



CLINTON TOWNSHIP POLICE DEPARTMENT **RECRUITMENT PLAN** **Annual Review**

The Clinton Township Police Department's 'Recruitment Plan' was first formulated on December 22, 2009. This 'Recruitment Plan' was revised on January 17, 2012, for the first time. On December 7, 2021, the Attorney General implemented a memorandum for promoting diversity in law enforcement recruiting and hiring. After this memorandum our policy was revised. The following are the questions that must be answered during the annual review:

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

Lt. Harry P. Bugal Jr.
Administrative Division Commander

January 26, 2025

This annual review is from January 1, 2024 to December 31, 2024.

1. In 2024, we received **26 applications** for one full-time police officer position. The demographic breakdown is as follows:
 - **21 applicants identified as White.**
 - **1 applicant identified as Black or African American.**
 - **1 applicant identified as Asian.**
 - **1 applicant identified as Other.**
 - **2 applicants chose not to disclose their demographic information.**

Among the 26 applicants, three (3) individuals represented targeted underrepresented groups.

2. One (1) applicant was hired for the full-time position. This individual did not represent any of the targeted underrepresented groups identified in our Recruitment Plan.
3. While 2023 demonstrated positive progress in recruiting and hiring individuals from underrepresented groups, our 2024 recruitment efforts did not yield similar results in terms of applications received from these groups. This highlights a challenge in maintaining consistent progress year over year and underscores the importance of continued outreach and engagement strategies.
4. Overall, the department has made positive strides toward achieving its recruitment goals over the years. However, 2024's results indicate that additional strategies may be required to sustain long-term success in reducing disparities. At this time, no major revisions to the Recruitment Plan are deemed necessary. However, future evaluations may explore enhanced outreach initiatives, partnerships with diverse community organizations, and further engagement with underrepresented populations.



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Conclusion:

The Clinton Township Police Department remains committed to promoting diversity within its ranks and reducing substantial disparities in its workforce. While 2024 posed challenges in reaching targeted underrepresented groups, we continue to assess and refine our strategies to align with the goals outlined in the Recruitment Plan.