

Morris Township Police Department Recruitment Plan

Goals and Objectives:

The goal of the Morris Township Police Department Recruitment Plan is to identify and recruit individuals who best possess the proper attitude along with the skills, knowledge and abilities necessary for an effective, respected law enforcement officer. Positive and aggressive recruitment serves to be bring a broader selection base, thereby enhancing the department's ability to hire better qualified personnel, who ultimately will contribute to the agency's effectiveness and efficiency.

General:

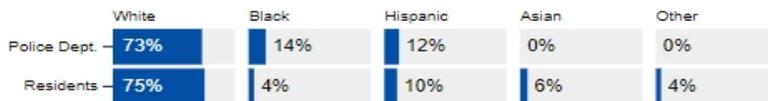
The Morris Township Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq. and municipal ordinance in all facets of the recruitment and selection process. The Chief of Police is responsible for the recruitment plan.

The Morris Township Police Department is an equal opportunity employer in all facets of the personnel process.

Current Demographics:

The demographic composition of the service area and agency are shown below, as provided by NJ Advance Media on November 15, 2021:

Race & ethnicity



Race & ethnicity values are rounded to the nearest percentage point and may add up to more than 100%.

Diversity

#44 in police departments ordered from most to least diverse police officers.

Police diversity in Morris Township is **#44** out of 565 departments with a diversity index of **43%**. The diversity index shows the likelihood that two police officers chosen randomly will be different by race based on police department data.

#279 in locations ordered from most to least diverse residents.

Resident diversity in Morris Township is **#279** out of 565 locations with a diversity index of **42%**. The diversity index shows the likelihood that two residents chosen randomly will be different by race based on 2020 census data.

Department Demographics as of 12/31/2023:

Total Officers	43	-
Total Male	38	88%
Total Female	4	9%
Total X or Non-Binary	0	0%
Total American Indian or Alaska Native alone	0	0%
Total Asian alone	1	2%
Total Black or African American alone	5	12%
Total Native Hawaiian or other Pacific Islander alone	0	0%
Total White alone	30	70%
Total Two or more races alone	0	0%
Total Other alone	0	0%
Total Hispanic or Latino	7	16%

Morris Township Recruitment Activities:

I. Annual Activities

- A. The Morris Township Police Department holds a citizen police academy that is advertised to residents
- B. The Morris Township Police Department has an internship program that seeks area college students interested in the Criminal Justice Field
- C. The Morris Township Police Department administers a Junior Police Academy with the Morris Plains Police Department and the Morristown Police Department, in hopes of exposing youth to the Police Profession and provide future mentorships.

II. General Activities activated by a vacancy

- A. Advertisement via “PoliceApp”
- B. Department members notified of agency opening
- C. Municipal Messenger
- D. Morris Township Police Department Social Media advertisement (Facebook and Instagram)
- E. Physical posting in Morris Township Municipal Building and Police Headquarters

- F. "Nixle" advertisement sent to "Nixle" users in Morris Township area
- G. APBnet flyer disseminated to other Law Enforcement users in New Jersey
- H. Notification to the Morris County Police and Firefighters Academy and surrounding County Academies
- I. Notification to local news outlets (Morristown Green, Patch, and the Morris NewsBee)

III. Targeted Outreach Activities and notifications to large organizations and groups

- A. Notification to Saint Elizabeth's University
- B. Notification to Berkeley College
- C. Notification to LGBTQ+ group via Morris Township's liaison
- D. Notification to New Jersey Women in Law Enforcement
- E. Notification to the Hispanic American LEA
- F. Notification to NOBLE (National Organization of Black Law Enforcement Executives)
- G. Notification to the National Minority Group
- H. Notification to the Italian American Police Society of New Jersey

IV. Targeted Outreach activities to local organizations and groups

- A. Hand delivered flyers to God in Christ Church
- B. Hand delivered flyers to Calvary Baptist Church
- C. Hand delivered flyers to Saint Thomas Moore Church
- D. Hand delivered flyers to Saint Virgil's Church
- E. Hand delivered flyers to Saint Mark Lutheran Church
- F. Hand delivered flyers to Bethel AME Church
- G. Hand delivered flyers to Assumption
- H. Hand delivered flyers to Washington Valley Chapel
- I. Hand delivered flyers to Revive Church
- J. Hand delivered flyers to Center for Spiritual Living

V. This recruitment plan is to be reviewed by a diverse group of officers' representative of the Police Department on an Annual Basis. These officers will be selected by the Administration.