

## Office of the Governor

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### NEWS RELEASE

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### **Whitman and State Police Announce Start of New Training Class Selection, Launch Public Awareness Campaign to Recruit Qualified Candidates**

Gov. Christie Whitman today announced the beginning of the candidate application process for a new New Jersey State Police recruit training class and unveiled a statewide public awareness recruiting campaign designed to encourage candidates from all backgrounds to apply to join the force.

"We're looking for scores of outstanding men and women to form the next class of New Jersey State Troopers," Gov. Whitman said. "As I've said so many times, our State Police force is one of the finest, most professional and most effective in the country. Their dedication to keeping all of us safe deserves our thanks and praise.

"To keep this organization strong, we want to continue attracting citizens of the highest caliber and commitment; we want to continue giving New Jersey families the highest level of service; we want to continue driving down the crime rate; and, in short, we want the best for our State Police. In our search, we are reaching out more aggressively than ever to make sure we attract troopers from all communities," she said.

Attorney General John J. Farmer, Jr., Col. Carson Dunbar, Superintendent of the New Jersey State Police and Assistant Attorney General Martin Cronin, Director of State Police Affairs, joined the Governor at Rowan University to announce the new recruit class and the public awareness effort designed to inform and encourage all qualified candidates to apply for admission to the upcoming 119th training class. Candidates' applications must be received by Dec. 3 to be considered for the class.

"We are working hard to ensure that New Jersey's State Police is more representative of the people it serves," said Attorney General Farmer. "Increasing the number of qualified minorities and women means building a more diverse law enforcement agency. In turn, a more diverse agency can expect greater levels of credibility, respect and confidence from all citizens.

"I urge anyone who knows of qualified and promising candidates to make sure that they apply by the December 3 deadline," Farmer said.

"The citizens of New Jersey expect their troopers to be among the most qualified and well-trained in the field of law enforcement," Superintendent Dunbar said. "The State Police must be representative of those citizens and the diverse communities in which they reside. We want to make certain that we have a fair, equitable and honest recruiting program in place -- a program that attracts and encourages any and all interested candidates to make the New Jersey State Police a career they can be proud of."

According to Dunbar, the State Police is using a newly revised recruiting and selection process that results from a detailed examination of past recruiting and hiring procedures. In redesigning the process, the State Police and Attorney General's Office review team drew on their own experience as well as the findings contained in a comprehensive study of State Police recruiting practices conducted by the Police Executive Research Forum (PERF) in Washington D.C . As a result, it was determined to design and adopt a comprehensive long range plan for recruitment that focused on specific recruitment objectives and with a particular focus on female and minority representation. The ultimate goal was to design a program that put more recruiters in more places than ever before and to implement a check and balance review system at every level of the application and selection process.

The main thrust of the public awareness and recruiting campaign for the 119th State Police class will be a series of radio messages, newspapers advertisements, outdoor billboards, bus posters and other media outreach efforts with the theme 'Our Careers Suit All Kinds Of People.' In addition to the paid advertising campaign, 12 State Police recruiters will be working full-time traveling across the state and country attending job fairs, university and college career days, conventions, consortiums and community and civic events -- in short, State Police recruiters will go wherever they need to go to attract interested candidates.

All ads will prominently feature the new State Police toll- free recruiting information number 1-877-NJSP-877. Additionally, the State Police website at will also provide updated recruiting information and a detailed recruiting calendar.

Governor Whitman noted that with the kick-off of the November advertising campaign, millions of potential trooper candidates will begin hearing 60-second radio commercials in English and Spanish on radio stations serving listeners in Philadelphia/South Jersey, Central Jersey and New York/North Jersey. Additionally, more than 160 New Jersey Transit buses traveling in all areas of the state from urban routes to across-the-road trips will be sporting 12-foot exterior panel placards and smaller, interior signs. Daily, minority

and college newspapers will be carrying one-quarter page display ads along with separate classified ads in the employment pages. Outdoor billboards in Camden, Gloucester, Mercer, Atlantic, Essex, Union, Hudson and Bergen Counties will encourage qualified candidates to explore the New Jersey State Police as a rewarding career.

The minimum qualifications for applying to join the State Police include possessing a bachelor's degree from an accredited college or university or, alternatively, an associate's degree or 60 semester hours of college credits plus at least two years of satisfactory employment or military experience. The selection process consists of an initial application, initial screening, written examination, physical qualification test, initial oral interview, background investigation, oral board review and, upon conditional appointment, a medical examination and a psychological examination.

Applications for the State Police recruit class can be obtained at any State Police station, from State Police recruiters and at all local county clerks' offices.