

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Morris- Morris Plains Police Department

Time Period: January 1, 2023- December 31, 2023

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

Agency Name:

Year:

Morris- Morris Plains Police Department

January 1, 2023- December 31, 2023

Applicant and Hiring Process Summary

Morris- Morris Plains Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2023- December 31, 2023 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Morris- Morris Plains Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Direct hire of BCPO certified officer

During the hiring process, Morris Plains 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, Morris Plains Police Department considers an applicant to be appointed Upon successful completion of the Academy .

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Annual Summary of Law Enforcement Diversity: Applicant Summary

	# % of Total Applicants			# % of Total Applicants	
Total Applicants	20	-	Direct Hire Applicants	5	25%
Total Applicants Appointed	1	5%	Transfer Applicants	15	75%
Total Applicants Not Appointed	19	95%	Waiver Applicants	0	0%
			CSC Exam Exempt Direct Hire Applicants	0	0%

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Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

	Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	20 100%	5	15	0
	Total Female	0 0%	0	0	0
	Total X or Non-Binary	0 0%	0	0	0
Sexual Orientation	LGBTQ+	0 0%	0	0	0
	Not LGBTQ+	20 100%	5	15	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	1 5%	0	1	0
	Total Native Hawaiian/ other Pacific Islander alone	0 0%	0	0	0
	Total White alone	15 75%	5	10	0
	Total Two or more races alone	0 0%	0	0	0
	Total Other alone	0 0%	0	0	0
	Total Hispanic or Latino	4 20%	0	4	0
Age	Total 18-29	10 50%	1	9	0
	Total 30-39	10 50%	4	6	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

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Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Gender, Race & 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	1	0	15	0	0	4
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	15	0	0	4

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
				Asian alone	American alone	Native alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	10	0	0	0	0	1	0	8	0	1
Age: 30-39	10	0	0	0	0	0	0	7	0	3
Age: 40-49	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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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+	20	0	0	0	0	1	0	15	0	0	4

Age: 18-	Age: 30-	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
29	39				
LGBTQ+	0	0	0	0	0
Not LGBTQ+	10	10	0	0	0

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Appointed Applicants: Gender, Race, & 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	1	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	1	0	0	0	0	0

	X or Non-Binary			American Indian or Alaska Native 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	Female								
Age: 18-29	1	0	0	0	0	1	0	0	0	0
Age: 30-39	0	0	0	0	0	0	0	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	0	0	0	0	0	0	0	0	0
Not LGBTQ+	1	0	0	0	0	1	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	0	0	0
Not LGBTQ+	1	0	0	0	0	0	0	0	0

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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	15	0	0	4
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	15	0	0	4

	X or Non-Binary			American Indian or Alaska Native 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	Female								
Age: 18-29	9	0	0	0	0	0	8	0	0	1
Age: 30-39	10	0	0	0	0	0	7	0	0	3
Age: 40-49	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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Not Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	0	0	0	0	0	0	0	0	0
Not LGBTQ+	19	0	0	0	0	0	15	0	4

Age: 18- 29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+

LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	9	10	0	0	0	0

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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	8	42%	Failed Drug Test	0	0%
Defer	0	0%	Interview Panel Recommendation	10	53%
Did not meet minimum qualifications	0	0%	Other	1	5%
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%

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Not Appointed Applicants- Reasons by Gender & Race

Male Applicants

	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
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	6	0	0	2
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	9	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	0	0	0	1

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

	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
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

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

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

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Current Officers and Promotional Process Summary

Morris- Morris Plains Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2023- December 31, 2023 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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

Promotional Interview

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Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
Gender	Total Officers	18	-
	Total Officers Eligible for Promotion	17	94%
	Total Officers Applied for Promotion	16	89%
	Total Officers Promoted	1	6%
	Total Male	16	89%
	Total Female	1	6%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	6%
	Total Black or African American alone	1	6%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	15	83%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
Age	Total Hispanic or Latino	1	6%
	Total 18-29	2	11%
	Total 30-39	11	61%
	Total 40-49	3	17%
	Total 50-59	2	11%
	Total 60-69	0	0%
	Total 70+	0	0%

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Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

Current Officers

	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	14	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	15	0	0	1

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone		Black or African American alone		Native Hawaiian / other P. I. alone		Two or more races alone		Hispanic or Latino
				Asian alone	American alone	Asian alone	American alone	White alone	Two or more races alone	Other alone		
Age: 18-29	2	0	0	0	0	1	0	1	0	0	0	0
Age: 30-39	9	1	0	0	1	0	0	9	0	0	0	1
Age: 40-49	3	0	0	0	0	0	0	3	0	0	0	0
Age: 50-59	2	0	0	0	0	0	0	2	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0

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Officers Eligible for Promotion

	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	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	0	0	11	0	0	1

	X or Non-Binary			American Indian or Alaska Native 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	Female								
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	8	1	0	0	0	0	8	0	0	1
Age: 40-49	2	0	0	0	0	0	2	0	0	0
Age: 50-59	1	0	0	0	0	0	1	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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Officers who Applied for a Promotion

	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	7	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	8	0	0	0

	X or Non-Binary			American Indian or Alaska Native 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	Female								
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	5	1	0	0	0	0	6	0	0	0
Age: 40-49	2	0	0	0	0	0	2	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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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	0	0	1	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	1	0	0	0

	X or Non-Binary			American Indian or Alaska Native 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	Female								
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	0	0	0	0	0	1	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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Officers Promoted

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	X or Non-Binary			Total	X or Non-Binary			Total	X or Non-Binary			Total
	Male	Female	Binary		Male	Female	Binary		Male	Female	Binary	
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	1	0	0	1	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

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Morris Plains Police Department

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

