

**MIDDLESEX BOROUGH POLICE DEPARTMENT  
RECRUITMENT PLAN  
2022**

**PURPOSE:**

The Middlesex Borough Police Department is committed to attracting a qualified and diversified applicant pool. It is the intent and policy of the department to attract and employ qualified applicants who represent the racial and gender demographics of the residents of the Borough of Middlesex. To that end, this agency will endeavor to set and meet specific goals to promote demographic consistency throughout the hiring process, as provided for in N.J.S.A. 52:17B-4.10 et seq. and corresponding New Jersey Attorney General Guidelines “Promoting Diversity in Law Enforcement Recruiting and Hiring” issued December 7, 2021. This department will make a good faith effort to meet specific goals for recruiting a demographically diverse workforce.

**DEMOGRAPHIC DATA:**

Middlesex Borough Resident Population and  
Current Middlesex Borough Police  
Department Demographics

MIDDLESEX BOROUGH, NEW JERSEY						
2020 U.S. Census Data	POPULATION		CURRENT TOTAL SWORN OFFICERS		CURRENT SWORN FEMALE OFFICERS	
RACE/ETHNICITY	#	%	#	%	#	%
White	8,841	60.41%	25	100%	1	4%
Black/African American	968	6.61%	0	0%	0	0%
Hispanic or Latino *	3,751	25.63%	1	4%	0	0%
American Indian or Alaskan Native	77	0.53%	0	0%	0	0%
Asian	1,176	8.03%	0	0%	0	0%
Native Hawaiian or Pacific Islander	5	0.03%	0	0%	0	0%
Other Race Alone	1,826	12.48%	0	0%	0	0%
Two or More Races	1,743	11.91%	0	0%	0	0%
TOTAL	14,636	100%	25	100%	0	4%

\* not included in total population # or %.

updated January 2022

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**RECRUITMENT ACTIVITIES:**

- The Middlesex Police Department seeks to hire from PTC certified and current Alternate Route Program applicants.
- Make maximum use of the Middlesex Borough website, Middlesex Police Department website, Middlesex Borough Hall variable message board, and Social Media pages to advertise and attract qualified candidates.
- Advertise on PoliceApp.com, Police1.com, PoliceRecruiter.com, NJOfficer.com
- Share hiring announcements with various law enforcement-related organizations (e.g. NOBLE, NJ Women in Law Enforcement, NJ Latino Officers Association, NJ Asian American Law Enforcement Officers Association.)
- Hiring advertisements will include verbiage which promotes recruitment of a diverse workforce, in terms of people of color, gender, ethnicity, and sexual orientation diversity.
- Seek permission to post job announcements at local colleges.
- Recruitment personnel may contact and/or visit local police training academies to seek qualified candidates enrolled in the Alternate Route Program.

**REVIEW, EVALUATION, AND REPORTING:**

- The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan, to include an annual agency demographic review, to identify whether any substantial disparities exist or have been reduced, and if need be, revise the Recruitment Plan to meet its goals and objectives.
- N.J.S.A. 52:17B-4.10 et seq. and the New Jersey Attorney General Guidelines “Promoting Diversity in Law Enforcement Recruiting and Hiring” requires each law enforcement agency to report certain law enforcement applicant data annually, by January 31<sup>st</sup>, for the preceding year.

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

The reporting form can be found at: <https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>