



TOWNSHIP OF EDISON

DEPARTMENT OF PUBLIC SAFETY
DIVISION OF POLICE
THOMAS BRYAN
CHIEF OF POLICE
tbryan@edisonpd.org

100 MUNICIPAL BLVD.
EDISON, NEW JERSEY 08817
PHONE: 732-248-7422
FAX: 732-287-5719

Edison Police Department 2024 Recruitment Program

The primary goal of the Edison Police Department's recruitment program is to attract qualified candidates to pursue a career with the Police Department. The objective is to achieve a sworn workforce that reflects the diversity of the population the agency is sworn to protect and serve.

The standard for determining minority representation is based on 2020 census data.

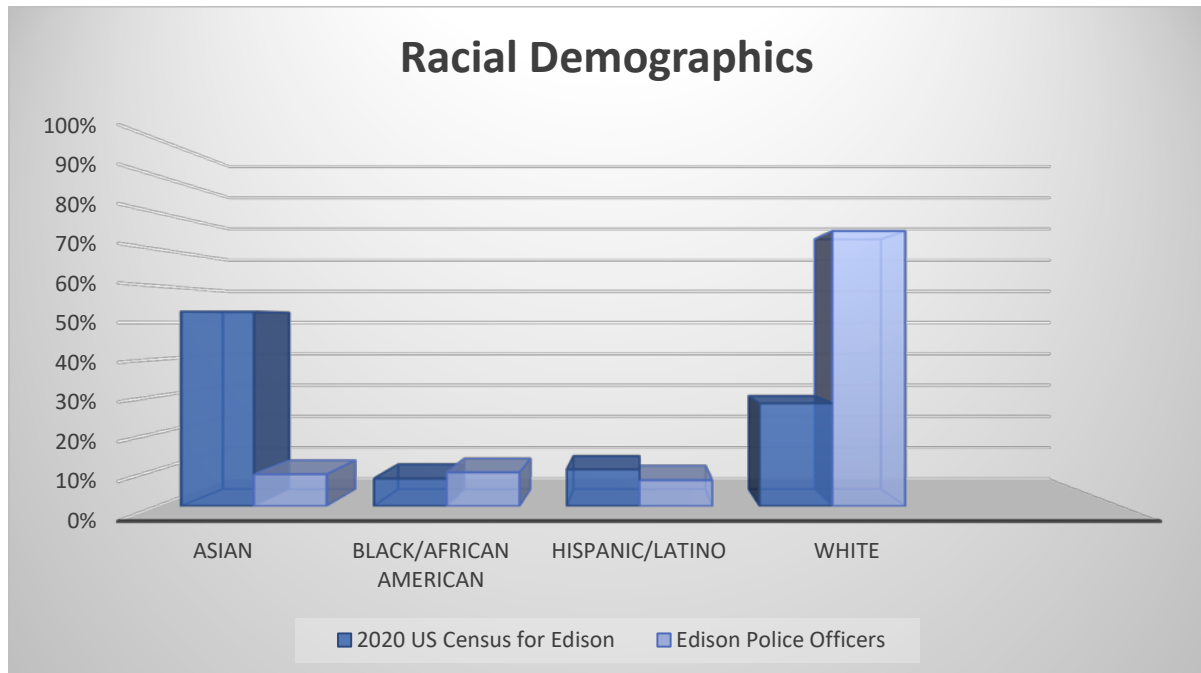
Objectives

The Police Administration Bureau is responsible for developing a Recruitment Program, and coordinating and documenting all of the agency's recruitment activities during the year. On an annual basis, the Chief of Police or his designee will conduct an analysis and review of the Recruitment Program to determine if the goals and objectives are being met, and if not, what adjustments will be made.

Since the completion of the 2021 Recruitment Analysis, the Edison Police Department has hired 32 additional full-time officers. Those officers consist of: fifteen White males, three Black males, nine Hispanic males, one Asian male, two White females, one Asian female, and one Hispanic female.

The annual Recruitment Program analysis conducted prior to planning the 2024 Recruitment Program determined that the Asian population is underrepresented within the sworn law enforcement ranks of the Edison Police Department. Therefore, the main objective for 2024 is to increase our recruitment efforts within the Asian community.

Racial Demographics Based on the 2020 Census



Of the 184 sworn Edison Police Officers, 138 (75%) are White, 17 (9.2%) are Black, 16 (8.69%) are Asian, and 13 (7.06%) are of Hispanic ethnicity (2023). The 2020 United States Census Bureau's statistics indicate that the population of Edison Township is comprised of 53 % Asians, 28% Whites, 10% Hispanic/Latinos, and 7.5% Blacks.

Recruitment

All job announcements will indicate that the Edison Police Department is committed to Equal Opportunity Employment.

The Police Administration Bureau will ensure that the following steps are taken during the recruitment of officers:

- Distribute job announcements to all active New Jersey Police Academies.
- Distribute job announcements to members of the New Jersey Chiefs of Police Association and the County Chiefs of Police Association.
- Distribute job announcements through PoliceApp.com.
- Post job announcements on Department's website and social media platforms.
- Distribute job announcements to ethnic and gender-based special interest groups and organizations, such as the NAACP, National Center for Women in Policing, the New Jersey Women in Law Enforcement, the National Organization of Black Law Enforcement

Executives, the National Coalition of Latino Officers, the New Jersey Asian American Law Enforcement Officers Association, and the Committee for Multi-Cultural Understanding.

- Distribute job announcements to area colleges and universities.
- Attend local career fairs and distribute recruitment related material.

Recruiting Events

Recruiting Events are planned and organized by the Community Oriented Policing Unit. Official announcements and flyers for these events can be found under the Community Policing section of the Police Department website (www.edisonpolice.org).

Youth Programs

Youth programs are designed to provide young citizens with an introduction to Law Enforcement. Their goal is to motivate young people to be outstanding citizens and empower them to act as a positive influence in our community.

Police Explorers Program

The mission of the Edison Police Explorer Program is to develop responsible, educated, and capable youth in our community. The Post will provide training and skills that can be utilized not only in a future career in law enforcement, but in many aspects of adult life. Through involvement in our program Explorers will be made aware of the challenges and dangers of law enforcement Officers in today's fight against crime. Utilizing the acquired knowledge our Explorers will productively serve the community with honor and integrity, which will reflect positively on the Township of Edison. Our goals are to increase police support in our community and prepare future Officers.

Junior Police Academy

This five-day course will include various presentations on law enforcement topics, hands on practical scenarios, instruction in military drill and physical fitness training. The objective is to provide a week of education and fun through a Police academy format to the youth of our community who are interested in Law Enforcement.

Advance Junior Police Academy

This new program was created for High School students going into their Junior or Senior year of High School with a high interest in Law Enforcement as a possible career choice. The five-day program will include various presentations on law enforcement topics, hands on practical scenarios, instruction in military drill and physical fitness training. The goals of this program are to enhance our relationship and build trust with the teen/young adults of our community and to further their interest in Law Enforcement as a career.

High School Law Enforcement Club

This new program was created by the Edison Police Department Juvenile Unit for students enrolled in Edison and JP Stevens High Schools. Monthly meetings are held where Detectives work with students in both group, and one on one settings to discuss current topics and events occurring in the law enforcement community. The goal is to build a working relationship between the police and the students of our high schools and to enhance student interest in pursuing a career in law enforcement.