

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Gloucester- Greenwich Township

Time Period: 1/1/22 - 12/31/22

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

Agency Name:
Year:

Gloucester- Greenwich Township
1/1/22 - 12/31/22

Applicant and Hiring Process Summary

Gloucester- Greenwich Township is a Municipal law enforcement agency. During the time period covering 1/1/22 - 12/31/22 the agency did not receive applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Gloucester- Greenwich Township in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Waiver hire

During the hiring process, Greenwich Township included the following elements to identify the most qualified applicants:

Interview Board

During the hiring process, Greenwich Township considers an applicant to be appointed Upon successful completion of the Academy .

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Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	%	of Total Applicants		#	%	of Total Applicants
Total Applicants	0	-		Direct Hire Applicants	0	-	
Total Applicants Appointed	0	-		Transfer Applicants	0	-	
Total Applicants Not Appointed	0	-		Waiver Applicants	0	-	
				CSC Exam Exempt Direct Hire Applicants	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	0	0	0
	Total Female	0	0	0
	Total X or Non-Binary	0	0	0
Sexual Orientation	LGBTQ+	0	0	0
	Not LGBTQ+	0	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0	0
	Total Asian alone	0	0	0
	Total Black or African American alone	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0	0
	Total White alone	0	0	0
	Total Two or more races alone	0	0	0
	Total Other alone	0	0	0
	Total Hispanic or Latino	0	0	0
	Total 18-29	0	0	0
Age	Total 30-39	0	0	0
	Total 40-49	0	0	0
	Total 50-59	0	0	0
	Total 60-69	0	0	0
	Total 70+	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	0	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	0	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	0	0	0	0	0	0	0	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	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
Not LGBTQ+	0	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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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	0	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	0	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	0	0	0	0	0	0	0	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-			American		Black or		Native		Two or		Hispanic or Latino
	Male	Female	Binary	Indian or Alaska Native	Asian alone	African American	Hawaiian / other P. I.	White alone	Two or more races alone	Other alone		
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	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	0	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	0	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	0	0	0	0	0	0	0	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-			American		Black or		Native		Two or		Hispanic or Latino
	Male	Female	Binary	Indian or Alaska Native	Asian alone	African American	Hawaiian / other P. I.	White alone	Two or more races alone	Other alone		
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	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 Applicant- Reasons

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

	X or Non-Binary Applicants							Hispanic or Latino
	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	
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	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

Gloucester- Greenwich Township is a Municipal law enforcement agency. During the time period covering 1/1/22 - 12/31/22 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Gloucester- Greenwich Township in the above time period, the promotional included the following methods of identifying qualified officers:

Promotional Interview

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Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
Gender	Total Officers	21	-
	Total Officers Eligible for Promotion	16	76%
	Total Officers Applied for Promotion	14	67%
	Total Officers Promoted	3	14%
Race/ Ethnicity	Total Male	20	95%
	Total Female	1	5%
	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
Age	Total Asian alone	1	5%
	Total Black or African American alone	1	5%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	18	86%
Age	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	1	5%
	Total 18-29	5	24%
Age	Total 30-39	9	43%
	Total 40-49	6	29%
	Total 50-59	1	5%
	Total 60-69	0	0%
Age	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	1	1	0	17	0	0	1
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	18	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	Asian alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	5	0	0	0	1	1	0	3	0	0
Age: 30-39	9	0	0	0	0	0	9	0	0	0
Age: 40-49	5	1	0	0	0	0	5	0	0	1
Age: 50-59	1	0	0	0	0	0	1	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 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	1	0	0	7	0	0	1
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	0	0	7	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	other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	1	0	0	0	1	0	0	0	0	0
Age: 30-39	7	0	0	0	0	0	7	0	0	0
Age: 40-49	1	0	0	0	0	0	0	0	0	1
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	1	1	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	1	1	0	5	0	0	0

	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	Asian alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	2	0	0	0	1	1	0	0	0	0
Age: 30-39	5	0	0	0	0	0	5	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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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	1	0	0	2	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	1	0	0	2	0	0	0

	Male	Female	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
				Asian alone	American alone	Asian alone	American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone		
Age: 18-29	1	0	0	0	1	0	0	0	0	0	0	0	0
Age: 30-39	2	0	0	0	0	0	0	0	2	0	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	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	0	0
Age: 70+	0	0	0	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	2	0	0	2	1	0	0	1	1	0	0	1
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

The Greenwich Township Police Department will attempt to use new forms of social media to reach as many potential applicants as possible.