

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Hunterdon- Flemington PD

Time Period: 2023

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

Agency Name:
Year:

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Applicant and Hiring Process Summary

Hunterdon- Flemington PD 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 not governed by Civil Service Regulations.

For Hunterdon- Flemington PD in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Direct hire of BCPD certified officer

During the hiring process, Flemington PD included the following elements to identify the most qualified applicants:

Formal Application
Interview Board
Written Exam
Drug Testing
Medical Exam
Psychiatric Exam

During the hiring process, Flemington PD 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	
Total Applicants	3	-
Total Applicants Appointed	1	33%
Total Applicants Not Appointed	2	67%

	# % of Total Applicants	
Direct Hire Applicants	3	100%
Transfer Applicants	0	0%
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	3 100%	3	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+	3 100%	3	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	1 33%	1	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 67%	2	0	0
	Total 18-29	1 33%	1	0	0
	Total 30-39	2 67%	2	0	0
Age	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

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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	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

	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
Age: 18-29	1	0	0	0	0	0	0	0	0	0	1
Age: 30-39	2	0	0	0	0	0	0	1	0	0	1
Age: 40-49	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
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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Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Sexual Orientation Demographics

	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+	Male	Female	Binary								
Not LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	1	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	0	0	0	0	0
Not LGBTQ+	1	2	0	0	0	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	1
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	1

	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
Age: 18-29	1	0	0	0	0	0	0	0	0	0	1
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	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
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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Appointed Applicants: Sexual Orientation Demographics

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

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American / other P. I. alone	Native Hawaiian / other P. I. 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	1	0	0	1
Age: 40-49	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
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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Not Appointed Applicants: Sexual Orientation Demographics

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

	Age: 18-29		Age: 30-39		Age: 40-49		Age: 50-59		Age: 60-69		Age: 70+	
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	2	0	0	0	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	00%	Failed Background check- other	00%
Applicant Withdrawal	00%	Failed Drug Test	00%
Defer	00%	Interview Panel Recommendation	00%
Did not meet minimum qualifications	2100%	Other	00%
Failed background check- Criminal History	00%	Physical Qualification Exam	00%
Failed background check- Financial	00%	Residency Requirement	00%
		Written Exam	00%

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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	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

	Female 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 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

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

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Current Officers and Promotional Process Summary

Hunterdon- Flemington PD is a Municipal law enforcement agency. During the time period covering 2023 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Hunterdon- Flemington PD in the above time period, the promotional included the following methods of identifying qualified officers:

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Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
Total Officers		18	-
Total Officers Eligible for Promotion		0	0%
Total Officers Applied for Promotion		0	0%
Total Officers Promoted		0	0%
Gender	Total Male	17	94%
	Total Female	1	6%
	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	0	0%
	Total Black or African American alone	0	0%
Race/ Ethnicity	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	16	89%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	2	11%
	Total 18-29	3	17%
Age	Total 30-39	9	50%
	Total 40-49	5	28%
	Total 50-59	1	6%
	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	0	0	0	16	0	0	1
Female	0	0	0	0	0	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	16	0	0	2

	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
Age: 18-29	2	1	0	0	0	0	0	1	0	0	2
Age: 30-39	9	0	0	0	0	0	0	9	0	0	0
Age: 40-49	5	0	0	0	0	0	0	5	0	0	0
Age: 50-59	1	0	0	0	0	0	0	1	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 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

	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
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	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
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 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

	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
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	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
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	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

	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
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	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
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

	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	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

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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

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