



## CLINTON TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN

### GOAL

The goal of the Clinton Township Police Department’s ‘*Recruitment Plan*’ is to attract qualified applicants who wish to pursue a career with the Clinton Township Police Department. This Recruitment Plan places special emphasis on recruiting those populations represented within the Clinton Township community that are under-represented on the police force.

### LAW

The Clinton Township Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, *et seq.*, municipal ordinance §4-52 *et seq.*, and department general orders Volume 1, Chapter 3 (‘*Recruitment and Selection of Patrol Officers*’), Volume 1, Chapter 9 (‘*Background Investigations*’). The Clinton Township Police Department seeks New Jersey PTC-certified candidates only.

*The Clinton Township Police Department is an equal opportunity employer in all facets of the personnel selection process.*

### DEMOGRAPHICS REPORT (RACE)

The demographics composition of the service area and agency along with the demographics of the available workforce are represented in the following table:

Race	Service Population (Clinton Township)		Available Workforce (New Jersey)		Current Sworn Officers		Prior Assessment Sworn Officers	
	#	%	#	%	#	%	#	%
<b>Total Population</b>	13,505	100%	9,288,994	100%	28	100%	24	100%
<b>Caucasian</b>	10,607	78.5%	953,302	54.30%	25	89.3%	22	91.6%
<b>African American</b>	785	5.81%	222,964	12.70%	0	0.0%	1	4.2%
<b>American Indian &amp; Alaska Native</b>	12	.08%	Unknown	0.0%	0	0.0%	0	0.0%
<b>Asian</b>	781	5.78%	168,540	9.6%	1	3.6%	0	0.0%
<b>Native Hawaiian &amp; Other Pacific Islander</b>	1	.007%	Unknown	0.0%	0	0.0%	0	0.0%
<b>2 or More</b>	897	6.64%	Unknown	0.0%	1	3.6%	N/A	N/A
<b>All Other</b>	422	2.0%	43,891	2.5%	1	3.6%	1	4.2%
<b>Hispanic<sup>1</sup></b>	1,071	7.93%	366,925	20.90%	2	7.2%	0	0.0%
<b>Total</b>	12,435	100%	1,651,039	100%	28	100%	24	100%
<b>2019 Total Nj Workforce Population Age 20-34</b>			1,755,620	18.90%				

1. Hispanic/Latino is not a race, but an ethnicity and therefore this figure is not reflected in the total category of race.
2. Available workforce in New Jersey includes only persons between the ages of 20 – 34.



## CLINTON TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN

### Demographics Report (GENDER)

Service Population (Clinton Township) Females		Available Workforce (New Jersey) Females		Current Sworn Officers Female		Prior Assessment Sworn Officers Female	
#	%	#	%	#	%	#	%
5,942	44%	857,833	51.1%	2	8.3%	1	4.2%

### [United States Census Bureau - Clinton Township & New Jersey](#)

### Methodology For Obtaining Figures

Statistics were obtained by first logging onto the United States Census Bureau’s website at [www.census.gov](http://www.census.gov), then utilizing the “American Factfinder” feature, Census Reporter and finally the “Community Facts” feature.

### Clinton Township Demographics

Using the “Community Facts” feature, the population of Clinton Township, New Jersey (i.e., the “Service Population”) was analyzed by utilizing the “Profile of General Population and Housing Characteristics: 2020 Demographic Profile Data” feature.

### [United States Census Bureau - Clinton Township - Hunterdon County](#)

The total population of Clinton Township was found to be 13,505 at the time of the last (2020) census. This figure was adjusted to 13,201 after deducting the total population of Mountainview Correctional Center, which was last reported as 304 on January 12, 2021, as per the State of New Jersey Department of Corrections website.

### [State of New Jersey Department of Corrections](#)

In the past the Clinton Township Police Department has made adjustment for Mountainview Correctional Center, but it has recently closed, so not adjustment has been made

### Review

In review a determination is that there is a substantial disparity existence in sworn members specific to correlation to the Township of Clinton as the population served for the following underrepresented groups:

<u>Underrepresented Group</u>	<u>Population in Clinton Township</u>	<u>Sworn Members</u>
African American	5.81%	0.00% (0 Officers)
Asian	5.78%	3.60% (1 Officer)
Female	44.00%	8.30% (2 Officers)



## **CLINTON TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN**

### **Objectives & Activities**

Recruit qualified African Americans, Asians, Latinos, and females from current state, county, and municipal law enforcement agencies and police academies during the hiring process periods. Recruitment activities utilized to achieve this goal shall include, but are not limited to:

- Contact the New Jersey State Association of Chiefs of Police to obtain a current mailing list of all member agencies in the State of New Jersey.
- Distribute the Clinton Township Police Department's informational brochures in an attempt to attract qualified candidates to the agency, via social media sites.
- Make maximum use of the Clinton Township Police Department and the Township of Clinton websites to attract qualified candidates to the agency.
- Notify all NJSACOP member agencies that the Clinton Township Police Department is seeking qualified individuals for entry level law enforcement positions; provide brochures for distribution.
- Notify all New Jersey police academies of the Clinton Township Police Department's desire to recruit qualified African Americans, Latinos, and females from alternate route candidates.
- Advertise available positions in local, county, and state news media outlets.
- The department shall utilize Police App for recruitment initiatives to have a greater pool of candidates. This will also help with making the application more accessible.

### **Predictive Barriers & Solutions**

Publicly posted applicant resources on department website

- 1) Application submission challenges and circumstances such as technical or equipment availability issues. The department will make alternative methods available such as onsite application submission utilizing a station or mobile system.
- 2) Application fees for application/processes will be available for waiver upon request for eligible individuals based on current U.S. Federal Poverty Guidelines <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>
- 3) Resume assistance – the Department of Labor and Workforce Development <https://www.nj.gov/labor/career-services/tools-support/resume/>



## **CLINTON TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN**

### **Program Review & Evaluation**

Annually, the Chief of Police or their designee shall analyze the Recruitment Plan and complete Appendix F. The following data, at a minimum, shall be reviewed:

- Number of applicants vs. the number of targeted underrepresented applicants.
- Number of applicants hired vs. the number of targeted underrepresented applicants hired.
- Effectiveness of reducing substantial disparity for identified underrepresented groups.
- Progress towards goal and redesign of the Recruitment Plan as determined.

This plan is subject to modification as needed. The Administrative Division Commander shall be responsible for the administration of this plan.