

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Gloucester- Greenwich Township**

**Time Period: 1/1/2023 - 12/31/2023**

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

Agency Name:

Year:

Gloucester- Greenwich Township

1/1/2023 - 12/31/2023

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

Gloucester- Greenwich Township is a Municipal law enforcement agency. During the time period covering 1/1/2023 - 12/31/2023 the agency received 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:

- Direct hire of BCPO certified officer

---

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

- Formal Application
- Interview Board
- Drug Testing
- Medical Exam

During the hiring process, Greenwich Township considers an applicant to be appointed

.

Agency Name:

Year:

Gloucester- Greenwich Township

1/1/2023 - 12/31/2023

## Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants		#	% of Total Applicants
Total Applicants	5	-	Direct Hire Applicants	5	100%
Total Applicants Appointed	2	40%	Transfer Applicants	0	0%
Total Applicants Not Appointed	3	60%	Waiver Applicants	0	0%
			CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

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

	Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	5 100%	5	0	0
	Total Female	0 0%	0	0	0
	Total X or Non-Binary	0 0%	0	0	0
Sexual Orientation	LGBTQ+	0 0%	0	0	0
	Not LGBTQ+	5 100%	5	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0 0%	0	0	0
	Total Asian alone	0 0%	0	0	0
	Total Black or African American alone	0 0%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0 0%	0	0	0
	Total White alone	3 60%	3	0	0
	Total Two or more races alone	0 0%	0	0	0
	Total Other alone	0 0%	0	0	0
	Total Hispanic or Latino	2 40%	2	0	0
	Total 18-29	2 40%	2	0	0
Age	Total 30-39	3 60%	3	0	0
	Total 40-49	0 0%	0	0	0
	Total 50-59	0 0%	0	0	0
	Total 60-69	0 0%	0	0	0
	Total 70+	0 0%	0	0	0

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

## 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	3	0	0	2
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	2

	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	Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	2	0	0	0	0	0	0	0	0	2
Age: 30-39	3	0	0	0	0	0	3	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

Agency Name:  
Year:

Gloucester- Greenwich Township  
1/1/2023 - 12/31/2023

## 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+	5	0	0	0	0	0	0	3	0	0	2

Age: 18- 29    Age: 30-39    Age: 40-49    Age: 50-59    Age: 60-69    Age: 70+

LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	2	3	0	0	0	0

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

### ***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	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	0	0	0	2	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		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
Age: 30-39	2	0	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

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

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

	X or Non-Binary			American Indian or Alaska Native	Black or African American	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female	Binary	alone	Asian alone	American alone	alone	alone	alone	alone
LGBTQ+	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	2	0	0	0	0	0	0	2	0	0

Age: 18- 29

Age: 30-39

Age: 40-49

Age: 50-59

Age: 60-69

Age:

70+

LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	0	2	0	0	0	0

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

***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	1	0	0	2
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	1	0	0	2

	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	0	0	0	2
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

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

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

			<i>American Indian or Alaska Native alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
		<i>X or Non- Binary</i>	<i>Male</i>	<i>Female</i>				
LGBTQ+			0	0	0	0	0	0
Not LGBTQ+			3	0	0	0	1	2

Age: 18- Age: 30-

29 39

Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+

LGBTQ+	0	0	0	0	0
Not LGBTQ+	2	1	0	0	0

Agency Name:

Year:

**Gloucester- Greenwich Township**

**1/1/2023 - 12/31/2023**

***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	0 0%	Failed Drug Test	0 0%
Defer	0 0%	Interview Panel Recommendation	0 0%
Did not meet minimum qualifications	3 100%	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%

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

***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	1	0	0	2
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

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

***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

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

***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

Agency Name:

Year:

**Gloucester- Greenwich Township**

**1/1/2023 - 12/31/2023**

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

Gloucester- Greenwich Township is a Municipal law enforcement agency. During the time period covering 1/1/2023 - 12/31/2023 the agency did not receive 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:

---

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

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

		#	% of Total Officers
Gender	Total Officers	18	-
	Total Officers Eligible for Promotion	0	0%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%
Race/Ethnicity	Total Male	17	94%
	Total Female	1	6%
	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
Age	Total Asian alone	1	6%
	Total Black or African American alone	1	6%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	15	83%
Age	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	1	6%
	Total 18-29	5	28%
Age	Total 30-39	6	33%
	Total 40-49	6	33%
	Total 50-59	1	6%
	Total 60-69	0	0%
Age	Total 70+	0	0%

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

## 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	14	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	15	0	0	1

	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	5	0	0	0	1	1	0	3	0	0
Age: 30-39	6	0	0	0	0	0	0	6	0	0
Age: 40-49	5	1	0	0	0	0	0	5	0	0
Age: 50-59	1	0	0	0	0	0	0	1	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

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

### ***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	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

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

### ***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	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-			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	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

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

***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	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	Binary	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
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

Agency Name:

Gloucester- Greenwich Township

Year:

1/1/2023 - 12/31/2023

**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	0	0	0	0	0	0	0	0	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

Agency Name:

Year:

Gloucester- Greenwich Township

1/1/2023 - 12/31/2023

### *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.