



# Emerson Police Department

1 Municipal Place, Emerson, N.J. 07630  
HQ: (201) 262-2800 FAX: (201) 262-2886

Mark Savino  
Chief of Police

## EMERSON POLICE DEPARTMENT RECRUITMENT PLAN

- I. **Goals & Objectives:** The goal of the Emerson Police Department recruitment plan is to establish a program designed to ensure that the agency is “comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting.” The Emerson Police Department’s seeks to attract qualified individuals to pursue a career with the Emerson Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Borough through the departments recruiting activities. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.
- II. **Purpose:** The Emerson Police Department a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of race, ethnic group, gender, or religion.
- III. **Recruitment Methods:**
  - a. Advertisement is primarily accomplished through PoliceApp, which is an effective candidate engagement within our community. PoliceApp helps not only builds trust with local citizens and fosters police-community partnership, it reaches potential candidates from underserved populations, improves diversity, and encourages a community-oriented department that mirrors the local population. Through PoliceApp, the Emerson Police Department also advertises on our publicly accessible website and social media accounts. Furthermore, The Emerson Police Department advertises to local colleges with student diversity, police academies throughout New Jersey and military veterans.
  - b. Standardized application forms are utilized to reduce subjective responses that may impact the hiring of underrepresented groups, and training the recruiting and hiring team on explicit and implicit bias.
  - c. The Emerson Police Department lists clear criteria for hiring and an oversight process for reviewing hiring decisions. With respect to hiring, consider making publicly available information on examples of background-check issues that can disqualify applicants.

The Emerson Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq. and municipal ordinance in all facets of the recruitment and selection process. The Emerson Police Department recruits from a candidate pool open to all residents of New Jersey. The Chief of Police is responsible for the Recruitment Plan. The Borough of Emerson is an equal opportunity employer in all facets of the personnel process.