



**COUNTY OF ESSEX**  
 DEPARTMENT OF PARKS, RECREATION AND CULTURAL AFFAIRS  
 115 CLIFTON AVENUE  
 NEWARK, NEW JERSEY 07104  
 Phone: 973-268-3500  
 Fax: 973-481-5302  
[www.essexcountynj.org](http://www.essexcountynj.org)



**Joseph N. DiVincenzo, Jr.**  
 County Executive

**Daniel K. Salvante**  
 Director

***Essex County Department of Parks, Recreation and Cultural Affairs***  
**Essex County Deer Management Program**

**2022 AGENT APPLICATION**

**PLEASE READ THE 2022 ESSEX COUNTY DEER MANAGEMENT PROGRAM GUIDELINES BEFORE COMPLETING THIS APPLICATION.**

All applications must be received by the Department of Parks, Recreation and Cultural Affairs, **by 4:30 PM, THURSDAY, September 30, 2021.** Please print all answers legibly. Applications may be submitted:

- o in person or by mail to the Essex County Department of Parks, Recreation and Cultural Affairs, 115 Clifton Avenue, Newark, NJ, 07104, Attn.: Tara Casella;
- o by FAX to (973) 228-3793 (original must follow by mail); or
- o scanned and attached to an e-mail to [tcasella@parks.essexcountynj.org](mailto:tcasella@parks.essexcountynj.org) (mail original).

Name: \_\_\_\_\_ Date of birth: \_\_\_\_/\_\_\_\_/\_\_\_\_

Address: \_\_\_\_\_ Town: \_\_\_\_\_

State: \_\_\_\_ Zip: \_\_\_\_\_ E-mail address: \_\_\_\_\_

Phone #: home-(\_\_\_\_) \_\_\_\_\_ work-(\_\_\_\_) \_\_\_\_\_ cell-(\_\_\_\_) \_\_\_\_\_

NJ Driver's license #: \_\_\_\_\_

NJ Firearms hunting license # \_\_\_\_\_

NJ Firearm purchaser identification card # \_\_\_\_\_

Are you a law enforcement officer? YES NO (Circle one)

If yes, what agency do you work for? \_\_\_\_\_

If no, what is your occupation? \_\_\_\_\_

In what town is your place of employment? \_\_\_\_\_

How many years experience do you have hunting deer? \_\_\_\_\_

How many deer have you killed in the last 5 years? \_\_\_\_\_

Did you ever serve as an agent in the Essex County Deer Management Program?  
 \_\_\_\_\_ If yes, what year(s)? \_\_\_\_\_

Have you been convicted of a firearms violation, in any state, in the last 10 years or of any fish and game code violation in the last 5 years? (If yes, explain or give detail)

I can be available to serve as an agent of the County of Essex at the following dates and times: (indicate YES or NO in each time slot)

South Mountain Reservation	Tuesday, 1/11/22	Tuesday, 1/18/22	Tuesday, 1/25/22	Tuesday, 2/01/22
Afternoon (approx. 1:00 pm to 9 pm)				

South Mountain Reservation	Tuesday, 2/08/22	Tuesday, 2/15/22	Tuesday, 2/22/22 (rain date)	
Afternoon (approx. 1:00 pm to 9 pm)				

Hilltop Reservation	Thursday, 1/13/22	Thursday, 1/20/22	Thursday, 1/27/22	Thursday, 2/03/22
Afternoon (approx. 1:00 pm to 9 pm)				

Hilltop Reservation	Thursday, 2/10/22	Thursday, 2/17/22	Thursday, 2/24/22 (rain date)	
Afternoon (approx. 1:00 pm to 9 pm)				

I understand that all rules and regulations established by the New Jersey Division of Fish and Wildlife and the Essex County Department of Parks, Recreation and Cultural Affairs are to be strictly observed. I understand that the Department of Parks, Recreation and Cultural Affairs has the right to restrict or cancel the program at any time when conditions warrant.

I understand that, if selected, I will be expected to pass a marksmanship proficiency test and attend an orientation program. I will provide my own portable tree stand for use in the program, am comfortable with climbing at least 20 feet above the ground in that tree stand, and may be required to demonstrate use of my tree stand during the orientation program. I will be available and willing to contribute voluntary service to the program for a minimum of seven shifts.

I further understand that, if selected, I will be asked to sign a Program Warning, Waiver, Assumption of Risk and Release of Liability prior to taking the marksmanship test and attending the orientation program. I hereby acknowledge receipt of, and certify that I have read, a copy of the 2022 Essex County Deer Management Program Guidelines. I attest to the truthfulness of all information provided on this application, and submit such application solely for the purpose of indicating my interest in being selected to serve as an agent of the County of Essex in its Deer Management Program.

\_\_\_\_\_  
SIGNATURE OF APPLICANT

\_\_\_\_\_  
DATE



**Joseph N. DiVincenzo, Jr.**  
County Executive

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**Daniel K. Salvante**  
Director

# **2022 DEER MANAGEMENT PROGRAM FOR ESSEX COUNTY, NEW JERSEY**

Adopted – 8/4/21

## **PROGRAM GUIDELINES**

### **INTRODUCTION**

- The South Mountain Reservation encompasses 2047 acres (3.2 square miles) in the Townships of Maplewood, Millburn and West Orange.
- The Hilltop Reservation spans over 200 acres (0.33 square mile) in the Borough of North Caldwell and the Townships of Cedar Grove and Verona.
- Forest ecologists recommend that white-tailed deer populations in Northeast hardwood forests should not exceed a 10 deer per square mile in order to support biodiversity and ecosystem structure and function.
- Browse damage, damage to residential landscaping and the numbers of deer-related motor vehicle accidents indicate that white-tailed deer populations in South Mountain Reservation and the Hilltop Reservation far exceed the recommended density.
- Out of concern for the long-term health of the environment in its largest park properties, the County of Essex began in 2008 to reduce the density of deer.
- Achieving the goal density would curtail over-browsing of native vegetation and allow forest regeneration, minimize browsing of residential landscaping surrounding the County properties, and minimize the incidence of deer-related motor vehicle accidents.
- The County of Essex undertook programs in 2008 through 2020, with the assistance of community-minded licensed hunters with a proficiency in marksmanship, to reduce the population of deer in the South Mountain Reservation, Eagle Rock Reservation and the Hilltop Reservation. A total of 1,774 deer were removed as a result of those efforts.
- In 2022, the County of Essex will continue to reduce the number of deer in the South Mountain Reservation and the Hilltop Reservation.

### **GENERAL DESCRIPTION OF PROGRAM**

- The County of Essex will continue to reduce the size of the South Mountain Reservation deer herd over the course of six (6) half days (afternoons) in January and February, 2022.
- The County of Essex will continue the removal of deer from the Hilltop Reservation over the course of six (6) half days (afternoons) in January and February, 2022.
- Such removal will again be accomplished through the efforts of selected agents, shooting over baited sites.
- 14 agents will be selected from among experienced, licensed hunters who can demonstrate a proficiency in marksmanship and some of whom participated in the previous deer management programs conducted in Essex County in 2008 through 2020.
- Agents will take part in this program on a voluntary basis.
- This program is designed to address a problem of population control; it is not intended to provide sport or recreational opportunities.

*Putting Essex County First*  
ESSEX COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

## **PERMITS**

- The County of Essex, through its Department of Parks, Recreation and Cultural Affairs, will submit an application for a Special Deer Management Permit to the New Jersey Division of Fish and Wildlife (NJDFW).
- If a permit is granted, the County of Essex will administer and conduct all deer management activities in South Mountain Reservation and the Hilltop Reservation.
- As agents of the County, participants will not be required to purchase hunting season or zone permits.
- Agents selected for this program will be required to purchase a 2022 hunting license prior to participation.
- Specific details of the deer control program may be adjusted as field conditions necessitate while conforming to statutory law and NJDFW policy and maintaining the highest standards of safety.

## **PROGRAM LENGTH**

- The shooting program will occur on Tuesdays in South Mountain Reservation and Thursdays in Hilltop Reservation during the 7-week period starting January 11, 2022 and ending February 24, 2022.
- The program will occur on twelve (12) days only. The schedule includes one (1) rain date for hunting in South Mountain Reservation and one (1) rain date for hunting in Hilltop Reservation, to replace days of hunting that might need to be cancelled due to inclement weather.
- There is no limit on the number of deer to be removed.
- The number of agents to be utilized and the number of days of operation are based on a goal to remove 50 deer from South Mountain Reservation and 60 deer from the Hilltop Reservation.
- South Mountain Reservation and the Hilltop Reservation are closed to traditional hunting at all times.

## **HOURS OF PROGRAM OPERATION**

- Agents may be in the field between 12:00 noon and approximately 8:00 pm for each afternoon shift.
- Shooting will occur only during daylight, the hours of which will vary as sunset changes daily.
- Each shift begins with the deployment of agents into the field and ends after all deer taken on that shift have been processed for transport to a butcher.

## **SELECTION AND QUALIFICATION OF AGENTS**

- Applicants must meet the following qualifications:
  - be at least 21 years old;
  - be able to speak and understand the English language;
  - possess a valid New Jersey Firearm Hunting License or All-Around Sportsman License;
  - possess a valid New Jersey Firearm Purchaser Identification Card;
  - have not been convicted of any firearms violation, in any state, in the last 10 years, or of any fish and game code violation in the last 5 years;
  - have at least 5 years successful experience in hunting white-tailed deer with a shotgun;
  - be able to demonstrate an expertise in marksmanship; and
  - be available and willing to contribute voluntary service to the program for a minimum of seven (7) shifts.
- Agent Applications must be returned in person or by mail to the Essex County Dept. of Parks, Recreation and Cultural Affairs, 115 Clifton Ave., Newark, NJ, 07104, by Thursday, September 30, 2021 no later than 4:30 PM.
- Applications may be sent via FAX or e-mail, to addresses stated on the application, before the deadline, but the original must follow by mail.
- The 14 agents will be selected in the following manner:
  - Applicants will be divided into two categories – 1.) those who participated as an agent in the Essex County Deer Management Program between 2008 and 2020, and 2.) all new applicants.
  - Applicants in the first category will be evaluated with respect to their hunting proficiency, availability, and adherence to program ethics and objectives.
  - Based on the evaluation and the number of applicants, up to 12 agents will be selected from among the applicants in the first category.
  - The remainder of the available agent positions will be filled with hunters chosen by lottery from the category of new applicants. Essex County residents or those who are employed within Essex County will be given preference in the lottery process.

- All agents will be informed whether or not they have been selected, via telephone call, letter or e-mail.
- All selected agents will be required to pass a marksmanship proficiency test and attend an orientation program on October 30, 2021.
- If information about one or more agents is requested by the general public through an Open Public Records Act request, the agents' names, addresses, and other personal identifiers will be redacted by the County of Essex from all requested documentation. The County of Essex has a responsibility and an obligation to safeguard from public access a citizen's personal information with which it has been entrusted when disclosure thereof would violate the citizen's reasonable expectation of privacy.

## **SCHEDULING OF AGENTS**

- Applicants are required to indicate their availability for program activities on the Agent Application.
- A schedule, assigning hunters to a specific park or parks and to particular days and shifts, will be set and distributed to all agents, based on the availability of agents as indicated on their applications.
- The program is scheduled to occur on Tuesdays between January 11 and February 15 at South Mountain Reservation and on Thursdays between January 13 and February 17 at the Hilltop Reservation.
- In the event of inclement weather, as judged by the Director of the Department of Parks, Recreation and Cultural Affairs, program activities will be postponed to February 22 for South Mountain Reservation and February 24 for Hilltop Reservation.

## **PUBLIC NOTIFICATION**

- The County of Essex will again utilize press releases, signage and mailings to inform the general public of the details of this program.
- All informational signage and documents will clearly state the schedule by which the Deer Management Program will operate for each property.

## **PROGRAM OPERATION**

- Baiting stations will be set up in a multitude of locations throughout South Mountain Reservation and the Hilltop Reservation.
- Baiting stations will be carefully selected to provide the marksman with a clear and open view of the deer.
- Agents must utilize 12 gauge shotguns with telescopic sights, shooting only slugs.
- All shooting will occur from portable tree stands, shooting near or over bait, with hunters positioned on platforms at least 20 feet above the ground. Agents must provide their own stands. The use of ladder stands is not permissible.
- In order to achieve a reduction in population size as quickly as possible, a bias for the taking of deer will be adhered to again, in the following order – injured or sick deer, does, fawns, antlerless bucks, antlered bucks.
- The antlers of any antlered buck harvested will be cut off and retained by the County or destroyed.
- At any one time, up to 14 agents may be deployed into the South Mountain Reservation and 8 in the Hilltop Reservation.
- Agents will not be restricted as to the number of deer each individual can harvest.
- Some park roads and the access drives to some park areas will be closed during program activities.

## **DISPOSITION OF DEER**

- Harvested deer will be transported to a County-operated, NJDFW-supervised check station at a location within a County park where agents will clean the deer and complete reports about the age, sex, and weight of the deer, the disposition of all shots fired, and the number of volunteer man-hours expended.
- All deer will be transported by the County to a NJDOH-approved butcher for processing.
- Any agent who completes at least seven (7) shifts of voluntary service to this program will receive 40 pounds of dressed venison at the conclusion of the program.
- The remainder of the venison will be distributed to the needy and the homeless through the Community Food Bank of New Jersey.