



**HOLLAND TOWNSHIP POLICE**  
**IN**  
**HUNTERDON COUNTY**



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**POLICE DEPARTMENT**  
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**GOAL:**

The goal of the Holland Township Police Department Recruitment Plan is to attract and encourage qualified individuals/candidates to pursue a career with the Holland Township Police Department. We also place a special emphasis on recruiting underrepresented candidates and seek to build more diversity in police personnel.

**GENERAL:**

The Holland Township Police Department is subject to the provision of the New Jersey Statutes Annotated 40A:14-118, et seq. and municipal ordinance in all facets of the recruitment and selection process. The Holland Township Police Department recruits from a candidate pool open to all residents of New Jersey.

This comprehensive report, 2023/2024 review and analysis, assesses the demographic composition of the Holland Township Police Department, focusing on racial and gender diversity. It outlines strategies to enhance the representation of female officers and align the police force more closely with the diverse demographics of the community. Holland Township is an equal-opportunity employer in all facets of the personnel process.

**CURRENT DEMOGRAPHICS:**

Demographic Snapshot of Holland Township Police Department:

- Asian: 10%
- Hispanic: 10%
- White non-Hispanic: 80%
- Female: 10%
- Male: 90%

The racial makeup of Holland Township:

- White: 97.62%
  - Black or African American: 0.72%
  - Native American: 0.06%
  - Asian: 0.77%
  - Pacific Islander: 0.04%
  - Other races: 0.28%
  - Two or more races: 0.51%
- Hispanics or Latinos constitute 2.68% of the population.

Based on the above demographic data, the Holland Township Police Department seeks to attract more of the following race, ethnicity and/or gender categories to its ranks:

- Female

## I. RECRUITMENT

- A. The best law enforcement recruiters are personnel currently servicing in sworn positions. Therefore, every member is charged with actively recruiting individuals they feel are qualified with the potential to be an asset to the department. The Chief of Police, is responsible for the administration of the Recruitment Plan.
- B. This agency will take a proactive role in programs intended to attract qualified people to apply. These programs include; but are not limited to:
  - Establishing and maintaining contacts with community organizations and educational institutions and providing recruitment materials for display and distribution;
  - Posting Entrance Examination announcements on the Police Department's, Township's websites and in local newspapers.
- C. Particular attention should be paid to attracting candidates in approximate proportion to the racial, ethnic and gender composition of the available workforce in the township.
- D. The following information should prove useful when participating in recruitment activities:
  - Online Recruitment Information & Community Outreach events and brochures
  - Current contractual agreements
  - Demographic data
  - Entrance Examination Bulletins
  - General Employment Applications
- E. This agency will distribute hiring announcement bulletins at police headquarters, the municipal building and other public places in an effort to encourage qualified individuals to apply to the Holland Township Police Department.
- F. Recruit and retain sworn officers from the 1.9 officer per 1,000 residents to the State average of 3.3 officers per 1,000 residents to attract a larger and more diverse candidate pool.
- G. Work with the Township Committee, particularly the Appropriate Authority, on attracting and recruiting qualified individuals.

- H. Engage with Educational Institutions. Collaborate with local schools and universities, offering internship programs and workshops to encourage young women to consider law enforcement careers.
- I. Mentorship Programs. Establish mentorship programs pairing experienced officers with newcomers to provide guidance and foster a sense of community.
- J. Promote Career Advancement Opportunities. Communicate opportunities for career advancement, providing training and mentorship programs for female officers

## II. REVIEW & EVALUATION

- A. The Chief of Police shall conduct an analysis of the Recruitment Plan annually. The following data shall minimally be reviewed:
  - Number of applicants vs. the number of targeted minority applicants
  - Number of applicants hired vs. the number of targeted minority applicants hired
  - Progress towards objectives
- B. This plan is subject to revision as needed.