



COUNTY OF MONTGOMERY
COURT HOUSE
P.O. BOX 311
NORRISTOWN, PENNSYLVANIA
19404-0311

<http://sheriff.montcopa.org>

MONTGOMERY COUNTY OFFICE OF THE SHERIFF



SEAN P. KILKENNY
SHERIFF

T. MICHAEL BEATY
CHIEF DEPUTY

GREGORY L. WOMELSDORF
CAPTAIN



<http://www.facebook.com/montcosheriff>

[@MontCoPASheriff](https://twitter.com/MontCoPASheriff)

SHERIFF OFFICE DAY: 610-278-3331
NIGHT: 610-275-1222
FAX: 610-278-3832

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Contact: Teresa Harris, Public Information Assistant
tharris@montcopa.org
610-278-5955/Office

Montco Sheriff's new active recruiting program provides employee diversity, builds stronger community relationships

Norristown, Pa., (April 20, 2016) – Montgomery County Sheriff Sean P. Kilkenny and his staff have kicked off a new active law enforcement and office staff recruiting program, in an effort to draw more diverse candidates. Instead of relying on the regular flow of interested candidates who apply for positions in the Sheriff's Office, representatives have begun actively participating in many career and community career events, in order to recruit new employees.



PHOTO: Lt. Thomas McDonald, Dep. Carleen Burns, Chief T. Michael Beaty, Dep. Kayla Lochner Franz at Montgomery County Community College Criminal Justice & Public Safety Career Day.

"The Sheriff's Office personally interacts with a diverse array of thousands of citizens each week at the courthouse and in communities," said Kilkenny. "Diversity isn't just about colors or lifestyles. It also means different ways of thinking and solving problems."

One of Kilkenny's goals is to create greater efficiencies and improve processes.

"I believe that having a diverse staff will help build stronger relationships with our communities, and provide a wider set of ideas, in which we can solve problems and improve services," said Kilkenny. "I also want potential

employees feel that it would be a great place to work."

The office's new recruiting program includes experienced and engaging staff recruiters, and a dynamic visual display board of the various units in action. A newly developed electronic

presentation gives candidates an overview of the role and duties of the Sheriff's Office. Job seekers will also receive a kit that includes a fact sheet, application and contact card. Information about internships and the Shadow Program are also available.

"We've been getting some great feedback on the recruiting program and we will continue to modify it as needs change," said Kilkenny. "It's always surprising to find that many people still don't know what we do, so it's great to have the opportunity to tell our story."

Sheriff Kilkenny said he was pleased with the results of a recent physical agility testing for new recruits, who had applied for open deputy sheriff positions.

Out of the 141 applicants, 54 of them participated in the physical agility testing. Out of the 42 participants that passed, 20 percent were female, 16.5 percent were Black, and 7 percent were Hispanic, and one applicant was Asian.

"I think that our new recruiting efforts are the start of a positive new relationship with potential recruits for the office, and our residents," said Kilkenny. "I appreciate the level of interest in working with the Sheriff's Office, and wish them all the best of luck."

For more information about the Montgomery County Sheriff's Office, you can visit our website at www.montcopa.org/sheriff. You can also follow the MCSO on Facebook at www.facebook.com/montcosheriff, on Twitter @MontcoPASheriff and on Instagram at @Montcopasheriff.