



2023 Recruitment Plan

Goal:

The Franklin Township Police Department intends to attract qualified individuals for a career in law enforcement. The department prioritizes a recruitment and selection process that is diligently focused on identifying and reducing the presence of substantial disparities to achieve a diverse workforce, in terms of people of color and gender diversity. Conclusively the department goal is to achieve a structure of the population of the community served. The department is governed by N.J.S.A. 40A:14-118 et. seq. and Ordinances of the Township of Franklin regarding recruitment initiatives and appointment. The Franklin Township Police Department is Equal Opportunity Employer.

(source(s): United States Census Bureau- Franklin Township, Hunterdon, NJ,

Race/ Ethnicity	Service Population		Sworn Officers			
	#	%	Male	Female	Total	Percentage
American Indian or Alask Native	1	0%	0	0	0	0%
Asian	58	1.80%	0	0	0	0%
Black or African American	28	0.90%	0	0	0	0%
Hispanic or Latino (any race)	214	6.60%	1	0	1	14%
Native Hawaiian or other Pacific Islander	0	0%	0	0	0	0%
White	2875	88%	6	0	6	86%
Two or more races	205	6.30%	0	0	0	0%
Other	100	3.1%	0	0	0	0%
Total	3267		7	0	7	



In review a determination is that there is a substantial disparity existence in sworn members specific to correlation to the Township of Franklin as the population served for the following underrepresented groups:

Female:

Sworn officer: 0%

Hispanic or Latino

Population in Franklin Township: 6.6%

Sworn officers: 14%

- Recruitment Initiative Actions:
 - Training:
Employee(s) selected to serve as part of the recruitment initiative will be trained in implicit and explicit bias.
 - Application forms and documents will be standardized to reduce subjective responses
 - Strategic Community Outreach and Engagement:
Law enforcement officer organizations will be contacted to expand accessibility to underrepresented groups listed above in the goal of soliciting a greater applicant pool of female and Hispanic or Latino individuals. This Strategic community outreach and engagement will also serve as engaging community stakeholders as well as consulting a diverse hiring team to assess what barriers are to applications by underrepresented groups and developing solutions to overcome those barriers.
- Predictive Barriers and Solutions:
 - Resume assistance – the Department of Labor and Workforce Development
- Program Review
 - Annually the Chief of Police or their designee shall analyze the Recruitment Plan:
 - Number of applicants comparative to focused plan of expanded accessibility goals for underrepresented groups as determined by the comparative analysis;
 - Number of appointments comparative to focused plan of expanded accessibility goals for underrepresented groups as determined by the comparative analysis;
 - Effectiveness of reducing substantial disparity for identified underrepresented groups and if redesign is warranted.



- Overview of the selection process
 - Initial Application
 - Department Interview
 - Background Investigation
 - Police Committee Interview
 - Conditional offer of employment
 - Contingent upon successful completion of a medical screening, Urinalysis Drug Screening, and Psychological Examination.

- Qualifications
 - A citizen of the United States
 - Of good mental and bodily health sufficient to satisfy the board of trustees of the police and firemen's retirement system of New Jersey as to their eligibility for membership in the retirement system;
 - Able to read, write and speak the English language well and intelligently;
 - Of good moral character and free from conviction of any indictable offense or any crime or offense involving moral turpitude;
 - Able to pass the above selection process;
 - A graduate of a high school, vocational high school, or possess an approved Equivalent Certificate
 - Able to otherwise meets all requirements of N.J.S.A. 40A:14-122 to 40A:14-127.1.

- Applicant Resources
 - Resume Assistance- <http://www.nj.gov/labor/career-services/tools-support/resume/>
 - Recruitment contact Sergeant Kevin Bollaro at 908-735-6508 or kbollaro@franklin-twp.org

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