

## HOBOKEN POLICE DEPARTMENT RECRUITMENT PLAN

### GOALS & OBJECTIVES:

The goal of the Hoboken Police Department Recruitment Plan is to attract qualified persons to pursue a career with the Hoboken Police Department. The objective is to achieve an overall racial and gender composition of sworn law enforcement personnel which compares to the overall racial and gender composition of the population of the City of Hoboken. The goals and objectives shall be accomplished through the various recruitment activities specified herein.

### GENERAL:

In the interest of attracting the most qualified persons to pursue a career with the Hoboken Police Department, the City of Hoboken is seeking to eliminate its residency requirement in calendar year 2023. Once Hoboken residents have been exhausted from the Civil Service Certification List, Hudson County residents are then provided with preference. If the Hudson County list is exhausted, applications will be open to residents of the State of New Jersey. The Chief of Police, or designee, is responsible for the Recruitment Plan.

The City of Hoboken is an equal opportunity employer in all facets of the personnel process.

### CURRENT DEMOGRAPHICS REPORT:

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

\* Not included in total population or % number.

<b>CITY OF HOBOKEN DEMOGRAPHICS CHART</b>						
<b>Data is based on the 2020 Census Count</b>	<b>POPULATION</b>		<b>CURRENT SWORN OFFICERS TOTAL</b>		<b>CURRENT SWORN OFFICERS FEMALE</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>WHITE</b>	40,657	67.2%	79	58.08%	8	5.88%
<b>BLACK or AFRICAN AMERICAN</b>	2,106	3.48 %	6	4.41%	0	0%
<b>HISPANIC - ANY RACE</b>	8,542	14.3%	50	36.76%	5	3.67%
<b>AMERICAN INDIAN OR ALASKA NATIVE</b>	29	.004%	0	0%	0	0%
<b>ASIAN</b>	6,518	10.78%	1	0.73%	0	0%
<b>NATIVE HAWAIIAN OR PACIFIC ISLANDER</b>	50	.0082%	0	0%	0	0%
<b>OTHER</b>	2,517	4.22%	0	0%	0	0%
<b>TOTAL</b>	<b>60,419</b>	<b>100%</b>	<b>136</b>	<b>100%</b>	<b>13</b>	<b>9.55%</b>

## **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.

Activities include, but are not limited to:

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attend career fairs in the City and Hudson County.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the City of Hoboken website to attract qualified candidates to the agency.
- Utilize various social media sites to promote the New Jersey Civil Service Examination for Police Officer.

**Activity #2:** 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 to employ such officers as to meet the agency’s recruiting goals.

**Activity #3:** Make maximum use of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program.

Activities include, but are not limited to:

- Post future openings for sworn positions with the State of New Jersey Intergovernmental Transfer Program website.

## **REVIEW & EVALUATION**

- The Chief of Police, or designee, 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.