

**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 **January 1, 2021 to December 31, 2021**  
 Agency **Example Police Department**  
 County **Mercer**

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

**Annual Report**

**COLUMNS**

**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.**

**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 **January 1, 2021 to December 31, 2021**  
 Agency **Example Police Department**  
 County **Mercer**

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

- Yes Interview Board
- No Written Exam
- No Preference for applicants who are "local" or "county" residents
- No Preference for veteran applicants
- Yes Drug Testing
- Yes Medical Exam
- Yes 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:

- Yes Prior to entry in to the Academy
- Yes 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)

No

Is your agency promotional process governed by Civil Service Regulations?

(select response from drop down)

No

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

N/A

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

- No Civil Service Promotional Examination Certified List
- No Non-Civil Service Promotional Examination List
- Yes Promotional Interview





# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Hunterdon- Clinton Township Police Department**

**Time Period: January 1, 2024 to December 31, 2024**

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

Agency Name:  
Year:

**Hunterdon- Clinton Township Police Department**  
**January 1, 2024 to December 31, 2024**

### *Applicant and Hiring Process Summary*

Hunterdon- Clinton Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2024 to December 31, 2024 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

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For Hunterdon- Clinton 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
- Direct hire of BCPO certified officer

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During the hiring process, Clinton Township Police Department included the following elements to identify the most qualified applicants:

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

During the hiring process, Clinton Township Police Department considers an applicant to be appointed Prior to entry in to the Academy  
Upon successful completion of the Academy .

Agency Name:  
Year:

Hunterdon- Clinton Township Police Department  
January 1, 2024 to December 31, 2024

## Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	0	-
Total Applicants Appointed	1	-
Total Applicants Not Appointed	25	#DIV/0!

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

Agency Name:  
Year:

Hunterdon- Clinton Township Police Department  
January 1, 2024 to December 31, 2024

## Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
<b>Gender</b>	Total Male	22	-	0	0	0
	Total Female	4	-	0	0	0
	Total X or Non-Binary	0	-	0	0	0
<b>Sexual Orientation</b>	LGBTQ+	2	-	0	0	0
	Not LGBTQ+	23	-	0	0	0
<b>Race/ Ethnicity</b>	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	6	-	0	0	0
	<b>Age</b>	Total 18-29	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:

Hunterdon- Clinton Township Police Department  
January 1, 2024 to December 31, 2024

## 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	2	0	0	0	0	0	0	0	0	1
Not LGBTQ+	22	1	0	0	0	0	0	0	0	0	4

	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:

Hunterdon- Clinton Township Police Department  
January 1, 2024 to December 31, 2024

**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+	1	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:

Hunterdon- Clinton Township Police Department  
January 1, 2024 to December 31, 2024

**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+	0	2	0	0	0	0	0	0	0	0	1
Not LGBTQ+	21	1	0	0	0	0	0	0	0	0	4

	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:

Hunterdon- Clinton Township Police Department  
January 1, 2024 to December 31, 2024

***Not Appointed Applicant- Reasons***

	% of Total Not # Appointed Applicants		% of Total Not # Appointed Applicants		
Academy Failure	0	0%	Failed Background check- other	0	0%
Applicant Withdrawal	1	4%	Failed Drug Test	0	0%
Defer	0	0%	Interview Panel Recommendation	18	72%
Did not meet minimum qualifications	2	8%	Other	0	0%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	0	0%
Failed background check- Financial	0	0%	Residency Requirement	0	0%
			Written Exam	0	0%









Agency Name:  
Year:

**Hunterdon- Clinton Township Police Department**  
**January 1, 2024 to December 31, 2024**

### ***Current Officers and Promotional Process Summary***

Hunterdon- Clinton Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2024 to December 31, 2024 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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For Hunterdon- Clinton Township Police Department in the above time period, the promotional included the following methods of identifying qualified officers:  
Promotional Interview

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Agency Name:  
Year:

Hunterdon- Clinton Township Police Department  
January 1, 2024 to December 31, 2024

## Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
		Total Officers	32 -
		Total Officers Eligible for Promotion	16 50%
		Total Officers Applied for Promotion	0 0%
		Total Officers Promoted	0 0%
Gender		Total Male	29 91%
		Total Female	3 9%
		Total X or Non-Binary	0 0%
Race/ Ethnicity		Total American Indian or Alaska Native alone	0 0%
		Total Asian alone	1 3%
		Total Black or African American alone	0 0%
		Total Native Hawaiian or other Pacific Islander alone	0 0%
		Total White alone	26 81%
		Total Two or more races alone	1 3%
		Total Other alone	1 3%
		Total Hispanic or Latino	3 9%
Age		Total 18-29	8 25%
		Total 30-39	6 19%
		Total 40-49	10 31%
		Total 50-59	7 22%
		Total 60-69	1 3%
		Total 70+	0 0%













Agency Name:  
Year:

**Hunterdon- Clinton Township Police Department**  
**January 1, 2024 to December 31, 2024**

### *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.