

Egg Harbor City Police Department

Recruitment / Hiring Plan

GOAL

The goal of the Egg Harbor City Police Department's Recruitment plan is to attract qualified individuals to pursue a career with the Department. We are committed to providing opportunities for growth and development, with a particular emphasis on recruiting underrepresented groups to ensure a diverse and thriving community. The department is an equal opportunity employer in all aspects of the personnel selection process.

Egg Harbor City Demographics

Egg Harbor City total population is 4,396. Egg Harbor City comprises White (non-Hispanic) 43.9%, African Americans 23.6% of the populace, Hispanics 28.5% of the populace, Asians are 0.5% of the populace.

Demographic information source:

https://data.census.gov/profile/Egg_Harbor_City_city,_New_Jersey?g=160XX00US3420350

Egg Harbor City Police Department Demographics

The Egg Harbor City Police Department has 18 sworn officers and is represented by Caucasian officers (15) or 83%, African American Officers (1) or 6%, Hispanic officers (1) or 6%, and two or more races (1) or 6%. Based on demographic comparisons, the department's underrepresented groups are African Americans, Hispanics, Asians, two or more races, and women.

Police Department demographics obtained from Egg Harbor City Law Enforcement Diversity 2023 Annual Report.

General Information

The Egg Harbor City Police Department is a New Jersey Civil Service Commission jurisdiction and must adhere to New Jersey Statutes and administrative code in its recruitment and selection process. Egg Harbor City has a residency preference in all hiring

matters; however, qualified candidates from Atlantic County and the State of New Jersey will be considered. Applicants must be bona fide residents of Egg Harbor City at the time of the closing date of the New Jersey Department of Personnel Law Enforcement test. Once Egg Harbor City residents have exhausted the Civil Service Certification List, Atlantic County residents are provided preference. Once the Atlantic County residents are exhausted, applications will be open to residents of New Jersey. City and county residents without law enforcement experience are encouraged to submit resumes.

The Egg Harbor City Police Department seeks applicants from the following methods:

- NJ Civil Service Commission entry-level testing procedures
- Candidates with no prior law enforcement experience
- Inter-governmental transfers

Recruitment Objectives/Activities

Objective #1

To recruit identified underrepresented qualified residents within the City of Egg Harbor without prior law enforcement experience, the following initiatives will be implemented:

- Attend career fairs at district schools attended by city residents, informing them of law enforcement career opportunities.
- Draft, print, and distribute career informational brochures.
- Post recruitment information in the department's lobby.
- Maximize the Egg Harbor City Police Department's Social Media

Objective #2

To recruit identified underrepresented non-residents, the following initiatives will be implemented:

- Seek and accept recruiting opportunities at local school, college, and university career fairs.
- Seek and accept recruiting opportunities at local community events.
- Maintain contact with the Atlantic County Police Academy.
- Draft, print, and distribute career informational brochures.
- Post recruitment information in the department's lobby.
- Maximize the Egg Harbor City Police Department's Social Media

Objective #3

To maximize the use of the New Jersey Civil Service Commission exam list to attract qualified and diversified “Rice List” eligible officers and inter-governmental transfer candidates. The following initiatives will be implemented:

- Posting of Civil Service exam announcements, testing information, test dates, and eligibility requirements on the department's social media account(s).
- Posting future job opportunities for sworn positions with the State of New Jersey’s Inter-governmental Transfer Program website.

Review

The Chief of Police or their designee shall conduct an annual review of the “Recruitment Plan.” The following data shall be minimally reviewed:

- Number of applicants vs. number of targeted applicants
- Number of applicants hired vs. number of targeted applicants hired
- Number of career days attended by the agency
- Review of social media
- Review objectives met

In Summation

The Egg Harbor City Police Department is developing a proactive approach in its recruitment strategy to attract identified underrepresented groups to a possible career in law enforcement. The department seeks recruitment opportunities to collaborate with community, educational, religious, ethnic, racial, and gender-based organizations in our efforts to recruit and hire underrepresented groups. This ongoing process will require a sustained effort from our agency and the community we serve. We are dedicated in our effort as we remain transparent and trustworthy in creating a police department representing our community. We will continue to be proactive and forward-thinking in our recruiting endeavors to attract the underrepresented groups identified in this report.

