



PHONE  
908.725.6700

# RARITAN BOROUGH POLICE

CHIEF THOMAS FISHER

20 FIRST STREET  
RARITAN, NJ  
08869



FAX  
908.707.1027

## RECRUITMENT PLAN 2024

### I. GOALS AND OBJECTIVES

- A. The goal of the Raritan Borough Police Department Recruitment Plan is to attract qualified individuals to pursue a career in law enforcement with this agency. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Borough through the Department's recruiting activities. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

### II. GENERAL

- A. The Raritan Borough Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq. and municipal ordinance in all facets of the recruitment and selection process. The Raritan Borough Police Department recruits from a candidate pool open to all residents of New Jersey.
- B. Raritan Borough is an equal opportunity employer in all facets of the personnel process.
- C. The Chief of Police is responsible for the administration of the Recruitment Plan.

### III. CURRENT DEMOGRAPHICS

- A. The demographic composition of the service area and agency are represented in the following table:

2023 Census	POPULATION		CURRENT SWORN OFFICERS		CURRENT FEMALE SWORN OFFICERS	
	Number	Percentage	Number	Percentage	Number	Percentage
Asian	1,693	20%	0	0%	0	0%
African American	134	1.6%	0	0%	0	0%
Hispanic	1440	17.1%	2	9.52%	0	0%
Other Race	286	3.4%	0	0%	0	0%
Native American	8	.1%	0	0%	0	0%
Caucasian	4867	57.8%	19	90.48%	2	9.52%
Total	8,428	100%	21	100%	2	9.52%



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## IV. RECRUITMENT ACTIVITIES

- A. Activity #1 - Make productive use of the State of New Jersey Alternate Route training program.
1. Announce job openings at all New Jersey police academies that have alternate route trainees.
  2. Promote hiring announcements on thePoliceApp.com website.
- B. Activity #2 - 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.
1. Provide recruitment brochures and materials to educational, religious, ethnic, racial and gender based organizations. (Brochure included at the end of this plan.)
  2. Contact the local Board of Education to seek permission to address high school students to interest them in a career with this agency following completion of their formal education.
  3. Attend Career Days at local schools and community colleges.
  4. Draft, print and distribute informational brochures that may attract qualified candidates to this agency.
  5. Make maximum use of the Raritan Borough Website to attract qualified candidates to this agency.
  6. Utilize the following social media sites to announce career opportunities:
    - a. Raritan Borough Police Department Website
    - b. Raritan Borough Police Department Facebook Page
    - c. Raritan Borough Local 82 Facebook Page
    - d. Raritan Borough Police Department Instagram Page
    - e. PoliceApp Website
    - f. NJ Women in Law Enforcement Facebook Page
    - g. NJ Council of the National Black Police Associations, Inc. Facebook Page
    - h. NJSACOP (New Jersey State Association of Chiefs of Police) Website



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## V. REVIEW AND EVALUATION

- A. The Chief of Police shall conduct an annual review of the Recruitment Plan.
- B. As a result of the annual, if necessary, the Recruitment Plan shall be revised if the goals and objectives of this agency are not achieved.





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## RECRUITMENT FOLDABLE BROCHURE

(PICTURED BELOW IS OUTSIDE PORTION OF BROCHURE)

### OUR MISSION

The Raritan Borough Police Department is committed to providing a professional community-oriented police service to the residents and visitors within the Borough of Raritan. We work in collaboration with the community and strive to maintain the utmost level of public safety with the goal of maintaining the quality of life expected within the Borough. We are dedicated to protecting life, property, and maintaining order while assuring fair and equal treatment to everyone.



The Raritan Borough Police Department is an equal opportunity employer.

### CONTACT INFORMATION

Raritan Borough  
Police Department

Thomas Fisher

Chief of Police

20 First Street Raritan,  
NJ 08869

Phone: 908-725-6700

For more information on becoming a Raritan Borough Police Officer, visit our website:  
[www.raritanpd.org](http://www.raritanpd.org)

Visit our Facebook social media page for recruiting announcements:

[Facebook.com/RaritanBoroughPoliceDepartment](https://www.facebook.com/RaritanBoroughPoliceDepartment)

### RARITAN BOROUGH POLICE DEPARTMENT



### A REWARDING CAREER IN LAW ENFORCEMENT







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## RECRUITMENT FOLDABLE BROCHURE

(PICTURED BELOW IS INSIDE PORTION OF THE BROCHURE)

### RECRUITMENT INFORMATION

- A career as a Raritan Borough Police Officer offers a competitive salary, medical benefits, enrollment in the Police and Fireman's Retirement System and numerous training and educational opportunities.
- The Raritan Borough Police Department is an Equal Opportunity Employer that strives to maintain a positive relationship with the residents and visitors of the Borough.
- A police officer candidate list remains in effect for one year at the discretion of the Chief of Police.
- If you express interest in applying for a Police Officer position at the Raritan Borough Police Department, you may request an employment application at our police department during business hours or visit our police department website or Facebook page.



### GENERAL QUALIFICATIONS

- Be a citizen of the United States of America and a resident of the State of New Jersey.
- Be not less than 21 years and no more than 35 years of age.
- Be of good moral character and never have been convicted of a crime or any offense involving moral turpitude.
- Be sound in body and mind and eligible for membership in the Police and Fireman's Retirement System of New Jersey.
- Be able to read, write and speak the English language well and intelligently.
- Possess a valid New Jersey passenger car driver's license.
- Be a high school graduate.
- Satisfactory pass a medical examination.
- Satisfactory pass a psychological or psychiatric examination.

### DUTIES

- Raritan Borough Police Officers are committed to providing professional Police service for the residents and visitors of Raritan Borough.
- All officers primarily begin their careers in the Patrol Division.
- There are numerous opportunities for special assignments in different divisions within our agency, including:
  - Detective Bureau
  - Traffic Safety
  - Bicycle Patrol
  - D.A.R.E.
  - Honor Guard
  - SWAT, C.A.R. and DIVE teams managed by the Somerset County Prosecutor's Office.
  - Narcotics Loan Officer managed by the Somerset County Prosecutor's Office Narcotics Unit.

