

SPRING LAKE HEIGHTS POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

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

GENERAL:

The Spring Lake Heights 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 the selection process. The Chief of Police is responsible for the Recruitment Plan.

Spring Lake Heights 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:

Demographics Report

	Service Population		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%
Caucasian	4,553	96.6%	15	100%	1	7.14%
African-American	30	0.6%	0	0%	0	0%
Hispanic¹ <i>(any race)</i>	155	3.3%	0	0%	0	0%
Other	130	2.8%	0	0%	0	0%
Total	4,713	100%	15	100%	1	7.14%

¹: Not included in total population or % number.

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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.
- Attend career fairs in the Monmouth County School District.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Spring Lake Heights Borough website to attract qualified candidates to the agency.
- The following information should prove useful when participating in recruitment activities:
 - Recruitment/informational brochures
 - Agency organizational chart
 - Current contractual agreements
 - Training catalogs
 - Demographic data
 - General Employment Applications

Activity #2: When applicable contact police academy's and post vacancy announcements for current Alternate Route candidates.

Activity#3: Advertise in local media markets for candidates meeting the department eligibility requirements.

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.