



James C Arnold Jr.
Chief of Police

BRADLEY BEACH POLICE DEPARTMENT

701 MAIN STREET

BRADLEY BEACH NEW JERSEY 07720

PHONE (732)-775-6900 · FAX (732)-774-3108

BRADLEY BEACH POLICE DEPARTMENT

RECRUITMENT PLAN

The primary goal of the Bradley Beach Police Department recruitment plan will be to attract the most qualified candidates for employment. Our objective is to ensure these qualified candidates also reflect the diversity of the population of the community this agency is charged with protecting and serving, thereby making the police force more effective at promoting public safety. We will accomplish this through various recruitment activities specified herein.

OBJECTIVES

- Recruitment activities will be a department-wide responsibility and will occur year-round. All members of the department play a crucial role in this function and will have knowledge of the application process as well as the current recruitment plan.
- The police administration is tasked with putting a plan together to coordinate and document all the agency's recruitment activities for the hiring process. On an annual basis, the Chief of Police will conduct a written annual analysis and review of the recruitment plan to determine if the goals and objectives are being met and if not, what adjustments will be made.
- Current Demographics report that Bradley Beach's population is 70% white, 23% Hispanic, 1% African American and 4% Asian. As of December 31, 2023 the Bradley Beach Police Department had 18 sworn officers, 78% were white, 6% Hispanic, 6% African American, 6% Hawaiian or Pacific Islander and 6% Native American.

ACTION PLAN

- All job announcements shall include that the Bradley Beach Police Department is committed to Equal Opportunity Employment.
- Distribute the job announcement to all active New Jersey Police Academies.
- Distribute the job announcement to members of the New Jersey Chiefs of Police Association and the County Chiefs of Police Association.

- Post the job announcement on the Department's website and social media platforms.
- Forward the job announcement to area colleges and universities that have areas of studies and programs in criminal justice and criminal law as well as sociology.
- Attending local career and job fairs in the local Monmouth County school districts.
- Utilize our borough and police department's electronic message boards advertising the job opportunity.
- Provide information on job opportunities to local educational, religious, ethnic, racial and gender-based organizations.