



Adam Tilger
Chief of Police

Delanco Police Department
770 Coopertown Road
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Phone 856-461-0357 / Fax 856-461-0348
www.delancotownship.com



Basil Warren II
Lieutenant of Police

Delanco Township Police Department **Recruitment Plan**

GOALS AND OBJECTIVES:

The goal of the Delanco Township Police Department recruitment efforts is directed toward the goal of hiring candidates that best fit the needs of the positions and to achieve a sworn work force that is representative of the composition of our community. This agency will make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. The goals and objectives will be accomplished through various recruitment activities listed in the Recruitment Activities section of this plan.

GENERAL:

The Delanco Township Police Department is a New Jersey Civil Service Commission jurisdiction and must adhere to New Jersey State Statutes and Administrative Code in its recruitment and selection process. Delanco Township Police Department has a residency preference in all hiring matters. Applicants must be a bona fide resident of the township of Delanco at the time of the closing date of the New Jersey Civil Service Commission Law Enforcement Officer Test. Once Delanco residents have been exhausted from the Civil Service Certification List, Burlington County residents are then provided with preference. If the County list is exhausted, applications will be open to residents of the State of New Jersey. The Chief of Police is responsible for the Recruitment Plan.

The Township of Delanco has adopted the provisions of N.J.S.A.11A:4-1.3 which authorizes the appointment of entry level police officers, who have not passed the Civil Service Examination, but who have successfully completed a Basic Course for Police Officers, at a school approved



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and authorized by the New Jersey Police Training Commission, to bypass the Civil Service hiring process and be exempted from the Civil Service testing process.

Additionally, N.J.S.A.11A:4-1.3 allows the hiring of any candidate as a temporary entry level officer who then must complete a Basic Course for Police Officers within nine months of hire as a temporary entry level officer before receiving a probationary appointment. There is no township of Delanco residency requirement.

Currently employed law enforcement officers, from a Civil Service agency, are only eligible for hire utilizing the Civil Service Intergovernmental Transfer program. Currently employed law enforcement officers, from a non-Civil Service agency, are not eligible for hire under the provisions of N.J.S.A.11A:4-1.3. The Township of Delanco is an equal opportunity employer in all facets of the personnel process.



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CURRENT DEMOGRAPHICS:

The demographic composition of the service area and agency are represented in the following table:

Delanco Township						
Data is based on the 2020 Census Count	POPULATION		CURRENT SWORN OFFICERS TOTAL		CURRENT SWORN FEMALE OFFICERS	
	#	%	#	%	#	%
RACE / ETHNICITY						
WHITE	3312	68.6%	11	85%	0	0%
BLACK or AFRICAN AMERICAN	832	17.2%	1	8%	0	0%
HISPANIC - ANY RACE	382	7.9%	1	8%	0	0%
AMERICAN INDIAN OR ALASKA NATIVE	0	0%	0	0%	0	0%
ASIAN	82	1.6%	0	0%	0	0%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0	0%	0	0%	0	0%
SOME OTHER RACE	0	0%	0	0%	0	0%
TWO OR MORE RACES	0	0%	0	0%	0	0%



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TOTAL	4824		13	100%	0	0%
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It should be noted that the above data are estimates derived from the United States Census Bureau.

DEFICIENCIES:

In review of the demographic composition in comparison of the sworn personnel, the Delanco Township Police Department has identified three (3) deficiencies related to maintaining our demographic balance of sworn officers:

- We do not have any female officers (Current national standard for female law enforcement officers is 13% (according to the Bureau of Justice Statistics).
- One (1) Black or African American police officer which is an under representation of the demographics of our service population.
- One (1) Hispanic officers which is an under representation of the demographics of our service population.

RECRUITMENT ACTIVITIES:

ACTIVITY #1: Identify and maintain contact with local minority organizations and social support groups including, but not limited to educational, religious, ethnic, racial, and gender-based organizations. Activities include, but are not limited to:

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attend career fairs in the township and Burlington County.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.



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- Make maximum use of the Delanco Township website to attract qualified candidates to the agency.
- The following information should prove useful when participating in recruitment activities: Recruitment/informational brochures, current contractual agreements, and General Employment Applications.

ACTIVITY #2: Solicit interested candidates from the local police academies who are enrolled or graduates of the Alternate Route or Class II Special Officer Training program.

ACTIVITY #3: Advertise on the Delanco Township Police Department’s *Facebook* page and other social media platforms, as well as any other appropriate media market, for persons meeting eligibility requirements.

ANNUAL REVIEW, EVALUATION, 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.

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

The reporting form can be found at:



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<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>