



## **DELAWARE TOWNSHIP POLICE DEPARTMENT**

P.O. BOX 101  
 SERGEANTSVILLE, NEW JERSEY 08557  
 609-397-8189  
 609-397-8699 FAX

*PHILLIP C. CANE*  
 CHIEF OF POLICE

### *2025 Recruitment Plan*

Goal:

The Delaware Township Police Department intends to attract qualified individuals for a career in law enforcement. The department prioritizes a recruitment and selection process that is diligently focused on identifying and reducing the presence of substantial disparities to achieve a diverse workforce, in terms of people of color and gender diversity. Conclusively the department goal is to achieve a structure of law enforcement officers that is representative of the population of the community served. The department is governed by N.J.S.A. 40A:14-118 et. seq. and Ordinances of the Township of Delaware Township regarding recruitment initiatives and appointment. The Delaware Township is an Equal Opportunity Employer.

**Comparative Analysis to identify Substantial Disparity for Underrepresented Group(s):**

(source(s): [\*United States Census Bureau – Delaware Township, New Jersey, department data\*](#)):

Race / Ethnicity	Service Population		Sworn Officers					
	#	%	# Male		# Female		Total	Percentage
American Indian or Alaska Native	6	0.13%	0	0.00%	0	0.00%	0	0.00%
Asian	64	1.40%	0	0.00%	0	0.00%	0	0.00%
Black or African American	44	0.96%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino (any race)	264	5.79%	1	100.00%	0	0.00%	1	11.11%
Native Hawaiian or other Pacific Islander	1	0.02%	0	0.00%	0	0.00%	0	0.00%
White	4080	89.47%	8	100.00%	0	0.00%	8	88.89%
Two or more races	294	6.45%	0	0.00%	0	0.00%	0	0.00%
Other	71	1.56%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>4560</b>	<b>100.00%</b>	<b>9</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>9</b>	<b>100.00%</b>

In review, there is a substantial disparity existence in sworn members specific to correlation to the Township of Delaware as the population served for the following underrepresented group:

Female:

Sworn members 0.00%

▪ **Recruitment Initiative Action & Predictive Barriers & Solutions:**

1) **Standardized Forms:**

The department will use a standard application form for recruitment initiatives. Application forms and documents will be standardized to reduce subjective responses.

2) **Publicly post an announcement of a hiring process on the department website and also make reasonable efforts through social media entities (ie; Hunterdon County PBA 188 Facebook Page) announcing the process.**

3) **The department will not charge fees that may persuade potential applicants from not applying.**

4) **To ensure equal access in the hiring process, the department will accept resumes through email, postal mail or dropped off at headquarters.**

▪ **Program Review:**

1) **Annually the Chief of Police or their designee shall analyze the Recruitment Plan:**

- A. **Number of applicants comparative to focused plan of expanded accessibility goals for underrepresented groups as determined by the comparative analysis;**
- B. **Number of appointments comparative to focused plan of expanded accessibility goals for underrepresented groups as determined by the comparative analysis;**
- C. **Effectiveness of reducing substantial disparity for identified underrepresented groups;**
- D. **Redesign of the Recruitment Plan as determined.**

- **This plan was reviewed for the 2025 year and no adjustments were made.**