



## Borough of Red Bank

Police Department  
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## Red Bank Police Department 2024 Recruitment Program

The primary goal of the Red Bank Police Department recruitment activities will be to attract qualified candidates for employment that will enable the department to work towards its long-range goal of employing a sworn workforce that reflects the diversity of the population of the community the agency is charged of protecting and serving, thereby making the police force more effective at promoting public safety. The standard for determining minority representation is based upon the most recent 2020 census data.

Our agency will take into consideration applicants who have taken the Monmouth County Police Chiefs Association entry level examination, who participated in the SLEO II or Alternate Route programs.

### Objective

Recruitment activities will be a department-wide responsibility and will occur year-round. All members of the agency play a crucial role in this function and will have knowledge of the application process as well as the current Recruitment Plan.

The Red Bank Police Department's Special Operations Division is tasked with putting a plan together to coordinate the agency's recruitment activities for the upcoming hiring process. On an annual basis, the Chief of Police or designee will conduct a review of the Recruitment Plan to determine if the goals and objectives are being met and if not, what adjustments will be made.

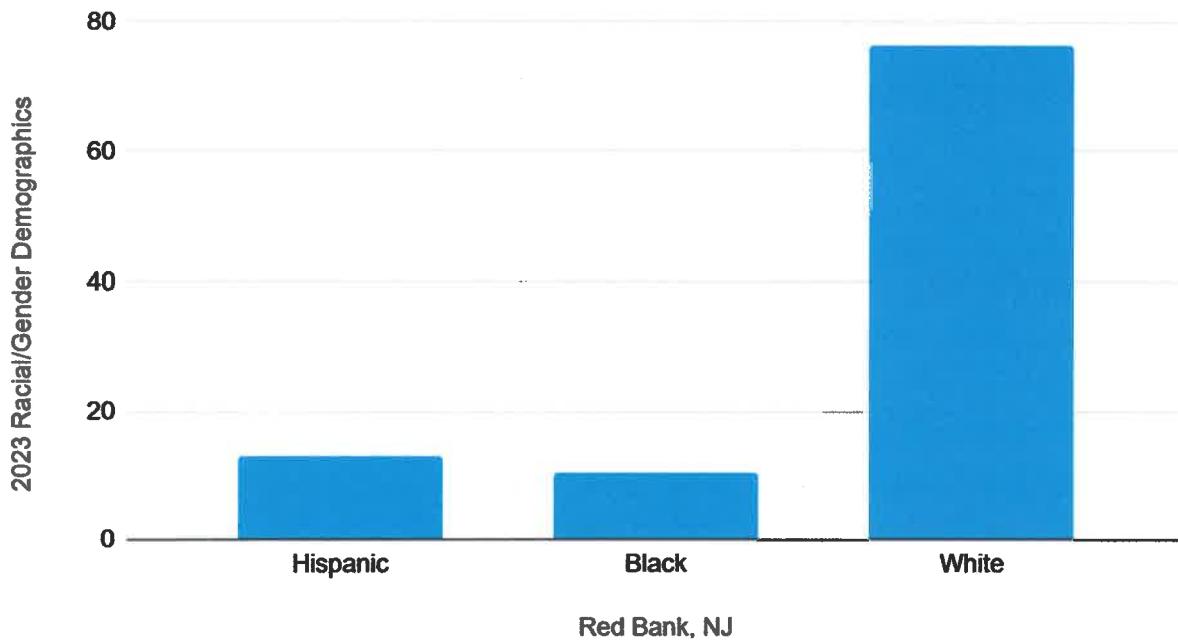
The 2023 Annual Recruitment Plan Analysis, which was completed in May 2024, determined that the Asian population is underrepresented within the sworn law enforcement ranks of the Red Bank Police Department. Therefore, the objective of the

2024 Recruitment Plan will be to attract this particular minority group and notify them of upcoming employment opportunities.

## 2023 Racial Demographics

Currently, of the 38 sworn officers,

### 2023 Racial/Gender Demographics vs. Red Bank, NJ



Currently of the 38 sworn officers, 29 (76.27%) are White, 5 (13.15%) are Hispanic and 4 (10.52%) are Black. The United States Census Bureau's statistics revealed that Whites represent 62.5%, Hispanics represent 25.6%, and Blacks represent 7.9% of the population of Borough Red Bank.

## Action Plan

Any and all job announcements shall include that the Red Bank Police Department is committed to Equal Opportunity Employment.

The Special Operations Division shall ensure that the following steps are taken in the recruitment of officers throughout the State of New Jersey.

1. Distribute the job announcement to active New Jersey Police Academies.
2. Distribute the job announcement to members of the New Jersey Chiefs of Police Association and the County Chiefs of Police Association.
3. Distribute the job announcement through PoliceAPP.com.
4. Post the job announcement on the Department's website and social media platforms.
5. Forward the job announcement to ethnic and gender-based special interest groups and organizations, such as the NAACP, National Center for Women in Policing, The New Jersey Women in Law Enforcement Executives, The National Coalition of Latino Officers, and the Committee for Multi-Cultural Understandings.
6. Forward the job announcement to law enforcement agencies.
7. Attend local career fairs and distribute recruitment-related materials. An effort shall be made to select officers who reflect the identified underrepresented groups, should those officers be interested in recruitment activities.

The intended time frame for accomplishing goals and objectives will be ongoing.

## **Red Bank Police Department Recruitment Process**

The hiring process will involve the following phases which occur in successive order:

- Completion of Application Process
- Departmental Interview(s)
- Conditional Offer of Employment
- Background Investigation
  1. Medical & Drug Screening
  2. Psychological Evaluation
- Formal Offer of Employment

### **Interviews**

The Application Process will be used to select candidates for formal departmental interview(s). The nature and duration of the interview(s) will be determined by the Chief of Police. Candidates will be notified of their respective interviews via the Office of the Chief of Police.

### **Conditional Offer of Employment / Background Investigation**

After the interview process, and at the discretion of the Chief of Police, a candidate may be given a conditional offer of employment. At that point, the candidate will be required to complete a background employment application which will be routed to the Criminal

Investigations Division for a thorough background investigation. The candidate will also undergo an extensive Medical and Psychological Examination.

## **Formal Offer of Employment**

Upon successful completion of the background check and health examinations, the candidate can be given a formal offer of employment at the discretion of the Chief of Police. Upon acceptance of the offer, the candidate will be scheduled to be sworn in as a police officer, and he/she will be referred to the department's administration for new officer orientation. Depending on the candidate's prior experience, they will either be enrolled in the next available police academy recruit class, or they will begin field training with the department's field training officers.