



# POLICE DEPARTMENT

BOROUGH OF SURF CITY

John N. Casella Jr.  
Chief of Police

## Promoting Diversity in Law Enforcement (AG2022)

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 their uniform application.

These Guidelines describe the process by which each agency shall establish a program to identify underrepresented groups and 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 Surf City 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 Surf City 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 Surf City has a total population of 1,260 residents, with a population of 99% white and less than 1% Hispanic and Asian. The median age is 63.7 years old and 52% of the population is between the ages of 18 and 64. The male-female breakdown is 46% male, and 54% female. In comparison to the Surf City Police Department demographic report, 2022, Surf City Police Department has 11 full-time police officers, 1 female, 10 male, all white. Comparing the department to 2022 census data, the underrepresented groups are defined as white females, as well as Hispanic, and Asian males and females.

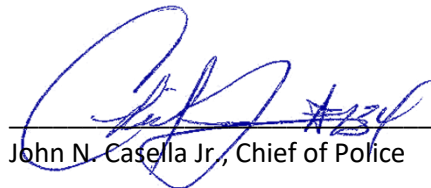
### ACTION:

To address the underrepresentation the Surf City Police Department must increase the local recruitment efforts. During the hiring phases for the Surf City Police Department shall:

Contact local high schools and colleges	Appear in Community events and college job fairs
Contact the community groups	Proper advertisements in local newspapers
Raising awareness of hiring processes through flyers, social media	

During the year 2022, the Surf City Police Department will update its application and hiring process, making sure the application does not discriminate or disqualify any persons. The interviews conducted during hiring processes will be reviewed, making sure staffing of the interviewing and background officers are equally represented within our borough's demographics.

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

 07/26/2022  
John N. Casella Jr., Chief of Police

Data sets used in connection with this document can be found at:

<https://nj.gov/state/dos-reports-2020-census-report.shtml>

<https://censusreporter.org/profiles/06000US3402971640-surf-city-borough-ocean-county-nj/>

**P1. POPULATION BY RACE AND HISPANIC OR LATINO ORIGIN**

**County and Municipalities**

Universe: Total population

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Population	Race								Hispanic or Latino (of any race)	Not Hispanic or Latino (of any race)	18+
			One race										
			Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	Two or more races			
34029	Ocean County	637,229	594,877	534,036	19,079	2,257	11,526	129	27,850	42,352	66,329	570,900	482,600
3402971640	Surf City borough	1,243	1,203	1,181	3	0	8	0	11	40	44	1,199	1,121

**P2. HISPANIC OR LATINO, AND NOT HISPANIC OR LATINO BY RACE**

**County and Municipalities**

Universe: Total population

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Population	Race								Hispanic or Latino	Not Hispanic or Latino
			One race									
			Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	Two or more races		
34029	Ocean County	637,229	554,099	520,578	17,649	523	11,339	111	3,899	16,801	66,329	570,900
3402971640	Surf City borough	1,243	1,183	1,169	1	8	0	8	0	5	44	1,199

**P3. RACE FOR THE POPULATION 18 YEARS AND OVER**

**County and Municipalities**

Universe: Total population 18 years and over

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Population	Race							
			One race							
			Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	Two or more races
34029	Ocean County	482,600	454,639	410,485	14,402	1,593	9,490	106	18,563	27,961
3402971640	Surf City borough	1,121	1,102	1,090	1	0	8	0	3	19

**P4. HISPANIC OR LATINO, AND NOT HISPANIC OR LATINO BY RACE FOR THE POPULATION 18 YEARS AND OVER**

**County and Municipalities**

Universe: Total population 18 years and over

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Population	Hispanic or Latino	Not Hispanic or Latino	Race							
					One race							
					Total	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Some other race	Two or more races
34029	Ocean County	482,600	44,406	438,194	427,484	401,838	13,619	393	9,363	88	2,183	10,710
3402971640	Surf City borough	1,121	20	1,101	1,093	1,084	1	0	8	0	0	8

**P5. GROUP QUARTERS POPULATION BY MAJOR GROUP QUARTERS TYPE**

**County and Municipalities**

Universe: Population in group quarters

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Group Quarters Population	Institutionalized Population					Noninstitutionalized Population			
			Total	Correctional facilities for adults	Juvenile Facilities	Nursing facilities	Other institutional facilities	Total	College student housing	Military quarters	Other noninstitutional facilities
			34029	Ocean County	6,937	5,262	206	3	4,905	148	1,675
3402971640	Surf City borough	0	0	0	0	0	0	0	0	0	0

**H1. OCCUPANCY STATUS**

**County and Municipalities**

Universe: Housing units

Source: U.S. Census Bureau, 2020 Census P.L. 94-171 Redistricting Data

State/County/ Municipality Code	Areaname	Total Housing Units	Occupancy Status	
			Occupied	Vacant
34029	Ocean County	294,429	238,812	55,617
3402971640	Surf City borough	2,468	644	1,824