



MOUNT OLIVE TOWNSHIP POLICE DEPARTMENT RECRUITMENT PLAN



GOAL:

The goal of the Mount Olive Township Police Department Recruitment Plan is to attract and encourage qualified individuals/candidates to pursue a career with the Mount Olive Township Police Department. We also place a special emphasis on recruiting underrepresented minorities and females and seek to build more diversity in police personnel

GENERAL:

The Mount Olive Township Police Department is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq. and municipal ordinance in all facets of the recruitment and selection process. The Mount Olive Township Police Department recruits from a candidate pool open to all residents of New Jersey.

Mount Olive Township is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS:

The demographics composition of the service area and agency along with the demographics of the available workforce are represented in the following table:

	Service Population (Mount Olive Twp.)		Available Workforce ¹ (State of N.J.)		Current Sworn Officers All		Current Sworn Officers Female	
	#	%	#	%	#	%	#	%
Caucasian	23,517	81.30%	953,302	54.30%	49	96.1%	5	0.0%
African-American	1967	6.80%	222,964	12.70%	0	0.0%	0	0%
Asian	2372	8.20%	168,540	9.60%	0	0.0%	0	0%
Other	1070	3.70%	43,891	2.50%	0	0.0%	0	0%
Hispanic ² (any race)	4,252	14.70%	366,925	20.90%	2	4.1%	0	0%
Total Populations	28,926	100.00%	9,288,994	100.00%	51	100%	5	9.8%
2019 Total NJ Workforce Population Age 20-34 =			1,755,620	18.90%				

Females in Available Workforce¹ 857,833 (51.1%)

¹. Available workforce in New Jersey includes only persons between the ages of 20 – 34.

². Not included in total population or % number.

Based on the above demographic data, the Mount Olive Township Police Department seeks to attract more of the following race, ethnicity, and/or gender categories to its ranks:

- African American
- Asian
- Hispanic Origin
- Female
- Other

***** Data was collected June 30, 2021 from the United States Census Bureau ([Mount Olive Township & New Jersey](#)) and the Census Reporter ([New Jersey](#) and [Mount Olive Township](#)).***

I. RECRUITMENT

- A. The best law enforcement recruiters are personnel currently serving in sworn positions. Therefore, every member is charged with actively recruiting individuals they feel are qualified with the potential to be an asset to the department. The Chief of Police, is responsible for the administration of the Recruitment Plan.
- B. This agency will take a proactive role in programs intended to attract qualified people to apply for and take the Entrance Examination. These programs include; but, are not limited to:
 - Establishing and maintaining contacts with community organizations and educational institutions and providing recruitment materials for display and distribution;
 - Participation in career day type programs at educational institutions and other public places and events;
 - Police Intern and Ride-Along Programs. Citizen police academies, junior police academies, and law enforcement explorer posts; and
 - Posting Entrance Examination announcements on the Police Department's and Township's websites and in local newspapers.
- C. Particular attention should be paid to attracting candidates in approximate proportion to the racial, ethnic, and gender composition of the available workforce in the township.
- D. School Resource Officers play a particularly important role in mentoring local youth, especially towards law enforcement careers. As such, one of their more prominent roles is influencing students towards a career with this agency.
- E. Personnel assigned to recruitment activities at career day and similar events and programs will be provided with information so that they are knowledgeable in those matters as they pertain to agency management and operation. Those topics include, but are not limited to:
 - Career opportunities

- Salaries, benefits, and training
 - State hiring guidelines
 - Community information
 - Cultural diversity
 - Qualification and selection process
 - Physical and academic requirements
- F. The following information should prove useful when participating in recruitment activities:
- Online Recruitment information & Community Outreach events and brochures
 - Agency organizational chart
 - Current contractual agreements
 - Training catalogs
 - Demographic data
 - Entrance Examination Bulletins
 - General Employment Applications
- H. This agency will distribute Entrance Examination announcement bulletins at police headquarters, the municipal building, schools, and other public places in an effort to encourage qualified individuals to take the test.
- I. This agency's recruiting brochure will identify this agency as an equal opportunity employer and will include the following information:
- Basic description of duties
 - Responsibilities
 - Requisite skills
 - Educational level
 - Other minimum qualifications and requirements
- J. Anyone submitting a resume' or inquiry for employment prior to the examination process shall be advised of the Entrance Examination process and Entrance Examination Notification List Sign-up process.

II. REVIEW & EVALUATION

- A. The Chief of Police shall conduct an analysis of the Recruitment Plan annually. The following data shall minimally be reviewed:
- Number of applicants vs. the number of targeted minority applicants
 - Number of applicants hired vs. the number of targeted minority applicants hired
 - Number of Career Days attended
 - Number of hits of the agency website (if available)
 - Progress towards objectives
- B. This plan is subject to revision as needed.

REVISED 6/30/2021 BY: Capt. Michael T. Spitzer

RECRUITMENT AND SELECTION PROCESS, APPENDIX E – Recruitment Plan