



City of Rahway Police

**ONE CITY HALL PLAZA
RAHWAY NEW JERSEY 07065**

Nicholas G. Breiner

Director of Police

Tel (732) 827-2105

Fax (732) 827-2107

nbreiner@rahwaypolice.com

Captain Shawn M. Ganley

Chief Law Enforcement Officer

Tel (732) 827-2111

Fax (732) 827-2107

sganley@rahwaypolice.com

2024 Recruitment Plan

Purpose

The Rahway Police Department is committed to enriching its ranks by attracting qualified candidates who reflect the diverse community of Rahway. Our goal is to ensure the department's racial and gender composition aligns more closely with the demographics of the city we serve. We are dedicated to proactive recruitment efforts that emphasize diversity, equity, and inclusion. Through a comprehensive strategy encompassing targeted recruitment activities, we aim to meet our objectives of creating a diverse and inclusive workforce that embodies the values and demographics of Rahway.

I. General

- A. The Rahway Police Department is deeply committed to adhering to the guidelines set by the New Jersey Civil Service Commission, ensuring that its recruitment and selection processes are conducted with the utmost adherence to state statutes and administrative codes. Our hiring approach is fundamentally community-centric, prioritizing residents of Rahway and then extending to those of Union County, before considering eligible candidates throughout New Jersey, thereby ensuring our workforce reflects the community we serve. We engage in a collaborative effort with the New Jersey Civil Service Commission to secure a certified list of eligible candidates through an open competitive examination process. This meticulous process involves notifying eligible candidates, assessing their interest and suitability based on criteria such as age and residency, inviting them to complete our application process, conducting oral interviews to determine their fit with the department's needs, and extending conditional employment offers based on successful completion of background checks, drug screening, and psychological and medical examinations.
- B. Additionally, the Rahway Police Department leverages the "Rice" list and the Intergovernmental Transfer Program to broaden our recruitment strategies, allowing us to select experienced and qualified candidates who meet our high standards for excellence and community service. This inclusive approach includes evaluating candidates for entry-level law enforcement officer positions or Special Law Enforcement Officer roles, utilizing N.J.S.A. 11A:4-1.3 to allow for the appointment of individuals who have completed a Basic Course for Police Officers, thus facilitating a more inclusive recruitment process. Through these innovative and comprehensive recruitment principles, we are dedicated to fostering an equal opportunity environment, with the goal of ensuring our workforce mirrors the diverse composition of the community we serve, and upholding the highest standards of fairness, equity, and inclusivity in all our recruitment and selection efforts.

II. DEMOGRAPHICS

RAHWAY CITY						
Data is based on the 2022 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	9,501	32%	55	63%	4	5%
BLACK or AFRICAN AMERICAN	9,444	31.8%	8	9%	1	1%
HISPANIC - ANY RACE	7,750	26.1%	22	24%	1	1%
AMERICAN INDIAN/AK NATIVE	0	0.0%	0	0%	0	0%
ASIAN	1,930	6.5%	2	2%	1	1%
HAWAIIAN/PACIFIC ISLANDER	0	0.0%	0	0%	0	0%
OTHER RACE	1,068	3.6%	0	0%	0	0%
TOTAL	29,693	100%	87	100%	7	4%

III. Recruitment Activities and Initiatives

A. Activity #1: Engage with Community and Diverse Groups

- a. The department has intensified its outreach to local minorities and social support organizations. These efforts are not only to ensure our force represents the diversity of the community we serve but also to build strong relationships within the community.
- b. Activities
 - i. Creation and distribution of tailored recruitment brochures to organizations serving diverse communities.
 - ii. Collaboration with local education boards to present law enforcement careers to high school students.
 - iii. Participation in Career Days across schools and community colleges, highlighting the benefits and opportunities within the department.
 1. Engagement with potential candidates through interactive Q&A sessions following recruitment events.
 - iv. Leveraging the Rahway Police Department's official website to enhance visibility and attract diverse candidates.

B. Activity #2: Digital and Social Media Campaign

- a. To broaden our reach, the department has launched an extensive digital and social media campaign. This includes advertisements on platforms like the official Rahway Police Department Facebook and Instagram pages, and other relevant social media outlets.
- b. Activities
 - i. Regular posting on social media platforms to highlight recruitment events, success stories, and the benefits of a career with the Rahway Police Department.
 - ii. Utilization of targeted ads to reach candidates who meet our eligibility criteria, across various digital platforms.

C. Activity #3: Re-engagement of Laid-off Officers via the "Rice List"

- a. The department remains committed to providing opportunities for officers who have been laid off due to budget cuts or other reasons. By accessing the State of New Jersey Civil Service Commission's "Rice List," we aim to reintegrate these experienced individuals back into law enforcement.
- b. Activities

- i. Conducting outreach and interviews with eligible laid-off officers.
- ii. Offering information sessions and reorientation programs for reintegrating officers into the department.
- iii. After oral interviews to evaluate compatibility and departmental fit, candidates may receive conditional offers, contingent upon completing any necessary refresher training or orientation programs.

D. Activity #4: Utilization of the Intergovernmental Transfer Program

- a. Maximizing the potential of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program, the department plans to attract experienced officers seeking transfers.
- b. Activities
 - i. Posting upcoming sworn position openings on the Intergovernmental Transfer Program website.
 - ii. Organizing information sessions and workshops for interested candidates to learn more about the opportunities and application process.
 - iii. Selected candidates undergo oral interviews to determine their fit for available roles, with successful candidates receiving conditional offers based on the completion of background checks, medical evaluations, and an orientation to the department's community policing philosophy.

IV. Annual Review, Evaluation, and Reporting

- A. The Director of Police and Chief Law Enforcement Officer, along with a designated team, will conduct an annual review of the recruitment plan. This includes evaluating demographic alignment with community representation, the success of recruitment activities, and necessary plan adjustments to better meet our diversity goals.
- B. Consistent with N.J.S.A. 52:17B-4.10, the department will compile and submit detailed reports on law enforcement applicant data by January 31st each year. This reporting, structured around the New Jersey Attorney General's guidelines, will inform our strategies and adjustments for promoting diversity within our recruitment and hiring processes.

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

- C. The reporting form can be found at:

<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>