



# SUMMIT POLICE DEPARTMENT

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512 SPRINGFIELD AVENUE • SUMMIT • NEW JERSEY 07901  
PHONE: 908-273-0051 • FAX: 908-273-8002  
[WWW.CITYOFSUMMIT.ORG](http://WWW.CITYOFSUMMIT.ORG)

## City of Summit Police Department Recruitment Plan

### Introduction:

The goal of the Summit Police Department's Recruitment Plan is to attract qualified individuals to pursue a career with the City of Summit. The purpose is to achieve an overall racial and gender composition of the department in comparison to the service population of the City through departmental recruiting activities. This agency will make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

The Summit Police Department is a non-civil service law enforcement agency that conducts its selection process in compliance with local laws/ordinances and accreditation standards set forth by the New Jersey State Chiefs of Police Association.

### Requirements:

The following are the minimum requirements set forth by the Summit Police Department:

- *Must possess a current New Jersey Police Training Commission (PTC) – Basic Course for Police Officer (BCPO) certification, possess a valid certificate from a New Jersey PTC recognized police academy signifying completion of the Basic Course for Police Officer; or be an active police academy (NJ PTC-BCPO) trainee.*
- *Must be a citizen of the United States and a resident of the State of New Jersey and possess a valid New Jersey Driver's License.*
- *Must have received a minimum of 60 college credits, or military service, or 2 years of law enforcement service.*
- *Must be able to read, write and speak the English language well and intelligently.*
- *Must be of good moral character.*
- *Shall not have been convicted of any indictable offense or any crime or offense involving moral turpitude.*
- *Shall meet the age requirements as set forth by the NJ Police and Fire Retirement System (PFRS) and state statute.*
- *Possess the ability to perform all the tasks and duties of a Police Officer.*
- *Applicants must be able to successfully pass a background investigation, psychological screening, drug screening and medical exam.*

The Summit Police Department is an equal opportunity employer in all facets of the personnel process.

### Demographic Information:

The demographics composition of the service area and agency are represented in the following table:

<b>City of Summit</b>								
<b>Data is based on the 2020 Census Count</b>	<b>Population</b>		<b>Total Current Sworn Officers</b>		<b>Current Sworn Officers Male</b>		<b>Current Sworn Officers Female</b>	
<b>Race/Ethnicity</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
White	15,016	66.09%	36	70.83%	32	66.66%	2	4.16%
Black or African American	895	3.93%	4	8.33%	4	8.33%	0	-
Hispanic – Any Race	3,313	14.58%	9	18.75%	6	12.5%	3	6.25%
American Indian or Alaskan Native	8	.03%	0	-	0	-	0	-
Asian	2,371	10.43%	1	2.08%	1	2.08%	0	-
Native Hawaiian or Pacific Islander	5	.02%	0	-	0	-	0	-
Other	126	.55%	0	-	0	-	0	-
Two or More Races	985	4.33%	0	-	0	-	0	-
<b>Total</b>	<b>22,719</b>	<b>100%</b>	<b>48</b>	<b>100%</b>	<b>43</b>	<b>89.58%</b>	<b>5</b>	<b>10.41%</b>

The Summit Police department periodically analyzes the demographics of its law enforcement officers to determine if there is a substantial disparity between the racial, ethnic, and gender representation within the law enforcement officer ranks as compared with the racial, ethnic, and gender representation in the relevant population of the jurisdiction served by the agency. Any demographic group for which there is a substantial disparity, in terms of less representation on the police force, will be considered an “underrepresented” group.

The Summit Police Department currently has two underrepresented groups. The Asian race/ethnicity group and female group, of which the national average is approximately 12.5%. Moving forward, the Summit Police Department’s goal is to recruit and hire more officers from these two demographic groups. In addition, due to an increased percentage of first-generation Hispanic persons whose primary language is Spanish, the Summit Police Department has, and will continue to prioritize Spanish speaking officers.

**Recruitment Activities:**

Post job openings on all social media platforms, including but not limited to, Facebook, Instagram, Twitter, PoliceAPP, and local media sources.

Attend local job fairs, including the annual Union County College and Kean University law enforcement recruitment events.

Identify and maintain contact with local minority organizations and social support groups including, but not limited to, educational, religious, ethnic, racial, and gender-based organizations.

Establish relationships with local minority families through a variety of community-based programs, including but not limited to, the Summit Police Youth Academy, National Night Out, Coffee with a Cop, etc.

**Annual Review, Evaluation, and Reporting:**

The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan and shall include performing an annual agency demographic review, determining whether any substantial disparities have been increased/reduced, and if need be, revising the Recruitment Plan accordingly if the goals and objectives are not met.

N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline "Promoting Diversity in Law Enforcement Recruiting and Hiring" in Section III.

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>