



Harrison Police Department Recruitment Plan

GOALS & OBJECTIVES:

The goal of the Harrison Police Department Recruitment Plan is to attract qualified persons to pursue a career with the Harrison Police Department. Our aim is to achieve an overall racial and gender composition of sworn law enforcement personnel which is representative of the overall population of the town of Harrison. We will attempt to accomplish these goals using various methods to attract a diverse and qualified group of men and women who will protect and serve our community. The following describes the many ways our department is working towards achieving our goals and objectives:

GENERAL:

The Town of Harrison utilizes the services provided by the NJ Civil Service Commission.

The screenshot shows the Harrison Police Department Recruitment page. The header includes the Harrison New Jersey logo and navigation links: GOVERNMENT, SERVICES, COMMUNITY, BUSINESS, and HOW DO I... A search bar is also present. The left sidebar lists various departmental links, with 'Recruitment' highlighted. The main content area is titled 'Recruitment' and contains the following text:

Home » Government » Departments » Police Department » Recruitment

Recruitment

The Town of Harrison is a [NEW JERSEY CIVIL SERVICE COMMISSION](#) jurisdiction. Therefore, all phases of the recruitment, selection, and hiring process for entry level law enforcement positions conform to the rules and regulations established by the New Jersey Civil Service Commission and Town of Harrison Code.

The [NEW JERSEY CIVIL SERVICE COMMISSION](#) conducts all entry-level examinations once every two years.

Check the [NEW JERSEY CIVIL SERVICE COMMISSION](#) website for more information.

The mandatory qualifications for appointment as a municipal police officer are:

- Citizen of the United States;
- Good health to satisfy pension requirements;
- Literacy (read, write and speak the English language);
- Good moral character (based on contemporary standards); and
- Free of criminal conviction involving moral turpitude.

The Town of Harrison is an equal opportunity employer.

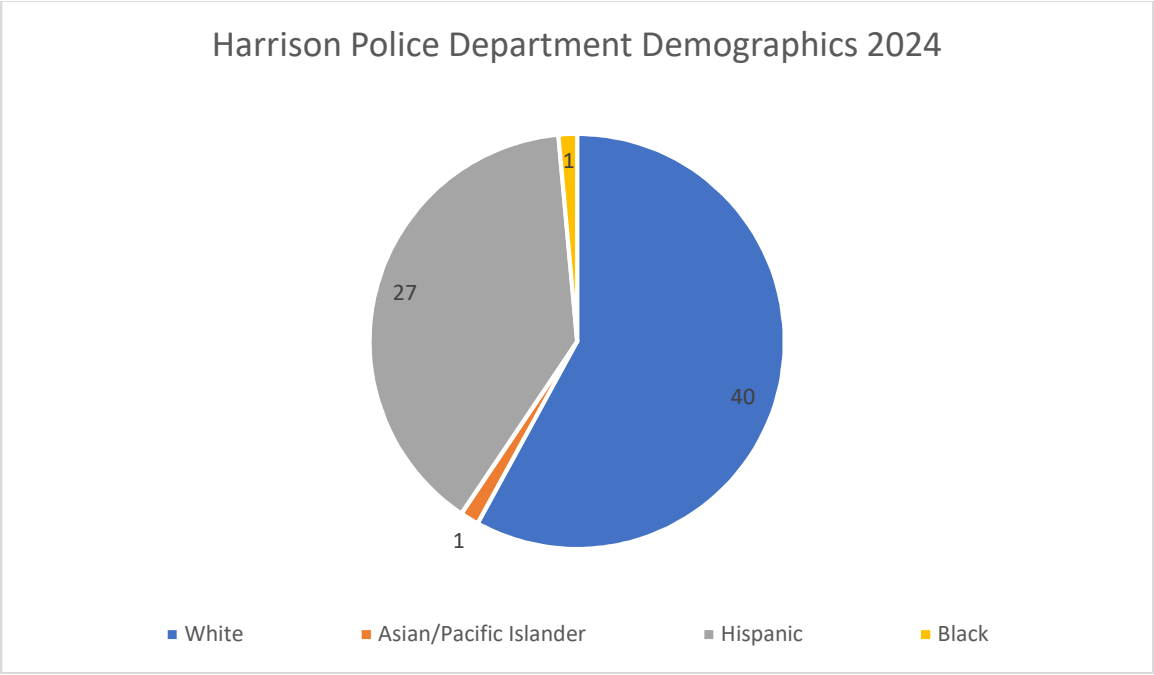
<https://townofharrison.com/256/Recruitment>

The Town of Harrison is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS REPORT:

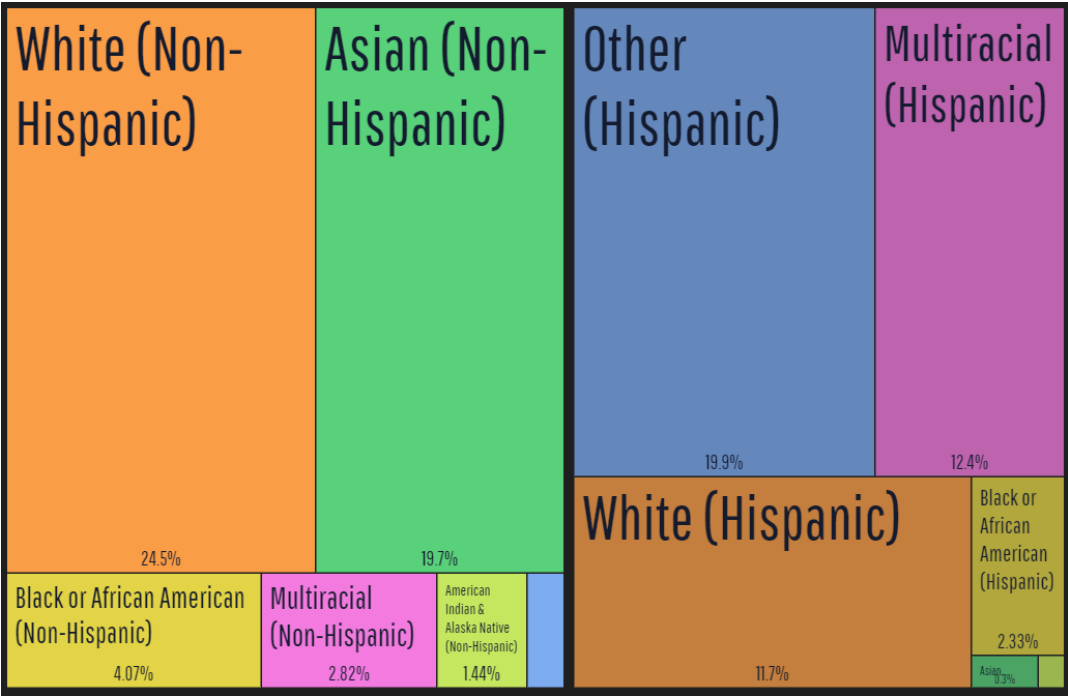
The present demographic composition of the population of the Town of Harrison and the current Harrison Police Department staffing are depicted in the below charts. This information was obtained utilizing the most current Census data and current Harrison Police roster data.

Harrison Police Department Demographics:



Information provided from current Harrison Police Department roster.

Town of Harrison Demographics:



Information provided from: [Harrison, NJ | Data USA](#)

RECRUITMENT ACTIVITIES:

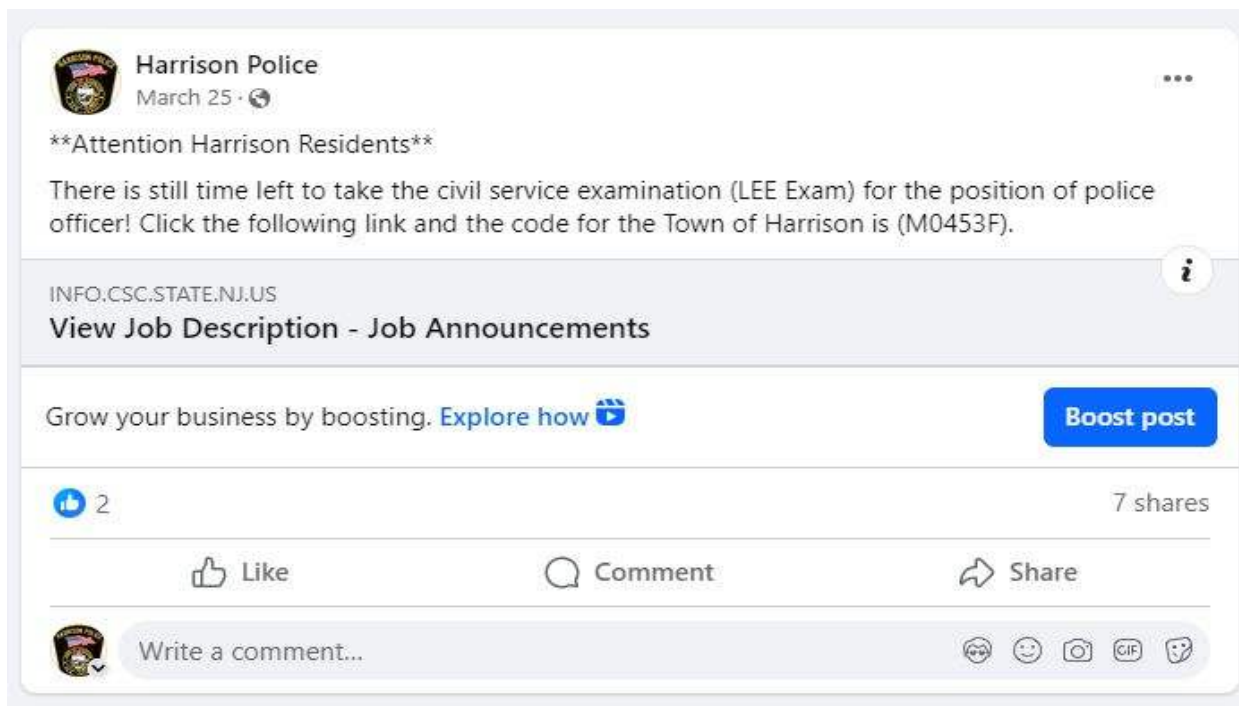
- Identify and maintain contact with local minority organizations
- Attract interested students graduating from our High School
- Conduct outreach to our religious, ethnic, racial, and gender-based organizations.



Photo taken from recruitment presentation at Harrison High School (March, 2024)

Current outreach initiatives include:

- Our Community Policing Unit conducts seminars, pop up events and scheduled meetings throughout our community where they conduct lectures and provide recruitment brochures and materials to a wide audience to include our educational, religious, ethnic, racial, and gender-based organizations.
- Attend career fairs in the Town and throughout Hudson County.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Utilize the Town of Harrison website to attract potential candidates to our agency.
- Utilize various social media sites to promote the New Jersey Civil Service Examination for Police Officer.



Snapshot

provided from "Harrison Police" Official Facebook Page.

In addition to the above, our municipality utilizes the State of New Jersey Civil Service Commission Intergovernmental Transfer Program in order to attract candidates in line with achieving our goal of close representation between our sworn officers reflecting our current town population. Our officers are tasked with identifying qualified and diverse candidates currently serving in other jurisdictions.

Our Police Department utilizes Special Class I Officers to assist our full time sworn officers with many special assignments. The SLEO I Officers are able to experience the law enforcement profession from within. These officers are a diverse group of individuals who if qualified and have the desire, have the potential to apply to become a full sworn officer in the future.

The Chief of Police is responsible for the administration of this recruiting plan.

REVIEW & EVALUATION

- The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan and if necessary, the Recruitment Plan shall be revised if the goals and objectives are not achieved.