



William E. Keane
Chief of Police

TOWNSHIP OF WARREN POLICE DEPARTMENT

44 Mountain Boulevard
Warren, New Jersey 07059
(908) 753-1000
www.warrenpolice.com



NJSACOP

Recruitment Plan

Objectives and Activities:

Objective #1:

Identify individuals that are interested in pursuing a career in the field of criminal justice at high school level.

- Watchung Hills Regional High School (WHRHS)
 - Career Exploration Day
 - A Warren Township Police Department officer will discuss with graduating seniors about career exploration in the law enforcement field and assist students in creating contacts within the business community.
 - Draft, print, and distribute information brochures that may attract interested candidates to the agency
 - Contacts:
 - Greg Keuger, Co-chair of Senior Experience Committee
(908) 647- 4800 ext. 2511
 - Michael D'Alessio, Co-chair of Senior Experience Committee
(908) 647- 4800 ext. 6844
 - Website
 - Information about the Warren Township Police Department can be placed on the WHRHS website under the “community” section.
 - Information: Recruitment Pamphlet, Explorer Program, etc.
 - Contacts:
 - General School Contact (908) 647- 4800
 - School Resource Officer
 - The assigned school resource officer can interact with students from WHRHS and assist in nurturing an interest in law enforcement
 - Draft, print, and distribute informational brochures that may help attract interested candidates to the agency
 - Information→ Recruitment Pamphlet, information about Explorer Program



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Objective #2:

Identify and recruit underrepresented demographic groups interested in pursuing a career with the Warren Township Police Department. Based on the United States Census Bureau data, the Asian community is underrepresented within the Warren Township Police Department.

- Asian Community
 - The Warren Township Police Department will reach out to New Jersey Asian American Law Enforcement Officers Association to distribute employment opportunities to the local Asian communities.
 - Information can be distributed to the public through recruitment/information pamphlets, tours, demonstrations, etc.

Objective #3

Identify and recruit qualified individuals (ages 20-35) interested in pursuing a career with the Warren Township Police Department.

- Warren Township EXPO
 - The Warren Township Police Department can set up a recruitment/information table located at the entrance of the fair grounds. The table will allow officers to interact with community members immediately and inform them of current opportunities with the department. The recruitment/information table can be combined with the Warren Police Child ID table.
- Warren Township Police Department Open House
 - The Warren Township Police Department can hold an open house for the public. This would serve as an opportunity for the public to learn more about the services and opportunities the police department has.
 - Information can be distributed to the public through recruitment/information pamphlets, tours, demonstrations, etc.



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Objective #4:

Identify and recruit qualified individuals (ages 18-25) into the Warren Township Police Department Internship Program.

- Raritan Valley Community College
 - The Warren Township Police Department will maintain an open line of communication with Raritan Valley Community College Criminal Justice Advisors.

- Warren Residents (College Students)
 - The Warren Township Police Department will promote applicants from the residents currently enrolled in college and interested a career in law enforcement.