



MOUNT HOLLY TOWNSHIP POLICE

23 WASHINGTON STREET
MOUNT HOLLY, NEW JERSEY 08060
PHONE (609) 267-0170 FAX (609) 267-6627
www.twp.mountholly.nj.us

Richard W. Spitler
Chief of Police

MOUNT HOLLY POLICE DEPARTMENT RECRUITMENT PLAN

Goal and Objectives

The Mount Holly Police Department remains committed to attracting and recruiting the most qualified applicants and are actively seeking under-represented minority candidates.

The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the township through the department's recruiting activities. This agency will make efforts to meet specific goals when recruiting potential new applicants, towards creating a diverse workforce, in terms of people of color and gender diversity. The goals and objectives will be accomplished through various recruitment activities including a diversity community outreach program designed by our department.

General

The Mount Holly Township Police Department is a Civil Service agency and is subject to the rules governing public employment contained within Title 4A of the New Jersey Administrative Code. These rules, which are adopted and amended by the Civil Service Commission, describe the "do's and don'ts" of public employment for job applicants, employees and employers. Furthermore, it is the Civil Service Commission, and not the police department, that formulates and administers the written examinations for all sworn positions within the department. The Civil Service Commission schedules the tests in accordance with their policies and not at the request of the department. The department has no input on the testing process and is only notified when a test will be administered and when the results have been released. Lastly, the department is constrained by the Civil Service Commission "Rule of 3" when hiring and/or promoting individuals.

Current Demographics

The following demographics chart was composed from the 2023 Census data of the service area. This agency is represented in the following table:

Data is based on the 2023 Census Data

Data is based on the 2023 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN OFFICERS FEMALE	
	#	%	#	%	#	%
Race / Ethnicity						
White	5,816	57.3%	18	78.26%	1	50%
Black or African American	2,690	26.5%	2	8.69%	0	0
Hispanic – Any Race	1,309	12.9%	2	8.69%	1	50%
American Indian or Alaska Native	20	0.2%	0	0	0	0
Asia	385	3.8%	1	4.34%	0	0
Native Hawaiian or Pacific Islander	0	0%	0	0	0	0
Population of Two or More Races**	762	8.5%	0	0	0	0
TOTAL	10,151	100.5%	23	99.98%	2	100%

** Not calculated in overall percentage

Recruitment Activities

- 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.
- Community Liaisons were formed between the Police department and select individuals of diverse community groups within Mount Holly Township. During an active hiring announcement, a specified Officer will make contact with a liaison and provide the notification and information of the recruitment process. The officer will provide the liaison with any and all online links to the hiring process and any paper information that may be requested.
- The Officer assigned to the recruitment activities will provide information as requested, including but not limited to the following:
 - Career opportunities
 - Salary, benefits and training
 - State hiring guidelines
 - Community information
 - Qualification and Selection process
 - Civil Service Hiring Process
 - Cultural diversity
 - Academic requirements
 - General employment questions
- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attend career fairs in Burlington County.
- Make maximum use of the website to attract qualified candidates to the agency.
- Solicit interested candidates from the local police academies who are enrolled or graduates of the Alternate Route or Class II Special Officer Training program.
- Advertise on the Mount Holly Police Department's Facebook page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

Conclusion and Recommendations for Revision

The department's 2023 full-time sworn officer strength is 23, which places us two officers away from the township ordinance requirement of 25. The department continues to recognize the need to attract and hire more minority candidates, but recruiting those individuals to apply is difficult considering the constraints of the Civil Service Commission. Nonetheless, several members/components of the agency did participate in a handful of events to further our recruitment efforts.

The department has outlined several steps we would like the department to utilize to achieve the plan objectives and recruit more minority and female candidates, e.g. vigorous interaction with the police chaplain program, use of school resource officers as positive role models, involvement in community civic groups, robust community outreach initiatives, attendance at local career fairs, etc. Upon reviewing the activity of the Community Resource Bureau during 2023, it appears that the bureau's members are staying

true to the department's initiatives and are representing the department well and encouraging community members to join our agency in 2023.

We will continue our recruitment efforts in anticipation of several vacancies being created in 2024 due to retirements.

Annual Review and Reporting

The Chief of Police, 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.