

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Morris- Denville Township Police Department**

**Time Period: 01/01/2022 - 12/31/2022**

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

Agency Name:  
Year:

**Morris- Denville Township Police Department**  
**01/01/2022 - 12/31/2022**

### *Applicant and Hiring Process Summary*

Morris- Denville Township Police Department is a Municipal law enforcement agency. During the time period covering 01/01/2022 - 12/31/2022 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

---

For Morris- Denville 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, Denville 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, Denville Township Police Department considers an applicant to be appointed Prior to entry in to the Academy

Agency Name:  
Year:

**Morris- Denville Township Police Department**  
**01/01/2022 - 12/31/2022**

## Annual Summary of Law Enforcement Diversity: Applicant Summary

|                                | # % of Total Applicants |     |
|--------------------------------|-------------------------|-----|
| Total Applicants               | 49                      | -   |
| Total Applicants Appointed     | 2                       | 4%  |
| Total Applicants Not Appointed | 47                      | 96% |

|  | # % of Total Applicants |     |
|--|-------------------------|-----|
| Direct Hire Applicants                 | 45                      | 92% |
| Transfer Applicants                    | 1                       | 2%  |
| Waiver Applicants                      | 3                       | 6%  |
| CSC Exam Exempt Direct Hire Applicants | 0                       | 0%  |

Agency Name:  
Year:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

## 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  | 43                          | 88%  | 39                     | 1                   | 3                 |
|                           | Total Female  | 6                           | 12%  | 6                      | 0                   | 0                 |
|                           | Total X or Non-Binary                               | 0                           | 0%   | 0                      | 0                   | 0                 |
| <b>Sexual Orientation</b> | LGBTQ+  | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Not LGBTQ+  | 49                          | 100% | 45                     | 1                   | 3                 |
| <b>Race/ Ethnicity</b>    | Total American Indian or Alaska Native alone        | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total Asian alone                                   | 1                           | 2%   | 1                      | 0                   | 0                 |
|                           | Total Black or African American alone               | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total Native Hawaiian/ other Pacific Islander alone | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total White alone                                   | 35                          | 71%  | 31                     | 1                   | 3                 |
|                           | Total Two or more races alone                       | 1                           | 2%   | 1                      | 0                   | 0                 |
|                           | Total Other alone                                   | 1                           | 2%   | 1                      | 0                   | 0                 |
|                           | Total Hispanic or Latino                            | 11                          | 22%  | 11                     | 0                   | 0                 |
| <b>Age</b>                | Total 18-29   | 35                          | 71%  | 32                     | 0                   | 3                 |
|                           | Total 30-39   | 14                          | 29%  | 13                     | 1                   | 0                 |
|                           | Total 40-49   | 0                           | 0%   | 0                      | 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:  
Year:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Gender, Race & Age Demographics

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 1                      | 0  | 0  | 30                     | 1                                  | 1                      | 10                            |
| Female          | 0   | 0                      | 0  | 0  | 5                      | 0                                  | 0                      | 1                             |
| X or Non-Binary | 0   | 0                      | 0  | 0  | 0                      | 0                                  | 0                      | 0                             |
| Total           | 0   | 1                      | 0  | 0  | 35                     | 1                                  | 1                      | 11                            |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| Age: 18-29 | 32          | 3             | 0                           | 0   | 1                      | 0  | 0  | 27                     | 1  | 1                      | 5                             |
| Age: 30-39 | 11          | 3             | 0                           | 0   | 0                      | 0  | 0  | 8                      | 0  | 0                      | 6                             |
| 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:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

## 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+ | 43   | 6      | 0               | 0                                      | 1           | 0                               | 0                                   | 35          | 1                       | 1           | 11                 |

|            | 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+ | 35         | 14         | 0          | 0          | 0          | 0        |

Agency Name:  
Year:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

**Appointed Applicants: Gender, Race, & Age Demographics**

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 0                      | 0  | 0  | 2                      | 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  | 2                      | 0                                  | 0                      | 0                             |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| Age: 18-29 | 2           | 0             | 0                           | 0   | 0                      | 0  | 0  | 2                      | 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:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

**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+ | 2    | 0      | 0               | 0                                      | 0           | 0                               | 0                                   | 2           | 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+ | 2          | 0          | 0          | 0          | 0          | 0        |



Agency Name:  
Year:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

**Not Appointed Applicants: Gender, Race, and Age Demographics**

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 1                      | 0  | 0  | 28                     | 1                                  | 1                      | 10                            |
| Female          | 0   | 0                      | 0  | 0  | 5                      | 0                                  | 0                      | 1                             |
| X or Non-Binary | 0   | 0                      | 0  | 0  | 0                      | 0                                  | 0                      | 0                             |
| Total           | 0   | 1                      | 0  | 0  | 33                     | 1                                  | 1                      | 11                            |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| Age: 18-29 | 30          | 3             | 0                           | 0   | 1                      | 0  | 0  | 25                     | 1  | 1                      | 5                             |
| Age: 30-39 | 11          | 3             | 0                           | 0   | 0                      | 0  | 0  | 8                      | 0  | 0                      | 6                             |
| 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:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

**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    | 0      | 0               | 0                                      | 0           | 0                               | 0                                   | 0           | 0                       | 0           | 0                  |
| Not LGBTQ+ | 41   | 6      | 0               | 0                                      | 1           | 0                               | 0                                   | 33          | 1                       | 1           | 11                 |

|            | 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+ | 33         | 14         | 0          | 0          | 0          | 0        |

Agency Name:  
Year:

**Morris- Denville Township Police Department**  
**01/01/2022 - 12/31/2022**

***Not Appointed Applicant- Reasons***

|  | <b>% of Total Not<br/># Appointed Applicants</b> |    | <b>% of Total Not<br/># Appointed Applicants</b> |    |     |
|--|--|----|--|----|-----|
| Academy Failure                              | 0  | 0% | Failed Background check- other                   | 0  | 0%  |
| Applicant Withdrawal                         | 3  | 6% | Failed Drug Test                                 | 0  | 0%  |
| Defer  | 0  | 0% | Interview Panel Recommendation                   | 19 | 40% |
| Did not meet minimum qualifications          | 0  | 0% | Other  | 3  | 6%  |
| Failed background check- Criminal<br>History | 0  | 0% | Physical Qualification Exam                      | 18 | 38% |
| Failed background check- Financial           | 0  | 0% | Residency Requirement                            | 0  | 0%  |
|  |  |    | Written Exam                                     | 4  | 9%  |

Agency Name:  
Year:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

**Not Appointed Applicants- Reasons by Gender & Race**

**Male Applicants**

|                                     | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-------------------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| Academy Failure                     | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Applicant Withdrawal                | 0   | 0                      | 0  | 0  | 2                      | 0  | 0                      | 1                             |
| 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  | 14                     | 0  | 0                      | 4                             |
| Physical Qualification Exam         | 0   | 1                      | 0  | 0  | 7                      | 1  | 0                      | 4                             |
| Residency Requirement               | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Written Exam                        | 0   | 0                      | 0  | 0  | 2                      | 0  | 1                      | 1                             |
| Other                               | 0   | 0                      | 0  | 0  | 3                      | 0  | 0                      | 0                             |

Agency Name:  
Year:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

**Not Appointed Applicants- Reasons by Gender & Race**

**Female Applicants**

|                                     | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>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  | 1                      | 0  | 0                      | 0                             |
| Physical Qualification Exam         | 0   | 0                      | 0  | 0  | 4                      | 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  | 0                      | 0  | 0                      | 0                             |

Agency Name:  
Year:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

**Not Appointed Applicants- Reasons by Gender & Race**  
**X or Non-Binary Applicants**

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

Agency Name:  
Year:

**Morris- Denville Township Police Department**  
**01/01/2022 - 12/31/2022**

### *Current Officers and Promotional Process Summary*

Morris- Denville Township Police Department is a Municipal law enforcement agency. During the time period covering 01/01/2022 - 12/31/2022 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

---

For Morris- Denville Township Police Department in the above time period, the promotional included the following methods of identifying qualified officers:

---

Agency Name:  
Year:

**Morris- Denville Township Police Department**  
**01/01/2022 - 12/31/2022**

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

|                                       |   | # % of Total Officers |     |
|---------------------------------------|---|-----------------------|-----|
| Total Officers                        |   | 34                    | -   |
| Total Officers Eligible for Promotion |   | 0                     | 0%  |
| Total Officers Applied for Promotion  |   | 0                     | 0%  |
| Total Officers Promoted               |   | 0                     | 0%  |
| <b>Gender</b>                         | Total Male  | 33                    | 97% |
|                                       | Total Female  | 1                     | 3%  |
|                                       | Total X or Non-Binary                                 | 0                     | 0%  |
| <b>Race/ Ethnicity</b>                | Total American Indian or Alaska Native alone          | 0                     | 0%  |
|                                       | Total Asian alone                                     | 0                     | 0%  |
|                                       | Total Black or African American alone                 | 0                     | 0%  |
|                                       | Total Native Hawaiian or other Pacific Islander alone | 0                     | 0%  |
|                                       | Total White alone                                     | 33                    | 97% |
|                                       | Total Two or more races alone                         | 0                     | 0%  |
|                                       | Total Other alone                                     | 0                     | 0%  |
|                                       | Total Hispanic or Latino                              | 1                     | 3%  |
| <b>Age</b>                            | Total 18-29   | 9                     | 26% |
|                                       | Total 30-39   | 13                    | 38% |
|                                       | Total 40-49   | 8                     | 24% |
|                                       | Total 50-59   | 4                     | 12% |
|                                       | Total 60-69   | 0                     | 0%  |
|                                       | Total 70+   | 0                     | 0%  |



Agency Name:  
Year:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

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

### Current Officers

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 0                      | 0  | 0  | 32                     | 0                                  | 0                      | 1                             |
| Female          | 0   | 0                      | 0  | 0  | 1                      | 0                                  | 0                      | 0                             |
| X or Non-Binary | 0   | 0                      | 0  | 0  | 0                      | 0                                  | 0                      | 0                             |
| Total           | 0   | 0                      | 0  | 0  | 33                     | 0                                  | 0                      | 1                             |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| Age: 18-29 | 8           | 1             | 0                           | 0   | 0                      | 0  | 0  | 8                      | 0  | 0                      | 1                             |
| Age: 30-39 | 13          | 0             | 0                           | 0   | 0                      | 0  | 0  | 13                     | 0  | 0                      | 0                             |
| Age: 40-49 | 8           | 0             | 0                           | 0   | 0                      | 0  | 0  | 8                      | 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:

Morris- Denville Township Police Department

Year:

01/01/2022 - 12/31/2022

**Officers Eligible for Promotion**

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>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>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</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:

Morris- Denville Township Police Department  
01/01/2022 - 12/31/2022

**Officers who Applied for a Promotion**

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>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>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</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:

**Morris- Denville Township Police Department**  
**01/01/2022 - 12/31/2022**

***Officers Promoted***

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>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-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>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:

**Morris- Denville Township Police Department**  
**01/01/2022 - 12/31/2022**

**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                            | 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:

**Morris- Denville Township Police Department**  
**01/01/2022 - 12/31/2022**

### *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

As of 12/31/2022, the department currently employs one female full-time sworn police officer, which represents 2.9% of its total full-time sworn personnel. In addition, the department currently employs one full-time sworn officer from a race or ethnic group other than White (Hispanic), which also represents 2.9% of its full-time sworn personnel. As per the 2020 Census, the Township's Hispanic population is 7%. It should be noted that the department also employs one Hispanic part-time Class III Special Police Officer and one Pacific Islander part-time Class III Special Police Officer. When including the part-time Class III Special Police Officers, the percentage of Hispanic sworn personnel is 5% (which is more consistent with the Township's Hispanic population of 7%) and the percentage of Native Hawaiian or Pacific Islander sworn personnel is 2.5% (as per the 2020 Census, the township's Native Hawaiian or Pacific Islander population is 0%).

Currently, the department's personnel is still under represents the Township's demographics for both Black (2%) and Asian (8%) residents. Our recruitment plan includes public advertising locally, but also to various colleges and police academies throughout the state and with the National Minority Update Report and the Equal Opportunity Employment & Education Journal in an attempt to attract additional qualified candidates in these lower represented groups. The department will continue to recruit potential candidates within our community at community sponsored public events, as well as within the area high schools by our School Resource Officers.

Regarding our 2022 hiring process, it should be noted that females only accounted for 12% of the applicants. Regarding race/ethnicity groups, 2% of the applicants were Asian (which is lower than the Township's demographics of 8%), 0% of the applicants were Black (which is lower than the Township's demographics of 2%; however, it should be noted that two applicants identified themselves as two or more races, which represents 4% of the applicants), and 22% of the applicants were Hispanic, which is well above the Township's demographics of 7%. As such, there are no specific modifications expected to be made to our current recruitment process. The department will continue to recruit the most qualified applicants to protect and serve the Township of Denville.