

# WINFIELD POLICE DEPARTMENT RECRUITMENT PLAN

**GOALS and OBJECTIVES:**

The goal of the Winfield Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Winfield Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of Winfield 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 Winfield 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 Winfield Police Department recruits from a candidate pool open to all residents of New Jersey.

Winfield 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:

<b>TOWNSHIP OF WINFIELD</b>						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	1187	83.4%	8	88%	0	0%
BLACK or AFRICAN AMERICAN	14	1%	1	11%	0	0%
HISPANIC - ANY RACE	139	9.8%	0	0%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	2	.1%	0	0%	0	0%
ASIAN	6	.4%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	1	.1%	0	0%	0	0%
SOME OTHER RACE ALONE	2	.1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	72	5.1%	0	0%	0	0%
TOTAL	1423	100%	9	100%	0	0%

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## **RECRUITMENT ACTIVITIES:**

**Activity #1:** Advertise on Policeapp.com, the Winfield Police Department's web page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

**Activity #2:** Make use of the State of New Jersey Alternate Route Training Program.

- Announce vacancies at the local police academies to attract qualified candidates to the agency.

**Activity #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:

- Attend career fairs at local schools and colleges.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.

## **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 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 31<sup>st</sup> 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" 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>