




MERCER COUNTY PROSECUTOR'S OFFICE				
VOLUME: 01	CHAPTER: TBD	# OF PAGES: 3		
SUBJECT: Diversity in Law Enforcement Recruiting and Hiring Program				
EFFECTIVE DATE: June 7, 2022	ACCREDITATION STANDARDS:	REVISION DATE:	PAGE #	
UNDER THE AUTHORITY OF: Angelo J. Onofri Mercer County Prosecutor 				
BY ORDER OF: Jessica Plumeri Chief of County Detectives 				
SUPERSEDES ORDER #:				

PURPOSE:

The Mercer County Prosecutor's Office is committed to providing quality law enforcement services for the County of Mercer. In accord with Public Law 2020, c.107, and in compliance with New Jersey Attorney General Guidelines "Promoting Diversity in Law Enforcement Recruiting and Hiring," issued December 7, 2021. Prosecutor Onofri and Chief Plumeri strive to recruit the most qualified candidates for openings within the agency that are diverse and representative of the population of Mercer County.

As expressly required by the public law, each law enforcement agency in the state shall establish a program in furtherance of the goal of the agency being comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting. Each agency shall make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity.
<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

GENERAL:

The Mercer County Prosecutor's Office is not governed by the rules of the Civil Service Commission. The office recruits from a candidate pool open to all residents of the state of New Jersey.

Mercer County is an equal opportunity employer in all facets of the personnel process.

Current Demographics
(as of 12/21)

	<i>Service Population (Mercer County)</i>	<i>Current Sworn Officers (All) MCPO</i>	<i>Current Sworn Officers Male MCPO</i>	<i>Current Sworn Officers Female MCPO</i>
<i>Caucasian</i>	43.5%	40 - 64.5%	34 - 54.8%	6 - 9.6%
<i>African-American</i>	18.7%	11 - 18%	7 - 12.9 %	4 - 6.4%
<i>Hispanic or Latino</i>	21.7%	9 - 14.5%	5 - 8 %	4 - 6.4%
<i>Asian</i>	12.5%	0 - 0%	0%	0%
<i>Other Race</i>	3.6%	1 - 1.6%	1 - 1.6%	0%

***** Service Population data is from the U.S. Census Bureau as of July 1, 2021. Please see links below for further information *****

Demographic data for local populations is available at the U.S. Census website:
<https://data.census.gov/cedsci/>.

Additionally, the following URL links to a pre-filtered table on the Census website that shows data for the adult population of all New Jersey municipalities and counties.
<https://data.census.gov/cedsci/table?q=hispanic%20or%20latino%20and%20not%20hispanic%20or%20latino%20by%20race&g=0400000US34,34%240500000,34%24160000&tid=DECENNIALPL2020.P4&hidePreview=true>.

GOALS AND OBJECTIVES:

The goal of the Mercer County Prosecutor’s Office is to attract qualified candidates to pursue a career with the office. The objective is to compose an organization that reflects the overall racial and gender composition of the community we serve. The Mercer County Prosecutor’s Office will make a good faith effort to recruit members of underrepresented group(s). The goals and objectives shall be accomplished through the various recruitment activities specified herein.

RECRUITMENT:

The Mercer County Prosecutor's Office will continue to identify and maintain contact with local minority organizations and social groups, including but not limited to religious, educational, racial, ethnic and gender-based organizations.

The office will continue to utilize current employees and staff as recruiters when attending job fairs and community events. Staff shall provide informational brochures along with recruitment materials when attending such events. The office will utilize our website and social media accounts to announce career opportunities.

REVIEW, EVALUATION AND REPORTING:

The Chief of Detectives, or her designee, shall conduct an annual review of the recruitment plan to ensure the listed goals and objectives are being met.

Per the public law, all necessary data will be compiled and reported to the Office of the Attorney General.