

# MULLICA TOWNSHIP POLICE RECRUITMENT AND SELECTION PROCESS

## GOAL

The goal of the Mullica Township Police Departments Recruitment Plan is to attract qualified individuals to pursue a career with the agency with a special emphasis on recruiting underrepresented minorities and women.

### GENERAL:

1. The Mullica Township Police Department (MTPD) is subject to the provisions of the New Jersey Statutes, Civil Service Commission (CSC) and the agency's directives on Recruitment and Selection Policy in all facets of the recruitment and selection process.

The MTPD seeks its sworn applicants from one of three applicant pools:

1. Police Training Commission (PTC) candidates
  2. Non- PTC certified and alternate candidates.
  3. All other interested parties.
2. The MTPD is an Equal Opportunity Employer in all facets of the personnel selection process.

### REVIEW:

1. The Chief of Police shall conduct an annual review of the agency's Recruitment Plan. The following data shall be minimally reviewed:
  - a. Number of applicants vs. the number of targeted applicants
  - b. Number of applicants hired vs. the number of targeted applicants hired
  - c. Number of career days attended by the agency
  - d. Review of social media
  - e. Objectives met
2. The MTPD Recruitment Plan is subject to revision as needed.

## **N.J.S.A. 52:17b-4.10 et seq. (the “Act”) DIVERSITY IN LAW ENFORCEMENT**

In accordance with N.J.S.A 52:17B-4.10 et seq. (the “Act”) the Mullica Township Police Department is committed to the goal of being comprised of law enforcement officers who reflect the diversity of the community it serves. The demographic data displayed below is derived from the United States Census Bureau, year 2020

### MULLICA TOWNSHIP 2020 CENSUS DATA

Racial/Ethnic breakdown by % of population

White 85.7%

Black 7.9%

Latino 5.2%

Women 50.3%

Men 49.7%

### MULLICA TOWNSHIP POLICE DEPARTMENT 2023

Racial/Ethnic breakdown of Current officers

White 85%

Black 0%

Latino 15%

Woman 0%

Men 100%

The Mullica Township Police department recognizes Black and Women applicants as underrepresented minority groups. The police department intends to continue outreach targeting women, members of the LGBTQ+?, BIPOC and LatinX communities during future hiring phases.

## **OBJECTIVES AND ACTIVITIES:**

### OBJECTIVE #1

Recruit underrepresented members of minorities (race), ethnicity and gender categories (LGBTQ+) from current state, county and municipal law enforcement agencies and police academies.

Activities include, but are not limited to:

- Contact the NJ State Association of Chiefs of Police to obtain current mailing lists of all member agencies in the State of New Jersey.
- Make effective and maximum use of all appropriate websites to attract qualified candidates to the agency.
- Notify all regional, county, and municipal police academies of this agency’s goal to recruit minority candidates and minority alternate route candidates, and to effectively utilize established liaisons with these academies.

- Use of the NJ Civil Service Commission (CSC)

### OBJECTIVE #2

Identify, establish and maintain contact with state, county and municipal-based identified minority organizations and social groups including but not limited to educational, religious, ethnic, racial and gender-based organizations with special attention to previously identified underrepresented minorities, those organizations include but are not limited to local and state chapters of the NAACP, the National Organization of Black Law Enforcement Executives (NOBLE), New Jersey Women in Law Enforcement, the National Coalition of Latino Officers and the Committee for Multi-Cultural Understanding.

The following are contacts and locations for potential career/job fair candidates:

1. Stockton University : [dayna.defiore@stockton.edu](mailto:dayna.defiore@stockton.edu)
2. Atlantic Cape Community College
3. Rowan University
4. Cumberland County College
5. Police Exposition ([police-securityexpo@comcast.net](mailto:police-securityexpo@comcast.net))
6. Participation in organized National Night Out
7. Police Academies
8. Social Media: All hiring opportunities will be posted on the MTPD Facebook page as well as [policeapp.com](http://policeapp.com)

### OBJECTIVE #3

Identify, establish and maintain contact with minority-serving institutions, available at (<http://cmsi.gse.rutgers.edu/content/msi-directory>)

- Atlantic Cape Community College – Hispanic Servicing Institution (HIS)

### OBJECTIVE #4

Prior to a hiring process the agency will utilize objectives #1 and #2 to notify underrepresented minorities in an attempt to get them to apply for the hiring process. This notification process will include but is not limited to the internet (agency website), local news outlets and college job fairs.