**Willingboro Township Police Department Recruitment Plan (2024)**

**GOALS AND OBJECTIVES:**

The goal of the Willingboro Township Police Department recruitment efforts is hiring candidates that best fit the needs of the positions and to achieve a sworn work force that is representative of our community. This agency will make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

**GENERAL:**

The Willingboro Township Police Department has a residency preference in all hiring matters.

Applicants must be a bona fide resident of Willingboro Township at the time of the closing date of the New Jersey Civil Service Commission Law Enforcement Exam (LEE). Once Willingboro Township residents have been exhausted from the Civil Service Certification List, Burlington County residents are then provided with preference. If the Burlington County list is exhausted, applications will be open to residents of the State of New Jersey. The Director of Public Safety or designee is responsible for the Recruitment Plan.

The Willingboro Township Police Department is an equal opportunity employer in all facets of the personnel process.

**CURRENT DEMOGRAPHICS**:

The demographic composition of the service area and agency are represented in the following table:

|  |
| --- |
| **Willingboro Township** |
|
| ***Data is based on the Census Estimates from July 1, 2023*** | ***Willingboro Population*** | ***Current Sworn Officers Total*** | ***Current Sworn Female Officers*** |
|
| **Race / Ethnicity** | **#** | **%** | **#** | **%** | **#** | **%** |
| White | 4,818 | 15.0% | 41 | 58.6% | 5 | 50.0% |
| Black or African American | 21,329 | 66.4% | 27 | 38.6% | 5 | 50.0% |
| Hispanic - Any Race | 4,722 | 14.7% | 12 | 17.1% | 3 | 30.0% |
| American Indian or Alaska Native | 193 | 0.6% | 0 | 0.0% | 0 | 0.0% |
| Asian | 385 | 1.2% | 2 | 2.9% | 0 | 0.0% |
| Native Hawaiian or Pacific Islander | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Two or More Races | 4,304 | 13.4% | 0 | 0.0% | 0 | 0.0% |
| **Total:** | **32,122** | **100%** | **70** | **100%** | **10** | **100%** |

*\*Data and Percentages will not add up to the Total for each column. This is due to double counting in "Two or More Race" and "Hispanic - Any Race" rows\**

**DEFICIENCIES:**

In review of the demographic composition in comparison of the sworn personnel, the Willingboro Township Police Department has identified one (1) deficiency related to maintaining our demographic balance of sworn officers:

* 38.6% (27) of all sworn officers are Black or African American. 66.4% of sworn officers should be Black or African American to represent the demographics of our service population. Based on the current total number of sworn officers (70), there should be 46 officers that are Black or African American.

**RECRUITMENT ACTIVITIES:**

**ACTIVITY #1:** Identify and maintain contact with local minority organizations and social support groups including, but not limited to educational, religious, ethnic, racial, and gender based organizations. Activities include, but are not limited to:

* Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
* Attend career fairs in Willingboro Township and across Burlington County.
* Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
* Make maximum use of the Willingboro Township website to attract qualified candidates to the agency.
* The following information should prove useful when participating in recruitment activities: Recruitment/informational brochures, current contractual agreements, and General Employment Applications.

**ACTIVITY #2:**  Solicit interested candidates from the local police academies who are enrolled or graduates of the Alternate Route or Class II Special Officer Training program.

**ACTIVITY #3:** Advertise on the Willingboro Township Police Department’s Facebook page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

**ANNUAL REVIEW, EVALUATION, AND REPORTING:**

The Director of Public Safety, or designee, shall conduct an annual review of the Recruitment Plan and shall include, but not limited 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.

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.

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

The reporting form can be found at:

<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>