

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Monmouth- Wall Township Police Department

Time Period: January 31, 2022 - December 31, 2022

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

Agency Name:
Year:

Monmouth- Wall Township Police Department
January 31, 2022 - December 31, 2022

Applicant and Hiring Process Summary

Monmouth- Wall Township Police Department is a Municipal law enforcement agency. During the time period covering January 31, 2022 - December 31, 2023 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Monmouth- Wall 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
Waiver hire
Direct hire of BCPO certified officer

During the hiring process, Wall Township Police Department 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, Wall Township Police Department 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	0	-
Total Applicants Appointed	5	-
Total Applicants Not Appointed	55	#DIV/0!

	# % of Total Applicants	
Direct Hire Applicants	0	-
Transfer Applicants	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	57	-	0	0
	Total Female	3	-	0	0
	Total X or Non-Binary	0	-	0	0
Sexual Orientation	LGBTQ+	2	-	0	0
	Not LGBTQ+	58	-	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	2	-	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	-	0	0
	Total White alone	51	-	0	0
	Total Two or more races alone	0	-	0	0
	Total Other alone	0	-	0	0
	Total Hispanic or Latino	7	-	0	0
Age	Total 18-29	49	-	0	0
	Total 30-39	11	-	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

	<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>
Male	0	0	2	0	48	0	0	7
Female	0	0	0	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	51	0	0	7

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<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>
Age: 18-29	46	3	0	0	0	2	0	41	0	0	6
Age: 30-39	11	0	0	0	0	0	0	10	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

	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	1	0	0	0	0	0	2	0	0	0
Not LGBTQ+	56	2	0	0	0	2	0	49	0	0	7

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	1	0	0	0	0
Not LGBTQ+	48	10	0	0	0	0

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Appointed Applicants: Gender, Race, & Age Demographics

	<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>
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

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<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>
Age: 18-29	5	0	0	0	0	0	0	3	0	0	2
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

	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<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>
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

	<i>Age: 18-29</i>	<i>Age: 30-39</i>	<i>Age: 40-49</i>	<i>Age: 50-59</i>	<i>Age: 60-69</i>	<i>Age: 70+</i>
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	5	0	0	0	0	0

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Not Appointed Applicants: Gender, Race, and Age Demographics

	<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>
Male	0	0	2	0	45	0	0	5
Female	0	0	0	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	48	0	0	5

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<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>
Age: 18-29	41	3	0	0	0	2	0	38	0	0	4
Age: 30-39	11	0	0	0	0	0	0	10	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 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	1	0	0	0	0	0	2	0	0	0
Not LGBTQ+	51	2	0	0	0	2	0	46	0	0	5

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	1	0	0	0	0
Not LGBTQ+	43	10	0	0	0	0

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Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants	
Academy Failure	0	0%
Applicant Withdrawal	6	11%
Defer	0	0%
Did not meet minimum qualifications	38	69%
Failed background check- Criminal History	3	5%
Failed background check- Financial	0	0%

	% of Total Not # Appointed Applicants	
Failed Background check- other	0	0%
Failed Drug Test	0	0%
Interview Panel Recommendation	0	0%
Other	8	15%
Physical Qualification Exam	0	0%
Residency Requirement	0	0%
Written Exam	0	0%

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Not Appointed Applicants- Reasons by Gender & Race

Male 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	1	0	4	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	1	0	33	0	0	2
Failed background check- Criminal	0	0	0	0	2	0	0	1
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	6	0	0	2

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Not Appointed Applicants- Reasons by Gender & Race

Female 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	1	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	2	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- Wall Township Police Department is a Municipal law enforcement agency. During the time period covering January 31, 2022 - December 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 Monmouth- Wall Township Police Department in the above time period, the promotional included the following methods of identifying qualified officers:
Non-Civil Service Promotional Examination List

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Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
Gender	Total Officers	69	-
	Total Officers Eligible for Promotion	55	80%
	Total Officers Applied for Promotion	28	41%
	Total Officers Promoted	10	14%
	Total Male	65	94%
	Total Female	4	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	1	1%
Race/ Ethnicity	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	66	96%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	2	3%
	Total 18-29	18	26%
	Total 30-39	30	43%
Age	Total 40-49	16	23%
	Total 50-59	4	6%
	Total 60-69	1	1%
	Total 70+	0	0%

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Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

Current Officers

	<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>
Male	0	0	1	0	62	0	0	2
Female	0	0	0	0	4	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	66	0	0	2

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<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>
Age: 18-29	16	2	0	0	0	0	0	16	0	0	2
Age: 30-39	28	2	0	0	0	1	0	29	0	0	0
Age: 40-49	16	0	0	0	0	0	0	16	0	0	0
Age: 50-59	4	0	0	0	0	0	0	4	0	0	0
Age: 60-69	1	0	0	0	0	0	0	1	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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Officers Eligible for Promotion

	<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>
Male	0	0	1	0	51	0	0	0
Female	0	0	0	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	54	0	0	0

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<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>
Age: 18-29	5	1	0	0	0	0	0	6	0	0	0
Age: 30-39	28	2	0	0	0	1	0	29	0	0	0
Age: 40-49	16	0	0	0	0	0	0	16	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

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Officers who Applied for a Promotion

	<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>
Male	0	0	0	0	26	0	0	0
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	28	0	0	0

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<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>
Age: 18-29	1	1	0	0	0	0	0	2	0	0	0
Age: 30-39	16	1	0	0	0	0	0	17	0	0	0
Age: 40-49	8	0	0	0	0	0	0	8	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 Promoted

	<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>
Male	0	0	0	0	10	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	10	0	0	0

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<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>
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	4	0	0	0	0	0	0	4	0	0	0
Age: 40-49	6	0	0	0	0	0	0	6	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

	<i>Promoted to Sergeant</i>				<i>Promoted to Lieutenant</i>				<i>Promoted to Captain</i>			
	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>
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	12	1	0	13	4	0	0	4	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	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

Pursuant to the Attorney General Guideline “Promoting Diversity in Law Enforcement Recruiting and Hiring,” the Wall Township Police Department is committed to doing all that we can to hiring staff who reflect the community that we serve. See N.J.S.A.52:17B-4.10. 2022 Census Data indicates that Wall Township population is 92.6% White, 1.6% Black, 5.0% Hispanic, and 1.7% Asian. As of December 31, 2022, the WTPD had 69 sworn officers: 94% were white, 1% were black, 3% Hispanic and 0% were Asian. Although our Diversity numbers are on par according to the 2022 census data, only 6% of our officers are women and 0% are Asian. To improve the Department’s Diversity, a representatives from Wall Police registered for local job fairs that will help to successfully attract and recruit qualified applicants, including members of the minority community. Our agency will continue to strive to increase the number of female and Asian officers, while enhancing our efforts to seek diverse applicants to join our department.