



BUTLER POLICE DEPARTMENT

**CHIEF OF POLICE
CIRO CHIMENTO**

MEMO

To: Prosecutor Robert Carroll
From: Chief Ciro Chimento
CC: Chief Christopher Kimker, Lt. Scott Ricker
Date: May 26, 2022
Re: Promoting Diversity Hiring and Promotional in Recruitment Report 2021-2022

Please be advised as per the New Jersey Attorney General's Guideline requiring the promoting of diversity in the hiring and promotional process within law enforcement agencies, I'd like to present you with the following information:

- The Butler Police Department is governed by the NJ Civil Service Commission following the respective directives and guidance in accordance to the NJCSC.
- Appointments for both new hires and promotional candidates are made as vacancies arise within the agency. The Civil Service Commission periodically implements the written examinations for both. Positions for both new hires and promotional candidates are implemented once all eligible candidates take and subsequently ranked if they achieve a passing score. The Rule of Three is taken into consideration before the subsequent candidates go before the various interview panels (Staff Interview, Command Staff Interview, and/or Appropriate Authority Interview).
- As part of the department's ongoing recruitment policy, in addition to adhering to the NJCSC directives, the agency strives for community outreach in an effort to bolster recruitment among the underrepresented members of the community. Command Staff and members of the department participate in various religious, civic, and educational institutions in an attempt to encourage members of the underrepresented communities to consider taking the Civil Service Exam as it becomes available.

- Participation by underrepresented members of the community has slightly increased due to the ongoing recruitment campaign. Of course this effort has been impacted by the Covid 19 Pandemic this past year, department administrators have sought to increase the efforts moving into next year.
- Future immediate goals of this agency are to increase the recruitment of the underrepresented members of the community into the agency by attending more community events both within the Borough, and throughout the County. In addition, department administrators wish to open discussions with the Governing Body in order to allow a resolution to accept non-Civil Service transfers who may be interested in joining the Butler Police Department. Furthermore, the anticipated discussions with the Governing Body will include accepting a resolution/ordinance to consider Alternate Route Candidates that underrepresent the community. The Butler Governing Body has since adopted an ordinance (May 2022) allowing non-civil service candidates who successfully pass a recognized basic police academy course to be considered for employment with the Borough. This will allow officials to seek a more diverse population of police candidates. Further recruitment considerations will be advertising hiring process on social media platforms who promote diversity such as NOBLE, NJ Asian American Police Association, and NJ Women in Policing. Lastly, department administrators will consider updating and bolstering the department website in an effort to attract those underrepresented within the community.

In conclusion, both new hire recruitment as well as promoting those within the agency that underrepresent our community will take precedence moving into 2022. Working together with the community, governing body, and formal/informal leaders of the community will strengthen the Butler Police Department and will strengthen the trust within the Borough of Butler.

CURRENT DEMOGRAPHICS 2021

	SERVICE POPULATION		CURRENT SWORN OFFICERS		CURRENT SWORN OFFICERS FEMALE	
	#	%	#	%	#	%
CAUCASIAN	7023	91.4%	14	87.5%	0	0%
AFRICAN AMERICAN	56	.07%	1	6.2%	0	0%
HISPANIC	1418	18.4%	1	6.2%	0	0%
OTHER	655	8.5%	0	0%	0	0%

TOTAL	7679 100%	16 100%	0 0%
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