

PLAINSBORO TOWNSHIP POLICE DEPARTMENT

RECRUITMENT AND HIRING DIVERSITY PLAN

PURPOSE:

The goal of this plan is to establish a fair and consistent procedure designed to attract qualified individuals to pursue a career with the Plainsboro Township Police Department. Special emphasis shall be placed on achieving ethnic, racial, and gender workforce composition in the sworn law enforcement ranks in approximate proportion to the makeup of the available workforce in Plainsboro Township.

Plainsboro Township is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS:

The demographics composition of Plainsboro Township and the Police Department are represented in the following table:

	Service Population		Current Sworn Officers	
	#	%	#	%
Asian/Indian	13,896	57.7%	0	0%
Caucasian	7,827	32.5%	35	97.2%
Black	1,276	5.3%	1	2.8%
Other Races	1,077	4.5%	0	0%
Hispanic¹ (any race)	770	3.2%	3	8.3%
Female¹ (any race)	12,282	51%	1	2.8%
Total	24,084	100%	36	100%

¹: Not included in total population or % number.

Based on the above demographic data, the Plainsboro Township Police Department seeks to attract the following race, ethnicity, and/or gender categories to its ranks:

- Female
- Indian/Asian
- Black
- Hispanic
- Other Races

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I. GOALS & OBJECTIVES

- A. Objective #1: Recruitment of underrepresented females and minorities as identified above.
- B. Objective #2: Identify, establish, and maintain contact with state, county and municipal minority organizations and social groups. Special attention shall be paid to the identified underrepresented groups.
- C. Objective #3: Conduct open testing processes, thereby allowing the greatest opportunity to include the identified underrepresented groups.

II. RECRUITMENT

- A. This agency will take a proactive role to attract qualified candidates to apply for positions within the Department. These efforts include, but are not limited to:
 - Establishing and maintaining contacts with community organizations and educational institutions and providing recruitment materials for display and distribution.
 - Participation in career day type programs at educational institutions and other public places and events.
 - Educational seminars, youth police academies, and community events.
 - Supplying job announcements to Minority Law Enforcement Groups within the state of New Jersey and surrounding states.

III. REVIEW & EVALUATION

- A. The Chief of Police, or his designee, shall conduct an analysis of the plan in conjunction with each new hiring process or at least once annually.

The following data shall minimally be reviewed:

- Percentage of applicants comprising underrepresented groups compared to the total number of applicants
- Percentage of applicants comprising underrepresented groups hired compared to the total number of applicants hired
- Specific recruitment efforts and activities
- Number of hits of the agency website (if available)

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- Progress toward objectives (comparison to previous hiring process)
- Recommendations

B. Based on the above review, the Chief of Police shall cause this plan to be revised and/or reissued if it is determined that it is failing to make progress toward the Department's recruitment goals.