

**WILDWOOD CREST POLICE DEPARTMENT**

**ANNUAL RECRUITMENT PLAN REVIEW**

**Year: 2022**

**Number of Applicants: 04**

**Number of targeted Minority Applicants: 00**

**Number of Applicants Hired: 01**

**Number of targeted Minority Applicants Hired: 00**

**Number of Career Days attended: 0**

**Number of hits on the Agency Web Site: 21**

**Any impediments identified: None**

**Patterns or trends identified: None**

**Training needs identified: None**

**Review of the community demographic and compared to the candidates hired, as noted below.**

**Demographics Report**

|              | Service Population |       | Current Sworn Officers |      | Current Female Sworn Officers |    | Prior Assessment Sworn Officers |      | Prior Assessment Female Sworn Officers |    |
|--------------|--------------------|-------|------------------------|------|-------------------------------|----|---------------------------------|------|--|----|
|              | #                  | %     | #                      | %    | #                             | %  | #                               | %    | #                                      | %  |
| Caucasian    | 2764               | 89.1% | 21                     | 80%  | 2                             | 8% | 21                              | 84%  | 2                                      | 8% |
| African Amer | 53                 | 1.7%  | 3                      | 12%  | 0                             | 0  | 3                               | 12%  | 0                                      | 0  |
| Hispanic*    | 192                | 6.2%  | 1                      | 4%   | 0                             | 0  | 1                               | 4%   | 0                                      | 0  |
| Other        | 92                 | 3%    | 1                      | 4%   | 0                             | 0  | 0                               | 0    | 0                                      | 0  |
| Total        | 3,101              | 100%  | 26                     | 100% | 2                             | 8% | 25                              | 100% | 2                                      | 8% |

**Progress towards Objectives:**

The annual review of the current policies related to recruitment of future department personnel was conducted. Advertisement and Notification was made through various outlets, including social media, websites, and job postings to develop a list of eligible certified candidates. During this year, 1 candidate was hired for the position of Police Officer from a list consisting of 4 eligible candidates. Formal applications and background investigations were conducted on eligible candidates followed by interviews with 3 candidates. At the conclusion of the interview process, 1 candidate was selected by the Chief and concurred by the Borough Council for employment with our agency.

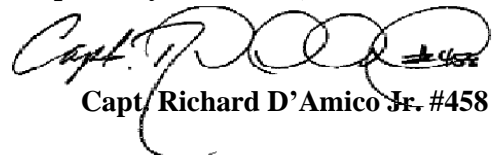
**Job Postings / Advertised:**     Website     Facebook     NJCSC Website

Formal notification from New Jersey Civil Service Commission

**Other:**     Rice Bill List.     Intergovernmental Transfer List     BFOQ List

As a result of the annual analysis conducted, the following recommendations and revisions to the plan were identified: *As a result of the recent update in Census Data showing that roughly half of our service population is female residents, the department has identified a need to attract more female applicants. Hiring announcements and job postings geared toward attracting female applicants will be pursued.*

**Respectfully Submitted,**

  
**Capt. Richard D'Amico Jr. #458**