



HAMMONTON POLICE DEPARTMENT

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KEVIN FRIEL – CHIEF OF POLICE

Hammonton Police Department Recruitment and Selection Plan

GOAL:

The goal of the Hammonton Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the our department with a special emphasis on recruiting underrepresented minorities, bilingual and female candidates.

DEMOGRAPHICS OF HAMMONTON, NJ:

Based on the official recording of the United States Census Bureau, the Town of Hammonton has a total of 14,711 residents. These residents are represented as follows for those individuals who reported as one race:: Caucasian alone – 10,701 (76%), African American Alone – 443 (2.3%), Hispanic or Latino (Any Race) 3,637 (24.7%), Asian Alone – 158 (1.4%), Other Race alone 2,184 (14.8%).
[Population of One race – 13,147 (94.5%) &Two or more races 812 (5.5%)]

DEMOGRAPHICS OF THE HAMMONTON POLICE DEPARTMENT:

The Hammonton Police Department currently has the following officer demographics:
Caucasian alone male officers- 28 (77.8%), Hispanic or Latino (Any Race) officers 5 (13.9%), and Caucasian alone female officers – 3 (8.3%).

GENERAL:

The Hammonton Police Department is subject to the provisions of New Jersey State Statutes, the NJ Civil Service Commission (CSC) and the agency’s directive on Recruitment and Selection Policy in all facets of the recruitment and selection process. Based upon the demographics, there is underrepresentation with African Americans, Asians and females.

The Hammonton Police Department seeks its sworn applicants from one of three applicant pools:

1. Police Training Commission (PTC) candidates
2. Alternate candidates.
3. All other interested parties.

The Town of Hammonton is an Equal Opportunity Employer in all facets of the personnel selection process.

REVIEW:

1. The Chief of Police shall cause an annual review to be done 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 agency's Recruitment Plan is subject to revision as needed

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:

- Draft, Print, and distribute informational brochures that may attract qualified candidates to the agency.
- 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 New Jersey 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 101 Vera King Farris Drive Galloway, NJ 08205
2. Atlantic-Cape Community College 5100 Black Horse Pike Mays Landing, NJ 08330
3. Rowan University 201 Mullica Hill Road Glassboro, NJ 08028

4. Hammonton High School 566 Old Forks Road Hammonton, NJ 08037
5. St Joe Academy Third & Central Avenue Hammonton, NJ 08037
6. Recruiting at our National Night Out
7. Coffee with a Cop events in our community.
8. Police Academies
 - Atlantic County Police Academy 5033 Esh Creek Road Egg Harbor Township, NJ 08234
 - Cape May County Public Safety Training Center 171 Crest Haven Road Cape May Court House, NJ 08210
 - Camden Couty Police Academy 420 Woodbury Turnersville Road Blackwood, NJ 08012
 - Gloucester County Police Academy 1400 Tanyard Road Sewell, NJ 08080
9. Social Media Posts All hiring opportunities will posted on the agency's webpage TownofHammonton.org
And posted on our PD Facebook page.

Objective #3: Identify, establish, and maintain contact with a of minority-serving institutions, available at (<http://cmsi.gse.rutgers.edu/content/msi-directory>).

Atlantic Cape Community College – Hispanic Servicing Institution (HSI)

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 webpage), local news outlets, and college job fairs

SUMMARY:

The Hammonton police department recognizes that having a Police Agency that is representative of its community population is paramount to having the optimal relationship possible. When represented diversity is achieved, it enhances the trust, communication, and effectiveness of community policing. Our agency is partnering with community organizations, faith-based institutions, colleges and high schools to address the manner to inspire underrepresented groups for possible hires in our agency. We will continue to foster an interest in our agency and access efforts that we are using. As a civil service agency, it will require time, effort and continued effort to recruit underrepresented groups from our community to accomplish our diversity goal.