

**MOUNT LAUREL POLICE DEPARTMENT
RECRUITMENT PLAN
2022**

PURPOSE:

The Mount Laurel Police Department is committed to attracting a qualified and diversified applicant pool. It is the intent and policy of the department to attract and employ qualified applicants who represent the racial and gender demographics of the residents of the Township of Mount Laurel. To that end, this agency will endeavor to set and meet specific goals to promote demographic consistency throughout the hiring process, as provided for in N.J.S.A. 11A:4-1.3 et seq. and corresponding New Jersey Attorney General Guidelines “Promoting Diversity in Law Enforcement Recruiting and Hiring” issued December 7, 2021. This department will make a good faith effort to meet specific goals for recruiting a demographically diverse workforce.

DEMOGRAPHIC DATA:

Mount Laurel Township Resident Population
and Current Mount Laurel Police
Department Demographics

MOUNT LAUREL TOWNSHIP, NEW JERSEY						
2020 U.S. Census Data	POPULATION		CURRENT TOTAL SWORN OFFICERS		CURRENT SWORN FEMALE OFFICERS	
RACE/ETHNICITY	#	%	#	%	#	%
White	29,901	66.99	64	91.42	4	5.71
Black/African American	4,791	10.73	3	4.28	0	0
Hispanic or Latino	2,962	6.63	3	4.28	0	0
American Indian or Alaskan Native	53	0.11	0	0	0	0
Asian	4,754	10.65	0	0	0	0
Native Hawaiian or Pacific Islander	14	0.03	0	0	0	0
Some Other Race Alone	243	0.54	0	0	0	0
Two or More Races	1,915	4.29	0	0	0	0
TOTAL	44,633	100*	70	100*	0	5.71

* Numbers rounded up to 100%

Updated: December 2021

Source:
United States Census Bureau 2020

Website:
<https://data.census.gov/cedsci/table?t=Hispanic%20or%20Latino&g=0600000US3400549020>

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RECRUITMENT ACTIVITIES:

- Using recruitment methods that target underrepresented demographic groups, especially local recruitment efforts. This approach may include outreach to law enforcement officer organizations based on race, ethnic group, gender, or religion; local colleges with significant student diversity; minority-serving educational institutions; and military veterans. Such methods may also include ensuring recruitment materials that:
 - a. Reflect visible diversity.
 - b. Are reviewed by a diverse team prior to release.
 - c. Are delivered by a diverse recruiting team.
- The diversity of those conducting applicant interviews should also be considered. Finally, recruiting methods may involve establishing pipeline programs that foster and enhance an interest in law enforcement among diverse youth populations as early as middle school.
- Implementing standardized forms in the application process that reduce subjective responses that may impact the hiring of underrepresented groups and training the recruiting and hiring team on explicit and implicit bias.
- Instituting clear criteria for hiring and an oversight process for reviewing hiring decisions. With respect to hiring, consider making publicly available information on examples of background-check issues that can disqualify applicants.
- Assessing whether particular hiring eligibility requirements adversely affect any underrepresented group and, if so, reassessing whether the requirement is essential. If the requirement is deemed essential, consider developing appropriate supportive initiatives or alternative paths, such as remedial training or deferral options. For example, if background checks consistently disqualify an underrepresented group due to prior financial issues such as bad credit history or bankruptcy, consider whether a mechanism for waiving the requirement in appropriate cases is warranted.
- Assessing what the barriers are to applications by underrepresented groups and devising solutions to overcome those barriers. For example, underrepresented groups may not submit applications because the process is online and potential applicants do not have ready access to resources to complete the application. In such a case, the Program might seek to address the problem by using mobile units equipped with computers to allow onsite applications.
- Connecting with community stakeholders for underrepresented groups to better understand the factors affecting those groups in the application process.
- Establishing mentorship programs for applicants from underrepresented groups that provide support for resume review and physical training requirement preparation, as well as mentorship for current officers seeking promotion. This should include working with the CSC's mentoring Program for applicants pursuant to P.L.2021, c.235.
- Raising awareness about the police officer testing and hiring process through flyers, advertising on social media, and appearing at job fairs and community events.
- Partnering with community stakeholders, including the CSC, to identify and encourage free

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civil service test preparation programs, and encouraging diverse potential applicants to join law enforcement organization affinity groups such as:

- a. Hispanic American Law Enforcement Association
- b. Muslim American Law Enforcement Association
- c. National Coalition of Latino Officers
- d. National Organization of Black Law Enforcement Executives (NJ Chapter)
- e. New Jersey Asian American Law Enforcement Officers Association
- f. New Jersey Muslim Officers Society
- g. New Jersey Women in Law Enforcement

REVIEW, EVALUATION, AND REPORTING:

- The Chief of Police, or designee, shall conduct an annual review of the Recruitment Plan, to include an annual agency demographic review, to identify whether any substantial disparities exist or have been reduced, and if need be, revise the Recruitment Plan to meet its goals and objectives.
- N.J.S.A. 52:17B-4.10 et seq. and the New Jersey Attorney General Guidelines “Promoting Diversity in Law Enforcement Recruiting and Hiring” requires each law enforcement agency to report certain law enforcement applicant data annually, by January 31st, for the preceding year.

<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>