



East Windsor Township Police Department



2023 Recruitment Plan

Purpose:

This Recruitment Plan will: (1) identify the Recruitment Team members; (2) identify underrepresented groups; and (3) provide an overview of the actions the Recruitment Team will take in an effort to increase diversity amongst East Windsor Police Department.

Recruitment Goals:

The Recruitment Team will focus recruitment efforts towards members of the underrepresented groups identified below. The ultimate goal of recruitment is to attract a diverse pool of the most qualified applicants to strive towards a department that reflects the demographic makeup of the East Windsor community. There will be no quotas or any other illegal means of addressing underrepresentation. East Windsor Township is an Equal Opportunity Employer. While there are designated Recruitment Team members, every officer is charged with actively recruiting individuals they feel have the potential to be an asset to the Department.

1) Recruitment Team Members:

The following members will comprise the Recruitment Team and will serve under the direction and leadership of the Administrative Services Commander:

- Lieutenant Thomas Meyer - meyer@ewpd.com
- Patrol Officer Sebastian Marin - marin@ewpd.com
- Patrol Officer Nicole Orbin - orbin@ewpd.com
- Patrol Officer Thomas Nicola - nicola@ewpd.com



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2) Comparative Analysis to Identify Underrepresented Groups:

The following demographic information was obtained from the 2020 United States Census and will be utilized for comparison purposes to determine whether any group(s) is underrepresented.

<i>2020 U.S. Census - East Windsor Township, NJ</i>	
<u>Population as of April 1, 2020:</u> 30,045	
<u>Sex:</u>	<u>%</u>
Male	48%
Female	52%
<u>Race and Hispanic Origin:</u>	<u>%</u>
White alone	66.8%
Black or African American alone	8.7%
American Indian and Alaska Native alone	0.0%
Asian alone	20.0%
Native Hawaiian and other Pacific Islander alone	0.0%
Two or More Races	2.1%
Hispanic or Latino	23.5%

<i>EWPD Sworn Officer Demographics:</i>	
<u>Number of Officers (as of 12/31/2022):</u> 42	
<u>Sex:</u>	<u>#:</u>
Male	37
Female	5
X or Non-Binary	-
<u>Race and Hispanic Origin:</u>	<u># / %:</u>
White alone	38 / 90.5%
Black or African American alone	-
American Indian and Alaska Native alone	-
Asian alone	-
Native Hawaiian and other Pacific Islander alone	-
Two or More Races	-
Hispanic or Latino	4 / 9.5%



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3) Recruitment Actions:

- **Recruitment Activities at Colleges and Local Schools:**
 - Participate in recruitment activities, like career day events at local college job fairs and mentorship programs at the local middle and high schools.
 - Interactions between police officers and students play a particularly important role in mentoring local youth, especially towards law enforcement careers. All officers are encouraged to engage with students and youth throughout their normal working shift to positively influence young individuals in hopes they desire to have a career with the Department in the future.

- **Publication:**
 - The Recruitment Team has created a flyer which can be posted and shared on various social media platforms.
 - The flyer contains a QR code which directs the recipient to the Department website, the Department hiring platform (PoliceApp), and the Department and PBA social media accounts.
 - Flyer can be distributed at local colleges, schools, and community events.

- **Recruitment Team Participation in the Selection Process:**
 - Diverse Recruitment Team members may be assigned to participate in the applicant interviews and/or conduct background investigations.

- **Assessing/Amending Eligibility Requirements:**
 - In January 2022, the Department's Personal Appearance – Body Art Policy (1.44) was amended. The amendment will significantly broaden the pool of candidates.
 - The Department does not require applicants to possess a college degree.
 - The Recruitment Team will continually reassess whether any hiring requirements adversely affect a particular underrepresented group and, if so, determine whether said requirements are essential or could be eliminated or modified.

- **Periodic Review:**
 - After each hiring process has concluded, the Recruitment Team will convene to evaluate whether the goals are being met. All critiques, ideas, or requested modifications shall be presented in writing to the Chief of Police for their consideration. Any modifications deemed necessary shall be implemented prior to the commencement of any subsequent hiring processes.
 - The Chief of Police, or designee, shall conduct an annual review of agency demographic information to identify whether any substantial disparities exist or have been reduced.



Make a difference

What we offer

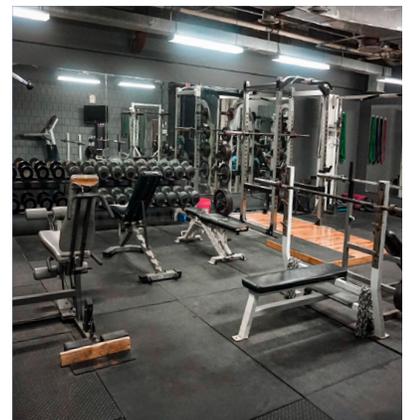
- Fully provided uniforms & equipment
- Fully equipped gym & shooting range in house
- Uniform allowance
- Comprehensive training
- Pitman schedule
- Honor guard
- Premium health insurance
- Proactive patrol unit
- Benefits for entire family upon TWP retirement
- Education reimbursement*
- **ONLY 7 steps to top pay**

**Continue your education with reimbursement up to Rutgers rate*

What we value

- Community
- Comradery
- Training
- Integrity
- Mental toughness
- Progressive thinking
- Teamwork

For more information
please visit us!



PROUD TO
serve our
COMMUNITY

WE'RE HIRING!



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POLICE DEPARTMENT

For more information
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