

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Monmouth- Middletown Township**

**Time Period: 12/7/2021 to 12/31/2021**

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

Agency Name:  
Year:

**Monmouth- Middletown Township**  
**12/7/2021 to 12/31/2021**

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

Monmouth- Middletown Township is a Municipal law enforcement agency. During the time period covering 12/7/2021 to 12/31/2021 the agency did not receive applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

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

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

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

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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	0
	Total Female 0 -	0	0	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 0 -	0	0	0
	Total Two or more races alone 0 -	0	0	0
	Total Other alone 0 -	0	0	0
	Total Hispanic or Latino 0 -	0	0	0
Age	Total 18-29 0 -	0	0	0
	Total 30-39 0 -	0	0	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	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

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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	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

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

			<i>American Indian or Alaska Native alone</i>	<i>Black or African Native 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>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>					
LGBTQ+	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0	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	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

	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	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***

	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
LGBTQ+	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0	0	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	0	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 -	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***

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
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***

Monmouth- Middletown Township is a Municipal law enforcement agency. During the time period covering 12/7/2021 to 12/31/2021 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- Middletown Township 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
Gender	Total Officers	111	-
	Total Officers Eligible for Promotion	98	88%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%
	Total Male	104	94%
	Total Female	7	6%
Race/ Ethnicity	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	1%
	Total Black or African American alone	1	1%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	109	98%
Age	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	0	0%
	Total 18-29	9	8%
	Total 30-39	52	47%
	Total 40-49	31	28%
	Total 50-59	17	15%
	Total 60-69	2	2%
	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	102	0	0	0
Female	0	0	0	0	7	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	109	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	American alone	Asian alone	American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Other alone	Other alone		
Age: 18-29	9	0	0	0	1	0	0	0	8	0	0	0	0	0	0
Age: 30-39	49	3	0	0	0	1	0	0	51	0	0	0	0	0	0
Age: 40-49	28	3	0	0	0	0	0	0	31	0	0	0	0	0	0
Age: 50-59	16	1	0	0	0	0	0	0	17	0	0	0	0	0	0
Age: 60-69	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Age: 70+	0	0	0	0	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	1	0	90	0	0	0
Female	0	0	0	0	7	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	97	0	0	0

	X or Non-			American Indian or Alaska Native	Black or African American	Native Hawaiian / other P. I.	Two or more races	Hispanic or Latino	
	Male	Female	Binary	alone	alone	alone	White alone	Other alone	
Age: 18-29	3	0	0	0	0	0	3	0	0
Age: 30-39	42	3	0	0	0	1	0	44	0
Age: 40-49	28	3	0	0	0	0	31	0	0
Age: 50-59	16	1	0	0	0	0	17	0	0
Age: 60-69	2	0	0	0	0	0	2	0	0
Age: 70+	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		Black or African American alone		Native Hawaiian / other P. I. alone		Two or more races alone		Hispanic or Latino
				Asian alone	American alone	Asian alone	American alone	Native alone	White alone	Other alone	Other alone	
Age: 18-29	0	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	0
Age: 40-49	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
Age: 60-69	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

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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

	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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**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				0				0				0
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

Middletown Township is a Civil Service Jurisdiction. We are on a statewide list and do not have a residency requirement. We also consider inter governmental applicants as allowed by law. The department has an application which describes the process as well as an informational session. A thorough and extensive background check is conducted. It is reviewed by a supervisor and then sent to Administration. A formal interview is conducted. If a conditional offer of employment is made, a candidate is scheduled for medical and psychological exams at no cost to the applicant. The department has several community outreach programs including 3 one-week youth camps in the summer, a police explorer post, and Special Officers positions (part time) for Class I and II officers. The department also has a volunteer Auxiliary Police unit under OEM laws. These programs offer opportunities and positive contact with law enforcement from all areas of the township from age 8 thru and including adults. Police officers of all ranks attend many community based events at civic, religious, and school based programs to present a positive image of law enforcement, the opportunities available, answer questions, and encourage interested persons to apply and participate.. Examples include National Night Out, Middletown Day, Project Plus, and LEAD courses in all the public schools. The department recently participated in a job fair event at Brookdale Community College sponsored by the Monmouth County Chief's Association. Brookdale CC is located within our jurisdiction and the student body is from the wider Monmouth County area. The department maintains a close relationship with religious organizations of all faiths. A detective is a member of the LGTBQ alliance. The agency is in the process of reviewing our application processes beyond the initial civil service list requirements to identify any updates necessary should additional positions be authorized.

Demographic data for local populations—searchable by municipality and county—is available at the U.S. Census website:

<https://data.census.gov/cedsci/>.

Additionally, the following URL links to a pre-filtered table on the Census website that shows data for the adult population of all New Jersey municipalities and counties:

<https://data.census.gov/cedsci/table?table=hispanic%20or%20latino%20and%20not%20hispanic%20or%20latino%20by%20race&g=0400000US34,34%240500000,34%24160000&tid=DECENNIALPL2020.P4&hidePreview=true>.