

Tewksbury Township Police Department

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2024 Recruitment Plan

GOAL: The goal of the Tewksbury Township Police Department Recruitment Plan is to recruit and hire a workforce of individuals that reflect the diversity of the community we serve and that can effectively interact with all community members.

GENERAL: The Tewksbury 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 Tewksbury Township Police Department recruits from a candidate pool open to all residents of New Jersey. Tewksbury Township is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS: The demographics composition of the service area and agency are represented in the following table:

2024 Recruitment Plan Data								
Race / Ethnicity	Service Population (Tewksbury Twp.)		Tewksbury Township Police Department Sworn Officers					
	#	%	Male		Female		Total	Percentage
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	215	3.66%	0	0.00%	0	0.00%	0	0.00%
Black or African American	294	5.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino (any race)	161	2.74%	1	8.33%	0	0.00%	1	8.33%
Native Hawaiian or other Pacific Islander	21	0.36%	0	0.00%	0	0.00%	0	0.00%
White	5062	86.07%	10	83.33%	1	8.33%	11	91.67%
Two or More Races	68	1.16%	0	0.00%	0	0.00%	0	0.00%
Other	60	1.02%	0	0.00%	0	0.00%	0	0.00%
Total	5881	100.00%	11	91.67%	1	8.33%	12	100.00%
Gender	Service Population (Tewksbury Twp.)		Tewksbury Police Sworn Officers					
	#	%	#	%				
Male	2763	46.98%	11	92%				
Female	3118	53.02%	1	8%				
Total	5881	100.00%	12	100%				

*Data collected from the United States Census Bureau (Tewksbury Township, Hunterdon County, New Jersey)
<https://censusreporter.org/profiles/06000US3401972510-tewksbury-township-hunterdon-county-nj/>

Based on the above demographic data, the Tewksbury Township Police Department seeks to attract more of the following race, ethnicity, and/or gender categories to its ranks:

- Asian
- Female
- Two or More Races

RECRUITMENT

- A. The best law enforcement recruiters are personnel currently serving in sworn positions. Therefore, every member is charged with actively recruiting individuals they feel are qualified with the potential to be an asset to the department. The Chief of Police, is responsible for the administration of the Recruitment Plan.
- B. This agency will take a proactive role in programs intended to attract qualified people to apply for and take the Entrance Examination. These programs may include; but, are not limited to:
- Establishing and maintaining contacts with community organizations and educational institutions and providing recruitment materials for display and distribution;
 - Participation in career day type programs at educational institutions and other public places and events;
 - Police Intern and Ride-Along Programs. Citizen police academies, junior police academies, and law enforcement explorer posts; and
 - Posting Entrance Examination announcements on the Police Department's and Township's websites and in local newspapers.
- C. Particular attention should be paid to attracting candidates in approximate proportion to the racial, ethnic, and gender composition of the available workforce in the township.
- D. Officers in the schools play a particularly important role in mentoring local youth, especially towards law enforcement careers. As such, one of their more prominent roles is influencing students towards a career with this agency.
- E. 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:
- Salaries, benefits, and training
 - Hiring guidelines
 - Community information
 - Cultural diversity
 - Qualification and selection process
 - Physical and academic requirements

- F. The following information should prove useful when participating in recruitment activities:
- Online Recruitment information & Community Outreach events and brochures
 - Agency organizational chart
 - Current contractual agreements
 - Demographic data
 - Entrance Examination Bulletins
- G. This agency will distribute Entrance Examination announcement bulletins at police headquarters, the municipal building, schools, and other public places in an effort to encourage qualified individuals to take the test.
- H. This agency's recruiting brochure will identify this agency as an equal opportunity employer and will include the following information:
- Basic description of duties
 - Responsibilities
 - Requisite skills
 - Educational level
 - Other minimum qualifications and requirements
- I. Anyone submitting a resume' or inquiry for employment prior to the examination process shall be advised of the Entrance Examination process and Entrance Examination Notification List Sign-up process.

REVIEW & EVALUATION

- A. The Chief of Police shall conduct an analysis of the Recruitment Plan annually. The following data shall minimally be reviewed:
- Number of applicants vs. the number of targeted minority applicants
 - Number of applicants hired vs. the number of targeted minority applicants hired
 - Progress towards objectives
- B. This plan is subject to revision as needed.