



Michael DeLucia

Chief of Police

Commanding Officer

MUNICIPAL CENTER

556 TINTON AVENUE

TINTON FALLS, NJ 07724-3298

732-542-3400 EXT. 275

732-542-8858 FAX

PROMOTING DIVERSITY IN LAW ENFORCEMENT RECRUITING AND HIRING

As of January 2024- 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 2020 census data reports White (Non-Hispanic) (79.4%), White (Hispanic) (7.3%), Asian (Non-Hispanic) (5.3%), and Black (Non-Hispanic) (7.3%).

The Tinton Falls Police Department has 45 officers:

74.8% (White), 13.2% (Hispanic), 11.0% (Black). Our diversity numbers are higher than the 2020 census data for Black and Hispanic Police Officers. 88% of our officers are male and 11% 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

Annual Report

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.

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.

Applicant Sheet

Current Officer 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

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 APPLICANT FORM

SAMPLE CURRENT OFFICER FORM

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

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	Hispanic or Latino	X or Non-Binary	No	Transfer	Appointed to Agency	

Officer Demographics					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, 2023	
Agency	Tinton Falls Police Department	←Type agency name here
County	Monmouth	←Select county from dropdown menu here
Type of Agency	Municipal	

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

- No Civil Service Examination Certified List
- No Non-Civil Service Examination List
- Yes Inter-governmental Transfer
- No Waiver hire
- No 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

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

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

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

Promotion Methods

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

(select response from drop down)

Is your agency promotional process governed by Civil Service Regulations?

(select response from drop down)

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

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

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

Annual Summary of Law Enforcement Diversity: Applicant Entry Sheet

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

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

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

Time period

January 1-December 31, 2023

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	Transfer	Not Appointed to Agency	Other
2		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
3		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
4		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
5		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
6		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
7		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
8		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
9		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Other
10		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
11		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Other
12		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
13		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
14		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
15		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
16		-	White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
17		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
18		-	White	Not Hispanic or Latino	Female	No	Direct Hire	Not Appointed to Agency	Other
19		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Other
20		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
21		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
22		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
23		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
24		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
25		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
26		-	White	Not Hispanic or Latino	Female	No	Transfer	Not Appointed to Agency	Other
27		-	White	Not Hispanic or Latino	Female	No	Transfer	Not Appointed to Agency	Other
28		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
29		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
30		-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Other
31		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
32		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
33	1996	27	White	Not Hispanic or Latino	Male	No	Transfer	Appointed to Agency	
34	2000	23	White	Not Hispanic or Latino	Female	No	Transfer	Appointed to Agency	
35		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
36		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
37		-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other

38	-	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
39	-	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Other
40	-							
41								
42	-							
43	-							
44	-							
45	-							
46	-							
47	-							
48	-							
49	-							
50	-							
51	-							
52	-							
53	-							
54	-							
55	-							
56	-							
57	-							
58	-							
59	-							
60	-							
61	-							
62	-							
63	-							
64	-							
65	-							
66	-							
67	-							
68	-							
69	-							
70	-							
71	-							
72	-							
73	-							
74	-							
75	-							
76	-							
77	-							
78	-							
79	-							
80	-							
81	-							
82	-							
83	-							
84	-							
85	-							
86	-							
87	-							
88	-							

Annual Summary of Law Enforcement Diversity: Current Officers & Promotions Entry Sheet

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

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

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

Time period

January 1-December 31, 2023

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	No	No	No	Chief	
2	1970	53	White	Not Hispanic or Lati	Male	No	No	No	Captain	
3	1974	49	White	Not Hispanic or Lati	Male	No	No	No	Captain	
4	1974	49	White	Not Hispanic or Lati	Male	No	No	No	Lieutenant	
5	1975	48	White	Not Hispanic or Lati	Male	No	No	No	Lieutenant	
6	1975	48	White	Not Hispanic or Lati	Male	No	No	No	Lieutenant	
7	1973	50	White	Not Hispanic or Lati	Male	No	No	No	Lieutenant	
8	1970	53	White	Hispanic or Latino	Male	No	No	No	Lieutenant	
9	1972	51	Black or African American	Not Hispanic or Lati	Male	No	No	No	Sergeant	
10	1981	42	White	Not Hispanic or Lati	Male	No	No	No	Sergeant	
11	1979	44	White	Not Hispanic or Lati	Female	No	No	No	Sergeant	
12	1974	49	White	Not Hispanic or Lati	Male	No	No	No	Sergeant	
13	1981	42	White	Not Hispanic or Lati	Male	No	No	No	Sergeant	
14	1981	42	White	Not Hispanic or Lati	Male	No	No	No	Sergeant	
15	1986	37	White	Not Hispanic or Lati	Male	No	No	No	Sergeant	
16	1979	44	Black or African American	Not Hispanic or Lati	Male	No	No	No	Corporal	
17	1968	55	White	Not Hispanic or Lati	Male	No	No	No	Corporal	
18	1979	44	White	Not Hispanic or Lati	Male	No	No	No	Corporal	
19	1984	39	White	Not Hispanic or Lati	Male	No	No	No	Corporal	
20	1984	39	White	Not Hispanic or Lati	Male	No	No	No	Corporal	
21	1985	38	White	Not Hispanic or Lati	Male	No	No	No	Corporal	
22	1985	38	White	Hispanic or Latino	Male	No	No	No	Corporal	
23	1986	37	White	Not Hispanic or Lati	Male	No	No	No	Corporal	

24	1987	36	White	Not Hispanic or Lati Male	No	No	No	Corporal
25	1990	33	White	Not Hispanic or Lati Male	No	No	No	Corporal
26	1987	36	White	Hispanic or Latino Male	No	No	No	Patrolman
27	1983	40	White	Not Hispanic or Lati Male	No	No	No	Patrolman
28	1989	34	White	Not Hispanic or Lati Male	No	No	No	Patrolman
29	1989	34	Other	Hispanic or Latino Male	No	No	No	Patrolman
30	1989	34	White	Not Hispanic or Lati Male	No	No	No	Patrolman
31	1988	35	White	Not Hispanic or Lati Male	No	No	No	Patrolman
32	1990	33	White	Not Hispanic or Lati Male	No	No	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	2000	23	White	Not Hispanic or Lati Female	No	No	No	Patrolman
45	1996	27	White	Not Hispanic or Lati Male	No	No	No	Patrolman
46		-						
47		-						
48		-						
49		-						
50		-						
51		-						
52		-						
53		-						
54		-						
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, 2023

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

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

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, 2023 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

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

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, 2023

Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	39	-
Total Applicants Appointed	2	5%
Total Applicants Not Appointed	37	95%

	#	% of Total Applicants
Direct Hire Applicants	6	15%
Transfer Applicants	33	85%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants % of Total		Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	35	90%	5	30	0
	Total Female	4	10%	1	3	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	39	100%	6	33	0
Race/ Ethnicity	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	0	0%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	38	97%	6	32	0
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	1	3%	0	1	0
Age	Total 18-29	2	5%	0	2	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, 2023

Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Gender, Race & Age Demographics

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	0	0	34	0	0	1
Female	0	0	0	0	4	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	38	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	1	1	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:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

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+	35	4	0	0	0	0	0	38	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+	2	0	0	0	0	0

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

Appointed Applicants: Gender, Race, & Age Demographics

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

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	1	1	0	0	0	0	0	2	0	0	0
Age: 30-39	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, 2023

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	1	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:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

Not Appointed Applicants: Gender, Race, and Age Demographics

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	0	0	33	0	0	1
Female	0	0	0	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	36	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	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, 2023

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+	34	3	0	0	0	0	0	36	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, 2023

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	0 0%
Did not meet minimum qualifications	0 0%	Other	37 100%
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, 2023

Not Appointed Applicants- Reasons by Gender & Race

Male Applicants

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	33	0	0	1

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

Female Applicants

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	3	0	0	0

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

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

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

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, 2023 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Monmouth- Tinton Falls Police Department in the above time period, the promotional included the following methods of identifying qualified officers:

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
	Total Officers	45	-
	Total Officers Eligible for Promotion	0	0%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%
Gender	Total Male	40	89%
	Total Female	5	11%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	0	0%
	Total Black or African American alone	5	11%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	34	76%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	6	13%
Age	Total 18-29	11	24%
	Total 30-39	16	36%
	Total 40-49	13	29%
	Total 50-59	5	11%
	Total 60-69	0	0%
	Total 70+	0	0%

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

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	30	0	0	6
Female	0	0	1	0	4	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	5	0	34	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	7	4	0	0	0	2	0	8	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:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

Officers Eligible for Promotion

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

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

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

Officers who Applied for a Promotion

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

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

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

Officers Promoted

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

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

Agency Name:
Year:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

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:

Monmouth- Tinton Falls Police Department
January 1-December 31, 2023

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.