



## Mendham Borough Police Department Recruitment Plan 2024

### A. Mendham Borough Police Department.

1. The Mendham Borough Police Department is a progressive and professional full-service law enforcement agency. The Department is Accredited by the NJSACOP and has a reputation throughout the region as one of the finest agencies in the state. We employ 14 sworn employees and 2 civilian employees, 1 is a full-time position and the other civilian employee is a part-time position.
2. The Department provides career development opportunities for all of its employees. Training of employees is a high priority and very important to maintaining the professional standards we have set.
3. Mendham Borough is known for its beautiful environment, low crime rate, low unemployment, and a family friendly environment. It is a great place to live, play, attend school, and work.
4. Mendham Borough is an equal opportunity employer.

### Mendham Borough Police Department

	Service Population*		Current Sworn Officers			
	#	%	Male		Female	
	#	%	#	%	#	%
Caucasion	4,767	95.70%	14	100%	0	
African-American	51	1.02%	0		0	
Hispanic	135	2.71%	0		0	
Other	28	0.56%	0		0	
<b>Total</b>	<b>4,981</b>		<b>14</b>		<b>0</b>	

\*Data USA 2019

### B. Employment Goals and Objectives. **(Accreditation Standard 2.4.1)**

The goal of the Mendham Borough Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Mendham Borough Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of Mendham Borough through the department's recruiting activities. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section per this plan.

C. Recruitment Plan Activities.

1. On an annual basis perform a review of the department's ethnic, racial, and gender composition in comparison to the makeup of the available workforce in our service community to make sure it is in approximate proportion.
2. If any category falls out of approximate proportion this plan will be amended to address the specific recruitment needs of the deficiency. If there is no deficiency the plan will be maintained in a form as to attract as many qualified applicants as possible in all ethnic, racial, and gender categories.

To promote proper recruiting the department will:

1. Contact all New Jersey Police Academy locations and post-employment information when hiring.
2. Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
3. Post employment advertisements in the following newspapers when hiring:
  - a. The New Jersey Star Ledger.
  - b. Mendham Messenger
  - c. The Daily Record.
  - d. The Mendham / Chester Patch.
4. Post employment information on the following web pages when hiring:
  - a. NJ.com.
  - b. MBPD Recruiting.org.
  - c. New Jersey State Association of Chiefs of Police.
  - d. New Jersey Public Safety Accreditation Coalition.
  - e. Commission on Accreditation for Law Enforcement Agencies.
  - f. PoliceApp.com website.
  - g. Mendham Borough's website.
  - h. Other regional law enforcement websites.
5. Notices will be sent out by Accreditation managers by emails / letters with employment information and announcements to all diverse groups and organizations that will help increasing diversity in candidates. **(Accreditation Standard 2.4.1)**
6. Notice of hiring will be sent out to all academies statewide so that an alternate route candidate will have the opportunity to apply for the position of

Police Officer with the Mendham Borough Police Department. (**Accreditation Standard 2.4.1**)

D. Evaluation and Review

1. The Chief of Police will administer this plan. The Accreditation Manager will perform an annual documented review of this Recruitment Plan to ensure that any progress required towards making the department's composition in proportion to the workforce is being achieved and making any recommended required revisions to the plan to address deficiencies or to enhance it.
2. 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 31<sup>st</sup> 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>