

VENTNOR CITY POLICE DEPARTMENT RECRUITMENT PLAN

GOALS and OBJECTIVES:

The goal of the Ventnor City Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Ventnor City Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the City through the departments recruiting activities. This agency will make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

GENERAL:

The Ventnor City Police Department is a New Jersey Department of Personnel jurisdiction and must adhere to New Jersey State Statutes and Administrative Code in its recruitment and selection process.

The City of Ventnor has a residency requirement when hiring from a Civil Service certified list. Applicants must be a bona fide resident of the city at the time of the closing date of the New Jersey Department of Personnel Law Enforcement Test.

The City of Ventnor has adopted the provisions of N.J.S.A.11A:4-1.3 which authorizes the appointment of entry level police officers, who have not passed the Civil Service Examination, and who do not possess a Basic Course for Police Officers certification issued by the New Jersey Police Training Commission, to bypass the Civil Service hiring process and be exempted from the Civil Service testing process. There is no residency requirement.

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

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

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CURRENT DEMOGRAPHICS:

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

VENTNOR CITY						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	6,478	70%	28	74%	4	10%
BLACK or AFRICAN AMERICAN	242	3%	0	0%	0	0%
HISPANIC - ANY RACE	1,434	16%	8	21%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	6	<1%	0	0%	0	0%
ASIAN	712	8%	2	5%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	2	<1%	0	0%	0	0%
SOME OTHER RACE ALONE	41	<1%	0	0%	0	0%
POPULATION OF TWO OR MORE RACES	295	3%	0	0%	0	0%
TOTAL	9,210	100%	38	100%	4	10%

Summary of Demographics:

The Ventnor City Police Department has implemented a proactive plan in recruitment to attract the underrepresented groups identified in the above demographic chart. Our department attends several job fairs at local educational institutions throughout the region. The department solicits information to various local community civic and religious groups encouraging individuals to become members of our department. We are dedicated to making efforts to maintain a demographic makeup within our department that closely mirrors the demographic population of our community in which we proudly serve.

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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:

- Contact the Atlantic City Board of Education to seek permission to address high school students who reside in Ventnor City to interest them in a career with the agency following completion of their formal education.
- 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, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Ventnor City Police Department Website to attract qualified candidates to the agency.

Activity #2: Advertise on Policeapp.com, the Ventnor City Police Department's *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

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.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of the Ventnor City Police Department Website to attract qualified candidates to the agency.

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ANNUAL REVIEW, EVALUATION AND REPORTING

- The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan and shall include, but not limited to, performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if need be, revising the Recruitment Plan accordingly if the goals and objectives are not met.
- N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline “Promoting Diversity in Law Enforcement Recruiting and Hiring” in Paragraph III.

<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>

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