

## CITY OF ATLANTIC CITY

DEPARTMENT OF POLICE  
Atlantic City, New Jersey 08401



Chief of Police

# **Atlantic City Police Department 2023 Recruitment Plan**

The Atlantic City Police Department is committed to promoting diversity in recruitment and hiring so that our workforce reflects the diversity of the residents of Atlantic City. Our leadership is constantly evaluating our recruitment, hiring, and retention strategies, as well as the age, gender, race, ethnicity, etc., of our members, to ensure that no group is underrepresented.

Our recruitment team (which is comprised of a diverse group of officers with the ability to speak multiple languages) proactively recruits potential applicants from within the community. This recruitment team visits educational institutions, community and civic groups, as well as various ethnic organizations in search of interested and qualified applicants.

The Atlantic City Police Department also hosts a Junior Police Academy and Police Explorer Program both of which attract a large diverse group of young individuals interested in pursuing a career in law enforcement. Several attendees from these programs have gone on to become Atlantic City Police Officers.

Social media is another tool that the Atlantic City Police Department frequently uses to enhance recruitment efforts. Our team sends out announcements, notifications, and reminders, often time in multiple languages, on various social media platforms concerning the application, testing, and hiring processes for potential applicants to see.

According to the most recent US Census Atlantic City has a population of 38,466 residents, represented as follows: White (21.4%), Black (32.7%), Hispanic (31.6%), Other (14.3%). The Atlantic City Police Department currently has 297 full-time police officers, represented as follows: White (53.87%), Black (22.55%), Hispanic (16.49%), Other (7.07%).

We will continue to monitor and evaluate our recruitment and hiring practices, and make changes as needed, so that the Atlantic City Police Department remains one of the most diverse police departments in The State of New Jersey.

The current hiring process for the Atlantic City Police Department consists of the following steps:

1. Initial Application
2. Physical Fitness Test
3. Background Investigation
4. Interview
5. Conditional Offer of Employment
6. Medical and Psychological Exam

Additional information regarding recruitment and hiring, including requirements and automatic disqualifications can be found at [www.acnj.gov](http://www.acnj.gov).