

**HIGHLAND PARK POLICE DEPARTMENT
RECRUITMENT PLAN
2024**

PURPOSE:

The Highland Park Police Department is committed to attracting a qualified and diversified applicant pool. It is the intent and this policy of the department to attract and employ qualified applicants who represent the racial and gender demographics of the residents of the Borough of Highland Park. To that end, this agency will endeavor to set and meet specific goals to promote demographic consistency throughout the hiring process, as provided for in N.J.S.A. 52:17B-4.10 et seq. and corresponding New Jersey Attorney General Guidelines “Promoting Diversity in Law Enforcement Recruiting and Hiring” issued December 7, 2021. This department will make a good faith effort to meet specific goals for recruiting a demographically diverse workforce.

DEMOGRAPHIC DATA:

Borough of Highland Park Resident
Population and Current Highland Park Police
Department Demographics

BOROUGH OF HIGHLAND PARK, NEW JERSEY						
2020 U.S. Census Data	POPULATION		CURRENT TOTAL SWORN OFFICERS		CURRENT SWORN FEMALE OFFICERS	
RACE/ETHNICITY	#	%	#	%	#	%
White	9932	65.90%	24	85%	2	100%
Black/African American	1356	9.0%	3	10.7%	0	0%
Hispanic or Latino *	1868	12.40%	4	14.20%	0	0%
American Indian or Alaskan Native	75	0.50%	0	0%	0	0%
Asian	2366	15.70%	1	3.5%	0	0%
Native Hawaiian or Pacific Islander	0	0.00%	0	0%	0	0%
Two or More Races	814	5.4%	1	3.5%	0	0%
TOTAL	15,072	100%	28	100%	2	100%

* Hispanics may be of any race, so they also are included in applicable race categories

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RECRUITMENT ACTIVITIES:

- The Highland Park Police Department seeks to hire officers from available PTC certified and current Alternate Route Program applicants, and civilians
- Make maximum use of the Borough of Highland Park website, Highland Park Police Department website, Highland Park Police Department variable message board, and Social Media pages to advertise and attract qualified candidates
- The Highland Park Police Department advertises any job postings on PoliceApp.com, Police1.com, PoliceRecruiter.com, NJOfficer.com to attract a wide group of diverse applicants
- The Highland Park Police Department shares hiring announcements with various law enforcement-related organizations such as NOBLE, NJ Women in Law Enforcement, NJ Latino Officers Association, NJ Asian American Law Enforcement Officers Association, etc...
- All Highland Park Police Department hiring advertisements will include verbiage which promotes recruitment of a diverse workforce in terms of people of color, gender, ethnicity, and sexual orientation
- The Highland Park Police Department seeks permission to post job announcements at surrounding Universities and Colleges as well as all Police Academies
- Recruitment personnel may contact and/or visit local police training academies to seek qualified candidates enrolled in the Alternate Route Program

REVIEW, EVALUATION, AND REPORTING:

- The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan, to include an annual agency demographic review to identify whether any substantial disparities exist or have been reduced, and if need be, revise the Recruitment Plan to meet its goals and objectives
- N.J.S.A. 52:17B-4.10 et seq. and the New Jersey Attorney General Guidelines “Promoting Diversity in Law Enforcement Recruiting and Hiring” requires each law enforcement agency to report certain law enforcement applicant data annually, by January 31st, for the preceding year

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

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