



# TOWNSHIP OF BERNARDS POLICE DEPARTMENT

One Collyer Lane  
BASKING RIDGE, NEW JERSEY 07920

Michael Shimsky  
Chief of Police



## RECRUITMENT PLAN

### GOALS AND OBJECTIVES:

The goal of the Bernards Township Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Bernards Township 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 Department’s 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 Bernards 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 selection process. The Chief of Police is responsible for the recruitment plan.

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

### CURRENT DEMOGRAPHICS:

| TOWNSHIP OF BERNARDS  |            |       |                                 |        |                                  |       |
|---|------------|-------|---------------------------------|--------|----------------------------------|-------|
| Data is based on the<br>2020 Census Count<br>RACE / ETHNICITY | POPULATION |       | CURRENT SWORN<br>OFFICERS TOTAL |        | CURRENT SWORN<br>OFFICERS FEMALE |       |
|   | #          | %     | #                               | %      | #                                | %     |
| WHITE   | 18,373     | 66%   | 36                              | 92.31% | 3                                | 7.69% |
| BLACK or AFRICAN<br>AMERICAN                                  | 461        | 1.7%  | 1                               | 2.56%  | 0                                | 0%    |
| HISPANIC – ANY RACE   | 2,060      | 7.4%  | 2                               | 5.13%  | 0                                | 0%    |
| AMERICAN INDIAN or<br>ALASKA NATIVE                           | 19         | <1%   | 0                               | 0%     | 0                                | 0%    |
| ASIAN   | 6,730      | 24.2% | 0                               | 0%     | 0                                | 0%    |
| NATIVE HAWAIIAN OR<br>PACIFIC ISLANDER                        | 7          | <1%   | 0                               | 0%     | 0                                | 0%    |
| SOME OTHER RACE<br>ALONE                                      | 383        | 1.4%  | 0                               | 0%     | 0                                | 0%    |
| POPULATION OF TWO<br>OR MORE RACES                            | 1,857      | 6.7%  | 0                               | 0%     | 0                                | 0%    |
| TOTAL   | 27,830     | 100%  | 39                              | 100%   | 3                                | 7.69% |

\* Not included in total population or % number.

## **ACTIVITIES:**

Activity #1: When necessary, recruit females and underrepresented minority candidates to apply for the position of police officer with the Bernards Township Police Department.

Activities include, but are not limited to:

- Draft, print, and distribute informational brochures to areas/organizations that may attract qualified candidates to the agency.
- Announce openings at local police academies to attract qualified candidates.
- Make maximum use of the Bernards Township municipal website to attract qualified candidates to the agency.
- Advertise in local media outlets (newspaper, Basking Ridge Patch, Tap Into Basking Ridge etc.)
- Participate in career day activities at local schools, fairs, etc.

Activity #2: Advertise on Policeapp.com, the Bernards Township Police Department's Facebook page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

Activity #3: When necessary, identify law enforcement agencies that have or are considering reducing their sworn workforce for reasons of economy and attracting minority and female officers to the department.

Activities include, but are not limited to:

- Send recruitment brochures to these agencies to stimulate interest in a career with the Bernards Township Police Department.
- Advertise potential openings on various law enforcement-related Websites (e.g., New Jersey Women in Law Enforcement, New Jersey Latino Officers Association, NOBLE, New Jersey Asian American Law Enforcement Officers Association etc.)
- Make maximum use of the Bernards Township municipal website to 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 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>