

FREEHOLD BOROUGH POLICE DEPARTMENT RECRUITMENT PLAN

GOALS & OBJECTIVES:

The goal of the Freehold Borough Police Department Recruitment Plan is to attract qualified Individuals to pursue a career with the Freehold Borough Police Department. The objective is to make every effort to have a workforce that reflects the diversity of the population of the Borough of Freehold. The goals and objectives will be accomplished through various recruitment activities listed In the Recruitment Activities section of this plan.

GENERAL:

The Freehold Borough Police Department is a New Jersey Civil Service Commission jurisdiction and must adhere to New Jersey State Statutes and Administrative Code in its recruitment and selection process. Residency preference in hiring matters is extended to qualified applicants.

The Recruitment Plan is prepared realizing the current economic conditions in New Jersey where there are officers that have been laid off due to budgetary constraints. Those officers may be the first recalled for employment pursuant to New Jersey State Statutes and Administrative Code. Furthermore, laid off officers from other jurisdictions listed on a "Rice '1st" may be considered for employment pursuant to New Jersey State Statutes and Administrative Code and the normal competitive testing selection and recruitment process is bypassed.

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

The Chief of Police is responsible for the administration of the Recruitment Plan.

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RECRUITMENT ACTIVITIES:

Activity #1: When applicable, contact the State of New Jersey Civil Service Commission and obtain the "Rice list" of eligible officers who were laid off from other Jurisdictions.

Activities include, but are not limited to:

Conducting interviews with eligible laid off officers in an effort to employ such officers as to meet the agency's recruiting goals.

Activity #2: When applicable, make maximum use of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program.

Activities include, but are not limited to:

- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Borough of Freehold and Freehold Borough Police Department website's and social media to attract qualified candidates to the agency.
- Post hiring notice through PoliceApp.com

Activity #3: 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,

Activities include, but are not limited to:

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Contact the local Board of Education to seek permission to address high school students to interest them in a career with the agency following completion of their formal education.
- Attend Career Days at local schools and community colleges.
- Draft, print, post and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of social media and websites to provide information on testing and hiring.
- Conduct annual open house for the purpose of recruitment and providing assistance on filing an application with the State of New Jersey Civil Service Commission.
- Recruitment to address diversity through State of New Jersey SLEO II waiver program.
- Provide hiring and testing information to the New Jersey Women in Law Enforcement.
- Post hiring notice through PoliceApp.com
- Coordinate with local military bases to provide information on recruitment through the Transition Assistance Program.

2023 BOROUGH OF FREEHOLD DEMOGRAPHICS

▪2020 United States Census

Caucasian	4,726	37.7%
Afr-American	1,579	12.6%
Hispanic	5,943	47.4%
Other:	451	3.6%
Total:	12,538	100%

2023 FREEHOLD BOROUGH POLICE DEPARTMENT

Total Officers:	31	
Caucasian	23	74%
African-American	1	3%
Hispanic	7	23%
Male	30	97%
Female	1	3%

- Department demographics are for full time sworn officers and does not account for clerical staff, parking authority and special law enforcement officers.

REVIEW & EVALUATION:

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