

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Essex- South Orange Police Department

Time Period: 1/1/2022 - 12/31/2022

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

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

Applicant and Hiring Process Summary

Essex- South Orange Police Department is a Municipal law enforcement agency. During the time period covering 1/1/2022 - 12/31/2022 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

For Essex- South Orange 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, South Orange Police Department included the following elements to identify the most qualified applicants:
Formal Application
Interview Board
Preference for applicants who are "local" or "county" residents
Preference for veteran applicants
Drug Testing
Medical Exam
Psychiatric Exam

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

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	39	-
Total Applicants Appointed	7	18%
Total Applicants Not Appointed	32	82%

	#	% of Total Applicants
Direct Hire Applicants	0	0%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	39	100%

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	32	82%	0	0	0
	Total Female	7	18%	0	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	0	0%	0	0	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	19	49%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	2	5%	0	0	0
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	1	3%	0	0	0
	Total Hispanic or Latino	17	44%	0	0	0
Age	Total 18-29	19	49%	0	0	0
	Total 30-39	19	49%	0	0	0
	Total 40-49	1	3%	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:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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	17	0	2	0	1	12
Female	0	0	2	0	0	0	0	5
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	19	0	2	0	1	17

	<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	14	5	0	0	0	8	0	1	0	0	10
Age: 30-39	17	2	0	0	0	10	0	1	0	1	7
Age: 40-49	1	0	0	0	0	1	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:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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+	0	0	0	0	0	0	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+	0	0	0	0	0	0

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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	4
Female	0	0	0	0	0	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	1	0	0	5

	<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	4	1	0	0	0	1	0	1	0	0	3
Age: 30-39	2	0	0	0	0	0	0	0	0	0	2
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:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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+	0	0	0	0	0	0	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+	0	0	0	0	0	0

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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	16	0	1	0	1	8
Female	0	0	2	0	0	0	0	4
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	18	0	1	0	1	12

	<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	10	4	0	0	0	7	0	0	0	0	7
Age: 30-39	15	2	0	0	0	10	0	1	0	1	5
Age: 40-49	1	0	0	0	0	1	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:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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+	0	0	0	0	0	0	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+	0	0	0	0	0	0

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants			% of Total Not # Appointed Applicants	
Academy Failure	0	0%	Failed Background check- other	16	50%
Applicant Withdrawal	0	0%	Failed Drug Test	0	0%
Defer	0	0%	Interview Panel Recommendation	8	25%
Did not meet minimum qualifications	0	0%	Other	6	19%
Failed background check- Criminal History	2	6%	Physical Qualification Exam	0	0%
Failed background check- Financial	0	0%	Residency Requirement	0	0%
			Written Exam	0	0%

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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	1	0	0	1
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	11	0	0	0	0	4
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	2	0	0	0	1	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	3	0	0	0	0	2

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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	1	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	4
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	1	0	0	0	0	0

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

Current Officers and Promotional Process Summary

Essex- South Orange Police Department is a Municipal law enforcement agency. During the time period covering 1/1/2022 - 12/31/2022 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

For Essex- South Orange Police Department in the above time period, the promotional included the following methods of identifying qualified officers:

Civil Service Promotional Examination Certified List
Promotional Interview

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
Total Officers		47	-
Total Officers Eligible for Promotion		8	17%
Total Officers Applied for Promotion		8	17%
Total Officers Promoted		5	11%
Gender	Total Male	43	91%
	Total Female	4	9%
	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	16	34%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	19	40%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	12	26%
Age	Total 18-29	9	19%
	Total 30-39	20	43%
	Total 40-49	7	15%
	Total 50-59	9	19%
	Total 60-69	2	4%
	Total 70+	0	0%

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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	14	0	18	0	0	11
Female	0	0	2	0	1	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	16	0	19	0	0	12

	<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	8	0	0	0	0	1	0	4	0	0	4
Age: 30-39	18	2	0	0	0	11	0	4	0	0	5
Age: 40-49	7	0	0	0	0	2	0	3	0	0	2
Age: 50-59	8	1	0	0	0	2	0	6	0	0	1
Age: 60-69	2	0	0	0	0	0	0	2	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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	3	0	3	0	0	2
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	3	0	3	0	0	2

	<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	3	0	0	0	0	2	0	0	0	0	1
Age: 40-49	2	0	0	0	0	1	0	1	0	0	0
Age: 50-59	2	0	0	0	0	0	0	1	0	0	1
Age: 60-69	1	0	0	0	0	0	0	1	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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>
Male	0	0	3	0	3	0	0	2
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	3	0	3	0	0	2

	<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	3	0	0	0	0	2	0	0	0	0	1
Age: 40-49	2	0	0	0	0	1	0	1	0	0	0
Age: 50-59	2	0	0	0	0	0	0	1	0	0	1
Age: 60-69	1	0	0	0	0	0	0	1	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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	1	0	2	0	0	2
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	2	0	0	2

	<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	2	0	0	0	0	1	0	0	0	0	1
Age: 40-49	1	0	0	0	0	0	0	1	0	0	0
Age: 50-59	2	0	0	0	0	0	0	1	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:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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	1	0	0	1	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	1	0	0	1	0	0	0	0

Agency Name:
Year:

Essex- South Orange Police Department
1/1/2022 - 12/31/2022

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

Please note that the responses to the categories of Gender, Race, and Hispanic Origin were self-selected by the police officers.

An underrepresented group is, Female. The representation percentage is approximately 9% of total officers. During the reporting period one female officer ended employment, resulting in three female officers total.

An additional underrepresented group is, Asian. The South Orange Police Department currently does not employ any officers that identify as Asian, however based on Census data, the population of South Orange Village is 4.9% Asian.

The data used to determine the underrepresentation is the 2020 U.S. Census results for South Orange Village.

This Agency intends to broaden its pool of potential new hire candidates through inviting those that qualify for Direct Hire of BCPO Certified Officers to apply for employment.

It is hoped that a larger candidate pool will allow this Agency to consider more Female officers, more Asian officers, and maintain current representation in other demographic categories.

The primary program goals for 2023 are: Identify potential direct hire candidates with a focus on growing the population of underrepresented groups within the Agency and recruiting identified candidates so that they choose to begin the pre-employment process and submit an employment application to this Agency.

Additional Program goals will be to take a proactive approach to recruiting through development of a recruiting process. This includes public announcement via traditional means, high visibility signage, social media postings including use of a specific platform that allows for direct engagement with student populations, community engagement, recruiting at local colleges & universities in Essex County, participation in university career days and direct recruitment, the creation of recruiting materials that display the diversity of this agency, guiding candidates through the applications process, and finally, contact and discussion with national and state law enforcement officer associations such as NJ Women in Law Enforcement and the NJ Asian American Law Enforcement Officers Association in order to develop relationships and networks to facilitate recruitment from groups they represent.