



DELAWARE TOWNSHIP POLICE DEPARTMENT

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PHILLIP C. CANE
 CHIEF OF POLICE

Recruitment Plan

Goal:

The Delaware Township Police Department intends to attract qualified individuals for a career in law enforcement. The department prioritizes a recruitment and selection process that is diligently focused on identifying and reducing the presence of substantial disparities to achieve a diverse workforce, in terms of people of color and gender diversity. Conclusively the department goal is to achieve a structure of law enforcement officers that is representative of the population of the community served. The department is governed by N.J.S.A. 40A:14-118 et. seq. and Ordinances of the Township of Delaware Township regarding recruitment initiatives and appointment. The Delaware Township is an Equal Opportunity Employer.

Comparative Analysis to identify Substantial Disparity for Underrepresented Group(s):

(source(s): [*United States Census Bureau – Delaware Township, New Jersey, department data*](#)):

Race / Ethnicity	Service Population		Sworn Officers					
	#	%	# Male		# Female		Total	Percentage
American Indian or Alaska Native	6	0.13%	0	0.00%	0	0.00%	0	0.00%
Asian	64	1.40%	0	0.00%	0	0.00%	0	0.00%
Black or African American	44	0.96%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino (any race)	264	5.79%	1	100.00%	0	0.00%	1	11.11%
Native Hawaiian or other Pacific Islander	1	0.02%	0	0.00%	0	0.00%	0	0.00%
White	4080	89.47%	8	100.00%	0	0.00%	8	88.89%
Two or more races	294	6.45%	0	0.00%	0	0.00%	0	0.00%
Other	71	1.56%	0	0.00%	0	0.00%	0	0.00%
Total	4560	100.00%	9	100.00%	0	0.00%	9	100.00%

In review, there is a substantial disparity existence in sworn members specific to correlation to the Township of Delaware as the population served for the following underrepresented group:

Female:

Sworn members 0.00%

■ **Recruitment Initiative Action & Predictive Barriers & Solutions:**

1) **Standardized Forms:**

The department will use a standard application form for recruitment initiatives. Application forms and documents will be standardized to reduce subjective responses.

2) Publicly post an announcement of a hiring process on the department website and also make reasonable efforts through social media entities (ie; Hunterdon County PBA 188 Facebook Page) announcing the process.

3) The department will not charge fees that may persuade potential applicants from not applying.

4) To ensure equal access in the hiring process, the department will accept resumes through email, postal mail or dropped off at headquarters.

■ **Program Review:**

1) **Annually the Chief of Police or their designee shall analyze the Recruitment Plan:**

- A. Number of applicants comparative to focused plan of expanded accessibility goals for underrepresented groups as determined by the comparative analysis;
- B. Number of appointments comparative to focused plan of expanded accessibility goals for underrepresented groups as determined by the comparative analysis;
- C. Effectiveness of reducing substantial disparity for identified underrepresented groups;
- D. Redesign of the Recruitment Plan as determined.