

# **CAMDEN COUNTY POLICE DEPARTMENT RECRUITMENT PLAN**

## **GOALS:**

The goal of the Camden County Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Camden County Police Department.

## **OBJECTIVES:**

The objective is to achieve an overall racial and gender composition of the Department in comparison to the service population of Camden City through the Departments' recruiting activities. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

## **GENERAL:**

New changes to the civil service laws now provide an alternative path to becoming a full-time police officer without taking the entry-level examination. Requirements before being hired, applicants must:

- Be 18+ years of age.
- Possess a New Jersey driver's license.
- Pass a Physical Fitness Test.
- Pass a background check.
- Pass a psychological examination.
- Pass a medical and drug screening.
- Applicants must be a bona fide resident of the State of New Jersey.

The Chief of Police or designee is responsible for the Recruitment Plan.

Camden County is an equal opportunity employer in all facets of the personnel process.

**Current Demographics:**

The demographic composition of the service area according to the latest U.S. census report (July 1, 2022, estimated) and CCPD demographic reports are represented in the following table:

Demographics Report CCPD						
Race and Hispanic Origin	Service Population		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%
Caucasian	2,922	4%	154	44%	8	16%
African-American	27,800	39%	61	18%	10	20%
<b>Hispanic (Any Race)</b>	<b>37,912</b>	53%	125	36%	31	62%
Other	3,157	4%	7	2%	1	2%
<b>Total</b>	<b>71,791</b>	<b>100%</b>	<b>347</b>	<b>100%</b>	<b>50</b>	<b>100%</b>

<https://data.census.gov/table/DECENNIALDHC2020.P9?g=160XX00US3410000>  
<https://www.census.gov/search-results.html?searchType=web&cssp=SERP&q=Camden%20city,%20New%20Jersey>

**PLAN OF ACTION:**

**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:

- A.** Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- B.** Attend career fairs in Camden City, Camden County and throughout New Jersey.
- C.** Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- D.** Make maximum use of the Camden County website to attract qualified candidates to the agency.
- E.** Utilize social media, billboards, and local radio stations to promote recruitment.
- F.** Ensure that job announcements are advertised throughout the community.
- G.** Update recruitment brochures, literature, and computer-based data.

**Activity #2:** When applicable maximize the use of the State of New Jersey Civil Service Commission Intergovernmental Transfer Program.

Activities include, but are not limited to:

- A.** Contacting Civil Service for local to local and state to local transfer lists.
- B.** Post future openings for sworn positions with the State of New Jersey Intergovernmental Transfer Program website.

**Activity #3:** When applicable, contact the Police Training Commission to review training requirements for Special Law Enforcement Officers Class II.

Activities include, but are not limited to:

- A.** Seeking exemption from training or portions thereof for waiver eligible SLEO II's who have successfully completed a PTC course with the State of New Jersey.
- B.** Screening all SLEO II applicants for a break in service for more than three years.

**Activity #4:** When applicable participate in job fairs and other recruitment activities.

Activities include, but are not limited to:

- A.** Ensure the job announcements are posted for distribution and handed out in the community.
- B.** Post LEE job announcement throughout Police Administration Building and on website.

#### **REVIEW & EVALUATION**

- A.** The Chief of Police or designee shall conduct an annual analysis of the Recruitment Plan.
- B.** As a result of the annual analysis, if necessary, the Recruitment Plan shall be revised to reflect the need of the Camden County Police Department.