

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Monmouth- City of Long Branch Police Department**

**Time Period: January 1, 2023 - December 31, 2023**

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

Agency Name:

**Monmouth- City of Long Branch Police Department**

Year:

**January 1, 2023 - December 31, 2023**

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

Monmouth- City of Long Branch Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2023 - December 31, 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- City of Long Branch Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Civil Service Examination Certified List

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During the hiring process, City of Long Branch Police Department included the following elements to identify the most qualified applicants:

Return the Card

Formal Application

Interview Board

Preference for applicants who are "local" or "county" residents

Preference for veteran applicants

Drug Testing

Medical Exam

Psychiatric Exam

During the hiring process, City of Long Branch Police Department 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	22	-	Direct Hire Applicants	22	100%
Total Applicants Appointed	12	55%	Transfer Applicants	0	0%
Total Applicants Not Appointed	10	45%	Waiver Applicants	0	0%
			CSC Exam Exempt Direct Hire Applicants	0	0%

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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	16	73%	16	0
	Total Female	6	27%	6	0
	Total X or Non-Binary	0	0%	0	0
Sexual Orientation	LGBTQ+	2	9%	2	0
	Not LGBTQ+	19	86%	19	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0
	Total Asian alone	1	5%	1	0
	Total Black or African American alone	4	18%	4	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0
	Total White alone	13	59%	13	0
	Total Two or more races alone	0	0%	0	0
	Total Other alone	0	0%	0	0
	Total Hispanic or Latino	4	18%	4	0
Age	Total 18-29	17	77%	17	0
	Total 30-39	5	23%	5	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	1	2	0	10	0	0	3
Female	0	0	2	0	3	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	4	0	13	0	0	4

	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	12	5	0	0	1	3	0	10	0	3
Age: 30-39	4	1	0	0	0	1	0	3	0	1
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+	1	1	0	0	0	0	0	2	0	0	0
Not LGBTQ+	14	5	0	0	1	4	0	10	0	0	4

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	2	0	0	0	0	0
Not LGBTQ+	15	4	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	1	0	8	0	0	1
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	10	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	8	2	0	0	0	1	0	8	0	1
Age: 30-39	2	0	0	0	0	0	0	2	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 American alone	Native Hawaiian / other P. I. alone	Two or more White alone	Other races alone	Other alone	Hispanic or Latino
LGBTQ+	1	1	0	0	0	0	2	0	0	0
Not LGBTQ+	8	1	0	0	0	1	7	0	0	1

Age: 18- Age: 30-

29      39

Age: 40-49

Age: 50-59

Age: 60-69

Age: 70+

LGBTQ+	2	0	0	0	0	0
Not LGBTQ+	8	1	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	1	1	0	2	0	0	2
Female	0	0	2	0	1	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	3	0	3	0	0	3

	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	4	3	0	0	1	2	0	2	0	2
Age: 30-39	2	1	0	0	0	1	0	1	0	1
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- Male      Female      Binary			American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	Two or more White alone	Other races alone	Other alone	Hispanic or Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	6	4	0	0	1	3	0	3	0	3

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+	7	3	0	0	0	0

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

	<b>% of Total Not # Appointed Applicants</b>		<b>% of Total Not # Appointed Applicants</b>
Academy Failure	0 0%	Failed Background check- other	0 0%
Applicant Withdrawal	1 10%	Failed Drug Test	0 0%
Defer	0 0%	Interview Panel Recommendation	0 0%
Did not meet minimum qualifications	9 90%	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	0	0	0	1
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	1	1	0	2	0	0	1
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******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	2	0	1	0	0	1
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- City of Long Branch Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2023 - December 31, 2023 the agency did not receive applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

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For Monmouth- City of Long Branch Police Department 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

		#	% of Total Officers
	Total Officers	91	-
	Total Officers Eligible for Promotion	5	5%
	Total Officers Applied for Promotion	5	5%
	Total Officers Promoted	5	5%
Gender	Total Male	84	92%
	Total Female	7	8%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	2	2%
	Total Black or African American alone	6	7%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	67	74%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
Age	Total Hispanic or Latino	16	18%
	Total 18-29	27	30%
	Total 30-39	32	35%
	Total 40-49	21	23%
	Total 50-59	11	12%
	Total 60-69	0	0%
	Total 70+	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	6	0	61	0	0	15
Female	0	0	0	0	6	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	6	0	67	0	0	16

	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
				Male	Female	X or Non-Binary	Male	Female	X or Non-Binary	Male	Female
Age: 18-29	25	2	0	0	0	2	0	18	0	0	7
Age: 30-39	29	3	0	0	0	2	0	27	0	0	3
Age: 40-49	20	1	0	0	2	0	0	16	0	0	3
Age: 50-59	10	1	0	0	0	2	0	6	0	0	3
Age: 60-69	0	0	0	0	0	0	0	0	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	5	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	5	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							
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	3	0	0	0	0	0	3	0	0	0
Age: 40-49	2	0	0	0	0	0	2	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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***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	5	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	5	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
				Male	Female	X or Non-Binary	Male	Female	X or Non-Binary	Male	Female
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	3	0	0	0	0	0	0	3	0	0	0
Age: 40-49	2	0	0	0	0	0	0	2	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	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	5	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	5	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	X or Non-Binary							
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	3	0	0	0	0	0	3	0	0	0
Age: 40-49	2	0	0	0	0	0	2	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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***Officers Promoted***

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	X or Non-Binary			Total	X or Non-Binary			Total	X or Non-Binary			Total
	Male	Female	Binary		Male	Female	Binary		Male	Female	Binary	
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	2	0	0	2	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

INSERT SAMPLE TEXT HERE FROM AGENCY.