

HAWTHORNE BOROUGH POLICE DEPARTMENT RECRUITMENT PLAN

GOALS AND OBJECTIVES:

The goal of the Hawthorne Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Hawthorne 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. 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 Hawthorne 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 Hawthorne Police Department recruits from a candidate pool open to all residents of New Jersey.

Hawthorne Borough 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:

| BOROUGH OF HAWTHORNE | | | | | | |
|---|---------------|-------------|---------------------------------|-------------|----------------------------------|-----------|
| Data is based on the 2020 Census Count | POPULATION | | CURRENT SWORN OFFICERS TOTAL | | CURRENT SWORN OFFICERS FEMALE | |
| RACE / ETHNICITY | # | % | # | % | # | % |
| WHITE | 8,450 | 76% | 31 | 91% | 1 | 3% |
| BLACK or AFRICAN AMERICAN | 141 | 1% | 0 | 0% | 0 | 0% |
| HISPANIC - ANY RACE | 876 | 8% | 2 | 6% | 0 | 0% |
| AMERICAN INDIAN OR ALASKA NATIVE | 4 | <1% | 0 | 0% | 0 | 0% |
| ASIAN | 1,425 | 13% | 1 | 3% | 0 | 0% |
| NATIVE HAWAIIAN OR PACIFIC ISLANDER | 0 | 0% | 0 | 0% | 0 | 0% |
| SOME OTHER RACE ALONE | 30 | 0.27% | 0 | 0% | 0 | 0% |
| POPULATION OF TWO OR MORE RACES | 179 | 1.61% | 0 | 0% | 0 | 0% |
| TOTAL | 11,105 | 100% | 34 | 100% | 1 | 3% |

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RECRUITMENT ACTIVITIES:

Activity #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.

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.

Activity #2: Make use of the State of New Jersey Alternate Route training program or other certified PTC candidates.

- Announce openings at local Police Academy's to attract qualified candidates to the agency.

Activity #3:

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

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>