



Penns Grove Police Department



1 State Street, Penns Grove N.J. 08069, 856-299-0056

Richard Rivera
Police Director
Office 856-299-0098 ext. 104

Lt. Robert Frett
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Penns Grove Police Department Recruitment Plan 2022

Objective:

The goal of the Penns Grove Police Department plan is to attract qualified individuals to pursue a career with the Penns Grove Police Department. 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 agency recruiting activities. The goals and objectives will be accomplished through various recruitment activities listed in the Goal section of this plan.

The Penns Grove Police Department recruits from a candidate pool open to residents of New Jersey or those willing to move to New Jersey prior to employment.

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

Current Demographics:



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The demographics composition of the service area and agency are represented in the following tables.

Race	Penns Grove	Police Department
White	26.5%	64.20%
African American	34.7%	0.00%
Asian	1.1%	0.00%
American Indian	0.00%	0.00%
Native Hawaiian	0.00%	0.00%
Mixed race	3.6%	07.20%
Other race	0.00%	07.20%
Hispanic or Latino	34.1%	21.40%

Please note: Hispanics may be of any race, so also are included in any/all of the applicable race categories above. Below is the total number of applications received and is broken down by sex.

Gender	Total Male	14	100%
	Total Female	0	0%
	Total X or Non-Binary	0	0%

The Penns Grove Police Department is underrepresented for the races of African American (0.00%) and Hispanic or Latino (21.40%). However, we did hire two Hispanic or Latino officers and one Egyptian officer in 2022. During



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the 2022 year, we have had two hiring processes, at which time only ten minorities applied. Of the ten minority applicants, four were African American males, five were Hispanic or Latino males, and one was an Egyptian male. Six of the minority applicants received an offer of employment. Three applicants were hired (two Hispanic or Latino and one Egyptian), and two are currently in the final stages of the hiring process (both Hispanic or Latino). One African American male removed himself from the hiring process to join the NJSP. Of the remaining four minority applicants, one African American male withdrew from the process to join the military. One African American male failed the background process, one Hispanic or Latino male did not reply, and one African American male is in the initial stages of the hiring process.

Goal:

In the Future hiring processes, the Penns Grove Police Department will advertise with our normal methods, the Penns Grove Police Department Facebook page, the Borough of Penns Grove website, Police 1, our surrounding police academies, and advertising with the Puerto Rican Action Committee (PRAC) and the National Association for the Advancement of Colored People (NAACP). We also have enlisted the assistance of the local non-profit organization YENI to assist us with recruiting.

The Penns Grove Police Department will continue participating in public activities with the community, such as:



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- National Night Out – partnership with MAPSA
- Community events such as the community walk in Salem City, sponsored by the Salem County Coalition for a Safe Community
- Interacting with students during Law Enforcement Appreciation Day, hosted by the Salem County Vo-Tech
- Interacting with students when working security at school functions and sporting events
- Sponsoring events with the Salem County Girls Scouts and Penns Grove Reading Club.
- Officers speaking to the students at the Penns Grove Middle and Elementary Schools and explaining the career of a law enforcement officer to the students
- Sponsoring events with the non-profit organization YENI, who works with mentoring the children/adult of Penns Grove.

Summary:

The Penns Grove Police Department strives to be a diverse agency that mirrors the diverse township we serve. Our current police department demographics prove that we do not discriminate during the hiring process and the Penns Grove Police Department will hire based on the applicant's willingness to apply, qualifications and ability to be an efficient police officer.



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