



RECRUITMENT POLICY CONSIDERATIONS NEW JERSEY ATTORNEY GENERAL RECRUITMENT GUIDELINE AND A CHANGING APPLICANT POOL

Governor Murphy [signed three new pieces of legislation](#) in September 2021, that aimed to increase diversity among police departments. The new laws require the State of New Jersey to implement several actions to increase diversity through a mentorship program ([S-2765](#)), assist members of the minority community to better understand the application process ([S-2766](#)), and create a universal database to track police agency hiring decisions ([S-2767](#)).¹ Additionally, the New Jersey Attorney General issued a new Attorney General Guideline in December 2021, [Promoting Diversity in Law Enforcement Recruiting and Hiring](#).

The International Association of Chiefs of Police has relayed that many law enforcement agencies are reporting a low number of applicants for police positions. As for those who do apply, the quality of the individual applicants is often poor.² Many agencies may be striving now or will be in the near future to fill vacant positions with qualified individuals. Recruiting qualified candidates may demand immediate attention as police staffing shortages may negatively impact the agency through decreased public confidence, crime-fighting initiatives, and officer wellness from stress and heightened danger.

Agency leaders are reminded that New Jersey Attorney General Guideline, [Promoting Diversity in Law Enforcement Recruiting and Hiring](#), requires that each law enforcement agency post to their official agency website their Recruitment Program, including data of any underrepresentation, no later than June 7, 2022.

It is essential for police leaders to work with their municipal attorneys, governing bodies, and other stakeholders to identify unique, consistent, and well-documented recruiting and hiring practices. Law enforcement agencies may be vulnerable to accusations of unfair hiring practices when the agency lacks a formal comprehensive recruitment and hiring process. This Law Enforcement Bulletin details some considerations and resources that may be helpful when developing effective recruiting measures.

Law enforcement leaders may benefit from reviewing:

The resources associated with this Bulletin include a [Sample Recruitment Policy and Program](#) and a [Recruitment Policy and Program Supplemental Resource Considerations](#) that includes policy considerations from J.A. Montgomery Consulting, the Department of Justice COPS Office, and the IACP.

- The legislation previously mentioned in this document may be accessed by opening the following links with the right button on your mouse; ([S-2765](#)), ([S-2766](#)), ([S-2767](#)).
- [The State of Recruitment: A Crisis for Law Enforcement \(IACP\)](#)
- [Recruitment and Retention for Workforce Diversity \(COPS/IACP\)](#)

- [MEL – Americans with Disabilities Act](#)
- [U.S. Census Community Facts \(2020\)](#) Law enforcement leaders may want to become familiar with the demographics of their community to help be prepared for discussions with stakeholders.
- [MEL Employment Practices Liability](#)

If you have any questions, please contact your Law Enforcement Risk Control Consultant.

¹Kanik, H. (2019, September 29). *New laws aim to boost racial diversity among New Jersey police departments*. Retrieved from Philly Voice: <https://www.phillyvoice.com/new-jersey-police-racial-diversity-law-enforcement-state-database/>

²International Association of Chiefs of Police. (n.d.). *The State of Recruitment: A Crisis for Law Enforcement*. Alexandria, VA: IACP.

