

LITTLE EGG HARBOR POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

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

GENERAL:

The Little Egg Harbor Police Department is a New Jersey Civil Service Commission jurisdiction and must adhere to New Jersey State Statutes and Administrative Code in its recruitment and selection process.

Little Egg Harbor has a residency preference in all hiring matters. Applicants must be a bona fide resident of Little Egg Harbor at the time of the closing date of the New Jersey Civil Service Commission Law enforcement Officer Test. Once Little Egg Harbor residents have been exhausted from the Civil Service Certification List, Ocean County residents are then provided with preference. If the Ocean County list is exhausted, applications will be open to residents of the State of New Jersey. The Chief of Police is responsible for the Recruitment Plan.

The Recruitment Plan is prepared realizing the current economic conditions in New Jersey where there are officers that have been laid off due to budgetary constraints. Those officers may be the first recalled for employment pursuant to New Jersey State Statutes and Administrative Code. Furthermore, laid off officers from Little Egg Harbor and other jurisdictions listed on the "Rice list", may be considered for employment pursuant to New Jersey State Statutes and Administrative Code and the normal competitive testing selection and recruitment process is bypassed. Likewise, the Intergovernmental Transfer program will be used when appropriate.

The Township of Little Egg Harbor is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS:

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

	Service Population		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%
Caucasian	19,343	90.6%	43	95.5%	2	4.4%
African-American	597	2.8%	0	0%	0	0%
Hispanic¹ (any race)	896	4.2%	2	4.4%	0	0%
Other	512	2.4%	0	0%	0	0%
Total	21,350	100.0%	45	100%	2	4.4%

¹ 1. Not included in total population or % number.

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RECRUITMENT ACTIVITIES:

Objective #1: When applicable, contact the State of New Jersey Civil Service Commission and obtain the “Rice list” of eligible officers who were laid off from Little Egg Harbor and other jurisdictions.

Activities include, but are not limited to:

Conducting interviews with eligible laid off officers in an effort to employ such officers as to meet the agency’s recruiting goals.

Objective #2: Make maximum use of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program.

Activities include, but are not limited to:

- Post future openings for sworn positions with the State of New Jersey Intergovernmental Transfer Program website.

Objective #3: 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.

Activities include, but are not limited to:

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Contact the local Board of Education to seek permission to address high school students to interest them in a career with the agency following completion of their formal education.
- Attend Career Days at local schools and community colleges.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Little Egg Harbor Township Website to attract qualified candidates to the agency.

REVIEW & EVALUATION:

- The Chief of Police shall conduct an annual review of the Recruitment Plan.
- As a result of the annual review, if necessary, the Recruitment Plan shall be revised if the goals and objectives are not achieved.