



Berlin Police Department

Service • Integrity • Community

Michael Scheer
Chief of Police

Berlin Borough Police Department Program to Promote Diversity in Law Enforcement Recruiting and Hiring

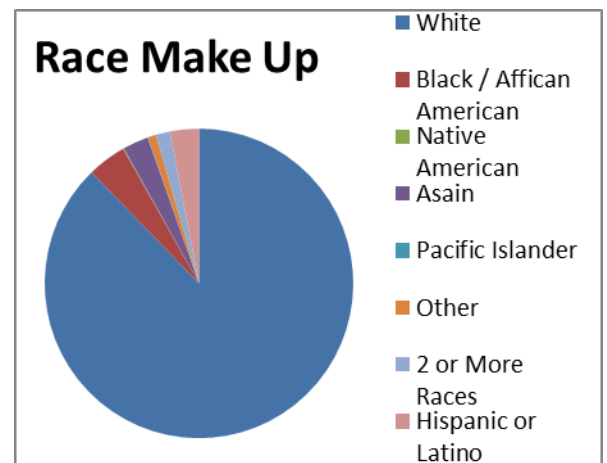
As stated in the New Jersey Attorney General Guidelines for Promoting Diversity in Law Enforcement Recruiting and Hiring:

"In order to most effectively serve the communities of New Jersey, it is important for law enforcement agencies to strive for workforces that reflect the diversity of the jurisdictions they serve and that can effectively interact with all community members. With this need in mind, in October 2020 the Legislature passed a law requiring each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting" N.J.S.A. 52:17B-4.10 et seq. (the "Act"). The Act directed the Attorney General to develop these Guidelines to ensure its uniform application"

"These Guidelines describe the process by which each agency shall establish a program to (1) identify underrepresented groups and (2) take action to address any underrepresentation. Additionally, in accordance with the Act, these Guidelines set forth procedures for the collection and reporting of demographic data regarding recruiting, hiring, promoting and other personnel actions concerning law enforcement officers in New Jersey."

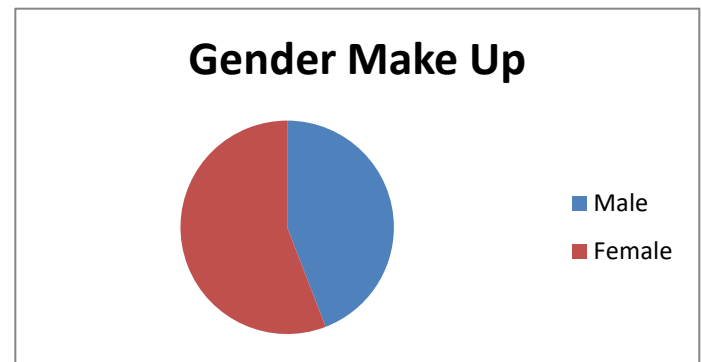
According to the 2010 Census, the Borough of Berlin has 7,588 residents in 2,806 households. The Census stated that of those residents the racial makeup is as follows:

- 90.47% White
- 4.19% Black or African American
- 0.09% Native American
- 2.78% Asian
- 0.04% Pacific Islander
- 0.88% Other
- 1.54% 2 Races or More
- 3.12% Hispanic or Latino



The Census stated that of those residents, the gender make up is as follows:

- 44.13% Male
- 55.87 Females



Currently, as of May 5, 2022 the Berlin Borough Police Department has 22 employees including both full time and part time employees. Of those 22 employees, 21 are White and 1 is Black or African American. 21 of those employees are males and 1 is female.

The Berlin Borough Police Department recognizes that some groups within our jurisdictional make up are underrepresented. To combat this underrepresentation, during our last job posting, which was posted on April 13, 2022, we listed in in the recruitment announcement that bilingual applicants are encouraged to apply. The recruitment announcement was posted on our Department Social Media pages as well as Police App.com. On the announcement on our social media pages, we tagged Camden County College Police Academy, Camden County College, Rutgers University-College Avenue Campus, Gloucester County Police Academy, Rowan Collage at Burlington County, Rowan College of South Jersey, Rowan University, Rowan College of South Jersey Cumberland Campus, and Rowan College of South Jersey Gloucester Campus. The Berlin Sun Newspaper wrote and published an online article on April 26, 2022 advising that we have started a search for a new full time officer. The article also gave the information on how to apply for interested candidates.

Going forward, with future hiring announcements, to help combat the underrepresentation we plan to do all that was done during this past announcement as well as add more avenues to get the information out to more candidates. These future avenues include attending local job fairs and setting up a Berlin Police Department information center as well as hosting our own job fair to help get the information out to as many candidates as possible. When we have another job announcement in the future, we also plan to make a physical hiring announcement flyer and hang them up in local business around the town where our residents frequent.

The steps that we have done for our current job announcement and steps that we will add for future job announcements will hopefully reach as many of our residents as possible. We believe that if we reach as many of our residents as possibly with the information, those underrepresented groups within our Police Department will no longer be underrepresented and be accounted for in our pool of employees. This plan will be fluid and ever-changing as we see fit in order to try and reach our underrepresented groups.