



# 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**  
Officer in Charge  
Office: 856-299-7003

## **Penns Grove Police Department Recruitment Plan 2023**

### **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	25.6%	53.33%
African American	34.6%	6.67%
Asian	0.40%	0.00%
American Indian	0.00%	0.00%
Native Hawaiian	0.00%	0.00%
Mixed race	3.00%	6.67%
Other race	0.00%	6.67%
Hispanic or Latino	36.4%	26.66%

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	15	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 (6.67%) and Hispanic or Latino (26.66%). However, we did hire two Hispanic or Latino officers and one African American officer in 2023.



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During the 2023 year, we have had two hiring processes, at which time only five minorities applied. Of the five minority applicants, two were African American males, two were Hispanic or Latino males, and one was a mixed-race male. Four of the minority applicants received an offer of employment. Three applicants were hired (two Hispanic or Latino and one African American) and one applicant (African American) withdrew. The fifth minority applicant is currently in the hiring process and if he passes, he will receive an offer of employment and be sent to the academy in August 2024.

## **Goal:**

In 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:

- National Night Out – partnership with MAPSA
- Community events such as the PGPD Youth Mentoring Program, borough parades and festivals, and church events.



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- 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 speak with the students at the Penns Grove Middle and Elementary Schools and explain the career of a law enforcement officer to the students.
- Sponsoring events with the non-profit organization YENI, who mentors the children/adults of Penns Grove.

## **Summary:**

The Penns Grove Police Department strives to be a diverse agency that mirrors the diverse community 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.