

# **Annual Report of Diversity in Law Enforcement Recruitment and Hiring**

**Morris- Morris Plains Police Department**

**Time Period: January 1, 2022 - December 31, 2022**

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

Agency Name:

Year:

**Morris- Morris Plains Police Department**

**January 1, 2022 - December 31, 2022**

### ***Applicant and Hiring Process Summary***

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

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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 Prior to entry in to the Academy

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

	# % of Total Applicants			# % of Total Applicants	
Total Applicants	48	-	Direct Hire Applicants	0	0%
Total Applicants Appointed	3	6%	Transfer Applicants	0	0%
Total Applicants Not Appointed	45	94%	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	43 90%	0	0	0
	Total Female	4 8%	0	0	0
	Total X or Non-Binary	0 0%	0	0	0
Sexual Orientation	LGBTQ+	0 0%	0	0	0
	Not LGBTQ+	46 96%	0	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0 0%	0	0	0
	Total Asian alone	1 2%	0	0	0
	Total Black or African American alone	2 4%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0 0%	0	0	0
	Total White alone	27 56%	0	0	0
	Total Two or more races alone	1 2%	0	0	0
	Total Other alone	1 2%	0	0	0
	Total Hispanic or Latino	13 27%	0	0	0
	Total 18-29	34 71%	0	0	0
	Total 30-39	14 29%	0	0	0
Age	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	1	1	0	26	1	0	12
Female	0	0	1	0	1	0	1	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	2	0	27	1	1	13

	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	30	3	0	0	0	0	20	1	1	9
Age: 30-39	13	1	0	0	1	2	0	7	0	4
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	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+	42	4	0	0	1	2	0	27	1

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+	32	14	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	0	0	2	0	0	1
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	1

	X or Non-			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	Binary							
Age: 18-29	2	0	0	0	0	0	2	0	0	0
Age: 30-39	1	0	0	0	0	0	0	0	0	1
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	Black or African American	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+	3	0	0	0	0	0	2	0	1

Age: 18-

Age: 30-

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

LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	2	1	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	1	1	0	24	1	0	11
Female	0	0	1	0	1	0	1	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	2	0	25	1	1	12

	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	White alone	Asian alone	White alone	Asian alone	White alone	Asian alone	White alone	
Age: 18-29	28	3	0	0	0	0	0	0	18	1	1	9
Age: 30-39	12	1	0	0	1	2	0	0	7	0	0	3
Age: 40-49	0	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	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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***Not Appointed Applicants: Sexual Orientation Demographics***

	Male	Female	X or Non-Binary	American Indian or Alaska Native	Black or African American	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+	39	4	0	0	1	2	0	25	1

Age: 18-

Age: 30-

29

39

Age: 40-49

Age: 50-59

Age: 60-69

Age: 70+

LGBTQ+

Not LGBTQ+

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### ***Not Appointed Applicant- Reasons***

	<b>% of Total Not # Appointed Applicants</b>		<b>Appointed # Applicants</b>
Academy Failure	0 0%	Failed Background check- other	1 2%
Applicant Withdrawal	14 31%	Failed Drug Test	0 0%
Defer	0 0%	Interview Panel Recommendation	22 49%
Did not meet minimum qualifications	8 18%	Other	0 0%
Failed background check- Criminal History	0 0%	Physical Qualification Exam	0 0%
Failed background check- Financial	0 0%	Residency Requirement	0 0%
		Written Exam	0 0%

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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	1	1	0	6	0	0	5
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	3	1	0	1
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	1	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	14	0	0	5
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***

***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	1	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	1	0	0	0	0	1
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	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	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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### ***Current Officers and Promotional Process Summary***

Morris- Morris Plains Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 - December 31, 2022 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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

Non-Civil Service Promotional Examination List

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

		#	%	# % of Total Officers
	Total Officers	20	-	
Gender	Total Officers Eligible for Promotion	19	95%	
	Total Officers Applied for Promotion	18	90%	
	Total Officers Promoted	1	5%	
	Total Male	19	95%	
Race/ Ethnicity	Total Female	1	5%	
	Total X or Non-Binary	0	0%	
	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	18	90%	
	Total Two or more races alone	0	0%	
	Total Other alone	0	0%	
	Total Hispanic or Latino	2	10%	
Age	Total 18-29	3	15%	
	Total 30-39	11	55%	
	Total 40-49	4	20%	
	Total 50-59	2	10%	
	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	0	0	17	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	18	0	0	2

	X or Non-			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	Binary	Asian alone	American alone	Native P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	3	0	0	0	0	0	3	0	0	0
Age: 30-39	10	1	0	0	0	0	9	0	0	2
Age: 40-49	4	0	0	0	0	0	4	0	0	0
Age: 50-59	2	0	0	0	0	0	2	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 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	6	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	7	0	0	0

	X or Non-			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	Binary							
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	4	1	0	0	0	0	5	0	0	0
Age: 40-49	1	0	0	0	0	0	1	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	4	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	5	0	0	0

	X or Non-			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	Binary							
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	3	1	0	0	0	0	4	0	0	0
Age: 40-49	0	0	0	0	0	0	0	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 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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**Morris- Morris Plains Police Department****January 1, 2022 - December 31, 2022*****Officers Promoted***

	<b>Promoted to Sergeant</b>				<b>Promoted to Lieutenant</b>				<b>Promoted to Captain</b>			
	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total
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	1	0	0	1	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

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### ***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

Some applicants fail to provide details in regards to race and ethnicity. One applicant selected, "Prefer Not to Answer" on our application under the LGBTQ+ question.