



TOWNSHIP OF WEST ORANGE

66 MAIN STREET, WEST ORANGE, N.J. 07052

WEST ORANGE POLICE DEPARTMENT

RECRUITMENT PLAN

2019 ANNUAL ANALYSIS



Completed in 2020 by Captain R McDonald #176



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Introduction

The West Orange Police Department is a Department of Personnel jurisdiction and hiring procedures are set forth by DOP rules, statutory regulations, and case law. This means that hiring practices must abide by the DOP procedures which include utilization of a statewide entrance examination. Due to this fact, recruitment efforts are often hampered. Potential employees need to score high on the DOP written examination before the West Orange Police Department may even be given the eligible employee's names. This is a statewide approach to keep the testing and hiring processes as fair and non-discriminatory as possible.

Although recruitment is a departmental mindset that must be continually evolving and must be focused on long term results as well as immediate, the mindset of the Department is always of recruiting, selecting and training the next generation of officers.

The Department did not hire any new officers in 2019; however, in 2018 the Department hired 2 new officers. The two officers were males (one African American and one Hispanic Caucasian). As it stands, the WOPD is currently staffed with 12.6% of total officers representing minority races and 16.0% of total officers representing Hispanic ethnicity. These numbers indicate that over 30% of the total number of sworn officers represent a minority race, Hispanic ethnicity or female gender.

In comparison with 10 years ago, the percentage of African American officers has increased by almost 50% from 6.8% to 10.2% and the percentage of Hispanic officers has almost tripled with a jump from 6.8% to 16.0%.

OBJECTIVES:

- Maintain liaison with local minority community leaders, encouraging them to refer information about qualified minority applicants. This is an ongoing process.



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- Advise all potential applicants that the department is an Equal Opportunity Employer and does not discriminate on the basis of race, national origin or ancestry, color, sex, sexual orientation, marital status, religion, age, handicap, political affiliation or other non-job related personal criteria. This is an ongoing process.
- Utilize the skills of our minority and women officers by having them represent the department at school presentations and community functions. These officers will also be more visible in our bicycle patrols and community policing efforts.
- Contact church congregations, to encourage them to assist with recruitment efforts and locate potential candidates. This is an ongoing practice.
- Conduct recruitment activities outside the agency's jurisdiction through the use of public service announcements on West Orange TV Channel 36 and the Township web page. This is based on the announcement of any upcoming Civil Service entrance examinations.
- Utilize the Junior Police Academy and the Police Explorer Program to create and forge lasting relationships with potential future employees.
- Utilize the college internship program, specifically by allowing college-aged township residents who wish to pursue a future in law enforcement to intern with the Department. This will expose an eligible resident to be introduced to the Department.

SUCSESSES:

Community Services Unit

The WOPD Community Services Unit has continued to keep an open dialogue and relationship going with local community and church leaders. CSU officers often attend local festivals and events to meet young people and create relationships with the future officers of this Department. CSU is a great tool for creating relationships



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with the youth of our town so that they feel more comfortable approaching officers with questions about careers in law enforcement.

P/O's Herbert Granados and Jason Padilla are both of Hispanic descent and are part of our CSU bicycle squad. They represent the department at various community functions as well as the Essex County Police and Public Safety Expo every year (May 2019).

CSU were also involved with Township Government Day, which entails giving tours of the Police Building to students. This occurred during March 2019.

They were also present at the following Career Days at schools within West Orange:

Saint Cloud School

Pleasantdale School

Gregory School

Liberty School

Mt Pleasant School

School Resource Officer

The WOPD has a full time officer assigned to West Orange High School. Officer Ed Diaz is of Hispanic heritage and it cannot be overlooked that Officer Diaz is a walking billboard to any high school student who expresses an interest in law enforcement. He has many responsibilities such as instructing DARE and Gang Resistance classes. Officer Diaz is assigned to WOHS full time and is always available for students to ask questions.



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Junior Police Academy

Every summer, the WOPD Juvenile Aid Bureau conducts a Junior Police Academy for children between the ages of 11 and 14. The JPA was established in 2000 as a joint venture between the WOPD, the Township of West Orange and the West Orange Board of Education in a proactive effort to curtail juvenile delinquency, to promote better relations between police officers and youths, and to promote good communication skills. The JPA seeks to foster an understanding for the law and respect among individuals at a critical age of development. The week-long event involves demonstrations from such law enforcement groups as the NJ State police Aviation Unit, NJSP TEAMS Unit, Essex County Bomb Squad and K9 Unit and US Air Marshals.

The Junior Police Academy is available to all WO youths with good scholastic and disciplinary records. It is advertised on the Township website, on the Patch.com and put into the WO Chronicle and WO Outlook magazine.

The JPA is an excellent opportunity for the WOPD to create relationships and expose law enforcement to minority youths and females. During the 2019 JPA, there were 77 total junior cadets. There were 37 females. There were 21 cadets of Hispanic descent and 31 were African-American.

The Junior Police Academy appears to be a success in reaching out to the females and minority youth of the Township in a program designed to create an awareness of law enforcement and relationships with future possible candidates.

Internship Program

The Department works with local high schools and colleges to provide internships to local youths who have an interest in law enforcement. The interns gain credits and provide service to the Department in various functions while the student learns about the department from the inside.



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During the 2019-2020 school year, the department had a two African American females and one Hispanic female intern from William Paterson University, a white male intern from Seton Hall University and a black male intern from West Orange High School.

Equal Opportunity Employment

*The Department does a good job of utilizing proper hiring practices and is actively attempting to achieve an accurate representation of the service population. Although there have been some new hires during the past year, there were also a good number of retirements which changed the percentage of officers who represent minority groups. As you can see from the tables listed below, the percentage of Caucasian officers from 2009 until 2020 decreased from 92.2% to 87.5%. Also, the percentage of Hispanic officers **increased from 6.8% to 16.0%** of the department. The percentage of African-American officers increased from 6.8% to 10.2% in the four years.*

There are only 3 female officers currently in the department, which equals 3.4% of all sworn officers. This is below the state percentage of 9.5% but has remained consistent at 3.4% since 2009.

*The present departmental goal, as listed in the Recruitment Plan conceived in 2011, is to increase the percentage of sworn minority officers by 1.25% each year. Although there was only a slight increase in female officer percentage, the rise in percentage for Hispanic officers is encouraging the **percentage almost tripled in just 10 years.***



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DEMOGRAPHICS 2009

	Service Population		Available Workforce		Sworn Officers		Sworn Female	
RACE	#	%	#	%	#	%	#	%
Caucasian	26,406	57.15%	1,117,052	74.7%	107	92.2%	4	3.4%
African-American	12,284	26.58%	196,238	13.6%	8	6.8%	0	-
Native American	174	0.38%	30,190	1.9%	0	-	0	-
Asian	3,680	7.96%	54,343	3.6%	1	.08%	0	-
Pacific Islander	2,227	4.82%	19,623	1.3%	0	-	0	-
Other/Multiracial	3,653	7.91%	75,476	4.9%	0	-	0	-
<i>Total</i>	46,207	100%	1,509,530	100%	116	116	0	3.4%
ETHNICITY								
Hispanic	7,487	16.20%	271,715	18.0%	8	6.8%	1	.08%

Females in Available Workforce (NJ) 47.0%

Female Sworn Officers in NJ 9.5%



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DEMOGRAPHICS 2020

	Service Population*		Available Workforce*		Sworn Officers		Sworn Female	
RACE	#	%	#	%	#	%	#	%
Caucasian	26,406	57.15%	1,117,052	74.7%	77	87.5%	2	2.3%
African-American	12,284	26.58%	196,238	13.6%	9	10.2%	1	1.1%
Native American	174	0.38%	30,190	1.9%	0	0.0%	0	0.0%
Asian	3,680	7.96%	54,343	3.6%	1	1.1%	0	0.0%
Pacific Islander	2,227	4.82%	19,623	1.3%	1	1.1%	0	0.0%
Other/Multiracial	3,653	7.91%	75,476	4.9%	0	0.0%		0.0%
<i>Total</i>	46,207	100%	1,509,530	100%	88	100%	3	3.4%
ETHNICITY								
Hispanic	7,487	16.20	271,715	18.0%	14	16.0%	1	1.1%

***Data Sources**

The Township of West Orange is a Department of Personnel jurisdiction and draws upon the entire state of New Jersey as an available workforce. Due to statutory requirements, only personnel between the ages of 18-35 are eligible for entry level employment. The data under the available workforce reflects the 2006 Projections of Civilian Labor Force Estimates published by the New Jersey Department of Labor.

The data under the service population of West Orange reflects the 2010 Demographic Profile Data published by the U.S. Census Bureau.

- All WOPD officer data is accurate as of June 2, 2020.



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Revisions/ Future Objectives

The WOPD is a Department of Personnel jurisdiction and hiring procedures are set forth by DOP rules, statutory regulations, and case law. However, despite those facts, the Department has continued some of the recruitment practices which have successfully made the WOPD a vital organization. The percentage of African American/Black and Hispanic officers within the department has dramatically risen the past nine years. Through such ventures as the Junior Police Academy, our Community Services Unit, and our internship program, the WOPD will continue to strive forward. We have also increased female officers by 25% as well. I believe that these numbers are a result of our positive public image within the community.

One major issue that continues, despite attempts to avoid it, is the lack of total female representation within the Department. The WOPD currently has three sworn female members. Although female recruitment is a major issue across the nation and departments of any size, the current representation of 3.4% is too low. The most recent data across the state of New Jersey showed that females make up to 9.5% of law enforcement statewide.

While I believe that the department should strive for as many deserving female officers, it is historically apparent that law enforcement attracts more males than females. However, I believe that a major objective moving forward should be to strive for our female numbers to at least match those numbers across the State of New Jersey.

Objectives to accomplish this goal should include reaching out to more community groups and emphasizing that the Department is searching for female recruits and the career opportunities that await them. I believe that the Department should also consider a media outreach program specifically designed to target potential female employees. The department shall also consider promoting our auxiliary program more as an



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opportunity for females to become involved with law enforcement and get a taste of the business. The department can also coordinate with SRO Diaz to reach out to more high school graduating females and educate them about the field of law enforcement.

I believe that due to the historical fact that more males seek a career in law enforcement than females, it may be impossible to ever have a true representation of women in our career. However, I believe that the WOPD can easily strive to at least match the statewide average of 9.5%, and then re-assess the objective at that point.

In conclusion, although we continue to hire based off the parameters set by NJ DOP, I recommend that we continue to utilize television, newspapers, internet, and social media to recruit the type of citizens and future officers that we have been forging relationships with this entire time. I recommend no other revisions to the actual plan at this time.

If I can be of any further assistance, please do not hesitate to let me know.

Respectfully submitted,

Captain Richard J. McDonald #176



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