

BELMAR POLICE DEPARTMENT RECRUITMENT PLAN

Pursuant to the December 2021 Attorney General Guideline “Promoting Diversity in Law Enforcement Recruiting and Hiring” the Belmar Police Department goal is to achieve an overall racial and gender composition to reflect the community that we serve.

See N.J.S.A. 52:17-4.10.

CURRENT DEMOGRAPHICS REPORT

The 2020 Census data indicated that the Borough of Belmar population is 91.80 % White, 4.09% Black/African American, .48% Asian and 3.38% other race. As of January 1, 2022, the Belmar Police Department has 25 fulltime police officers: 80.0% are White, 12% are two or more other, 8% are Asian, and 8 % are Women.

Through job fares, such as the outreach event held by the Monmouth County Chiefs of Police at Brookdale Community College on March 8th, as well as community and faith-based events, many held in conjunction with our County-Wide Chaplaincy Program, we will continue to strive to increase the number of female officers and will enhance our efforts to seek diverse applicants to join our force.

RECRUITMENT

The Belmar Police Department process of recruitment, selection, and hiring must conform to the New Jersey Statutes, Rules and Regulations established by the New Jersey Civil Service Commission and municipal ordinance. When a position within the Belmar Police Department is vacant, a list of eligible candidates will be requested from the New Jersey Civil Service Commission. In accordance with Civil Services rules and regulations, Disabled Veterans, Veterans, and non-Veterans receive primary consideration first.

Each member of the Belmar Police Department shall have the following qualifications:

Must be a citizen of the United States, minimum 18 year of age, possess a high school diploma or equivalent certificate, valid New Jersey Driver’s License, and meet the residency qualifications as of the closing date of the civil service examination announcement, be:

1. Resident of the Borough of Belmar
2. Other residents of Monmouth County
3. Other residents of the State
4. All other qualified applicants

Recruitment Objectives

In order to recruit a diverse and qualified work force, the Belmar Police Department will include, but are not limited to, conducting the following activities:

1. Distribute information and qualifications of vacant sworn positions within the police department
2. Post information of openings of sworn positions through the use of borough websites and social media platforms
3. Attend organized job/career fair events at high schools and colleges
4. Provide information to local schools and religious organizations

The Borough of Belmar is an equal opportunity employer.