



## DELAWARE TOWNSHIP POLICE DEPARTMENT

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CHIEF OF POLICE

### 2026 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%	0	0.00%
Asian	64	1.40%	0	0.00%	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%	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%	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%	0	0.00%
Other	71	1.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	4560	100.00%	9	100.00%	0	0.00%	9	100.00%		

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 2026 year and no adjustments were made.