display and distribution;

2. Participation in career day programs at educational institutions and other public places and events;

3. Actively pursuing qualified candidates for full-time and part-time sworn positions when a testing process is initiated.

4. Engaging the public through traditional media and social media to make the public aware of department activities, programs, and significant events.

Annual Review, Evaluations 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