

Pennsville Police Department Recruitment Program

Purpose:

To establish a fair and consistent procedure designed to enable the Pennsville Police Department to recruit and select qualified candidates for employment who will best serve the agency in the capacity of police officer. Further, the Police Department will abide by the requirements N.J.S.A. 52:17B-4.10, which requires agencies to recruit in a manner to have its law enforcement officers reflect the diversity of the population of the community the agency is charged with protecting.

General:

The Pennsville Police Department recruits from a pool open to residents of the State of New Jersey.

The Pennsville Police Department is an equal opportunity employer.

Current Demographics:

The demographics of Pennsville Township and of the Pennsville Police Department are represented as follows:

Race and Hispanic Origin	Township	Current Sworn Officers	% of Officers	Current Sworn Female Officers	% of Female Officers
White alone	91.3%	21	95.5%	0	0.0%
Black or African American alone	4.0%	0	0	0	0.0%
American Indian and Alaska Native alone	0.3%	0	0	0	0.0%
Asian alone	1.9%	1	4.5%	0	0.0%
Native Hawaiian and Other Pacific Islander alone	0.0%	0	0	0	0.0%
Two or More Races	2.1%	0	0	0	0.0%
Hispanic or Latino	3.1%	0	0	0	0.0%
White alone, not Hispanic or Latino	88.5%	21	95.5%	0	0.0%

Recruitment Activities:

1. Interaction with township population in a community oriented capacity.
2. Presence and interaction at high school sporting events.
3. Presence and interaction at community events.
4. Participation at career days.
5. Posting hiring announcements on the Pennsville Township webpage.
6. Posting hiring announcements on Pennsville Police Department social media.
7. Notifying community organizations of department hiring.

Review and Evaluation:

The Chief of Police shall conduct an annual review of the Recruitment Program. Following the annual review, the Recruitment Program will be revised if the diversity of the population is not represented by the police department.