



Michael DeLucia

*Chief of Police*

*Commanding Officer*

MUNICIPAL CENTER

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## **PROMOTING DIVERSITY IN LAW ENFORCEMENT RECRUITING AND HIRING**

**As of January 2023- Full Time Police Officers**

*Pursuant to the December 2021 Attorney General Guideline, "Promoting Diversity in Law Enforcement Recruiting and Hiring," the Tinton Falls Police Department is committed to doing all that we can to hiring staff who reflect the community we serve. See N.J.S.A. 52:17B-4.10. The 2019 census data reports White (Non-Hispanic) (77.6%), White (Hispanic) (6.5%), Asian (Non-Hispanic) (5.2%), and Black (Non-Hispanic) (8.1%).*

*The Tinton Falls Police Department has 43 officers:*

*74.4% (White), 14% (Hispanic), 11.6% (Black). Our diversity numbers are higher than the 2019 census data for Black and Hispanic Police Officers. 90.7% of our officers are male and 9.3% are female.*

*Through social media and job postings through Police App and the League of Municipalities, we will continue to strive to promote and enhance our efforts to seek diverse applicants to join the Tinton Falls Police Department.*

**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**

**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	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 January 1-December 31 2022  
Agency Tinton Falls Police Department  
County Monmouth  
Type of Agency Municipal

←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)

Yes

Is your agency hiring process governed by Civil Service Regulations?  
(select response from drop down)

No

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
- Yes Inter-governmental Transfer
- Yes 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
- Yes Formal Application
- Yes Interview Board

- Written Exam
- Preference for applicants who are "local" or "county" residents
- 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
- 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
- Yes 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

**January 1-December 31 2022**

Agency

**Tinton Falls Police Department**

County

**Monmouth**

Applicant Demographics							Application Outcome		
No.	Year of Birth	Age	Race	Hispanic Origin?	Gender	LGBTQ+?	Applicant type	Outcome	Reason for No Appointment
1		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
2		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Appointed to Agency	
3		-	White	Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
4		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
5		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
6		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
7	1997	26	White	Hispanic or Latino	Male	No	Direct Hire	Appointed to Agency	
8	1999	24	White	Not Hispanic or Latino	Female	No	Direct Hire	Appointed to Agency	
9		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
10	1995	28	Black or African American	Not Hispanic or Latino	Male	No	Direct Hire	Appointed to Agency	
11		-	White	Not Hispanic or Latino	Female	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
12		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
13		-	White	Not Hispanic or Latino	Male		Direct Hire	Not Appointed to Agency	Other
14		-	White	Not Hispanic or Latino	Male		Direct Hire	Not Appointed to Agency	Other
15		-			Male		Direct Hire	Not Appointed to Agency	Other
16		-			Male		Direct Hire	Not Appointed to Agency	Other
17		-			Female		Direct Hire	Not Appointed to Agency	Other
18		-			Male		Direct Hire	Not Appointed to Agency	Other
19		-			Male		Direct Hire	Not Appointed to Agency	Other
20		-			Male		Direct Hire	Not Appointed to Agency	Other
21		-			Male		Direct Hire	Not Appointed to Agency	Other
22		-		Hispanic or Latino	Male		Direct Hire	Not Appointed to Agency	Other
23		-			Male		Direct Hire	Not Appointed to Agency	Other
24		-			Male		Direct Hire	Not Appointed to Agency	Other
25		-			Male		Direct Hire	Not Appointed to Agency	Other
26		-			Male		Direct Hire	Not Appointed to Agency	Other
27		-			Male		Direct Hire	Not Appointed to Agency	Other
28		-			Male		Direct Hire	Not Appointed to Agency	Other
29		-			Male		Direct Hire	Not Appointed to Agency	Other

30	-	Female	Direct Hire	Not Appointed to Agency	Other
31	-	Female	Direct Hire	Not Appointed to Agency	Other
32	-	Male	Direct Hire	Not Appointed to Agency	Other
33	-	Male	Direct Hire	Not Appointed to Agency	Other
34	-	Male	Direct Hire	Not Appointed to Agency	Other
35	-	Female	Direct Hire	Not Appointed to Agency	Other
36	-	Male	Direct Hire	Not Appointed to Agency	Other
37	-	Male	Direct Hire	Not Appointed to Agency	Other
38	-	Male	Direct Hire	Not Appointed to Agency	Other
39	-	Male	Direct Hire	Not Appointed to Agency	Other
40	-	Female	Direct Hire	Not Appointed to Agency	Other
41	-	Male	Direct Hire	Not Appointed to Agency	Other
42	-	Male	Direct Hire	Not Appointed to Agency	Other
43	-	Male	Direct Hire	Not Appointed to Agency	Other
44	-	Female	Direct Hire	Not Appointed to Agenc	Other
45	-	Female	Direct Hire	Not Appointed to Agenc	Other
46	-	Male	Direct Hire	Not Appointed to Agenc	Other
47	-	Male	Direct Hire	Not Appointed to Agenc	Other
48	-	Male	Direct Hire	Not Appointed to Agenc	Other
49	-	Female	Direct Hire	Not Appointed to Agenc	Other
50	-	Male	Direct Hire	Not Appointed to Agenc	Other
51	-	Female	Direct Hire	Not Appointed to Agenc	Other
52	-	Male	Direct Hire	Not Appointed to Agenc	Other
53	-	Male	Direct Hire	Not Appointed to Agenc	Other
54	-	Male	Direct Hire	Not Appointed to Agenc	Other
55	-	Female	Direct Hire	Not Appointed to Agenc	Other
56	-	Female	Direct Hire	Not Appointed to Agenc	Other
57	-	Male	Direct Hire	Not Appointed to Agenc	Other
58	-	Male	Direct Hire	Not Appointed to Agenc	Other
59	-	Male	Direct Hire	Not Appointed to Agenc	Other
60	-	Male	Direct Hire	Not Appointed to Agenc	Other
61	-	Male	Direct Hire	Not Appointed to Agenc	Other
62	-	Female	Direct Hire	Not Appointed to Agenc	Other
63	-	Male	Direct Hire	Not Appointed to Agenc	Other
64	-	Male	Direct Hire	Not Appointed to Agenc	Other
65	-	Male	Direct Hire	Not Appointed to Agenc	Other
66	-	Male	Direct Hire	Not Appointed to Agenc	Other
67	-	Male	Direct Hire	Not Appointed to Agenc	Other
68	-	Male	Direct Hire	Not Appointed to Agenc	Other
69	-	Male	Direct Hire	Not Appointed to Agenc	Other
70	-	Male	Direct Hire	Not Appointed to Agenc	Other
71	-	Male	Direct Hire	Not Appointed to Agenc	Other
72	-	Male	Direct Hire	Not Appointed to Agenc	Other
73	-	Male	Direct Hire	Not Appointed to Agenc	Other
74	-	Male	Direct Hire	Not Appointed to Agenc	Other
75	-	male	direct hire	not appointed to agency	other
76	-	female	direct hire	Not Appointed to Agenc	Other
77	-	Male	Direct Hire	Not Appointed to Agenc	Other
78	-	Male	Direct Hire	Not Appointed to Agenc	Other
79	-	Male	Direct Hire	Not Appointed to Agenc	Other
80	-	Male	Direct Hire	Not Appointed to Agenc	Other

81	-	Male	Direct Hire	Not Appointed to Agenc Other
82	-	Male	Direct Hire	Not Appointed to Agenc Other
83	-	Male	Direct Hire	Not Appointed to Agenc Other
84	-	Male	Direct Hire	Not Appointed to Agenc Other
85	-	Male	Direct Hire	Not Appointed to Agenc Other
86	-	Male	Direct Hire	Not Appointed to Agenc Other
87	-	Male	Direct Hire	Not Appointed to Agenc Other
88	-	Male	Direct Hire	Not Appointed to Agenc Other
89	-	Male	Direct Hire	Not Appointed to Agenc Other
90	-	Male	Direct Hire	Not Appointed to Agenc Other
91	-	Male	Direct Hire	Not Appointed to Agenc Other
92	-	Male	Direct Hire	Not Appointed to Agenc Other
93	-	Male	Direct Hire	Not Appointed to Agenc Other
94	-	Male	Direct Hire	Not Appointed to Agenc Other
95	-	Male	Direct Hire	Not Appointed to Agenc Other
96	-	Male	Direct Hire	Not Appointed to Agenc Other
97	-	Male	Direct Hire	Not Appointed to Agenc Other
98	-	Male	Direct Hire	Not Appointed to Agenc Other
99	-	Female	Direct Hire	Not Appointed to Agenc Other
100	-	Male	Direct Hire	Not Appointed to Agenc Other
101	-	Male	Direct Hire	Not Appointed to Agenc Other
102	-	Male	Direct Hire	Not Appointed to Agenc Other
103	-	Male	Direct Hire	Not Appointed to Agenc Other
104	-	Male	Direct Hire	Not Appointed to Agenc Other
105	-	Female	Direct Hire	Not Appointed to Agenc Other
106	-	Male	Direct Hire	Not Appointed to Agenc Other
107	-	Male	Direct Hire	Not Appointed to Agenc Other
108	-	Male	Direct Hire	Not Appointed to Agenc Other
109	-	Male	Direct Hire	Not Appointed to Agenc Other
110	-			
111	-			
112	-			
113	-			
114	-			
115	-			
116	-			
117	-			
118	-			
119	-			
120	-			
121	-			
122	-			
123	-			
124	-			
125	-			
126	-			
127	-			
128	-			
129	-			
130	-			
131	-			

## 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.

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Time period

**January 1-December 31 2022**

Agency

**Tinton Falls Police Department**

County

**Monmouth**

No.	Officer Demographics				Current Year Promotion					
	Year of Birt	Age	Race	Hispanic Origin?	Gender	Eligible for Promotion	Applied for Promotion	Promoted	Old Rank	New Rank
1	1978	45	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	Detective Sergeant	Chief
2	1970	53	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	lieutenant	captain
3	1974	49	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	lieutenant	Captain
4	1974	49	White	Not Hispanic or Lati	Male	Yes	Yes	no	lieutenant	
5	1975	48	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	sergeant	lieutenant
6	1975	48	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	sergeant	lieutenant
7	1973	50	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	sergeant	lieutenant
8	1970	53	White	Hispanic or Latino	Male	Yes	Yes	Yes	sergeant	lieutenant
9	1972	51	Black or African American	Not Hispanic or Lati	Male	Yes	Yes	Yes	Corporal	Sergeant
10	1981	42	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	Corporal	Sergeant
11	1979	44	White	Not Hispanic or Lati	female	Yes	Yes	Yes	Corporal	Sergeant
12	1974	49	White	Not Hispanic or Lati	Male	Yes	Yes	no	sergeant	
13	1981	42	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	Corporal	Sergeant
14	1981	42	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	Corporal	Sergeant
15	1986	37	White	Not Hispanic or Lati	Male	Yes	Yes	Yes	Corporal	Sergeant
16	1979	44	Black or African American	Not Hispanic or Lati	Male	Yes	Yes	no	Corporal	
17	1968	55	White	Not Hispanic or Lati	Male	Yes	Yes	no	Corporal	
18	1979	44	White	Not Hispanic or Lati	Male	Yes	Yes	no	Corporal	
19	1984	38	White	Not Hispanic or Lati	Male	Yes	Yes	no	Corporal	
20	1984	39	White	Not Hispanic or Lati	Male	Yes	Yes	no	Corporal	
21	1985	38	White	Not Hispanic or Lati	Male	Yes	Yes	no	Corporal	
22	1985	38	White	Hispanic or Latino	Male	Yes	Yes	no	Corporal	
23	1986	37	White	Not Hispanic or Lati	Male	Yes	Yes	no	Corporal	



24	1987	36	White	Not Hispanic or Lati Male	Yes	Yes	no	Corporal
25	1990	33	White	Not Hispanic or Lati Male	Yes	Yes	no	Corporal
26	1987	36	White	Hispanic or Latino Male	Yes	Yes	no	Patrolman
27	1983	40	White	Not Hispanic or Lati Male	Yes	Yes	no	Patrolman
28	1989	34	White	Not Hispanic or Lati Male	Yes	Yes	no	Patrolman
29	1989	34	other	Hispanic or Latino Male	Yes	Yes	no	Patrolman
30	1989	34	White	Not Hispanic or Lati Male	Yes	Yes	no	Patrolman
31	1988	35	White	Not Hispanic or Lati Male	Yes	Yes	no	Patrolman
32	1990	33	White	Not Hispanic or Lati Male	Yes	Yes	no	Patrolman
33	1986	37	other	Hispanic or Latino Male	no	no	no	Patrolman
34	1986	37	Black or African American	Not Hispanic or Lati Male	no	no	no	Patrolman
35	1994	29	Black or African American	Not Hispanic or Lati female	no	no	no	Patrolman
36	1994	29	White	Not Hispanic or Lati Male	no	no	no	Patrolman
37	1996	27	White	Not Hispanic or Lati female	no	no	no	Patrolman
38	1994	29	White	Not Hispanic or Lati Male	no	no	no	Patrolman
39	1996	27	White	Not Hispanic or Lati Male	no	no	no	Patrolman
40	1999	24	White	Not Hispanic or Lati Male	no	no	no	Patrolman
41	1997	26	other	Hispanic or Latino Male	no	no	no	Patrolman
42	1999	24	White	Not Hispanic or Lati female	no	no	no	Patrolman
43	1995	28	Black or African American	Not Hispanic or Lati Male	no	no	no	Patrolman
44		-						
45		-						
46		-						
47		-						
48		-						
49		-						
50		-						
51		-						
52		-						
53		-						
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55		-						
56		-						
57		-						
58		-						
59		-						
60		-						

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

## Monmouth- Tinton Falls Police Department

Time Period: January 1-December 31 2022

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

Agency Name:

Monmouth- Tinton Falls Police Department

Year:

January 1-December 31 2022

### *Applicant and Hiring Process Summary*

Monmouth- Tinton Falls Police Department is a Municipal law enforcement agency. During the time period covering January 1-December 31 2022 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 Monmouth- Tinton Falls Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Inter-governmental Transfer

Waiver hire

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

Agency Name:  
Year:

**Monmouth- Tinton Falls Police Department**  
**January 1-December 31 2022**

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

	#	% of Total Applicants
Total Applicants	109	-
Total Applicants Appointed	4	4%
Total Applicants Not Appointed	105	96%

	#	% of Total Applicants
Direct Hire Applicants	109	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:  
Year:

**Monmouth- Tinton Falls Police Department**  
**January 1-December 31 2022**

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

	Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Total Male	92	84%	92	0	0

<b>Gender</b>	Total Female	17	16%	17	0	0
	Total X or Non-Binary	0	0%	0	0	0
<b>Sexual Orientation</b>	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	12	11%	12	0	0
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	0	0%	0	0	0
	Total Black or African American alone	1	1%	1	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	11	10%	11	0	0
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	3	3%	3	0	0
<b>Age</b>	Total 18-29	3	3%	3	0	0
	Total 30-39	0	0%	0	0	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:

**Monmouth- Tinton Falls Police Department**  
**January 1-December 31 2022**

## 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	1	0	9	0	0	3
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0

Total	0	0	1	0	11	0	0	3
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	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	2	1	0	0	0	1	0	1	0	0	1
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:

Monmouth- Tinton Falls Police Department

Year:

January 1-December 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+	10	2	0	0	0	1	0	9	0	0	2

Age: 18-29    Age: 30-39

Age: 40-49    Age: 50-59    Age: 60-69    Age: 70+

LGBTQ+	0	0	0	0	0	0	0
Not LGBTQ+	3	0	0	0	0	0	0

Agency Name:

Monmouth- Tinton Falls Police Department

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

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	1	0	1	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	1	0	2	0	0	1

	<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	2	1	0	0	0	1	0	1	0	0	1
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:

Monmouth- Tinton Falls Police Department

Year:

January 1-December 31 2022

**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+	3	1	0	0	0	1	0	2	0	0	1

	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+	3	0	0	0	0	0

Agency Name:  
Year:

Monmouth- Tinton Falls Police Department  
January 1-December 31 2022

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

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	8	0	0	2
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	9	0	0	2

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

Monmouth- Tinton Falls Police Department  
January 1-December 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+	7	1	0	0	0	0	0	7	0	0	1

	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:

**Monmouth- Tinton Falls Police Department**  
**January 1-December 31 2022**

### ***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	0 0%	Failed Drug Test 0 0%
Defer	0 0%	Interview Panel Recommendation 8 8%
Did not meet minimum qualifications	0 0%	Other 97 92%
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:

**Monmouth- Tinton Falls Police Department**  
**January 1-December 31 2022**



**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	6	0	0	1
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	2	0	0	1

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Year:

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

**Female Applicants**

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

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**January 1-December 31 2022**

***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:

**Monmouth- Tinton Falls Police Department**

Year:

January 1-December 31 2022

### Current Officers and Promotional Process Summary

Monmouth- Tinton Falls Police Department is a Municipal law enforcement agency. During the time period covering January 1-December 31 2022 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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For Monmouth- Tinton Falls 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:

Monmouth- Tinton Falls Police Department  
January 1-December 31 2022

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

		#	% of Total Officers
	Total Officers	43	-
	Total Officers Eligible for Promotion	32	74%
	Total Officers Applied for Promotion	32	74%
	Total Officers Promoted	13	30%
<i>Gender</i>	Total Male	39	91%
	Total Female	4	9%
	Total X or Non-Binary	0	0%
<i>Ethnicity</i>	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	0	0%
	Total Black or African American alone	5	12%
	Total Native Hawaiian or other Pacific Islander alone	0	0%

Race/

Total White alone	32	74%
Total Two or more races alone	0	0%
Total Other alone	0	0%
Total Hispanic or Latino	6	14%

Age

Total 18-29	9	21%
Total 30-39	16	37%
Total 40-49	13	30%
Total 50-59	5	12%
Total 60-69	0	0%
Total 70+	0	0%

Agency Name:  
Year:

**Monmouth- Tinton Falls Police Department**  
**January 1-December 31 2022**

## 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	4	0	29	0	0	6
Female	0	0	1	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	5	0	32	0	0	6

	<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	6	3	0	0	0	2	0	6	0	0	1
Age: 30-39	16	0	0	0	0	1	0	11	0	0	4
Age: 40-49	12	1	0	0	0	1	0	12	0	0	0
Age: 50-59	5	0	0	0	0	1	0	3	0	0	1

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: **Monmouth- Tinton Falls Police Department**  
Year: **January 1-December 31 2022**

**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	2	0	25	0	0	4
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	26	0	0	4

	<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	14	0	0	0	0	0	0	11	0	0	3
Age: 40-49	12	1	0	0	0	1	0	12	0	0	0
Age: 50-59	5	0	0	0	0	1	0	3	0	0	1
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: **Monmouth- Tinton Falls Police Department**  
Year: **January 1-December 31 2022**

**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>
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Male	0	0	2	0	25	0	0	4
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	26	0	0	4

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	14	0	0	0	0	0	0	11	0	0	3
Age: 40-49	12	1	0	0	0	1	0	12	0	0	0
Age: 50-59	5	0	0	0	0	1	0	3	0	0	1
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:  
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**Monmouth- Tinton Falls Police Department**  
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### Officers Promoted

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	1	0	10	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	1	0	11	0	0	1

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
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Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	0	0	0	0	0	0	1	0	0	0
Age: 40-49	7	1	0	0	0	0	0	8	0	0	0
Age: 50-59	4	0	0	0	0	1	0	2	0	0	1
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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**Monmouth- Tinton Falls Police Department**  
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### Officers Promoted

	<i>Promoted to Sergeant</i>				<i>Promoted to Lieutenant</i>				<i>Promoted to Captain</i>			
	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American alone	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0	0	0	0
White alone	4	1	0	5	3	0	0	3	2	0	0	2
Two or more races alone	0	0	0	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic or Latino	0	0	0	0	1	0	0	1	0	0	0	0

Agency Name:  
Year:

**Monmouth- Tinton Falls Police Department**  
**January 1-December 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

INSERT SAMPLE TEXT HERE FROM AGENCY.