

WEST MILFORD POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the West Milford Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the West Milford Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Township 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 West Milford Township 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.

West Milford Township is a civil service township and 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 tables:

Demographics Report

Population estimates based on US Census Bureau West Milford NJ	
Population estimates, July 1, 2023, (V2023)	24,340
Population estimates base, April 1, 2020, (V2023)	24,856
Population, percent change - April 1, 2020 (estimates base) to July 1, 2023, (V2023)	-2.10%
Population, Census, April 1, 2020	24,862
Population, Census, April 1, 2010	25,850
Persons under 5 years, percent	6.60%
Persons under 18 years, percent	19.20%
Persons 65 years and over, percent	18.80%
Female persons, percent	49.90%
White alone, percent	90.20%
Black or African American alone, percent	1.20%
American Indian and Alaska Native alone, percent	0.20%
Asian alone, percent	1.50%
Native Hawaiian and Other Pacific Islander alone, percent	0.20%
Two or More Races, percent	5.60%
Hispanic or Latino, percent	7.80%
White alone, not Hispanic or Latino, percent	86.60%

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West Milford Police Department Demographics 2023

Total Officers	48	%
Total Officers Eligible for Promotion	1	2%
Total Officers Applied for Promotion	1	2%
Total Officers Promoted	1	2%
Total Male	43	90%
Total Female	5	10%
Total X or Non-Binary	0	0%
Total American Indian or Alaska Native alone	0	0%
Total Asian alone	1	2%
Total Black or African American alone	0	0%
Total Native Hawaiian or other Pacific Islander alone	0	0%
Total White alone	46	96%
Total Two or more races alone	0	0%
Total Other alone	0	0%
Total Hispanic or Latino	1	2%

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 information to educational, religious, ethnic, racial, and gender-based organizations.
- Attend career fairs at West Milford High School and William Paterson University
- Attend local events (community policing booth) Alf festival, Greenwood Lake Airshow, Township Fireworks.
- Posting hiring/testing information for civil service, alternate route, or agency hiring information on our social media page

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

Activity #3: When applicable utilize civil service hiring list.

Activity #4: When applicable utilize civil service intergovernmental job postings

Activity #5: Accept resumes on a rolling basis from PTC certified Officers

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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>