



Franklin Township Police Department

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2024 Franklin Township Police Recruitment Strategy

Recruitment Goal: The goal of the Franklin Township Police Department is to attract qualified candidates for employment that will enable the agency to work towards its long term goals of employing a sworn police force that is representative of the overall available workforce in the Township of Franklin regarding ethnic, cultural, racial, and gender makeup.

Current Demographics Township of Franklin based on US Census data July 1, 2021:

White Alone	85 %
Black Alone	8.9 %
American Indian	0 %
Asian Alone	1 %
Pacific Islander Alone.....	0 %
Two or More Races	3 %
Hispanic or Latino	7.5 %
Female	51 %

Franklin Township Police Department Officer Demographics based on January 1, 2024:

White Alone	92.6 % (38 of 41)
Black Alone02 % (1 of 41)
American Indian	0 %
Asian Alone	0 %
Pacific Islander Alone.....	0 %
Two or More Races07 % (3 of 41)
Hispanic or Latino05 % (2 of 41)
Female02 % (1 of 41)

Under Represented Groups-Any racial, ethnic, or gender group that has 15% or greater discrepancy from the Township of Franklin population compared to Sworn Franklin Township Officers:

1. Female-Minimum goal 36% or 13 out of 41 officers
2. Black Alone-Minimum goal 8% or 3 out of 41 officers
3. Hispanic-Minimum goal 7% or 3 out of 41 officers

Legal, ethical, cultural, and ethnic issues associated with recruitment process:

1. Currently there is a nationwide shortage of police recruits due to a wide array of political, social, and economic reasons. Including but not limited to negative media coverage, increased violence against police officers, and a decrease in financial incentives to become police officers.
2. Historically Franklin Township Police Department's hiring process requires that a candidate previously attended a NJ Police Training Commission approved police academy and be in possession of a Basic Police Officer or Special Law Enforcement Class II Certification. This requirement may eliminate a large portion of people who come from a lower economical background. The lack of financial resources may prevent them from finding adequate housing, transportation, and pay for any out of pocket tuition cost.
3. The Franklin Township Police Department is an Equal Opportunity Employer. Once hiring standards are announced we should not deviate from said standards to try and accommodate any one particular candidate.

Characteristics likely to disqualify certain candidates:

1. Criminal Background
2. Domestic Violence History
3. Suspended/No Driver's License
4. Mental or Physical Disability
5. Poor Work History
6. Drug/Alcohol History
7. Inappropriate Social Media Posts
8. Poor Personal and Professional Reputation
9. Violent Tendencies
10. Subpar Physical Condition
11. Age Disqualification 35 years or older

Successful recruitment programs utilized by Law Enforcement Agencies:

1. Social Media
2. Brochures about agency and steps to take to enter Law Enforcement Career

3. Attendance at Career Days and Hiring Expos
4. Attendance and Outreach at Community Events
5. Attendance and Outreach at Faith Based Events
6. Attendance and Outreach at Minority Community Functions
7. Direct Recruitment-Home visits, phone calls, etc....
8. Presence at College, University, and Police Academy Classes whether it be speaking engagements, flyers, or brochures.

2024 Analysis of Franklin Township Police Department Applicant Data (as of 5/17/2024)

Total Applications received... 79

White Alone..... 65
 Hispanic or Latino 5
 Male..... 73
 Black Alone 9
 Female 6

Total Applicants hired

White Alone..... Process Pending
 Hispanic or Latino..... Process Pending
 Male..... Process Pending
 Black Alone..... Process Pending
 Female..... Process Pending

Total Career Days and / or Hiring Expos Attended = 1

-02/2024 Attended Rowan University Career Fair

Total Community Event Functions Attended = 0

Direct Recruitment = 5

-02/2024- Attended Rowan University Job Fair and spoke to several candidates including minorities

-05/16/2024- Attended a speaking engagement at Delsea Regional High School and spoke to the class about recruitment