



# **BLAIRSTOWN TOWNSHIP POLICE DEPARTMENT COUNTY OF WARREN**

*Scott Johnsen, Chief Of Police*

## **RECRUITMENT PLAN**

### **GOALS AND OBJECTIVES**

The goal of Blairstown Township Police Department's Recruitment Plan is to attract qualified individuals to pursue a career with the Police Department. The objective is to achieve an overall racial and gender composition in comparison to the population of the communities we serve. Through various office-recruiting activities, this agency makes a good faith effort in meeting specific goals for recruiting a diverse workforce, in terms of race, ethnicity, and gender diversity. Our goals and objectives are listed in the Recruitment Activities section of this plan and achieving them are paramount for success.

### **GENERAL**

Blairstown Township Police Department recruits from a candidate pool open to the State of New Jersey. This agency is an equal opportunity employer in all facets of the personnel process.

### **CURRENT DEMOGRAPHICS**

The demographic composition of the service area and agency are represented in the following tables:

Agency Name:  
Year:

Warren- Blirstown  
2023

### Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
Total Officers		11	-
Total Officers Eligible for Promotion		0	0%
Total Officers Applied for Promotion		0	0%
Total Officers Promoted		0	0%
Gender	Total Male	11	100%
	Total Female	0	0%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	2	18%
	Total Black or African American alone	0	0%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	8	73%
	Total Two or more races alone	0	0%
	Total Other alone	1	9%
	Total Hispanic or Latino	0	0%
Age	Total 18-29	2	18%
	Total 30-39	4	36%
	Total 40-49	5	45%
	Total 50-59	0	0%
	Total 60-69	0	0%
	Total 70+	0	0%

Agency Name:  
Year:

Warren- Blirstown  
2023

### Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	2	100%	2	0	0
	Total Female	0	0%	0	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	2	100%	2	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	0	0%	0	0	0
	Total Black or African American alone	0	0%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	2	100%	2	0	0
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	0	0%	0	0	0
Age	Total 18-29	0	0%	0	0	0
	Total 30-39	1	50%	1	0	0
	Total 40-49	1	50%	1	0	0
	Total 50-59	0	0%	0	0	0
	Total 60-69	0	0%	0	0	0
	Total 70+	0	0%	0	0	0

## **RECRUITMENT ACTIVITIES**

A. The best law enforcement recruiters are personnel currently serving in sworn positions. Therefore, every member is tasked with actively recruiting individuals they feel are qualified and have the potential to be an asset to the agency.

B. Blairstown Township Police Department takes a proactive role in programs intended to attract qualified people to apply for positions within the Blairstown Township Police Department. These programs include; but are not limited to:

- a. Establishing and maintaining contacts with community organizations and educational institutions and providing recruitment materials for display and distribution;
- b. Participation in career day type programs at educational institutions and other public places and events;
- c. Posting on going recruitment announcements on Blairstown Township's website and/or social media outlets.
- d. Posting on going recruitment announcements with the New Jersey State Benevolent Association (PBA)

C. Particular attention should be paid to attracting candidates in approximate proportion to the racial, ethnic, and gender composition in Blairstown Township.

D. Personnel assigned to recruitment activities, at career day and similar events and programs, will be provided with information so that they are knowledgeable in those matters as they pertain to agency management and operation. Those topics include, but are not limited to:

- a. Career opportunities
- b. Salaries, benefits, and training
- c. Hiring guidelines
- d. Community information
- e. Cultural diversity
- f. Qualification and selection process
- g. Eligibility requirements

E. These recruiting materials will identify Blairstown Township Police Department as an equal opportunity employer and will include the following information:

- a. Explain the mission and values of the agency
- b. Basic description of duties
- c. Responsibilities
- d. Requisite skills
- e. Educational level
- f. Other minimum qualifications and requirements

## **ANNUAL REVIEW, EVALUATION AND REPORTING**

A. The Chief Of Police, or his/her designee, shall conduct an annual review of the Recruitment Plan and shall include, but not be 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.

B. 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.njgov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-andHiring.pdf>

The reporting form can be found at: <https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>