

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Gloucester- Gloucester County Prosecutor's Office

Time Period: January 1, 2024- December 31, 2024

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

Agency Name:

Gloucester- Gloucester County Prosecutor's Office

Year:

January 1, 2024- December 31, 2024

Applicant and Hiring Process Summary

Gloucester- Gloucester County Prosecutor's Office is a County law enforcement agency. During the time period covering January 1, 2024- December 31, 2024 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Gloucester- Gloucester County Prosecutor's Office in the above time period, the applicant and hiring process included the following methods of identifying applicants:

During the hiring process, Gloucester County Prosecutor's Office included the following elements to identify the most qualified applicants:

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

During the hiring process, Gloucester County Prosecutor's Office considers an applicant to be appointed

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Annual Summary of Law Enforcement Diversity: Applicant Summary

	# % of Total Applicants			# % of Total Applicants	
Total Applicants	102	-	Direct Hire Applicants	102	100%
Total Applicants Appointed	0	0%	Transfer Applicants	0	0%
Total Applicants Not Appointed	101	-	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	67	66%	67	0	0
	Total Female	35	34%	35	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	7	7%	7	0	0
	Not LGBTQ+	95	93%	95	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	3	3%	3	0	0
	Total Black or African American alone	13	13%	13	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	59	58%	59	0	0
	Total Two or more races alone	3	3%	3	0	0
	Total Other alone	2	2%	2	0	0
	Total Hispanic or Latino	22	22%	22	0	0
	Total 18-29	45	44%	45	0	0
Age	Total 30-39	45	44%	45	0	0
	Total 40-49	10	10%	10	0	0
	Total 50-59	1	1%	1	0	0
	Total 60-69	1	1%	1	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	3	8	0	41	2	2	11
Female	0	0	5	0	18	1	0	11
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	3	13	0	59	3	2	22

	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		Asian alone	American alone	Native alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	30	15	0	0	2	5	0	26	0	11
Age: 30-39	27	18	0	0	1	6	0	28	1	8
Age: 40-49	8	2	0	0	0	2	0	4	2	2
Age: 50-59	1	0	0	0	0	0	0	0	0	1
Age: 60-69	1	0	0	0	0	0	0	1	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+	4	3	0	0	0	1	0	3	0	0	3
Not LGBTQ+	63	32	0	0	3	12	0	56	3	2	19

	Age: 18- 29	Age: 30- 39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	2	3	2	0	0	0
Not LGBTQ+	43	42	8	1	1	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	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

	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	0	0	0	0	0	0	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

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

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+	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	3	8	0	41	2	2	10
Female	0	0	5	0	18	1	0	11
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	3	13	0	59	3	2	21

	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	29	15	0	0	2	5	0	26	0	1
Age: 30-39	27	18	0	0	1	6	0	28	1	1
Age: 40-49	8	2	0	0	0	2	0	4	2	0
Age: 50-59	1	0	0	0	0	0	0	0	0	1
Age: 60-69	1	0	0	0	0	0	0	1	0	0
Age: 70+	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 Asian alone	Native Hawaiian / other P. I. alone	Two or more races alone	Other alone	Hispanic or Latino
	Male	Female							
LGBTQ+	4	3	0	0	0	1	0	3	0
Not LGBTQ+	62	32	0	0	3	12	0	56	3

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

LGBTQ+	2	3	2	0	0	0
Not LGBTQ+	42	42	8	1	1	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	0 0%	Failed Drug Test	0 0%
Defer	0 0%	Interview Panel Recommendation	0 0%
Did not meet minimum qualifications	0 0%	Other	102 101%
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	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	3	8	0	41	2	2	11

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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 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	5	0	18	1	0	11

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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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Current Officers and Promotional Process Summary

Gloucester- Gloucester County Prosecutor's Office is a County law enforcement agency. During the time period covering January 1, 2024- December 31, 2024 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Gloucester- Gloucester County Prosecutor's Office 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
	Total Officers	36	-
	Total Officers Eligible for Promotion	26	72%
	Total Officers Applied for Promotion	20	56%
	Total Officers Promoted	6	17%
Gender	Total Male	27	75%
	Total Female	8	22%
	Total X or Non-Binary	1	3%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	0	0%
	Total Black or African American alone	4	11%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	26	72%
	Total Two or more races alone	1	3%
	Total Other alone	2	6%
	Total Hispanic or Latino	3	8%
	Total 18-29	0	0%
	Total 30-39	22	61%
Age	Total 40-49	8	22%
	Total 50-59	5	14%
	Total 60-69	1	3%
	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	3	0	21	1	0	2
Female	0	0	1	0	5	0	1	1
X or Non-Binary	0	0	0	0	0	0	1	0
Total	0	0	4	0	26	1	2	3

	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
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	15	6	1	0	0	3	0	13	1	2	3
Age: 40-49	7	1	0	0	0	1	0	7	0	0	0
Age: 50-59	4	1	0	0	0	0	0	5	0	0	0
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

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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	3	0	17	1	0	1
Female	0	0	1	0	2	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	4	0	19	1	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							
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	12	3	0	0	0	3	0	9	1	0
Age: 40-49	7	0	0	0	0	1	0	6	0	0
Age: 50-59	3	1	0	0	0	0	0	4	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	3	0	10	1	0	1
Female	0	0	1	0	3	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	4	0	13	1	0	2

	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	0	0	0	0	0	0	0	0	0	0
Age: 30-39	8	3	0	0	0	3	0	5	1	0
Age: 40-49	5	1	0	0	0	1	0	5	0	0
Age: 50-59	2	1	0	0	0	0	0	3	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	1	0	3	0	0	0
Female	0	0	0	0	1	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	4	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	2	1	0	0	0	0	2	0	0	1
Age: 40-49	2	0	0	0	0	1	0	1	0	0
Age: 50-59	0	1	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

	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	1	0	1
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

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