



OFFICE OF THE SHERIFF
COUNTY OF GLOUCESTER
STATE OF NEW JERSEY
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2022 GLOUCESTER COUNTY SHERIFF'S OFFICE RECRUITMENT STRATEGY

Recruitment Goal: The goal of the Gloucester County Sheriff's Office is to attract qualified candidates for employment that will enable the agency to work towards its long-term goals of employing a sworn Sheriff's Office that is representative of the overall available workforce in the County of Gloucester regarding ethnic, cultural, racial, and gender makeup.

Current Demographics of the County of Gloucester based on US Census data July 1, 2021:

White Alone	83.0 %
Black Alone	11.2 %
American Indian & Alaska Native Alone	0.3 %
Asian Alone	3.1 %
Native Hawaiian & Other Pacific Islander Alone	0.1%
Two or More Races	2.3 %
Hispanic or Latino	6.7
Female	51.4 %

Gloucester County Sheriff's Office, Officer Demographics based on January 1, 2022:

White Alone	88.2 % (105 of 119)
Black Alone	10.5 % (11 of 119)
American Indian & Alaskan Native	0.00 %
Asian Alone	0.95 % (1 of 119)
Native Hawaiian & Other Pacific Islander Alone	0.95 % (1of 119)
Two or More Races	2.8% (3 of 119)
Hispanic or Latino	1.9 % (2 of 119)
Female	21.9 % (23 of 119)



Under Represented Groups - Any racial, ethnic, or gender group that has 15% or greater discrepancy from the County of Gloucester's population compared to Sworn Gloucester County Sheriff's Officers and Correction Officers:

1. Female - minimum goal 29.5 % increase or 61.7 out of 119 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. The Gloucester County Sheriff's Office is a New Jersey Civil Service Commission Law Enforcement jurisdiction, therefore all phases of recruitment, selection and hiring process for entry level law enforcement positions conform to the rules and regulations established by the New Jersey Civil Service Commission. Entry level exams are conducted exclusively by the New Jersey Civil Service Commission. This system requires that candidates be hired from a certified list supplied by the Commission following a state administered testing process. The Gloucester County Sheriff's Office is limited to the list of qualified candidates provided by the Civil Service Commission.
3. N.J.S.A. 11A:4-1.3 - Certain entry-level law enforcement applicants, exemption from examination requirement
 - a. The Civil Service Commission shall exempt from the requirement to take an examination for an entry-level law enforcement position a person who has successfully completed a full Basic Course for Police Officers training course at a school approved and authorized by the New Jersey Police Training commission.
 - b. The Civil Service Commission shall promulgate, pursuant to the "Administrative Procedure Act," P.L. 1968, c.410 (C.52:14B-1 et seq.), rules and regulations and establish administrative processes that are reasonable, necessary, and consistent with the provisions of this act.
 - c. A municipal or county police department may hire a person, exempt from the requirement to take an examination for an entry-level law enforcement position pursuant to subsection a. of this section, upon adoption of an ordinance or resolution by the governing body authorizing such hiring by the police department and the adoption of a conflict of interest and nepotism policy.
4. The Gloucester County Sheriff's Office 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. Other Non - Discretionary Factors governed by the NJ Civil Service Commission

Recruitment strategies to be utilized by the Gloucester County Sheriff's Office

1. Social Media
2. Brochures about the Gloucester County Sheriff's Office
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.

2022 Analysis of the Gloucester County Sheriff's Office Applicant Data (as of 5/24/2022)

On January 20, 2022 in accordance with the New Jersey Civil Service Commission rules, a list of fifty (50) eligible candidates were requested. Out of the 50 candidates that were notified, 14 replied back that they were interested in employment with the Gloucester County Sheriff's Office.

Total Applications received	14
White Alone	7
Hispanic or Latino	3
Black Alone	4
Asian	1
Male	11
Female	3



Total Applicants Hired

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

Total Career Days and / or Hiring Expos Attended - 1

April 20, 2022 Law Enforcement Day at Rowan University, Glassboro N.J.

Total Community Event Functions Attended - 5

February 28, 2022 - Pitman Women's Club

April 28, 2022 - Take Your Child to Work Day at the Gloucester County Complex, Clayton N.J.

April 29, 2022 - Woodbury Police Department 5K Run/Walk, Woodbury N.J.

May 20, 2022 - Law Enforcement Day at Aura School, Elk Twp., N.J.

May 24, 2022 - Health Fair at Gloucester County Health Department, Washington Twp., N.J.

Direct Recruitment - 1

April 20, 2022 Law Enforcement Day at Rowan University, Glassboro N.J.

Members of the Gloucester County Sheriffs Office Community Relations Unit handed out brochures and spoke to numerous students who were interested in pursuing a career in law enforcement.