

Pennsauken Police Department Recruitment Plan 2023

Goals and Objectives

The goal of the Pennsauken Township police department recruitment plan is to attract qualified individuals interested in a career in law enforcement. We seek candidates who reflect the gender, ethnic and racial diversity of the township residents whom we serve to promote trust and cooperation with our community. This will be accomplished by expanding local recruitment activities with a focus on diversity and inclusion.

As a Civil Service Commission Jurisdiction, Pennsauken Police understand that the hiring process can take a substantial amount of time and it is important to invest in our future as a police organization.

General

The Pennsauken Police Department is an equal opportunity employer and a New Jersey Civil Service Commission jurisdiction and must follow New Jersey State Statutes and Administrative Code in its recruitment and selection process.

Pennsauken Township has a residency requirement for full time officers hired from the civil service list. Applicants must be a resident of Pennsauken Township until they are fully hired as full time sworn police officers. *Once Township residents have been exhausted from the list other sources of candidates may be considered including the county-wide list and the state-wide list. In accordance with civil service regulations, we may also consider any applicant for employment who does not have a BCPO (Basic Course for Police Officers) certification.*

Current Demographics

Pennsauken Police Department					
Data Based on 2020 Census	Population of Pennsauken Township	Current Total Sworn Officers		Current Sworn Female Officers	
Race/Ethnicity	%	#	%	#	%
White	29.40%	51	53.13%	4	26.67%
Hispanic – Any Race	35.40%	32	33.33%	9	60.00%
Black	24.10%	11	11.46%	2	13.33%
Native American	<1%	0	0%	0	0%
Asian	8.40%	2	2.08%	0	0%
Two or More Races	1.60%	0	0%	0	0%
Other Race Alone	1.10%	0	0%	0	0%
Total	100%	96	100%	15	15.63%

Recruitment

Recruitment efforts will focus on recruiting from the largest pool of applicants possible while including enough candidates from underrepresented groups to make progress toward achieving proper demographic representation for our township residents. This will be accomplished through the use of a broader recruitment strategy.

Recruitment activities will include:

- Use of multiple hiring paths including new hires through the Civil Service Lists, the Rice list and Intergovernmental Transfers.
- Building closer relationships with diverse local and regional community groups and schools and providing them with inclusive recruitment materials. This will include greater communication with and follow through from sworn officers regarding testing dates, other recruitment opportunities, and assistance to members with the hiring process.
- Increase recruitment efforts at job fairs and community events.
- Reviewing our application process to determine what may disproportionately impact underrepresented groups including reviewing standardized forms and background check procedures, as well as identifying potential barriers to those underrepresented groups.
- Using our departmental website and social media accounts to disseminate information about hiring opportunities to a wider range of potential applicants and to provide guidance in our hiring process.
- Encourage interest and open communication with law enforcement through the township watch program as well as by continuing our Youth Police Academy and Citizens Police Academy. All three programs have been historically diverse.

Annual Review, Evaluation and Reporting

The Chief of Police or his designee shall conduct an annual review of the recruitment plan which shall include performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and revising the recruitment plan accordingly if the goals and objectives are not met.

N.J.S.A. 52:17B-4.10 et seq. requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline "Promoting Diversity in Law Enforcement Recruiting and Hiring" in paragraph III:

[Microsoft Word - 2021 1206 - Diversity in LE recruiting and hiring - FINAL \(nj.gov\)](#)

The reporting form can be found at:

[Annual Summary of Law Enforcement Diversity: Current Officers & Promotions Entry Sheet](#)