



**BURLINGTON TOWNSHIP POLICE DEPARTMENT**  
**851 Old York Rd.**  
**Burlington, New Jersey 08016**  
**2021 RECRUITMENT PLAN ANALYSIS**



The following constitutes the 2021 analysis of the Burlington Township Police Department Recruitment Plan effective January 1, 2018-December 31, 2022 as established by Public Safety Director Bruce Painter.

**CIVIL SERVICE COMMISSION CONSTRAINTS**

The Burlington Township Police Department is a Civil Service agency and is subject to the rules governing public employment contained within Title 4A of the New Jersey Administrative Code. These rules, which are adopted and amended by the Civil Service Commission, describe the "do's and don'ts" of public employment for job applicants, employees and employers. Furthermore, it is the Civil Service Commission, and not the police department, that formulates and administers the written examinations for all sworn positions within the department. The Civil Service Commission schedules the tests in accordance with their policies and not at the request of the department. The department has no input on the testing process and is only notified when a test will be administered and when the results have been released. Lastly, the department is constrained by the Civil Service Commission "Rule of 3" when hiring and/or promoting individuals.

**ENTRY LEVEL TESTING/APPLICATIONS**

For our most recent hiring process, the police department received a certification dated June 21, 2021 listing those individuals that were eligible for appointment based upon their test performance and residency within Burlington Township. (It should be noted that the Civil Service certification does not provide information regarding race or gender on the certification.)

The top 30 individuals listed on the June 21, 2021 certification were summoned to the police department for an orientation session on July 19, 2021 so they could be included in the 2021 hiring process. Only 20 of the 30 summoned individuals appeared for orientation. Several individuals withdrew from the process either before or shortly after the orientation session for various reasons (i.e. did not want to submit to such a thorough and invasive background investigation process, dealing with personal issues that prohibited them from taking on a full-time police officer position, etc.) Only 8 individuals submitted to the department's full application, background process, and oral board interviews.

The Burlington Township Police Department only considers those individuals that submit to a full application and background process as "applicants" when analyzing its recruitment efforts. The primary reason for this is that the department does not truly have any impact on the selection of a police officer candidate until this step in the process. In addition, the department does not even know an individual's race or ethnicity until he/she submits a full application and background packet. Individuals are not required to disclose this information when they take the Law Enforcement Exam that is administered by the Civil Service Commission. Lastly, the department could guess an individual's race and ethnicity during the orientation based upon visual observation. However, such an endeavor would be purely speculative and is, therefore, avoided.

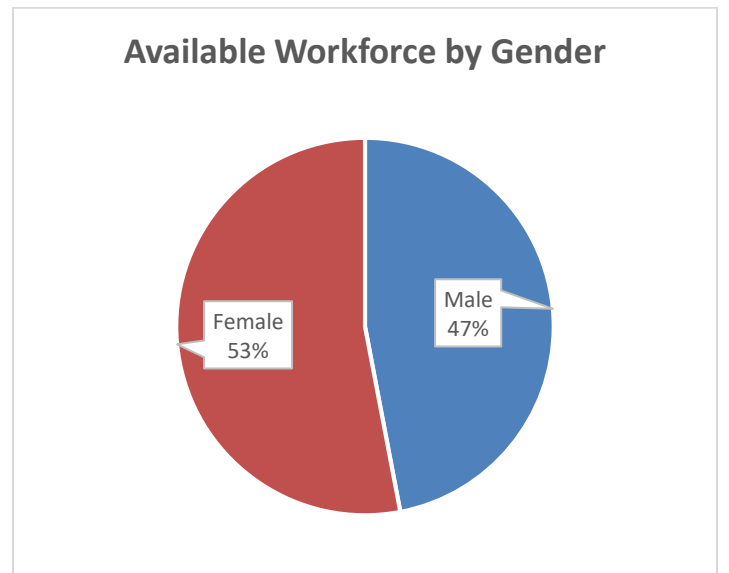
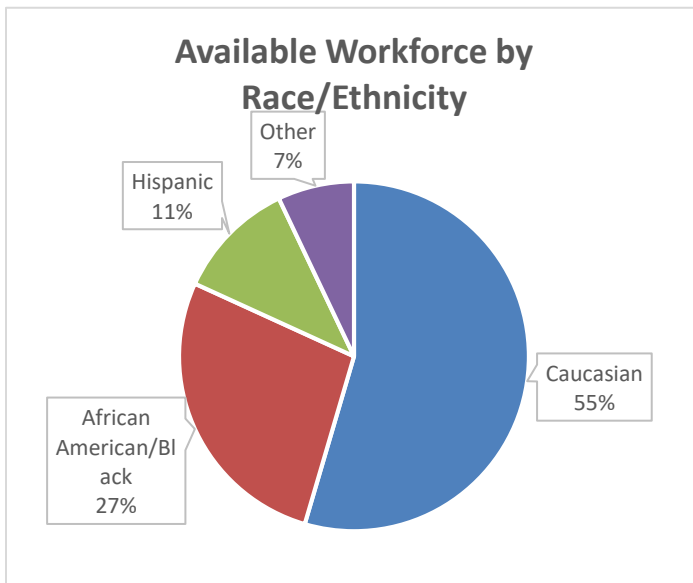
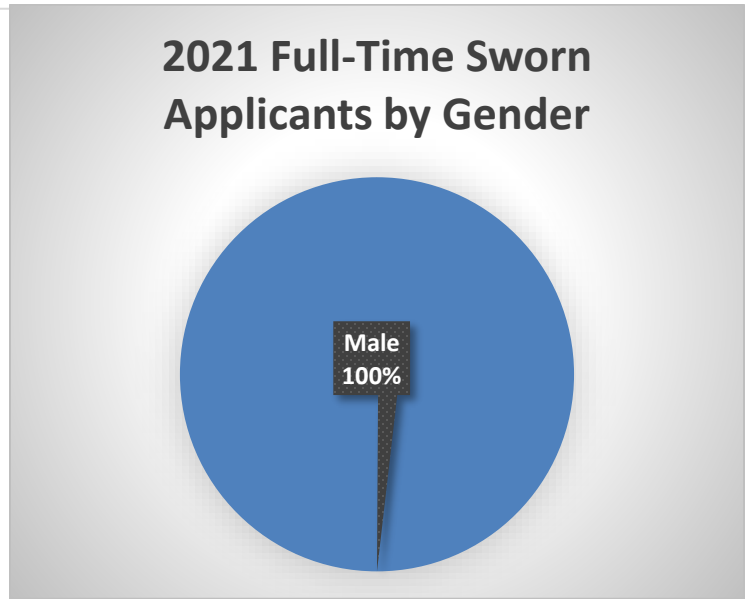
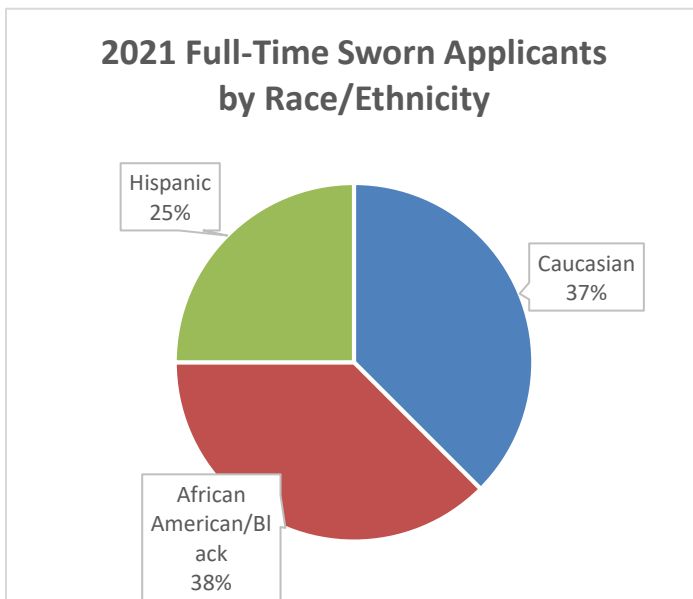


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**DEMOGRAPHIC DATA**

The following charts depict the racial/ethnicity and gender breakdown of the 8 full-time sworn applicants the Burlington Township Police Department had in 2021 in comparison to the racial and gender breakdown of the available workforce based upon Census estimates.





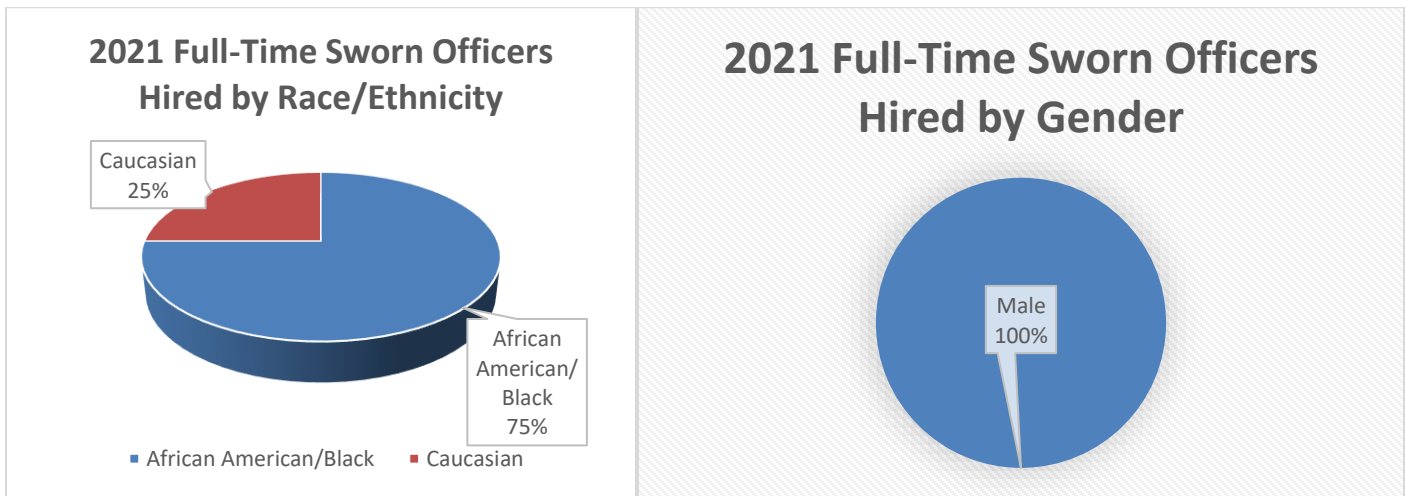
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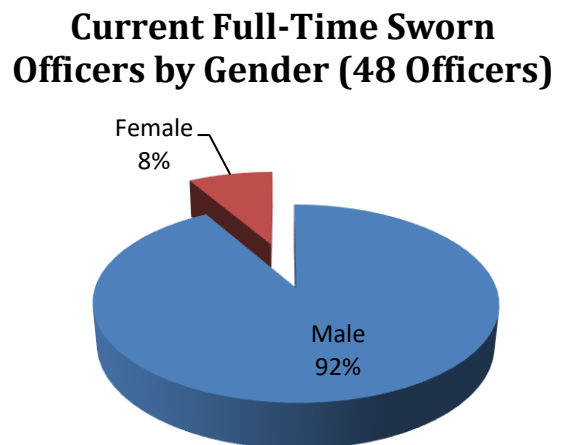
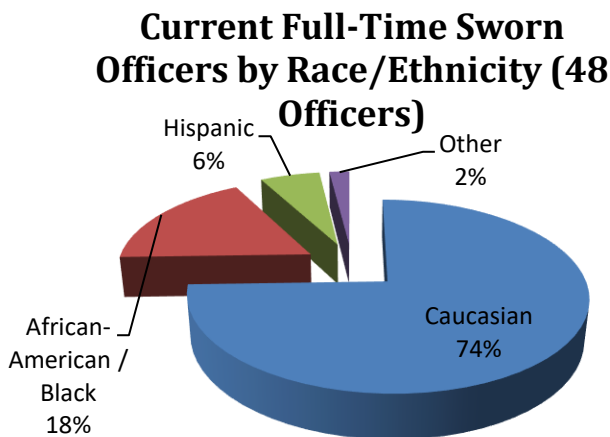
The Burlington Township Police Department hired a total of four entry level full-time sworn officers on December 3, 2021 (Badge #'s 121, 122, 123, 124). All four were placed in the Basic Course for Police Officers in Atlantic County.

The following charts depict the racial/ethnicity and gender breakdown of the four full-time sworn officers hired by the Burlington Township Police Department in 2021



On December 31, 2021, the Burlington Township Police Department had a total of 48 full-time sworn officers, and the charts below depict the racial/ethnicity and gender breakdown of those officers.

**UPDATE CHARTS**





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**PROGRESS TOWARD STATED RECRUITMENT OBJECTIVES IN 2021**

The objectives that PSD Painter enumerated in his Recruitment Plan are as follows:

- Enhance recruitment efforts to attract highly qualified candidates who have a general understanding of service-oriented policing and how the responsibility/expectation of police officers will evolve in the future.
- Enhance recruitment efforts to attract female and minority employees to better represent the available workforce in our community.
- Assure that female and minority employees receive equal promotional opportunities.

The Community Resources Bureau is the organizational component that is most involved in the department’s recruiting efforts. Again, due to the constraints of Civil Service, the department’s recruiting efforts for full-time sworn positions are essentially limited to encouraging any interested parties (ideally minorities and females) to take the LEE. The department solicits the help of current female and minority employees to recruit viable candidates and represent the department in a positive manner within the community. The department makes a point to attend job fairs and other events in order to promote the department, and it works with community partners, e.g. the school district via the School Resource Officers and local churches via our chaplain program. Lastly, the department maintains a robust internship program that allows college level students to intern with the department in the hopes that they will pursue a career with the Burlington Township Police Department.

Below are some of the events from 2021 during which the Community Resources Bureau and/or other members of the department conducted recruiting efforts and/or positively represented the department in a setting where potential candidates may be, COVID pandemic notwithstanding:

- January 19th: BTPD / BTSD Know Your Rights Presentation 1730-1930 (Virtual)
- January 21<sup>st</sup> Burlington County Reentry Task Force Meeting 1230-1330 (Zoom Virtual)
- February 2<sup>nd</sup> DVRT Team Meeting (Burlington Twp. PD)
- February 5<sup>th</sup> DV Working Group Meeting (Zoom Virtual)
- February 15<sup>th</sup> Community COVID-19 Q & A with Dr. Todd Schachter (Zoom Virtual)
- February 16<sup>th</sup> Faith Based Roundtable Special COVID-19 Meeting (Google Meet Virtual)
- February 17<sup>th</sup> Willow Pointe & Belmont Homes Community Meeting (Zoom Virtual)
- February 18<sup>th</sup> Burlington County Reentry Task Force Meeting (Zoom Virtual)
- February 18<sup>th</sup> BTPD Social Justice Committee Meeting (Zoom Virtual)
- February 22<sup>nd</sup> Burlington Township Food Pantry Meeting (BT Food Pantry Parking Lot)
- March 11<sup>th</sup> Women’s History Month Social Media Post Collaboration (Burlington Twp. PD)
- March 11<sup>th</sup> BTPD Legalized Marijuana Presentation for BTSD (Google Meet Virtual)
- March 18<sup>th</sup> Burlington County Reentry Task Force Meeting (Zoom Virtual)
- March 25<sup>th</sup> BTPD and BTSD Superintendent Meeting (Google Meet Virtual)
- April 1<sup>st</sup> Rowan University Career Fair (Zoom Virtual)
- April 1<sup>st</sup> Rowan University (We Are One Team) Event (Zoom Virtual)



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- April 8<sup>th</sup> BTPD Senior Fraud & Scams Seminar (Zoom Virtual)
- April 9<sup>th</sup> DV Working Group Meeting (Zoom Virtual)
- April 15<sup>th</sup> Burlington County Reentry Task Force Meeting (Zoom Virtual)
- April 15<sup>th</sup> BTPD Social Justice Advisory Committee Meeting (Zoom Virtual)
- April 16<sup>th</sup> Shoprite (Burlington) Community Cheerios Box Unveiling Event (Shoprite Burlington)
- April 17<sup>th</sup> Spring Shred It Event (BT Municipal Building)
- April 20<sup>th</sup> Burlington County Hope One Event (Walmart Burlington)
- April 24<sup>th</sup> DEA National Drug Take Back Day (BTPD Lobby)
- April 26<sup>th</sup> CPTED Residential Security Survey (Pilesgrove, NJ)
- May 20<sup>th</sup> Burlington County Reentry Task Force Meeting (Zoom Virtual)
- May 20<sup>th</sup> BTPD Social Justice Advisory Meeting (Zoom Virtual)
- May 7<sup>th</sup> COVID-19 Town hall Recovery & Addiction Services (Virtual Webinar)
- May 19<sup>th</sup> Willow Pointe Office Meeting (Willow Pointe)
- June 4<sup>th</sup> DV Working Group Meeting (Zoom Virtual)
- June 10<sup>th</sup> BTPD Homeless Prevention (Roma Strip)
- June 11<sup>th</sup> Special Olympics Torch Run (Route 130 Southbound)
- June 9<sup>th</sup> Progressive Walk to Freedom (Green Acres II)
- June 12<sup>th</sup> DV Working Group Meeting (Virtual Zoom Meeting)
- June 17<sup>th</sup> Burlington County Reentry Task Force Meeting (Zoom Virtual)
- June 18<sup>th</sup> DVRT Meeting (BT Community Room)
- June 22<sup>nd</sup> DVRT Meeting (BT Community Room)
- July 13<sup>th</sup> Kona on Patrol (Various Community Locations)
- July 15<sup>th</sup> BTPD Chaplain & Social Justice Advisory Committee Meeting (BT Community Room)
- July 15<sup>th</sup> Burlington County Reentry Task Force Meeting (Zoom Virtual)
- August 3<sup>rd</sup> NNO Events Skimmer Field, Station 302 & Station 303 (Various Locations)
- August 5<sup>th</sup> DVRT Meeting (BT Community Room)
- August 6<sup>th</sup> DV Working Group Meeting (Zoom Virtual)
- August 10<sup>th</sup> Masonic Home Senior Fraud & Scam Presentation (Masonic Home)
- September 16<sup>th</sup> Burlington County Reentry Task Force Meeting (Fountain of Life Center)
- September 17<sup>th</sup> Help Bag Hunger Event (Shoprite Burlington)
- September 18<sup>th</sup> Burlington Township Fishing Derby (Sylvan Lakes Complex)
- September 27<sup>th</sup> Cub Scouts Pack-10 Tour of BTPD (BTPD)
- September 28<sup>th</sup> Hope One Event (Walmart Burlington)
- September 30<sup>th</sup> BTPD Social Justice Advisory Meeting (Zoom Virtual)
- October 1<sup>st</sup> DV Silent Witness Event (RCBC Mount Laurel)
- October 9<sup>th</sup> Coffee with a Cop Event (7-11 Columbus Road)
- October 16<sup>th</sup> Burlington Township Shredder Event (BT Municipal Center)
- October 17<sup>th</sup> Peak Center Trunk or Treat Event
- October 21<sup>st</sup> Burlington County Reentry Task Force Meeting (Fountain of Life Center)
- October 23<sup>rd</sup> DEA National Drug Take Back Day (BTPD Lobby)



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- October 24<sup>th</sup> Burlington Township Church of the Nazarene Truck or Treat (Church of the Nazarene)
- November 7<sup>th</sup> Shoprite Handcuff Hunger Drive Event (Shoprite Burlington)
- November 18<sup>th</sup> Coffee with the Chaplains (BT Community Room)
- November 18<sup>th</sup> Burlington County Reentry Task Force Meeting (Fountain of Life Center)
- December 3<sup>rd</sup> DV Working Group Meeting (Zoom Virtual)
- December 5<sup>th</sup> Burlington Township Community Menorah Lighting (Silver Dental)
- December 7<sup>th</sup> United Hearts Islamic Academy Tour of BTPD (BTPD)
- December 7<sup>th</sup> DVRT River Creek Meeting (Zoom Virtual)
- December 9<sup>th</sup> BTPD Chaplain's Meeting (BT Community Room)
- December 11<sup>th</sup> Odd Fellows Cemetery Teddy Bear Giveaway (Odd Fellows Cemetery)
- December 14<sup>th</sup> Hope One Event (Walmart Burlington)
- December 16<sup>th</sup> Target / FOP 84 Family in Need Christmas Shopping Event (Target Burlington)
- December 21<sup>st</sup> BTPD Delivered Food Donations from Shoprite Burlington to BT Food Pantry
- January 23<sup>rd</sup>: Coffee with Burlington Township Community Leaders (Dunkin Route 541)
- February 8<sup>th</sup>: Coffee with a Cop (7-11 Columbus Road)
- February 26<sup>th</sup>: Shoprite Ending Hunger Event (Shoprite Burlington)
- June 1<sup>st</sup>: George Floyd Protest Event (Green Acres II)
- June 2<sup>nd</sup>: DVRT Team Meeting (BTPD Community Room)
- April 9<sup>th</sup>: Law and Justice Career Fair (Rowan University Glassboro Township)
- May 4<sup>th</sup>: 2019 Philadelphia Diversity Career Fair (Girard College Philadelphia PA)
- June 1<sup>st</sup>: CIT Promotional Event (Shoprite Burlington)
- June 6<sup>th</sup>: George Floyd Protest Event (IFO Verizon Store)
- June 9<sup>th</sup>: Progressive Walk to Freedom (Green Acres II)
- June 18<sup>th</sup>: COVID-19 Town Hall Standing Up to Hate & Combatting Bias 0800-1100 (Virtual Webinar)
- July 11<sup>th</sup>: Free Slurpee Day (7-11 Columbus Road)
- July 13<sup>th</sup>: Coffee with a Cop (7-11 Columbus Road)
- July 30<sup>th</sup>: Bike with a Cop Event (Sunset Ridge & Rancocas Estates)
- July 31<sup>st</sup>: Community Relations Meeting (Virtual Google Meet)
- August 6<sup>th</sup>: Kona on Patrol (Various Community Locations)
- August 11<sup>th</sup>: Mr. Softee Pop-Up Event (Various Community Locations)
- August 20<sup>th</sup>: Bike with a Cop Event (Wawa Salem Road)
- August 27<sup>th</sup>: Social Justice Town Hall Meeting (Virtual Zoom Meeting)
- September 18<sup>th</sup>: Help Bag Hunger Event (Shoprite Burlington)
- October 13<sup>th</sup>: Hope One Event (Walmart)
- October 22<sup>nd</sup>: BTPD Social Justice Committee Meeting (Virtual Zoom Meeting)
- October 22<sup>nd</sup>: Critical Conversations Equity in Education (Virtual Zoom Meeting)
- November 4<sup>th</sup>: Social Justice Seminar "Know Your Rights" (Virtual Zoom Event)
- November 19<sup>th</sup>: BTPD Social Justice Committee Meeting (Virtual Zoom Meeting)
- November 19<sup>th</sup>: Know Your Rights Critical Conversations Event (Virtual Google)



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- December 7<sup>th</sup>: Meet Event) BTPD Chaplain’s Meeting (BTPD Conference Room)
- December 14<sup>th</sup>: Hanukkah Menorah Lighting Event (Silver Dental)
- December 15<sup>th</sup>: Target / FOP 84 Family in Need Christmas Shopping Event (Target Burlington)
- December 19<sup>th</sup>: BTPD / Walmart Bicycle Giveaway Event (Walmart Burlington / BTPD)

**OTHER HIRES IN 2021**

Whereas the department is significantly constrained by Civil Service with respect to hiring full-time sworn officers, more latitude does exist when hiring for other positions within the department. In 2020, the department hired:

- Evidence Control Officer: One White Male

**CONCLUSION AND RECOMMENDATIONS FOR REVISION**

The department’s 2021 full-time sworn officer strength is 48, which places us two officers away from PSD Painter’s desired strength of 50. The department continues to recognize the need to attract and hire more minority and female candidates, but recruiting those individuals to apply is difficult considering the constraints of the Civil Service Commission. Additionally, the COVID pandemic significantly impacted the department’s ability to conduct in-person engagement with the community and potential applicants. Although, 2021 started to get back to normal, there were many in person events that were canceled due to COVID. Nonetheless, several members/components of the agency did participate in a handful of events to further our recruitment efforts.

In his plan, PSD Painter outlined several steps he would like the department to utilize to achieve his plan objectives and recruit more minority and female candidates, e.g. vigorous interaction with the police chaplain program, use of school resource officers as positive role models, involvement in community civic groups, robust community outreach initiatives, attendance at local career fairs, etc. Upon reviewing the activity of the Community Resource Bureau during 2021, it appears that the bureau’s members are staying true to PSD Painter’s initiatives and are representing the department well and encouraging community members to join our agency in 2021.

We will continue our recruitment efforts in anticipation of several vacancies being created in 2022 due to retirements.

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Lt. John Bird  
 Administrative Division Commander