



Mantua Township Police Department

Proudly serving Mantua Township and Wenonah Borough



405 Main Street

Mantua, NJ 08051

mantuapd@mantuatownship.com

Phone (856) 468-1920

Fax (856) 464-0837

Darren E. White
Chief of Police

Arthur D. Hayes
Lieutenant

William D. Murphy
Captain

Brian J. Hauss
Lieutenant

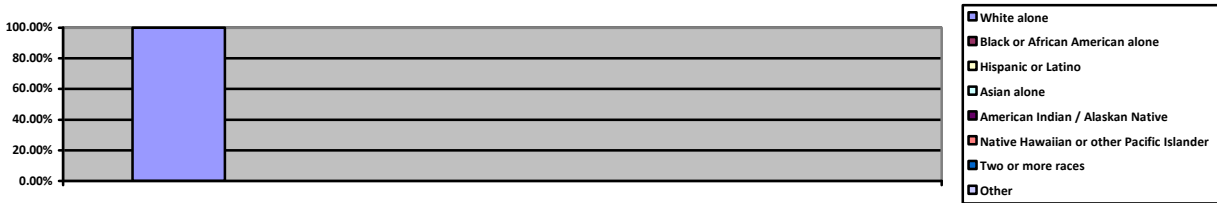
GOAL AND OBJECTIVES:

To attract qualified individuals who wish to pursue a career with the Mantua Township Police Department (MTPD). Through active recruiting activities and a fair selection process, we will make a good faith effort to achieve an overall racial and gender composition of the department that is comparative to the service population of the MTPD.

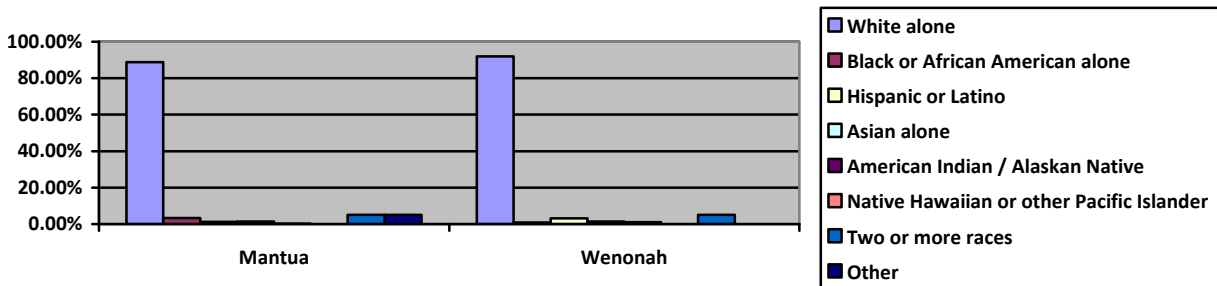
GENERAL:

The MTPD is subject to the provisions of New Jersey Statutes Annotated 40A:14-118, et seq, New Jersey State Association of Chiefs of Police (NJSACOP) accreditation best practices, and municipal ordinances in all facets of the recruitment and selection process. The MTPD recruits from a candidate pool open to all residents of New Jersey with special consideration given to candidates familiar with Mantua Township and Wenonah Borough

RACIAL MAKEUP OF THE MTPD



RACIAL MAKEUP OF MANTUA TOWNSHIP AND WENONAH BOROUGH:





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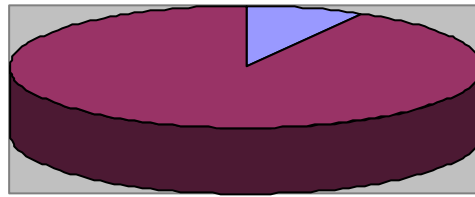
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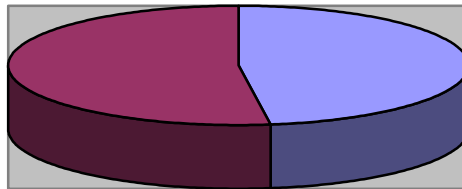
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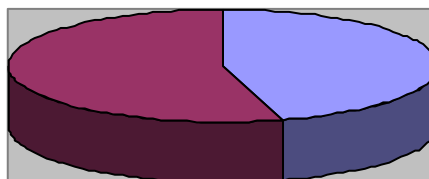
GENDER MAKEUP OF THE MTPD



GENDER MAKEUP OF MANTUA TOWNSHIP



GENDER MAKEUP OF WENONAH BOROUGH





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Evaluation

There is an approximate 10% disparity of the racial makeup of the MTPD compared to the relevant population of our service population. More specifically, the largest underrepresented groups are those of Black/African American and Hispanic descent. This population is approximately 3% of our total population but 0% of our total department.

The MTPD has been working to address this representation in several ways that are described below and have been codified in MTPD standard operating procedures for a considerable time.

Although the timeframe for accomplishing.

Method

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.

1. Job Announcements
 - a. The following system will be used to advertise for job openings:
 - i. If the Chief of Police determines the positions are to be filled by individuals who have already completed the Basic Course for Police Officers or the Alternate Route Basic Course for Police Officers and hold, or are eligible to receive, a New Jersey Police Training Commission issued certificate for a fulltime police officer, then s/he shall send announcements to the police academies in the area that offer such training.
 - ii. If the Chief of Police determines the positions to be filled are open to all persons who meet the stated prerequisites, then s/he shall instruct the hiring designee also to place an advertisement in a newspaper or newspapers serving the local area to cover at least Gloucester County and one surrounding county for a period as deemed reasonable by the Chief of Police or designee.
 - iii. Advertisements and/or notifications deemed necessary to carry out the provisions of the current recruitment strategy shall be arranged by the recruitment officer or his designee and posted at community buildings, shopping areas, educational institutions, houses of worship, and with any other organizations as the recruitment officer deems fit to better increase the chance of receiving applications from a diverse pool of candidates.



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- iv. Announcements shall be posted in conspicuous public areas of the Township Municipal Complex and at other locations that may be identified by the Chief of Police or designee as being beneficial in the recruitment process.
- v. The announcement shall be posted to social media accounts held by the police department.
- vi. The recruitment officer shall ensure that personal contact is made with various community groups and religious leaders within the township to advise them of the opening in the police department.
- vii. The MTPD shall actively participate in the Gloucester County Law Enforcement Diversity Recruitment Initiative. This website was developed to be a central point of access for all law enforcement employment opportunities in Gloucester County. The website is sponsored by several various civic and minority groups, including the Gloucester County NAACP, the National Organization of Black Law Enforcement Executives (NOBLE), and the Puerto Rican Action Committee of Southern New Jersey and the DOT Organization.
<https://gloucesterpolicerecruitment.org/our-sponsors/>
- viii. The MTPD shall follow the New Jersey Attorney General's Directive for Promoting Diversity in Law Enforcement Recruiting and Hiring - <https://www.nj.gov/oag/dc/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>.
- ix. The MTPD has an active Police Explorer post that fosters and enhances an interest in law enforcement that could be used as a pipeline program for recruitment.
- x. The MTPD may use PoliceApp.com for their hiring processes, which centrally advertises police-related positions nationwide and uses a standardized application process.

Continuing Goals

The MTPD will maintain an active participant in community-oriented events and organizations. Recruitment is a constant activity and should be used year-round, not just when the organization is hiring. All applications made during periods when the department is not actively hiring will be maintained on a list with attempts to contact all applicants starting from one year prior to the job announcement.