

Recruitment Program 2024

Goals and Objectives:

The goal of the Pennsauken Police Department Recruitment Plan is to attract qualified individuals interested in becoming a police officer. The Pennsauken Police Department is committed to recruitment efforts that assist in attracting quality applicants of all racial, ethnic and gender backgrounds in order to develop a workforce reflective of the many diverse community members we serve. The Pennsauken Police Department, an equal opportunity employer, remains committed to the ideals of diversity and inclusiveness of men and women of all races, creeds, religions, and ethnicities. It is therefore the policy of the Pennsauken Police Department to seek out, test, and hire only the most qualified police applicants.

General:

The Township of Pennsauken is a New Jersey Civil Service Commission Jurisdiction and adheres to New Jersey State Statutes and the Administrative Code in its recruitment and selection process. The appointing authority may classify all the duly qualified applicants for the position or positions to be filled in the following classes:

- Residents of the municipality.
- Other residents of the county in which the municipality is situated.
- Other residents of the state.

The Township of Pennsauken has also hired applicants who were not on the Civil Service list to supplement staffing needs.

The Chief of Police or his designee is responsible for the administration of the Recruitment Plan.

Recruitment:

A recruitment team may be selected to recruit from the largest pool of applicants possible. The efforts of the team will be to attract a large number, while at the same time, include as many women and minority candidates as possible, so as to broadly represent all people.

- Using recruitment methods that target underrepresented demographic groups, especially local recruitment efforts. This approach may include outreach to law enforcement officer organizations based on race, ethnic group, gender, or religion; local colleges with significant student diversity; minority-serving educational institutions and military veterans. Such methods may also include ensuring recruitment materials that (1) reflect visible diversity, (2) are reviewed by a diverse team prior to release, and (3) are delivered by a diverse recruiting team. Finally, recruiting methods may involve establishing pipeline programs that foster and enhance an interest in law enforcement among diverse youth populations as early as middle school.
- Implementing standardized forms in the application process that reduce subjective responses that may impact the hiring of underrepresented groups, and training the recruiting and hiring team on explicit and implicit bias.
- Instituting clear criteria for hiring and an oversight process for reviewing hiring; consider making publicly available information on examples of background-check issues that can disqualify applicants.

- Assessing whether particular hiring eligibility requirements adversely affect any underrepresented group and, if so, reassessing whether the requirement is essential. If the requirement is deemed essential, consider developing appropriate supportive initiatives or alternative paths, such as remedial training or deferral options. For example, if background checks consistently disqualify an underrepresented group due to prior financial issues such as bad credit history or bankruptcy, consider whether a mechanism for waiving the requirement in appropriate cases is warranted.
- Connecting with community stakeholders for underrepresented groups in order to better understand the factors affecting those groups in the application process.
- Raising awareness about the police officer testing and hiring process through flyers, advertising on social media, and appearing at job fairs and community events.

Annual Review, Evaluation and Reporting:

- The Chief of Police or his/her designee, shall conduct an annual review of the Recruitment Plan and shall include, but not limit to, performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if need be, revising the Recruitment Plan accordingly if the goals and objectives are not met.
- In 2023, the Pennsauken Police Department's Recruitment Team continued to utilize the Promoting Diversity in Law Enforcement Recruiting and Hiring guidelines set forth by the Attorney General's office. In Section I.C. "Addressing Under-representation", a list of Minority Serving Institutions was located in the footnotes. The Recruitment Team attempted to visit as many colleges in person as possible.
- Recruitment Team members recruited in-person at career fairs, high school job fairs, Junior Police Academy and Citizen's Police Academy events, and speaking engagements with criminal justice students. Recruitment Team Members also recruit at Town events.
- N.J.S.A. 52:17B-4. 10 et seq. It requires that each law enforcement agency must report certain law enforcement applicant data required to be reported is listed in the New Jersey Attorney General Guidelines "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:

[Police Recruiting Data Dashboard - New Jersey Office of Attorney General \(njoag.gov\)](#)