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Policy

To establish guidelines within the Newton Police Department for the purpose of attracting quality personnel who are motivated, intelligent, ethical, progressive, and dedicated.

Procedure

I. Responsibility

It is the responsibility of every member of the department to act as recruiters during their daily contacts with the public. However, the responsibility and authority of the recruitment program shall belong to the Recruitment Team (See Appendix A).

II. Member Involvement

- A. Recruitment Team representatives shall consist of employees of the Newton Police Department who present a positive professional image and are effective communicators.
- B. The Police Officers or Department Members assigned to the Recruiting Team shall have a working knowledge of the selection and hiring process, and the skills, knowledge, and abilities necessary to perform the job for all positions within the department. Specific Job Duties and Requirements of the entry level police officer position is in Appendix C. Additionally, Police Officers or Department Members assigned to the Recruitment Team should have a working knowledge of police department policies and procedures, and community characteristics and demographics.
- C. The Newton Police Department is committed to recruitment efforts that assist in attracting quality applicants of all ethnic and gender backgrounds to develop a work force reflective of the community members we serve.
- D. Recruitment Team Members must exhibit positive motivation, work ethic, and support the Newton Police Department's policies, goals, objectives, and mission at all times.

III. Recruitment Program

- A. Upon the direction and under the authority of the Recruitment Team Supervisor, members of the Recruitment Team will work with civic organizations, educational institutions, and key community leaders to provide recruitment assistance whenever possible.
- B. Upon the direction and under the authority of the Recruitment Team Supervisor, Recruitment Team members will make an assertive effort to contact colleges and universities and other sources of potential candidates for the purpose of recruiting quality applicants to the Newton Police Department when job openings arise.
- C. Youth Interaction- The Newton Police Department is actively involved in the youth in our community. The specific youth programs include:

1. LEAD (Law Enforcement Against Drugs) program: The Newton Police Department teach the nationally recognized LEAD program to all students in the Town of Newton School District in the 5th grade. This program is taught as part of the school curriculum by trained LEAD Instructor Newton Police Officers. This highly successful program is taught to approximately 300 Newton students, and offers them an opportunity to interact with Newton Police Officers in a comfortable, non-stressful school setting.

IV. Action Plan

- A. To find the best available candidates, we will take several actions to ensure success. First, we are a Civil Service agency. We follow all New Jersey Civil Service guidelines as it relates to the new hire and promotional testing process. Second, in October of 2021 the Town of Newton adopted an ordinance accepting the hiring practices established in Senate Bill S3220, in which the Town of Newton can accept applications from an applicant who has successfully completed the full Basic Course for Police Officers at a New Jersey Police Training Commission approved New Jersey Police Academy.

2021 NPD Demographics	Service Population		Current Sworn Officers		Current Female Sworn Officers	
	#	%	#	%	#	%
Caucasian	6414	76.6%	19	82.5%	0	0%
Hispanic	1172	14%	1	4.4%	1	4.4%
African- American	394	4.7%	2	8.7%	0	0%
Other	394	4.7%	0	0%	0	0%
Total	8374	100%	23	100%	1	4.4%

Data from US census bureau 2020 data

- B. The table above has been created to compare the demographics of Town of Newton to that of the Police Department. The Department is aware of the need to diversify our ranks to become reflective of the population it serves. The Department will review these demographics annually.

The Town website <https://newtontownhall.com> will be used as an advertising source as well a hiring announcement notification on the site's main page.

- C. The Department uses social media, specifically Facebook for instant notifications to our residents who subscribe. Currently, we have over 8,500 followers. We will employ Facebook alerts to recruit applicants as well. In a similar thread, a press release announcing our entrance examination will be disseminated to area news outlets.

V. Employment Inquiries and Applications

A. General Employment Inquiries

1. Members of the department may likely be asked about how to become a Police Officer, Special Law Enforcement Officer (SLEO), Telecommunicator, Records Clerk, Other Civilian Employee, Volunteer, and more. Additionally, members may simply be asked “Are you hiring?” When such general inquiries take place department members shall:
 - a. Police Officer positions (Civil Service) - Inform the person that the Department is a Civil Service Police agency and encourage them to contact a Recruitment Team Member (See Appendix A). A Recruitment Team Member must be familiar with the N.J. Civil Service Law Enforcement Entry Level Examination Process.
 - b. Police Officers positions (Alternate Hiring Process for Certified Police Officers)- Employment inquiries by interested persons who have completed a full Basic Course for Police Officers (BCPO) at a PTC approved New Jersey Police Academy will be encouraged to provide an application to a Recruiting Team Member so they can be added to an applicant database. People who have this BCPO certification making employment inquiries should be advised of current hiring availability.
 - c. During the regular working hours of the municipal building a person who wishes to submit a completed application for a non-police officer position shall be directed to submit their application to the Town Manager’s Office or via the Newton Town website <https://newtontownhall.com>.
 - d. Completed police officer applications shall be submitted to a Recruiting Team Member. All completed police officer applications will be maintained by the Recruitment Team Supervisor for a period of one year.

B. Employment Inquiries – Advertised Positions

1. There are times where the Newton Police Department will advertise for certain positions. When a police department employee is approached about a current advertised position, he/she shall advise the person to contact a Recruitment Team Member (See Appendix A).

C. Application and Inquiry Record Keeping; Department Response

1. All incoming applications and email inquiries for the position of police officer regarding any employment shall be handled by a Recruitment Team Member. The Recruitment Team Member will forward a copy of the application or inquiry information to the Recruitment Team Supervisor for the appropriate documentation in the database.

2. All applicants and those that were interviewed for positions should receive at a minimum a written letter acknowledging their application if they were not offered an interview. Additionally, those that were interviewed should receive a written letter acknowledging their interview. Such letters may be in addition to other notifications such as telephonic or in-person.

VI. Training

- A. The Recruitment Team Supervisor shall provide periodic training on the application process, recruitment function, department programs, and appropriate recruitment display materials.
- B. The Supervisor responsible for the Recruitment Team shall ensure officers and agency members assigned to the unit have a working knowledge of the selection and hiring process, the skills, knowledge, and abilities necessary to perform the job for all positions.

VII. Annual Reporting

- A. An annual report shall be created by January of each year and forwarded to the Sussex County Prosecutors Office. This report shall include:
 1. The current agency demographics.
 2. Town of Newton is governed by civil service rules.
 3. A brief description of the application process.
 4. The most current U.S. Census information will be used to establish the demographics of the Town of Newton.
 5. If applicable, a detailed assessment if there are any identified underrepresented groups.
 6. Any new or modified program goals to be implemented in the upcoming year.
- B. The Newton Police Department shall publish the annual report on its website.

Appendix A Recruitment Team Members

Steven VanNieuwland, Police Chief

Steven VanNieuwland will coordinate with the Town of Newton Appointing Authority, Town Manager Thomas Russo Jr., when the need arises to initiate the process of certifying the New Jersey Entry Level Law Enforcement Civil Service List.

Lieutenant Thomas Muller; Recruitment Team Supervisor

Lieutenant Thomas Muller, will oversee the recruitment plan from start to finish. He will be the liaison to outside sources working with the agency to facilitate this process. He will submit the announcement to be added to the web page and Newton Police Facebook Page with respect to this hiring process.

DSG. Daniel Finkle; Background Check Coordinator, Detective Bureau

DSG. Daniel Finkle is the administrator for coordinating background checks for all police applicants. He will manage our application process and maintain a database and records of all applicants as they proceed through our hiring process. He will also maintain email communication with applicants as necessary.

Mrs. Carol McNally; Police Department Administrative Assistant

Mrs. McNally will assist Lieutenant Thomas Muller with the implementation and administration of this recruitment plan. One of her key roles will be telephonic communications with outside sources assisting with this process.

New Jersey Civil Service Commission

The New Jersey Civil Service Commission will give the written entrance examination to our applicants. They will also make available a study guide for our applicants ahead of the examination.

Appendix B

Employment Inquiries and Applications Received Record Keeping

Lieutenant Thomas Muller and DSG. Daniel Finkle are the administrators for coordinating employment inquiries for all police applicants. They will manage the applications received via an excel database. All Employment Inquiries and Applications will be maintained on the database for one year.

Appendix C
Job Duties – Requirements – Job Descriptions



**NEWTON POLICE DEPARTMENT
IS NOW ACCEPTING APPLICATIONS FOR
ENTRY-LEVEL POLICE OFFICERS**

**ALL APPLICANTS MUST HAVE A BCPO CERTIFICATION FROM A PTC APPROVED NEW JERSEY
POLICE TRAINING ACADEMY OR BE A CANDIDATE ON THE NJ CIVIL SERVICE LAW ENFORCEMENT
ENTRY LEVEL LIST FOR TOWN OF NEWTON.**

GENERAL DUTIES

Some the basic duties of a Newton Police Officer include the following:

- Patrol an assigned area
- Respond to, take charge of, and maintain order by directly controlling the scene in any emergency situation
- Prepare and submit precise reports on investigations, arrests, motor vehicle crashes, and other police matters
- Protect life and property and the rights of citizens by enforcing state, county, and municipal laws, and ordinances
- Appear and give testimony in a court of law

SALARY

We offer a competitive salary range for our police officers:

- The starting salary is \$40,558 and the top of the range is \$124,885 (Effective 1/1/2021)

ABOUT NEWTON POLICE AND THE COMMUNITY IT SERVES

Here is an overview of who we are and who we serve:

- We have 21 full-time sworn officers
- We have 2 Class II Special Officers, 1 is Fulltime and 1 is Part-time
- In 2020, we handled 25,000 calls for service
- We serve a community of approximately 8,400 residents
- Our jurisdiction is 3.3-square miles with several major roadways including State Hwy 206 & 94

MINIMUM QUALIFICATIONS

In order to be appointed as a Newton Police Officer, applicants must meet the following minimum standards:

- United States Citizen and a resident of New Jersey with a valid New Jersey Driver's License
- Between the ages of 18 and 35
- Read, write, and speak the English language well and intelligently
- In sound body and of good health
- Of good moral character, with no convictions for a criminal offense involving moral turpitude
- Possess a High School Diploma or equivalent

HIRING PROCESS

Applicants who pass the candidate selection process may move on to these next steps:

- Formal Interview
- Conditional Offer of Employment
- Background Investigation
- Drug Testing/Psychological Testing/Physical Examination
- Academy Training

HOW TO APPLY

Please note that the Application Fee is free. Applicants may apply in person, email <https://newtontownhall.com/jobs.asp>, or respond following the New Jersey Civil Service rules set forth after a Newton Police Department Law Enforcement Entry Level Candidate List has been certified.

Instructions
Annual Law Enforcement Diversity Reporting Form | N.J.S.A. 52:17B-4.10

Agency Fact Sheet

COLUMNS	
Instructions	Provide information about your agency's applicant and promotional processes and methods for the time period.
Column D	Select "Yes" or "No" for each question or process or method element. These responses will automatically populate in your Annual Report.

Applicant Sheet

COLUMNS	
Instructions	Provide information about all applicants.
Column C	Type the birth year of the applicant formatted as YYYY.
Column D	You do not need to enter anything into this field. This field will automatically calculate the age of the applicant as of 12/31 of the previous year.
Column E	Select the Race of the applicant from the drop down: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander, White, Two or more races, or Other
Column F	Select the Ethnicity of applicant from the drop down: Hispanic or Latino, Not Hispanic or Latino
Column G	Select the Gender of the applicant from the drop down: Female, Male, X or Non-Binary
Column H	Indicate whether the applicant identifies as LGBTQ+: Yes or No
Column I	Select the method of application from the drop down: Direct Hire, Transfer, Waiver, or CSC Exam Exempt Direct Hire Applicants
Column J	Select the Application Outcome for the applicant: Appointed to Agency or Not Appointed to Agency
Column J	Select the Reason for not appointing the applicant from the drop down: Academy Failure, Applicant Withdrawal, Defer, Did not meet minimum qualifications, Failed background check- Financial, Failed background check- Criminal History, Failed background check-Other, Failed Drug Test, Interview Panel Recommendation, Other, Physical Qualification Exam, Residency Requirement, Written Exam

SAMPLE APPLICANT FORM

Time period
Agency
County

January 1, 2021 to December 31, 2021
Example Police Department
Mercer

Applicant Demographics							Application Outcome	
No.	Year of Birth	Age	Race	Hispanic Origin	Gender	LGBQ+?	Applicant type	Outcome
1	1956	64	Black or African American	Not Hispanic or Latino	Male	Yes	Direct Hire	Not Appointed to Agency
2	1975	45	American Indian or Alaska Native	Not Hispanic or Latino	X or Non-Binary	No	Transfer	Appointed to Agency

Annual Report

Instructions	The Annual Report will automatically populate based on the information entered into the "Agency Fact Sheet", "Applicant Sheet" and "Current Officer Sheet" WITH TWO EXCEPTIONS. Should you wish to enter an additional narrative regarding hiring or promotions, you may do so on the last page of the Annual Report. NOTE: THESE BOXES WILL REMAIN HIGHLIGHTED UNLESS TEXT IS ENTERED INTO THE BOX. YOU MAY ENTER "N/A" SHOULD YOU NOT WISH TO PROVIDE ADDITIONAL INFORMATION. You may also provide a separate document with your assessment of improvement and future goals if more space is needed.
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Current Officer Sheet

COLUMNS	
Instructions	Provide information about all current officers.
Column C	Type the birth year of the officer formatted as YYYY.
Column D	You do not need to enter anything into this field. This field will automatically calculate the age of the officer as of 12/31 of the previous year.
Column E	Select the Race of the officer from the drop down: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander, White, Two or more races, or Other
Column F	Select the Ethnicity of officer from the drop down: Hispanic or Latino, Not Hispanic or Latino
Column G	Select the Gender of the officer from the drop down: Female, Male, X or Non-Binary
Column H	Select Yes or No: Was the officer eligible for promotion during the preceding calendar year?
Column I	Select Yes or No: Did the officer apply for a promotion during the preceding calendar year?
Column J	Select Yes or No: Was the officer promoted during the preceding calendar year?
Column K	Select the old rank of the promoted officer.
Column L	Select the new rank of the promoted officer.

SAMPLE CURRENT OFFICER FORM

Time period
Agency
County

January 1, 2021 to December 31, 2021
Example Police Department
Mercer

Officer Demographics						Current Year Promotion			
No.	Year of Birth	Age	Race	Hispanic Origin	Gender	Eligible for Promotion	Applied for Promotion	Promoted	New Rank
1	1987	33	White	Not Hispanic or Latino	Male	No	No	Yes	Chief
2	1990	30	White	Hispanic or Latino	Female	Yes	Yes	Yes	Corpora Lieutenant I

Annual Summary of Law Enforcement Diversity: Agency Fact Sheet

Annual Law Enforcement Diversity Reporting Form | N.J.S.A. 52:17B-4.10

In compliance with N.J.S.A. 52:17B-4.10 (the "Act") each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." The Act requires the publication of annual reports detailing the age, gender, race, and ethnicity of law enforcement officers currently appointed to an agency and those promoted within the agency in the preceding calendar year. Additionally, the Act also requires an annual report compiling the age, gender, race, and ethnicity of applicants, applicants appointed, and applicants denied for a law enforcement officer position in the preceding calendar year.

This sheet captures information on the applicant and promotional processes of your agency which will be included in your Annual Report of Law Enforcement Diversity. Please type "Yes" into the boxes for the process elements as applicable for the time period.

Time period

Agency

County

Type of Agency

←Type agency name here

←Select county from dropdown
menu here

Application Processes

Did your agency receive any applications for employment during the above time period?

(select response from drop down)

Is your agency hiring process governed by Civil Service Regulations?

(select response from drop down)

Please specify which methods your agency hired law enforcement officers during the above time period, by entering "Yes" in the appropriate boxes

- ☐ Civil Service Examination Certified List
- ☐ Non-Civil Service Examination List
- ☐ Inter-governmental Transfer
- ☐ Waiver hire
- ☐ Direct hire of BCPO certified officer

Please specify which elements were included the application process your agency used during the above time period, by entering "Yes" in the appropriate boxes:

- ☐ Return the Card
- ☐ Formal Application

- ☐ Interview Board
- ☐ Written Exam
- ☐ Preference for applicants who are "local" or "county" residents
- ☐ Preference for veteran applicants
- ☐ Drug Testing
- ☐ Medical Exam
- ☐ Psychiatric Exam

Please specify when an officer was considered "appointed" to your agency used during the above time period, by entering "Yes" in the appropriate boxes:

- ☐ Prior to entry in to the Academy
- ☐ Upon successful completion of the Academy

Promotion Methods

Did your agency receive any applications for any promotion during the above time period?

(select response from drop down)

Is your agency promotional process governed by Civil Service Regulations?

(select response from drop down)

If yes above, do Civil Service Regulations apply to all ranks?

Please specify which methods your agency promoted law enforcement officers during the above time period, by entering "Yes" in the appropriate boxes:

- ☐ Civil Service Promotional Examination Certified List
- ☐ Non-Civil Service Promotional Examination List
- ☐ Promotional Interview

Annual Summary of Law Enforcement Diversity: Applicant Entry Sheet

Annual Law Enforcement Diversity Reporting Form | N.J.S.A. 52:17B-4.10

In compliance with N.J.S.A. 52:17B-4.10 (the "Act") each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." The Act requires the publication of annual reports detailing the age, gender, race, and ethnicity of law enforcement officers currently appointed to an agency and those promoted within the agency in the preceding calendar year. Additionally, the Act also requires an annual report compiling the age, gender, race, and ethnicity of applicants, applicants appointed, and applicants denied for a law enforcement officer position in the preceding calendar year.

DO NOT DELETE CELLS IN THIS DOCUMENT. TO REMOVE TEXT ENTERED, RIGHT CLICK AND SELECT "CLEAR CONTENTS".

Time period

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Agency

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Applicant Demographics							Application Outcome		
No.	Year of Birth	Age	Race	Hispanic Origin?	Gender	LGBTQ+?	Applicant type	Outcome	Reason for No Appointment
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Annual Summary of Law Enforcement Diversity: Current Officers & Promotions Entry Sheet

Annual Law Enforcement Diversity Reporting Form | N.J.S.A. 52:17B-4.10

In compliance with N.J.S.A. 52:17B-4.10 (the "Act") each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." The Act requires the publication of annual reports detailing the age, gender, race, and ethnicity of law enforcement officers currently appointed to an agency and those promoted within the agency in the preceding calendar year. Additionally, the Act also requires an annual report compiling the age, gender, race, and ethnicity of applicants, applicants appointed, and applicants denied for a law enforcement officer position in the preceding calendar year.

DO NOT DELETE CELLS IN THIS DOCUMENT. TO REMOVE TEXT ENTERED, RIGHT CLICK AND SELECT "CLEAR CONTENTS".

Time period

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Agency

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2980	-		
2981	-		
2982	-		
2983	-		
2984	-		
2985	-		
2986	-		
2987	-		
2988	-		
2989	-		
2990	-		
2991	-		
2992	-		
2993	-		

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

-

Time Period:

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

Agency Name:

-

Year:

0

Applicant and Hiring Process Summary

0- 0 is a law enforcement agency. During the time period covering 0 the agency did not receive applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For 0- 0 in the above time period, the applicant and hiring process included the following methods of identifying applicants:

During the hiring process, 0 included the following elements to identify the most qualified applicants:

During the hiring process, 0 considers an applicant to be appointed

.

Agency Name:

-

Year:

0

Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	0	-
Total Applicants Appointed	0	-
Total Applicants Not Appointed	0	-

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

Agency Name:

-

Year:

0

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

Agency Name:

-

Year:

0

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	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

	<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	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:

-

Year:

0

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+	0	0	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

Agency Name:

-

Year:

0

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	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

	<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	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:

-

Year:

0

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+	0	0	0	0	0	0	0	0	0	0	0

	<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+	0	0	0	0	0	0

Agency Name:

-

Year:

0

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	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

	<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	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:

-

Year:

0

Not 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+	0	0	0	0	0	0	0	0	0	0	0

	<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+	0	0	0	0	0	0

Agency Name: -
 Year: 0

Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants		% of Total Not # Appointed Applicants
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 -

Agency Name:

-

Year:

0

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	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:

0

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	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:

0

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 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:

0

Current Officers and Promotional Process Summary

- is a law enforcement agency. During the time period covering 0 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.
-

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

Agency Name: -
 Year: 0

Annual Summary of Law Enforcement Diversity: Current Officers Summary

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

Agency Name:

-

Year:

0

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	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

	<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	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:

-

Year:

0

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	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

	<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	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:

-

Year:

0

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	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

	<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	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:

-

Year:

0

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	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

	<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	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:

-

Year:

0

Officers Promoted

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	<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	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:

0

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.