

LAKEHURST BOROUGH POLICE DEPARTMENT RECRUITMENT PLAN
LAKEHURST POLICE DEPARTMENT ANNUAL REVIEW RECRUITMENT PLAN

GOALS and OBJECTIVES:

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

GENERAL:

Lakehurst Borough has a residency preference in all hiring matters. Applicants must be a bona fide resident of Lakehurst at the time of the closing date of the New Jersey Civil Service Commission Law Enforcement Officer Test. Once Lakehurst residents have been exhausted from the Civil Service Certification List, Ocean County residents are then provided with preference.

If the Ocean County list is exhausted, applications will be open to residents of the State of New

Jersey. The Chief of Police or designee is responsible for the Recruitment Plan.

Lakehurst Borough is an equal opportunity employer in all facets of the personnel process.

LAKEHURST BOROUGH POLICE DEPARTMENT RECRUITMENT PLAN

CURRENT DEMOGRAPHICS:

The demographics composition of the service area and agency are represented in the following table:

Demographics Report

Data based on 2023 Census	Service Population		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%
Caucasian	2,142	78.31%	12	92.3%	2	15.4%
African-American	199	7.27%	0	0	0	0%
Hispanic ¹ (any race)	392	14.33%	1	7.6%	0	0%
Other	2	0.09%	0	0%	0	0%
Total	2,735	100%	13	100%	2	15.4%

1-Not included in total population or % number.

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 Ocean County School District.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Lakehurst Borough website to attract qualified candidates to the agency.

Activity #2: When applicable, contact the State of New Jersey Civil Service Commission and obtain the "Rice list" of eligible officers who were laid off from other jurisdictions.

LAKEHURST BOROUGH POLICE DEPARTMENT RECRUITMENT PLAN

Activities include, but are not limited to:

Conducting interviews with eligible laid off officers to employ such officers as to meet the agency's recruiting goals.

Activity #3: When applicable make use of the New Jersey Civil Service Intergovernmental Transfer Program.

Activity #4: When applicable, make use of Law signed by Governor Murphy to allow hiring without Civil Service Entry examination.

Activity #5: Advertise on Policeapp.com, the Lakehurst Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

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>