Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Gloucester- Washington Township Police Department

Time Period: January 1, 2023 to December 31, 2023

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

Agency Name:	**Gloucester- Washington Township Police Department**
Year:	**January 1, 2023 to December 31, 2023**

Applicant and Hiring Process Summary

Gloucester- Washington Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2023 to December 31, 2023 the agency received applications for law enforcement officers. The ageny's hiring process is not governed by Civil Service Regulations.

For Gloucester- Washington Township Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:
Non-Civil Service Examination List

During the hiring process, Washington Township Police Department included the following elements to identify the most qualified applicants:
Return the Card
Formal Application
Interview Board
Written Exam
Drug Testing
Medical Exam
Psychiatric Exam

During the hiring process, Washington Township Police Department considers an applicant to be appointed Prior to entry in to the Academy

Agency Name: **Gloucester- Washington Township Police Department**

Year: **January 1, 2023 to December 31, 2023**

Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	36	-
Total Applicants Appointed	6	17%
Total Applicants Not Appointed	30	83%

	#	% of Total Applicants
Direct Hire Applicants	36	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name: **Gloucester- Washington Township Police Department**

Year: **January 1, 2023 to December 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	28	78%	28	0	0
	Total Female	8	22%	8	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	3	8%	3	0	0
	Not LGBTQ+	32	89%	32	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	2	6%	2	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	27	75%	27	0	0
	Total Two or more races alone	1	3%	1	0	0
	Total Other alone	1	3%	1	0	0
	Total Hispanic or Latino	5	14%	5	0	0
Age	Total 18-29	29	81%	29	0	0
	Total 30-39	5	14%	5	0	0
	Total 40-49	1	3%	1	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- Washington Township Police Department**
Year: **January 1, 2023 to December 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	1	0	21	1	0	5
Female	0	0	1	0	6	0	1	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	27	1	1	5

	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	23	6	0	0	0	1	0	22	1	1	4
Age: 30-39	3	2	0	0	0	1	0	3	0	0	1
Age: 40-49	1	0	0	0	0	0	0	1	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

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 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+	1	2	0	0	0	1	0	2	0	0	0
Not LGBTQ+	26	6	0	0	0	1	0	24	1	1	5

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	2	0	0	0	0
Not LGBTQ+	28	3	1	0	0	0

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 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	6	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	6	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	5	0	0	0	0	0	0	5	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

Agency Name: **Gloucester- Washington Township Police Department**

Year: **January 1, 2023 to December 31, 2023**

Appointed 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	5	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+	5	0	0	0	0	0

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 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	1	0	15	1	0	5
Female	0	0	1	0	6	0	1	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	21	1	1	5

	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	18	6	0	0	0	1	0	17	1	1	4
Age: 30-39	3	2	0	0	0	1	0	3	0	0	1
Age: 40-49	1	0	0	0	0	0	0	1	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

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 31, 2023**

Not Appointed 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	2	0	0	0	1	0	2	0	0	0
Not LGBTQ+	21	6	0	0	0	1	0	19	1	1	5

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	2	0	0	0	0
Not LGBTQ+	23	3	1	0	0	0

Agency Name: **Gloucester- Washington Township Police Department**

Year: **January 1, 2023 to December 31, 2023**

Not Appointed Applicant- Reasons

	#	% of Total Not Appointed Applicants
Academy Failure	0	0%
Applicant Withdrawal	3	10%
Defer	0	0%
Did not meet minimum qualifications	0	0%
Failed background check- Criminal History	0	0%
Failed background check- Financial	0	0%
Failed Background check- other	0	0%
Failed Drug Test	0	0%
Interview Panel Recommendation	0	0%
Other	16	53%
Physical Qualification Exam	11	37%
Residency Requirement	0	0%
Written Exam	0	0%

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 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	3
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	1	0	3	0	0	1
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	12	1	0	1

Agency Name: **Gloucester- Washington Township Police Department**

Year: **January 1, 2023 to December 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	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	5	0	1	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	1	0	1	0	0	0

Agency Name: **Gloucester- Washington Township Police Department**

Year: **January 1, 2023 to December 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	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- Washington Township Police Department**
Year:	**January 1, 2023 to December 31, 2023**

Current Officers and Promotional Process Summary

Gloucester- Washington Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2023 to December 31, 2023 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Gloucester- Washington Township Police Department in the above time period, the promotional included the following methods of identifying qualified officers:
Non-Civil Service Promotional Examination List

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 31, 2023**

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
	Total Officers	96	-
	Total Officers Eligible for Promotion	44	46%
	Total Officers Applied for Promotion	23	24%
	Total Officers Promoted	12	13%
Gender	Total Male	92	96%
	Total Female	4	4%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	1%
	Total Black or African American alone	6	6%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	86	90%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	3	3%
Age	Total 18-29	26	27%
	Total 30-39	30	31%
	Total 40-49	20	21%
	Total 50-59	20	21%
	Total 60-69	0	0%
	Total 70+	0	0%

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 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	6	0	82	0	0	3
Female	0	0	0	0	4	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	6	0	86	0	0	3

	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	25	1	0	0	0	2	0	23	0	0	1
Age: 30-39	28	2	0	0	1	2	0	25	0	0	2
Age: 40-49	19	1	0	0	0	1	0	19	0	0	0
Age: 50-59	20	0	0	0	0	1	0	19	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

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 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	1	3	0	36	0	0	2
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	3	0	38	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	0	1	0	0	0	0	0	1	0	0	0
Age: 30-39	20	1	0	0	1	2	0	16	0	0	2
Age: 40-49	17	0	0	0	0	1	0	16	0	0	0
Age: 50-59	5	0	0	0	0	0	0	5	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

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 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	1	1	0	20	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	1	0	20	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	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	10	0	0	0	1	1	0	7	0	0	1
Age: 40-49	9	0	0	0	0	0	0	9	0	0	0
Age: 50-59	4	0	0	0	0	0	0	4	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

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 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	11	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	11	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	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	3	0	0	0	0	0	0	2	0	0	1
Age: 40-49	6	0	0	0	0	0	0	6	0	0	0
Age: 50-59	3	0	0	0	0	0	0	3	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

Agency Name: **Gloucester- Washington Township Police Department**

Year: **January 1, 2023 to December 31, 2023**

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	4	0	0	4	5	0	0	5	2	0	0	2
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	1	0	0	1	0	0	0	0	0	0	0	0

Agency Name: **Gloucester- Washington Township Police Department**
Year: **January 1, 2023 to December 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.