

Absecon Police Department



2024-25 Strategic Plan Diversity and Inclusion Recruitment

The Absecon Police Department is an Equal Opportunity Employer (EOE)

INTRODUCTION

In 2022, the Absecon Police Department created a recruitment unit, comprised of several officers of varying ranks and backgrounds. Our department has been working to identify candidates who not only meet medical, psychological and background requirements, but who also represent the City of Absecon and its community as a whole.

The Absecon Police Department strives to address any underrepresented groups. In order to do so, the Absecon Police Department has developed specific goals and focus areas centered on improving community representation within the department makeup. The Absecon Police Department is an Equal Opportunity Employer (EOE).

CITY OF ABSECON DEMOGRAPHICS

The City of Absecon is home to a diverse population of individuals. According to Data USA, which obtains information from the U.S. Census Bureau, the City of Absecon had a total of 9,086 residents in 2022. Some races or ethnicities may be a combination of two or more. Information used for this recruitment plan can be obtained at this website: <https://datausa.io/profile/geo/absecon-nj>

Race/Ethnicity	Population	Percentage of Populace
Caucasian	6,280	69.1%
Hispanic or Latino	1,498	16.48%
African American	746	8.21%
Asian	295	3.25%
Other	267	2.92%

DEMOGRAPHICS OF THE ABSECON POLICE DEPARTMENT

The following data was generated from the 2022 and 2023 Annual Report of Diversity in Law Enforcement Recruitment and Hiring submitted to the Attorney General's Office.

The representation of the Absecon Police Department for 2022, 2023 is as follows:

Year	Number of Sworn Officers	Caucasian	Hispanic or Latino	African American	Asian	Other
2022	31	27 (87%)	1 (3%)	2 (6%)	1 (3%)	0
2023	31	26 (84%)	2 (6%)	2 (6%)	1 (3%)	0

Based off the statistics provided by the U.S. Census Bureau and the demographics of the Absecon Police Department, the agency is underrepresented with Hispanics, African Americans

and those from “Other” ethnicities. As of May of 2024, the Absecon Police Department has two (2) female officers. One female officer is Asian, the other is African American.

MISSION

The Absecon Police Department is committed to identifying, hiring, and retaining qualified applicants, representative of the demographics of the City of Absecon. The ideal candidates will have the desire and skillset, along with the mental and physical stamina necessary to successfully complete pre-employment assessments, and training at a NJ Police Training Center, if appropriate. The successful applicants will then complete a hands-on, supervised Field Training Program. These officers will become community leaders, eager and willing to provide and improve the quality of life for the citizens we serve.

The Absecon Police Department seeks potential officers from one of two applicant pools:

- 1. Police Training Commission Candidates (Applicants who already possess a police officer certification).**
- 2. Non-PTC certified candidates (Applicants who would need to be sponsored through a PTC certified police academy.)**

In 2024, the Absecon Police Department has moved away from advertising open sworn positions to only PTC certified candidates, to allowing non-certified candidates to join the organization and attend a police academy to obtain their certification.

The Absecon Police Department has utilized the following police academies to train and certify our officers:

- 1. Atlantic County Police Academy**
5033 English Creek Road
Egg Harbor Twp., NJ 08234
- 2. Cape May County Police Training Center**
1731 Crest Haven Road
Cape May Court House, NJ 08210
- 3. Gloucester County Police Academy**
1400 Tanyard Road
Sewell, NJ 08080
- 4. Ocean County Police Academy**
659 Ocean Avenue

Lakewood, NJ 08701

Additionally, the Absecon Police Department has appeared at the Atlantic County Police Academy to speak to alternate route recruits regarding employment opportunities.

Absecon Police Department candidates are provided easy access to an application through an online system, accessible through a computer, smart phone or, if need be, department owned laptop at police headquarters. The current hiring process for the Absecon Police Department consists of the following steps:

1. **Initial Application**
2. **Application Screening (to ensure candidates meet the requirements for the given application process, such as, residence within New Jersey, age, valid driver's license)**
3. **Initial Interview**
4. **Secondary Interview**
5. **Interview with Chief of Police**
6. **Conditional Offer of Employment**
7. **Background Investigation (The Absecon Police Department utilizes Guardian Alliance Technologies software to conduct thorough background investigations to comply with NJ police licensing. Areas of focus are criminal and motor vehicle background checks, domestic violence history, educational records, police academy records, social media accounts, prior workplace records, at-home visits, reference and immediate family contacts, financial history, civil judgment records, firearms history, etc.)**
8. **Medical and Psychological Exam**
9. **Drug Screening**

The Absecon Police Department will work with local educational institutions as well as community and civic organizations to attract candidates from any underrepresented communities.

The Absecon Police Department has contacted or communicated with the following civic organizations, to create a partnership in attracting quality candidates:

1. National Organization of Black Law Enforcement Officers (NOBLE)

Given the close proximity to several colleges and universities, the Absecon Police Department has attended job fairs with the hopes of attracting qualified candidates from various ethnic backgrounds and gender identities.

The Absecon Police Department has participated in job fairs at the following educational organizations:

1. Stockton University

**101 Vera King Farris Drive
Galloway, NJ 08205**

Including Stockton University, the following educational institutions are locations for potential career/job fair candidates:

- 1. Atlantic-Cape Community College
5100 Black Horse Pike
Mays Landing, NJ 08330**
- 2. Rowan University
201 Mullica Hill Road
Glassboro, NJ 08028**
- 3. Thomas Edison State University (Online)
111 W State Street
Trenton, NJ 08608**
- 4. Rutgers University
57 US 1
New Brunswick, NJ 08901**

The Absecon Police Department has an account with “Handshake”, which posts upcoming career and job fairs within the State of New Jersey.

RECRUITING UNIT

The Absecon Police Department Recruiting Unit is responsible for formal recruitment procedures and providing a diverse pool of qualified applicants, reflective of the City of Absecon.

The members of the Recruiting Unit attend job fairs and participate in community policing events, such as National Night Out, and Movies in the Park to provide applicants with the necessary information to apply and be hired by our agency.

REVIEW

The Chief Executive of the Absecon Police Department shall order an annual review of the agency’s Recruitment Plan. The following data shall be minimally reviewed:

- a. Number of applicants vs. number of targeted applicants

- b. Number of applicants hired vs. number of targeted applicants hired
- c. Number of career and job fairs attended by the Absecon Police Department
- d. Review of the Absecon Police Department social media pages to gauge response to hiring announcements
- e. Objectives met

The Absecon Police Department's Recruitment Plan is subject to review. Should improvements in these two fields not be met, the Absecon Police Department will reanalyze our focus areas and goals.

Additionally, the Absecon Police Department completes annual reporting obligations to the New Jersey Attorney General each year, detailing the age, race, gender and ethnicity of officers appointed to our agency, as well as those who apply for positions.

Strategic Focus Areas (Goals)

1. The Absecon Police Department strives to recruit and hire qualified candidates from the underrepresented members of minorities (race, ethnicity, gender (LGBTQ+)) that comprise the population of the City of Absecon. To accomplish this goal, the Absecon Police Department plans to:
 - Utilize experienced and passionate recruiters from multiple ethnicities and backgrounds.
 - Utilizing Recruitment Unit officers to meet with applicants to discuss career development.
 - Reinforce the diversity recruiting goals through our all members of our agency, from the Chief of Police to the newest hired officer.
 - Create professional relationships with members of organizations who can identify underrepresented candidates and make referrals to our agency.
 - Utilize a database to maintain constant contact with applicants.
(Our agency currently utilizes PoliceApp.com to capture candidates' information)
 - Highlight the different opportunities and career paths the agency has to offer
(Crash Investigations, Criminal Investigations, Community Policing Unit, Field Training Officer, Drone Program, Recruiting Unit, Bicycle Officer, Firearms and Range Coordinator, Atlantic County Emergency Response Team, Humane Law Enforcement Officer, Arson Investigator)
 - Attend recruitment events and career fairs.
Interaction with local high schools in our region (Holy Spirit, Absegami, Oakcrest, Cedar Creek)
Attend college and university sponsored career fairs

- Use social media effectively to attract applicants and announce hiring processes.
 - Hold community events to educate the community leaders on requirements to become a police officer in the City of Absecon.
2. Identify, establish and maintain contact with state, county, and municipal-based identified minority organizations and social groups including but not limited to educational, religious, ethnic, racial and gender-based organizations with special attention to previously identified underrepresented minorities, those organizations include but are not limited to local and state chapters of the NAACP, the National Organization of Black Law Enforcement Officers (NOBLE), New Jersey Women in Law Enforcement, the National Coalition of Latino Officers, and the Committee for Multi-Cultural Understanding.

CONCLUSION

The Absecon Police Department is dedicated to providing exceptional service to the residents and visitors of the City of Absecon. Understanding cultural differences amongst those who live in Absecon, our agency strives to institute a proactive recruitment plan to attract underrepresented groups identified in this report. Our agency plans to communicate with the previously mentioned civic and community organizations to accomplish our goal of further diversifying the Absecon Police Department. Although the process of recruiting and hiring qualified candidates from any ethnicity or race has been difficult in the past few years due to a reduced number of applicants statewide, we will continue to build trust and maintain transparency while creating an agency that represents its population. This process is important to the City of Absecon and the Absecon Police Department, which we are committed to improve and achieve.