



# **Diversity Hiring Report**

***Submitting Agency:*** Gloucester County Sheriffs Office

***Year:*** 2025

## **Agency Factsheet**

### **Application Processes**

Employment applications received in current reporting period? Yes

Agency hiring process governed by Civil Service Regulations? Yes

Agency hiring method(s): Civil Service Examination Certified List, Non-Civil Service Examination List, Waiver Hire

Application process element(s): Formal Application, Interview Board

### **Promotional Methods**

Applications for promotion in current reporting period? Yes

Agency promotional process governed by Civil Service Regulations? Yes

Do Civil Service Regulations apply to all ranks? No

Promotional method(s): Civil Service Promotional Examination Certified List



## Diversity Hiring Report

**Submitting Agency:** Gloucester County Sheriffs Office

**Year:** 2025

### **All Applicants: Summary**

<b>Summary Type</b>	<b>Number</b>	<b>Percentage of Total</b>
<i>Total Applicants</i>	42	N/A
<i>Total Applicants Appointed</i>	18	42%
<i>Total Applicants Not Appointed</i>	24	57%
<i>Direct Hire Applicants</i>	11	26%
<i>Transfer Applicants</i>	0	0%
<i>Waiver Applicants</i>	0	0%
<i>CSC Exam Exempt Direct Hire Applicants</i>	31	73%



# Diversity Hiring Report

Submitting Agency: Gloucester County Sheriffs Office

Year: 2025

## All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	36	85%	9	0	0
	Total Female	6	14%	2	0	0
	Total X/Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	1	2%	1	0	0
	Non-LGBTQ+	27	64%	7	0	0
Race/Ethnicity	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	1	2%	1	0	0
	Total Black or African American	5	11%	1	0	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	27	64%	4	0	0
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	1	2%	0	0	0
	Total Hispanic or Latino	8	19%	5	0	0
Age	Total 18-29	34	80%	7	0	0
	Total 30-39	6	14%	3	0	0
	Total 40-49	2	4%	1	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



Diversity Hiring Report

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Year: 2025

All Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	1	5	0	23	0	1	6
Female	0	0	0	0	4	0	0	2
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	1	5	0	27	0	1	8

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	29	5	0	0	1	5	0	23	0	1	4
Age 30-39	5	1	0	0	0	0	0	2	0	0	4
Age 40-49	2	0	0	0	0	0	0	2	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



# Diversity Hiring Report

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## All Applicants: Sexual Orientation Demographics

LGBTQ+ Status	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ+	1	0	0	0	0	1	0	0	0	0	0
Non-LGBTQ+	21	6	0	0	0	1	0	21	0	0	5

LGBTQ+ Status	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	1	0	0	0	0	0
Non-LGBTQ+	20	5	2	0	0	0



Diversity Hiring Report

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Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	1	0	12	0	0	1
Female	0	0	0	0	3	0	0	1
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	15	0	0	2

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	11	4	0	0	0	1	0	12	0	0	2
Age 30-39	1	0	0	0	0	0	0	1	0	0	0
Age 40-49	2	0	0	0	0	0	0	2	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



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## Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacifi c Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Non- LGBTQ+	10	4	0	0	0	0	0	12	0	0	2

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0
Non- LGBTQ+	11	1	2	0	0	0



# Diversity Hiring Report

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## Not Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	1	4	0	11	0	1	5
Female	0	0	0	0	1	0	0	1
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	1	4	0	12	0	1	6

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	18	1	0	0	1	4	0	11	0	1	2
Age 30-39	4	1	0	0	0	0	0	1	0	0	4
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





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## Not Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ+	1	0	0	0	0	1	0	0	0	0	0
Non-LGBTQ+	11	2	0	0	0	1	0	9	0	0	3

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	1	0	0	0	0	0
Non-LGBTQ+	9	4	0	0	0	0



## Diversity Hiring Report

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### **Not Appointed Applicants – Reasons**

<b>Reason</b>	<b>#</b>	<b>% of Total Not Appointed Applicants</b>
<i>Academy Failure</i>	0	0%
<i>Applicant Withdrawal</i>	6	25%
<i>Defer</i>	7	29%
<i>Did not meet minimum qualifications</i>	0	0%
<i>Failed background check- Criminal History</i>	0	0%
<i>Failed background check- Financial</i>	0	0%
<i>Unknown</i>	0	0%
<i>Failed Background check- other</i>	0	0%
<i>Failed Drug Test</i>	0	0%
<i>Interview Panel Recommendation</i>	10	41%
<i>Other</i>	0	0%
<i>Physical Qualification Exam</i>	1	4%
<i>Residency Requirement</i>	0	0%
<i>Written Exam</i>	0	0%



## Diversity Hiring Report

**Submitting Agency:** Gloucester County Sheriffs Office

**Year:** 2025

### Not Appointed Applicants – Reasons by Gender & Race

#### Male Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	1	1	0	3	0	0	0
<i>Defer</i>	0	0	1	0	3	0	0	3
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	2	0	4	0	1	2
<i>Physical Qualification Exam</i>	0	0	0	0	1	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0



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	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Other</i>	0	0	0	0	0	0	0	0



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## Female Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	1
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	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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X or Non-Binary Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/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



# Diversity Hiring Report

Submitting Agency: Gloucester County Sheriffs Office

Year: 2025

Current Officers: Summary

		Number	Percentage of Total
	Total Officers	99	N/A
	Total Officers Eligible for Promotion	69	69%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	1	1%
Gender	Total Male	82	82%
	Total Female	17	17%
	Total X/Non-Binary	0	0%
Race/Ethnicity	Total American Indian/Alaska Native	0	0%
	Total Asian	0	0%
	Total Black or African American	9	9%
	Total Native Hawaiian/Pacific Islander	1	1%
	Total White	84	84%
	Total Two or More Races	1	1%
	Total Other Race	0	0%
	Total Hispanic or Latino	3	3%
Age	Total 18-29	17	17%



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		Number	Percentage of Total
	Total 30-39	21	21%
	Total 40-49	41	41%
	Total 50-59	19	19%
	Total 60-69	1	1%
	Total 70+	0	0%





Diversity Hiring Report

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Year: 2025

Current Officers: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	9	1	69	1	0	1
Female	0	0	0	0	15	0	0	2
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	9	1	84	1	0	3

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	15	2	0	0	0	0	0	15	0	0	1
Age 30-39	19	2	0	0	0	3	0	17	1	0	0
Age 40-49	33	8	0	0	0	4	0	35	0	0	2
Age 50-59	15	4	0	0	0	2	1	16	0	0	0
Age 60-69	0	1	0	0	0	0	0	1	0	0	0
Age 70+	0	0	0	0	0	0	0	0	0	0	0



Diversity Hiring Report

Submitting Agency: Gloucester County Sheriffs Office

Year: 2025

Officers Eligible for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	8	0	47	1	0	1
Female	0	0	0	0	11	0	0	1
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	8	0	58	1	0	2

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	2	0	0	0	0	0	0	2	0	0	0
Age 30-39	14	1	0	0	0	3	0	11	1	0	0
Age 40-49	30	7	0	0	0	4	0	31	0	0	2
Age 50-59	11	3	0	0	0	1	0	13	0	0	0
Age 60-69	0	1	0	0	0	0	0	1	0	0	0
Age 70+	0	0	0	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Officers who Applied for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	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
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



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Officers Promoted: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	1	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	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
Age 40-49	0	0	0	0	0	0	0	0	0	0	0
Age 50-59	1	0	0	0	0	0	0	1	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



## Diversity Hiring Report

**Submitting Agency:** Gloucester County Sheriffs Office

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### Officers Promoted

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
Demographic	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	1	0	0	1	0	0	0	0	0	0	0	0
Two or More Races	0	0	0	0	0	0	0	0	0	0	0	0
Other Race	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