

Sea Girt Police Department Recruitment Plan

GOAL AND OBJECTIVES:

The goal of the Sea Girt Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Sea Girt Police Department. The objective is to achieve an overall racial and gender composition of the population of the Borough of Sea Girt. The goals and objectives shall be accomplished through the various recruitment activities specified herein.

General:

The Sea Girt Police Department shall be subject to all applicable provisions of the New Jersey Statutes Annotated (NJSA) 40A:14-118, et seq. and the municipal ordinances of the Borough of Sea Girt in all facets of the recruitment and the selection process. The Chief of Police shall be responsible for the Recruitment Plan.

The Borough of Sea Girt is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS REPORT:

The present demographic composition of the population of the Borough of Sea Girt and sworn law enforcement personnel of the Sea Girt Police Department are represented in the following report:

BOROUGH OF SEA GIRT

Data is based on the 2020 Census Count	POPULATION		CURRENT FULL TIME SWORN OFFICERS		CURRENT SWORN OFFICERS FEMALE	
	#	%	#	%	#	%
WHITE	1193	98.1%	12	92	0	0%
AFRICAN AMERICAN	1	.08%	0	0	0	0%
TWO OR MORE RACES	37	3.1%	1	8	0	0%
OTHER	0	0%	0	0	0	0%
TOTAL	1231	100%	13	100%	0	0%

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.

These activities may include, but not be limited to, the following:

- Providing recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attending career fairs in Monmouth County and other local school districts.
- Drafting, printing, and distributing informational brochures, pamphlets, posters, and/or other materials which may attract qualified persons to the agency.
- Making maximum use of the Borough of Sea Girt website to attract qualified candidates to the agency.

Activity #2

When applicable, contact police training academies and post vacancy announcements for current Alternate Route candidates or waiver-eligible Class II Special Police Officers.

Activity #3

Advertise on the Sea Girt Police Department's Facebook page, Instagram, and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

Review & Evaluation:

The Chief of Police shall conduct an annual review of the Recruitment Plan. As a result of this annual review, if necessary, the Recruitment Plan shall be revised, if the goals and objectives cannot be achieved.