



EVESHAM POLICE DEPARTMENT 2023 RECRUITMENT PLAN ANALYSIS

The primary goal of the Evesham Township Police Department's recruitment activities is to attract the most qualified candidates for employment that will enable the agency to work toward its long-range goal of employing a full-time sworn workforce that is representative of the overall available workforce. In order to accomplish this long-range goal, a Recruitment Plan was created and implemented for the purpose of providing objectives to be met throughout the year and more specifically during the hiring process. An analysis and review of the plan is completed on an annual basis.

Prior to the commencement of the 2023 hiring processes, a review of demographics was completed in order to determine if the agency's ethnic and gender composition within the sworn law enforcement ranks were in approximate proportion to the makeup of the available workforce within the composite of Evesham Township's Demographics. This was done by comparing the demographics of the current sworn law enforcement population for the agency against the demographics of the available workforce within Evesham Township in the 2023 statistics, provided by the United States Census Bureau and United States Bureau of Labor Statistics. For the purpose of this analysis, the available workforce refers to persons who are qualified for a sworn law enforcement position with the Township of Evesham.

In July of 2022, the United States Census Bureau released a new census report that has provided an updated picture of the demographics in Evesham Township.

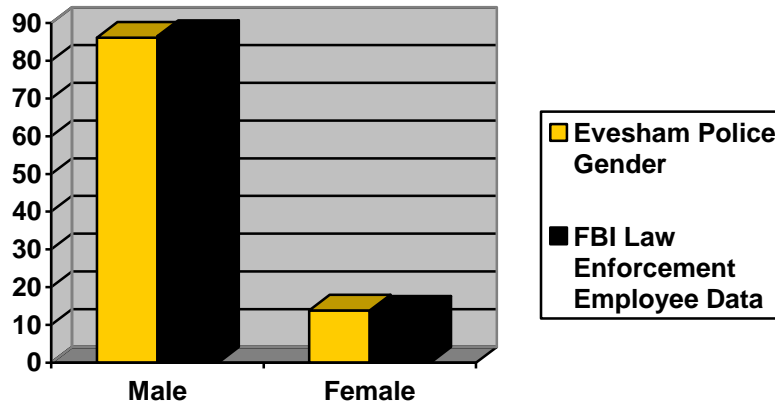
Gender Comparison for Available Workforce Nationwide

Examining the agency composite, it was revealed that, at the end of 2023, the Evesham Township Police Department is comprised of 101 full-time, SLEO I, SLEO II and SLEO III sworn law enforcement officers. Of the 101 sworn officers, 87 (86.13%) are males and 14 (13.86%) are females. According to the FBI Law Enforcement Employee Data, males represent 86.5% of officers nationally, and females represent 13.5% the law enforcement workforce. The minimal the gap between female officers in our agency and the available workforce in the U.S., according to F.B.I. data, should be taken into consideration in the 2024 recruitment plan in order to further reduce the statistical gap.



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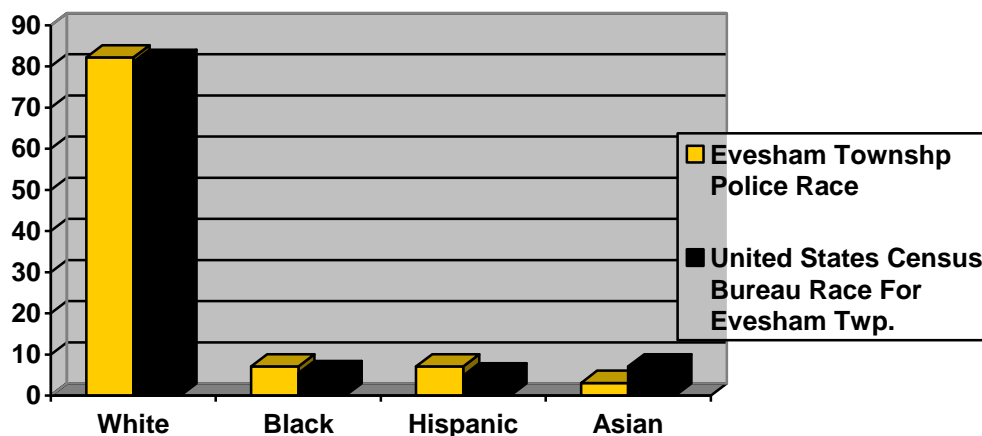
2023 Gender Demographics



Race Comparison within Evesham Township

Of the 101 officers, 82 (81.1%) are White, 8 (7.9%) are Black, 7 (7.1%) are of Hispanic ethnicity and 4 (3.9%) are Asian. The United States Census Bureau’s statistics revealed that Whites represent 81.3%, Blacks represent 5.5%, Hispanics represent 4.9% and Asians represent 7.1% in Evesham Township. Therefore, it was determined that the **Asian** population is underrepresented within the sworn law enforcement ranks of the Evesham Township Police Department.

2023 Racial Demographics





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With this knowledge, special emphasis was placed on reaching out to the above mentioned minority groups when instituting the goals and objectives of the Recruitment Plan. With an objective of recruiting underrepresented minorities, some of the Recruitment Plan's activities included notifying minority-focused organizations, local civic groups and associations, New Jersey Municipal Police Academies, and various law enforcement support groups, executive organizations, and on-line resource sites. During the 2023 hiring processes, notification of the employment opportunity and a list of the necessary qualifications were made to the following:

- National Association for the Advancement of Colored People (NAACP)
- National Organization of Black Law Enforcement Executives (NOBLE)
- Hispanic American Law Enforcement Association
- New Jersey Women in Law Enforcement
- Marlton Business Association
- Marlton Rotary
- Marlton Recreation Council
- Evesham Township Town Watch
- Evesham Police Department Police Chaplain Program
- Gloucester / Camden / Atlantic County Police Academies / Alternate Route Programs
- New Jersey State Association of Chiefs of Police (PoliceApp.com posting)
- NJLawman.com
- New Jersey Asian American Law Enforcement Officers Association

A press release was also made and distributed to the numerous media sources and contacts throughout the region announcing the recruitment effort. The employment opportunity was also posted on the Evesham Township Police Department's website, Facebook page and the Township's Cable Access Channel.

The agency also developed a recruitment brochure that was designed to be given out at civic events and career fairs. The two-sided brochure provides an overview of the agency along with the minimum job requirements for employment. The brochure also provides contact information for submitting a resume to the agency. The brochure was made available to members of the community at the various events that members of the agency attended throughout 2023. The events included several Coffee with a Cop & With a Cop events, and related outreach programs. We did attend multiple recruitment events in 2023. Officers attended the Rowan Job Fair and RCBC Job Fair, a Career Fair at the Blue Barn, Edison, NJ Recruiting Event, The Asian American Law Enforcement Association Picnic, and the Cherokee High School Job Fair on December 1st.

The 2023 process commenced in January 2023. A total of 7 officers were hired from 2023 recruiting efforts, 3 Full Time Officer, one SLEOI, one SLEOII and 2 SLEOIII's. This hiring process commenced in May of 2023. Resumes were accepted in person or via traditional and electronic mail. The resumes were then reviewed and a list of qualified applicants were chosen for employment interviews and/or Physical Testing. PT Examinations were conducted for those who were not Police Training Certified applicants in July. Those who passed the fitness test, and applicants who were already PTC certified were scheduled for an initial interview. The first interview panel consisted of the Training Lieutenant, an officer, a detective and a Sergeant. If the applicant



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passed the initial interview they were invited back for a second interview with Executive Command Staff. If the applicant passed the second interview a background investigation was initiated.

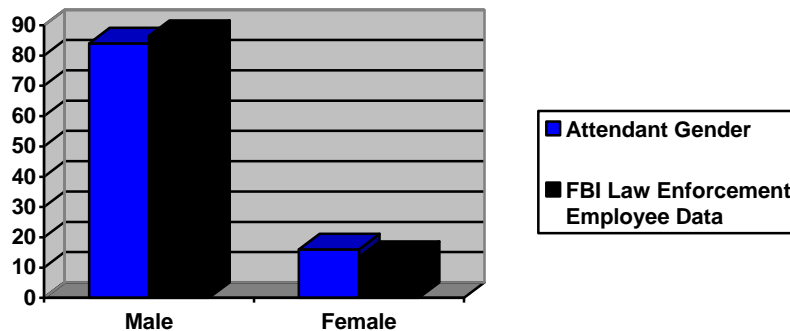
Prior to their scheduled interview, applicants met with a department member to review their resume and confirm that he or she met the minimum job qualification requirements for the agency. The members were available for any questions during the meetings and an overview of the agency was provided to each applicant as a closer look into the history and current state of the department. The meetings also provided the opportunity for the member to ask the applicant what media he or she became aware of the agency hiring process. The most prominent response was social media and the banner placed on Route 73 and Evesham Road and social media.

A concerted effort was made to diversify all aspects of the recruitment and hiring process. This started from diversifying attendance at recruitment fairs all the way to final interviews and background checks. Our physical assessment test was staffed by a diverse contingent of certified fitness instructors from our agency. Interviews were also conducted by members of our agency of varying races, genders and seniority levels. This approach was well received by applicants and members of our agency.

Applicant Gender Comparison for Available Workforce Nationwide

A total of 50 applicants met the minimum job requirements and made application during the 2023 recruitment processes. For comparison purposes, of the 50 applicants, we have a known gender for this comparison. 42 (84%) were males and 8 (16%) were female. These numbers are representative of Federal Bureau of Investigation’s Law Enforcement Employee Data, which reveals that males represent 86.5% and females represent 13.5% of the available workforce population for law enforcement (trained Police Officers).

2023 Recruitment Gender Demographics



Applicant Race Comparison for Available Workforce Nationwide

The racial breakdown of the persons who participated in this process, 50 applicants, 30 (60%) were White, 13 were Black (26%), 4 were Hispanic (8%) and 3 were Asian (6%). These numbers for Whites was not representative of the United States Bureau of Labor Statistics demographics of available workforce (trained Police Officers), which indicate that Whites represent 83.3% of the population. Our applicant pool exceeded the Census Bureau’s statistic for Black applicants which shows that Black officers represent 11.5% of the

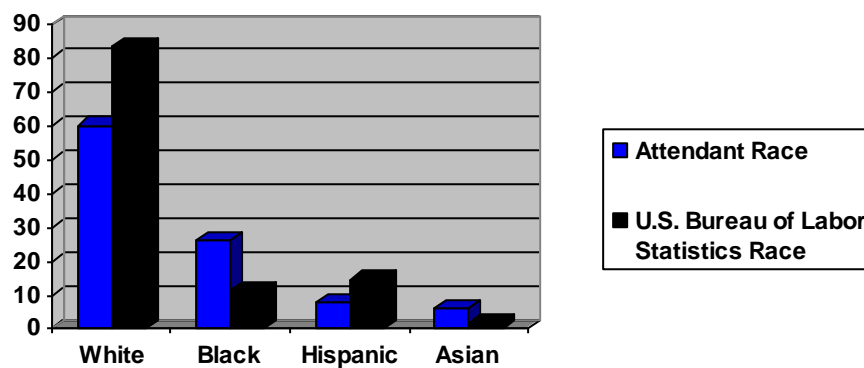
Evesham Police Department



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available workforce and 27.7% of our applicants were Black. The number of Hispanic applicants was not representative for United States Bureau of Labor Statistics for available workforce demographics (trained Police Officers), which indicate that Hispanic officers represent 14.6% of the population. The numbers for Asian applicants exceeded the representation of the United States Bureau of Labor Statistics for demographics, which indicate that Asian officers represent 1.6% and 6.3% of our applicants were Asian.

2023 Recruitment Racial Demographics



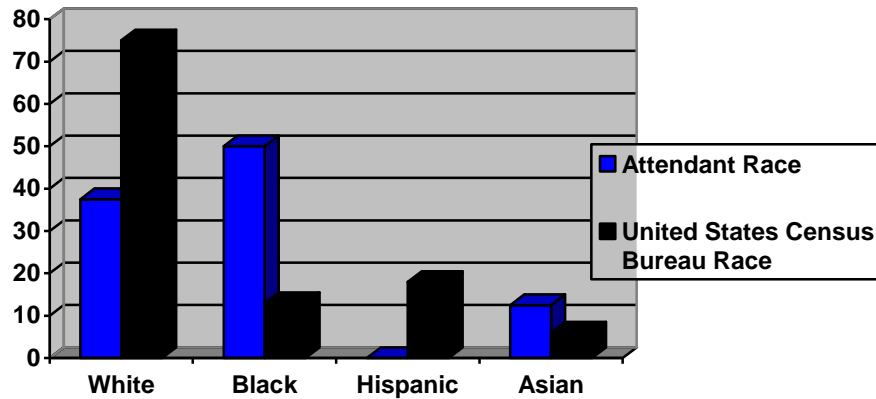
Of the 50 applicants that participated in the hiring process, a total of 16 were invited to move onto the next phase and complete a Personal History Questionnaire. Of those 16 applicants, 14 were male and 2 were female. Of the 16 applicants, 7 were white, 2 were Hispanic, 6 were Black and 1 was Asian. The applicants were advised to complete the packets and make an appointment to return the same to the agency within two weeks. Three of the applicants that were provided a Personal History Questionnaire withdrew from the process during the background investigation, after opting to not continue in the hiring process. The remaining 13 applicants did return their packets. These packets along with the applicant’s resumes were reviewed all 13 applicants were chosen to proceed to the next step of the hiring process, which was the background investigation. Of the 13 applicants, 5 applicants were White, 1 was Hispanic, 6 were Black and 1 was Asian.

During the course of 2023, background investigations were conducted on the 13 chosen applicants during their respective process. As a result of the background investigations, 7 applicants were provided with offers of employment. Two applicants filled SLEOIII openings, one applicant filled a SLEOI opening, one applicant filled a SLEOII opening and three applicants filled full time officer openings. Of the 7 applicants that were chosen for hire 2 (28.5%) were White, 4 were Black (57.1%), and 1 was Asian (14.2%). Of the 7 applicants that were chosen for hire 6 (85.7%) were male and 1 (14.2%) was female.

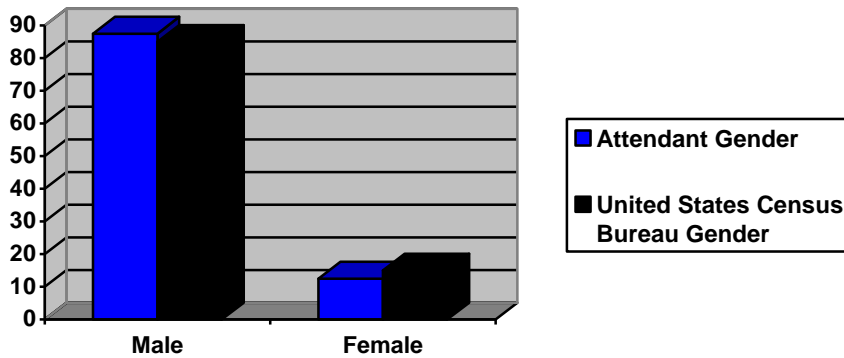


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2023 Hiring Racial Demographics



2023 Hiring Gender Demographics



The 2023 recruitment and hiring process was successful in accomplishing the agency goal in identifying and recruiting the most qualified candidates for employment. In 2023, the recruitment was successful in attracting a diverse variety of applicants. Going forward we need to continue to improve recruitment of the Asian population, which in turn will assist the department in working toward its long-range goal of employing a full-time sworn workforce that is representative of the overall community. The demographics of the persons who responded to the recruitment process in 2023 and were subsequently hired by the agency are in disproportion to the United States Census Bureau's demographics of the available population, however disproportion leaned towards the hiring of minority candidates. **The 2024 Recruitment Plan will reflect efforts planned to remediate any underrepresented populations in the candidate pool for all 2024 recruitment efforts.**



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When considering the demographics of the persons who applied for employment within the last five years, it is evident that agency focus on minority recruitment has proven successful in drawing a larger and more diverse applicant pool, as illustrated in the chart below.

Year	White Male	Black Male	Hispanic Male	Asian Male	White Female	Black Female	Hispanic Female	Asian Female
2019	41	5	6	1	3	0	1	1
2020	20	0	2	0	0	0	0	0
2021	118	14	14	8	8	3	3	2
2022	66	9	12	4	9	1	1	0
2023	24	13	4	1	6	0	0	2

Other than 2020, we had some success in the agency’s recruitment efforts. Significant strides continue to be made to not only reach out to minority-focused and community groups but to also inform the more recently trained and always growing pool of qualified members of the community that possess the agency minimum employment requirements. During 2020, we experienced a worldwide pandemic, this could be a reason why our number of applicants decreased during the 2020 recruitment process. During the hiring process applicants were asked how they received knowledge about the employment opportunity with the agency. This was done in order to gauge which forum was the most effective in dispersing the information so that this knowledge can be used in future recruitment and hiring processes. In doing so, it was revealed that the majority of the applicants learned about the employment opportunity via the Evesham Township Police Department’s website and Facebook pages, our recruitment banner placed on Route 73 and word-of-mouth.

Overall, the above mentioned recruitment and hiring efforts during the year 2023 were well orchestrated and are a true reflection of the Evesham Township Police Department’s commitment towards creating a more diverse sworn workforce which ultimately will allow us to better serve the community. During the 2023 recruitment process we hired 1 Asian Female and 1 Black male. A second Black male was, who served as a SLEOI for our agency, was also hired as a full time police officer. All three are currently enrolled in the Camden County Police Academy, which started on January 15, 2024 and will contribute to a more diverse agency. Our agency continues to make use of all the available traditional means along with social media resources that are available to reach the target population. As of this time, the only suggestion is to strive to recruit more Asian candidates, in an attempt to further diversify the agency. Our efforts during the 2023 recruitment process were successful in drawing Asian applicants, however the majority of the Asian applicants failed to pass the Physical Assessment Test. Furthermore, efforts to attract recruits from the Hispanic population will be outlined in the 2024 Recruitment Plan, due to low attendance during the 2023 recruitment process.



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Data Sources:

<https://cde.ucr.cjis.gov/LATEST/webapp/#>

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The [UCR Program](#) provided updated data for **2022** on **October 16, 2023**.

2022 Law Enforcement Employees Data DOWNLOAD

Law Enforcement Employees Data

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