

South Hackensack Police Department Recruitment Plan

GOALS & OBJECTIVES:

The purpose and goal of the South Hackensack Police Department Recruitment Plan is to attract qualified persons to pursue a career with the South Hackensack Police Department. The objective is to achieve an overall racial and gender composition of sworn law enforcement personnel which compares to the overall racial and gender composition of the population of the Township of South Hackensack. 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 of the population of the community which it serves.

GENERAL:

The South Hackensack 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 South Hackensack Police recruits from a candidate pool open to all residents of New Jersey. The Chief of Police shall be responsible for the Recruitment Plan.

The Township of South Hackensack is an equal opportunity employer in all facets of the personnel process.

Current Demographics

Data based on 2020 Census	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE/ETHNICITY	#	%	#	%	#	%
WHITE	1,068	39.54	15	75	1	5
BLACK OR AFRICAN AMERICAN	135	5.00	0	0	0	0
NATIVE AMERICAN OR ALASKA NATIVE	1	0.04	0	0	0	0
ASIAN	172	6.37	0	0	0	0
PACIFIC ISLANDER	1	0.04	0	0	0	0
SOME OTHER RACE	17	0.63	0	0	0	0
MIXED RACE/MULTI- RACIAL	51	1.89	0	0	0	0
HISPANIC OR LATINO	1,256	46.5	5	25	0	0
TOTAL	2,701	100%	20%	100%	1%	5%

RECRUITMENT:

- A.** The Township Committee, in its sole and absolute discretion, may determine from time to time to hire members for the South Hackensack Police Department. In the event the Township Committee makes said determination it shall direct the Township Clerk to post notice of said opening(s) on the Municipal Bulletin board, Municipal website and in at least two of the official newspapers of the Township. The notice of openings shall also be posted on the South Hackensack Police Department's Facebook page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements. Said notice shall set forth the number and type of opening, how to apply and the deadline for said application.
- B.** The best law enforcement recruiters are personnel currently serving in sworn positions. Therefore, every member is charged with actively recruiting individuals they feel are qualified with the potential to be an asset to the department.
- C.** When applicable, contact police training academies and post vacancy announcements for current Alternate Route candidates or waiver-eligible Class II Special Police Officers.
- D.** Application: Each prospective applicant shall complete an application for hire on the form and in accordance with the procedures set forth in the Township of South Hackensack Personnel Policies and Procedures Manual and submit same to the Township Clerk.
- E.** Each Police recruit applicant shall abide by the requisites for appointment as set forth in Chapter 52-8 of the Township of South Hackensack Code.
- F.** Particular attention should be paid to attracting candidates in approximate proportion to the racial, ethnic, and gender composition of the available workforce.

REVIEW AND EVALUATION:

The Chief of Police, or his designee, shall conduct an annual review of the Recruitment Plan and shall include, but not be limited to, performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if necessary, 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 annual Report of Diversity in Law Enforcement Recruitment and Hiring shall be posted and available for viewing each year on the department website.