



# Harvey Cedars Police Department

7606 Long Beach Blvd.  
Harvey Cedars, NJ 08008  
(609) 494-3036 ~ Fax (609) 494-6153  
police@harveycedars.org



**Robert Burnaford**  
Chief of Police

## **In Accordance with New Jersey Attorney General Guidelines**

### **Promoting Diversity in Law Enforcement**

In order to most effectively serve the communities of New Jersey, it is important for law enforcement agencies to strive for workforces that reflect the diversity of the jurisdictions they serve and that can effectively interact with all community members. With this need in mind, in October 2020 the legislature passed a law requiring each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." N.J.S.A. 52:17B-4.10 et seq. (the "Act"). The Act directed the Attorney General to develop these Guidelines to ensure its uniform application.

These Guidelines describe the process by which each agency shall establish a program to (1) identify underrepresented groups and (2) take action to address any underrepresentation. Additionally, in accordance with the Act, these Guidelines set forth procedures for the collection and reporting of demographic data regarding recruiting, hiring, promoting, and other personnel actions concerning law enforcement officers in New Jersey.

#### PURPOSE:

The Harvey Cedars Police Department shall conduct an annual review of the agency, with the goal to reflect the diversity of the population of the community which we serve. The Harvey Cedars Police Department shall make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity.

#### Review of Census Data:

The Borough of Harvey Cedars has a total population of 452 residents, with a population of 95% white, 2% Asian and 3% other. The media age is 63.8 years old and 46% of the population is between the ages of 18 and 64. The male/-female breakdown is 54% is female. In comparison with the Harvey Cedars Police Department demographic report for 2022, Harvey Cedars Police Department has 9 full time police officers, all male and 8 white officers and 1 Asian officer. In comparison to the 2022 census data, the underrepresented groups are defined as white female and Hispanic, both male and female.

### Addressing the Underrepresented Groups:

To address the underrepresentation within the force, the Harvey Cedars Police Department will increase the local recruitment efforts. During the hiring phases for the Harvey Cedars Police Department will continue to:

- Contact local high schools and colleges
- Contact various community groups
- Raising awareness of hiring processes through flyers, social media
- Attend job fairs
- Advertisements in local newspapers

In 2022 the Harvey Cedars Police Department will update its application and hiring process to ensure the application does not discriminate or disqualify any persons. The oral review board during this process will be evaluated, making sure staffing of the oral board and background officers are equally represented within our borough's demographics.

In 2023 the Harvey Cedars Police Department agencies program, Promoting Diversity in Law Enforcement, will be reviewed and updated in accordance with the New Jersey Attorney General Guidelines.

Note: Census Data located at:

<https://censusreporter.org/profiles/16000US3430390-harvey-cedars-nj/>