



MOUNTAINSIDE POLICE DEPARTMENT

1385 Route 22 East
Mountainside, NJ 07092
(908) 232-8100



Recruitment Plan – 2024

Goals and Objectives

The goal of the Mountainside police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Mountainside Police Department. The objective is to achieve an overall racial and gender composition of the Department that is representative of the community that the Department serves through the Department's recruiting activities. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities Section of this plan.

Current Demographics *(Based on 2023 Census)*

	Population		Current Sworn		Current Sworn (Female)	
	#	%	#	%	#	%
Caucasian	5331	77	17	80	1	5
African-American	69	1	2	10		
Hispanic	762	11	2	10	1	5
Other	762	11	0	0		
Total	6924	100	21	100	2	10

Recruitment Activities

1. When given the approval to hire police officers, the Mountainside police Department will first broadcast a public announcement via:
 - a. www.policeapp.com
 - b. Minority Law Enforcement Associations
 - c. Social Media: Facebook, Instagram
 - d. Word of Mouth
2. The Department will be present at all local recruitment fairs hosted in Union County as well as career day at applicable schools, colleges, and Universities.

Periodic Reviews

1. The Chief of Police will conduct an annual review of the Recruitment Plan.
2. The Recruitment Plan will be revised if the goals and objectives are not achieved, or if new avenues of recruitment are found.

Reference

[U.S. Census Bureau QuickFacts: Mountainside borough, New Jersey; United States](#)