



# BUTLER POLICE DEPARTMENT

**ACTING CHIEF OF POLICE**  
**Scott Ricker**

## MEMO

**To:** Prosecutor Robert Carroll  
**From:** Acting Chief Scott Ricker  
**CC:** Chief Christopher Kimker, Lt. Robert Findura, Lt. Jorge Reyes  
**Date:** January 4, 2023  
**Re:** Promoting Diversity Hiring and Promotional in Recruitment Report 2022-2023

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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. In addition, the department has participated in career fairs at the high school level in order to engage pre-college age youth and discuss the possibilities of a career with our department.
- We have met a goal, set in 2022, while working with our governing body, to allow a resolution to accept non-Civil Service transfers who may be interested in joining the Butler Police Department. This included a resolution to consider Alternate Route Candidates that underrepresent the community. In the coming year, our agency would like 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. Lastly, department administrators will consider updating and bolstering the department website as well as social media accounts 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 2023. 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 AS OF 2021 CENSUS**

	<b>SERVICE POPULATION</b>	<b>CURRENT SWORN OFFICERS</b>	<b>CURRENT SWORN OFFICERS FEMALE</b>
	<b>%</b>	<b># %</b>	<b># %</b>
<b>CAUCASIAN</b>	<b>85.0%</b>	<b>14 87.5%</b>	<b>0 0%</b>
<b>AFRICAN AMERICAN</b>	<b>.09%</b>	<b>1 6.2%</b>	<b>0 0%</b>
<b>HISPANIC</b>	<b>24%</b>	<b>1 6.2%</b>	<b>0 0%</b>
<b>AMERICAN INDIAN/ALASKANNATIVE</b>	<b>.1%</b>	<b>0 0%</b>	<b>0 0%</b>
<b>TOTAL</b>	<b>8,116 100%</b>	<b>16 100%</b>	<b>0 0%</b>