


NEW JERSEY TRANSIT POLICE DEPARTMENT		
RECRUITMENT PLAN		
BY ORDER OF: CHIEF OF POLICE	# OF PAGES 2	
RECRUITMENT YEAR: 2021		

I. GOALS & OBJECTIVES:

The goal of the New Jersey Transit Police Department Recruitment Plan is to attract qualified persons to pursue a career with the New Jersey Transit Police Department.

The objective is to achieve an overall racial and gender composition of sworn law enforcement personnel which compares to the overall racial and gender composition of the population New Jersey Transit service area. These goals and objectives will be accomplished through the various recruitment activities specified herein.

The New Jersey Transit Corporation is an equal opportunity employer in all facets of the personnel process. This agency will constantly strive to maintain a workforce this is as diverse as the communities we serve. The New Jersey Transit Corporation and the New Jersey Transit Police Department support and depend on the diversity of our staff to promote the overall success of the agency and department.

II. CURRENT DEMOGRAPHICS REPORT:

The present demographic composition of the service population of the New Jersey Transit Police Department and sworn law enforcement personnel of the New Jersey Transit Police Department are represented in the following report:

NEW JERSEY TRANSIT POLICE DEMOGRAPHICS CHART						
Data is based on the 2019 Census Estimate	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
	RACE / ETHNICITY	#	%	#	%	#
WHITE	5,964,295	67.1%	203	71.5%	14	5%
AFRICAN AMERICAN	1,203,843	13.6%	32	11%	4	1.5%
HISPANIC - ANY RACE*	1,856,845	20.9%	39	14%	6	2.0
OTHER RACE	1,714,052	19.3%	10	3.5%	0	0%
TOTAL	8,882,190	100%	284	100%	24	8.5%

* Not included in total population or % number.

* Does not include personnel who are bi-racial who may identify as more than one race.

III. RECRUITMENT ACTIVITIES:

Activity #1:

The New Jersey Transit Police Department will identify and maintain contact with minority organizations and social support groups, including, but not limited to, educational, religious, ethnic, racial, and gender-based organizations.

These activities may include, but not be limited to, the following:

1. Providing recruitment materials to educational, religious, ethnic, racial, and gender-based organizations. The following organizations, but not limited to, will be contacted and given notice of sworn vacancies in the New Jersey Transit Police Department:
 - A. National Association of Women Law Enforcement Executives;
 - B. National Organization of Black Women in Law Enforcement;
 - C. New Jersey Asian American Law Enforcement Officers Association;
 - D. New Jersey Women in Law Enforcement;
 - E. National Latino Law Enforcement Organization;
 - F. Women in Federal Law Enforcement;
 - G. New Jersey Asian American Law Enforcement Officers Association;
 - H. The National Latino Peace Officers Association;
 - I. The Hispanic American Police Command Officers Association.
 - J. Attending career fairs in the 21 County school districts and colleges.
2. Drafting, printing and distributing informational brochures, pamphlets, posters, social media posts, and/or other materials which may attract qualified persons to the agency.
3. Making maximum use of the New Jersey Transit Police Department website and social media platforms to attract qualified candidates to the agency.

Activity #2:

Advertise on the New Jersey Transit Police Department social media platforms as well as any other appropriate media market, for persons meeting eligibility requirements.

IV. REVIEW & EVALUATION:

The Chief of Police will conduct an annual review of the New Jersey Transit Police Department Recruitment Plan. As a result of this annual review, and if necessary, the Department's Recruitment Plan will be revised, if the goals and objectives have not been achieved or if the needs of the department have changed during the previous year.