

# CITY OF ELIZABETH, NEW JERSEY POLICE DEPARTMENT

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(908) 558-2000



**J. CHRISTIAN  
BOLLWAGE**  
*Mavor*



**EARL GRAVES**  
*Police Director*

**GIACOMO SACCA**  
*Chief of Police*

**GOALS and OBJECTIVES:**

The goal of the Elizabeth Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Elizabeth Police Department. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the city through the department's 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.

**GENERAL:**

The City of Elizabeth has a residency preference in all hiring matters. Applicants must be a bona fide resident of Elizabeth at the time of the closing date of the New Jersey Civil Service Commission Law enforcement Officer Test. Once Elizabeth residents have been exhausted from the Civil Service Certification List, Union County residents are then provided with preference. If the Union County list is exhausted, applications will be open to residents of the State of New Jersey. The Chief of Police or designee is responsible for the Recruitment Plan.

The City of Elizabeth is an equal-opportunity employer in all facets of the personnel process.

**CURRENT DEMOGRAPHICS:**

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

<b>CITY OF ELIZABETH</b>						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
RACE / ETHNICITY	#	%	#	%	#	%
WHITE	16,553	12%	141	41%	6	2%
BLACK or AFRICAN AMERICAN	22,261	16%	28	8%	3	1%
HISPANIC - ANY RACE	90,233	66%	165	48%	29	8%
AMERICAN INDIAN OR ALASKA NATIVE	152	<1%	1	0%	1	<1%
ASIAN	2,757	2%	2	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	18	<1%	0	0%	0	0%
SOME OTHER RACE ALONE	2,145	1%	0	0%	0	0%

<b>POPULATION OF TWO OR MORE RACES</b>	<b>3,179</b>	<b>2%</b>	<b>5</b>	<b>1%</b>	<b>2</b>	<b>1%</b>
<b>TOTAL</b>	<b>137,298</b>	<b>100%</b>	<b>342</b>	<b>100%</b>	<b>41</b>	<b>12%</b>