

Absecon Police Department



2023-24 Strategic Plan Diversity and
Inclusion Recruitment

INTRODUCTION

The City of Absecon is home to a diverse population of individuals. According to recent U.S. Census data, the City of Absecon has a total population of 9,137. Approximately 26% of that population is a race or ethnicity other than white. The Absecon Police Department continues to search for qualified candidates who reflect the diverse population of our city.

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

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 who will be responsible for the implementation of our focus areas and goals are:

Lt. Richard Huenke, Jr.

Sgt. Mitchell Levin

Ptl. Keith Epstein

Ptl. Da'Zhon Bethea

Ptl. Edward Adams

*The Criminal Investigations Division is responsible for Background Investigations for each new potential hire.

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 help our agency move into the future as community leaders, eager and willing to provide and improve the quality of life for the citizens we serve.

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 prior certification as a Special Police Officer or Full-Time Police Officer, residence within New Jersey, age, valid driver's license)**
3. **Initial Interview**
4. **Background Investigation (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.)**
5. **Secondary Interview**
6. **Conditional Offer of Employment**
7. **Medical and Psychological Exam**
8. **Drug Screening**

Strategic Focus Areas (Goals)

- Utilize experienced and passionate recruiters from multiple ethnicities and backgrounds.
- Commitment to recruiting qualified applicants.
- Utilizing Recruitment Unit officers to meet with applicants to discuss career development.
- Reinforce the diversity recruiting goals through our officers.
- 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, Recruiting Unit, Bicycle Officer, Firearms and Range Coordinator, Atlantic County Emergency Response Team, Humane Law Enforcement Officer, Arson Investigator)
- Collaborate with outside agencies.
- 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
- Social media usage to announce hiring processes and application links.
- Extensive and thorough hands-on training in a Field Training Officer Program.
- Job security.
- Hold community events to educate the community leaders on requirements to become a police officer in the City of Absecon.

METHODS OF EVALUATION

In order to evaluate the effectiveness of our focus area and goals, the Absecon Police Department will perform a demographic analysis of the City of Absecon and compare it to the applicants for available positions in each calendar year. Additionally, the Absecon Police Department will compare the makeup of its members compared with that of the City residents.

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.