

MOUNTAIN LAKES POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the Mountain Lakes Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Mountain Lakes 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. 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 Mountain Lakes 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 Mountain Lakes Police Department recruits from a candidate pool open to all residents of New Jersey. The Chief of Police is responsible for the administration of the Recruitment Plan.

Mountain Lakes 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:

BOROUGH OF MOUNTAIN LAKES						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	3,285	73%	9	69%	0	0%
BLACK or AFRICAN AMERICAN	19	0%	2	15%	0	0%
HISPANIC - ANY RACE	247	6%	2	15%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	4	0%	0	0%	0	0%
ASIAN	694	16%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	1	0%	0	0%	0	0%
SOME OTHER RACE ALONE	13	0%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	209	5%	0	0%	0	0%
TOTAL	4,472	100%	13	100%	0	100%

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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.
- Contact the local Board of Education to seek permission to address high school students to interest them in a career with the agency following completion of their formal education.
- Attend Career Days at local schools and community colleges.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Mountain Lakes Borough Website to attract qualified candidates to the agency.

Activity #2:

Advertise on Policeapp.com, the Mountain Lakes 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>