

# **Annual Report of Diversity in Law Enforcement Recruitment and Hiring**

**Monmouth- Middletown Township Police Dept.**

**Time Period: 2023**

*Reporting Requirement: N.J.S.A. 52:17B-4.10*

Agency Name:

**Monmouth- Middletown Township Police Dept.**

Year:

**2023**

### ***Applicant and Hiring Process Summary***

Monmouth- Middletown Township Police Dept. is a Municipal law enforcement agency. During the time period covering 2023 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

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For Monmouth- Middletown Township Police Dept. in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Civil Service Examination Certified List  
Waiver hire

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During the hiring process, Middletown Township Police Dept. included the following elements to identify the most qualified applicants:

Return the Card  
Formal Application  
Interview Board  
Drug Testing  
Medical Exam  
Psychiatric Exam

During the hiring process, Middletown Township Police Dept. considers an applicant to be appointed Prior to entry in to the Academy

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## Annual Summary of Law Enforcement Diversity: Applicant Summary

	# % of Total Applicants			# % of Total Applicants	
Total Applicants	15	-	Direct Hire Applicants	5	33%
Total Applicants Appointed	12	80%	Transfer Applicants	0	0%
Total Applicants Not Appointed	3	20%	Waiver Applicants	0	0%
			CSC Exam Exempt Direct Hire Applicants	10	67%

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## Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

	Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	12	80%	4	0
	Total Female	3	20%	1	0
	Total X or Non-Binary	0	0%	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0
	Not LGBTQ+	0	0%	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0
	Total Asian alone	0	0%	0	0
	Total Black or African American alone	0	0%	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0
	Total White alone	14	93%	5	0
	Total Two or more races alone	0	0%	0	0
	Total Other alone	0	0%	0	0
	Total Hispanic or Latino	1	7%	0	0
Age	Total 18-29	13	87%	3	0
	Total 30-39	2	13%	2	0
	Total 40-49	0	0%	0	0
	Total 50-59	0	0%	0	0
	Total 60-69	0	0%	0	0
	Total 70+	0	0%	0	0

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## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Gender, Race & Age Demographics

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	11	0	0	1
Female	0	0	0	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	14	0	0	1

	X or Non-Binary			American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female		Asian alone	American alone	Native alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	11	2	0	0	0	0	12	0	0	1
Age: 30-39	1	1	0	0	0	0	2	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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## Annual Summary of Law Enforcement Diversity: Applicants

### ***Applicants: Sexual Orientation Demographics***

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0	0	0	0	0	0

Age: 18-	Age: 30-	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
29	39				
LGBTQ+	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0

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***Appointed Applicants: Gender, Race, & Age Demographics***

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	8	0	0	1
Female	0	0	0	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	11	0	0	1

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
				Asian alone	American alone	Native alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	9	2	0	0	0	0	10	0	0	1
Age: 30-39	0	1	0	0	0	0	1	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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***Appointed Applicants: Sexual Orientation Demographics***

	X or Non- Male      Female      Binary			American Indian or Alaska Native alone	Black or African alone	Native Hawaiian / other P. I. alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0	0	0	0

Age: 18- Age: 30-

29      39

Age: 40-49

Age: 50-59

Age: 60-69

Age: 70+

LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0

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***Not Appointed Applicants: Gender, Race, and Age Demographics***

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	3	0	0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	3	0	0	0

	X or Non-Binary			American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female								
Age: 18-29	2	0	0	0	0	0	2	0	0	0
Age: 30-39	1	0	0	0	0	0	1	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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***Not Appointed Applicants: Sexual Orientation Demographics***

	X or Non-Binary			American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female	Binary						
LGBTQ+	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0	0	0	0

Age: 18- 30-

29

39

Age: 40-49

Age: 50-59

Age: 60-69

Age: 70+

LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0

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### ***Not Appointed Applicant- Reasons***

		% of Total Not # Appointed Applicants		% of Total Not # Appointed Applicants
Academy Failure	0	0%	Failed Background check- other	1 33%
Applicant Withdrawal	1	33%	Failed Drug Test	0 0%
Defer	1	33%	Interview Panel Recommendation	0 0%
Did not meet minimum qualifications	0	0%	Other	0 0%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	0 0%
Failed background check- Financial	0	0%	Residency Requirement	0 0%
			Written Exam	0 0%

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***Not Appointed Applicants- Reasons by Gender & Race******Male Applicants***

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	1	0	0	0
Defer	0	0	0	0	1	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	1	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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***Not Appointed Applicants- Reasons by Gender & Race******Female Applicants***

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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***Not Appointed Applicants- Reasons by Gender & Race******X or Non-Binary Applicants***

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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### ***Current Officers and Promotional Process Summary***

Monmouth- Middletown Township Police Dept. is a Municipal law enforcement agency. During the time period covering 2023 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

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For Monmouth- Middletown Township Police Dept. in the above time period, the promotional included the following methods of identifying qualified officers:

Civil Service Promotional Examination Certified List

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## Annual Summary of Law Enforcement Diversity: Current Officers Summary

		<b># % of Total Officers</b>
	<b>Total Officers</b>	125 -
	<b>Total Officers Eligible for Promotion</b>	8 6%
	<b>Total Officers Applied for Promotion</b>	8 6%
	<b>Total Officers Promoted</b>	7 6%
<b>Gender</b>	<b>Total Male</b>	113 90%
	<b>Total Female</b>	12 10%
	<b>Total X or Non-Binary</b>	0 0%
<b>Race/ Ethnicity</b>	<b>Total American Indian or Alaska Native alone</b>	0 0%
	<b>Total Asian alone</b>	2 2%
	<b>Total Black or African American alone</b>	1 1%
	<b>Total Native Hawaiian or other Pacific Islander alone</b>	0 0%
	<b>Total White alone</b>	112 90%
	<b>Total Two or more races alone</b>	1 1%
	<b>Total Other alone</b>	0 0%
<b>Age</b>	<b>Total Hispanic or Latino</b>	9 7%
	<b>Total 18-29</b>	19 15%
	<b>Total 30-39</b>	47 38%
	<b>Total 40-49</b>	37 30%
	<b>Total 50-59</b>	18 14%
	<b>Total 60-69</b>	4 3%
	<b>Total 70+</b>	0 0%

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## Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

### Current Officers

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	2	1	0	100	1	0	9
Female	0	0	0	0	12	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	1	0	112	1	0	9

	X or Non-Binary			American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino	
	Male	Female	Binary								
Age: 18-29	16	3	0	0	1	0	0	15	1	0	2
Age: 30-39	43	4	0	0	1	1	0	42	0	0	3
Age: 40-49	34	3	0	0	0	0	0	33	0	0	4
Age: 50-59	16	2	0	0	0	0	0	18	0	0	0
Age: 60-69	4	0	0	0	0	0	0	4	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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***Officers Eligible for Promotion***

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	8	0	0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	8	0	0	0

	X or Non-			American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female	Binary	Asian alone	Asian alone	Asian alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	2	0	0	0	0	0	2	0	0	0
Age: 40-49	4	0	0	0	0	0	4	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	2	0	0	0	0	0	2	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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***Officers who Applied for a Promotion***

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	8	0	0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	8	0	0	0

	Male	Female	X or Non-Binary	American Indian or Alaska Native	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
				Native alone	Asian alone	American alone	Native alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	2	0	0	0	0	0	0	2	0	0	0
Age: 40-49	4	0	0	0	0	0	0	4	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	2	0	0	0	0	0	0	2	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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***Officers Promoted***

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	7	0	0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	7	0	0	0

	X or Non-Binary			American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female								
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	2	0	0	0	0	0	2	0	0	0
Age: 40-49	4	0	0	0	0	0	4	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	1	0	0	0	0	0	1	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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***Officers Promoted***

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total
American Indian or												
Alaska Native alone	0	0	0	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0	0	0	0
Black or African												
American alone	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian /												
other P. I. alone	0	0	0	0	0	0	0	0	0	0	0	0
White alone	3	0	0	3	3	0	0	3	0	0	0	0
Two or more races												
alone	0	0	0	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic or Latino	0	0	0	0	0	0	0	0	0	0	0	0

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### *Additional Narrative*

**Narrative Prompts:** A detailed assessment as to whether representation has improved for any previously identified underrepresented groups  
A description of the data used to determine the existence of any underrepresentation.  
Any new or modified Program goals to be implemented in the upcoming year

#### **ANNUAL SUMMARY OF LAW ENFORCEMENT DIVERSITY**

**01/01/2023 TO 12/31/2023**

According to the most recent census data for Middletown Township NJ, the demographics indicate that the community is approximately:

90.6% white only  
6.2 % Hispanic or Latino  
2.9 % Asian  
1.5 % African American or Black  
0.2 % American Indian or Alaska Native  
0.0 % Native Hawaiian or other Pacific Islander

An analysis of current police personnel for 2023 indicates that overall the police department closely reflects the current demographics of the community, with the exception of one category being Asian, which is underrepresented. The community is approximately 2.9 % Asian and the police department is only 2 % Asian. It should be noted that this has been an increase in representation of both Hispanic and Asian populations over the previous year. The percentage of Hispanic officers has increased from 6% to 7% and Asian officers have increased from 1% to 2%.

#### **2023 Police Diversity Statistics:**

92 % White  
7 % Hispanic or Latino  
2 % Asian  
1 % African American or Latino  
0 % American Indian or Alaska Native  
0 % Native Hawaiian or Pacific Islander

Middletown Township is governed by Civil Service, however utilizing the "Waiver" option we were able to improve our diversity and recruit and select a Hispanic and two (2) female candidates as new hires, which most likely would not have been possible had we relied upon the traditional civil service candidate list.



