

**METUCHEN POLICE DEPARTMENT
RECRUITMENT PLAN
2023**

PURPOSE:

The Metuchen Police Department is committed to attracting a qualified and diversified applicant pool. It is the intent and policy of the department to attract and employ qualified applicants who represent the racial and gender demographics of the residents of the Borough of Metuchen. 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:

Metuchen Resident Population and Current
Metuchen Police Department Demographics

METUCHEN BOROUGH, NEW JERSEY						
2020 U.S. Census Data	POPULATION		CURRENT TOTAL SWORN OFFICERS		CURRENT SWORN FEMALE OFFICERS	
RACE/ETHNICITY	#	%	#	%	#	%
White	9,588	63.71%	26	86.6%	1	3.33%
Black/African American	702	4.66%	2	6.66%	0	0%
Hispanic or Latino *	1,510	10.03%	2	6.66%	1	3.33%
American Indian or Alaskan Native	36	0.23%	0	0%	0	0%
Asian	2841	18.87%	0	0%	0	0%
Native Hawaiian or Pacific Islander	3	0.01%	0	0%	0	0%
Other Race Alone	458	3.04%	0	0%	0	0%
Two or More Races	1,421	9.44%	0	0%	0	0%
TOTAL	15,049	100%	30	100%	2	6.66%

* not included in total population # or %.

updated January 2023

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RECRUITMENT ACTIVITIES:

- The Metuchen Police Department seeks to hire from PTC certified and current Alternate Route Program applicants.
- Make maximum use of the Metuchen Borough website, Metuchen Police Department website, Metuchen Borough Hall variable message board, and Social Media pages to advertise and attract qualified candidates.
- Advertise on PoliceApp.com, Police1.com, PoliceRecruiter.com, NJOfficer.com, and social media platforms.
- Share hiring announcements with various law enforcement-related organizations (e.g. NOBLE, NJ Women in Law Enforcement, NJ Latino Officers Association, NJ Asian American Law Enforcement Officers Association.)
- Hiring advertisements will include verbiage which promotes recruitment of a diverse workforce, in terms of people of color, gender, ethnicity, and sexual orientation diversity.
- Seek permission to post job announcements at local colleges.
- Attend local career days at locations which have been established to promote diversity in various career paths.
- 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>