

North Wildwood Police Department

Recruitment Plan

Goal

The goal of this recruitment plan is to attract, select, and hire the best qualified persons for sworn law enforcement employment positions with emphasis on underrepresented minorities.

General

The North Wildwood City Police Department is under the rule of the NJ Civil Service Commission and adheres to the NJ State Statutes and Administrative Code in regards to recruitment and selection processes.

North Wildwood has a residency preference in regards to full-time sworn officers. Applicants are required to be bona fide residents of North Wildwood at the time of the closing date of a NJ CSC Law Enforcement Exam.

“Rice List” Officers may be considered for employment, pursuant to NJ State Statutes and Administrative Code should the North Wildwood residents list become exhausted.

The City of North Wildwood is an EEO employer in all areas of the personnel selection/hiring process.

The Chief of Police is responsible for the administration of the recruitment plan.

Current Demographics

Data is based on the 2020 Census Count	Population		Current Sworn Officers Total		Current Sworn Officers Female	
	#	%	#	%	#	%
White	3,609	95%	23	85%	3	11%
Black / African American	0	0%	0	0%	0	0%
Hispanic	157	4.1%	4	15%	1	4%
Native	0	0%	0	0%	0	0%
Asian	0	0%	0	0%	0	0%
Islander	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%
Two or more Races	28	0.7%	0	0%	0	0%
Total	3,794	100%	27	100%	4	15%

<https://censusreporter.org/profiles/16000US3453490-north-wildwood-nj/>

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Recruitment Activities:

Activity #1: Identify and maintain contact with local minority organizations and social support groups to include but not limited to educational, religious, ethnic, racial and gender based organizations.

Activities will include but are not limited to:

- Make available recruitment brochures and materials to educational, religious, ethnic, and racial and gender based organizations.
- Contact local Board of Education to seek permission to address high school students so as to interest them in a career with this agency following completion of high school.
- Attend Career Days at local schools and colleges.
- Distribute informational brochures which might attract qualified candidates to this agency.
- Make effective use of the North Wildwood website to attract qualified candidates to this agency.

Activity #2: When applicable contact the NJ State Civil Service Commission and obtain the “Rice List” of eligible Officers who were laid off from other jurisdictions.

Review, Evaluation, and Annual Reporting

The Chief of Police or his/her designee shall conduct an analysis of this Recruitment Plan annually. The following shall minimally be reviewed:

- Number of applicants vs. the number of targeted minority applicants
- Number of applicants hired vs. the number of targeted minority applicants hired
- Number of Career Days attended
- Number of “hits” on the agency’s website (if available)
- Overall progress towards the objectives

*This plan is subject to revision at any time as deemed necessary.

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-Recruitingand-Hiring.pdf>