


Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Hunterdon- Town of Clinton Police 

Time Period: 1/1/23 - 12/31/23

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

Agency Name:
Year:

Hunterdon- Town of Clinton Police
1/1/23 - 12/31/23

Applicant and Hiring Process Summary

Hunterdon- Town of Clinton Police is a Municipal law enforcement agency. During the time period covering 1/1/23 - 12/31/23 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Hunterdon- Town of Clinton Police in the above time period, the applicant and hiring process included the following methods of identifying applicants:
Non-Civil Service Examination List

During the hiring process, Town of Clinton Police included the following elements to identify the most qualified applicants:

- Formal Application
- Interview Board
- Drug Testing
- Medical Exam
- Psychiatric Exam

During the hiring process, Town of Clinton Police 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	9		Direct Hire Applicants	9	100%
Total Applicants Appointed	1	11%	Transfer Applicants	0	0%
Total Applicants Not Appointed	5	56%	Waiver Applicants	0	0%
			CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:
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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	9	100%	9	0
	Total Female	0	0%	0	0
	Total X or Non-Binary	0	0%	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0
	Not LGBTQ+	9	100%	9	0
Race/Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0
	Total Asian alone	0	0%	0	0
	Total Black or African American alone	0	0%	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0
	Total White alone	8	89%	8	0
	Total Two or more races alone	1	11%	1	0
	Total Other alone	0	0%	0	0
	Total Hispanic or Latino	0	0%	0	0
	Total 18-29	6	67%	6	0
	Total 30-39	1	11%	1	0
Age	Total 40-49	1	11%	1	0
	Total 50-59	1	11%	1	0
	Total 60-69	0	0%	0	0
	Total 70+	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	0	0	8	1	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	8	1	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	6	0	0	0	0	0	0	0	5	1	0	0	0	0	0	
Age: 30-39	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
Age: 40-49	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
Age: 50-59	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
Age: 60-69	0	0	0	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	0	0	0	

Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Sexual Orientation Demographics

	X or Non-Binary		Asian alone		Black or African American alone		Native Hawaiian/other P. I. alone		White alone		Two or more races alone		Hispanic or Latino	
	Male	Female	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	9	0	0	0	0	0	0	0	8	1	0	0	0	0

	Age: 18-29		Age: 30-39		Age: 40-49		Age: 50-59		Age: 60-69		Age: 70+	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	6	1	1	1	1	0	1	0	0	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	Female							
Male	0	0	0	0	0	1	0	0	0
Female	0	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	0	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	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									
Age: 18-29	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0
Age: 40-49	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	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	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Appointed Applicants: Sexual Orientation Demographics

	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		Hispanic or Latino	
	Male	Female	Binary													
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	1	0	0	0	0	0	0	0	0	0	0	1	0	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	0	0	0	0	0	0	0
Not LGBTQ+	0	0	1	0	0	0	0	0	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	Female							
Male	0	0	0	0	0	5	0	0	0
Female	0	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	5	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	Alaska Native alone	Alaska Native alone	Alaska Native alone	Asian American alone	African American 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	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0
Age: 30-39	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 50-59	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	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	0	0	0	0	0

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Not Appointed Applicants: Sexual Orientation Demographics

	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		Hispanic or Latino	
	Male	Female													
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	5	0	0	0	0	0	0	0	0	5	0	0	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+	3	1	0	1	0	0

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Not Appointed Applicant- Reasons

	# Appointed Applicants	% of Total Not Appointed Applicants	# Appointed Applicants	% of Total Not Appointed Applicants
Academy Failure	0	0%	0	0%
Applicant Withdrawal	0	0%	0	0%
Defer	0	0%	4	80%
Did not meet minimum qualifications	1	20%	0	0%
Failed background check- Criminal History	0	0%	0	0%
Failed background check- Financial	0	0%	0	0%
Failed Background check- other	0	0%	0	0%
Failed Drug Test	0	0%	0	0%
Interview Panel Recommendation	0	0%	4	80%
Other	1	20%	0	0%
Physical Qualification Exam	0	0%	0	0%
Residency Requirement	0	0%	0	0%
Written Exam	0	0%	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		Hispanic or Latino	
Academy Failure	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0	4	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Not Appointed Applicants- Reasons by Gender & Race

Female Applicants

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

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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 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

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Hunterdon- Town of Clinton Police
1/1/23 - 12/31/23

Current Officers and Promotional Process Summary

Hunterdon- Town of Clinton Police is a Municipal law enforcement agency. During the time period covering 1/1/23 - 12/31/23 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Hunterdon- Town of Clinton Police in the above time period, the promotional included the following methods of identifying qualified officers:

Agency Name:
Year:

Hunterdon- Town of Clinton Police
1/1/23 - 12/31/23

Annual Summary of Law Enforcement Diversity: Current Officers Summary

	Total Officers	# % of Total Officers
Total Officers Eligible for Promotion	12	92%
Total Officers Applied for Promotion	11	85%
Total Officers Promoted	0	0%
Gender		
Total Male	10	77%
Total Female	1	8%
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	0	0%
Total Native Hawaiian or other Pacific Islander alone	0	0%
Total White alone	11	85%
Total Two or more races alone	0	0%
Total Other alone	0	0%
Total Hispanic or Latino	2	15%
Age		
Total 18-29	5	38%
Total 30-39	3	23%
Total 40-49	3	23%
Total 50-59	2	15%
Total 60-69	0	0%
Total 70+	0	0%

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Hunterdon- Town of Clinton Police
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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	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

	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		Hispanic or Latino	
	Male	Female	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	Hispanic or Latino							
Age: 18-29	4	0	0	0	0	0	0	4	0	0	0	0	0	0	1	
Age: 30-39	2	1	0	0	0	0	2	0	0	0	0	0	0	0	1	
Age: 40-49	2	0	0	0	0	0	3	0	0	0	0	0	0	0	0	
Age: 50-59	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	
Age: 60-69	0	0	0	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	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	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

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

	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		Hispanic or Latino	
	Male	Female	Male	Female	Binary	Asian alone	American alone	African American alone	Native Hawaiian / other P. I. alone	White alone	Other alone	Two or more races alone	Hispanic or Latino		
Age: 18-29	0	0	0	0	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	0	0	0	0
Age: 40-49	0	0	0	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	0	0	0
Age: 60-69	0	0	0	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	0	0	0

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Officers Promoted

	Promoted to Sergeant X or Non-			Promoted to Lieutenant X or Non-			Promoted to Captain X or Non-		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0
Black or African American alone	0	0	0	0	0	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0
White alone	0	0	0	0	0	0	0	0	0
Two or more races alone	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0
Hispanic or Latino	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

INSERT SAMPLE TEXT HERE FROM AGENCY.