

# WORKFORCE DEMOGRAPHICS 2022

OFFICE OF THE ATTORNEY GENERAL  
DEPARTMENT OF LAW AND PUBLIC SAFETY

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OFFICE OF DIVERSITY, EQUITY, AND INCLUSION



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# Executive Summary

This report presents a snapshot view of the workforce of the Department of Law and Public Safety (“Department” or “LPS”) as it was comprised at the end of 2022.<sup>1</sup> The following analysis focuses on key demographic characteristics of full-time employees of the Department as a whole, as well as on each of the divisions, offices, and commissions that comprises LPS. Additionally, we report on the demographics of three key functional roles within the Department: job titles of sworn police officers (“Police”); job titles requiring a law degree and admission to the bar of the State of New Jersey (“Attorneys”); and job titles that are neither Police or Attorney roles (“Civilians”).

**Gender and Race/Ethnicity Data.** This analysis reports on gender, race, and ethnicity of LPS employees as reflected in the State computer-based personnel system.<sup>2</sup> We note the limits of available data, which is self-reported by each employee and manually entered to the system, and recognize that there are many more dimensions of diversity than just these attributes. We also acknowledge the limitations of the existing categories of data. For example, in common usage, the term “ethnicity” refers to a myriad of distinct cultural backgrounds, but our State personnel records are consistent with the narrow distinction under existing federal Office of Management and Budget (OMB) reporting standards<sup>3</sup> and the category “ethnicity” reflects only two groups, i.e. Hispanic/Latino, or not Hispanic/Latino. For the “race” category, the OMB is currently considering but has not yet added the option of “MENA” for people with Middle Eastern or North African roots.<sup>4</sup> Employees who may otherwise wish to identify as MENA do not have that option in the

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<sup>1</sup> The data reflects the demographics of the Department as of the final pay period in 2022, more specifically, pay period 26 with a start date of December 3, 2022.

<sup>2</sup> The Personnel Management Information System (PMIS) is the human resource information system used by human resources staff for State of New Jersey employees.

<sup>3</sup> The OMB categories for race are: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White. The OMB categories for ethnicity are: Hispanic or Latino and Not Hispanic or Latino. In this report, data reported for people who identify as Hispanic or Latino includes people across all races, and data reported for each of the race categories includes only those employees who identify as Not Hispanic or Latino.

<sup>4</sup> The U.S. Census reports that nationally, over 3.5 million people are in the MENA category, and that New Jersey ranks seventh in the nation in MENA population, with approximately 163 thousand MENA people (roughly 2% of the state’s total population). <https://www.census.gov/library/stories/2023/09/2020-census-dhc-a-mena-population.html#:~:text=The%20Census%20Bureau's%20classification%20for,such%20as%20Assyrian%20and%20Kurdish.>

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State’s personnel system.<sup>5</sup> With regard to gender identity, our State personnel system differs from federal reporting standards in that it has been changed to include a “non-binary” option in addition to the choices of “male” or “female”.

## Key Findings

### Composition of Workforce

This report presents gender, race/ethnicity data about the LPS workforce across the Department and within each of the formally established divisions, offices, and commission that comprise LPS. Additionally, we include an analysis of those categories in three key functional roles: Police, Attorneys, and Civilians.

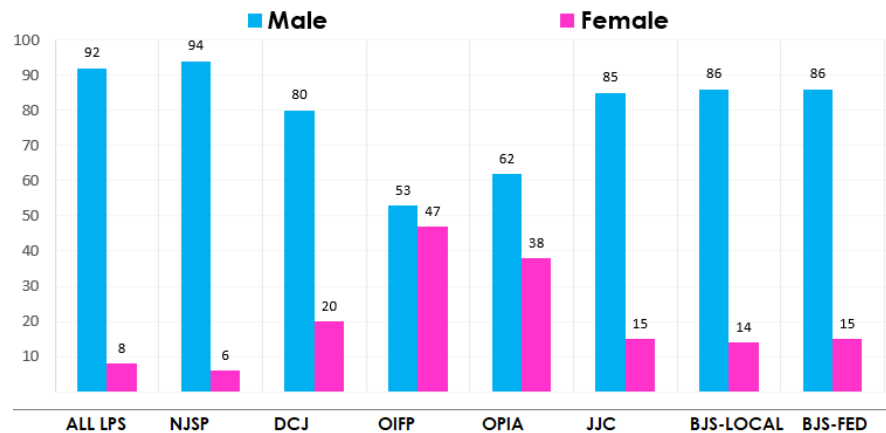
- Police make up 45% of the Department’s workforce
- Attorneys make up 10% of the Department’s workforce
- Civilians make up 45% of the Department’s workforce

### Gender

- Overall, males are represented at greater level in the Department than in the general labor force, either nationally or at the state level, with the LPS workforce being 66% male, 34% female, and less than 1% identifying as non-binary. The comparative labor force benchmarks are 52% male, for both the U.S. and N.J.
- The greater representation of male employees in LPS is largely attributable to the composition of our Police workforce, which is 92% male, 8% female, and 0% non-binary.
  - Department-wide, male representation among Police is 6% higher than comparative benchmarks for male representation among federal and local police, both with male representation of 86%.
  - That disparity is slightly higher for the New Jersey State Police (94%) which comprises 85% of the Police employed by the Department (specifically 3,117 of 3,660 total Police personnel).

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<sup>5</sup> Pursuant to OMB guidance, people identifying as MENA are to be counted as White under the existing system.



- While New Jersey State Police’s representation of women among all ranks – at only 6% overall – lags those benchmarks, female representation among Command Staff ranks exceeds that ratio, with 20% representation among Lieutenant Colonels and 20% among Majors.
- Among other groups within the Department that employ Police, when compared to the relevant benchmarks, male representation is lower: i.e. for Police employed by the Division of Criminal Justice (80%), the Office of the Insurance Fraud Prosecutor (53%), the Office of Public Integrity and Accountability (62%), and the Juvenile Justice Commission (85%).
- Among Attorneys in the Department, in contrast to the legal profession as a whole, males are in the minority at just 42%. The majority of LPS employees in Attorney roles identify as female: 58%. While there is variation in comparative benchmarks, the comparative range of female representation among attorneys is far less, i.e. between 32% - 39%.
- Female employees also comprise the majority of those employees in Civilian titles, at 57%, which is greater than the 48% comparative estimate for both the state and the federal labor force.

## Race/Ethnicity

- **All LPS.** Department-wide, 67% of the overall LPS workforce identifies as White. Representation of that category is much higher than in the New Jersey labor force (57%) and U.S. labor force (61%).
  - Employees identifying as White are represented at higher rates in both Police (72%) and Attorney (78%) roles than in the state and national labor force, but the

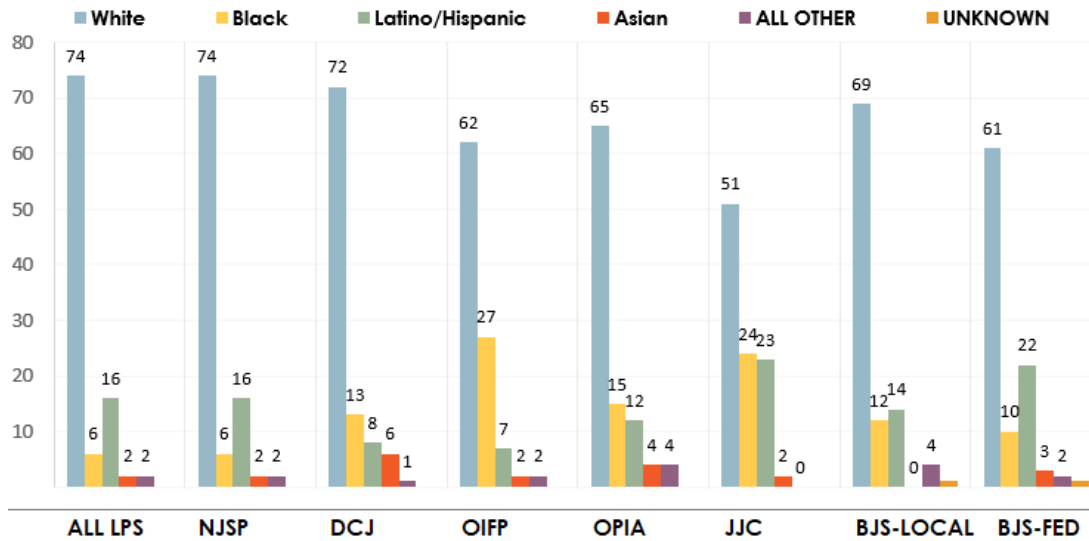
representation among those employees in Civilian roles (59%) is on par with the comparative benchmarks.

- The relative proportion of all LPS employees identifying as Black (17%) is greater than the comparative New Jersey (14%) and U.S. (12%) labor force representation. The representation of employees identifying as Black varies significantly by job function, with 9% for Police, 7% for Attorneys, and 27% for Civilians.
- Representation of all LPS employees identifying as Hispanic/Latino (12%) is lower than the New Jersey (19%) and U.S. (18%) metrics. Among Police, representation for this ethnic group is 16%, among Attorneys, only 6%, and among Civilians, 9%.
- Asian representation in the Department, at 4%, lags both the New Jersey labor force benchmark (10%), and the U.S. labor force benchmark (6%). The largest representation for this group is among Attorneys (9%), followed by Civilians (4%) and Police (2%).

	LPS ALL	LPS POLICE	LPS ATTORNEYS	LPS CIVILIAN	NJ LABOR FORCE	US LABOR FORCE
	%	%	%	%	%	%
<b>WHITE</b>	<b>67</b>	<b>74</b>	<b>77</b>	<b>59</b>	<b>57</b>	<b>61</b>
<b>BLACK</b>	<b>17</b>	<b>6</b>	<b>7</b>	<b>27</b>	<b>14</b>	<b>12</b>
<b>HISPANIC/LATINO</b>	<b>12</b>	<b>16</b>	<b>6</b>	<b>9</b>	<b>19</b>	<b>18</b>
<b>ASIAN</b>	<b>3</b>	<b>2</b>	<b>9</b>	<b>4</b>	<b>10</b>	<b>6</b>
<b>TWO OR MORE RACES</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>
<b>MALE</b>	<b>66</b>	<b>92</b>	<b>42</b>	<b>43</b>	<b>52</b>	<b>52</b>
<b>FEMALE</b>	<b>34</b>	<b>8</b>	<b>58</b>	<b>57</b>	<b>48</b>	<b>48</b>

- **Police.** With 45% of the Department’s workforce comprised of Police, and 85% of Police employed within the New Jersey State Police, the LPS-wide race/ethnicity metrics are significantly affected by those groups.
  - 75% of Police members of the New Jersey State Police identify as White.
  - Black representation is higher among NJ State Police Command Staff ranks than it is in in lower ranks, with 20% representation among Lieutenant Colonels and 10% among Majors. Comparable benchmarks for Black representation among police are 12% at the local level and 10% federally.
  - Among other Divisions employing Police personnel, the representation of people of color is proportionally greater than in the New Jersey State Police, in some categories exceeding the relevant federal or local police benchmarks.

Race/Ethnicity: Police (%)



- Attorneys.** Race/Ethnicity among LPS Attorneys is slightly more diverse than within the legal profession overall: 78% identify as White, 7% as Black; 6% as Hispanic/Latino; 9% as Asian. While comparative metrics vary, the Minority Corporate Counsel Association Law Firm Diversity Survey Report provides this representation data: 80% White, 4% Black; 5% Hispanic/Latino; 9% Asian. Representation of race/ethnicity within each of the Divisions that employ Attorneys varies significantly, and is summarized below.

	ATTORNEY HEADCOUNT (#)	WHITE (%)	BLACK (%)	HISPANIC/LATINO (%)	ASIAN (%)
ALL LPS	779	78	7	6	9
DIVISION OF LAW	548	77	6	6	10
DIVISION OF CRIMINAL JUSTICE	94	83	6	3	2
OFFICE OF PUBLIC INTEGRITY AND ACCOUNTABILITY	23	87	0	4	9
DIVISION OF GAMING ENFORCEMENT	20	85	5	5	0
OFFICE OF THE INSURANCE FRAUD PROSECUTOR	19	42	32	16	5
OAG EXECUTIVE	19	58	26	5	11
DIVISION OF ADMINISTRATION	16	75	19	0	6
ALCOHOLIC BEVERAGE CONTROL	12	83	8	8	0
MOBILITY	9	89	11	0	0
OFFICE OF THE SOLICITOR GENERAL	7	43	0	29	23
OFFICE OF LAW ENFORCEMENT PROFESSIONAL STANDARDS	4	75	0	0	25
ATTORNEY GENERAL'S ADVOCACY INSTITUTE	2	100	0	0	0
OFFICE OF DIVERSITY, EQUITY AND INCLUSION	2	0	50	0	50
NJ CARES	2	50	0	0	50
STATE AFFIRMATIVE FIREARMS ENFORCEMENT	2	50	0	0	50

- Civilians.** Representation of Employees employed in civilian roles across LPS tracks with New Jersey and federal labor force statistics in the White group (59% compared with 57% and 61% respectively), while exceeding Black representation benchmarks

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at 27% (compared with 14% and 12%), and lagging comparative representation for both Hispanic/Latino (9% vs. 19% and 18%) and Asian groups (4% vs. 10% and 6%).

## Comparisons to Prior Year

For the current reporting year, 2022, the total headcount for the Department was 8,027. That represents a net increase of 153 employees, or roughly 2% in comparison to the 2021 year-end headcount of 7,874. Notably, leading the plus column was the Division of State Police, with an additional 230 employees over the prior year. There was an offsetting headcount reduction of 103 employees employed within the Juvenile Justice Commission. Focusing on the functional roles, there was a 4% increase in Police personnel, a 1% decrease in Attorney headcount, and a 2% increase in Civilians employed by the Department.

	2021 (#)	2022 (#)	CHANGE (#)	CHANGE (%)
POLICE	<b>3,524</b>	<b>3,660</b>	<b>136</b>	<b>4%</b>
ATTORNEY	<b>783</b>	<b>779</b>	<b>-4</b>	<b>-1%</b>
CIVILIAN	<b>3,567</b>	<b>3,588</b>	<b>21</b>	<b>1%</b>
TOTAL	<b>7,874</b>	<b>8,027</b>	<b>153</b>	<b>2%</b>

**Gender and Race/Ethnicity Headcount Numbers See Movement, but Proportionally, Representation is Unchanged.** While there are some changes in the numeric headcount overall and across the various Divisions, the proportional, relative representation in gender as well as in race/ethnicity is essentially unchanged from the prior year’s snapshot. Fluctuations of single percentage points are seen throughout, but given the impact of rounding in our calculations, these nominal changes cannot be taken to be significant.

Numerically, there is an increase of 36 female employees and 117 male employees across LPS from the same time-frame of the prior year. The number of employees identifying as non-binary remains static at 3, or less than 1%. For race/ethnicity categories, the headcount numbers evidence some upticks for Hispanic/Latino and Asian employees overall, attributable to increases in Hispanic/Latino Police personnel, and in Attorneys identifying as Hispanic/Latino or Asian.

Department-wide, there is a single percentage point increase in overall relative representation of Female employees (34% in 2022), with a corresponding one-point decrease for male representation (66% in 2022). Similarly, the overall LPS workforce has remained slightly more than two-thirds White (67% in 2022, 68% in 2021), with no significant changes in the remaining race/ethnicity categories.

*Gender Headcount Changes: 2021-2022*

	2021 (#)	2022 (#)	CHANGE (#)	CHANGE (%)
<u>ALL-LPS</u>				
MALE	5143	5260	117	2%
FEMALE	2728	2764	36	1%
<u>POLICE</u>				
MALE	3251	3377	126	4%
FEMALE	273	283	10	4%
<u>ATTORNEYS</u>				
MALE	325	328	3	1%
FEMALE	456	449	-7	-2%
<u>CIVILIANS</u>				
MALE	1567	1555	-12	-1%
FEMALE	1999	2032	33	2%

Race/Ethnicity Headcount Changes 2021-2022

	2021 (#)	2022 (#)	CHANGE (#)	CHANGE (%)
<u>ALL-LPS</u>				
WHITE	5315	5355	40	1%
BLACK	1325	1336	11	1%
HISPANIC/LATINO	860	930	70	8%
ASIAN	260	286	26	10%
AI/AN	24	24	0	0%
NH/OPI	3	7	4	133%
TWO OR MORE RACES	86	88	2	2%
OTHER	1	1	0	0%
<u>POLICE</u>				
WHITE	2546	2628	82	3%
BLACK	305	307	2	1%
HISPANIC/LATINO	531	578	47	9%
ASIAN	83	86	3	4%
AI/AN	9	8	-1	-11%
NH/OPI	2	2	0	0%
TWO OR MORE RACES	47	50	3	6%
OTHER	1	1	0	0%
<u>ATTORNEYS</u>				
WHITE	618	604	-14	-2%
BLACK	59	56	-3	-5%
HISPANIC/LATINO	40	44	4	10%
ASIAN	62	67	5	8%
AI/AN	0	0	0	N/A
NH/OPI	0	2	2	N/A
TWO OR MORE RACES	4	6	2	50%
OTHER	0	0	0	N/A
<u>CIVILIANS</u>				
WHITE	2151	2123	-28	-1%
BLACK	961	973	12	1%
HISPANIC/LATINO	289	308	19	7%
ASIAN	115	133	18	16%
AI/AN	15	16	1	7%
NH/OPI	1	3	2	200%
TWO OR MORE RACES	35	32	-3	-9%
OTHER	0	0	0	N/A



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# 2022 DEMOGRAPHIC OVERVIEW

This report analyzes the demographic information about the full-time employees of the Department of Law and Public Safety, as is reflected in employee self-reported personnel data **at the end of 2023**. While we recognize that there are many more dimensions of diversity, data collected in our records is limited to race/ethnicity and gender.

**The LPS workforce is comprised of 8,027 individuals.**

## GENDER

- ✚ **5,260 or 66% are Male**
- ✚ **2,764 or 34% are Female**
- ✚ **3 or 0% are Non-binary**

## RACE/ETHNICITY

- ✚ **5,355 or 67% are White**
- ✚ **1,336 or 17% are Black/African-American (Black)**
- ✚ **930 or 12% are Hispanic/Latino/Latina (Hispanic/Latino)**
- ✚ **286 or 3% are Asian-American (Asian)**
- ✚ **88 or 1% are Two or More Races**
- ✚ **24 or 0% are American Indian/Alaskan Native (AI/AN)**
- ✚ **7 or 0% are Native Hawaiian/Other Pacific Islander (NH/OPI)**
- ✚ **1 or 0% is Some Other Race**

**POLICE: 45% (3,660) are sworn police. Among our sworn police members:**

- ✚ **85% (3,177) work in the NJ State Police**
- ✚ **9% (338) work in the Juvenile Justice Commission**
- ✚ **4% (134) in the Division of Criminal Justice**
- ✚ **1% (45) in the Office of the Insurance Fraud Prosecutor**
- ✚ **1% (26) in the Office of Public Integrity & Accountability**

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**ATTORNEYS: 10% (781) have attorney titles, such as Assistant Attorney General or Deputy Attorney General. Of those 781 attorneys:**

- + 70% (548) work in the Division of Law**
- + 12% (94) work in the Division of Criminal Justice**
- + 3% (23) work in the Office of Public Integrity and Accountability**
- + 3% (22) work in the Office of the Attorney General**
- + 3% (20) work in the Division of Gaming Enforcement**
- + 2% (19) work in the Office of the Insurance Fraud Prosecutor**
- + 2% (16) work in the Office of the Division of Administration**
- + 2% (12) work in the Division of Alcoholic Beverage Control**
- + 1% (9) are on mobility status, working for another State agency**
- + 1% (6) work in the Office of the Solicitor General**
- + 1% (4) work in the Office of Law Enforcement and Professional Standards**
- + <1% (2) work in each of the following:**
  - Office of Diversity, Equity, and Inclusion**
  - Attorney General’s Advocacy Institute**
  - Statewide Affirmative Firearms Enforcement Office**

**CIVILIANS: 45% (3,588) are civilians, i.e. they are neither sworn police, nor in job titles that require them to be admitted to the bar of New Jersey as attorneys.**

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## ABOUT THE DATA







The demographic data presented in this report about the people who comprise the workforce of the Department of Law and Public Safety reflects full-time, salaried employees. It does not include part-time/hourly employees or contractors. Demographic data is as reflected in the NJ Personnel Management Information System (PMIS) as of the end of the year 2022, more specifically, as of the final pay period of 2022. It is a snapshot in time and does not reflect the ebbs and flows of personnel metrics during the course of the year.

Data about gender and race/ethnicity is self-reported by employees as part of their initial on-boarding and/or as may be updated during the course of their employment and as entered into PMIS by the Human Resources Management staff. Information in the database has not been confirmed for accuracy. State employees may view some of their own PMIS data via the NJ Civil Service Commission's NJ Government Employee Identification Number Inquiry System (NJGEID) application. The NJGEID system may be accessed via <https://info.csc.state.nj.us/NJGEID>. If information is incorrect, employees may contact Human Resources Management to request a correction.

**Gender.** There are three gender categories available for LPS employees: female, male and non-binary. The non-binary category was added as an option for all employees within the State's PMIS database in 2019 and employees have an opportunity to update their gender information via the My New Jersey application.

**Race/Ethnicity.** Data about race and ethnicity is consistent with the categories that have been established by the federal government and that are followed by the U.S. Census Bureau and Equal Employment Opportunity Commission (EEOC) . (See, *OMB Revisions to the Standards for the Classification on Federal Data on Race and Ethnicity*, [97-28653.pdf](https://www.govinfo.gov/procurement/procurement-revisions-to-the-standards-for-the-classification-on-federal-data-on-race-and-ethnicity) ([govinfo.gov](https://www.govinfo.gov)))

Those federal race categories are:

<ul style="list-style-type: none"> <li> White</li> <li> Black or African-American</li> <li> Asian</li> </ul>	<ul style="list-style-type: none"> <li> American Indian or Alaskan Native</li> <li> Native Hawaiian or Other Pacific Islander</li> <li> Two or More Races</li> </ul>
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**Ethnicity.** Under those same federal standards, ethnicity is different from race. There are only two ethnicity categories: “*Hispanic or Latino*” and “*Not Hispanic or Latino*”. The State PMIS data base follows this federal 2-catgory approach and does not further delineate ethnic groups. As reported herein, LPS workforce data in the ethnicity category Hispanic/Latino includes employees who have reported their ethnicity as Hispanic or Latino regardless of what race they have reported, i.e. they may be of any race.

**Reporting of Race Categories Excludes People of Hispanic/Latino Ethnicity.** As reported herein, LPS workforce data within the *race categories*, does not include people who are identified as *Hispanic or Latino*, thereby avoiding counting any individuals twice. Example: someone who identifies as both Hispanic/Latino and White is reported only in the category “Hispanic or Latino” and is not counted in the category “White.” The category “White” includes only those people who do not identify their ethnicity as Hispanic or Latino and who identify their race as “White,”

Data about specific divisions, offices or commissions track with personnel records and may not correspond with employees’ actual assignments, e.g. employees may be actually detached or assigned to other organizational units within the department or outside of the department. While we have made an effort to report data in accordance with actual assignments where that information is readily known, given the size of our workforce, and the limitations of our various data collection and reporting systems, we acknowledge that inaccuracies nonetheless exist.

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**NOTES:**

Employees who wish to confirm their gender identity on the New Jersey Personnel Management Information System (PMIS) may do so by logging into the State employee portal at NJ.Gov and selecting the “Gender Survey” in the section “Civil Service Commission Applications.

Employees may view their own personal data as maintained in PMIS with regard to gender and ethnicity, by using the NJGEID application available via <https://info.csc.state.nj.us/NJGEID/>. In the NJGEID application, ethnicity is reflected in the field “Ethnic Code” with either a “Y” meaning Yes, the employee is Hispanic/Latino; or an “N”, meaning No, the employee is not Hispanic/Latino. Gender is reflected in the field “Gender” with any of three codes: F-Female, M-Male, or X-Non-Binary.

Throughout this report, where certain categories of data reflect zero percent or only nominal values (e.g. non-binary gender, AI/AN or NH/OPI races), they may be difficult to discern or may have been omitted from the computer generated graphical representation. Nonetheless, they have been included in the calculations.

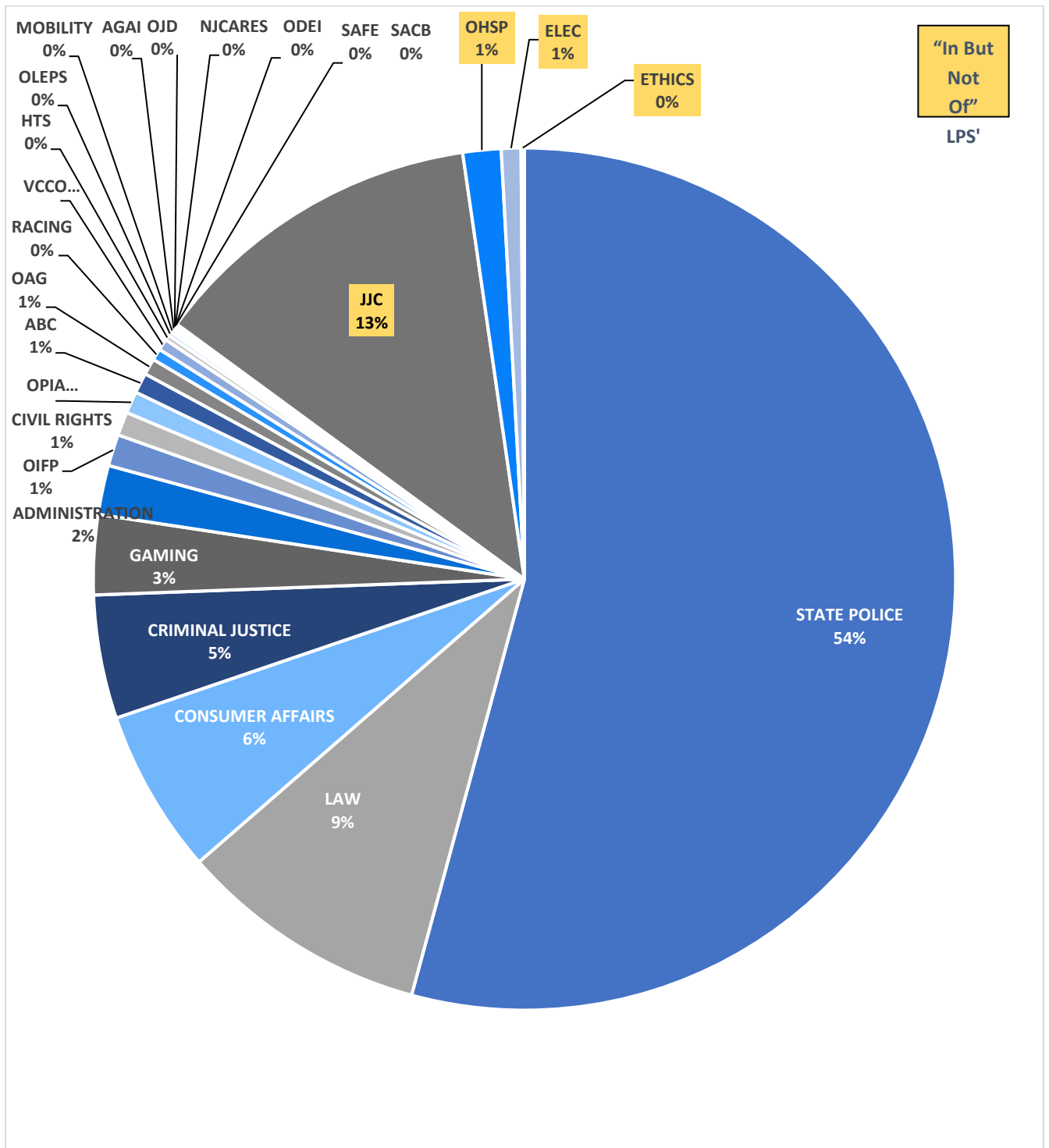
# LPS BY DIVISION

## Workforce Distribution by Division

*In order of Size (Largest to Smallest)*

DIVISION	SHORT NAME	#	% of ALL LPS	% of "IN AND Of" LPS
DIVISION OF STATE POLICE	STATE POLICE	4352	54%	64%
DIVISION OF LAW	LAW	754	9%	11%
DIVISION OF CONSUMER AFFAIRS	CONSUMER AFFAIRS	495	6%	7%
DIVISION OF CRIMINAL JUSTICE	CRIMINAL JUSTICE	372	5%	5%
DIVISION OF GAMING ENFORCEMENT	GAMING	240	3%	4%
DIVISION OF ADMINISTRATION	ADMINISTRATION	148	2%	2%
OFFICE OF THE INSURANCE FRAUD PROSECUTOR	OIFP	95	1%	1%
DIVISION ON CIVIL RIGHTS	CIVIL RIGHTS	71	1%	1%
OFFICE OF PUBLIC INTEGRITY AND ACCOUNTABILITY	OPIA	66	1%	1%
DIVISION OF ALCOHOLIC BEVERAGE CONTROL	ABC	61	1%	1%
OAG EXECUTIVE	OAG	49	1%	1%
NEW JERSEY RACING COMMISSION	RACING	35	0%	1%
VICTIMS OF CRIME COMPENSATION OFFICE	VCCO	34	0%	0%
DIVISION OF HIGHWAY TRAFFIC SAFETY	HTS	16	0%	0%
OFFICE OF LAW ENFORCEMENT PROFESSIONAL STANDARDS	OLEPS	12	0%	0%
MOBILITY ASSIGNMENTS OUTSIDE OF LPS)	MOBILITY	10	0%	0%
ATTORNEY GENERAL'S ADVOCACY INSTITUTE	AGAI	6	0%	0%
OFFICE OF JUSTICE DATA	OJD	5	0%	0%
NJ COORDINATOR FOR ADDICTION RESPONSES AND ENFORCEMENT STRATEGIES	NJCARES	2	0%	0%
OFFICE OF DIVERSITY, EQUITY, AND INCLUSION	ODEI	2	0%	0%
STATEWIDE AFFIRMATIVE FIREARMS ENFORCEMENT OFFICE	SAFE	2	0%	0%
STATE ATHLETIC CONTROL BOARD	SACB	2	0%	0%
	<b>SUBTOTAL</b>	<b>6829</b>	<b>85%</b>	<b>100%</b>
IN BUT NOT OF ENTITIES	SHORT NAME	#	% OF ALL LPS	% of "IN BUT NOT Of" LPS
JUVENILE JUSTICE COMMISSION	JJC	1014	13%	85%
OFFICE OF HOMELAND SECURITY AND PREPAREDNESS	OHSP	115	1%	10%
ELECTION LAW COMMISSION	ELEC	59	1%	5%
STATE ETHICS COMMISSION	ETHICS	10	0%	1%
<b>TOTAL</b>		<b>8,027</b>		

**Divisions as a % of Department of Law and Public Safety**

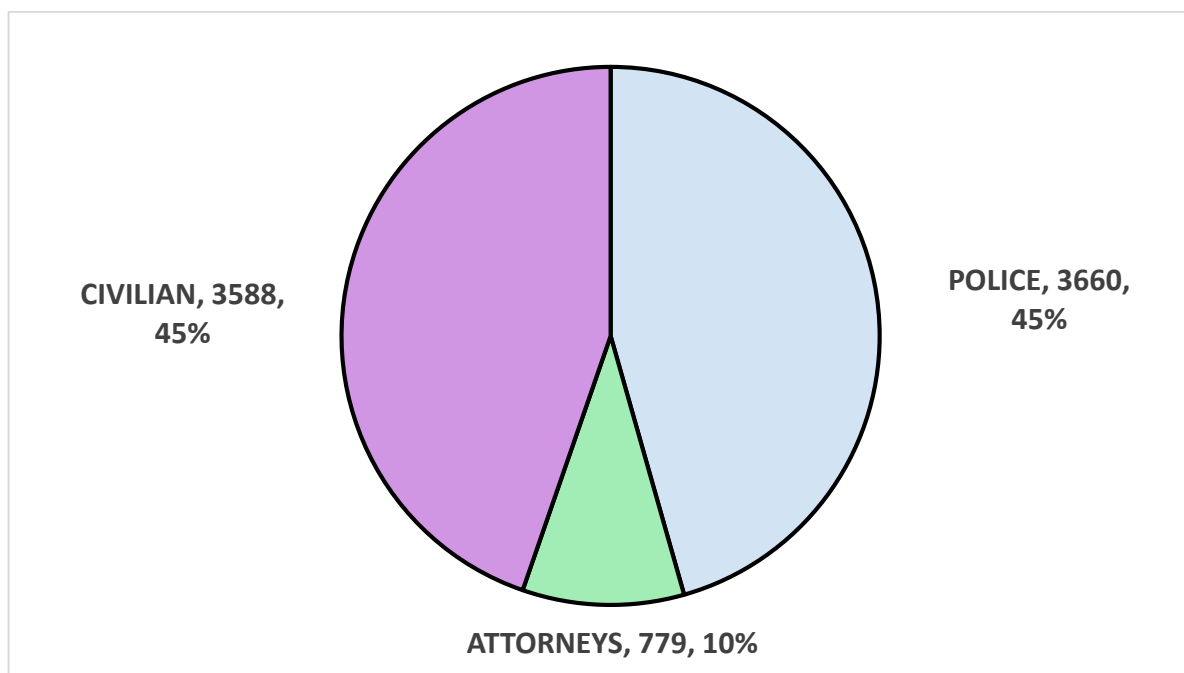


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## DEPARTMENT-WIDE DATA

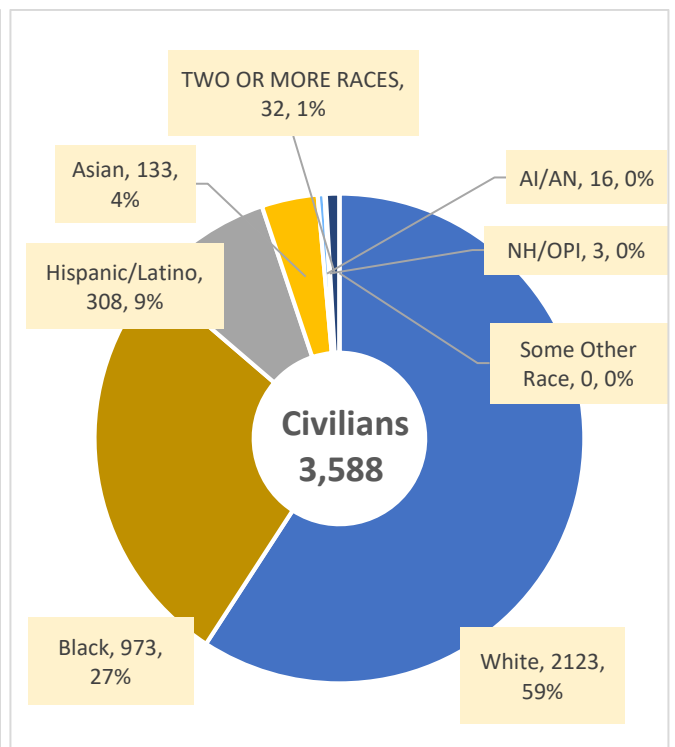
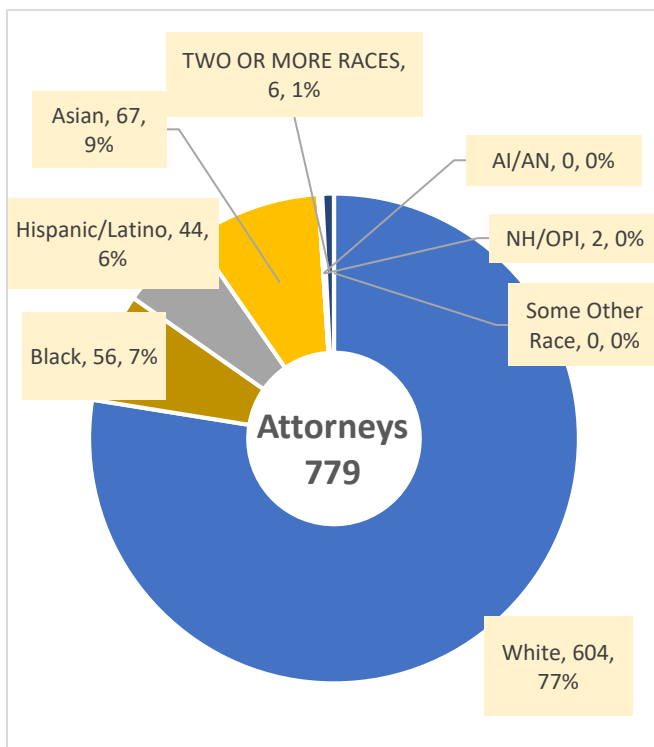
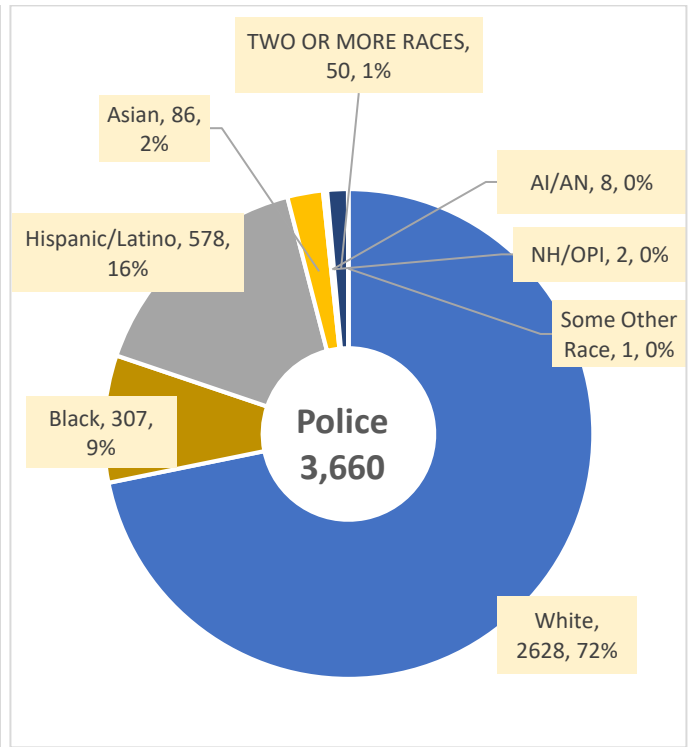
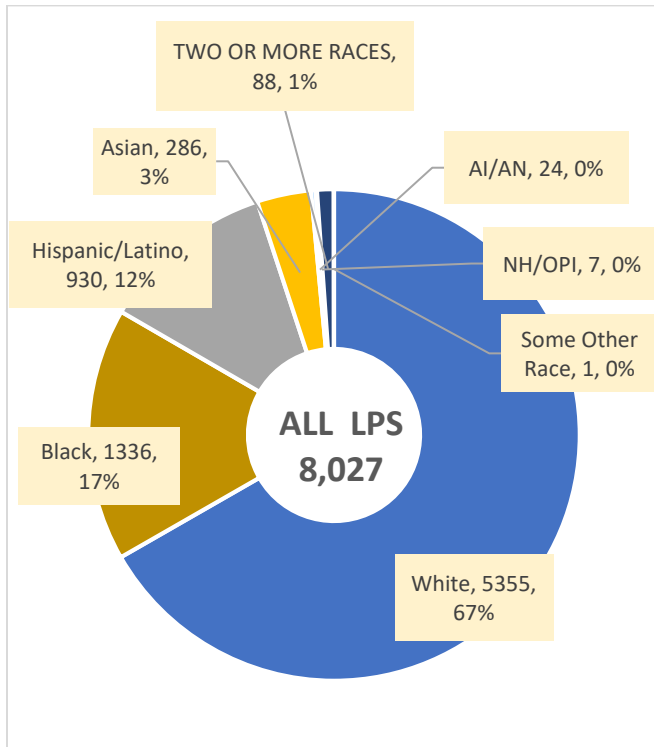
Looking at the department at a whole, the representation of women and of people of color in the department is below the comparable representation in the overall labor force both nationally and in New Jersey, however, this disparity is attributable to the fact that a very large portion of the LPS workforce is made up of police officers – a job historically and currently held by White males in the U.S. Notably, of the department’s 8,027 full-time employees, 3,660 or 45% are sworn police officers who are employed within the Division of State Police, the Division of Criminal Justice, the Office of the Insurance Fraud Prosecutor, the Office of Public Integrity and Accountability, or the Juvenile Justice Commission. Additionally, while attorneys hold many senior leadership positions within the department, numbering 779 across all of LPS, attorneys only make up 10% of all LPS employees. The Division of Law is the professional home for the majority of LPS attorneys, with approximately 70% of all LPS employee who have attorney titles serving as civil practitioners in that division. Another significant share of the LPS workforce is made up of employees in a wide variety of titles who are neither police nor attorneys. Over 3,500 people comprise this “Civilian” group, comprising 45% of the department.

**DEPARTMENT-WIDE HEADCOUNT: 8,027 PEOPLE**

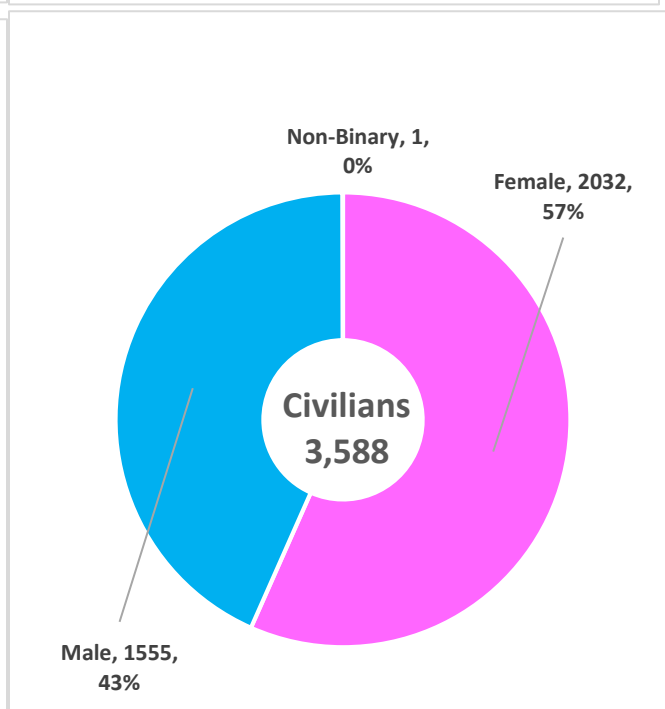
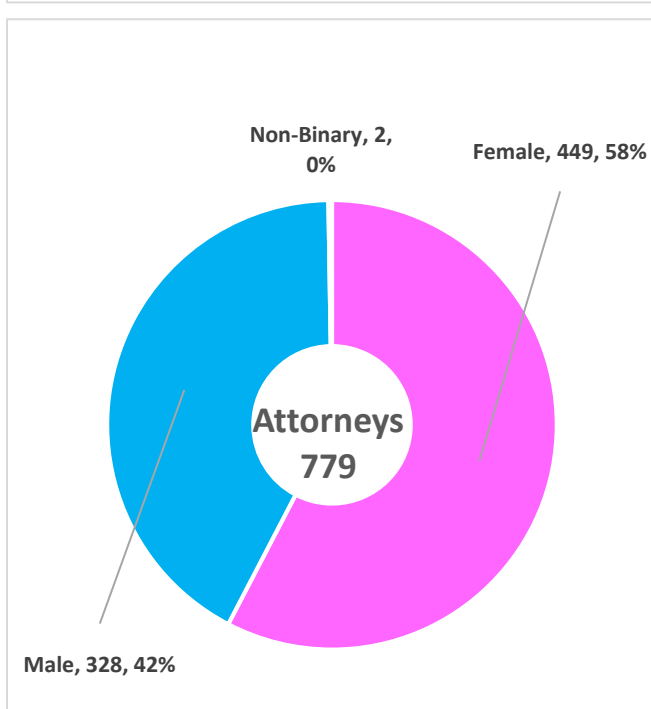
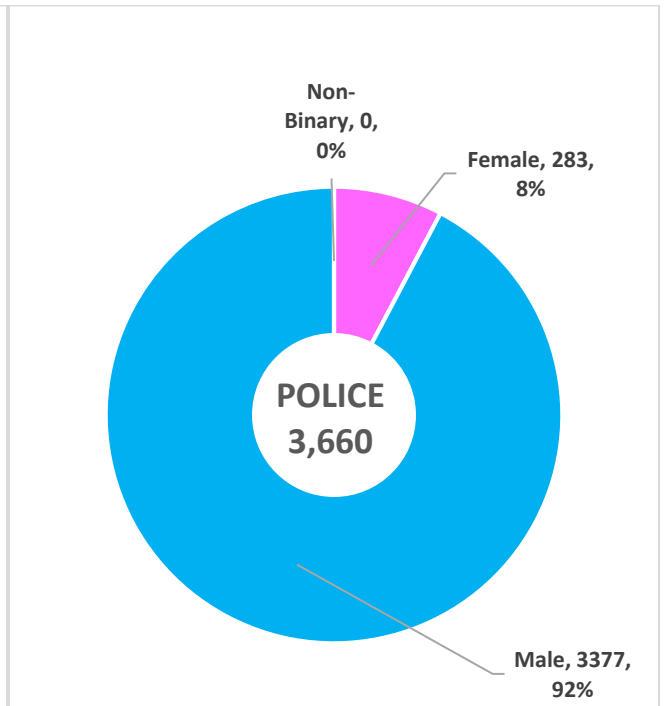
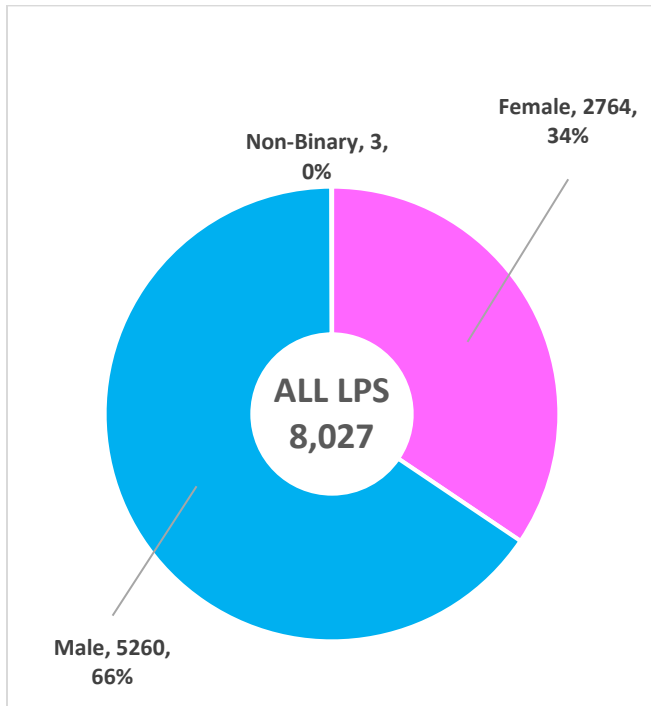




## Race/Ethnicity: At-a-Glance

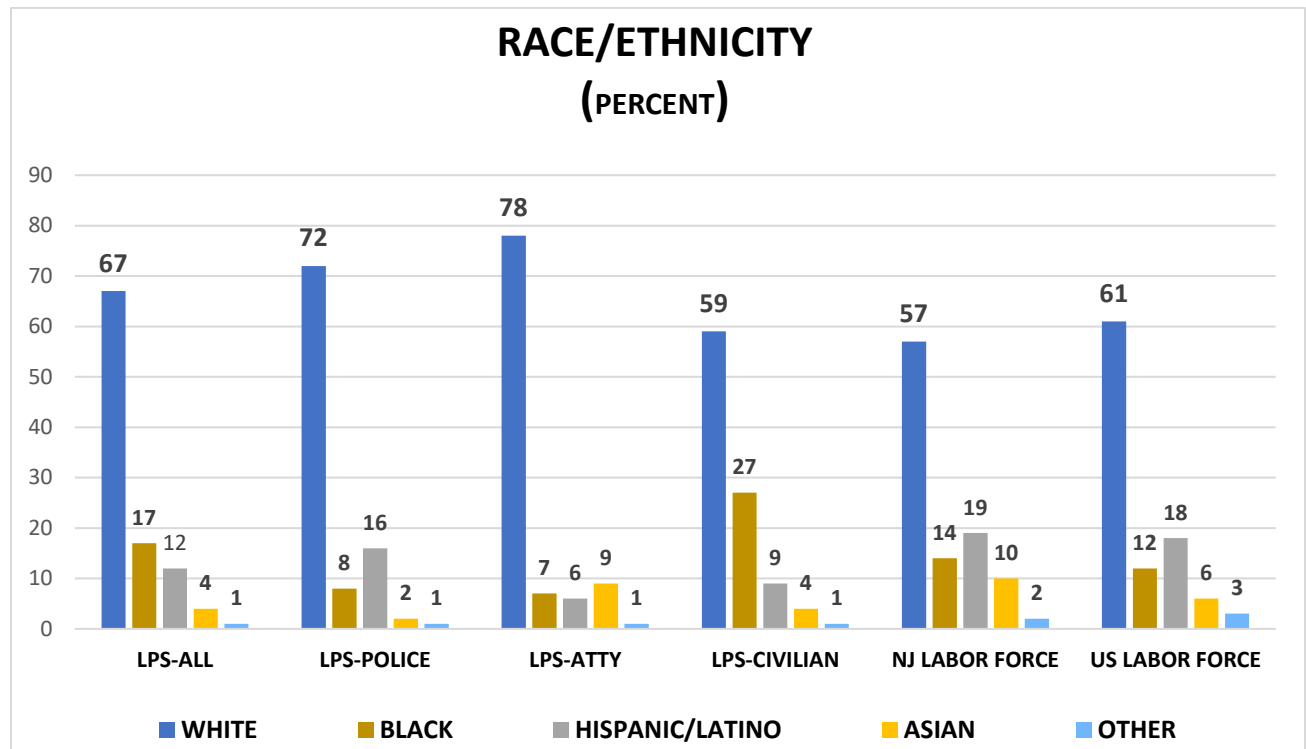


# Gender: At-a-Glance



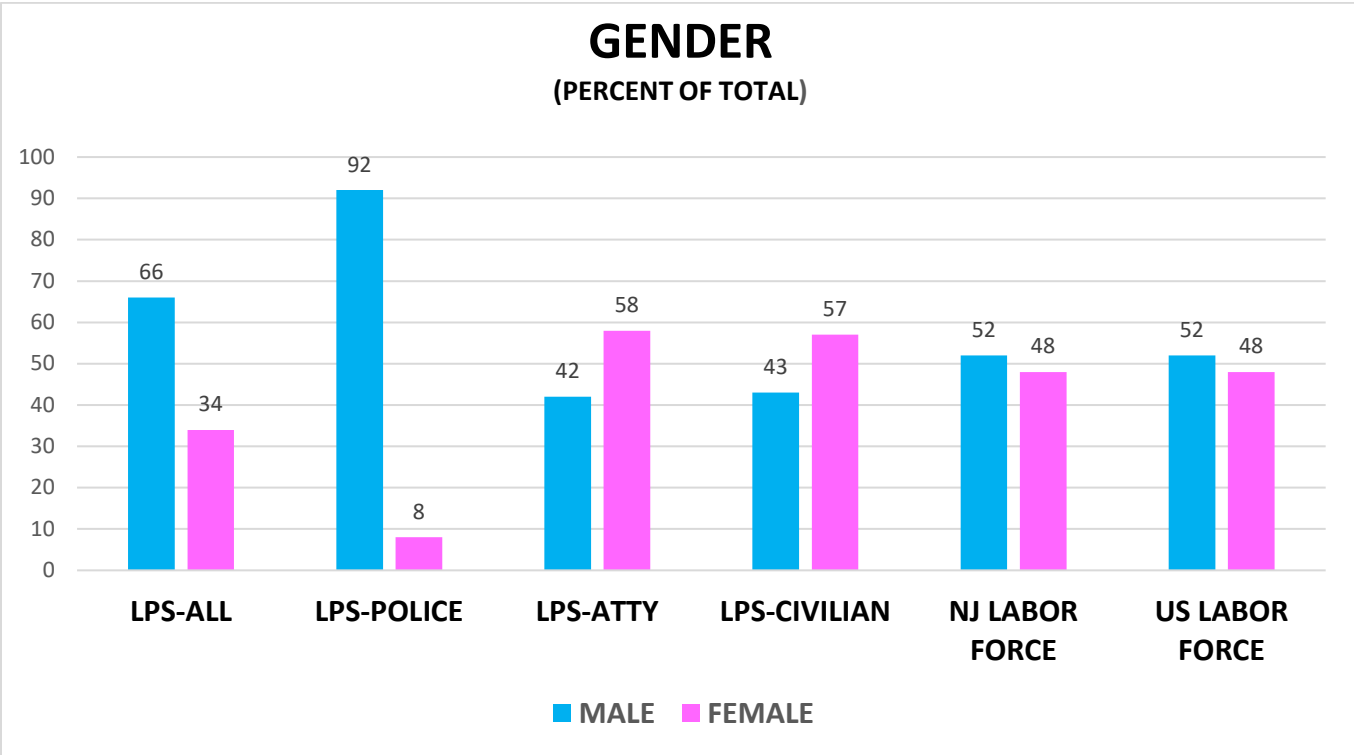
## Comparison of LPS Workforce to N.J. & U.S. Labor Force

**LPS-Wide Race/Ethnicity.** The representation of White people at LPS is 67% department-wide, and for the functional sub-groups: 72% for police, 78% for attorneys, and 59% for civilians. Comparatively, people identifying as White comprise 57% of the NJ labor force and 61% in the U.S. labor force.



*Note: NJ Labor force data: Black and Asian categories include both Hispanic and Non-Hispanic people and therefore are slightly higher than .*

**LPS-Wide Gender.** Female representation overall at LPS is 34.4%, significantly below the estimated 47% in the national labor force and 48% for New Jersey for women in the work force. However, looking at data for the three major sub-groups of employees, i.e. police, attorneys and civilian employees, we see that the representation of race/ethnicity and of gender varies significantly across these functional roles.



	LPS ALL	LPS POLICE	LPS ATTORNEYS	LPS CIVILIAN	NJ LABOR FORCE	US LABOR FORCE
	%	%	%	%	%	%
<b>WHITE</b>	67	72	78	59	57	61
<b>BLACK</b>	17	8	7	27	14	12
<b>HISPANIC/LATINO</b>	12	16	6	9	19	18
<b>ASIAN</b>	4	2	9	4	10	6
<b>TWO OR MORE RACES</b>	1	1	1	1	1	3
<b>MALE</b>	66	92	42	43	52	52
<b>FEMALE</b>	34	8	58	57	48	48

Please note, consistent with federal reporting standards, the category “Hispanic/Latino” is considered an ethnicity and not a race, and therefore, it includes people of any race. The data reflected in the N.J. labor force data for the categories Black and Asian race categories includes people of both ethnicities (i.e. does not exclude Hispanic/Latino people). The US Labor force race data excludes people who identified as being of Hispanic/Latino ethnicity. Only two gender categories are reflected in the comparative data sources.

**Sources:**

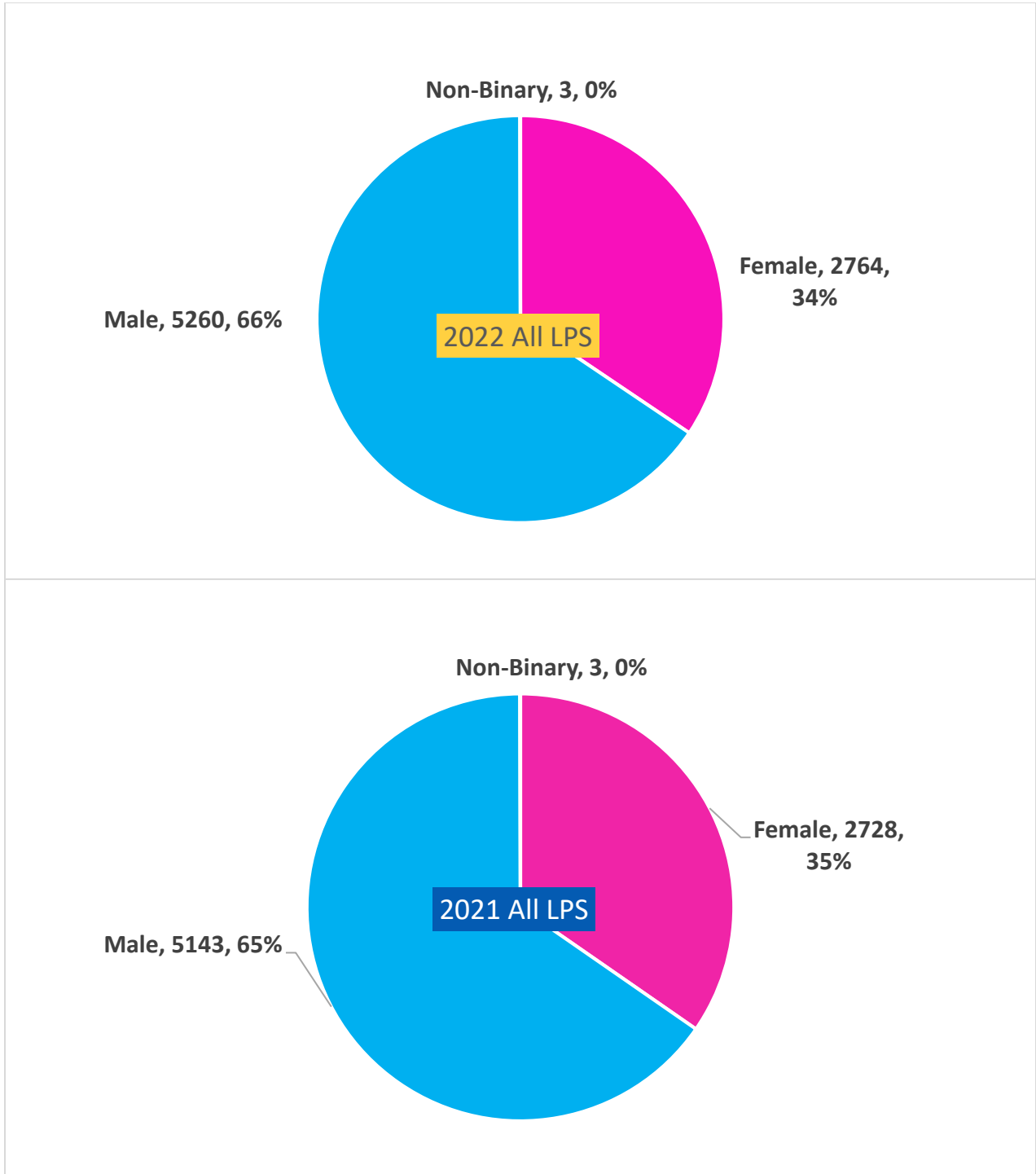
New Jersey Department of Labor and Workforce Development and U.S. Bureau of Labor Statistics  
[https://www.bls.gov/opub/reports/race-and-ethnicity/2021/home.htm#:~:text=\(See%20table%202.\),were%20White%20\(89%20percent\).](https://www.bls.gov/opub/reports/race-and-ethnicity/2021/home.htm#:~:text=(See%20table%202.),were%20White%20(89%20percent).)

N.J. Dept. of Labor and Workforce Development, 2019 Estimate  
 Table 6, <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/dmograph/lfproj/sptab6.xlsx>  
 See generally: <https://www.nj.gov/labor/labormarketinformation/demographics/population-labor-projections/>

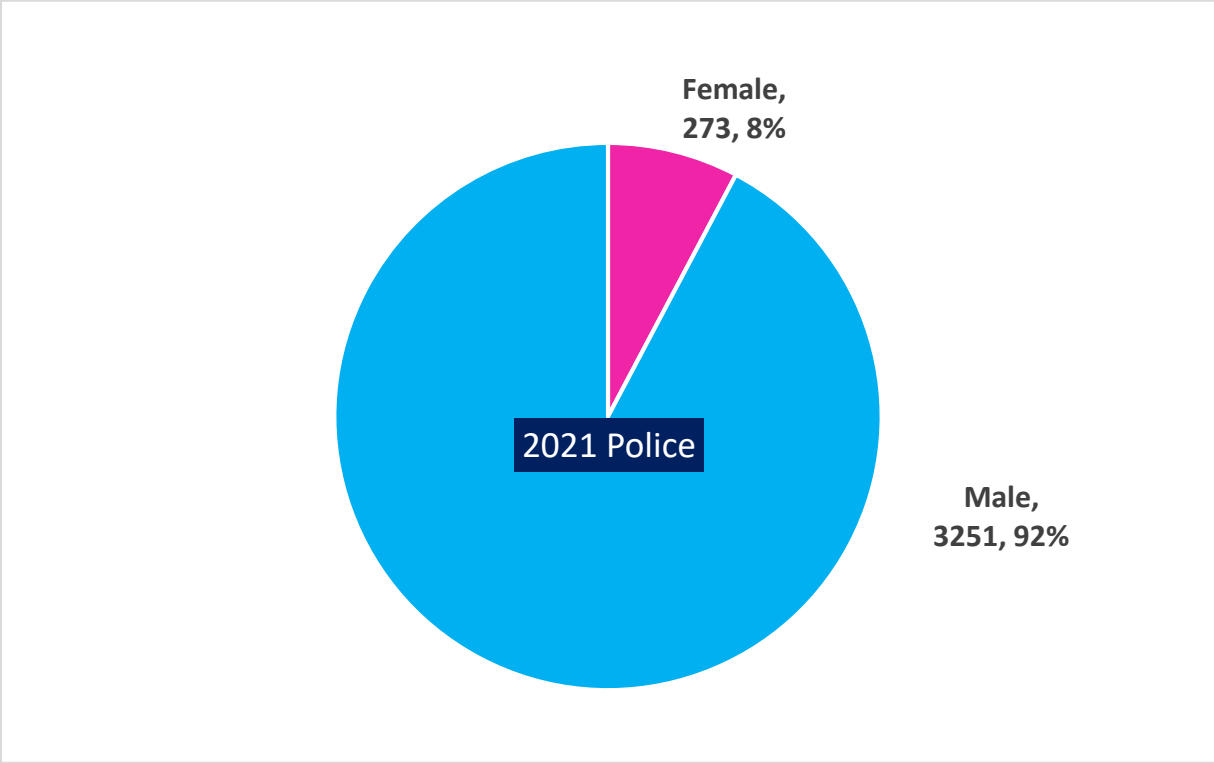
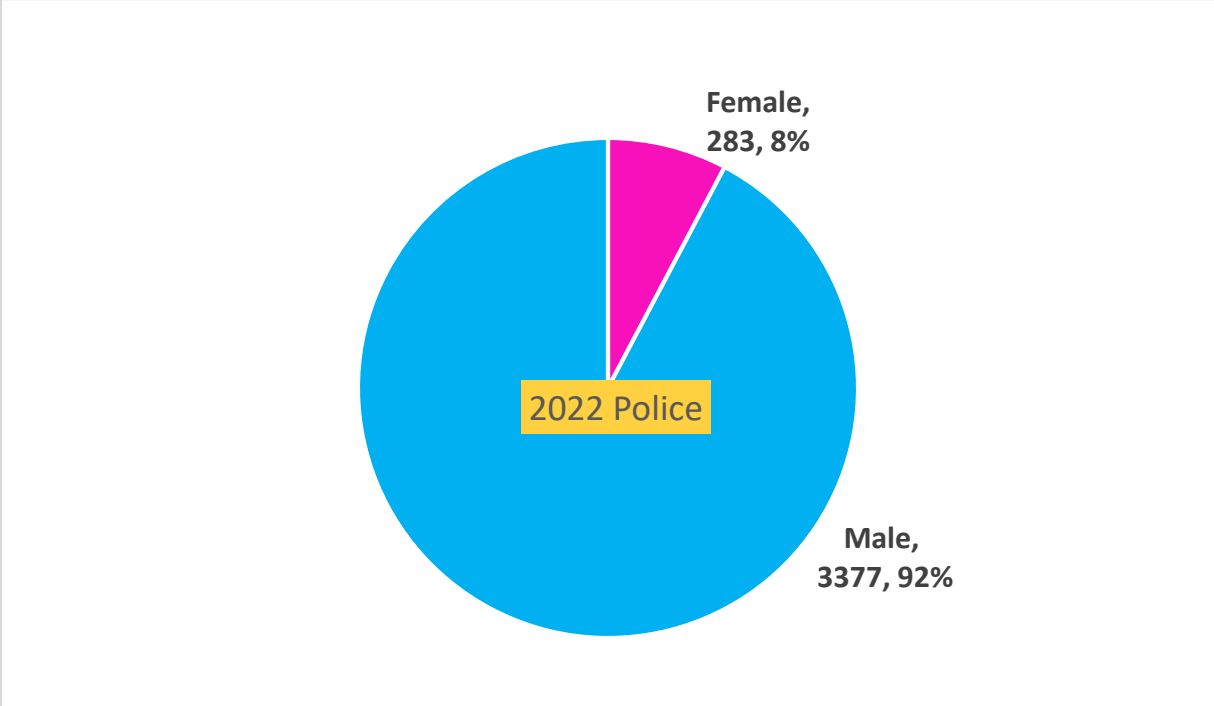
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## 2-Year Comparison: Gender

### All LPS: Gender 2022 & 2021

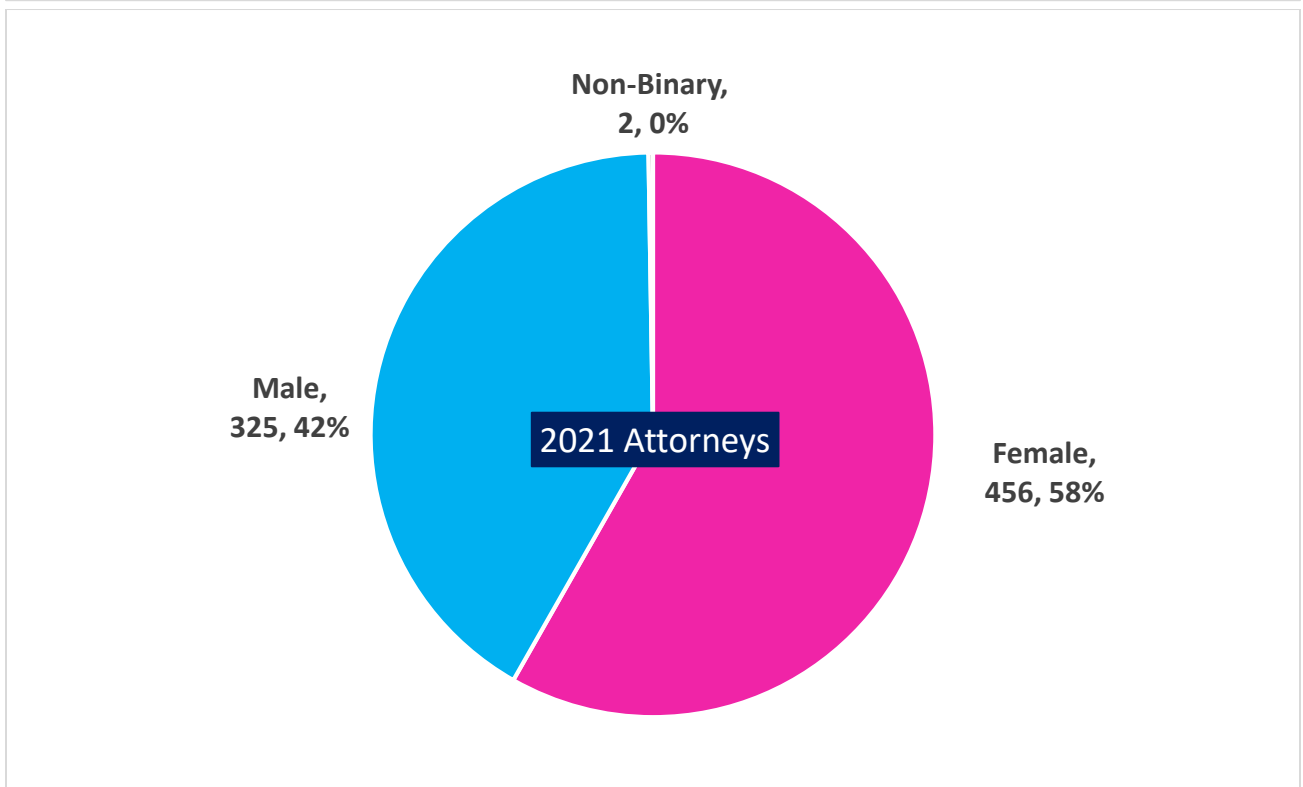
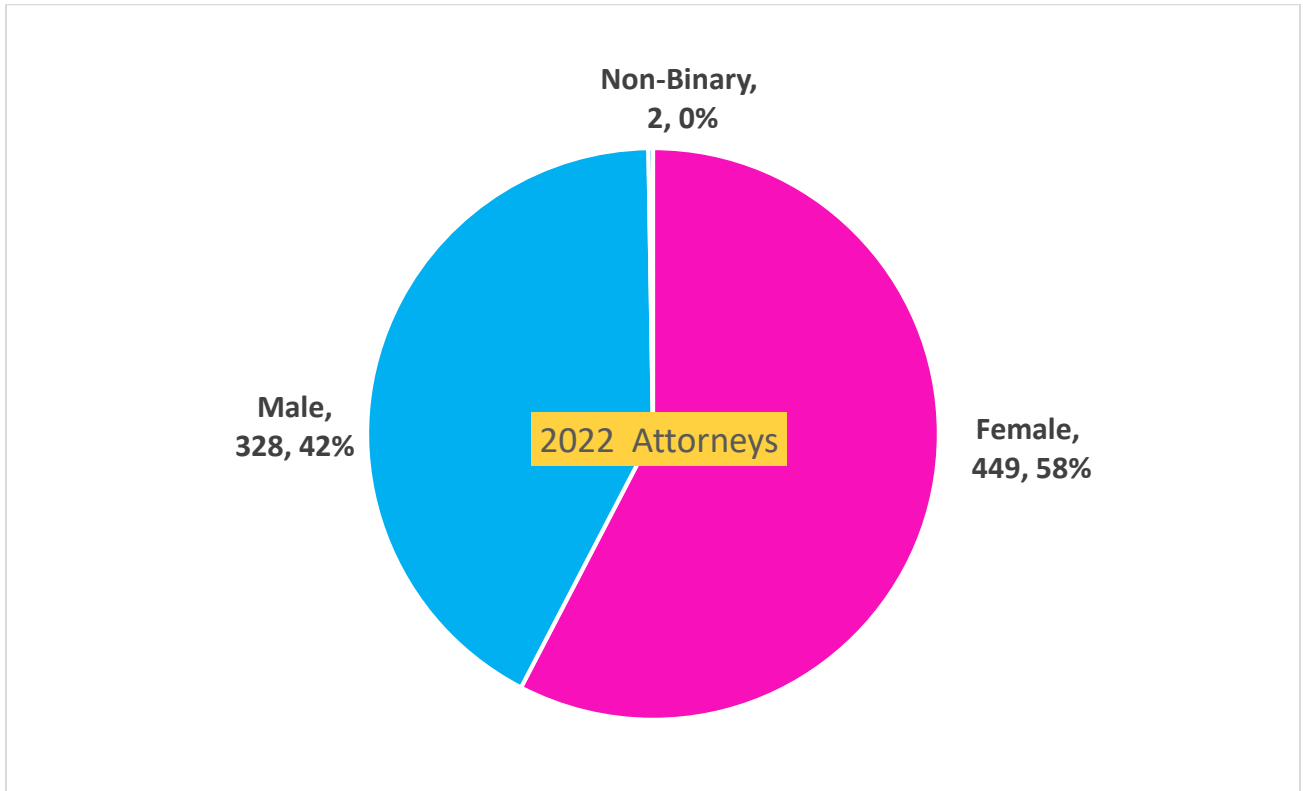


**Sworn Police: Gender 2022 & 2021**

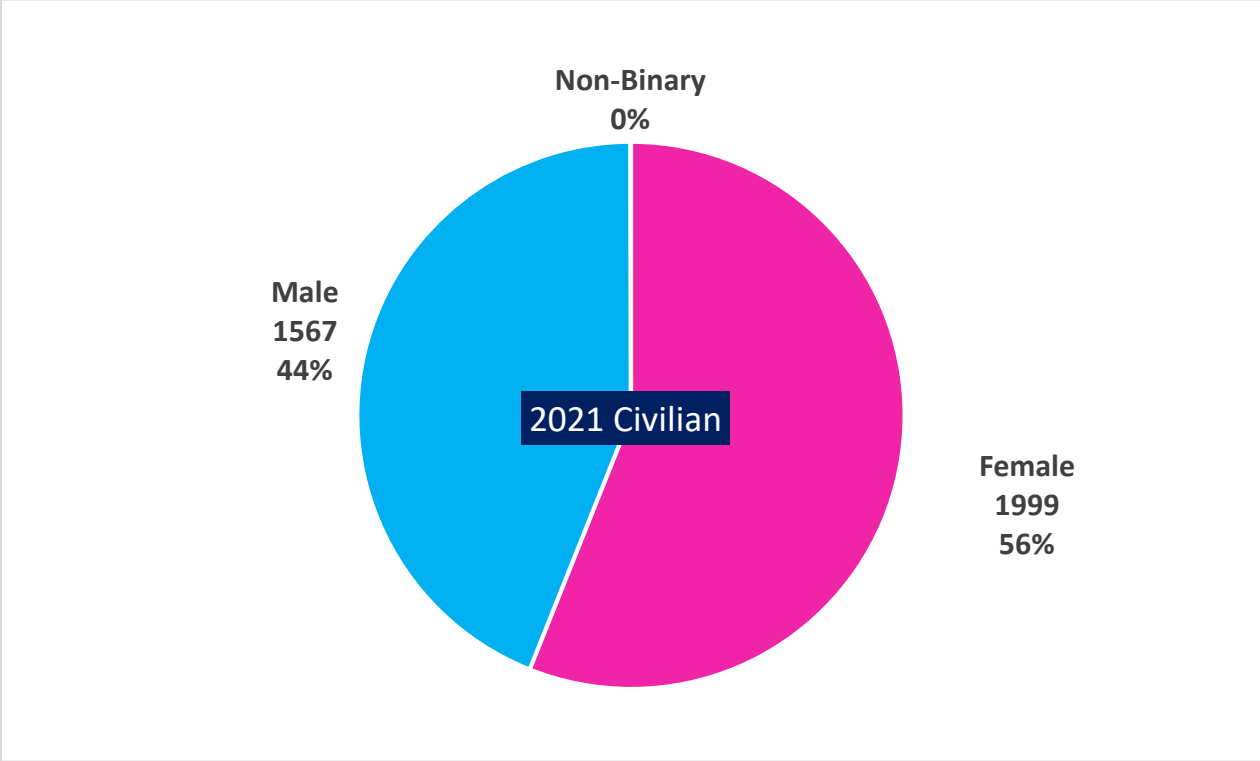
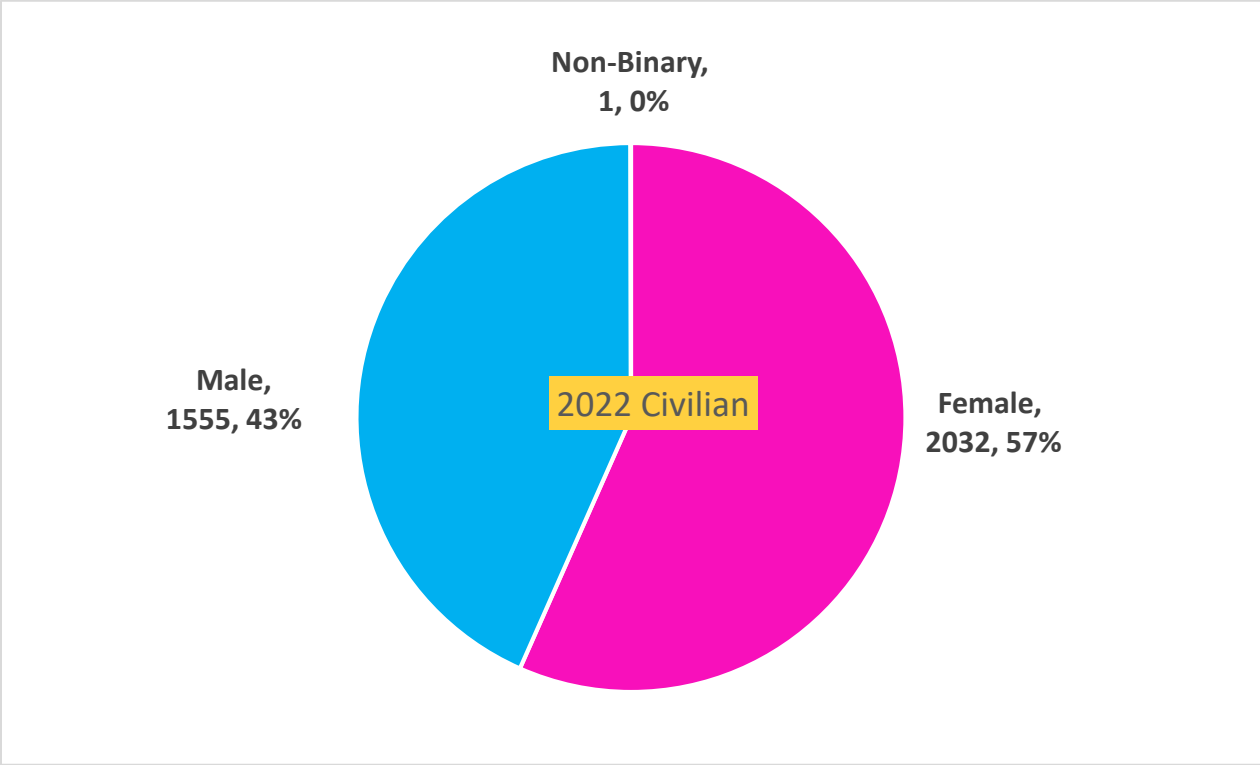


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**Attorneys: Gender 2022 & 2021**



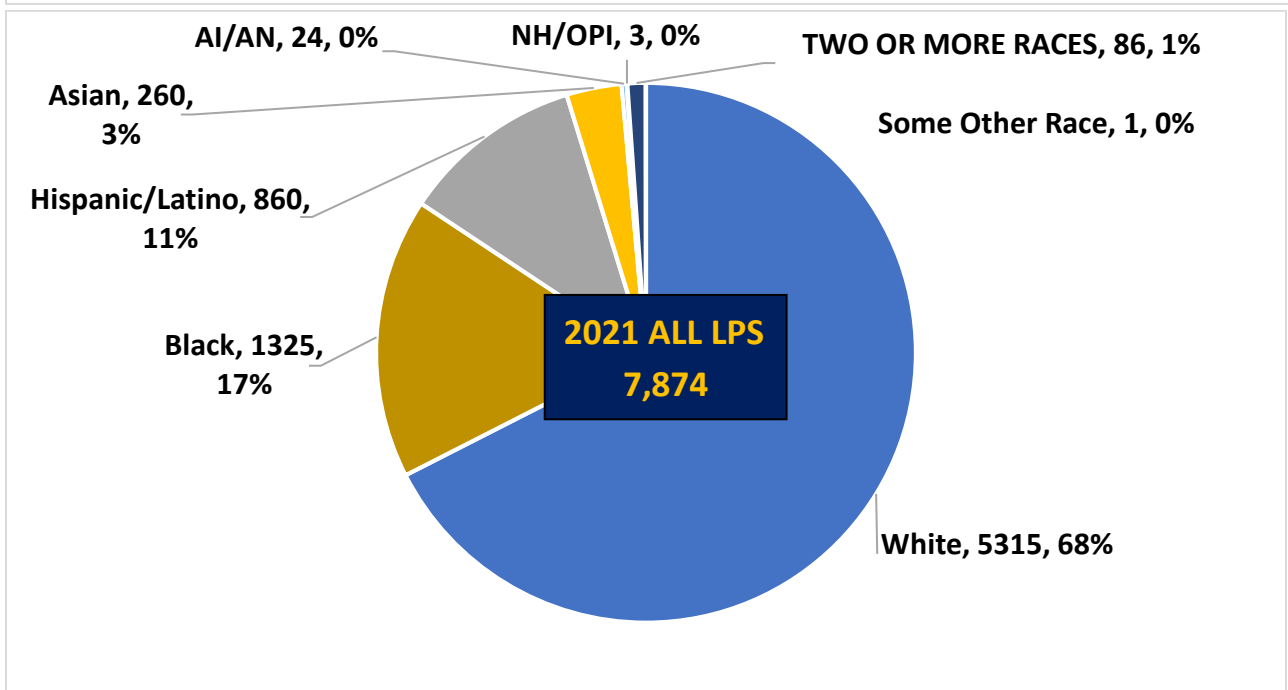
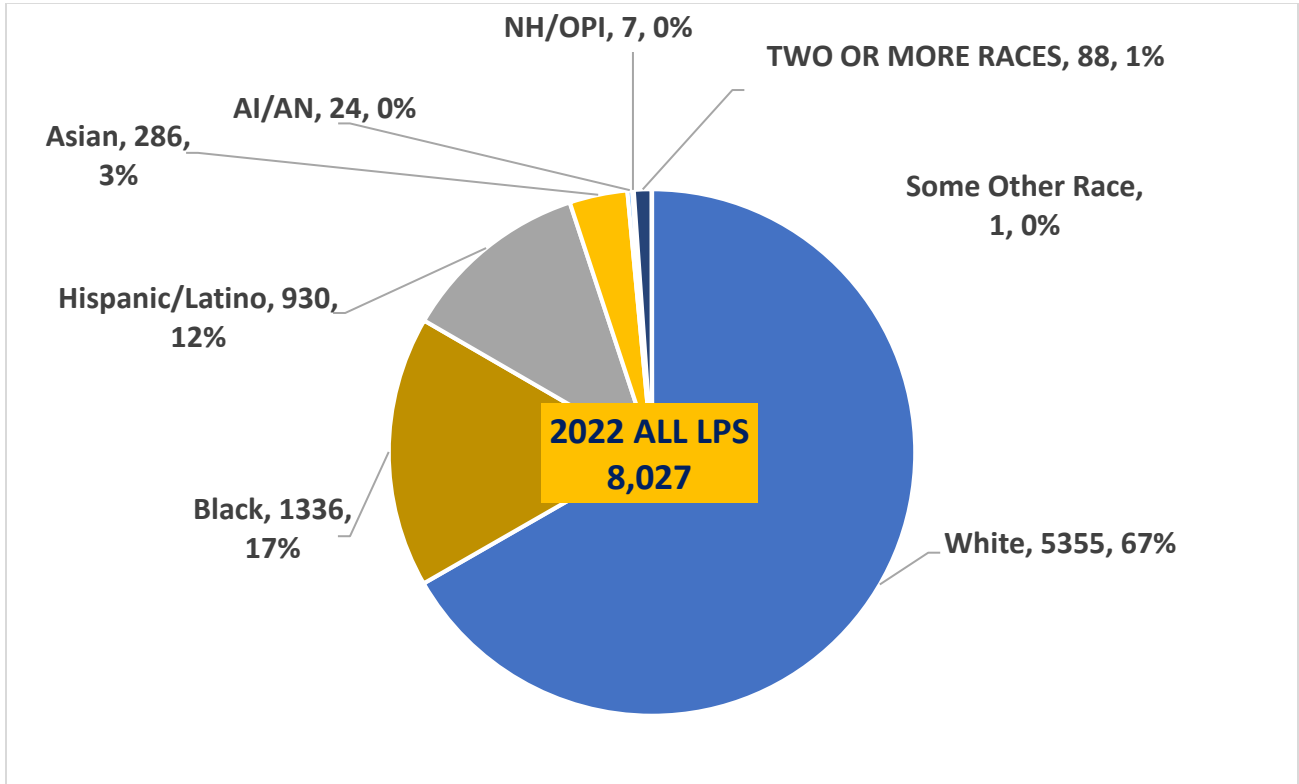
**Civilians: Gender 2022 & 2021**



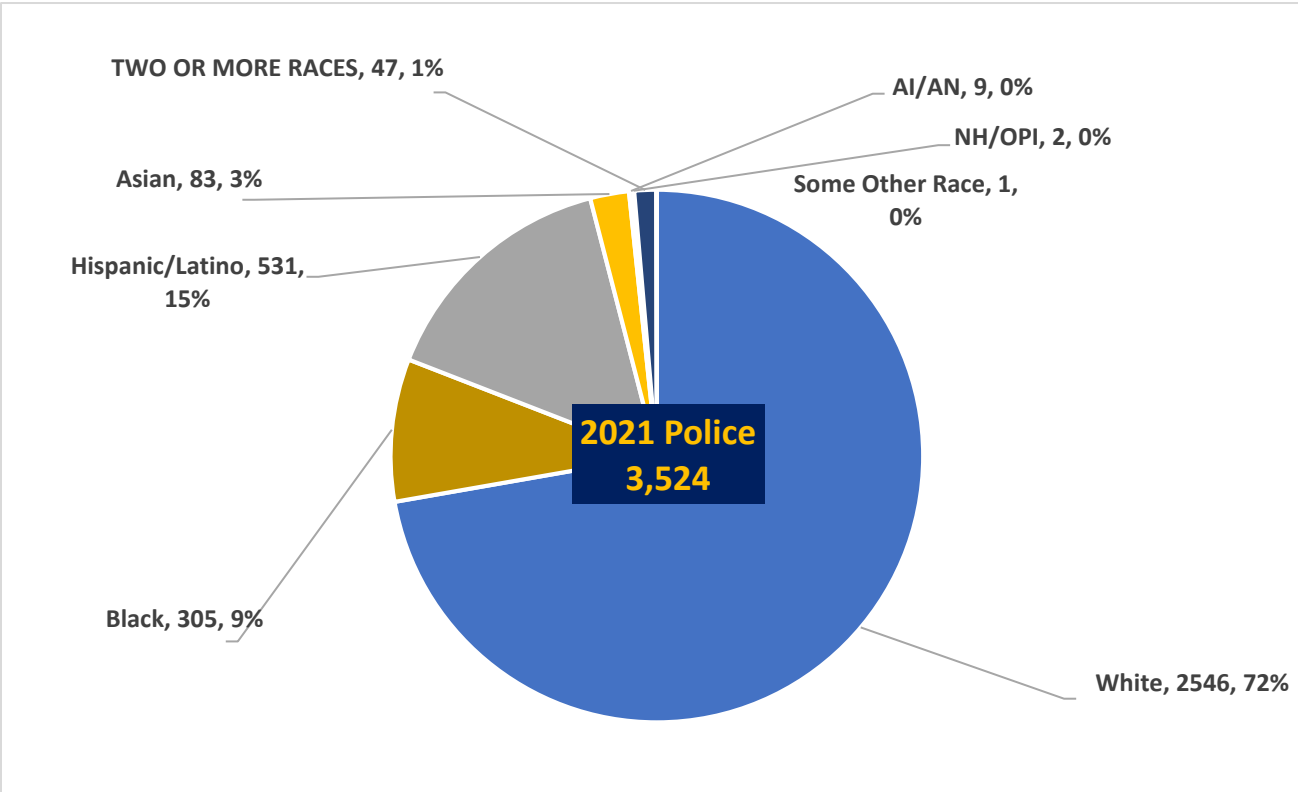
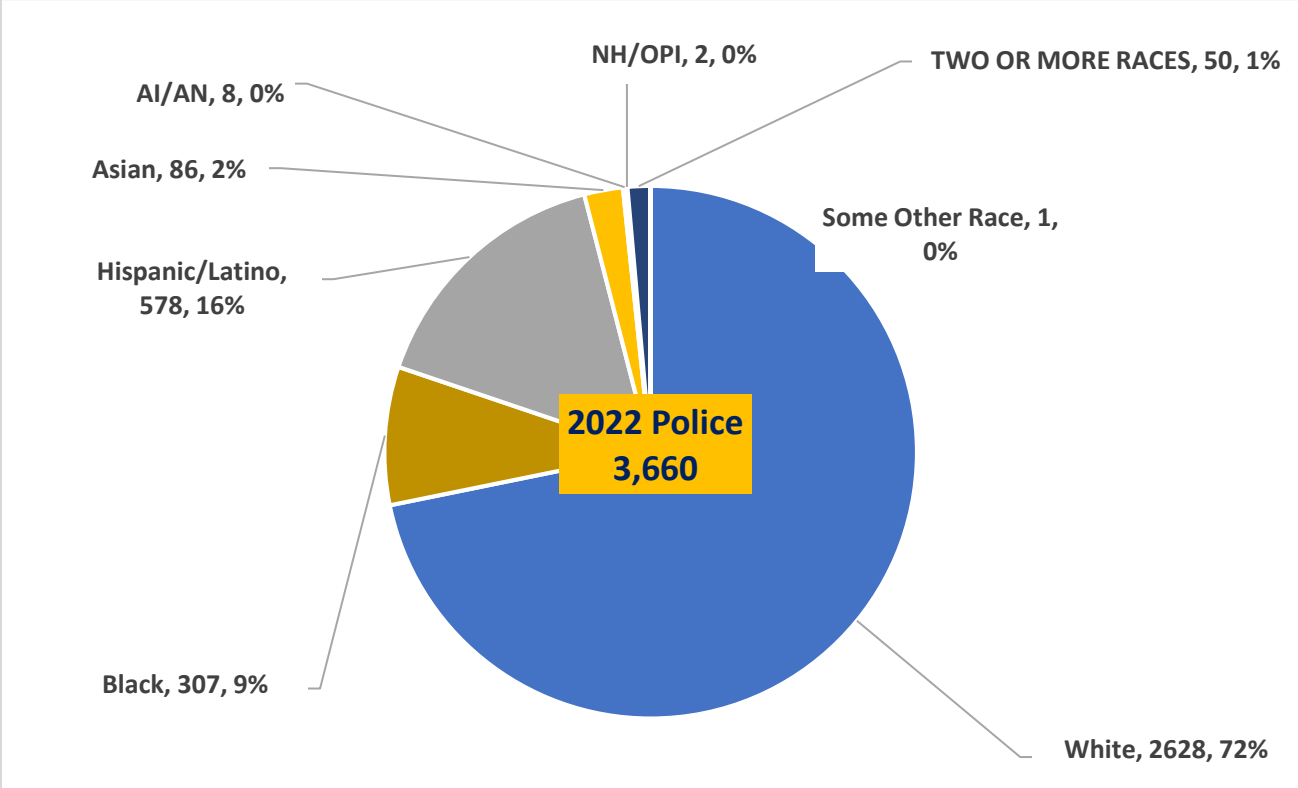


## 2-Year Comparison: Department: Race/Ethnicity

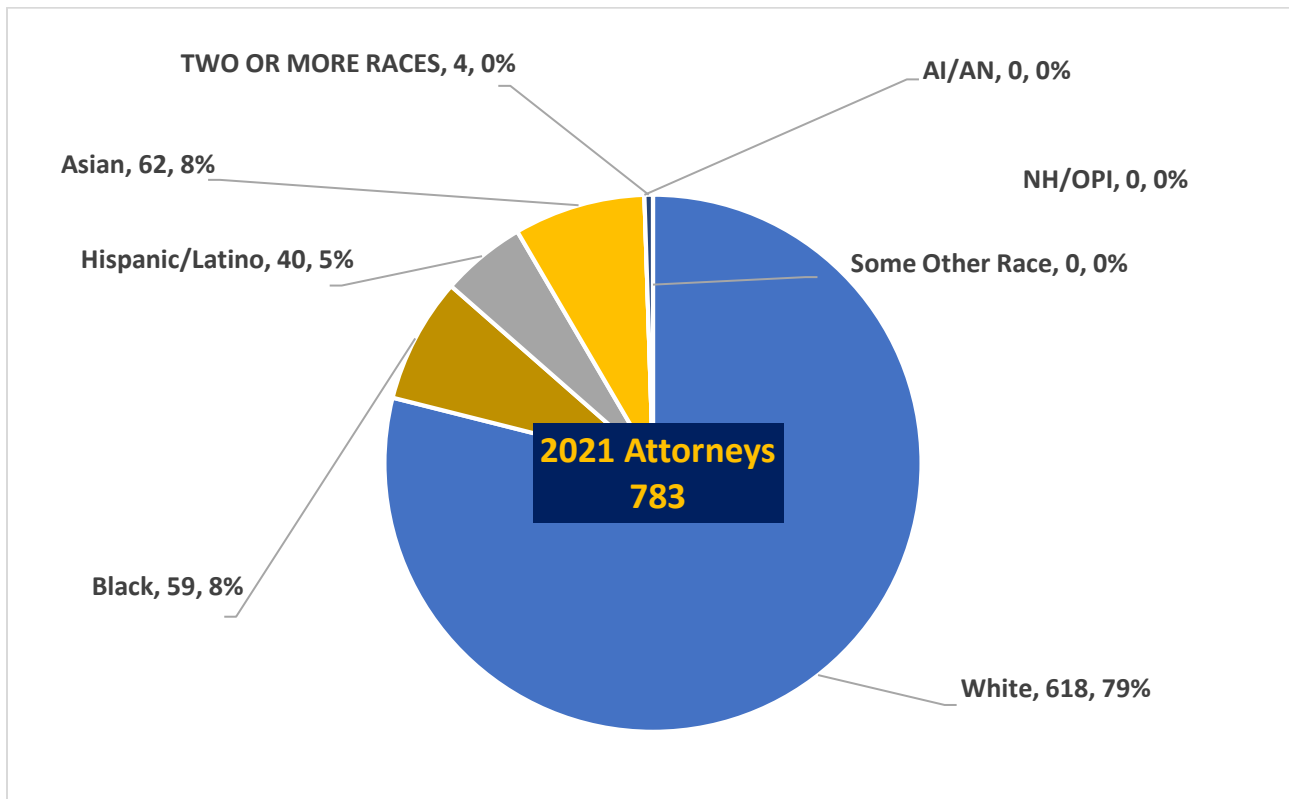
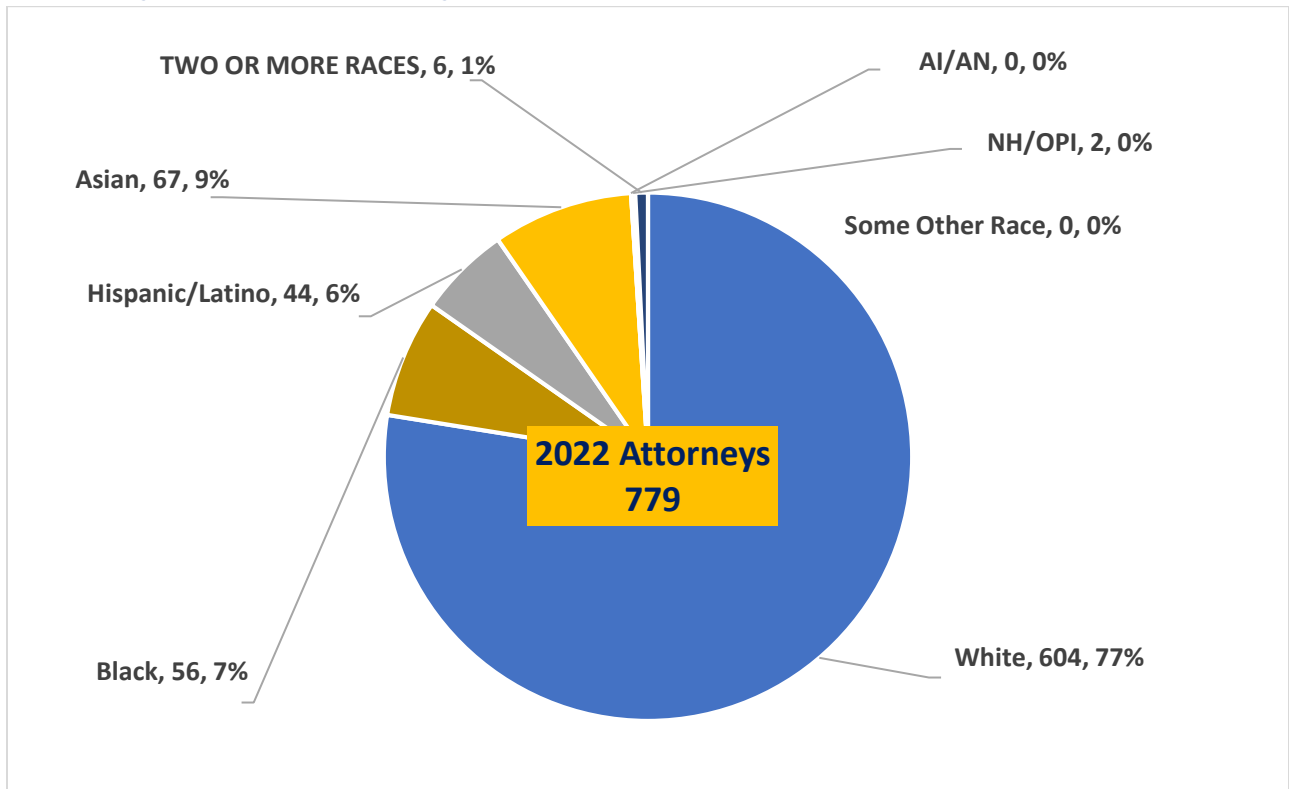
### LPS Department-Wide: Race/Ethnicity 2022 & 2021



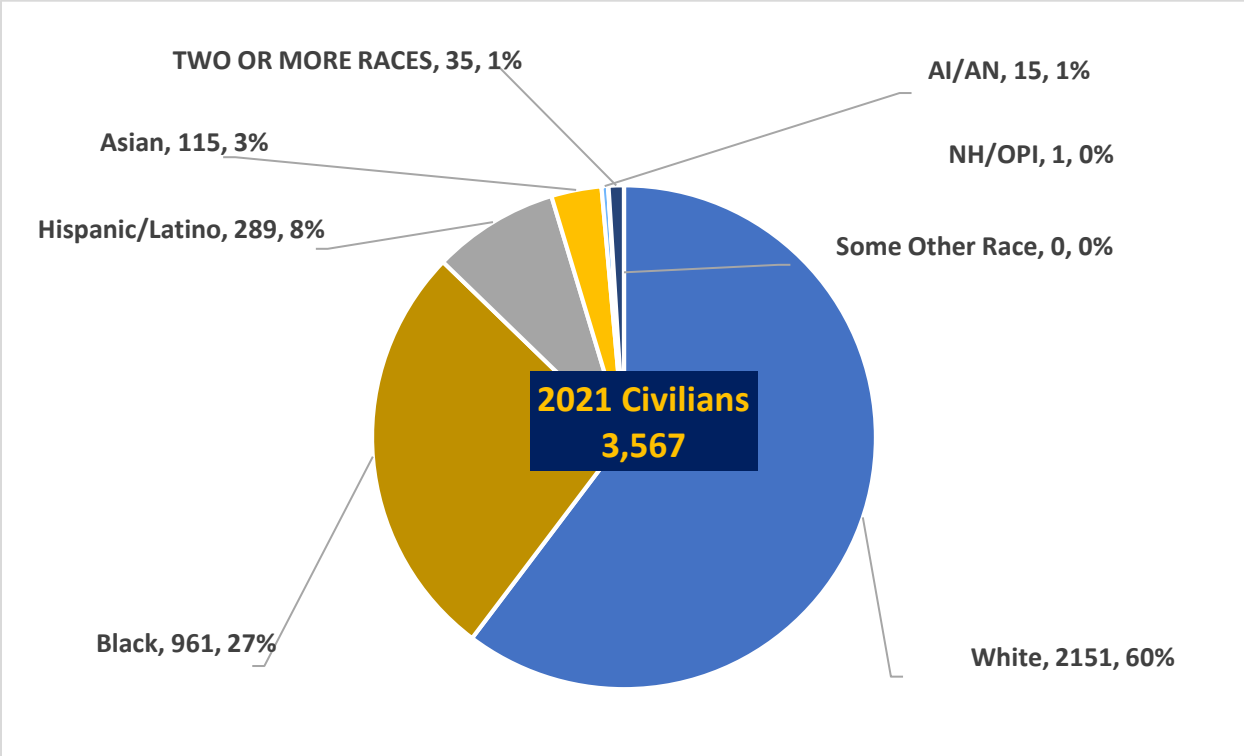
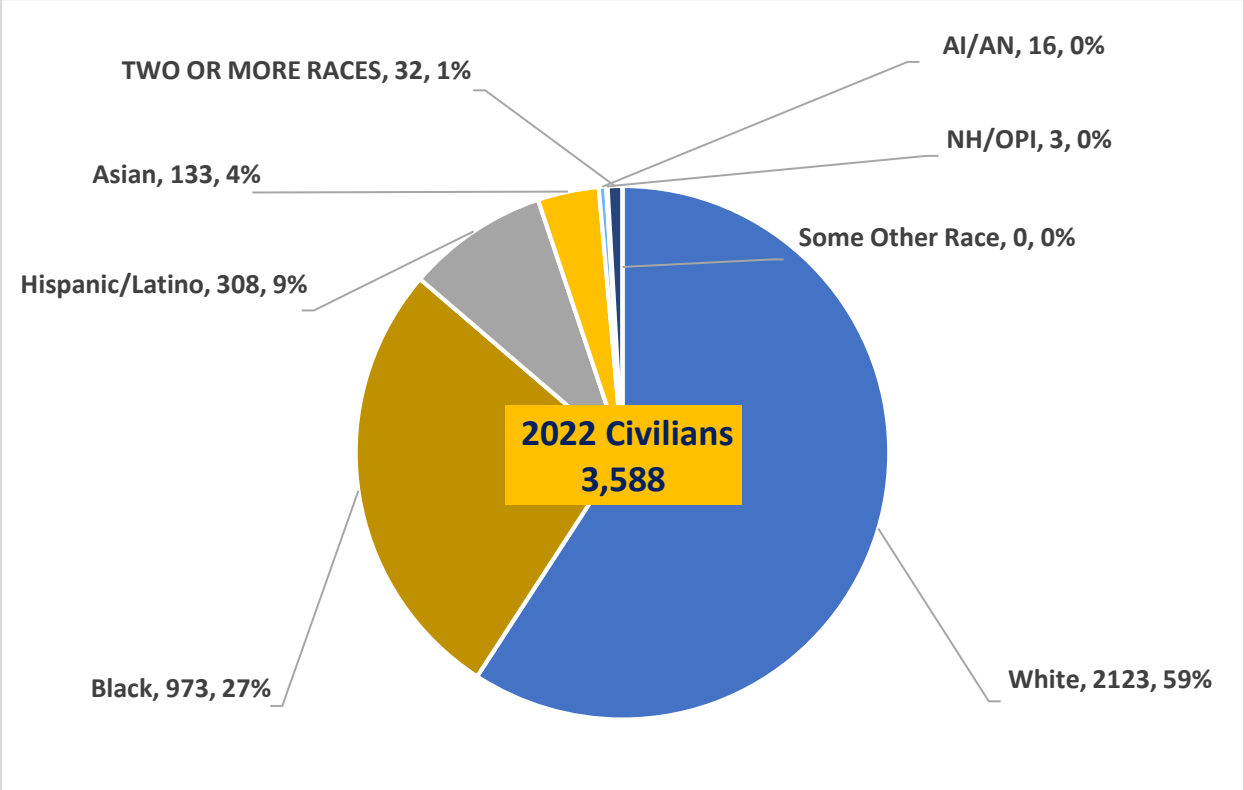
**Sworn Police: Race/Ethnicity 2022 & 2021**



## Attorneys: Race/Ethnicity 2022 & 2021



**Civilians: Race/Ethnicity 2022 & 2021**



# DEMOGRAPHIC DATA FOR EACH DIVISION

This report presents the gender and race/ethnicity data for each of the divisions, offices, boards, and commissions (collectively, “Divisions”) that comprise the Department of Law and Public Safety, to the extent that that data readily can be separately analyzed. We have drawn a distinction between those Divisions that are subject to the oversight and control of the Office of the Attorney General/Department of Law and Public Safety, and those that are considered “In But Not Of” (IBNO) the department. The IBNO groups are listed separately in the table below. Date for each group appears in alphabetic order as follows.

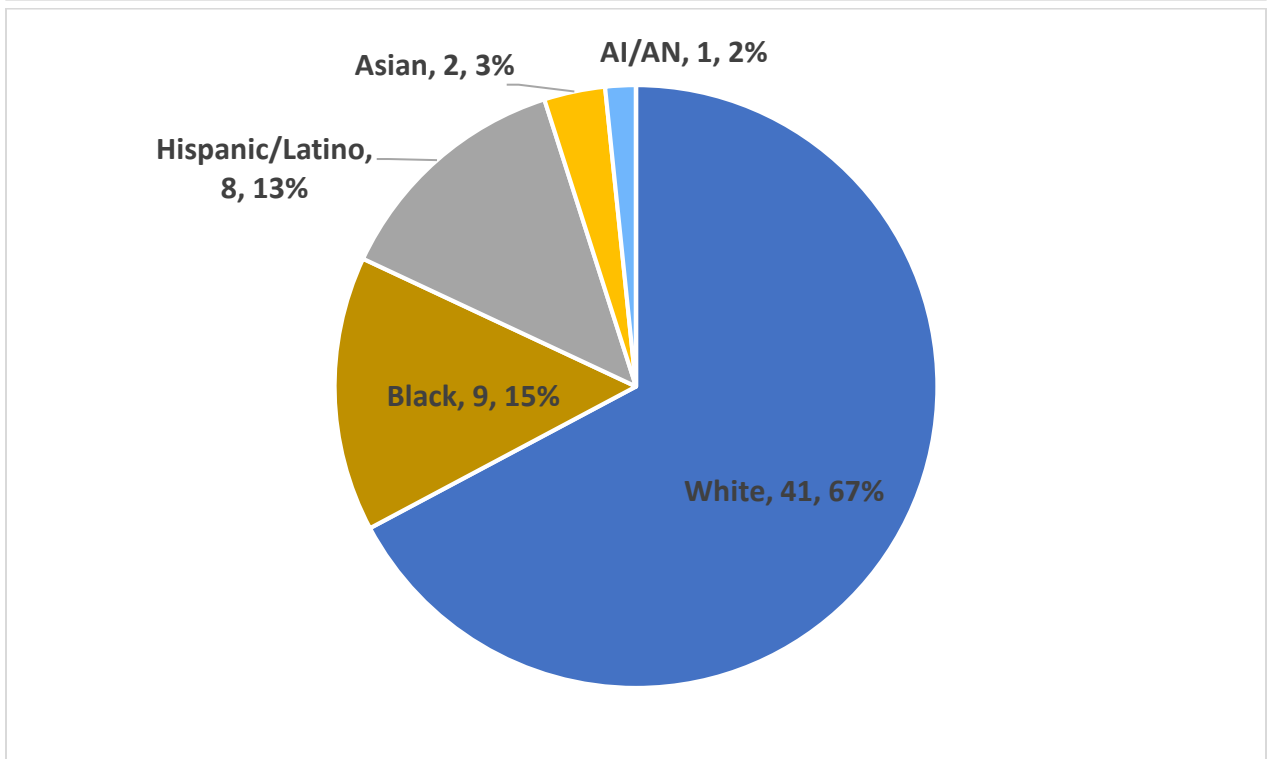
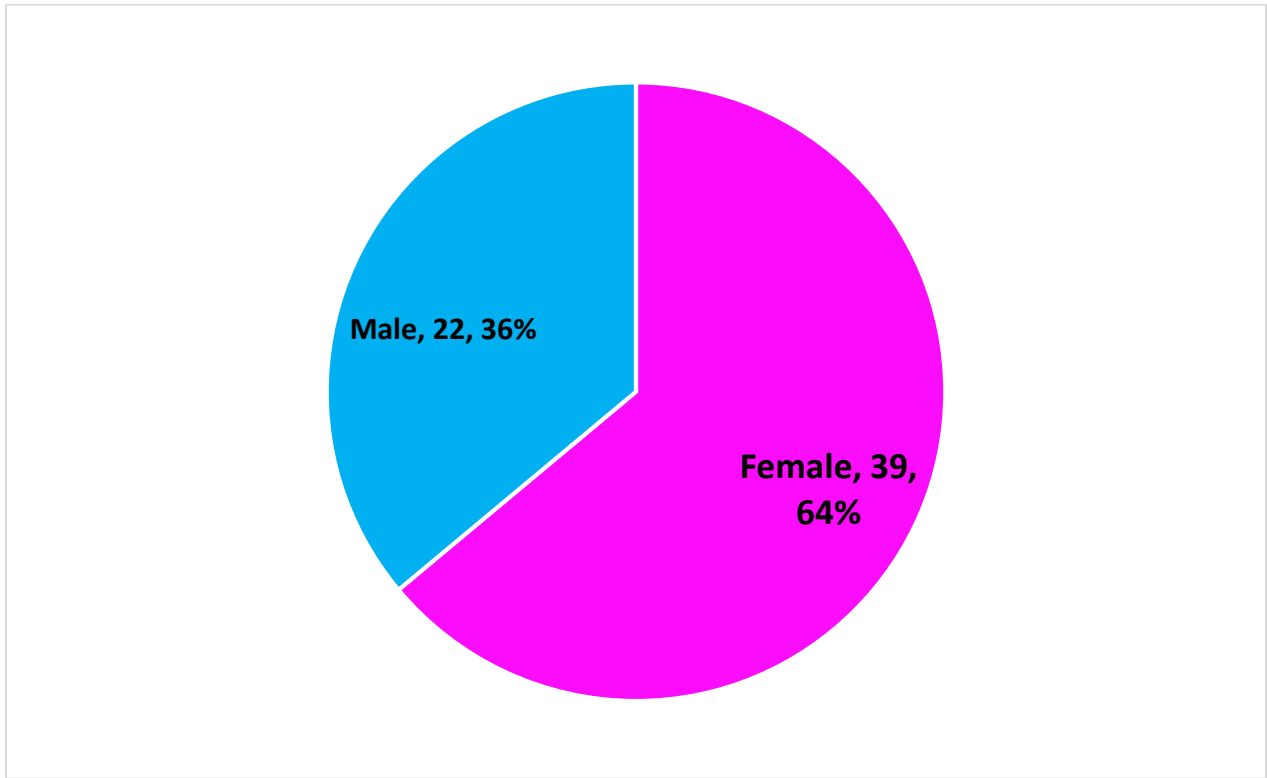
SHORT NAME	DIVISION
ABC	DIVISION OF ALCOHOLIC BEVERAGE CONTROL
ADMINISTRATION	DIVISION OF ADMINISTRATION
AGAI	ATTORNEY GENERAL'S ADVOCACY INSTITUTE
CIVIL RIGHTS	DIVISION ON CIVIL RIGHTS
CONSUMER AFFAIRS	DIVISION OF CONSUMER AFFAIRS
CRIMINAL JUSTICE	DIVISION OF CRIMINAL JUSTICE
GAMING	DIVISION OF GAMING ENFORCEMENT
HTS	DIVISION OF HIGHWAY TRAFFIC SAFETY
LAW	DIVISION OF LAW
MOBILITY	MOBILITY ASSIGNMENTS OUTSIDE OF LPS
NJCARES	NJ COORDINATOR FOR ADDICTION RESPONSES & ENFORCEMENT STRATEGIES
OAG	OAG EXECUTIVE
ODEI	OFFICE OF DIVERSITY, EQUITY, AND INCLUSION
OIFP	OFFICE OF THE INSURANCE FRAUD PROSECUTOR
OJD	OFFICE OF JUSTICE DATA
OLEPS	OFFICE OF LAW ENFORCEMENT PROFESSIONAL STANDARDS
OPIA	OFFICE OF PUBLIC INTEGRITY AND ACCOUNTABILITY
RACING	NEW JERSEY RACING COMMISSION
SACB	STATE ATHLETIC CONTROL BOARD
SAFE	STATEWIDE AFFIRMATIVE FIREARMS ENFORCEMENT OFFICE
STATE POLICE	DIVISION OF STATE POLICE
VCCO	VICTIMS OF CRIME COMPENSATION OFFICE
<b>Divisions that are “In But Not Of” the Department of Law and Public Safety</b>	
ELEC	ELECTION LAW COMMISSION
ETHICS	STATE ETHICS COMMISSION
JJC	JUVENILE JUSTICE COMMISSION
OHSP	OFFICE OF HOMELAND SECURITY AND PREPAREDNESS

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This report reflects the demographic information for the operationally distinct divisions to the extent data is readily available within our various data systems. As a result of certain changes within those systems, we are better able to report on divisional data than in prior reports, where data for those divisions were not disaggregated. Specifically, the data for OPIA was previously reported within Criminal Justice but is now separately reported. Disaggregated data is also now available for AGAI, Administration, Mobility, NJCares, OAG, ODEI, OJD, and OLEPS — all were previously reported either under the category Office of the Attorney General or the Division of Law. Accordingly, year to-year comparisons for affected divisions are not presented in this report.

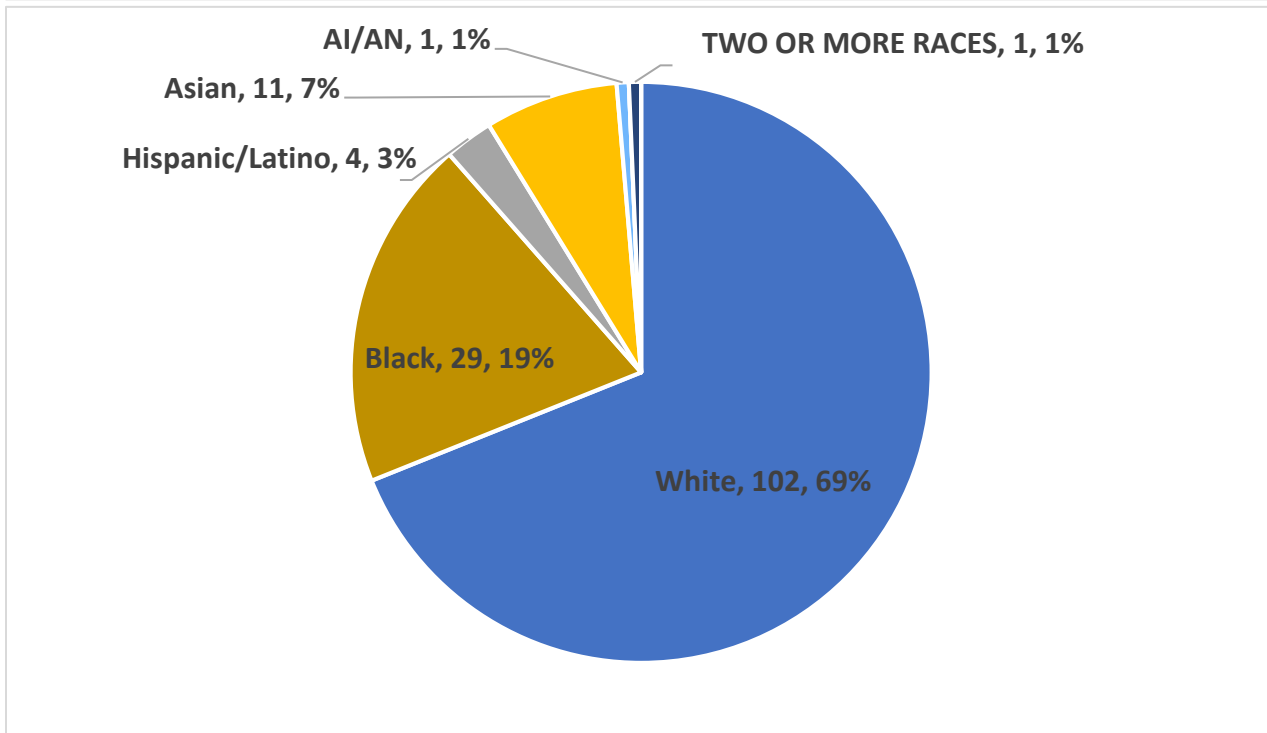
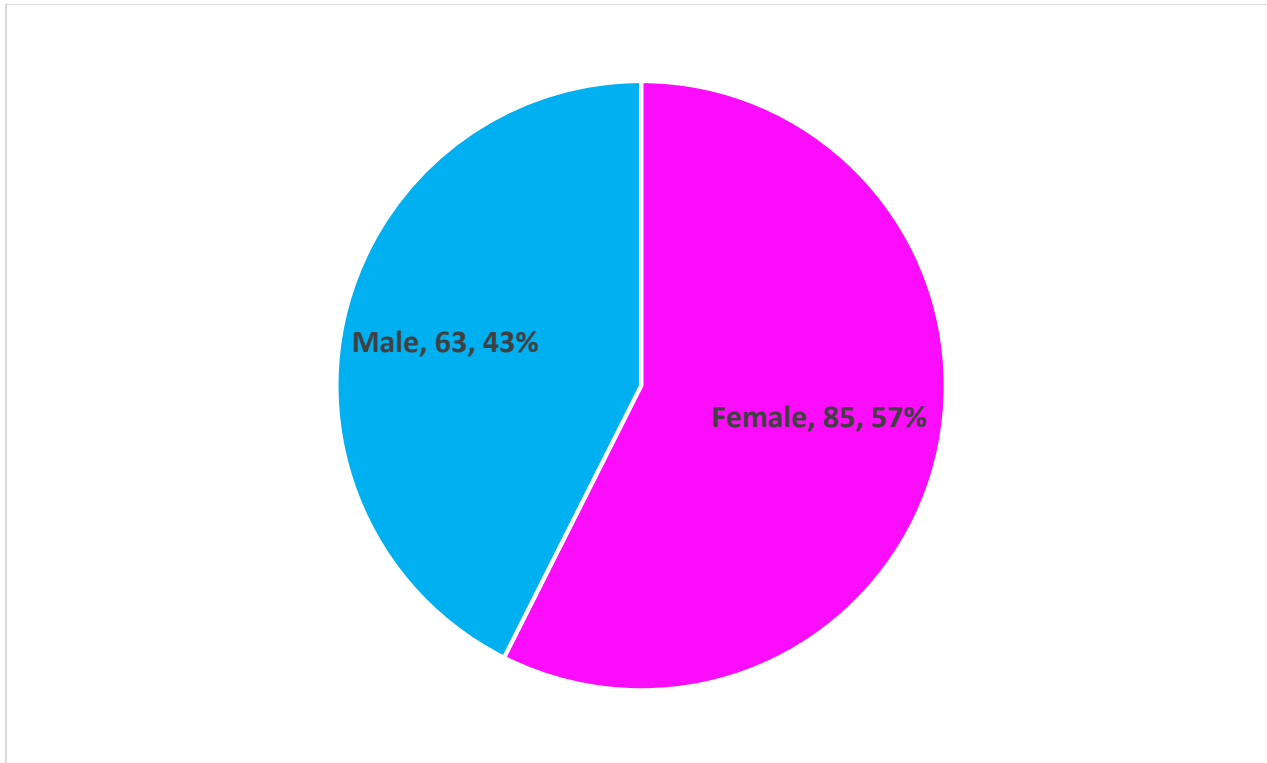
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## ABC - Alcoholic Beverage Control (total=61)



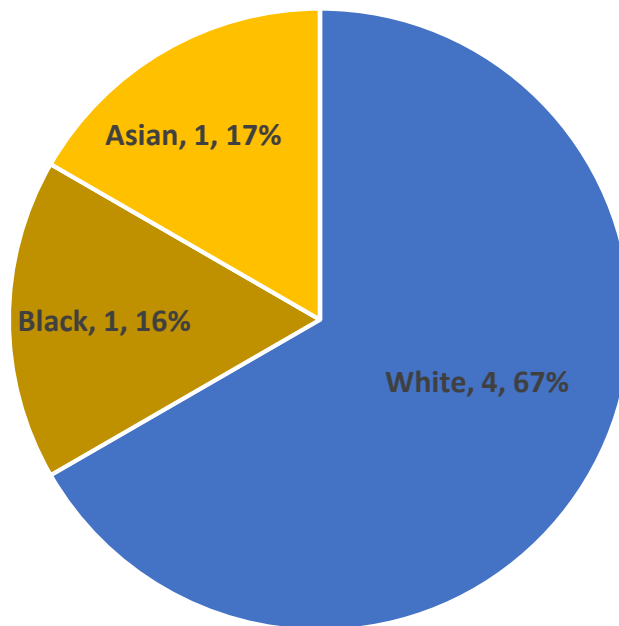
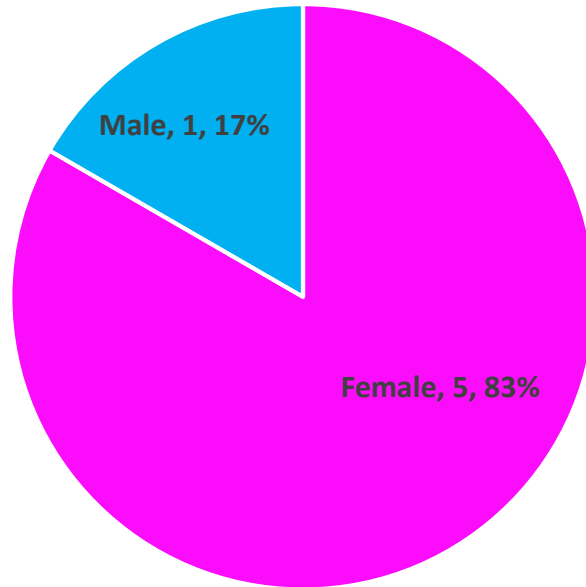
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## ADMINISTRATION – Division of Administration (total=148)



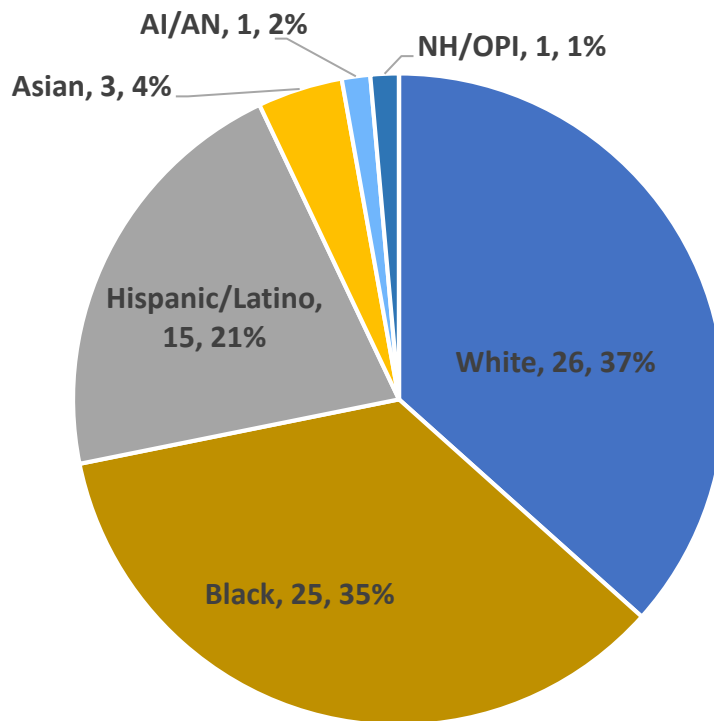
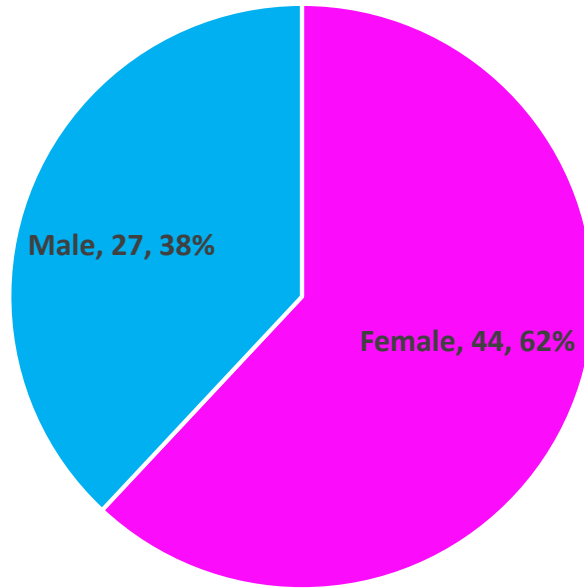
## Attorney General's Advocacy Institute (AGAI total=6)





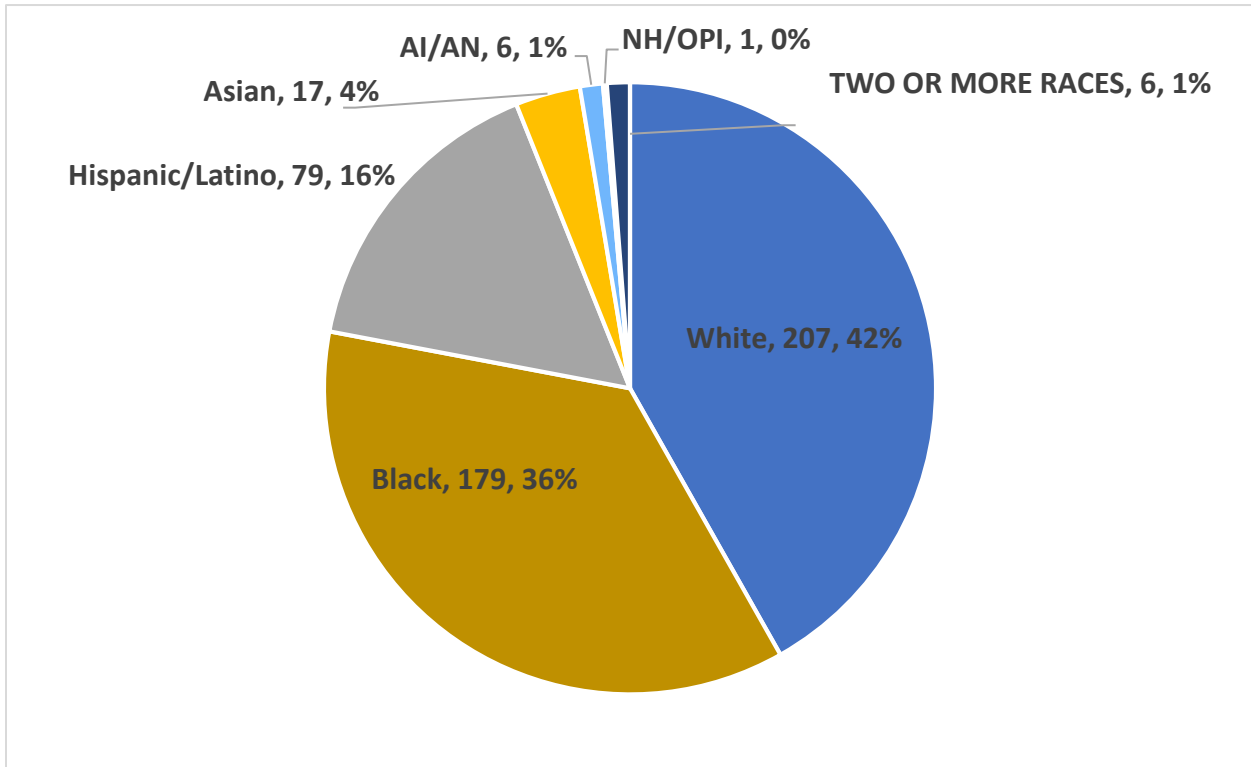
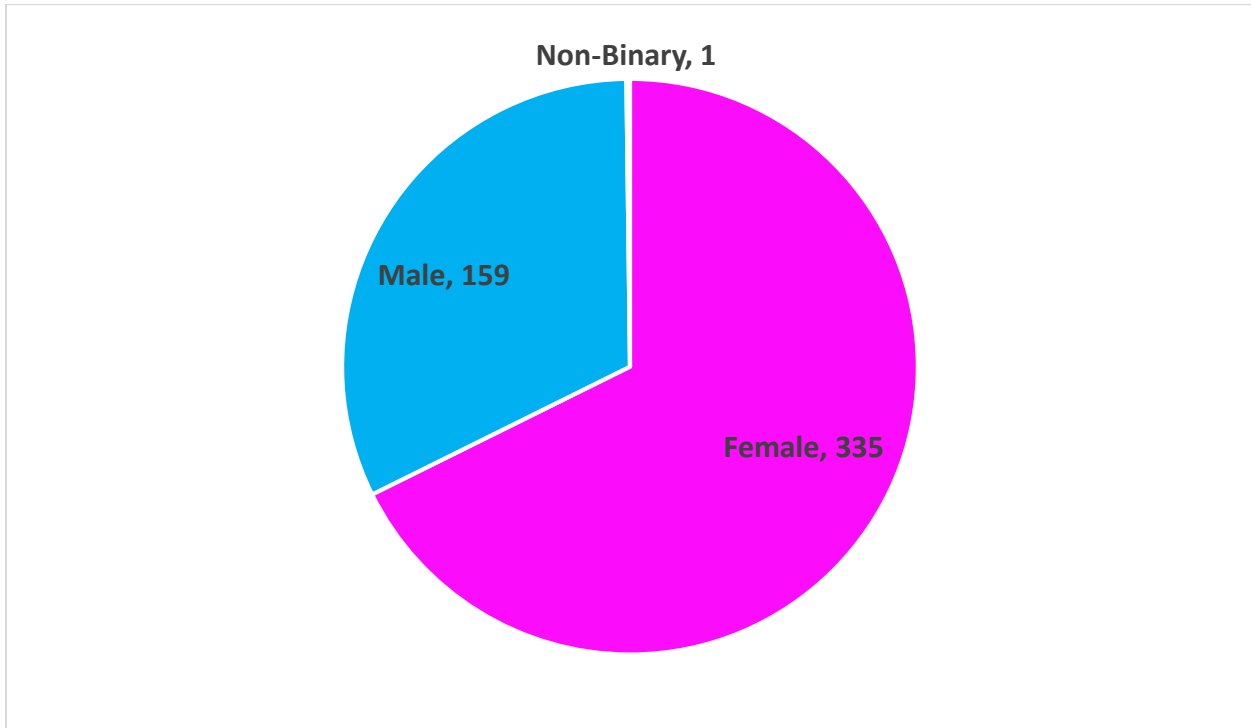
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## Civil Rights - Division on Civil Rights (total=71)



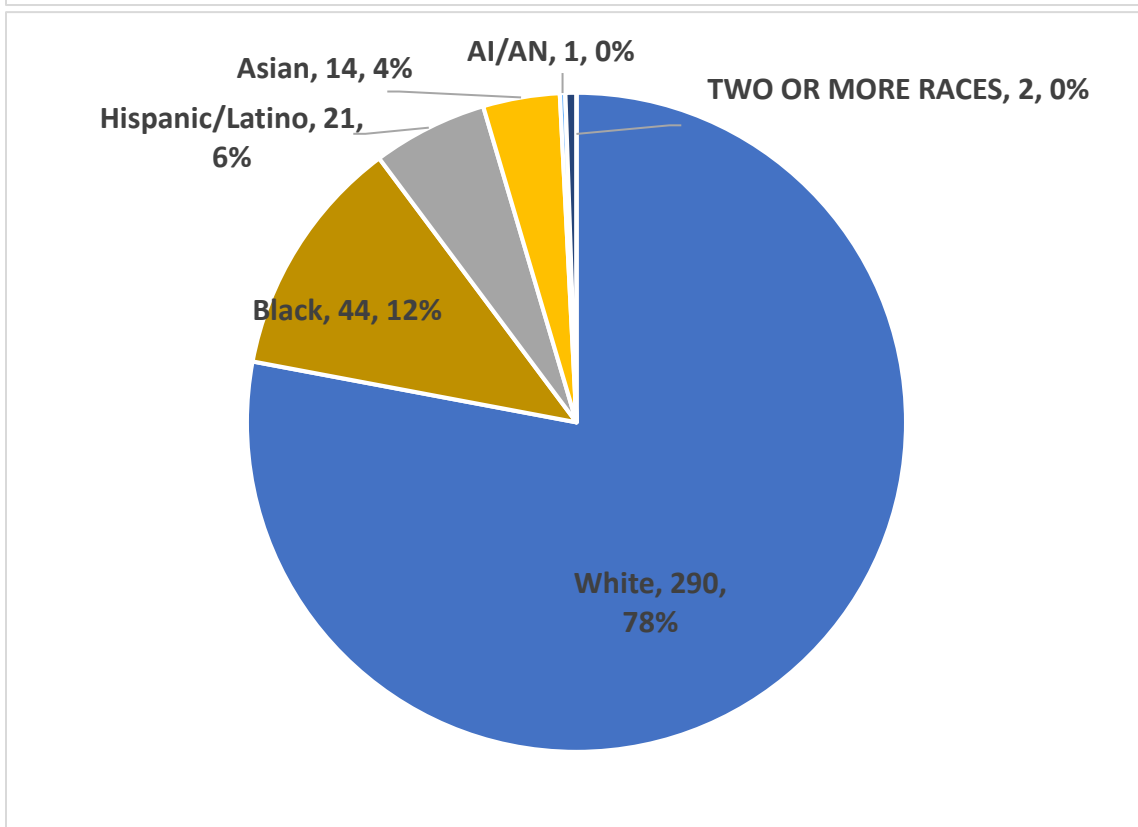
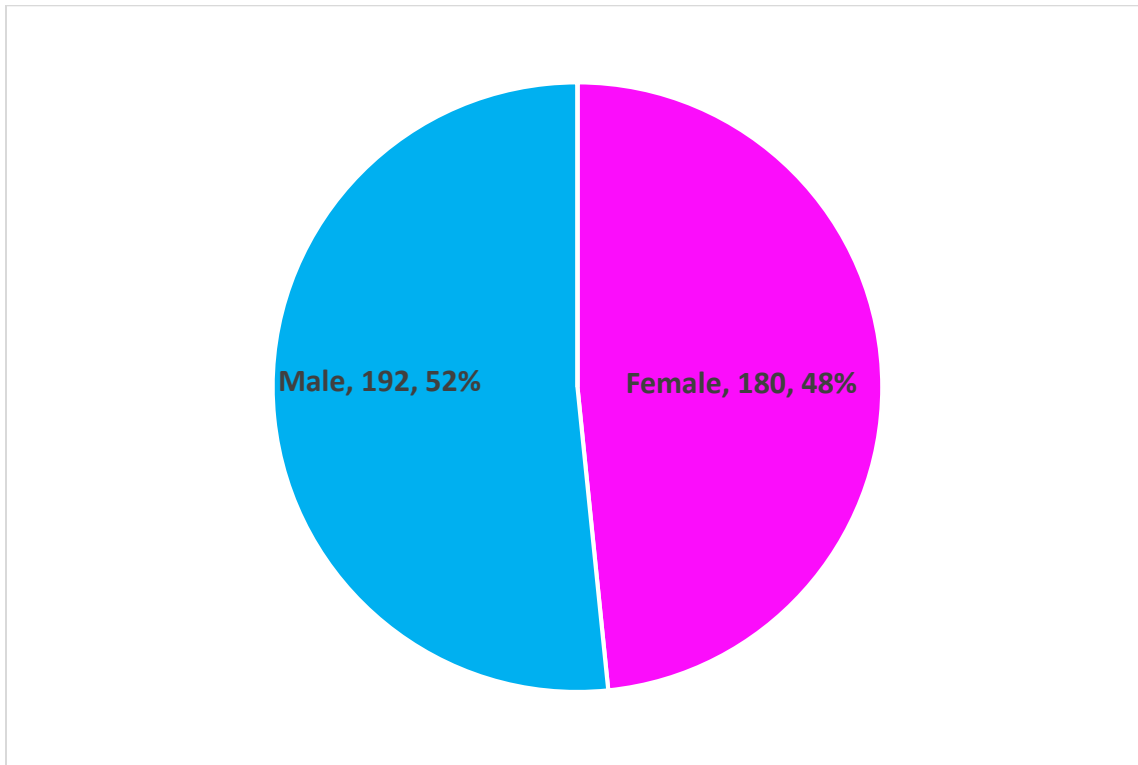
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## Consumer Affairs – Division of Consumer Affairs (total=495)

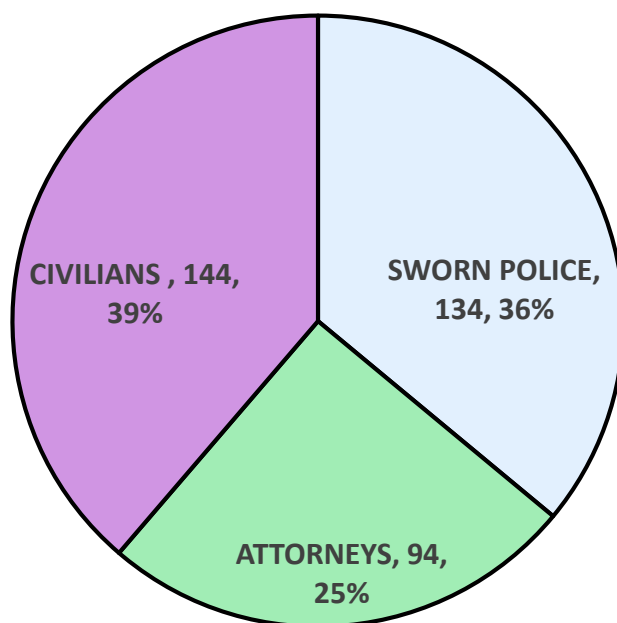


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## Criminal Justice – Division of Criminal Justice (total=372)



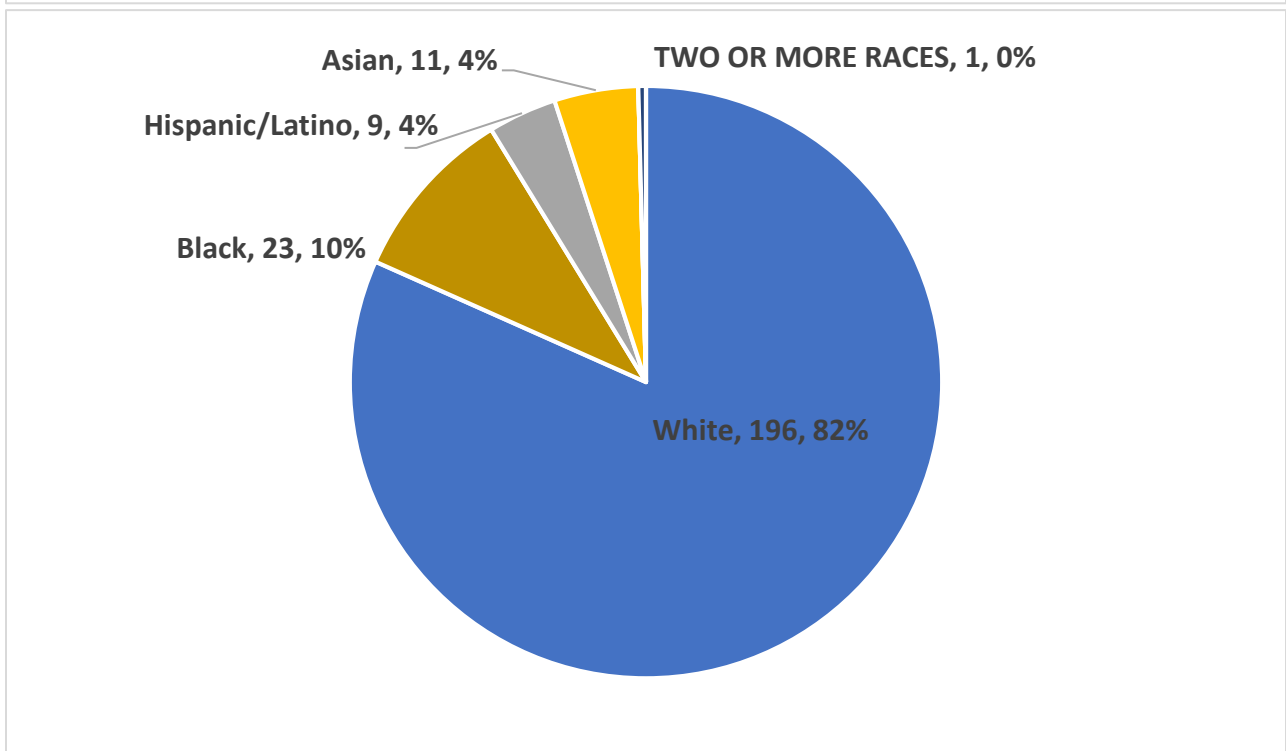
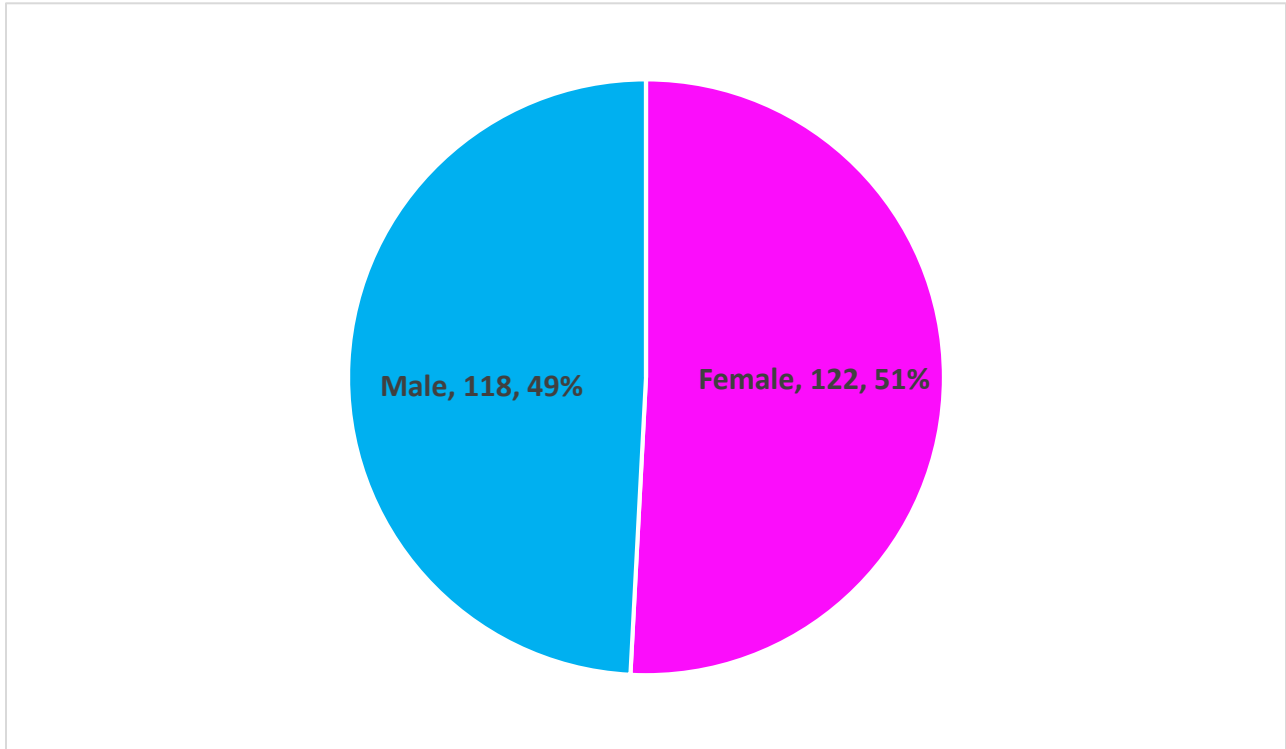
## DIVISION OF CRIMINAL JUSTICE



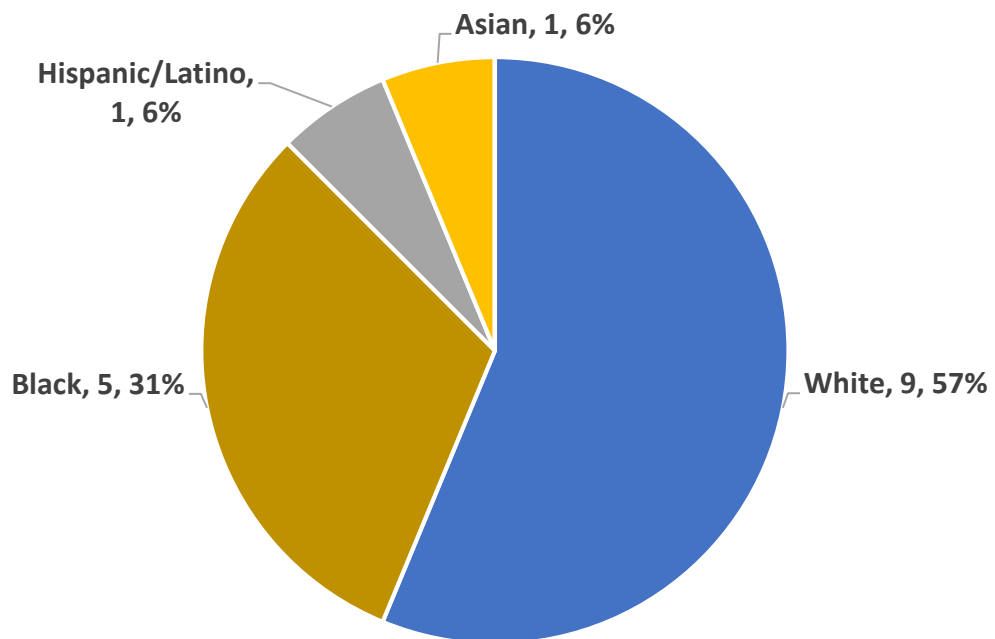
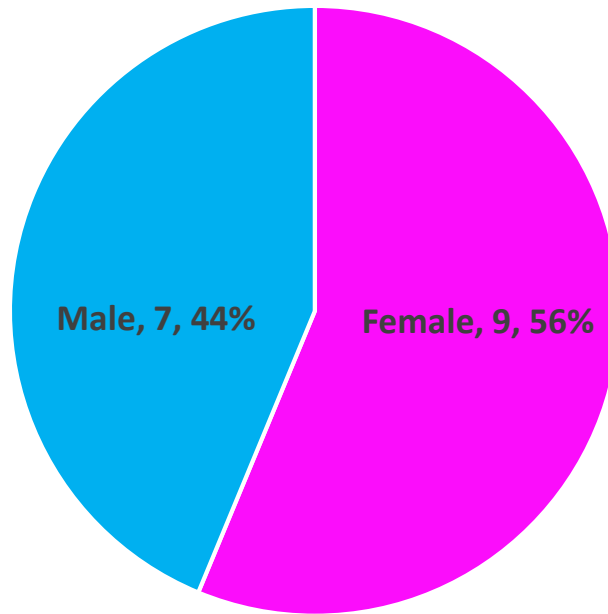
GENDER	ALL GROUPS		SWORN POLICE		ATTORNEYS		CIVILIANS	
	Female	180	48%	27	20%	55	59%	98
Male	192	52%	107	80%	39	41%	46	32%
Non-Binary	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>372</b>	<b>100%</b>	<b>134</b>	<b>100%</b>	<b>94</b>	<b>100%</b>	<b>144</b>	<b>100%</b>
RACE/ETHNICITY	ALL GROUPS		SWORN POLICE		ATTORNEYS		CIVILIANS	
	White	290	78%	97	72%	83	88%	110
Black	44	12%	18	13%	6	6%	20	14%
Hispanic/Latino	21	6%	10	7%	3	3%	8	6%
Asian	14	4%	8	6%	2	2%	4	3%
AI/AN	1	0%	1	1%	0	0%	0	0%
NH/OPI	0	0%	0	0%	0	0%	0	0%
Two or More Races	2	1%	0	0%	0	0%	2	1%
Some Other Race	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>372</b>	<b>100%</b>	<b>134</b>	<b>100%</b>	<b>94</b>	<b>100%</b>	<b>144</b>	<b>100%</b>

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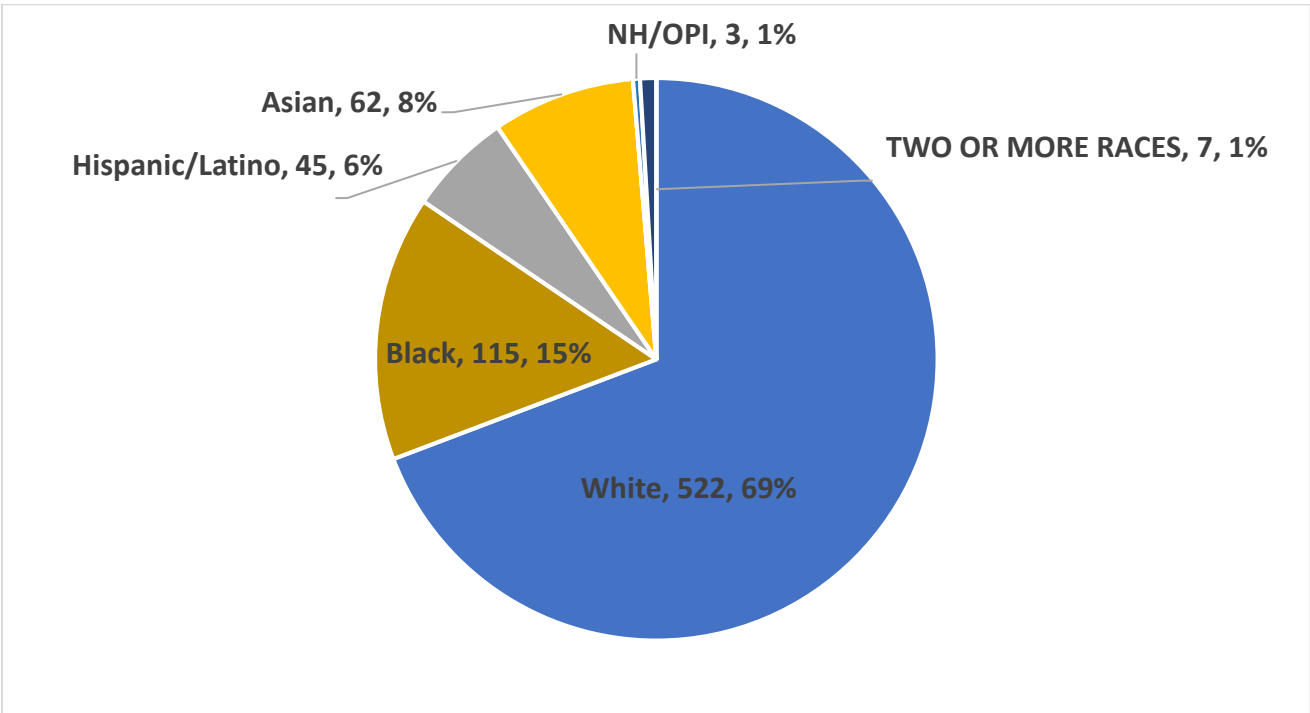
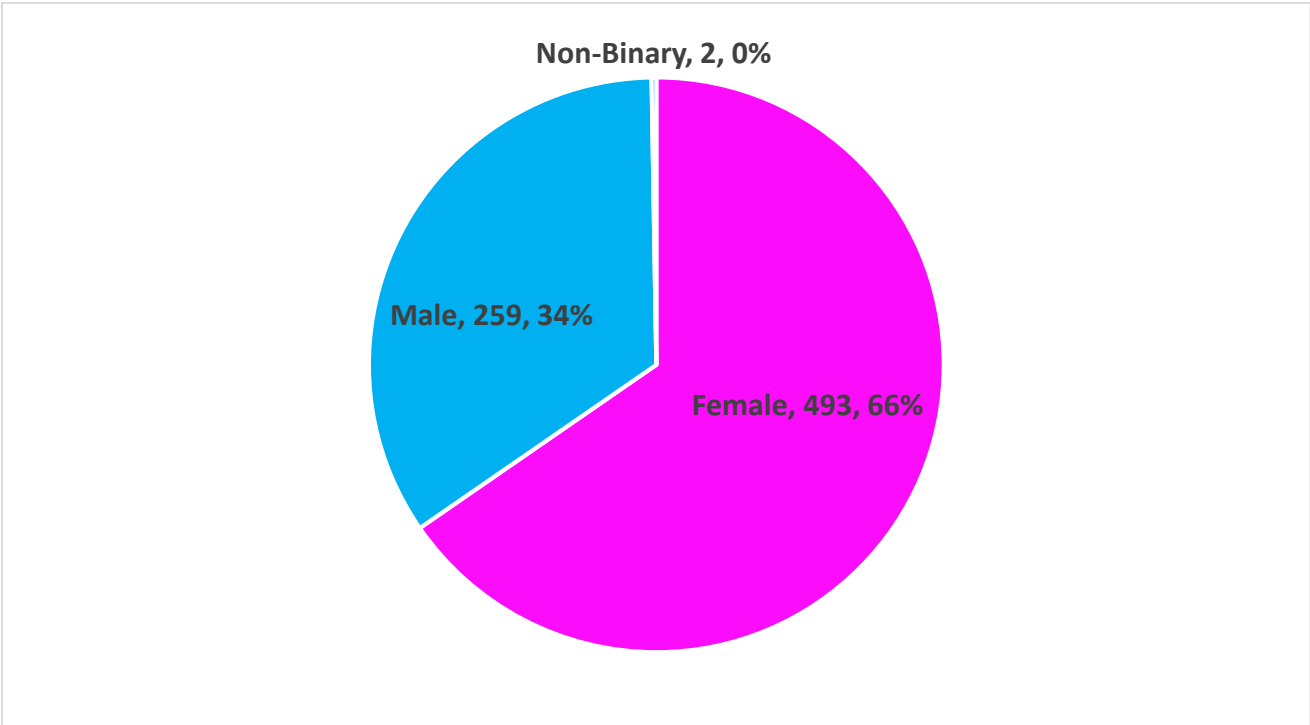
## Gaming – Division of Gaming Enforcement (total=240)



## HTS – Division of Highway Traffic Safety (total=16)

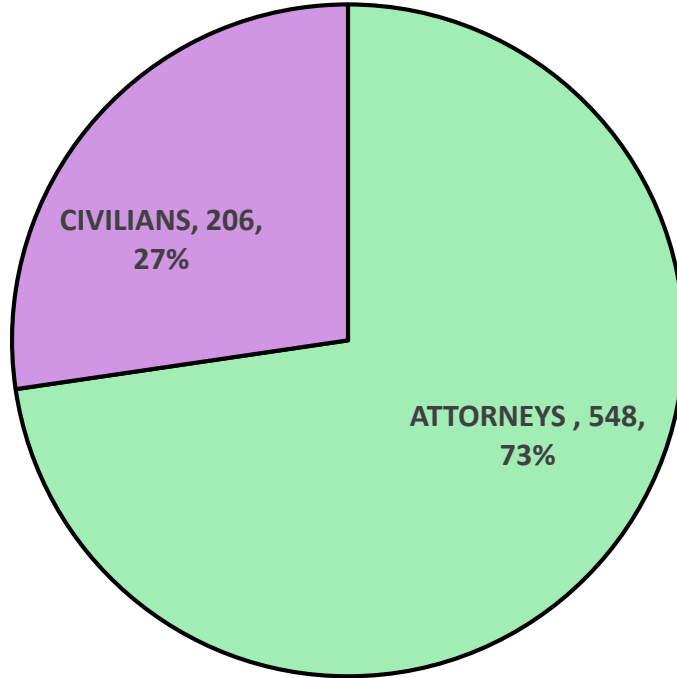


**Law – Division of Law (total=754)**





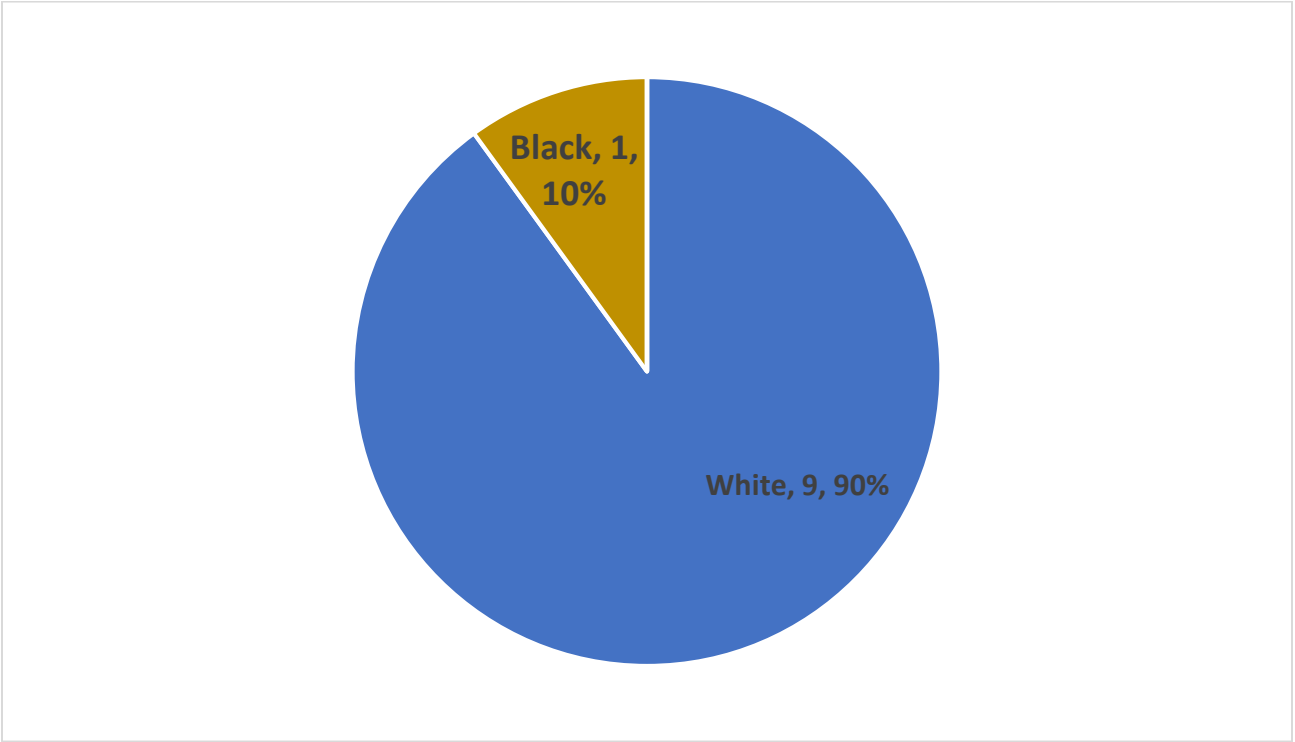
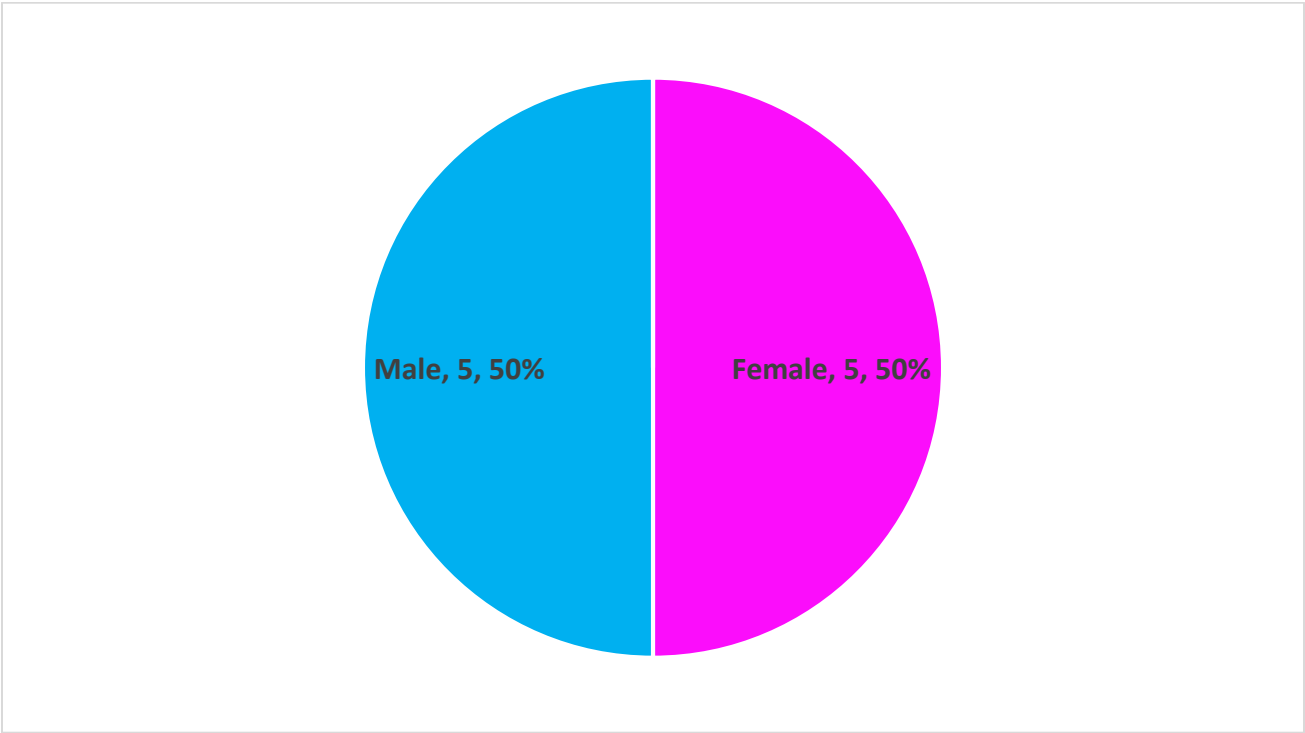
## DIVISION OF LAW



GENDER	ALL		ATTORNEYS		CIVILIANS	
Female	493	65%	318	58%	175	85%
Male	259	34%	228	42%	31	15%
Non-Binary	2	0%	2	0%	0	0%
<b>TOTAL</b>	<b>754</b>	<b>100%</b>	<b>548</b>	<b>100%</b>	<b>206</b>	<b>100%</b>
RACE/ETHNICITY						
White	522	69%	424	77%	98	48%
Black	115	15%	32	6%	83	40%
Hispanic/Latino	45	6%	33	6%	12	6%
Asian	62	8%	53	10%	9	4%
AI/AN	0	0%	0	0%	0	0%
NH/OPI	3	0%	2	0%	1	0%
Two or More Races	7	1%	4	1%	3	1%
Some Other Race	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>754</b>	<b>100%</b>	<b>548</b>	<b>100%</b>	<b>206</b>	<b>100%</b>

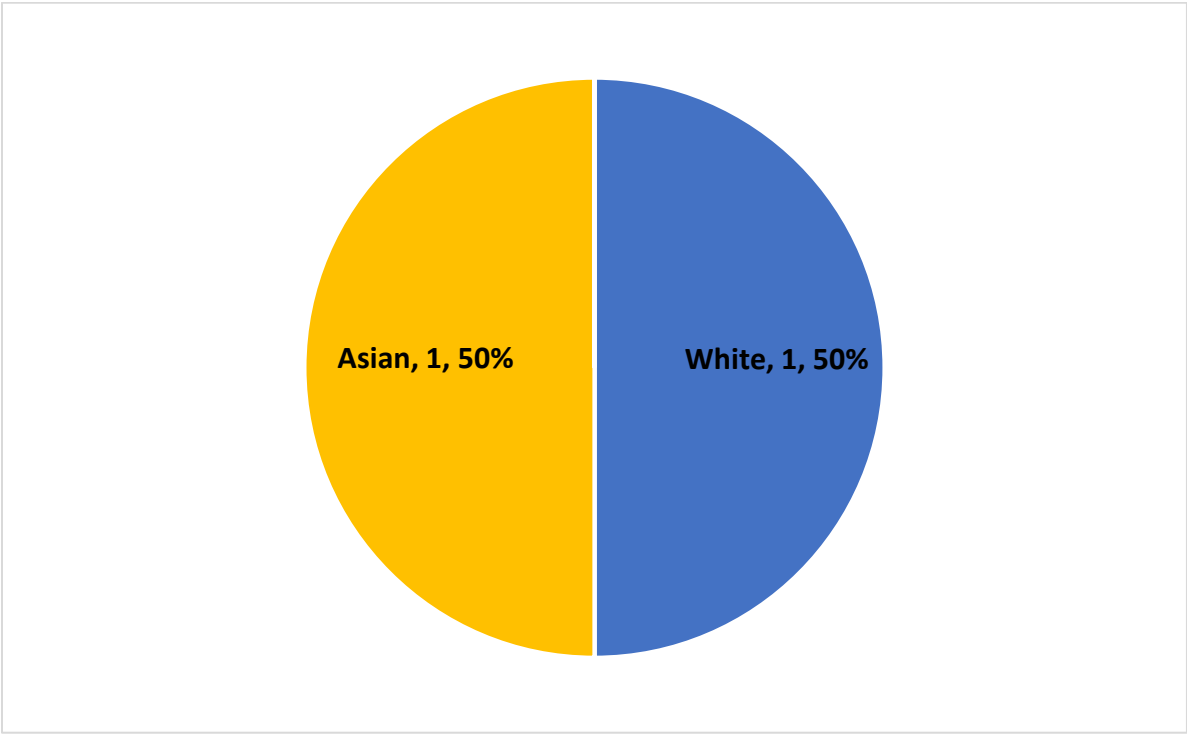
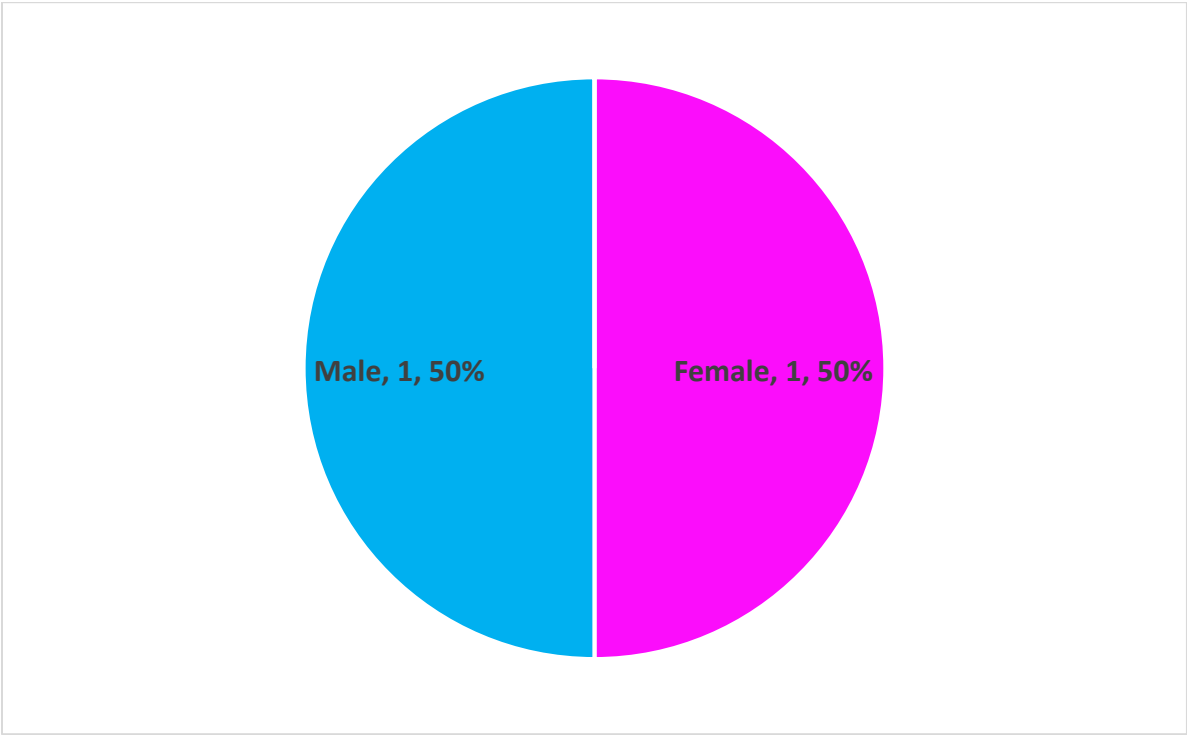
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**MOBILITY – Mobility Assignments Outside of LPS (Total=10)**



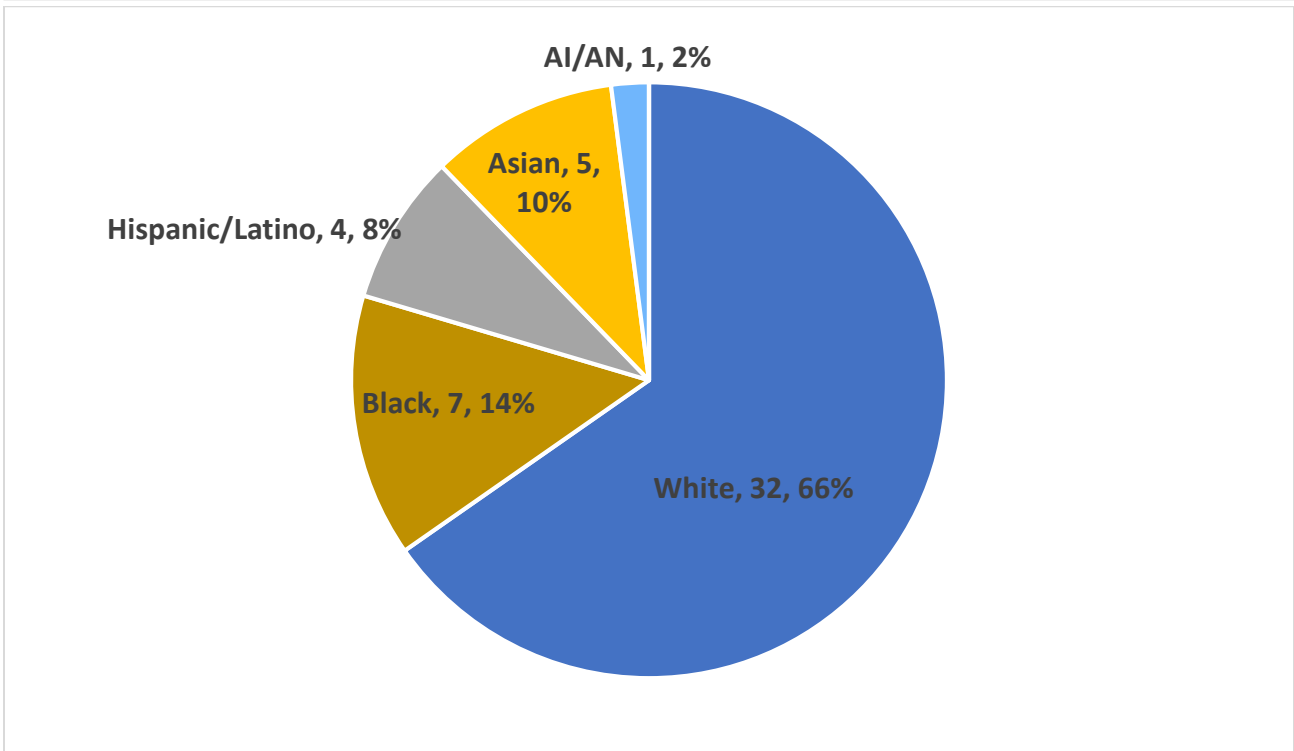
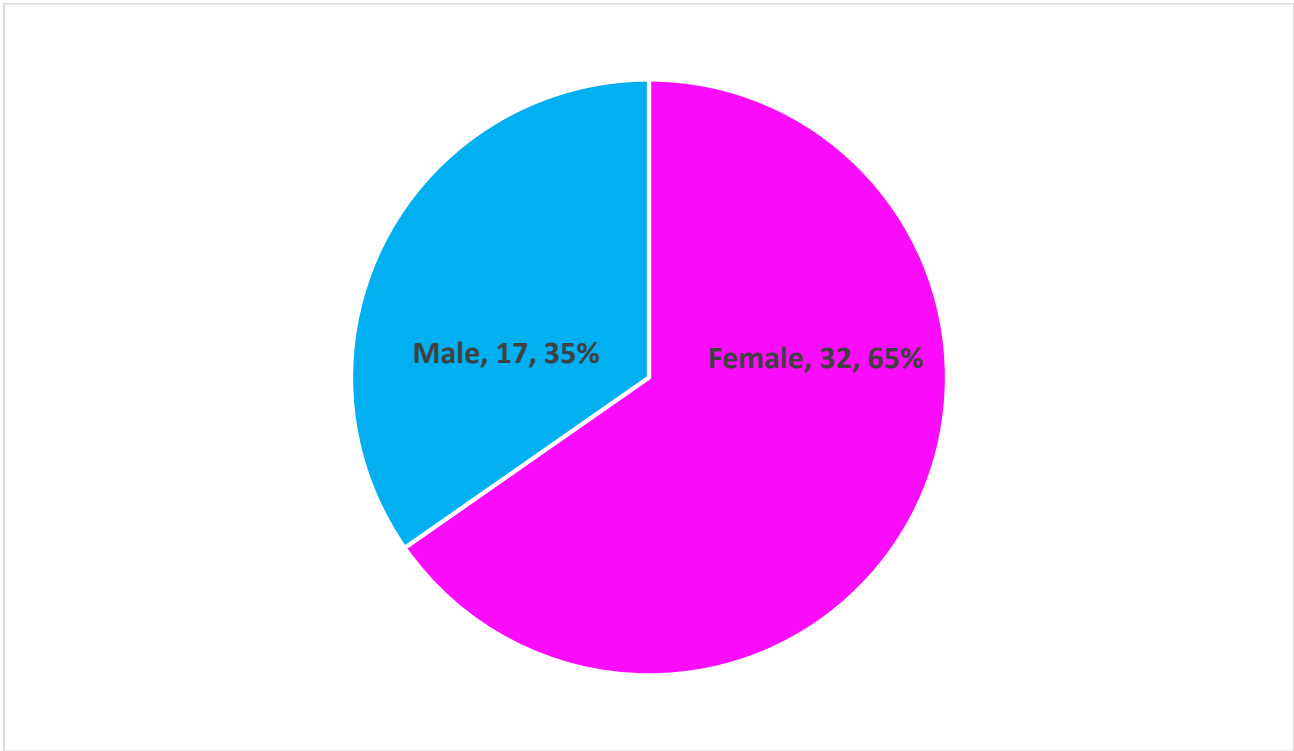
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**NJCares - NJ COORDINATOR FOR ADDICTION  
RESPONSES AND ENFORCEMENT STRATEGIES (total=2)**



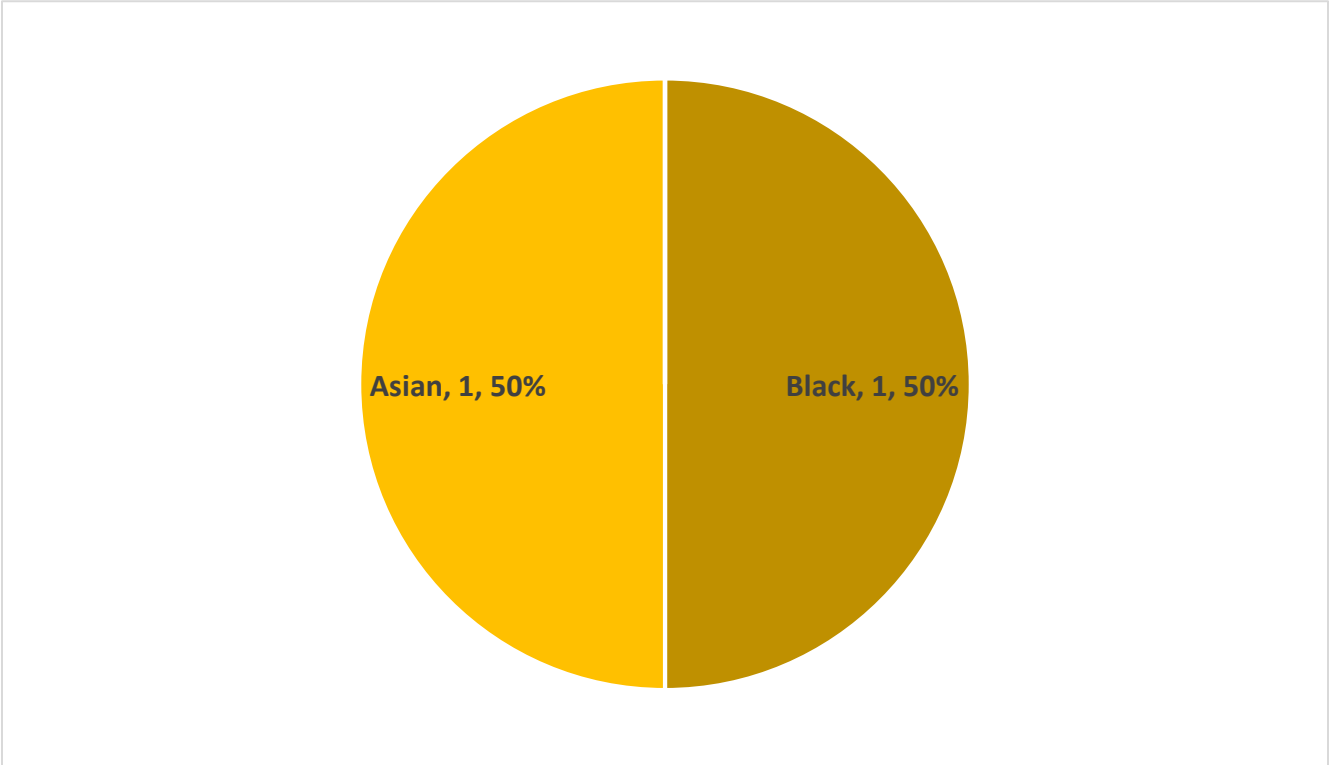
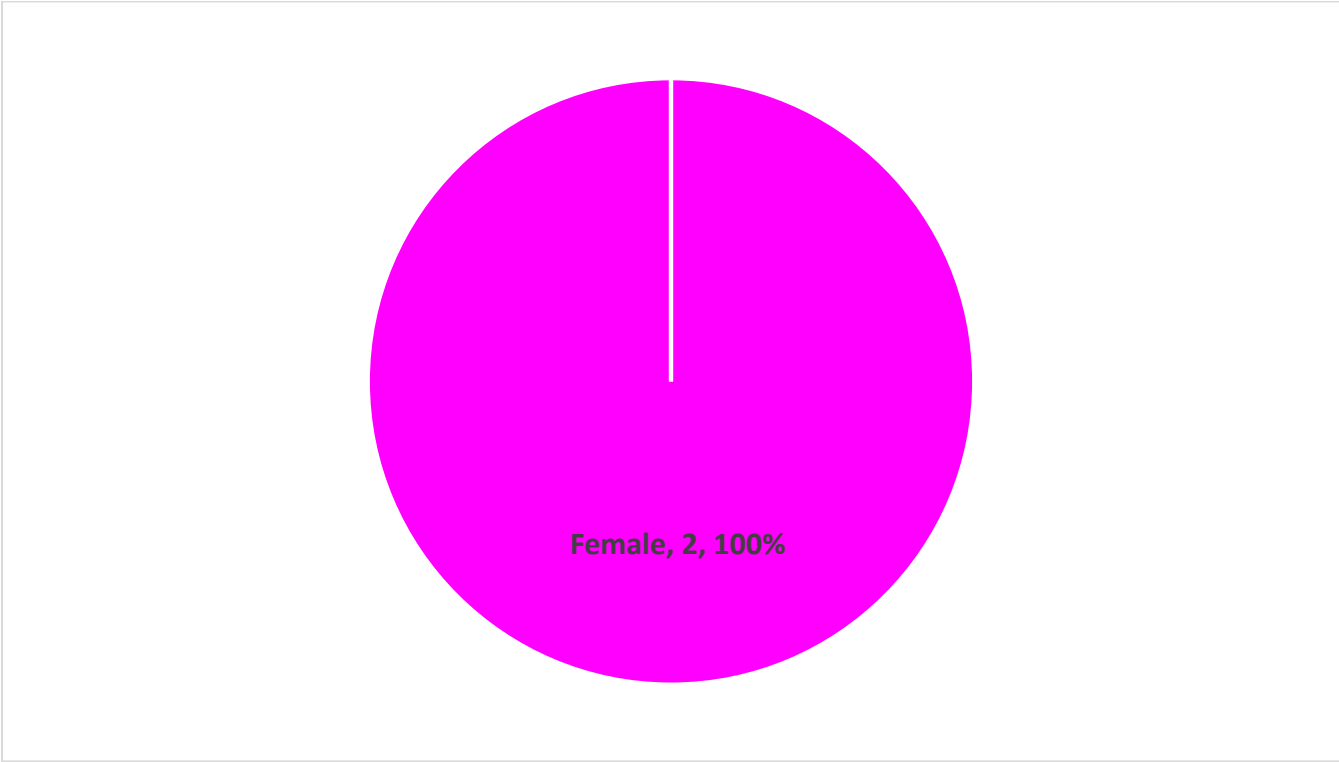
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**OAG – Office of the Attorney General Executive (total=49)**



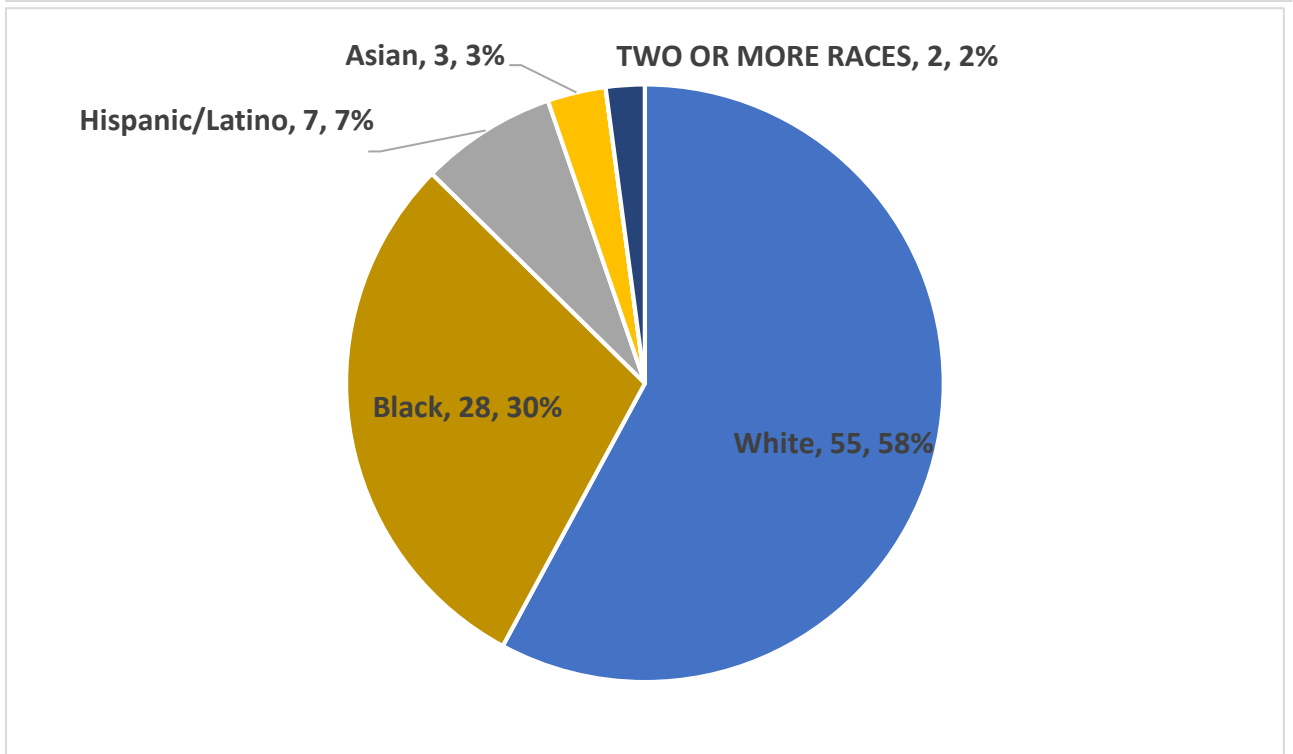
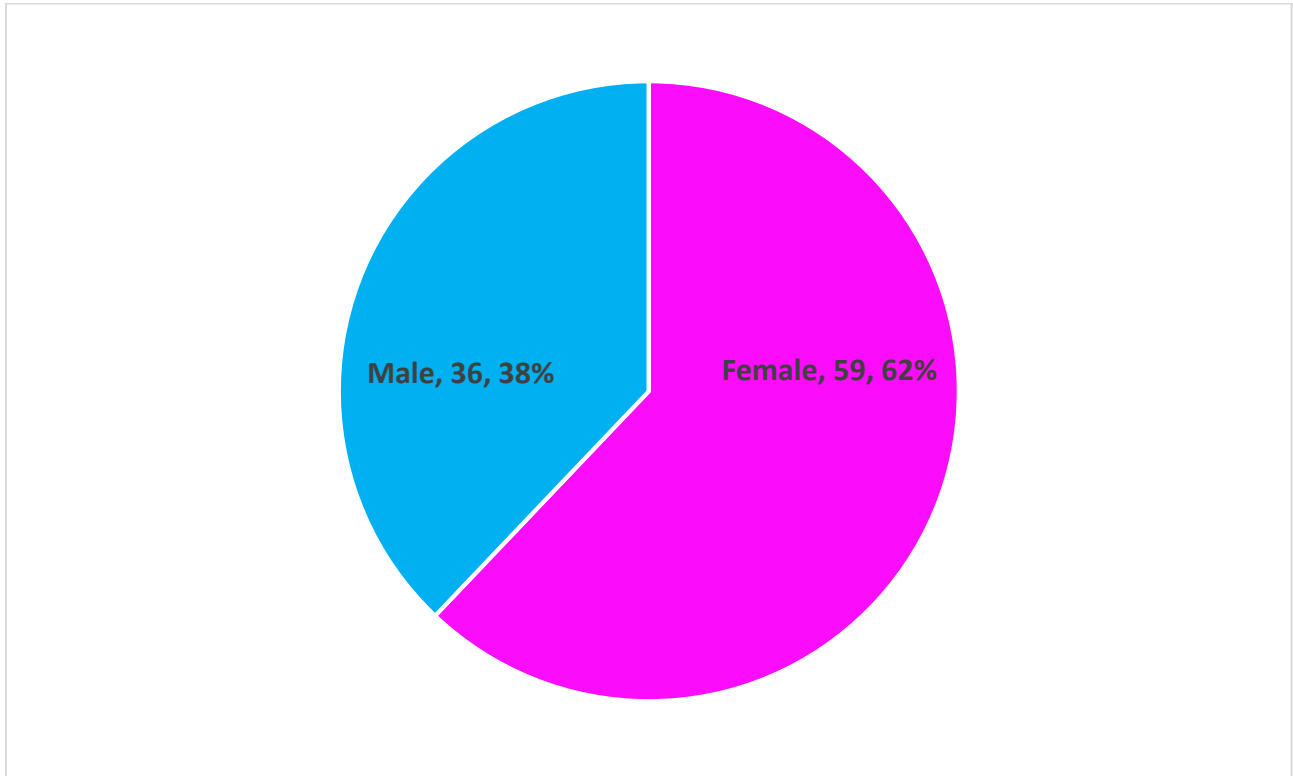
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**ODEI – Office of Diversity, Equity, and Inclusion (total=2)**

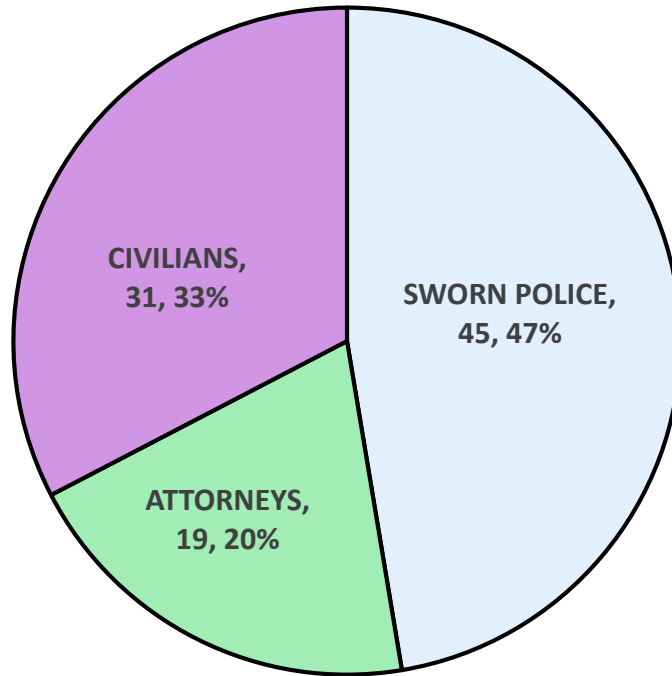


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## OIFP – Office of the Insurance Fraud Prosecutor (total=95)



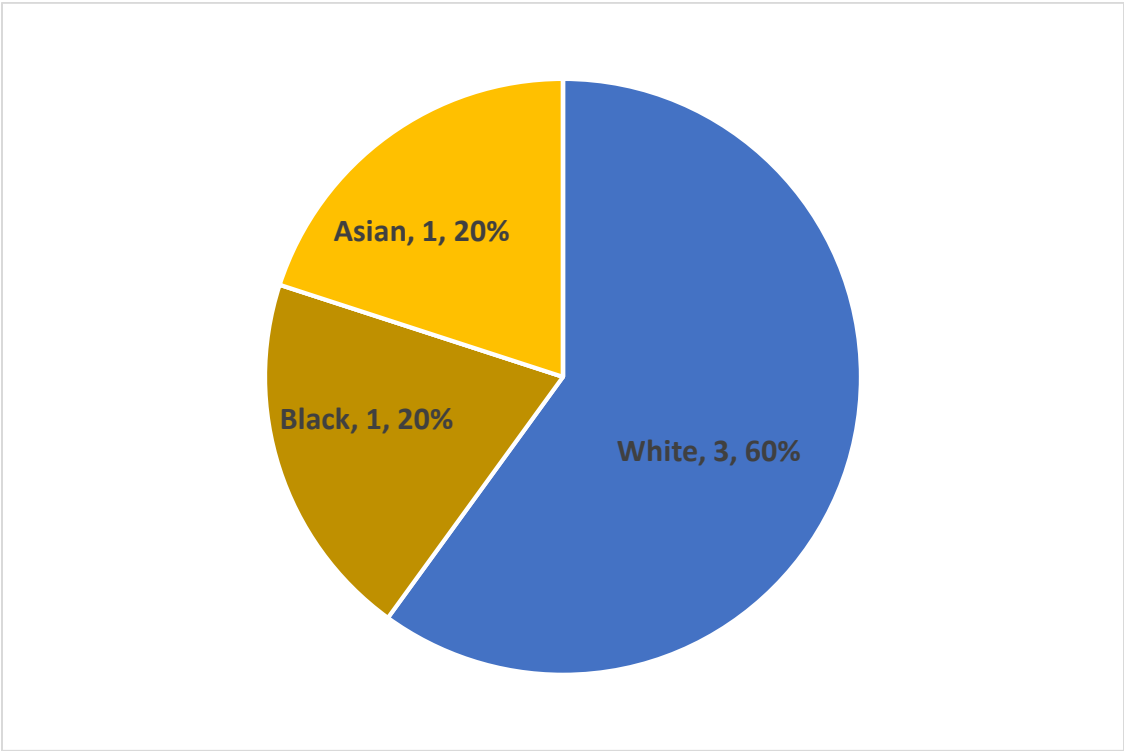
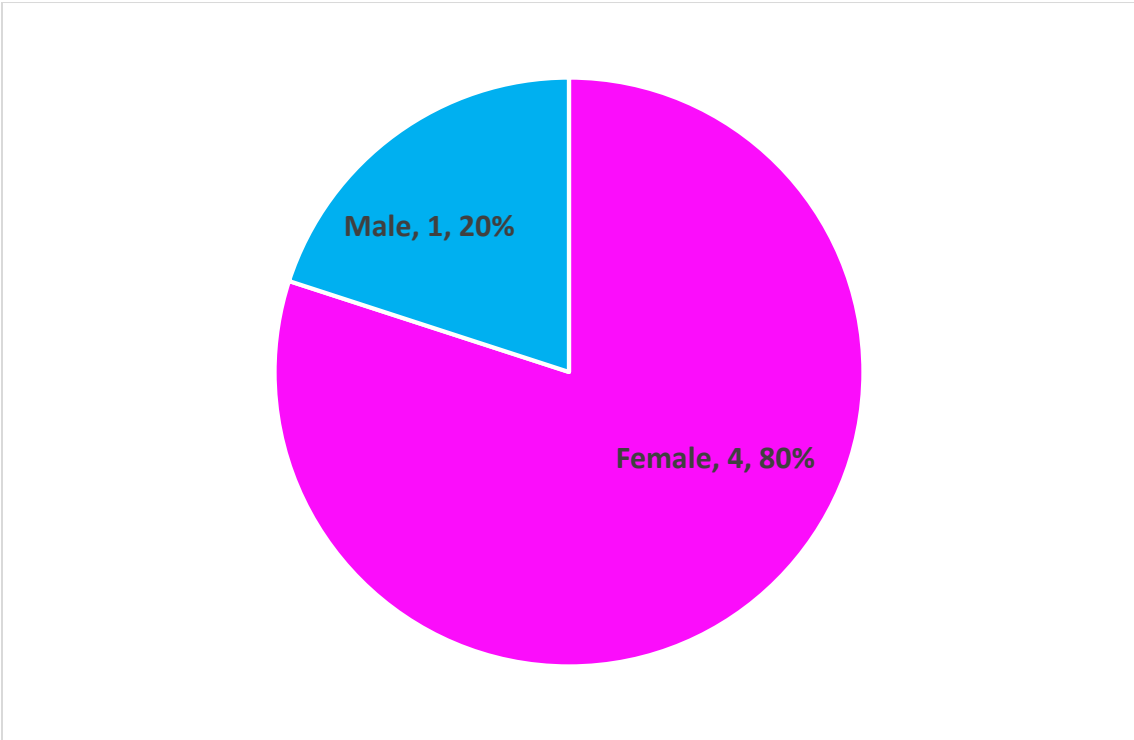
## OFFICE OF THE INSURANCE FRAUD PROSECUTOR



GENDER	ALL		SWORN POLICE		ATTORNEYS		CIVILIANS	
Female	59	62%	21	47%	12	63%	26	84%
Male	36	38%	24	53%	7	37%	5	16%
Non-Binary	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>95</b>	<b>100%</b>	<b>45</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	<b>31</b>	<b>100%</b>
<b>RACE/ETHNICITY</b>								
White	55	58%	28	62%	8	42%	19	61%
Black	28	29%	12	27%	6	32%	10	32%
Hispanic/Latino	7	7%	3	7%	3	16%	1	3%
Asian	3	3%	1	2%	1	5%	1	3%
AI/AN	0	0%	0	0%	0	0%	0	0%
NH/OPI	0	0%	0	0%	0	0%	0	0%
TWO OR MORE RACES	2	2%	1	2%	1	5%	0	0%
Some Other Race	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>95</b>	<b>100%</b>	<b>45</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	<b>31</b>	<b>100%</b>

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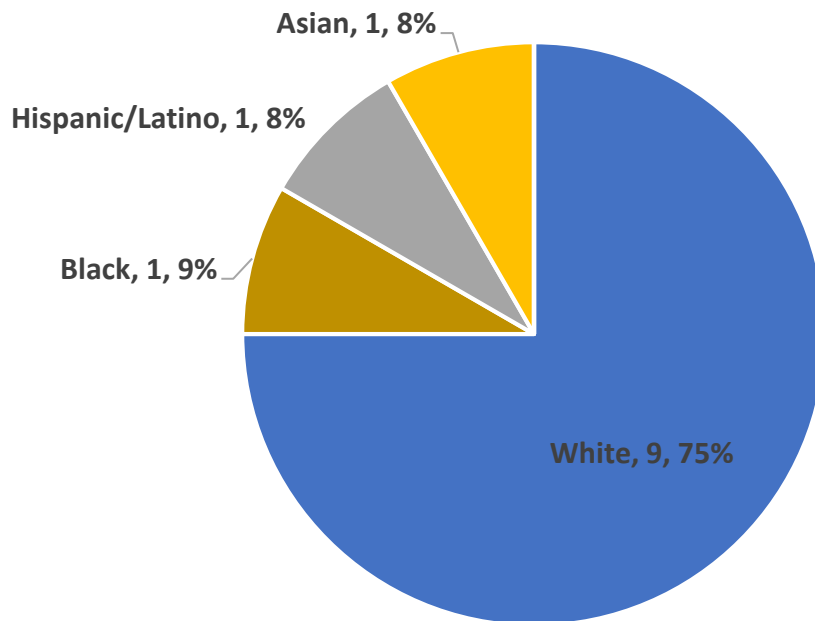
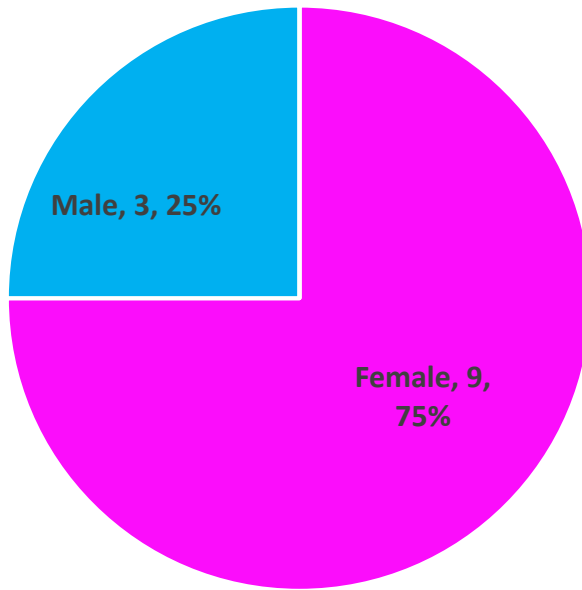
**OJD – Office of Justice Data (total=5)**





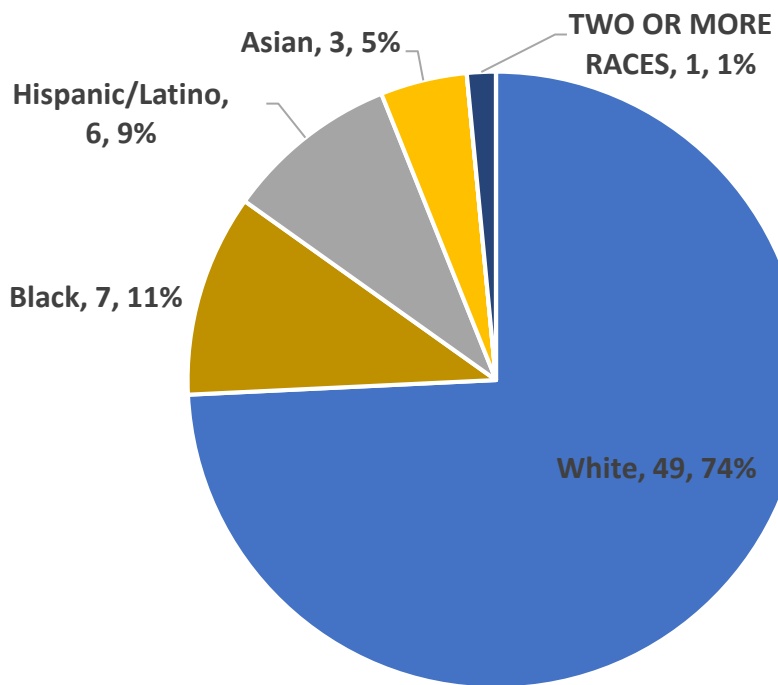
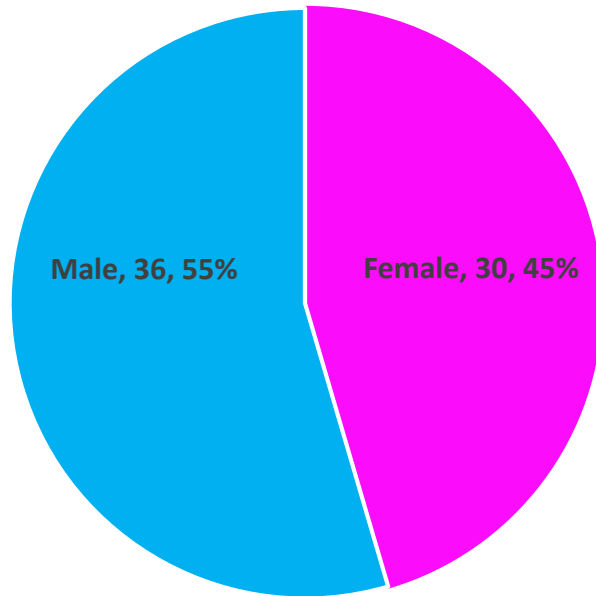
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## OLEPS – Office of Law Enforcement Professional Standards (total=12)

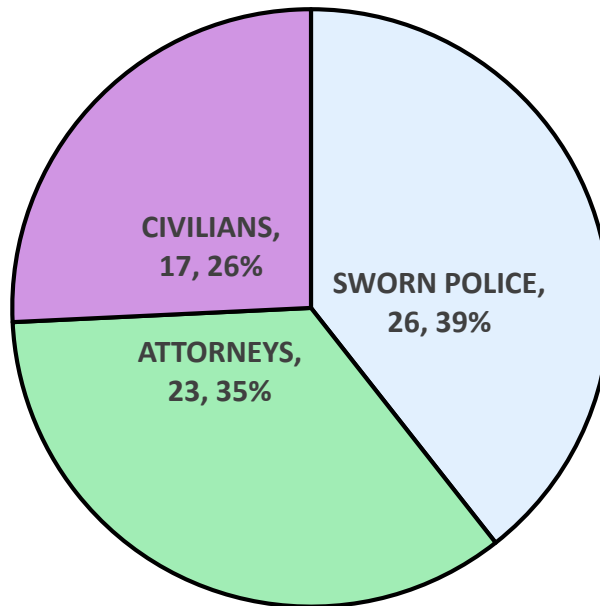


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## OPIA- Office of Public Integrity and Accountability (total=66)



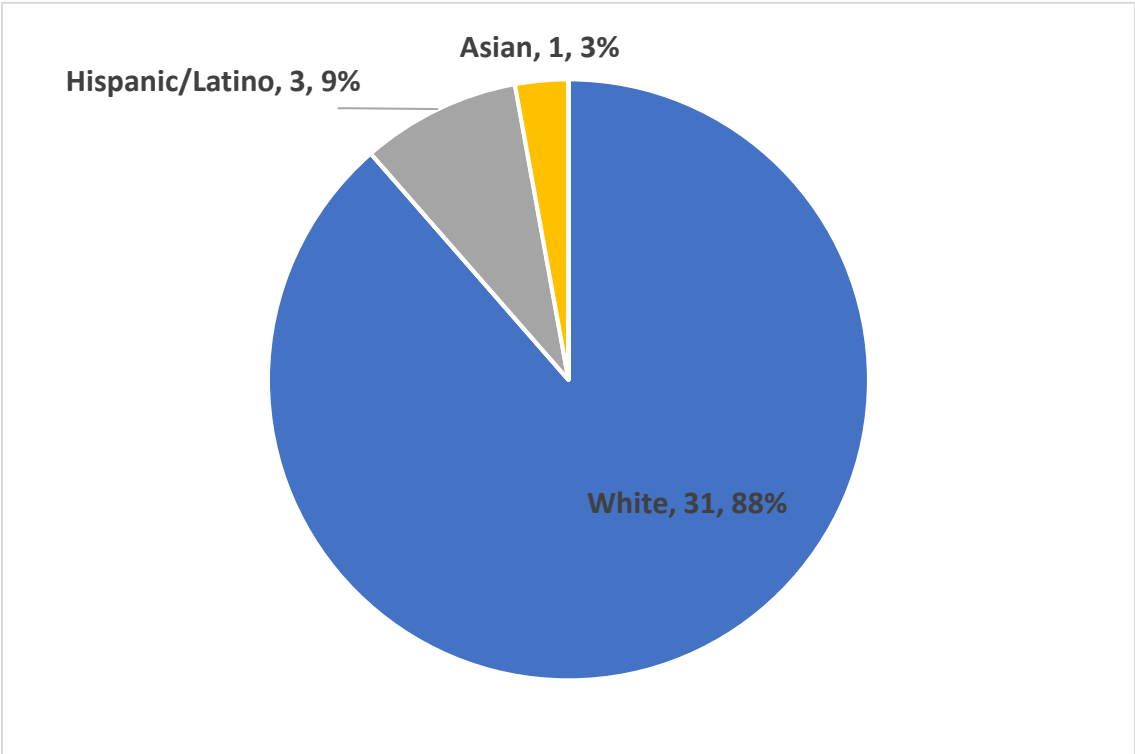
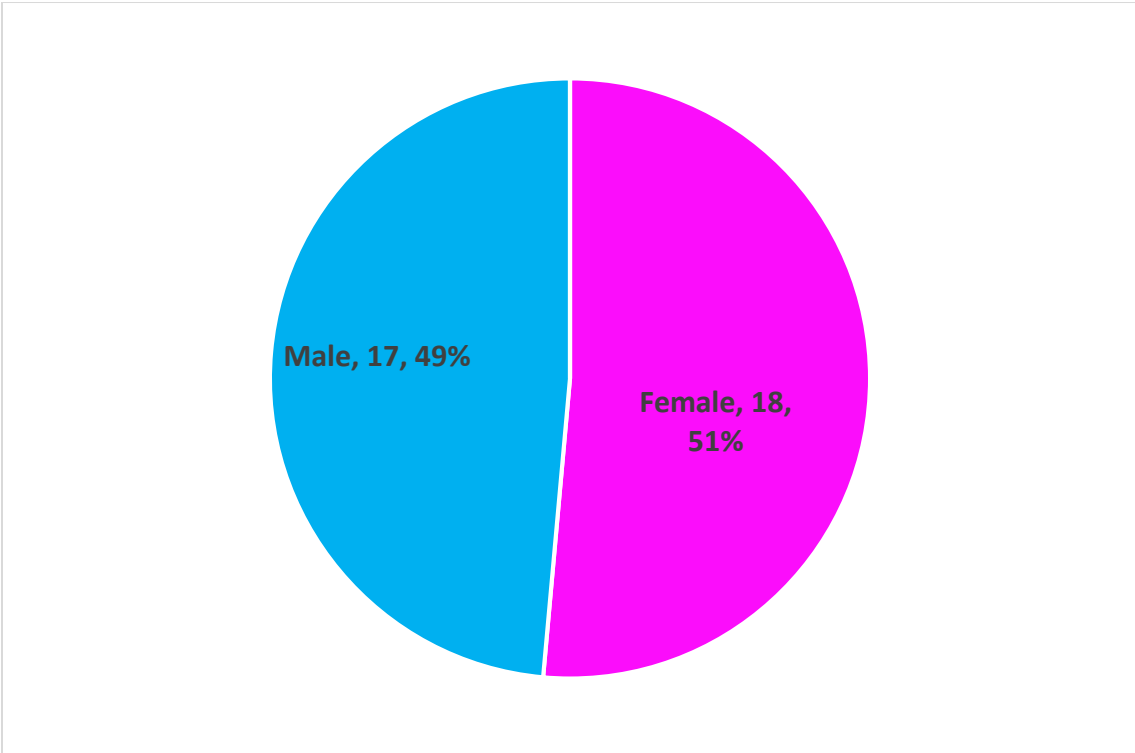
## OFFICE OF PUBLIC INTEGRITY AND ACCOUNTABILITY



GENDER	ALL		SWORN POLICE		ATTORNEYS		CIVILIANS	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Female	30	45%	10	38%	9	39%	11	65%
Male	36	55%	16	62%	14	61%	6	35%
Non-Binary	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>66</b>	<b>100%</b>	<b>26</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>17</b>	<b>100%</b>
RACE/ETHNICITY								
White	49	74%	17	65%	20	87%	12	71%
Black	7	11%	4	15%	0	0%	3	18%
Hispanic/Latino	6	9%	3	12%	1	4%	2	12%
Asian	3	5%	1	4%	2	9%	0	0%
AI/AN	0	0%	0	0%	0	0%	0	0%
NH/OPI	0	0%	0	0%	0	0%	0	0%
TWO OR MORE RACES	1	2%	1	4%	0	0%	0	0%
Some Other Race	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>66</b>	<b>100%</b>	<b>26</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>17</b>	<b>100%</b>

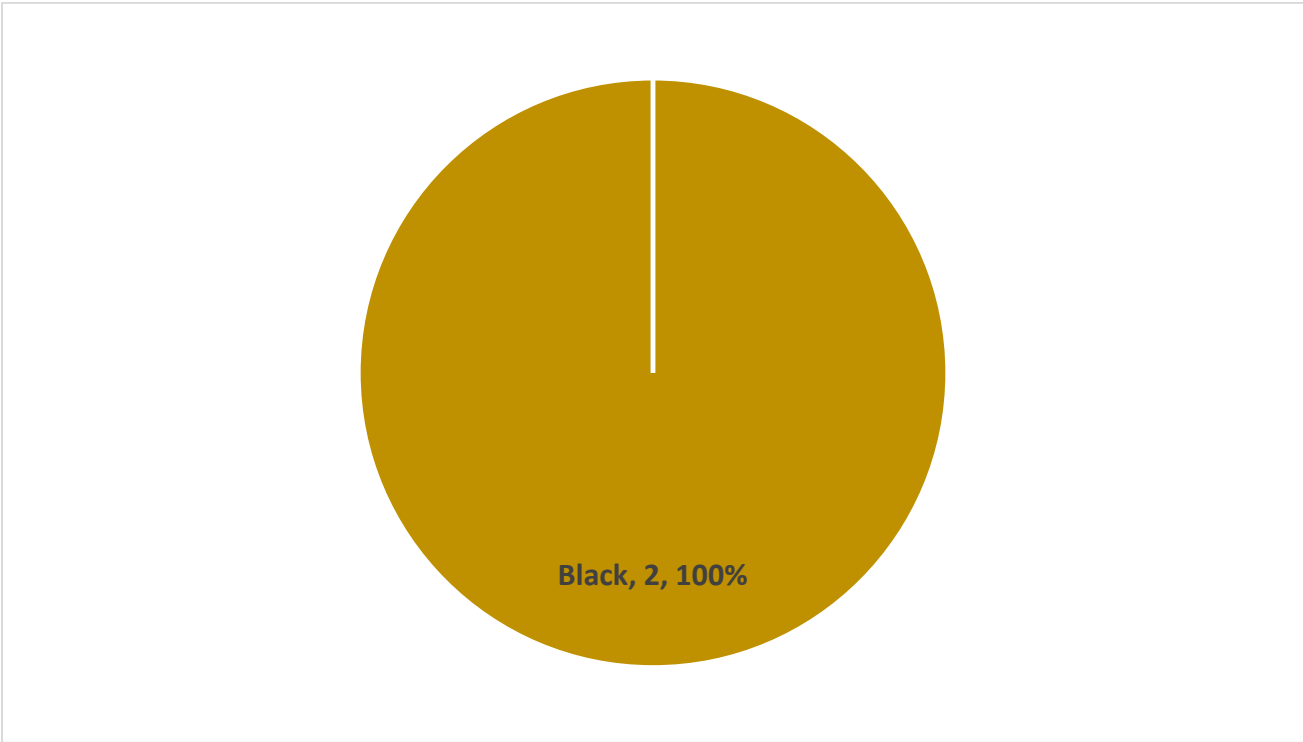
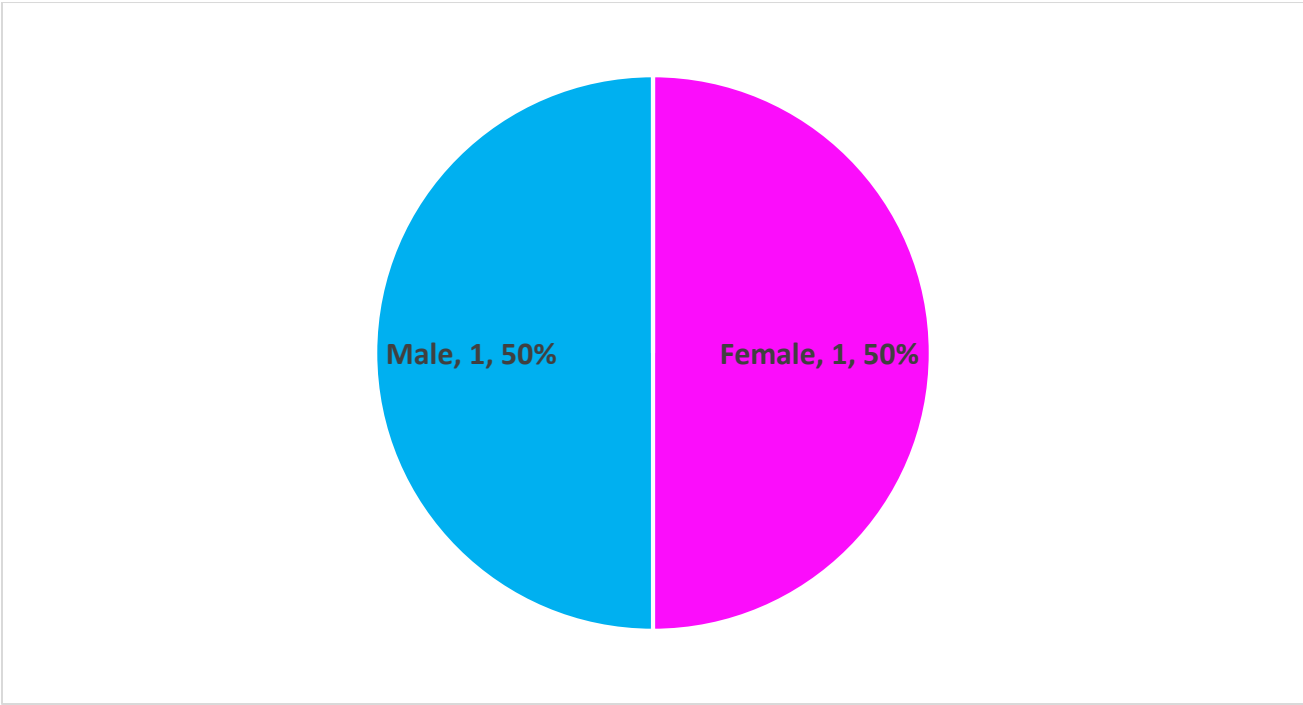
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# Racing – New Jersey Racing Commission (total=35)



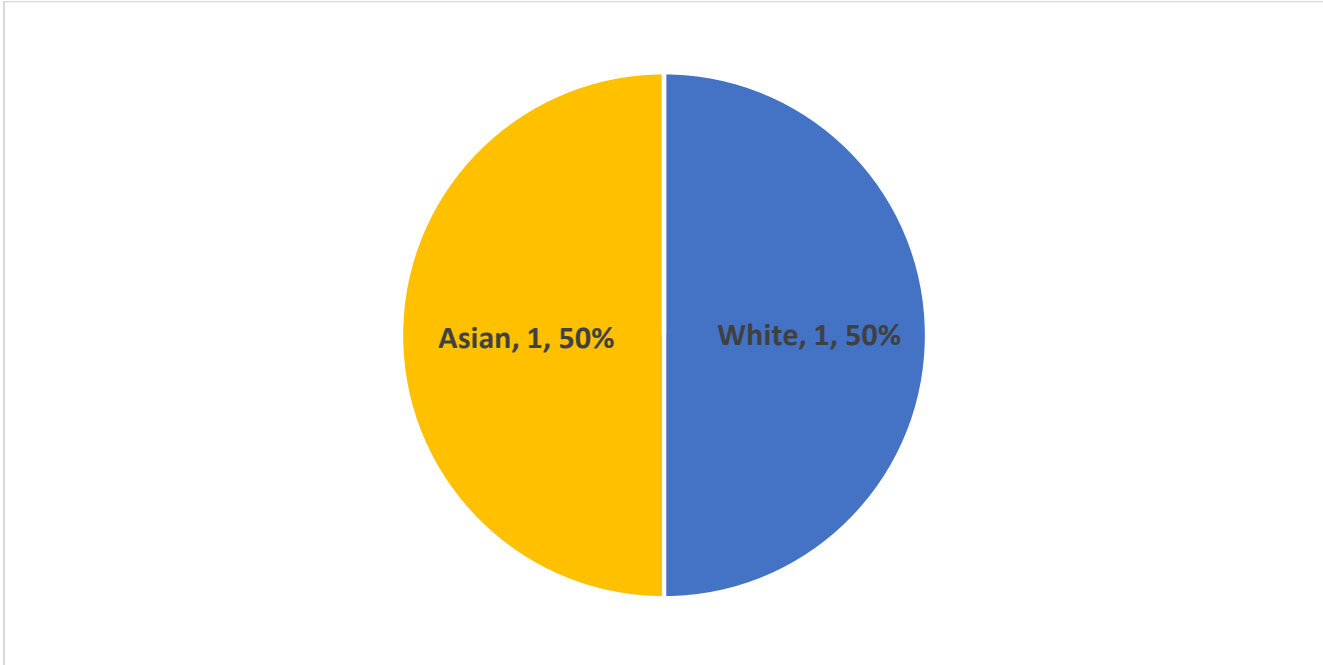
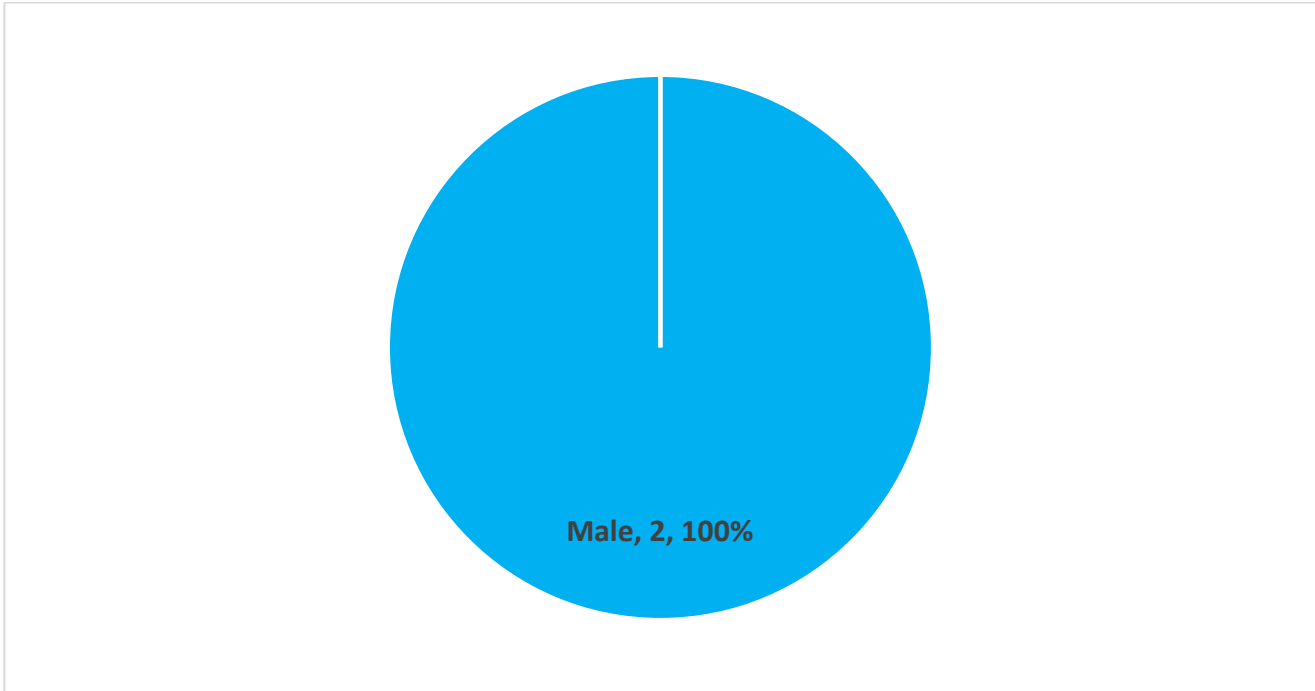
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**SACB – State Athletic Control Board (total=2)**



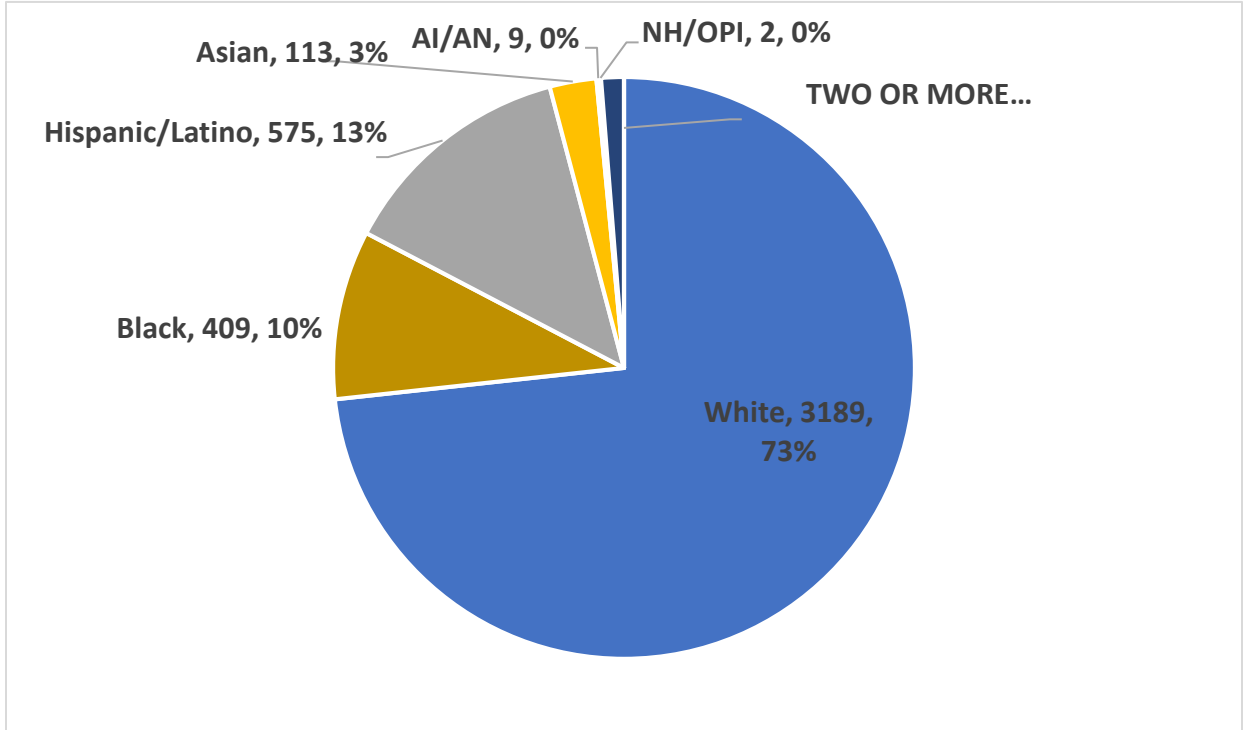
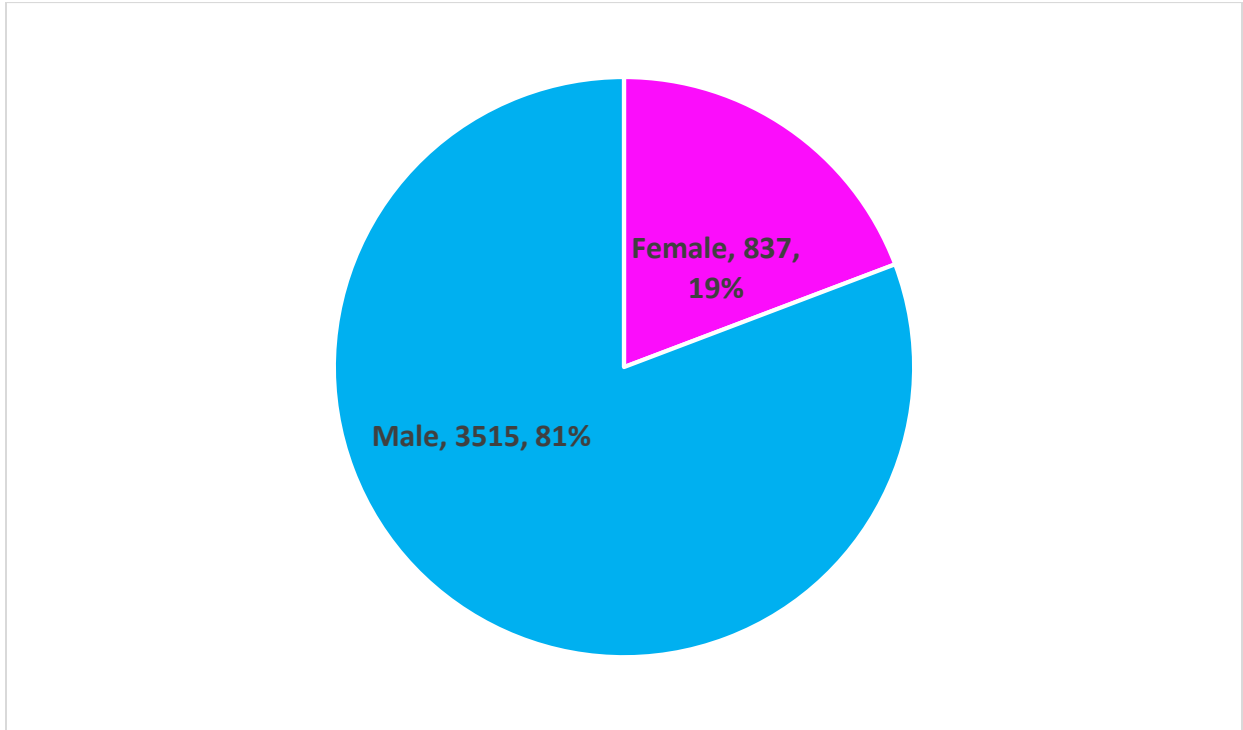
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**SAFE – Statewide Affirmative Firearms Enforcement Office  
(total=2)**



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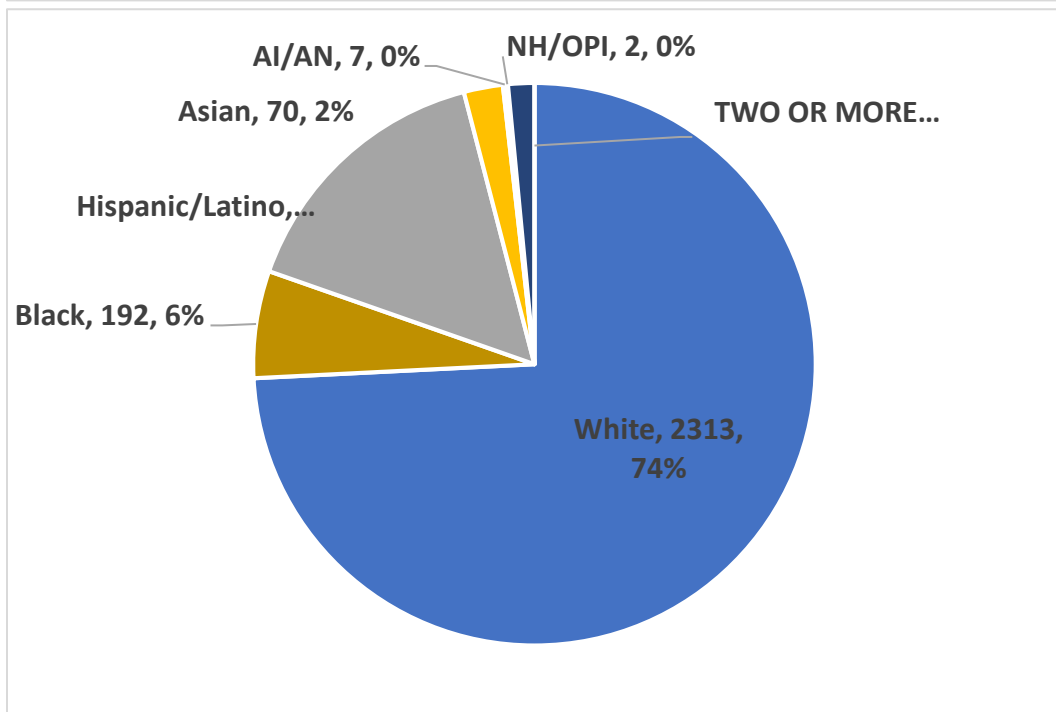
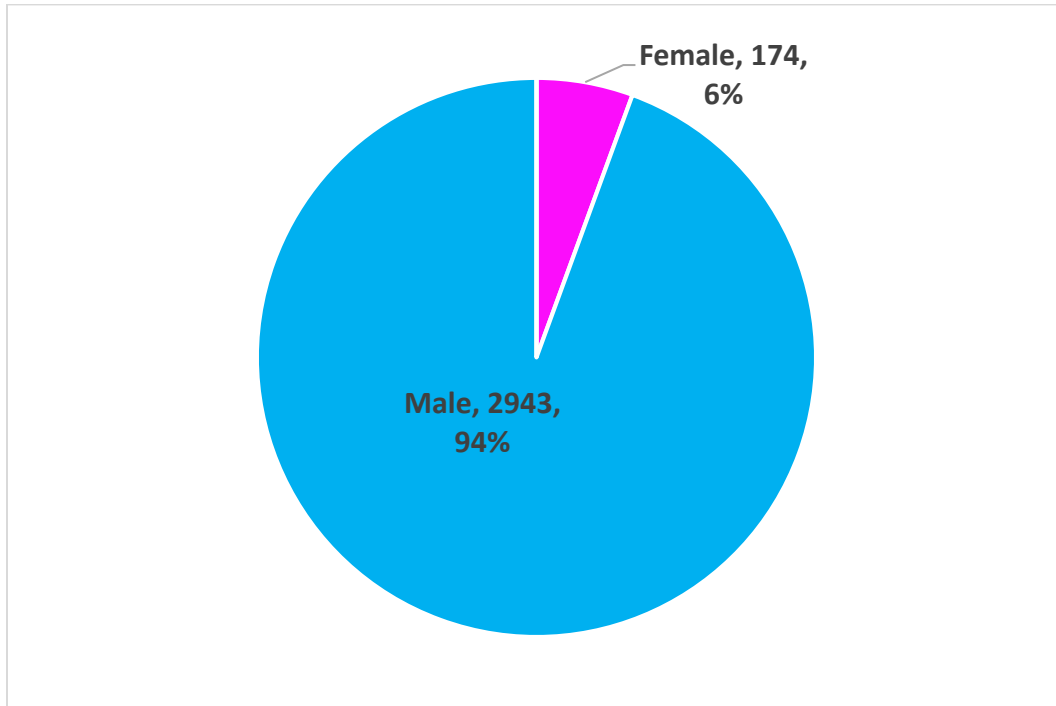
## State Police – Division of State Police (total=4325)



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## State Police – Division of State Police:

Sworn Police Members (total=3,117 comprising 72% of the division)





## State Police – Sworn Police Members - Race/Ethnicity & Gender

Table 1. Headcount # and Race/Ethnicity as a Percent of Gender Category

RACE/ETHNICITY	ALL		FEMALE		MALE		NON-BINARY	
White	2313	74%	126	72%	2187	74%	0	n/a
Black	192	6%	12	7%	180	6%	0	n/a
Hispanic/Latino	486	16%	26	15%	460	16%	0	n/a
Asian	70	2%	4	2%	66	2%	0	n/a
AI/AN	7	0%	0	0%	7	0%	0	n/a
NH/OPI	2	0%	0	0%	2	0%	0	n/a
Two or More Races	47	2%	6	3%	41	1%	0	n/a
Some Other Race	0	0%	0	0%	0	0%	0	n/a
TOTAL	3117	100%	174	100%	2943	100%	0	n/a

Note: the above percentages reflect the percentage for each Gender category attributable to each Race/Ethnicity. Example: 72% of the female sworn police members are White, 7% are Black, 15% are Hispanic/Latino, 2% are Asian, and 3% are multi-racial.

Table 2. Headcount # and Gender as a Percentage of Race/Ethnicity Category

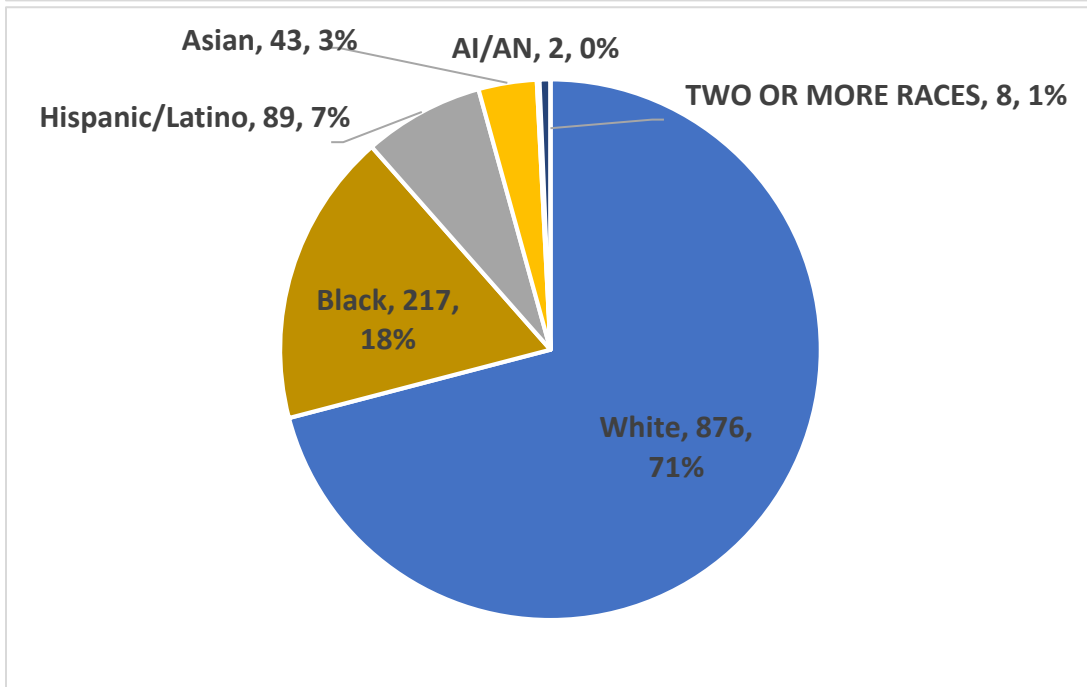
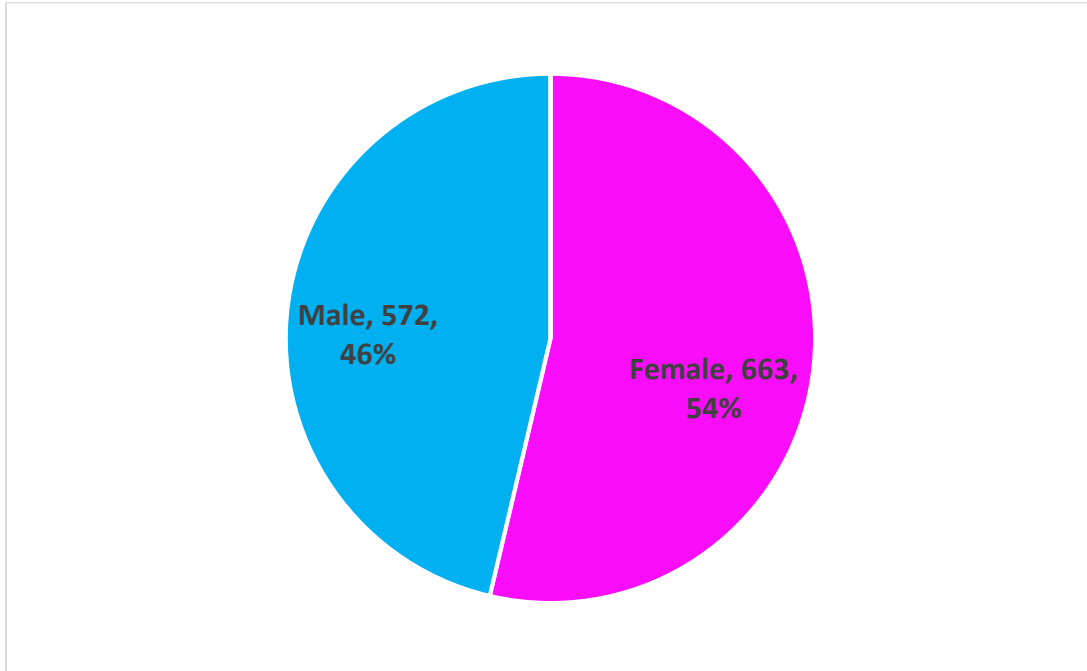
RACE/ETHNICITY	ALL		FEMALE		MALE		NON-BINARY	
White	2313	100%	126	5%	2187	95%	0	n/a
Black	192	100%	12	6%	180	94%	0	n/a
Hispanic/Latino	486	100%	26	5%	460	95%	0	n/a
Asian	70	100%	4	6%	66	94%	0	n/a
AI/AN	7	100%	0	0%	7	100%	0	n/a
NH/OPI	2	100%	0	0%	2	100%	0	n/a
Two or More Races	47	100%	6	13%	41	87%	0	n/a
Some Other Race	0	n/a	0	n/a	0	n/a	0	n/a
TOTAL	3117		174		2943		0	

Note: the above percentages reflect the percentage for each Race/Ethnicity category attributable to each Gender. Example: 13% of the sworn police members who identify as being multiracial are female, 41% are male. 94% of the Black sworn police members are male, 6% are female.

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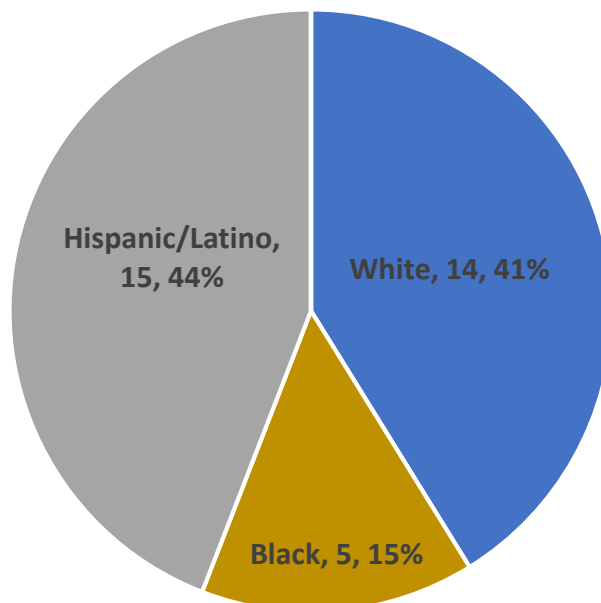
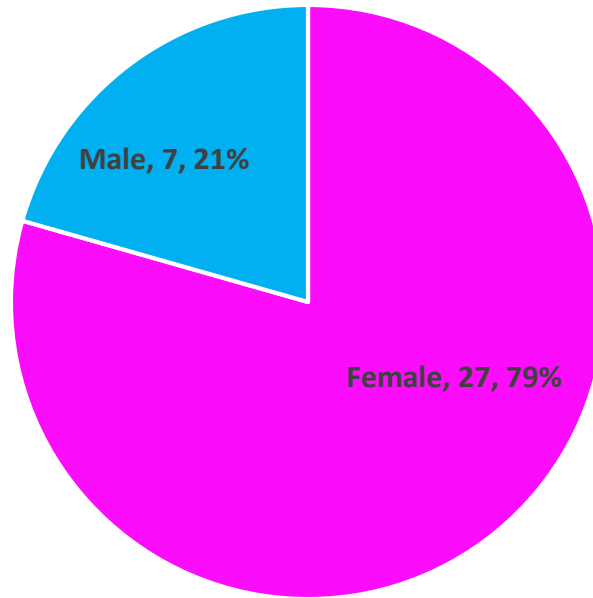
## State Police – Division of State Police

Civilian Members (total=1,235 comprising 28% of the division)



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## VCCO – Victims of Crime Compensation Office (total=34)







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# “IN BUT NOT OF” ENTITIES

Certain organizations are considered “In But Not Of” (IBNO) the Department of Law and Public Safety.

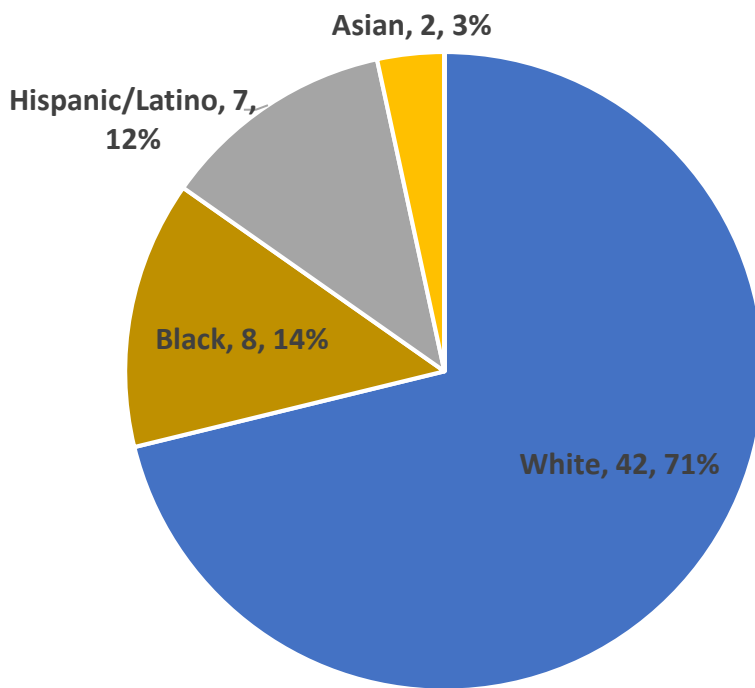
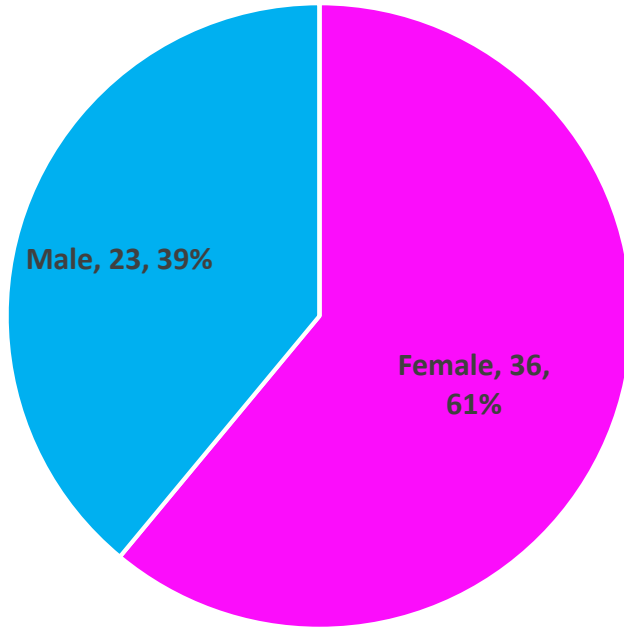
The New Jersey Constitution requires all executive and administrative offices, departments, and instrumentalities of the State government to be allocated by law among and within not more than twenty principal departments. For the purposes of complying with this provision, the enabling legislation for authorities, commissions, colleges and universities may establish them “in but not of” a department, but these entities are independent of the department.

The IBNO entities within the Department of Law and Public Safety are the:

-  Election Law Enforcement Commission (ELEC);
-  State Ethics Commission (Ethics);
-  Office of Homeland Security and Preparedness (OHSP); and
-  Juvenile Justice Commission (JJC)

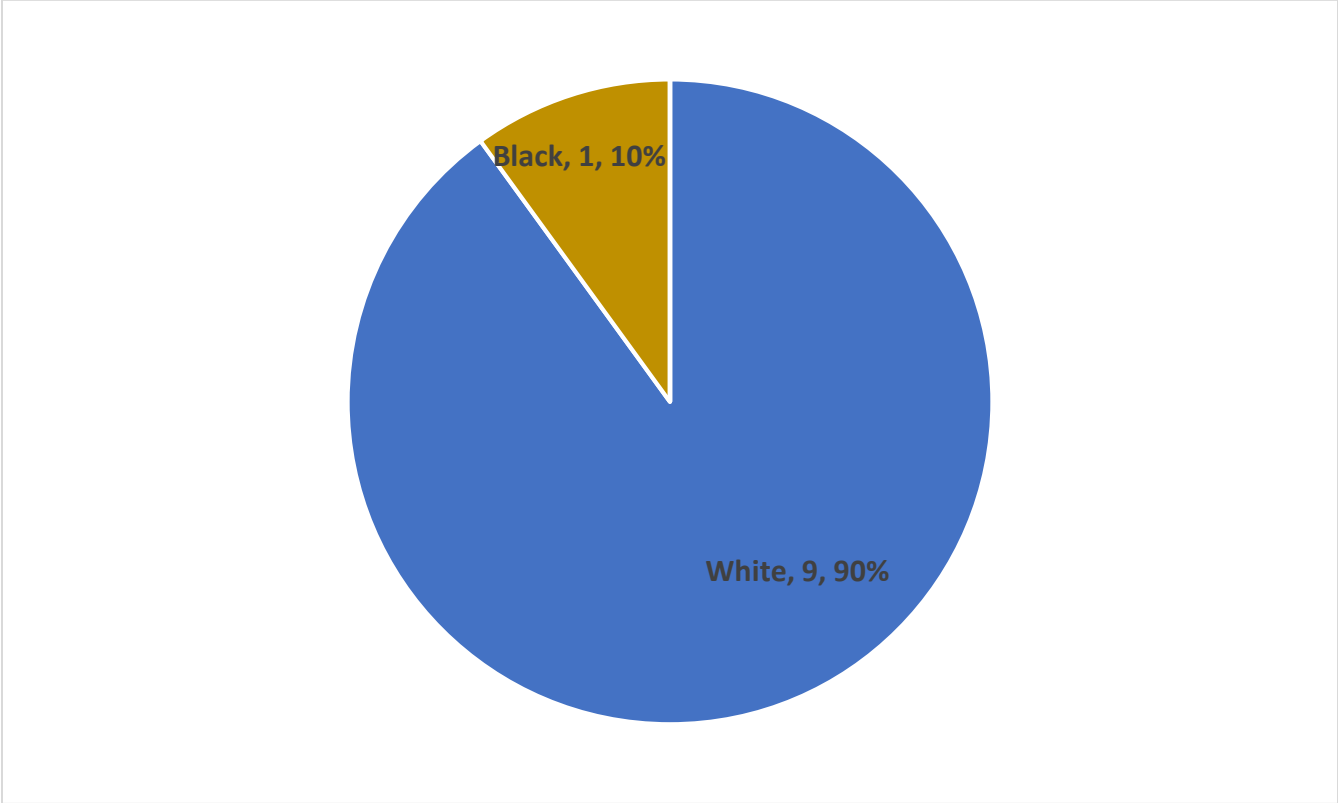
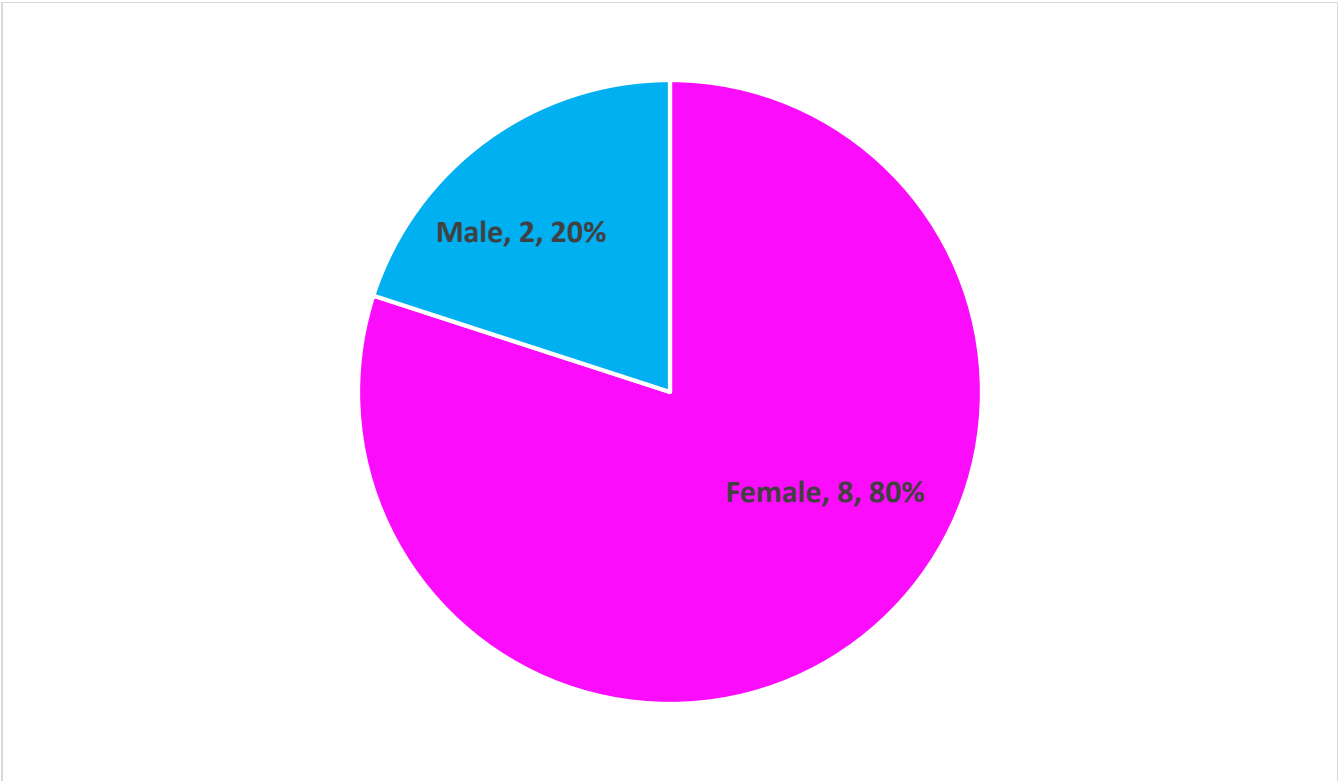
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## ELEC – Election Law Commission (total=59)



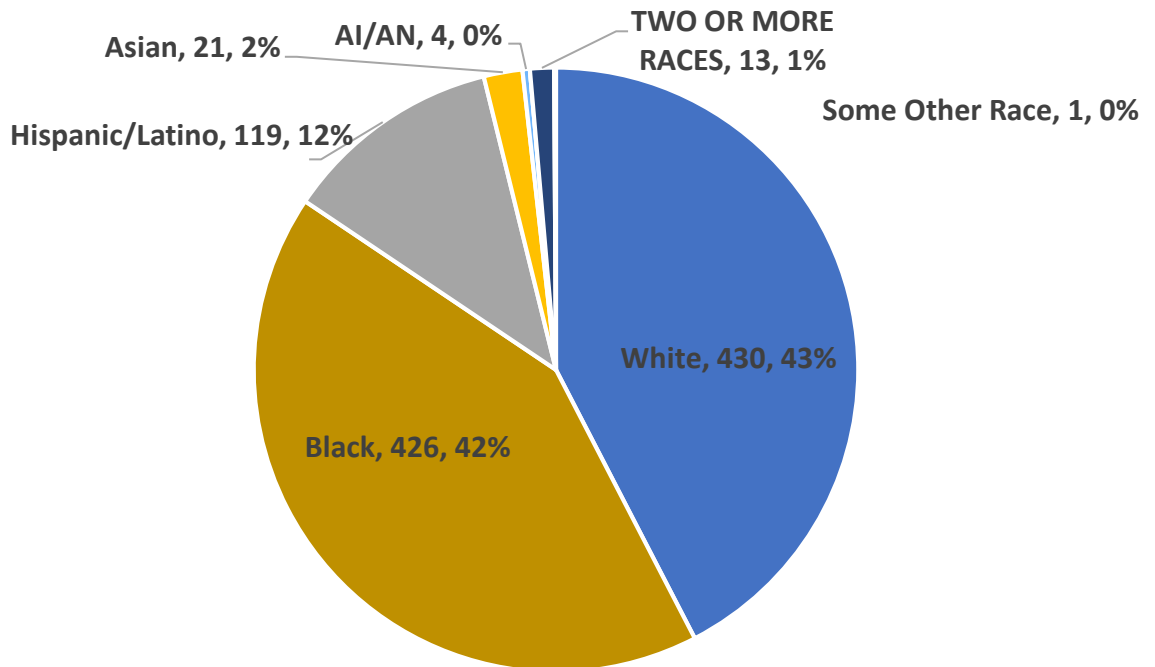
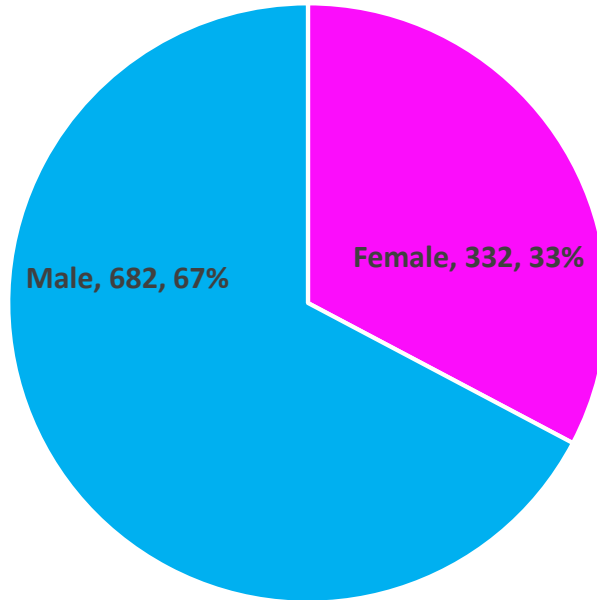
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**ETHICS – State Ethics Commission (total=10)**

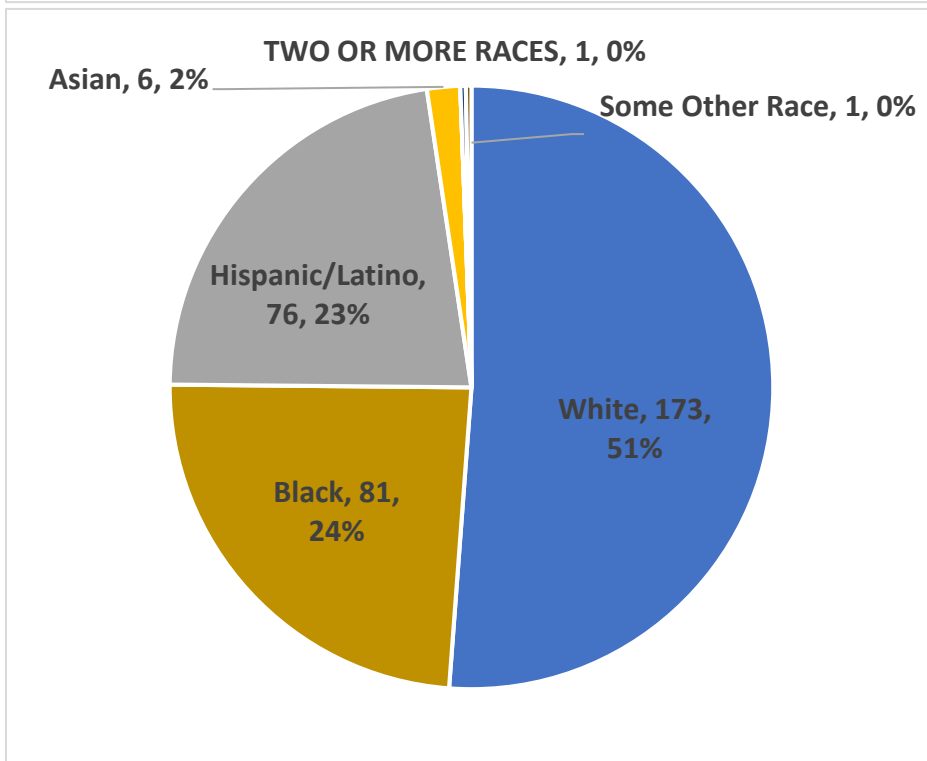
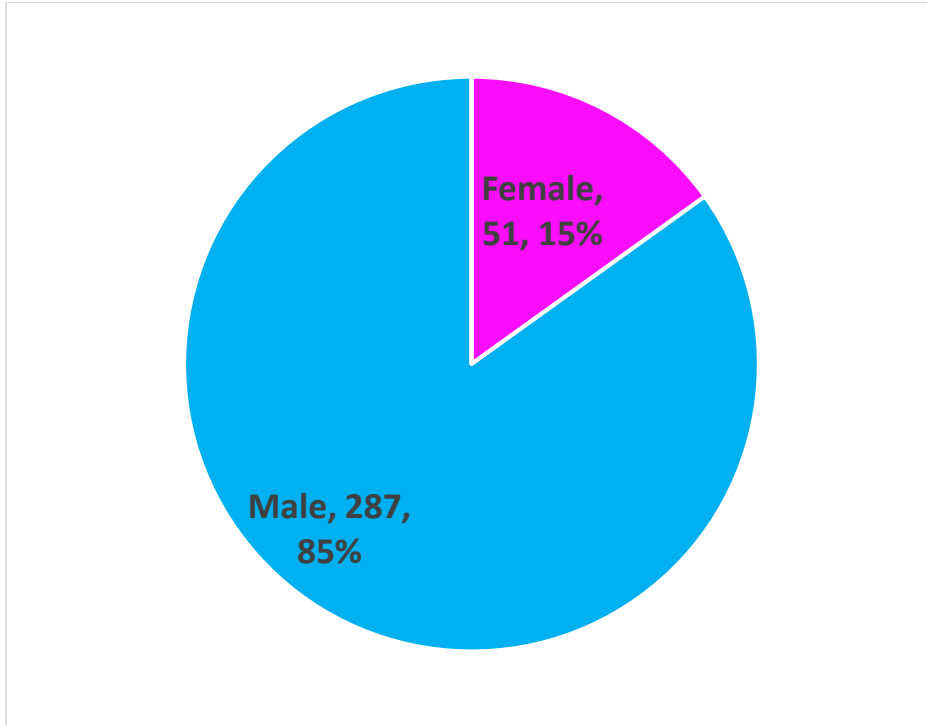


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## JJC – Juvenile Justice Commission (total=1014)



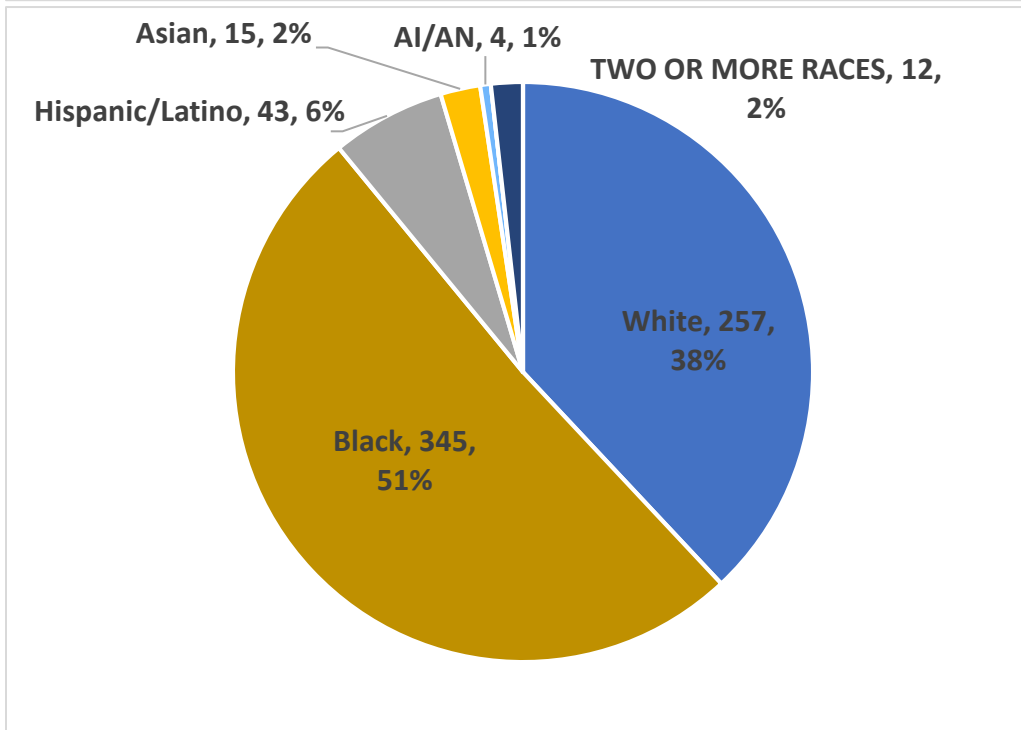
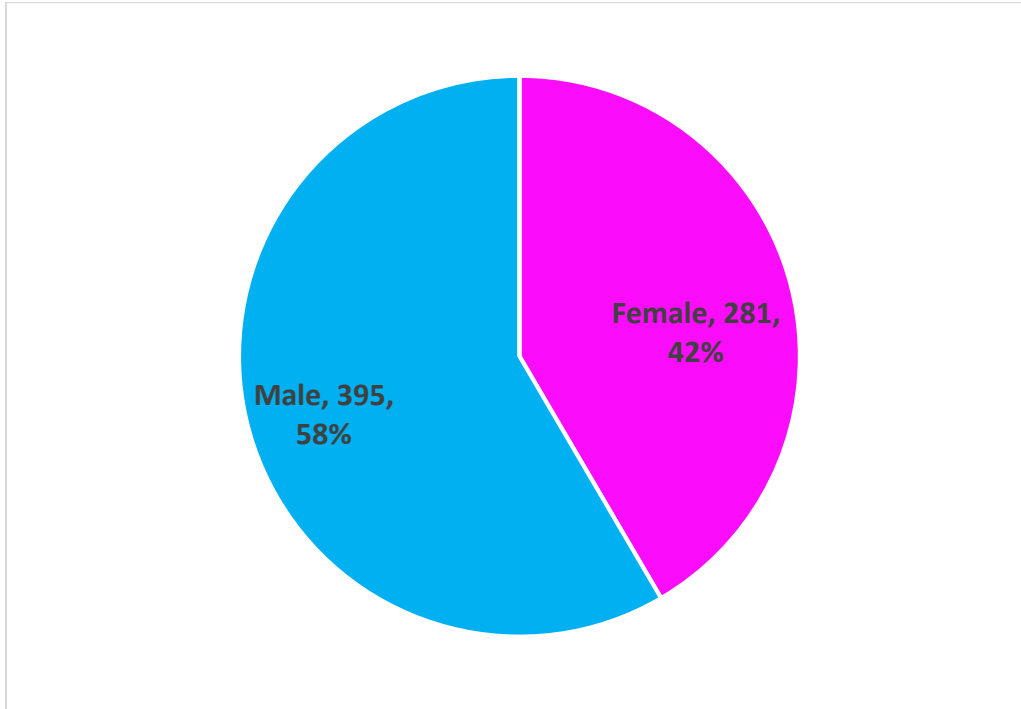
**Sworn Police (total=338 comprising 33% of JJC)**





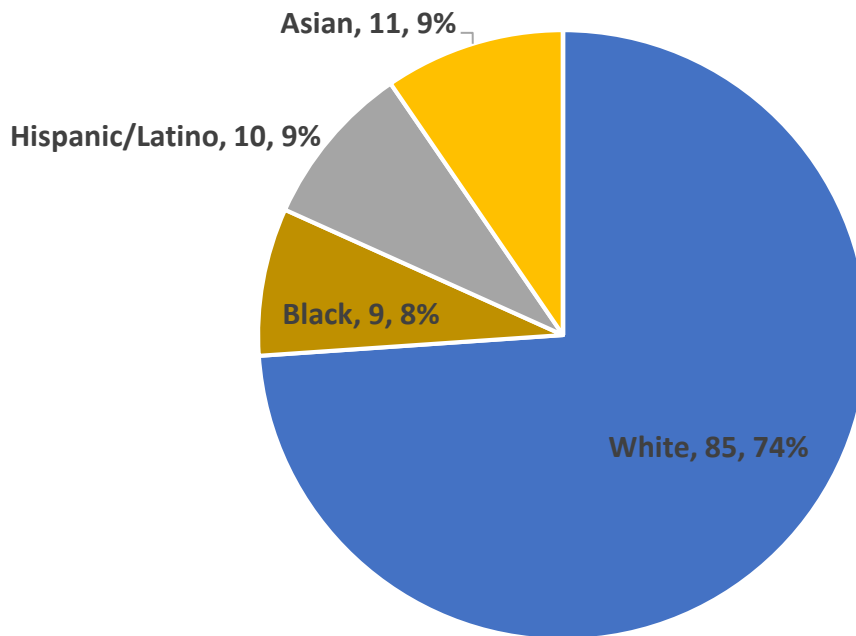
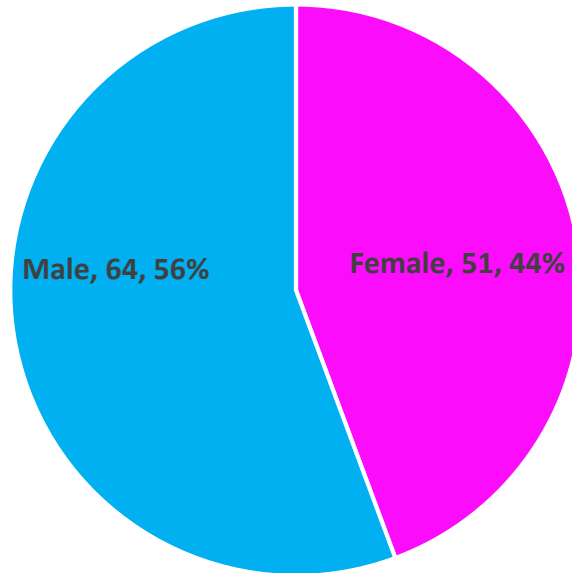
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**JJC – Juvenile Justice Commission –  
NOT Sworn Police (total=676 comprising 66% of JJC)**



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## **OHSP – Office of Homeland Security and Preparedness (total=115)**



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## DEMOGRAPHICS WITHIN JOB FUNCTION

There are more than close to 500 unique job titles held among the 8,027 full-time employees of the Department. This section presents data within 3 broad job categories:

- 1. Sworn Police.** The department employs people in roles that are authorized to exercise the powers and rights of police officers and are empowered to act as peace officers e.g. for the detection, apprehension, arrest, and conviction of offenders against the law. The specific titles included in this category are specified in the sworn police subsection below.
- 2. Attorneys.** All job titles within this category require admission to practice as an Attorney at Law in the State of New Jersey. The specific titles included in this category are specified in the Attorneys subsection below. The majority are Assistant Attorney General and Deputy Attorney General positions. The Attorneys category does *not* include every employee who is admitted to practice or who has a law degree. For example, the Civil Service Commission (CSC) job description for the Director of the Division of Consumer Affairs does not require that person to have a law degree or to be admitted to the bar, but the person who holds that title is, in fact, an attorney. As another example, the CSC job description for a Legal Specialist does not require a law degree or admission to the bar. Nonetheless people employed in that title may in fact, have one or both of those credentials. Nonetheless, inasmuch as it is not a requirement under the CSC title description, we do not include individuals who have that title within this report as attorneys.
- 3. Non-Attorney Civilians.** The job titles in this group are too numerous to cite and span a wide range of functions. Accountants, boiler operators, clerks, data entry operators, educational specialists, forensic scientists, grounds worker, hearing officer, information technology specialist ... there are titles for virtually every letter of the alphabet and the breadth of work performed defies any neat categorization.

### Functional Roles within Division (*# in division*)

<b>DIVISON</b>	<b>CIVILIANS</b>	<b>ATTORNEYS</b>	<b>POLICE</b>	<b>TOTAL</b>
DIVISION OF STATE POLICE	1,235	0	3,117	4,352
DIVISION OF LAW	206	548	0	754
DIVISION OF CONSUMER AFFAIRS	495	0	0	495
DIVISION OF CRIMINAL JUSTICE	144	94	134	372
DIVISION OF GAMING ENFORCEMENT	220	20	0	240
DIVISION OF ADMINISTRATION	132	16	0	148
OFFICE OF THE INSURANCE FRAUD PROSECUTOR	31	19	45	95
DIVISION ON CIVIL RIGHTS	71	0	0	71
OFFICE OF PUBLIC INTEGRITY AND ACCOUNTABILITY	17	23	26	66
DIVISION OF ALCOHOLIC BEVERAGE CONTROL	49	12	0	61
OAG EXECUTIVE	27	22	0	49
NEW JERSEY RACING COMMISSION	35	0	0	35
VICTIMS OF CRIME COMPENSATION OFFICE	34	0	0	34
DIVISION OF HIGHWAY TRAFFIC SAFETY	16	0	0	16
OFFICE OF LAW ENFORCEMENT PROFESSIONAL STANDARDS	8	4	0	12
MOBILITY ASSIGNMENTS OUTSIDE OF LPS)	0	10	0	10
ATTORNEY GENERAL'S ADVOCACY INSTITUTE	4	2	0	6
OFFICE OF JUSTICE DATA	5	0	0	5
NJ COORDINATOR FOR ADDICTION RESPONSES AND ENFORCEMENT	0	2	0	2
OFFICE OF DIVERSITY, EQUITY, AND INCLUSION	0	2	0	2
STATEWIDE AFFIRMATIVE FIREARMS ENFORCEMENT OFFICE	0	2	0	2
STATE ATHLETIC CONTROL BOARD	0	2	0	2
<b><i>(in but not of entities below)</i></b>				
JUVENILE JUSTICE COMMISSION	676	0	338	1,014
OFFICE OF HOMELAND SECURITY & PREPAREDNESS	115	0	0	115
ELECTION LAW COMMISSION	59	0	0	59
STATE ETHICS COMMISSION	10	0	0	10
<b>TOTAL</b>	<b>3,589</b>	<b>778</b>	<b>3,660</b>	<b>8,027</b>

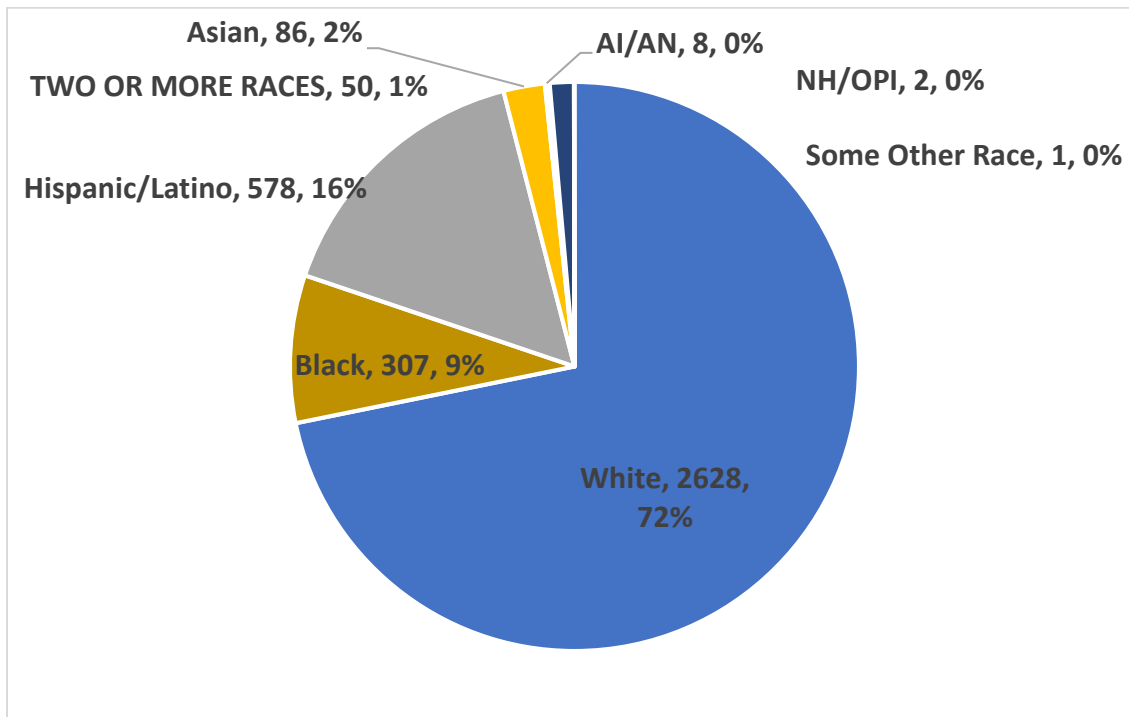
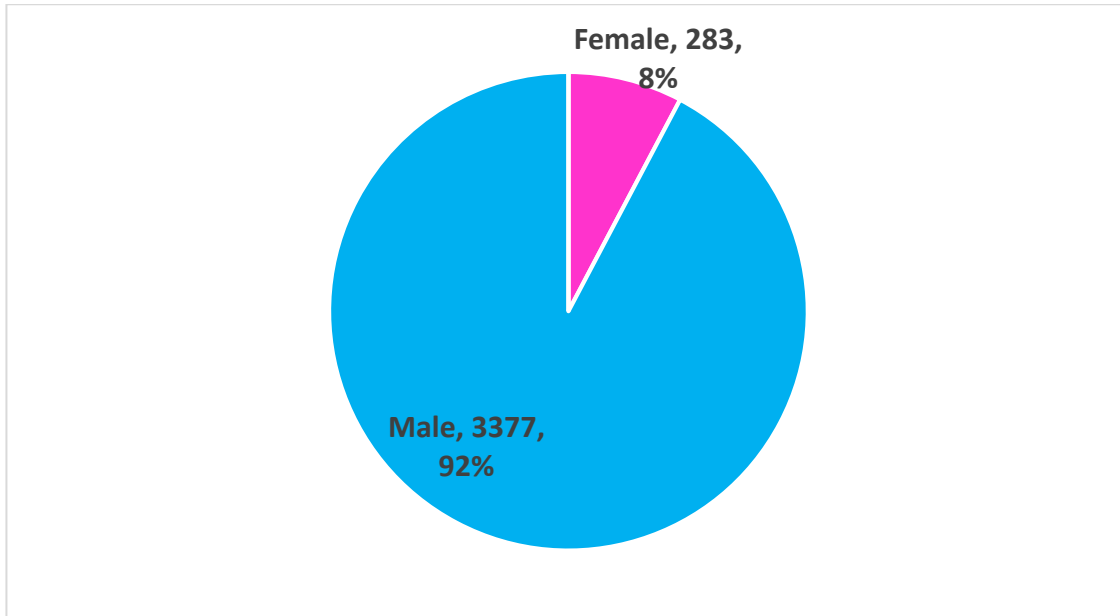
## Functional Roles within Division (% of Division)

DIVISON	CIVILIANS	ATTORNEYS	POLICE	TOTAL
DIVISION OF STATE POLICE	28%	0%	72%	100%
DIVISION OF LAW	27%	73%	0%	100%
DIVISION OF CONSUMER AFFAIRS	100%	0%	0%	100%
DIVISION OF CRIMINAL JUSTICE	39%	25%	36%	100%
DIVISION OF GAMING ENFORCEMENT	92%	8%	0%	100%
DIVISION OF ADMINISTRATION	89%	11%	0%	100%
OFFICE OF THE INSURANCE FRAUD PROSECUTOR	33%	20%	47%	100%
DIVISION ON CIVIL RIGHTS	100%	0%	0%	100%
OFFICE OF PUBLIC INTEGRITY AND ACCOUNTABILITY	26%	35%	39%	100%
DIVISION OF ALCOHOLIC BEVERAGE CONTROL	80%	20%	0%	100%
OAG EXECUTIVE	55%	45%	0%	100%
NEW JERSEY RACING COMMISSION	100%	0%	0%	100%
VICTIMS OF CRIME COMPENSATION OFFICE	100%	0%	0%	100%
DIVISION OF HIGHWAY TRAFFIC SAFETY	100%	0%	0%	100%
OFFICE OF LAW ENFORCEMENT PROFESSIONAL STANDARDS	67%	33%	0%	100%
MOBILITY ASSIGNMENTS OUTSIDE OF LPS)	0%	100%	0%	100%
ATTORNEY GENERAL'S ADVOCACY INSTITUTE	67%	33%	0%	100%
OFFICE OF JUSTICE DATA	100%	0%	0%	100%
NJ COORDINATOR FOR ADDICTION RESPONSES AND ENFORCEMENT	0%	100%	0%	100%
OFFICE OF DIVERSITY, EQUITY, AND INCLUSION	0%	100%	0%	100%
STATEWIDE AFFIRMATIVE FIREARMS ENFORCEMENT OFFICE	0%	100%	0%	100%
STATE ATHLETIC CONTROL BOARD	0%	100%	0%	100%
<b><i>"in but not of" entities below:</i></b>				
JUVENILE JUSTICE COMMISSION	67%	0%	33%	100%
OFFICE OF HOMELAND SECURITY & PREPAREDNESS	100%	0%	0%	100%
ELECTION LAW COMMISSION	100%	0%	0%	100%
STATE ETHICS COMMISSION	100%	0%	0%	100%
<b>TOTAL</b>	<b>45%</b>	<b>10%</b>	<b>46%</b>	<b>100%</b>

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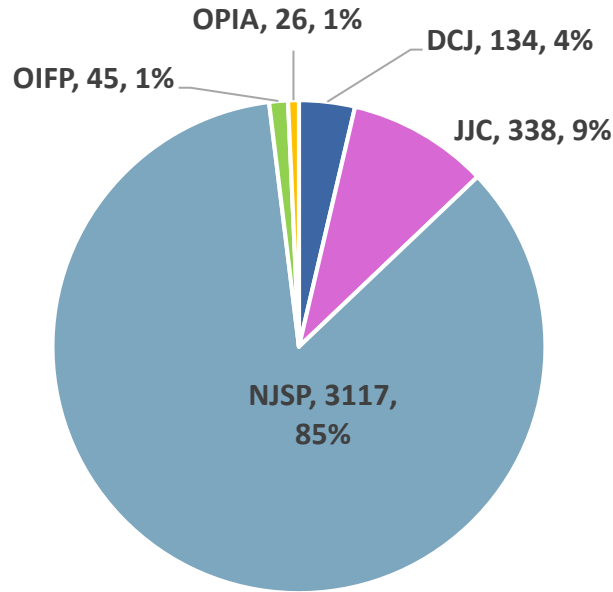
## SWORN POLICE

Approximately 45% (3,660) of the LPS workforce is comprised of sworn police personnel.



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## SWORN POLICE – DEPARTMENT WIDE – WITHIN DIVISIONS (total=3,660)



The majority of the 3,660 LPS employees who are sworn police officers are employed with the New Jersey State Police. The Juvenile Justice Commission employs the next largest group, followed by the Division of Criminal Justice, the Office of the Insurance Fraud Prosecutor, and the Office of Public Integrity and Accountability. Listed below are the relevant sworn police officer job titles within the NJ State Title List for personnel employed by the Department of Law and Public Safety, i.e. those CSC titles with powers and rights of police officers/law enforcement offers for the detection, apprehension, arrest, and prosecution of offenders against the law.

<b>NJ STATE POLICE - SWORN POLICE JOB TITLES</b>	
<b>PR Inc</b>	<b>Title Description</b>
	COLONEL AND SUPERINTENDENT STATE POLICE
	LIEUTENANT COLONEL AND DEPUTY SUPERINTENDENT, STATE POLICE
	MAJOR
	CAPTAIN
	LIEUTENANT
	SERGEANT FIRST CLASS
	SERGEANT
	TROOPER 1
	TROOPER 2
	TROOPER

<b>DCJ, OIFP, OPIA - SWORN POLICE JOB TITLES</b>	
<b>PR Inc</b>	<b>Title Description</b>
	Chf of Det St Invstgr L&PS
	Det 1 St Invstgr L&PS
	Det 2 St Invstgr L&PS
	Det Trn St Invstgr L&PS
	Dpty Chf of Det St Invstgr L&PS
	Lieut St Invstgr L&PS
	Sgt St Invstgr L&PS

<b>JUVENILE JUSTICE COMMISSION – SWORN POLICE JOB TITLES</b>	
<b>PR Inc</b>	<b>Title Description</b>
	Assistant Chief Investigator Secured Facilities
	Assistant District Parole Supervisor Juvenile Justice
	Chief Investigator Parole & Secured Facilities
	Correctional Police Captain JJC
	Correctional Police Lieutenant JJC
	Correctional Police Officer JJC
	Correctional Police Sergeant JJC
	Investigator Secured Facilities
	Principal Investigator Parole & Secured Facilities
	Senior Correctional Police Officer JJC
	Senior Investigator Parole and Secured Facilities
	Senior Parole Officer JJC
	Senior Parole Officer JJC Bilingual Spanish/English



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**STATE POLICE: GENDER WITHIN RANK (# and % of rank)**

RANK	NJSP SWORN POLICE MEMBERS				
	ALL	MALE		FEMALE	
COLONEL	1	1	100%	0	0%
LT COLONEL	5	4	80%	1	20%
MAJOR	20	16	80%	4	20%
CAPTAIN	59	55	93%	4	7%
LIEUTENANT	237	218	92%	19	8%
SGT 1ST CLASS	328	317	97%	11	3%
SERGEANT	671	640	95%	31	5%
TROOPER 1	275	267	97%	8	3%
TROOPER 2	368	354	96%	14	4%
TROOPER	1153	1071	93%	82	7%
ALL RANKS	3117	2943	94%	174	6%

## STATE POLICE: HEADCOUNT WITHIN RANK

RANK	ALL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	SOME OTHER RACE
COLONEL	1	1	0	0	0	0	0	0	0
LT COLONEL	5	4	1	0	0	0	0	0	0
MAJOR	20	14	2	4	0	0	0	0	0
CAPTAIN	59	55	2	1	0	0	0	1	0
LIEUTENANT	237	203	13	19	2	0	0	0	0
SGT 1ST CLASS	328	272	15	35	5	1	0	0	0
SERGEANT	671	550	31	70	16	3	0	1	0
TROOPER 1	275	224	10	32	7	1	0	1	0
TROOPER 2	368	233	38	69	12	0	1	15	0
TROOPER	1153	757	80	256	28	2	1	25	4
TOTAL	3117	2313	192	486	70	7	2	43	4

## STATE POLICE: PERCENTAGE OF RANK FOR EACH RACE/ETHNICITY

RANK	ALL	WHITE	BLACK	HISPANIC /LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	SOME OTHER RACE
COLONEL	1	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LT COLONEL	5	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MAJOR	20	70.0%	10.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CAPTAIN	59	93.2%	3.4%	1.7%	0.0%	0.0%	0.0%	1.7%	0.0%
LIEUTENANT	237	85.7%	5.5%	8.0%	0.8%	0.0%	0.0%	0.0%	0.0%
SGT 1ST CLASS	328	82.9%	4.6%	10.7%	1.5%	0.3%	0.0%	0.0%	0.0%
SERGEANT	671	82.0%	4.6%	10.4%	2.4%	0.4%	0.0%	0.1%	0.0%
TROOPER 1	275	81.5%	3.6%	11.6%	2.5%	0.4%	0.0%	0.4%	0.0%
TROOPER 2	368	63.3%	10.3%	18.8%	3.3%	0.0%	0.3%	4.1%	0.0%
TROOPER	1153	65.7%	6.9%	22.2%	2.4%	0.2%	0.1%	2.2%	0.3%
TOTAL	3117	74.2%	6.2%	15.6%	2.2%	0.2%	0.1%	1.4%	0.1%

## STATE POLICE: DETAILED RACE/ETHNICITY AND GENDER REPRESENTATION WITHIN RANK

RANK	ALL RACES/ETHNICITIES	WHITE						
		TOTAL # IN RANK	HEADCOUNT			% OF RANK		
			ALL	MALE	FEMALE	ALL	MALE	FEMALE
COLONEL	1	1	1	0	100.0%	100.0%	0.0%	
LT COLONEL	5	4	3	1	80.0%	60.0%	20.0%	
MAJOR	20	14	10	4	70.0%	50.0%	20.0%	
CAPTAIN	59	55	52	3	93.2%	88.1%	5.1%	
LIEUTENANT	237	203	187	16	85.7%	78.9%	6.8%	
SGT 1ST CLASS	328	272	263	9	82.9%	80.2%	2.7%	
SERGEANT	671	550	525	25	82.0%	78.2%	3.7%	
TROOPER 1	275	224	216	8	81.5%	78.5%	2.9%	
TROOPER 2	368	233	224	9	63.3%	60.9%	2.4%	
TROOPER	1153	757	706	51	65.7%	61.2%	4.4%	
TOTAL	3117	2313	2187	126	74.2%	70.2%	4.0%	

RANK	ALL RACES/ETHNICITIES	BLACK						
		TOTAL # IN RANK	HEADCOUNT			% OF RANK		
			ALL	MALE	FEMALE	ALL	MALE	FEMALE
COLONEL	1	0	0	0	0.0%	0.0%	0.0%	
LT COLONEL	5	1	1	0	20.0%	20.0%	0.0%	
MAJOR	20	2	2	0	10.0%	10.0%	0.0%	
CAPTAIN	59	2	2	0	3.4%	3.4%	0.0%	
LIEUTENANT	237	13	11	2	5.5%	4.6%	0.8%	
SGT 1ST CLASS	328	15	14	1	4.6%	4.3%	0.3%	
SERGEANT	671	31	29	2	4.6%	4.3%	0.3%	
TROOPER 1	275	10	10	0	3.6%	3.6%	0.0%	
TROOPER 2	368	38	37	1	10.3%	10.1%	0.3%	
TROOPER	1153	80	74	6	6.9%	6.4%	0.5%	
TOTAL	3117	192	180	12	6.2%	5.8%	0.4%	

RANK	ALL RACES/ETHNICITIES	LATINO/HISPANIC						
		TOTAL # IN RANK	HEADCOUNT			% OF RANK		
			ALL	MALE	FEMALE	ALL	MALE	FEMALE
COLONEL	1	0	0	0	0.0%	0.0%	0.0%	
LT COLONEL	5	0	0	0	0.0%	0.0%	0.0%	
MAJOR	20	4	4	0	20.0%	20.0%	0.0%	
CAPTAIN	59	1	0	1	1.7%	0.0%	1.7%	
LIEUTENANT	237	19	18	1	8.0%	7.6%	0.4%	
SGT 1ST CLASS	328	35	34	1	10.7%	10.4%	0.3%	
SERGEANT	671	70	68	2	10.4%	10.1%	0.3%	
TROOPER 1	275	32	32	0	11.6%	11.6%	0.0%	
TROOPER 2	368	69	67	2	18.8%	18.2%	0.5%	
TROOPER	1153	256	237	19	22.2%	20.6%	1.6%	
TOTAL	3117	486	460	26	15.6%	14.8%	0.8%	

RANK	ALL RACES/ETHNICITIES	ASIAN						
		TOTAL # IN RANK	HEADCOUNT			% OF RANK		
			ALL	MALE	FEMALE	ALL	MALE	FEMALE
COLONEL	1	0	0	0	0.0%	0.0%	0.0%	
LT COLONEL	5	0	0	0	0.0%	0.0%	0.0%	
MAJOR	20	0	0	0	0.0%	0.0%	0.0%	
CAPTAIN	59	0	0	0	0.0%	0.0%	0.0%	
LIEUTENANT	237	2	2	0	0.8%	0.8%	0.0%	
SGT 1ST CLASS	328	5	5	0	1.5%	1.5%	0.0%	
SERGEANT	671	16	14	2	2.4%	2.1%	0.3%	
TROOPER 1	275	7	7	0	2.5%	2.5%	0.0%	
TROOPER 2	368	12	12	0	3.3%	3.3%	0.0%	
TROOPER	1153	28	26	2	2.4%	2.3%	0.2%	
TOTAL	3117	70	66	4	2.2%	2.1%	0.1%	

RANK	ALL RACES/ETHNICITIES	AI/AN					
		HEADCOUNT			% OF RANK		
	TOTAL # IN RANK	ALL	MALE	FEMALE	ALL	MALE	FEMALE
COLONEL	1	0	0	0	0.0%	0.0%	0.0%
LT COLONEL	5	0	0	0	0.0%	0.0%	0.0%
MAJOR	20	0	0	0	0.0%	0.0%	0.0%
CAPTAIN	59	0	0	0	0.0%	0.0%	0.0%
LIEUTENANT	237	0	0	0	0.0%	0.0%	0.0%
SGT 1ST CLASS	328	1	1	0	0.3%	0.3%	0.0%
SERGEANT	671	3	3	0	0.4%	0.4%	0.0%
TROOPER 1	275	1	1	0	0.4%	0.4%	0.0%
TROOPER 2	368	0	0	0	0.0%	0.0%	0.0%
TROOPER	1153	2	2	0	0.2%	0.2%	0.0%
TOTAL	3117	7	7	0	0.2%	0.2%	0.0%

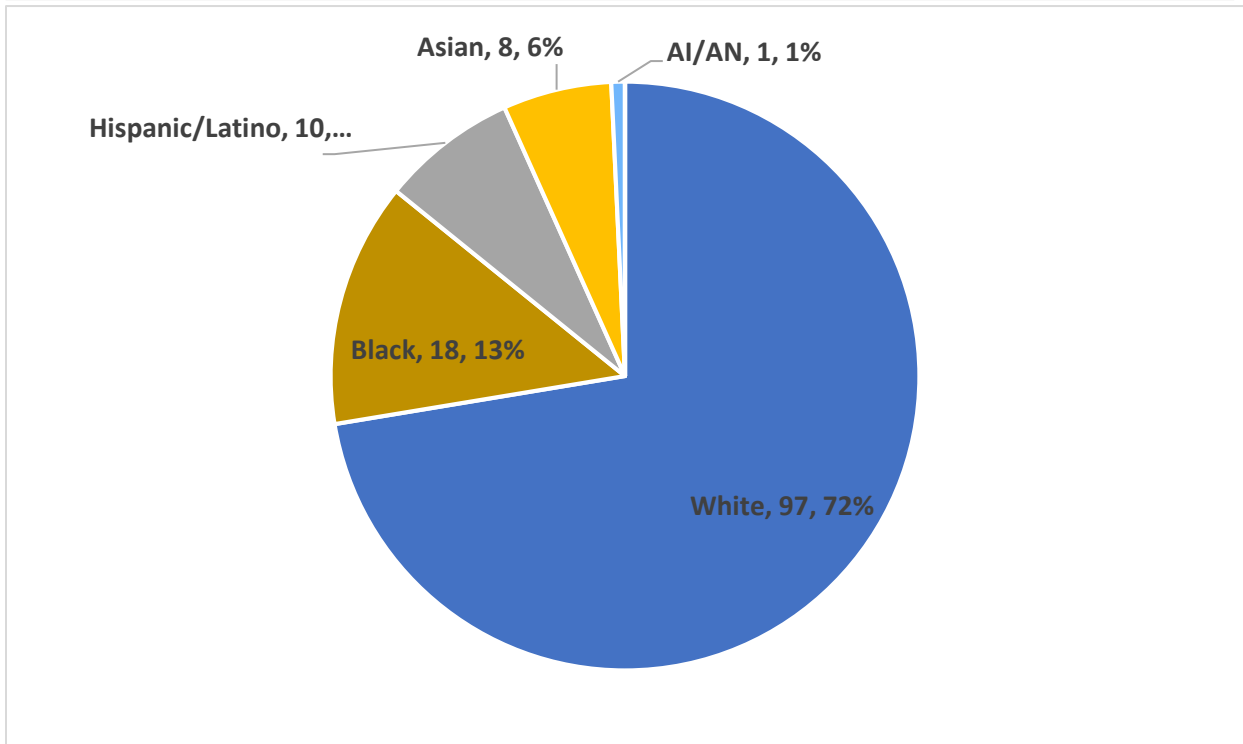
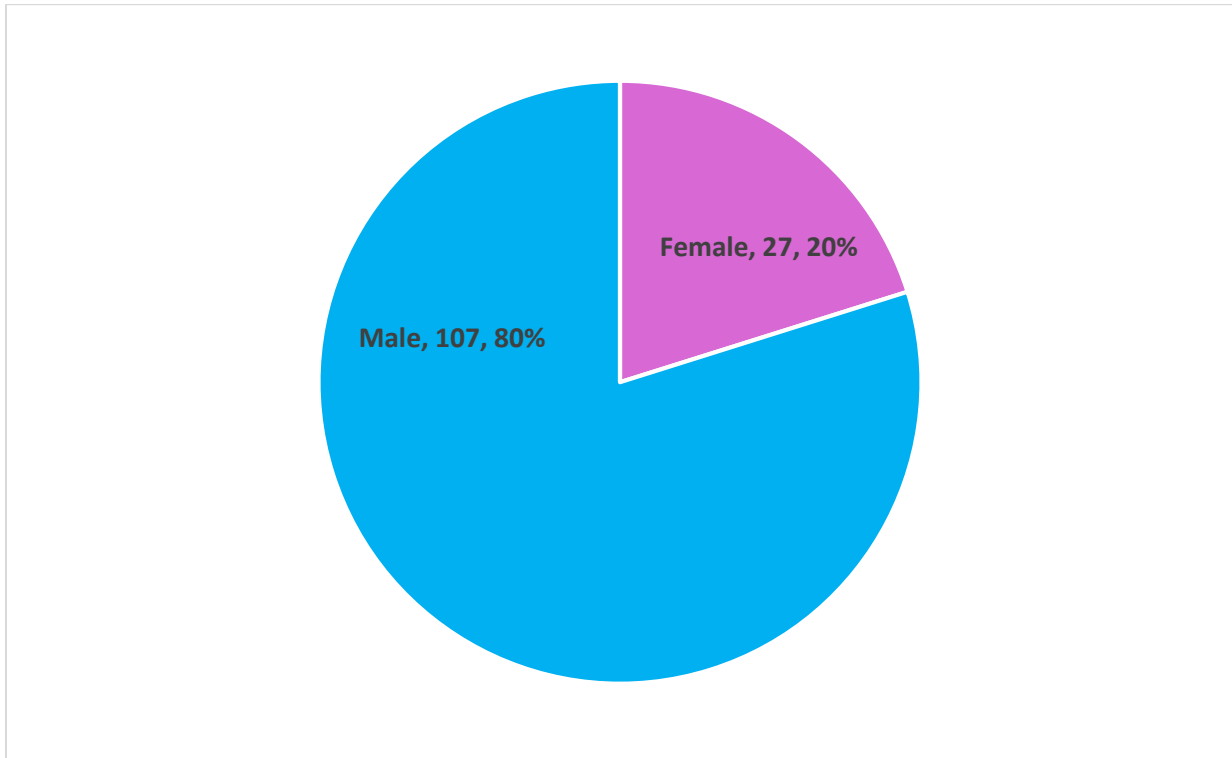
RANK	ALL RACES/ETHNICITIES	NH/OPI					
		HEADCOUNT			% OF RANK		
	TOTAL # IN RANK	ALL	MALE	FEMALE	ALL	MALE	FEMALE
COLONEL	1	0	0	0	0.0%	0.0%	0.0%
LT COLONEL	5	0	0	0	0.0%	0.0%	0.0%
MAJOR	20	0	0	0	0.0%	0.0%	0.0%
CAPTAIN	59	0	0	0	0.0%	0.0%	0.0%
LIEUTENANT	237	0	0	0	0.0%	0.0%	0.0%
SGT 1ST CLASS	328	0	0	0	0.0%	0.0%	0.0%
SERGEANT	671	0	0	0	0.0%	0.0%	0.0%
TROOPER 1	275	0	0	0	0.0%	0.0%	0.0%
TROOPER 2	368	1	1	0	0.3%	0.3%	0.0%
TROOPER	1153	1	1	0	0.1%	0.1%	0.0%
TOTAL	3117	2	2	0	0.1%	0.1%	0.0%

RANK	ALL RACES/ETHNICITIES	TWO OR MORE RACES					
		HEADCOUNT			% OF RANK		
	TOTAL # IN RANK	ALL	MALE	FEMALE	ALL	MALE	FEMALE
COLONEL	1	0	0	0	0.0%	0.0%	0.0%
LT COLONEL	5	0	0	0	0.0%	0.0%	0.0%
MAJOR	20	0	0	0	0.0%	0.0%	0.0%
CAPTAIN	59	1	1	0	1.7%	1.7%	0.0%
LIEUTENANT	237	0	0	0	0.0%	0.0%	0.0%
SGT 1ST CLASS	328	0	0	0	0.0%	0.0%	0.0%
SERGEANT	671	1	1	0	0.1%	0.1%	0.0%
TROOPER 1	275	1	1	0	0.4%	0.4%	0.0%
TROOPER 2	368	15	13	2	4.1%	3.5%	0.5%
TROOPER	1153	25	25	0	2.2%	2.2%	0.0%
TOTAL	3117	43	41	2	1.4%	1.3%	0.1%

RANK	ALL RACES/ETHNICITIES	SOME OTHER RACE					
		HEADCOUNT			% OF RANK		
	TOTAL # IN RANK	ALL	MALE	FEMALE	ALL	MALE	FEMALE
COLONEL	1	0	0	0	0.0%	0.0%	0.0%
LT COLONEL	5	0	0	0	0.0%	0.0%	0.0%
MAJOR	20	0	0	0	0.0%	0.0%	0.0%
CAPTAIN	59	0	0	0	0.0%	0.0%	0.0%
LIEUTENANT	237	0	0	0	0.0%	0.0%	0.0%
SGT 1ST CLASS	328	0	0	0	0.0%	0.0%	0.0%
SERGEANT	671	0	0	0	0.0%	0.0%	0.0%
TROOPER 1	275	0	0	0	0.0%	0.0%	0.0%
TROOPER 2	368	0	0	0	0.0%	0.0%	0.0%
TROOPER	1153	4	4	0	0.3%	0.3%	0.0%
TOTAL	3117	4	4	0	0.1%	0.1%	0.0%

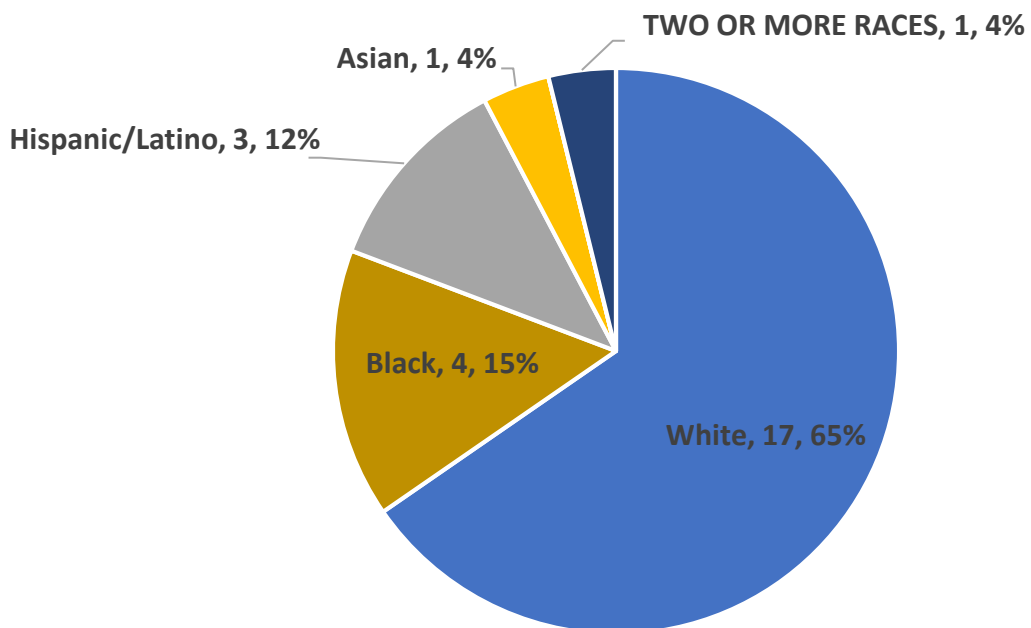
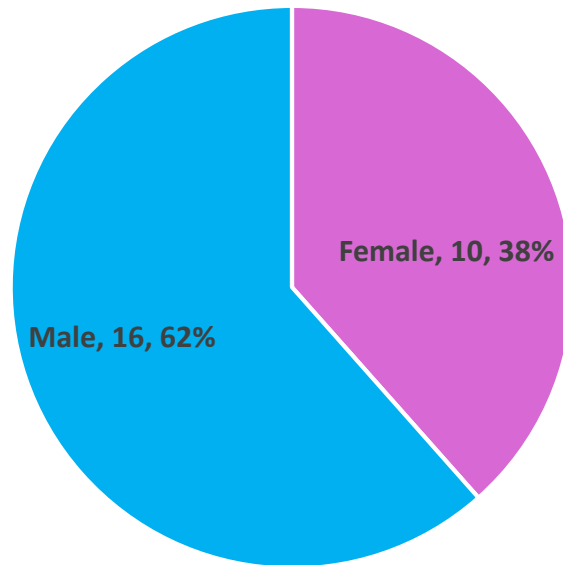
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## SWORN POLICE – DCJ – Division of Criminal Justice (total=134)



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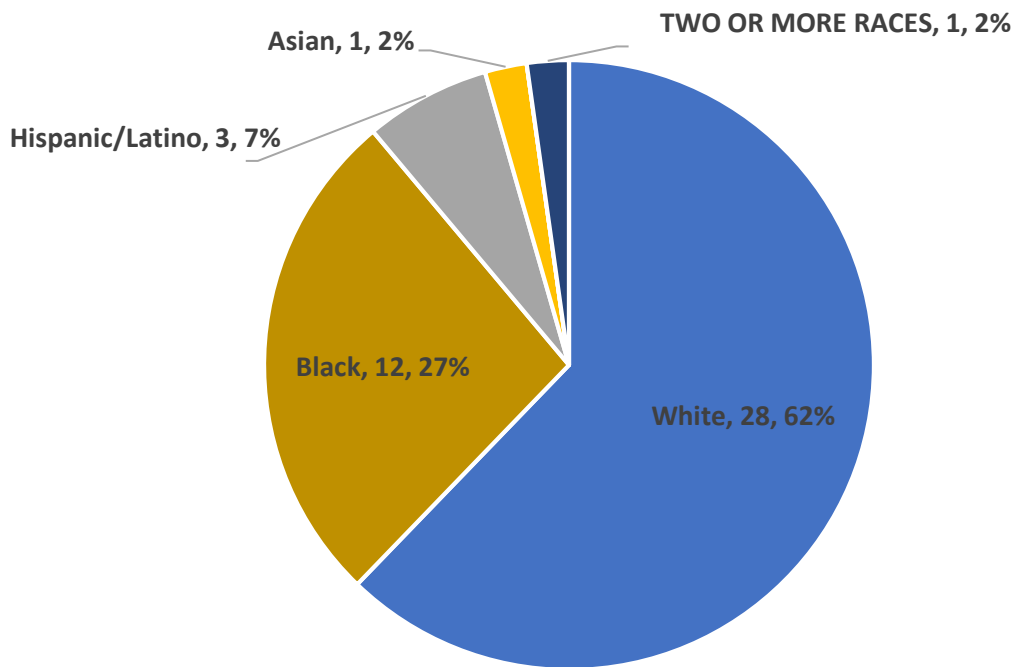
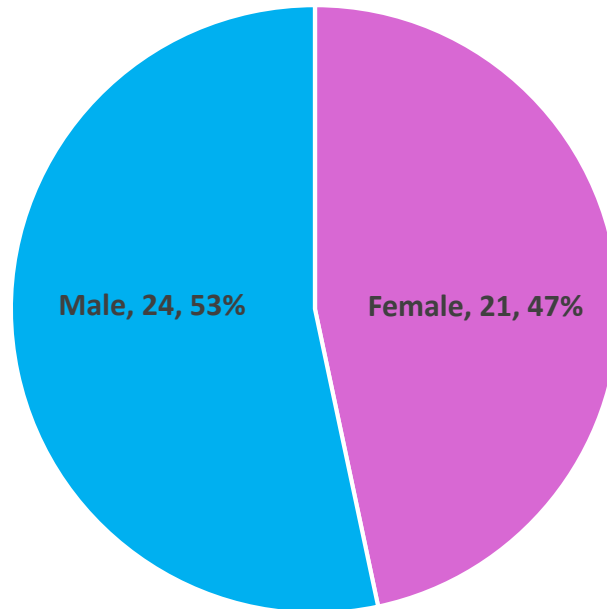
## SWORN POLICE – OPIA – Office of Public Integrity and Accountability (total=26)





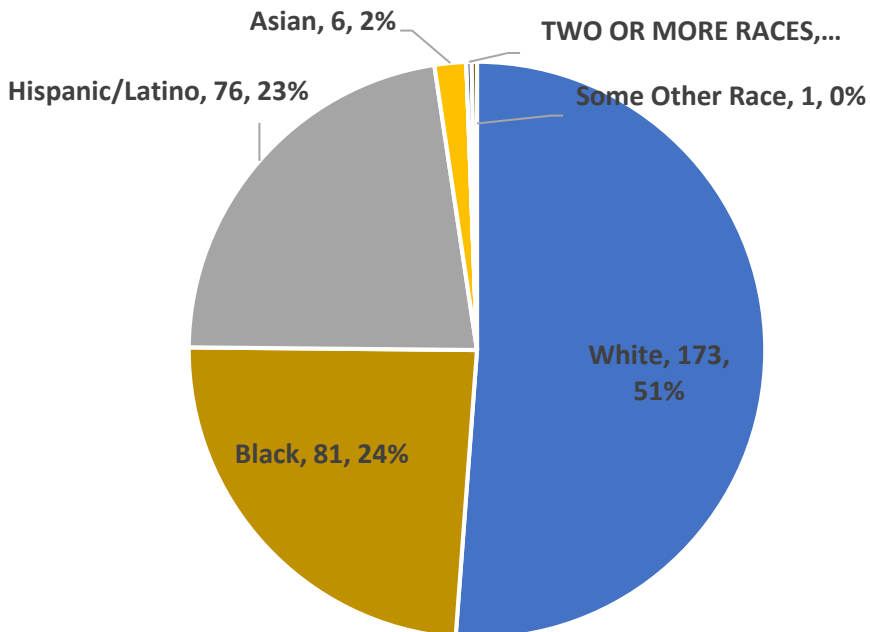
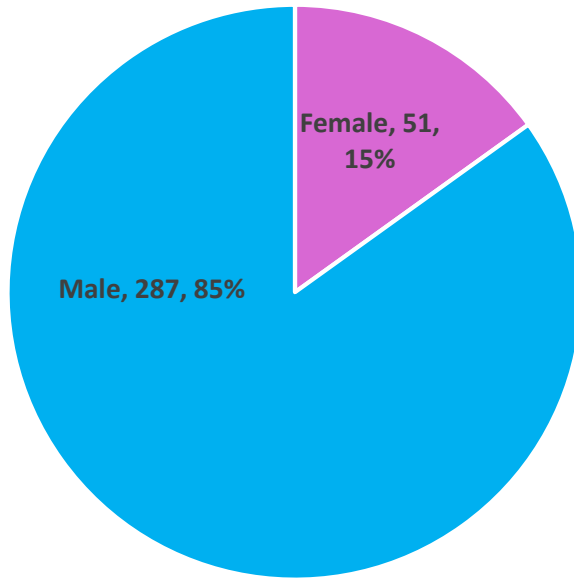
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## SWORN POLICE – OIFP – Office of the Insurance Fraud Prosecutor (total=45)



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## SWORN POLICE – JJC – Juvenile Justice Commission (total=338)



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## Comparative Benchmarks – Police

There is wide variation in the types of police work performed both within LPS and more generally, across the different samples of police populations for which comparative demographic information is available. For example, while the New Jersey State Police employs a large number of Troopers whose primary duties are to patrol the roads, with this division, there are over 120 career paths, such as bureaus focused on marine or aviation services, investigations or emergency response. Among the Juvenile Justice Commission police personnel, there are corrections officers, investigators, and parole officers. In the Division of Criminal Justice and the Office of the Insurance Fraud Prosecutor, the majority of police personnel are detectives.

The available comparative benchmarking data is from the Bureau of Justice Statistics, the primary statistical agency of the federal Department of Justice. It is important to note that the policing duties reflected therein may not be similar to those duties performed by the LPS police personnel about which we are reporting. In the table below, for example, available data on federal law enforcement officers (LEOs) is aggregated across the broad scope of federal policing responsibilities; most of those roles are engaged in criminal investigation duties (68%) and relatively few personnel in this sample have patrol duties (9%).<sup>6</sup> Approximately 15% are corrections officers.<sup>7</sup> The available comparative demographic data about local police departments is the result of a survey of “general purpose” law enforcement agencies in the United States, and includes municipal, county, and regional police departments, most sheriffs’ offices, primary municipal, county and regional policing departments, and primary state and highway patrol agencies. Additionally, these local police departments include agencies that employ as few as 1 or as many as 1,000-or-more full-time equivalent sworn officers and about half of these local police departments employed less than 10 full-time police officers.<sup>8</sup> Consequently, that

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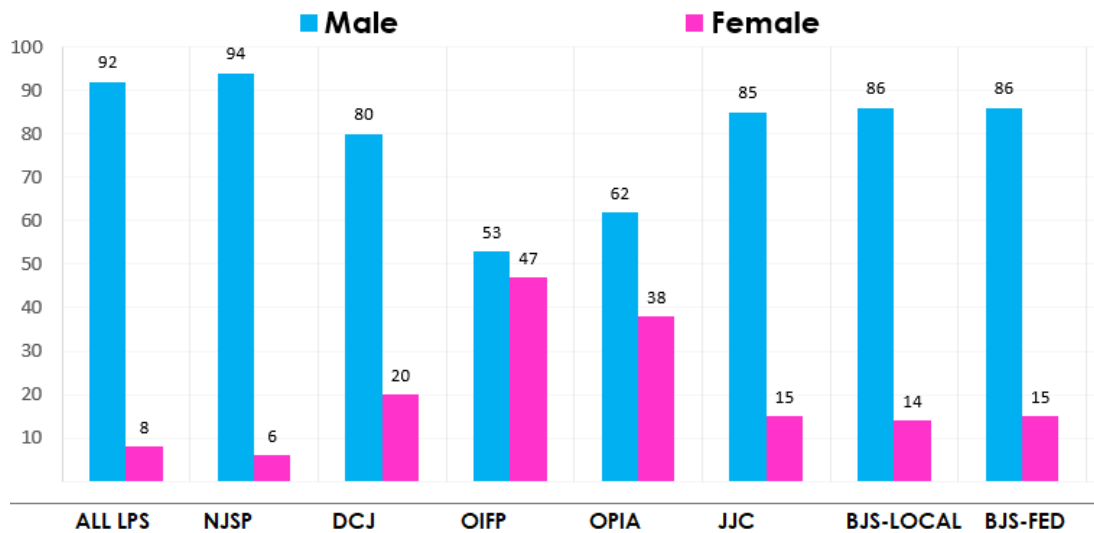
<sup>6</sup> <https://bjs.ojp.gov/document/fleo20st.pdf> Federal Law Enforcement Officers, 2020 – Statistical tables, Bureau of Justice Statistics

<sup>7</sup>Id.

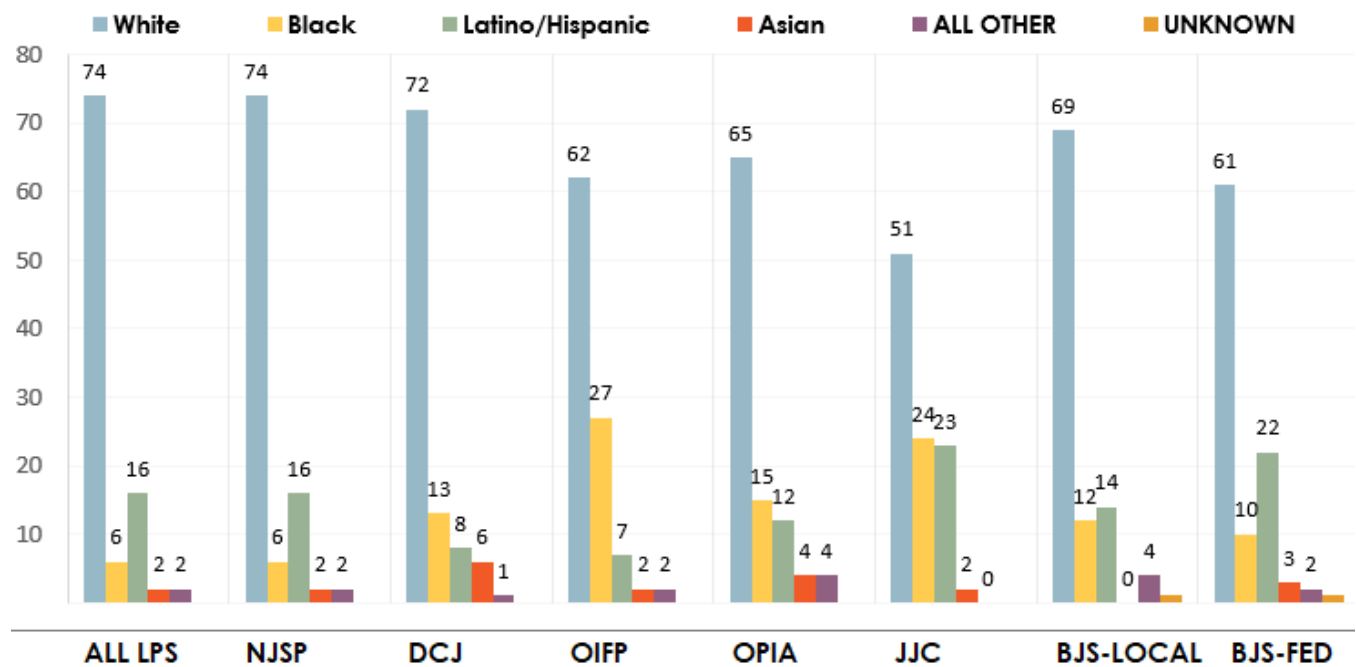
<sup>8</sup><https://bjs.ojp.gov/library/publications/local-police-departments-personnel-2020> Local Police Departments, 2020 – Statistical tables, Bureau of Justice Statistics

comparative data may have limited applicability. With that *caveat* in mind, the following table presents the overall LPS data as well as the division-specific data for police officers, alongside the available benchmarks.

## Gender as a Percent of Police Personnel: Department, Divisions, & Comparative Benchmarks



## Race/Ethnicity as a Percent of Police Personnel: Department, Division, & Comparative Benchmarks



## JUVENILE JUSTICE COMMISSION (JJC) SWORN POLICE

### JJC Sworn Police - Race/Ethnicity & Gender (# and as a % of All JJC Sworn Police Members)

Race/Ethnicity	ALL (#)	ALL (%)	MALE (#)	MALE (%)	FEMALE (#)	FEMALE (%)
White	173	51%	157	46%	16	5%
Black	81	24%	63	19%	18	5%
Hispanic/Latino	76	22%	60	18%	16	5%
Asian	6	2%	5	1%	1	0%
AI/AN	0	0%	0	0%	0	0%
NH/OPI	0	0%	0	0%	0	0%
TWO OR MORE RACES	1	0%	1	0%	0	0%
Some Other Race	1	0%	1	0%	0	0%
<b>TOTAL</b>	<b>338</b>	<b>100%</b>	<b>287</b>	<b>85%</b>	<b>51</b>	<b>15%</b>

### JJC Sworn Police - Race/Ethnicity & Gender Within Title (#)

TITLE	TOTAL			WHITE			BLACK			HISPANIC/LATINO			ASIAN			OTHER		
	ALL	M	F	ALL	M	F	ALL	M	F	ALL	M	F	ALL	M	F	ALL	M	F
Correctional Police Major	2	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Correctional Police Captain JJC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Correctional Police Lieutenant JJC	23	23	0	18	18	0	2	2	0	2	2	0	0	0	0	1	1	0
Correctional Police Sergeant JJC	34	26	8	18	15	3	9	5	4	6	5	1	1	1	0	0	0	0
Senior Correctional Police Officer JJC	236	202	34	119	110	9	62	50	12	50	38	12	5	4	1	0	0	0
Correctional Police Officer JJC	11	10	1	2	2	0	2	2	0	7	6	1	0	0	0	0	0	0
Chief Investigator Parole & Secured Facilities	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Assistant Chief Investigator Secured Facilities	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Principal Investigator Parole & Secured Facilities	2	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Investigator Parole and Secured Facilities	3	2	1	1	0	1	2	2	0	0	0	0	0	0	0	0	0	0
Investigator Secured Facilities	4	3	1	2	2	0	1	0	1	1	1	0	0	0	0	0	0	0

<b>Assistant District Parole Supervisor Juvenile Justice</b>	3	2	1	0	0	0	1	0	1	2	2	0	0	0	0	0	0
<b>Senior Parole Officer JJC Bilingual Spanish/English</b>	3	1	2	0	0	0	0	0	0	3	1	2	0	0	0	0	0
<b>Senior Parole Officer JJC</b>	12	9	3	8	5	3	1	1	0	3	3	0	0	0	0	0	0
<b>Parole Officer Recruit JJC</b>	3	3	0	0	0	0	1	1	0	1	1	0	0	0	0	1	1
<b>TOTAL</b>	<b>338</b>	<b>287</b>	<b>51</b>	<b>173</b>	<b>157</b>	<b>16</b>	<b>81</b>	<b>63</b>	<b>18</b>	<b>76</b>	<b>60</b>	<b>16</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>2</b>

## JJC Sworn Police - Race/Ethnicity Within Rank (% of Rank)

TITLE	TOTAL #	WHITE	BLACK	HISPANIC/ LATINO	ASIAN	OTHER
Correctional Police Major	2	100%	0%	0%	0%	0%
Correctional Police Captain JJC	0%	0%	0%	0%	0%	0%
Correctional Police Lieutenant JJC	23	78%	9%	9%	0%	4%
Correctional Police Sergeant JJC	34	53%	26%	18%	3%	0%
Senior Correctional Police Officer JJC	236	50%	26%	21%	2%	0%
Correctional Police Officer JJC	11	18%	18%	64%	0%	0%
Chief Investigator Parole & Secured Facilities	1	0%	0%	100%	0%	0%
Assistant Chief Investigator Secured Facilities	1	100%	0%	0%	0%	0%
Principal Investigator Parole & Secured Facilities	2	100%	0%	0%	0%	0%
Senior Investigator Parole and Secured Facilities	3	33%	67%	0%	0%	0%
Investigator Secured Facilities	4	50%	25%	25%	0%	0%
Assistant District Parole Supervisor Juvenile Justice	3	0%	33%	67%	0%	0%
Senior Parole Officer JJC Bilingual Spanish/English	3	0%	0%	100%	0%	0%
Senior Parole Officer JJC	12	67%	8%	25%	0%	0%
Parole Officer RECRUIT JJC	3	0%	33%	33%	0%	33%
<b>TOTAL</b>	<b>338</b>	<b>51%</b>	<b>24%</b>	<b>22%</b>	<b>2%</b>	<b>1%</b>

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## DIVISION OF CRIMINAL JUSTICE (DCJ) SWORN POLICE

### DCJ Sworn Police - Race/Ethnicity – Gender (# and % of DCJ Police)

RACE/ETHNICITY	#	% OF DCJ POLICE
WHITE	97	72%
BLACK	18	13%
HISPANIC/LATINO	10	7%
ASIAN	8	6%
AI/AN	1	1%
NH/OPI	0	0%
TWO OR MORE RACES	0	0%
SOME OTHER RACE	0	0%
<b>GENDER</b>		
FEMALE	27	20%
MALE	107	80%
NON-BINARY	0	0%
TOTAL	134	100%



## DCJ Sworn Police - Race/Ethnicity Within Rank (# and as a % of Rank)

Title	TOTAL	WHITE		BLACK		HISPANIC/LATINO		ASIAN		AI/AN		NH/OPI		TWO OR MORE RACES	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
Chf of Det St Invstgr L&PS	1	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Dpty Chf of Det St Invstgr L&PS	4	3	75%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%
Lieut St Invstgr L&PS	16	13	81%	2	13%	0	0%	1	6%	0	0%	0	0%	0	0%
Sgt St Invstgr L&PS	20	16	80%	3	15%	1	5%	0	0%	0	0%	0	0%	0	0%
Det 2 St Invstgr L&PS	67	49	73%	6	9%	5	7%	6	9%	1	1%	0	0%	0	0%
Det 1 St Invstgr L&PS	23	14	61%	5	22%	4	17%	0	0%	0	0%	0	0%	0	0%
Det Trn St Invstgr L&PS	3	2	67%	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%

## DCJ Sworn Police - Gender Within Rank (# and as a % of Rank)

Title	TOTAL	MALE		FEMALE		NON-BINARY	
		#	%	#	%	#	%
Chf of Det St Invstgr L&PS	1	1	100%	0	0%	0	0%
Dpty Chf of Det St Invstgr L&PS	4	4	100%	0	0%	0	0%
Lieut St Invstgr L&PS	16	15	94%	1	6%	0	0%
Sgt St Invstgr L&PS	20	14	70%	6	30%	0	0%
Det 2 St Invstgr L&PS	67	55	82%	12	18%	0	0%
Det 1 St Invstgr L&PS	23	15	65%	8	35%	0	0%
Det Trn St Invstgr L&PS	3	3	100%	0	0%	0	0%
TOTAL	134	107	80%	27	20%	0	0%

# OFFICE OF THE INSURANCE FRAUD PROSECUTOR (OIFP) - SWORN POLICE

## OIFP Sworn Police - Race/Ethnicity and Gender (# and % of OIFP Police)

RACE/ETHNICITY	#	%
White	28	62%
Black	12	27%
Hispanic/Latino	3	7%
Asian	1	2%
AI/AN	0	0%
NH/OPI	0	0%
TWO OR MORE RACES	1	2%
Some Other Race	0	0%
<b>GENDER</b>		
Female	21	47%
Male	24	53%
Non-Binary	0	0%
<b>TOTAL</b>	<b>45</b>	<b>100%</b>

## OIFP Sworn Police - Race/Ethnicity Within Rank (% of Rank)

Title	TOTAL	WHITE		BLACK		HISPANIC/LATINO		ASIAN		OTHER	
		#	%	#	%	#	%	#	%	#	%
Chf of Det St Invstgr L&PS	0	0	0%	0	0%	0	0%	0	0%	0	0%
Dpty Chf of Det St Invstgr L&PS	2	0	0%	2	100%	0	0%	0	0%	0	0%
Lieut St Invstgr L&PS	5	3	60%	2	40%	0	0%	0	0%	0	0%
Sgt St Invstgr L&PS	4	4	100%	0	0%	0	0%	0	0%	0	0%
Det 2 St Invstgr L&PS	19	17	89%	2	11%	0	0%	0	0%	0	0%
Det 1 St Invstgr L&PS	14	4	29%	6	43%	2	14%	1	7%	1	7%
Det Trn St Invstgr L&PS	1	0	0%	0	0%	1	100%	0	0%	0	0%
	<b>45</b>	<b>28</b>	<b>62%</b>	<b>12</b>	<b>27%</b>	<b>3</b>	<b>7%</b>	<b>1</b>	<b>2%</b>	<b>1</b>	<b>2%</b>

## OIFP Sworn Police – Gender Within Rank (# and % of Rank)

TITLE	TOTAL	MALE		FEMALE		NON-BINARY	
	#	#	%	#	%	#	%
Chf of Det St Invstgr L&PS	0	0	0%	0	0%	0	0%
Dpty Chf of Det St Invstgr L&PS	2	2	100%	0	0%	0	0%
Lieut St Invstgr L&PS	5	3	60%	2	40%	0	0%
Sgt St Invstgr L&PS	4	1	25%	3	75%	0	0%
Det 2 St Invstgr L&PS	19	11	58%	8	42%	0	0%
Det 1 St Invstgr L&PS	14	7	50%	7	50%	0	0%
Det Trn St Invstgr L&PS	1	0	0%	1	100%	0	0%
<b>TOTAL</b>	<b>45</b>	<b>24</b>	<b>53%</b>	<b>21</b>	<b>47%</b>	<b>0</b>	<b>0%</b>

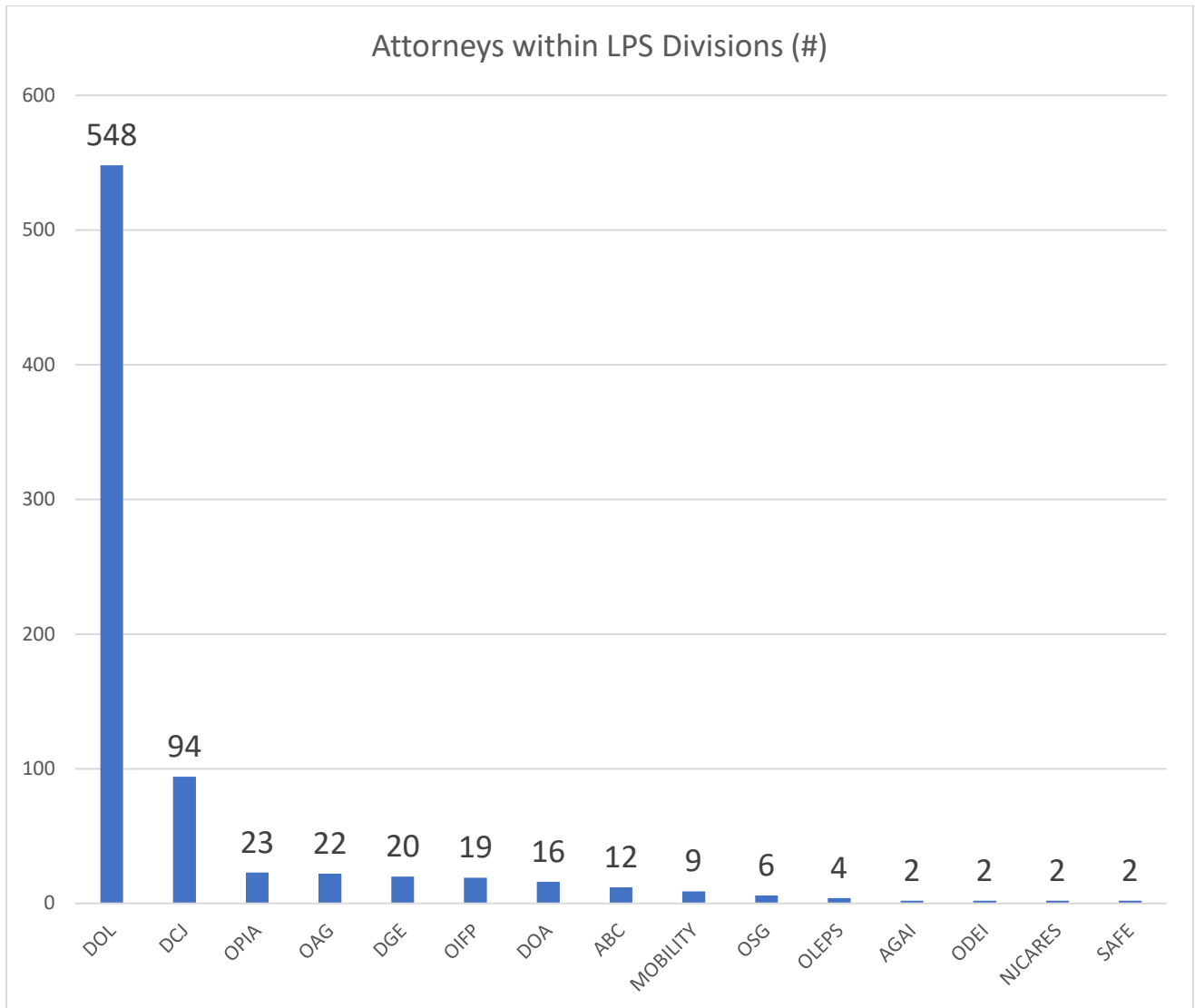
## ATTORNEYS

Approximately 10% (781 people) of the LPS workforce is comprised of individuals with attorney titles, such as Assistant Attorney General or various levels of Deputy Attorney General. These titles do not occur in all divisions within LPS. While individuals with law degrees and/or admitted to the practice of law also are employed throughout the department under other job titles, only the titles established by the Civil Service Commission that require admission to practice as an attorney at law in the State of New Jersey, are counted in this report as Attorneys.

### Attorney Titles

TITLE	ABBREVIATION	TITLE DESCRIPTION: CIVIL SERVICE COMMISSION
Attorney General	AG	<a href="https://info.csc.state.nj.us/jobspec/30359.htm">https://info.csc.state.nj.us/jobspec/30359.htm</a>
First Assistant Attorney General	1 <sup>ST</sup> AAG	<a href="https://info.csc.state.nj.us/jobspec/30368.htm">https://info.csc.state.nj.us/jobspec/30368.htm</a>
Assistant Deputy Attorney General 1	ADAG1	<a href="https://info.csc.state.nj.us/jobspec/30458.htm">https://info.csc.state.nj.us/jobspec/30458.htm</a> (see also, NJSA 52:17B-3-1)
Assistant Attorney General	AAG	<a href="https://info.csc.state.nj.us/jobspec/30378.htm">https://info.csc.state.nj.us/jobspec/30378.htm</a>
Deputy Attorney General 1	DAG1	<a href="https://info.csc.state.nj.us/jobspec/30468.htm">https://info.csc.state.nj.us/jobspec/30468.htm</a> <a href="https://info.csc.state.nj.us/jobspec/30475.htm">https://info.csc.state.nj.us/jobspec/30475.htm</a>
Deputy Attorney General 2	DAG2	<a href="https://info.csc.state.nj.us/jobspec/30467.htm">https://info.csc.state.nj.us/jobspec/30467.htm</a> <a href="https://info.csc.state.nj.us/jobspec/30474.htm">https://info.csc.state.nj.us/jobspec/30474.htm</a> <a href="https://info.csc.state.nj.us/jobspec/30478.htm">https://info.csc.state.nj.us/jobspec/30478.htm</a>
Deputy Attorney General 3	DAG3	<a href="https://info.csc.state.nj.us/jobspec/30469.htm">https://info.csc.state.nj.us/jobspec/30469.htm</a> <a href="https://info.csc.state.nj.us/jobspec/30473.htm">https://info.csc.state.nj.us/jobspec/30473.htm</a>
Deputy Attorney General 4	DAG4	<a href="https://info.csc.state.nj.us/jobspec/30466.htm">https://info.csc.state.nj.us/jobspec/30466.htm</a> <a href="https://info.csc.state.nj.us/jobspec/30472.htm">https://info.csc.state.nj.us/jobspec/30472.htm</a>

By far, the majority of these LPS attorneys are employed in the Division of Law, with 548 or 70% of the Department’s lawyers. The Division of Criminal Justice holds a distant second place, with 94 or 12%, and the remaining Divisions each reflect single digit percentages, as shown in the table below.



## Distribution of LPS Attorneys Across Divisions (# and %)

DIVISION	# of Attorneys	% of All LPS Attorneys
Division of Law (DOL)	548	70%
Division of Criminal Justice (DCJ)	94	12%
Office of Public Integrity & Accountability (OPIA)	23	3%
Office of the Attorney General Executive (OAG)	22	3%
Division of Gaming Enforcement (DGE)	20	3%
Office of the Insurance Fraud Prosecutor (OIFP)	19	2%
Division of Administration (DOA)	16	2%
Division of Alcoholic Beverage Control (ABC)	12	2%
Mobility (assignments outside of LPS)	9	1%
Office of the Solicitor General (OSG)	6	1%
Office of Law Enforcement Professional Standards (OLEPS)	4	1%
Attorney General's Advocacy Institute (AGAI)	2	0%
Office of Diversity, Equity, and Inclusion (ODEI)	2	0%
New Jersey Coordinator of Addiction Responses and Enforcement Strategies (NJ CARES)	2	0%
Statewide Affirmative Firearms Enforcement (SAFE)	2	0%
<b>Total</b>	<b>781</b>	<b>100%</b>

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The majority of LPS attorneys are women: 58%. Approximately 78% are White. While we have included a number of comparative benchmark sources for attorneys below, we express caution against any heavy reliance on the available comparative benchmark data for the following reasons. The methodologies employed by the various benchmark sources for attorneys cited in this report vary in sampling, counting, and/or reporting. Accordingly, the figures do not offer an “apples-to-apples” comparison with LPS data. As is evident in the table below, the different comparative benchmarks<sup>9</sup> evidence significant variation in their values for each category listed. We note that since data on gender or race/ethnicity on attorneys admitted to the bar of the State of New Jersey is generally not collected by the New Jersey Board of Bar Examiners we are unable to provide a benchmark limited to New Jersey attorneys.<sup>10</sup>

With the foregoing caveat in mind, in comparing the demographics of LPS attorneys to various benchmarking sources, we see that the representation of female lawyers within LPS is much higher than any cited benchmark. Specifically, 58% of LPS attorneys are women, compared with benchmarks ranging from 32% to 39%. Additionally, the representation of people of color (POC)<sup>11</sup> among LPS attorneys is greater than the highest percentage reflected among any of the benchmark sources, with 22% of LPS attorneys identifying as POC, compared with benchmarks ranging from 11% to 20%.

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<sup>9</sup> U.S. Bureau of Labor Standards (U.S. BLS), the American Bar Association (ABA), the National Association of Law Placement (NALP), and the Minority Corporate Counsel Association (MCCA)

<sup>10</sup> See, generally, NJ Board of Bar Examiners application forms, available via <https://www.njbarexams.org/information-and-applications>, but see, <https://www.njbarexams.org/browseform.action?applicationId=1&formId=3040> (application form for In-House Licensure)(includes “Sex” as an element of personal information collected)

<sup>11</sup> For LPS, the term “people of color” or POC means all race/ethnicity categories other than “White”

## LPS Attorney Demographics and Comparative Benchmarks

	LPS	U.S. BLS <sup>12</sup>	ABA Nat'l Lawyer Population Survey 2021 <sup>13</sup>	NALP 2021 <sup>14</sup>		MCCA Law Firm Survey 2021 <sup>15</sup>
	All Divisions	USA	USA (Partial)	USA	NORTHERN NJ/NEWARK AREA	USA
	%	%	%	%	%	%
<b>FEMALE</b>	<b>58</b>	<b>38</b>	<b>37</b>	<b>37.68</b>	<b>31.98</b>	<b>38.8</b>
<b>POC<sup>16</sup></b>	<b>22</b>		<b>15%</b>	<b>18.52</b>	<b>11.46</b>	<b>20.2</b>
<b>BLACK</b>	<b>7</b>	<b>5.4</b>	<b>5%</b>	<b>3.63</b>	<b>2.03</b>	<b>4.2</b>
<b>HISPANIC/LATINO</b>	<b>6</b>	<b>6.9</b>	<b>5%</b>	<b>4.37</b>	<b>2.5</b>	<b>4.7</b>
<b>ASIAN</b>	<b>9</b>	<b>4.7</b>	<b>2%</b>	<b>8.06</b>	<b>5.73</b>	<b>8.6</b>

Notably, LPS’s reporting methodology separately counts people who identify within the “Ethnicity” category of “Hispanic/Latino” and does not count them in any of the “Race” categories (White, Black, Asian, Two or More Races, Some Other Race), i.e. no individual is

<sup>12</sup> Source: U.S. Bureau of Labor Statistics <https://www.bls.gov/cps/cpsaat11.pdf>

<sup>13</sup> American Bar Association, 2021 ABA national Lawyer Population Survey, [Profile of the Legal Profession Report \(americanbar.org\)](https://www.americanbar.org/content/dam/aba/publications/2021/07/2021_aba_national_lawyer_population_survey_profile_of_the_legal_profession_report.pdf)

<sup>14</sup> Source: National Association for Law Placement, [2021NALPReportonDiversity.pdf](https://www.nalp.org/2021NALPReportonDiversity.pdf)

<sup>15</sup> Source: Minority Corporate Council Association, [2021 MCCA Law Firm Diversity Survey Report](https://www.mcca.com/2021-MCCA-Law-Firm-Diversity-Survey-Report)

<sup>16</sup> POC means People of Color. For LPS and for the ABA, POC refers to people not identifying as non-Hispanic White. For NALP, POC refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.” MCCA reports data for “Attorneys of color” and refers to “[t]hose whose race or ethnicity is not White/Caucasian and include the following categories designated by the Equal Employment Opportunity Commission: African American/Black (not Hispanic or Latinx); Hispanic/Latinx; Alaska Native/Indigenous; Asian; Native Hawaiian/Other Pacific Islander; and above races). Note that individuals having origins in the Middle East or North Africa are defined as White under EEOC designations. Please note that no attorney can be counted in more than one underrepresented racial and ethnic group category” Based on the foregoing, this MCCA category may exclude attorneys who identify as both White/Caucasian and Hispanic/Latinx, in which case, the methodology varies from LPS’s methodology.



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counted more than once. However, different sources report data differently from LPS and moreover, the samples they reflect may have limited similarity or applicability to the LPS attorney applicant labor pool.

For example, the data published by the U.S. Bureau of Labor Standards (BLS) in the “Race” categories includes both Hispanic/Latino and non-Hispanic/Latino attorneys, e.g. “White” includes everyone identifying as White regardless of their ethnicity. The American Bar Association (ABA) data is limited to those states that reported their statistics, which in the case of gender is 44 states, and in the case of Race/Ethnicity is 25 states (as noted above, the State of New Jersey does not collect this data about lawyers admitted to the Bar and is presumably not included in the ABA sample). Another source of comparative data about attorneys, the National Association for Law Placement, Inc. (NALP),<sup>17</sup> reflects data from the NALP Directory of Legal Employers, which collects fee-based submissions for a directory listing and is geared toward private practice firms and not government agencies. NALP also provides demographics for a discrete geography in New Jersey, captioned “Northern NJ/Newark Area.” That category is limited to an unspecified number of law firms with offices in 6 municipalities: Newark, Cranford, Florham Park, Hackensack, Morristown, and West Orange. In contrast, LPS employs attorneys throughout the entire State of New Jersey with many who are based well outside of the region of New Jersey included in that NALP category.

The 2021 MCCA Law Firm Diversity Survey<sup>18</sup> is the latest in an annual survey published by the Minority Corporate Counsel Association (MCCA) and reflects the demographics reported by 225 law firms. MCCA’s race/ethnicity reporting methodology appears to be similar to that employed by LPS and its sample includes law firms that have offices in various locations throughout New Jersey as well as in New York City and Philadelphia (the attorney applicant pool from which LPS typically hires).<sup>19</sup> For those reasons, we **have** included the MCCA data in greater detail below as a comparative benchmark for

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<sup>17</sup> NALP data is also cited as a source in the American Bar Association’s (ABA’s) most recent report on race/ethnicity of U.S. lawyers, [Profile of the Legal Profession Report \(americanbar.org\)](https://www.americanbar.org/publications/2019/07/19/Profile_of_the_Legal_Profession_Report).

<sup>18</sup> [2021 MCCA Law Firm Diversity Survey Report](https://www.mcca.com/2021-MCCA-Law-Firm-Diversity-Survey-Report)

<sup>19</sup> *Id.* at 5-6, 40.

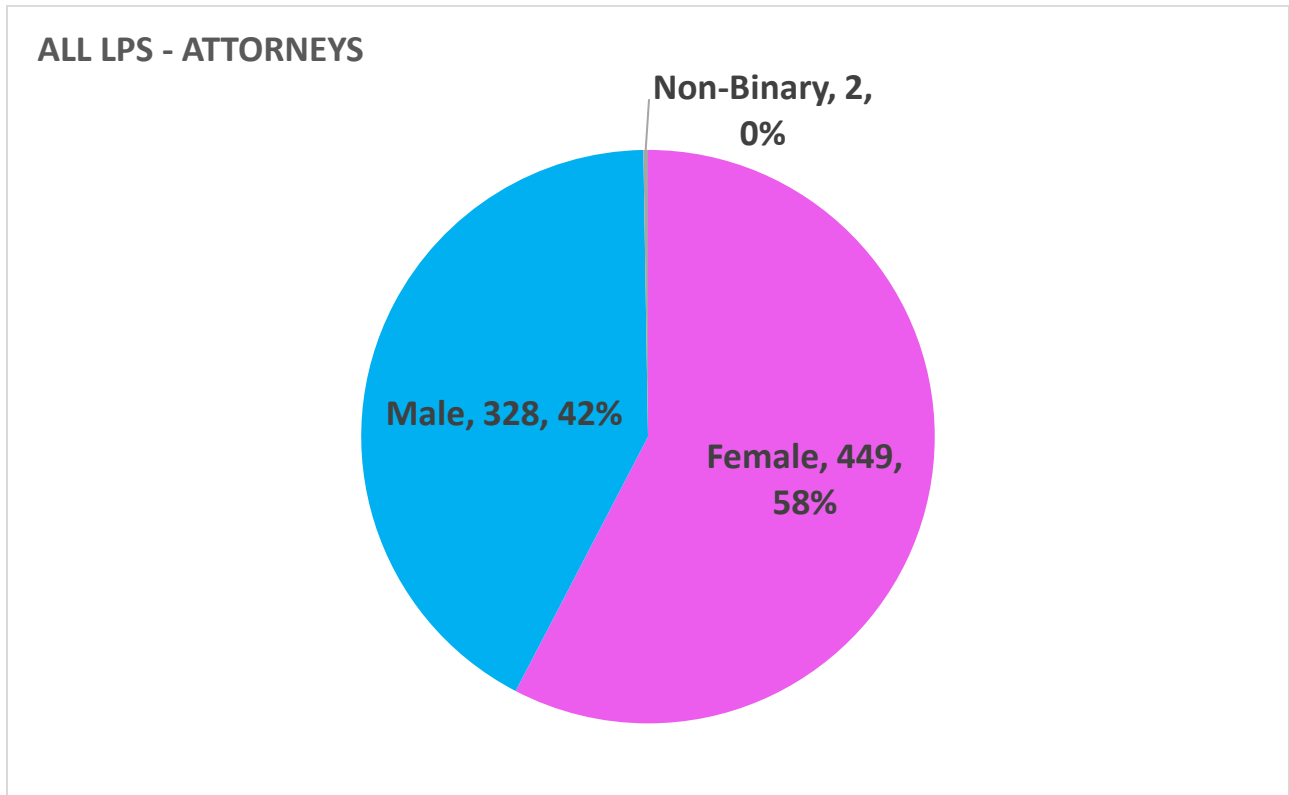
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race/ethnicity. Notably, now in its tenth year, the MCCA’s annual survey report reflects “minimal progress” over the last decade of tracking law firm employee demographics with regard to greater diversity in race/ethnicity and gender.

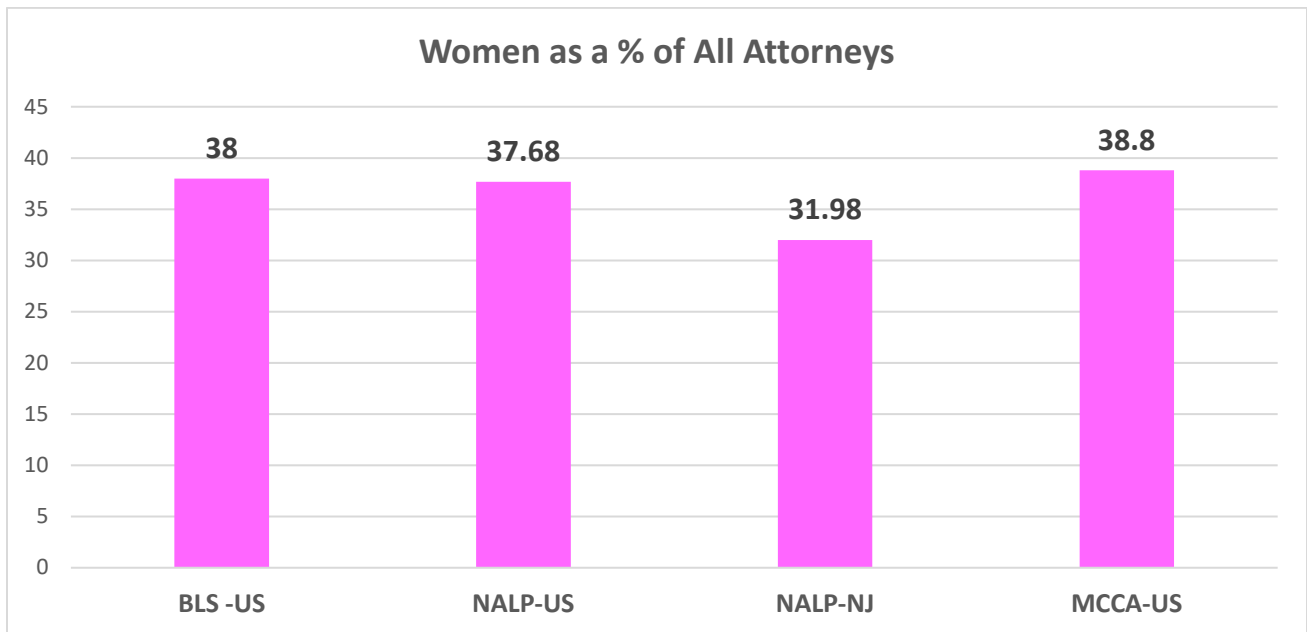
With regard to gender, none of the comparative data sources for attorneys reports data for a non-binary category. LPS however, collects data across three gender identity categories and there are processes available within LPS for employees to update and/or change their gender identity designation.

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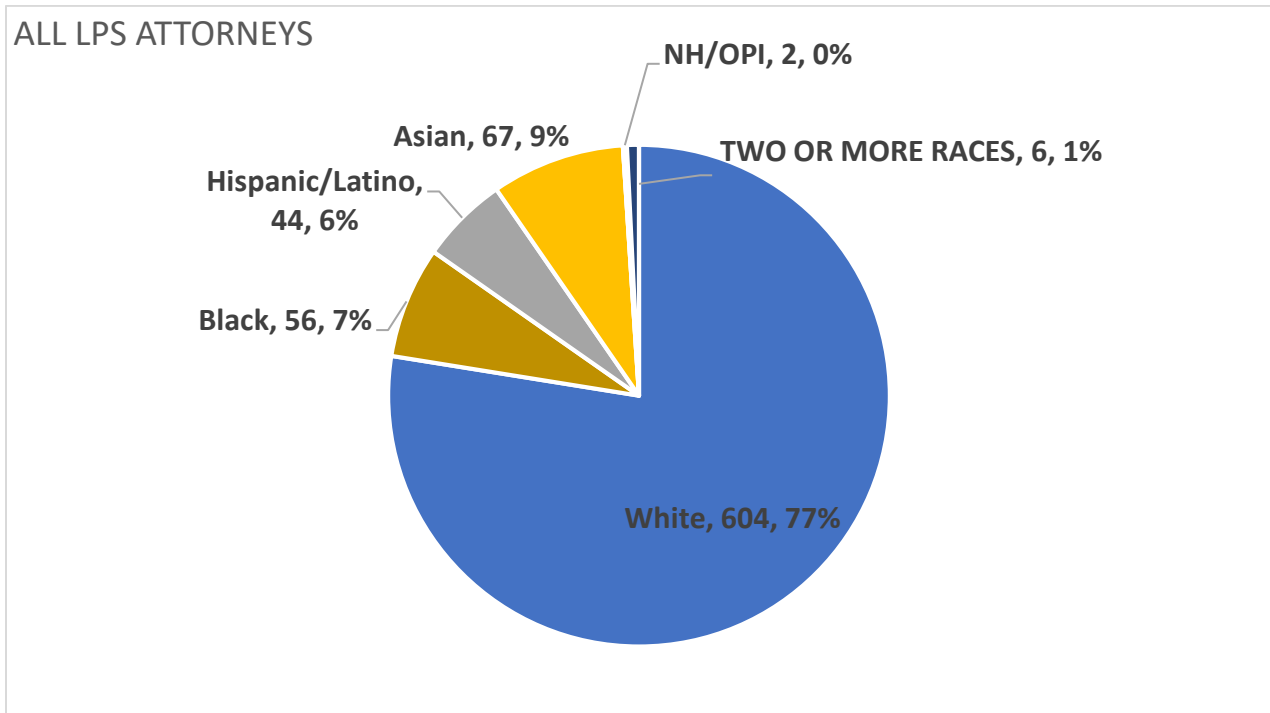
## All LPS Attorneys – Gender



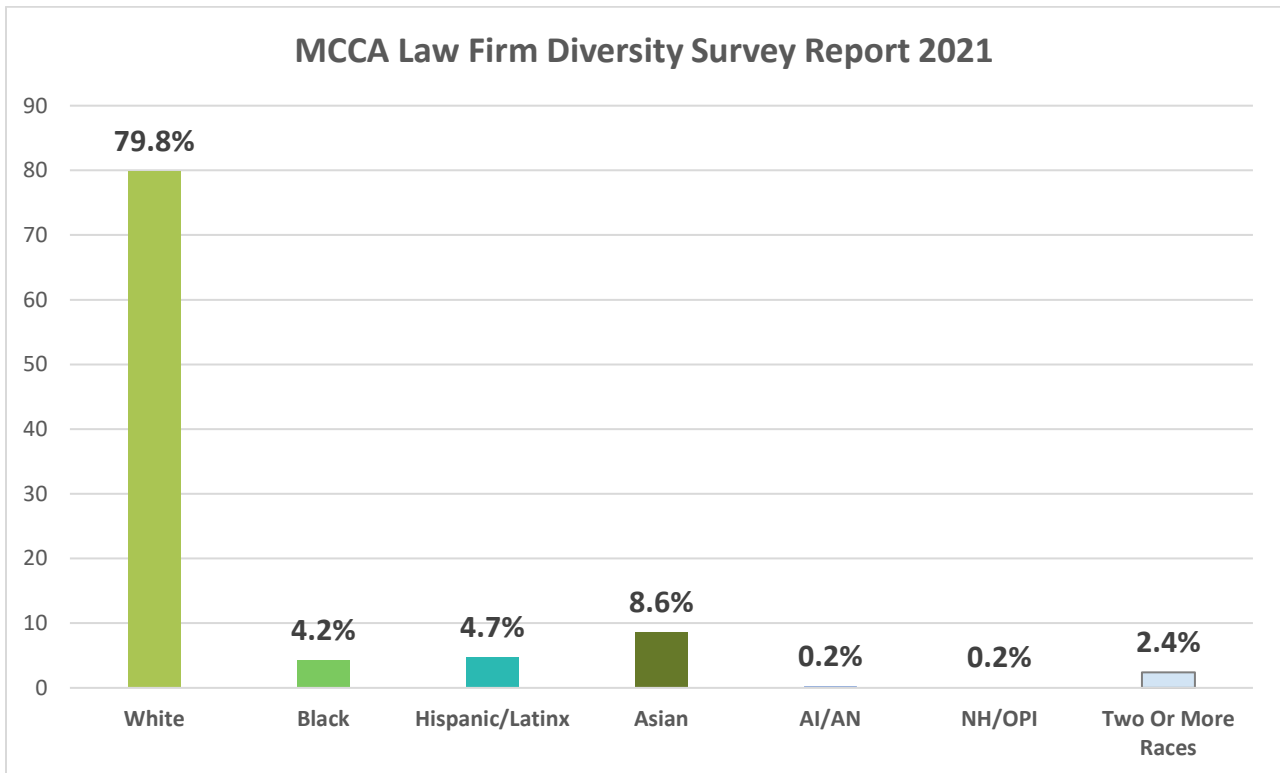
## Comparative Benchmarks – Female Attorneys



## All LPS Attorneys - Race/Ethnicity



## Comparative Benchmark – MCCA 2021 Survey – Race/Ethnicity



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## All LPS Attorneys - Gender Within Race/Ethnicity (#)

RACE/ETHNICITY	ALL GENDERS	MALE	FEMALE	NON-BINARY
White	604	265	337	2
Black	56	13	43	0
Hispanic/Latino	44	17	27	0
Asian	67	30	37	0
AI/AN	0	0	0	0
NH/OPI	2	1	1	0
TWO OR MORE RACES	6	2	4	0
Some Other Race	0	0	0	0
<b>TOTAL</b>	<b>779</b>	<b>328</b>	<b>449</b>	<b>2</b>

## All LPS Attorneys - Gender Within Race/Ethnicity (% OF Race/Ethnicity)

RACE/ETHNICITY	ALL GENDERS	MALE	FEMALE	NON-BINARY
White	78%	44%	56%	0%
Black	7%	23%	77%	0%
Hispanic/Latino	6%	39%	61%	0%
Asian	9%	45%	55%	0%
AI/AN	0%	0%	0%	0%
NH/OPI	0%	50%	50%	0%
TWO OR MORE RACES	1%	33%	67%	0%
Some Other Race	0%	0%	0%	0%

## Race/Ethnicity of Attorneys Department-Wide & Within Title (# and % of Title)

LPS ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/ LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
AG	1	1	0	0	0	0	0	0	0
FIRST AAG	1	1	0	0	0	0	0	0	0
ADAG 1	4	4	0	0	0	0	0	0	0
AAG	75	56	7	2	10	0	0	0	0
DAG1	40	33	2	2	3	0	0	0	0
DAG2	95	75	10	5	3	0	1	1	0
DAG3	156	122	16	5	10	0	1	2	0
DAG4	407	312	21	30	41	0	0	3	0
TOTAL	779	604	56	44	67	0	2	6	0
LPS ATTORNEYS (% of Title)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/ LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
	#								
AG	1	100%	0%	0%	0%	0%	0%	0%	0%
FIRST AAG	1	100%	0%	0%	0%	0%	0%	0%	0%
ADAG 1	4	100%	0%	0%	0%	0%	0%	0%	0%
AAG	75	75%	9%	3%	13%	0%	0%	0%	0%
DAG1	40	83%	5%	5%	8%	0%	0%	0%	0%
DAG2	95	79%	11%	5%	3%	0%	1%	1%	0%
DAG3	156	78%	10%	3%	6%	0%	1%	1%	0%
DAG4	407	77%	5%	7%	10%	0%	0%	1%	0%
TOTAL	779	78%	7%	6%	9%	0%	0%	1%	0%

## GENDER & RACE/ETHNICITY OF ATTORNEYS WITHIN TITLE – BY DIVISION

### Gender of Attorneys Within Title – Division of Law (DOL)

DOL ATTORNEYS (#)					DOL ATTORNEYS ((%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	1	0	1	0	ADAG 1	1	0%	100%	0%
AAG	31	16	15	0	AAG	31	52%	48%	0%
DAG1	30	14	16	0	DAG1	30	47%	53%	0%
DAG2	58	23	35	0	DAG2	58	40%	60%	0%
DAG3	133	45	88	0	DAG3	133	34%	66%	0%
DAG4	295	130	163	2	DAG4	295	44%	55%	1%
TOTAL	548	228	318	2	TOTAL	548	42%	58%	0%

### Race/Ethnicity of Attorneys Within Title - Division of Law (DOL)

DOL ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	1	1	0	0	0	0	0	0	0
AAG	31	25	1	1	4	0	0	0	0
DAG1	30	24	2	2	2	0	0	0	0
DAG2	58	47	4	3	2	0	1	1	0
DAG3	133	104	13	5	9	0	1	1	0
DAG4	295	223	12	22	36	0	0	2	0
TOTAL	548	424	32	33	53	0	2	4	0

DOL ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	1	100%	0%	0%	0%	0%	0%	0%	0%
AAG	31	81%	3%	3%	13%	0%	0%	0%	0%
DAG1	30	80%	7%	7%	7%	0%	0%	0%	0%
DAG2	58	81%	7%	5%	3%	0%	2%	2%	0%
DAG3	133	78%	10%	4%	7%	0%	1%	1%	0%
DAG4	295	76%	4%	7%	12%	0%	0%	1%	0%
TOTAL	548	77%	6%	6%	10%	0%	0%	1%	0%

## Gender of Attorneys Within Title - Division of Criminal Justice (DCJ)

DCJ ATTORNEYS (#)					DCJ ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0%	0%	0%	0%
AAG	11	3	8	0	AAG	11	27%	73%	0%
DAG1	3	1	2	0	DAG1	3	33%	67%	0%
DAG2	16	4	12	0	DAG2	16	25%	75%	0%
DAG3	9	4	5	0	DAG3	9	44%	56%	0%
DAG4	55	27	28	0	DAG4	55	49%	51%	0%
TOTAL	94	39	55	0	TOTAL	94	41%	59%	0%

## Race/Ethnicity of Attorneys Within Title - Division of Criminal Justice (DCJ)

DCJ ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	11	10	1	0	0	0	0	0	0
DAG1	3	3	0	0	0	0	0	0	0
DAG2	16	13	2	1	0	0	0	0	0
DAG3	9	8	1	0	0	0	0	0	0
DAG4	55	49	2	2	2	0	0	0	0
TOTAL	94	83	6	3	2	0	0	0	0

DCJ ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	11	91%	9%	0%	0%	0%	0%	0%	0%
DAG1	3	100%	0%	0%	0%	0%	0%	0%	0%
DAG2	16	81%	13%	6%	0%	0%	0%	0%	0%
DAG3	9	89%	11%	0%	0%	0%	0%	0%	0%
DAG4	55	89%	4%	4%	4%	0%	0%	0%	0%
TOTAL	94	88%	6%	3%	2%	0%	0%	0%	0%



## Gender of Attorneys Within Title – Office of Public Integrity & Accountability (OPIA)

OPIA ATTORNEYS (#)					OPIA ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	4	3	1	0	AAG	4	75%	25%	0%
DAG1	1	1	0	0	DAG1	1	100%	0%	0%
DAG2	3	2	1	0	DAG2	3	67%	33%	0%
DAG3	3	2	1	0	DAG3	3	67%	33%	0%
DAG4	12	6	6	0	DAG4	12	50%	50%	0%
TOTAL	23	14	9	0	TOTAL	23	61%	39%	0%

## Race/Ethnicity of Attorneys Within Title– Office of Public Integrity & Accountability (OPIA)

OPIA ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	4	4	0	0	0	0	0	0	0
DAG1	1	0	0	0	1	0	0	0	0
DAG2	3	3	0	0	0	0	0	0	0
DAG3	3	2	0	0	1	0	0	0	0
DAG4	12	11	0	1	0	0	0	0	0
TOTAL	23	20	0	1	2	0	0	0	0

OPIA ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	4	100%	0%	0%	0%	0%	0%	0%	0%
DAG1	1	0%	0%	0%	100%	0%	0%	0%	0%
DAG2	3	100%	0%	0%	0%	0%	0%	0%	0%
DAG3	3	67%	0%	0%	33%	0%	0%	0%	0%
DAG4	12	92%	0%	8%	0%	0%	0%	0%	0%
TOTAL	23	87%	0%	4%	9%	0%	0%	0%	0%

## Gender of Attorneys Within Title – Division of Gaming Enforcement (DGE)

DGE ATTORNEYS (#)					DGE ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0	0	0
AAG	2	1	1	0	AAG	2	50%	50%	0%
DAG1	2	1	1	0	DAG1	2	50%	50%	0%
DAG2	3	3	0	0	DAG2	3	100%	0%	0%
DAG3	0	0	0	0	DAG3	0	0%	0%	0%
DAG4	13	4	9	0	DAG4	13	31%	69%	0%
TOTAL	20	9	11	0	TOTAL	20	45%	55%	0%

## Race/Ethnicity of Attorneys Within Title– Division of Gaming Enforcement (DGE)

DGE ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	2	2	0	0	0	0	0	0	0
DAG1	2	2	0	0	0	0	0	0	0
DAG2	3	2	0	1	0	0	0	0	0
DAG3	0	0	0	0	0	0	0	0	0
DAG4	13	11	1	0	0	0	0	1	0
TOTAL	20	17	1	1	0	0	0	1	0

DGE ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	2	100%	0%	0%	0%	0%	0%	0%	0%
DAG1	2	100%	0%	0%	0%	0%	0%	0%	0%
DAG2	3	67%	0%	33%	0%	0%	0%	0%	0%
DAG3	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	13	85%	8%	0%	0%	0%	0%	8%	0%
TOTAL	20	85%	5%	5%	0%	0%	0%	5%	0%

## Gender of Attorneys Within Title– Office of the Insurance Fraud Prosecutor (OIFP)

OIFP ATTORNEYS (#)					OIFP ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	2	1	1	0	AAG	2	50%	50%	0%
DAG1	1	0	1	0	DAG1	1	0%	100%	0%
DAG2	3	1	2	0	DAG2	3	33%	67%	0%
DAG3	3	1	2	0	DAG3	3	33%	67%	0%
DAG4	10	4	6	0	DAG4	10	40%	60%	0%
TOTAL	19	7	12	0	TOTAL	19	37%	63%	0%

## Race/Ethnicity of Attorneys Within Title– Office of the Insurance Fraud Prosecutor (OIFP)

OIFP ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	2	0	1	1	0	0	0	0	0
DAG1	1	1	0	0	0	0	0	0	0
DAG2	3	3	0	0	0	0	0	0	0
DAG3	3	0	2	0	0	0	0	1	0
DAG4	10	4	3	2	1	0	0	0	0
TOTAL	19	8	6	3	1	0	0	1	0

OIFP ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	2	0%	50%	50%	0%	0%	0%	0%	0%
DAG1	1	100%	0%	0%	0%	0%	0%	0%	0%
DAG2	3	100%	0%	0%	0%	0%	0%	0%	0%
DAG3	3	0%	67%	0%	0%	0%	0%	33%	0%
DAG4	10	40%	30%	20%	10%	0%	0%	0%	0%
TOTAL	19	42%	32%	16%	5%	0%	0%	5%	0%

## Gender of Attorneys Within Title– Office of the Attorney General Executive Staff (OAG Exec)

OAG EXEC					OAG EXEC				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
AG	1	1	0	0	AG	1	100%	0%	0%
1STAAG	1	0	1	0	1STAAG	1	0%	100%	0%
ADAG1	1	1	0	0	ADAG1	1	100%	0%	0%
AAG	10	4	6	0	AAG	10	40%	60%	0%
DAG1	0	0	0	0	DAG1	0	0%	0%	0%
DAG2	4	1	3	0	DAG2	4	25%	75%	0%
DAG3	0	0	0	0	DAG3	0	0%	0%	0%
DAG4	2	0	2	0	DAG4	2	0%	100%	0%
TOTAL	19	7	12	0	TOTAL	19	37%	63%	0%

## Race/Ethnicity of Attorneys Within Title– Office of the Attorney General Executive Staff (OAG Exec)

OAG EXEC ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
AG	1	1	0	0	0	0	0	0	0
1STAAG	1	1	0	0	0	0	0	0	0
ADAG 1	1	1	0	0	0	0	0	0	0
AAG	10	5	4	0	1	0	0	0	0
DAG1	0	0	0	0	0	0	0	0	0
DAG2	4	3	1	0	0	0	0	0	0
DAG3	0	0	0	0	0	0	0	0	0
DAG4	2	0	0	1	1	0	0	0	0
TOTAL	19	11	5	1	2	0	0	0	0

OAG EXEC ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
AG	1	100%	0%	0%	0%	0%	0%	0%	0%
1STAAG	1	100%	0%	0%	0%	0%	0%	0%	0%
ADAG 1	1	100%	0%	0%	0%	0%	0%	0%	0%
AAG	10	50%	40%	0%	10%	0%	0%	0%	0%
DAG1	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG2	4	75%	25%	0%	0%	0%	0%	0%	0%
DAG3	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	2	0%	0%	50%	50%	0%	0%	0%	0%
TOTAL	19	58%	26%	5%	11%	0%	0%	0%	0%

## Gender of Attorneys Within Title– Division of Administration (DOA)

DOA ATTORNEYS (#)					DOA ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	2	1	1	0	ADAG 1	2	0%	0%	0%
AAG	0	0	0	0	AAG	0	0%	0%	0%
DAG1	2	0	2	0	DAG1	2	0%	100%	0%
DAG2	3	2	1	0	DAG2	3	0%	0%	0%
DAG3	4	0	4	0	DAG3	4	0%	100%	0%
DAG4	5	4	1	0	DAG4	5	80%	20%	0%
TOTAL	16	7	9	0	TOTAL	16	44%	56%	0%

## Race/Ethnicity of Attorneys Within Title– Division of Administration (DOA)

DOA ATTORNEYS (#)										
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER	
ADAG 1	2	2	0	0	0	0	0	0	0	0
AAG	0	0	0	0	0	0	0	0	0	0
DAG1	2	2	0	0	0	0	0	0	0	0
DAG2	3	1	2	0	0	0	0	0	0	0
DAG3	4	4	0	0	0	0	0	0	0	0
DAG4	5	3	1	0	1	0	0	0	0	0
TOTAL	16	12	3	0	1	0	0	0	0	0

DOA ATTORNEYS (%)										
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER	
ADAG 1	2	0%	0%	0%	0%	0%	0%	0%	0%	0%
AAG	0	0%	0%	0%	0%	0%	0%	0%	0%	0%
DAG1	2	100%	0%	0%	0%	0%	0%	0%	0%	0%
DAG2	3	0%	0%	0%	0%	0%	0%	0%	0%	0%
DAG3	4	0%	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	5	60%	20%	0%	20%	0%	0%	0%	0%	0%
TOTAL	16	75%	19%	0%	6%	0%	0%	0%	0%	0%

## Gender of Attorneys Within Title– Division of Alcoholic Beverage Control (ABC)

ABC ATTORNEYS (#)					ABC ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	1	0	1	0	AAG	1	0%	100%	0%
DAG1	1	0	1	0	DAG1	1	0%	100%	0%
DAG2	0	0	0	0	DAG2	0	0%	0%	0%
DAG3	3	2	1	0	DAG3	3	67%	33%	0%
DAG4	7	3	4	0	DAG4	7	43%	57%	0%
TOTAL	12	5	7	0	TOTAL	12	42%	58%	0%

## Race/Ethnicity of Attorneys Within Title– Division of Alcoholic Beverage Control (ABC)

ABC ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	1	1	0	0	0	0	0	0	0
DAG1	1	1	0	0	0	0	0	0	0
DAG2	0	0	0	0	0	0	0	0	0
DAG3	3	3	0	0	0	0	0	0	0
DAG4	7	5	1	1	0	0	0	0	0
TOTAL	12	10	1	1	0	0	0	0	0

ABC ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	1	100%	0%	0%	0%	0%	0%	0%	0%
DAG1	1	100%	0%	0%	0%	0%	0%	0%	0%
DAG2	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG3	3	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	7	71%	14%	14%	0%	0%	0%	0%	0%
TOTAL	12	83%	8%	8%	0%	0%	0%	0%	0%

## Gender of Attorneys Within Title– Mobility Assignments outside of LPS – (Mobility)

MOBILITY ATTORNEYS (#)					MOBILITY ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	5	3	2	0	AAG	5	0%	0%	0%
DAG1	0	0	0	0	DAG1	0	0%	0%	0%
DAG2	1	1	0	0	DAG2	1	0%	0%	0%
DAG3	1	0	1	0	DAG3	1	0%	100%	0%
DAG4	2	1	1	0	DAG4	2	50%	50%	0%
TOTAL	9	5	4	0	TOTAL	9	56%	44%	0%

## Race/Ethnicity of Attorneys Within Title– Mobility Assignments outside of LPS – (Mobility)

MOBILITY ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	5	5	0	0	0	0	0	0	0
DAG1	0	0	0	0	0	0	0	0	0
DAG2	1	1	0	0	0	0	0	0	0
DAG3	1	1	0	0	0	0	0	0	0
DAG4	2	1	1	0	0	0	0	0	0
TOTAL	9	8	1	0	0	0	0	0	0

MOBILITY ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	5	0%	0%	0%	0%	0%	0%	0%	0%
DAG1	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG2	1	0%	0%	0%	0%	0%	0%	0%	0%
DAG3	1	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	2	50%	50%	0%	0%	0%	0%	0%	0%
TOTAL	9	89%	11%	0%	0%	0%	0%	0%	0%

## Gender of Attorneys Within Title – Office of the Solicitor General – (OSG)

OSG ATTORNEYS (#)					OSG ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	3	2	1	0	AAG	3	67%	33%	0%
DAG1	0	0	0	0	DAG1	0	0%	0%	0%
DAG2	1	1	0	0	DAG2	1	100%	0%	0%
DAG3	0	0	0	0	DAG3	0	0%	100%	0%
DAG4	3	1	2	0	DAG4	3	33%	67%	0%
TOTAL	7	4	3	0	TOTAL	7	57%	43%	0%

## Race/Ethnicity of Attorneys Within Title–Office of the Solicitor General (OSG)

OSG ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	3	1	0	0	2	0	0	0	0
DAG1	0	0	0	0	0	0	0	0	0
DAG2	1	1	0	0	0	0	0	0	0
DAG3	0	0	0	0	0	0	0	0	0
DAG4	3	1	0	2	0	0	0	0	0
TOTAL	7	3	0	2	2	0	0	0	0

OSG ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	3	33%	0%	0%	67%	0%	0%	0%	0%
DAG1	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG2	1	100%	0%	0%	0%	0%	0%	0%	0%
DAG3	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	2	33%	50%	67%	0%	0%	0%	0%	0%
TOTAL	7	43%	0%	29%	29%	0%	0%	0%	0%



## Gender of Attorneys Within Title – Office of Law Enforcement Professional Standards – (OLEPS)

OLEPS ATTORNEYS (#)					OLEPS ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	1	0	1	0	AAG	1	0%	100%	0%
DAG1	0	0	0	0	DAG1	0	0%	0%	0%
DAG2	1	0	1	0	DAG2	1	0%	100%	0%
DAG3	0	0	0	0	DAG3	0	0%	100%	0%
DAG4	2	0	2	0	DAG4	2	0%	100%	0%
TOTAL	4	0	4	0	TOTAL	4	0%	100%	0%

## Race/Ethnicity of Attorneys Within Title – Office of Law Enforcement Professional Standards – (OLEPS)

OLEPS ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	1	1	0	0	0	0	0	0	0
DAG1	0	0	0	0	0	0	0	0	0
DAG2	1	0	0	0	1	0	0	0	0
DAG3	0	0	0	0	0	0	0	0	0
DAG4	2	2	0	0	0	0	0	0	0
TOTAL	4	3	0	0	1	0	0	0	0

OLEPS ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	1	100%	0%	0%	0%	0%	0%	0%	0%
DAG1	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG2	1	0%	0%	0%	100%	0%	0%	0%	0%
DAG3	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	2	100%	0%	0%	0%	0%	0%	0%	0%
TOTAL	4	75%	0%	0%	25%	0%	0%	0%	0%

## Gender of Attorneys Within Title – Attorney General’s Advocacy Institute – (AGAI)

AGAI ATTORNEYS (#)					AGAI ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	1	0	1	0	AAG	1	0%	100%	0%
DAG1	0	0	0	0	DAG1	0	0%	0%	0%
DAG2	0	0	0	0	DAG2	0	0%	0%	0%
DAG3	0	0	0	0	DAG3	0	0%	0%	0%
DAG4	1	0	1	0	DAG4	1	0%	100%	0%
TOTAL	2	0	2	0	TOTAL	2	0%	100%	0%

## Race/Ethnicity of Attorneys Within Title – Attorney General’s Advocacy Institute – (AGAI)

AGAI ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	1	1	0	0	0	0	0	0	0
DAG1	0	0	0	0	0	0	0	0	0
DAG2	0	0	0	0	0	0	0	0	0
DAG3	0	0	0	0	0	0	0	0	0
DAG4	1	1	0	0	0	0	0	0	0
TOTAL	2	2	0	0	0	0	0	0	0

AGAI ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	1	100%	0%	0%	0%	0%	0%	0%	0%
DAG1	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG2	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG3	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	1	100%	0%	0%	0%	0%	0%	0%	0%
TOTAL	2	100%	0%	0%	0%	0%	0%	0%	0%

## Gender of Attorneys Within Title – Office of Diversity, Equity, and Inclusion (ODEI)

ODEI ATTORNEYS (#)					ODEI ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	1	0	1	0	AAG	1	0%	100%	0%
DAG1	0	0	0	0	DAG1	0	0%	0%	0%
DAG2	1	0	0	0	DAG2	1	0%	1000%	0%
DAG3	0	0	0	0	DAG3	0	0%	0%	0%
DAG4	0	0	1	0	DAG4	0	0%	0%	0%
TOTAL	2	0	2	0	TOTAL	2	0%	100%	0%

## Race/Ethnicity of Attorneys Within Title – Office of Diversity, Equity, and Inclusion (ODEI)

ODEI ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	1	0	0	0	1	0	0	0	0
DAG1	0	0	0	0	0	0	0	0	0
DAG2	1	0	1	0	0	0	0	0	0
DAG3	0	0	0	0	0	0	0	0	0
DAG4	0	0	0	0	0	0	0	0	0
TOTAL	2	0	0	0	0	0	0	0	0

ODEI ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	1	0%	0%	0%	100%	0%	0%	0%	0%
DAG1	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG2	1	0%	100%	0%	0%	0%	0%	0%	0%
DAG3	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	0	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	2	0%	50%	0%	50%	0%	0%	0%	0%

## Gender of Attorneys Within Title – NJ Coordinator for Addiction Responses and Enforcement Strategies (NJ CARES)

NJ CARES ATTORNEYS (#)					NJ CARES ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	1	1	0	0	AAG	1	100%	0%	0%
DAG1	0	0	0	0	DAG1	0	0%	0%	0%
DAG2	0	0	0	0	DAG2	0	0%	0%	0%
DAG3	0	0	0	0	DAG3	0	0%	0%	0%
DAG4	1	0	1	0	DAG4	1	0%	100%	0%
TOTAL	2	1	1	0	TOTAL	2	50%	50%	0%

## Race/Ethnicity of Attorneys Within Title – NJ Coordinator for Addiction Responses and Enforcement Strategies (NJ CARES)

NJ CARES ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	1	1	0	0	1	0	0	0	0
DAG1	0	0	0	0	0	0	0	0	0
DAG2	0	0	0	0	0	0	0	0	0
DAG3	0	0	0	0	0	0	0	0	0
DAG4	1	1	0	0	0	0	0	0	0
TOTAL	2	1	0	0	1	0	0	0	0

NJ CARES ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	1	0%	0%	0%	100%	0%	0%	0%	0%
DAG1	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG2	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG3	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	1	100%	0%	0%	0%	0%	0%	0%	0%
TOTAL	2	50%	0%	0%	50%	0%	0%	0%	0%

## Gender of Attorneys Within Title – Statewide Affirmative Firearms Enforcement – (SAFE)

SAFE ATTORNEYS (#)					SAFE ATTORNEYS (%)				
TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY	TITLE	TOTAL (#)	MALE	FEMALE	NON-BINARY
ADAG 1	0	0	0	0	ADAG 1	0	0%	0%	0%
AAG	2	2	0	0	AAG	2	100%	0%	0%
DAG1	0	0	0	0	DAG1	0	0%	0%	0%
DAG2	0	0	0	0	DAG2	0	0%	0%	0%
DAG3	0	0	0	0	DAG3	0	0%	0%	0%
DAG4	0	0	0	0	DAG4	0	0%	100%	0%
TOTAL	2	2	0	0	TOTAL	2	100%	100%	0%

## Race/Ethnicity of Attorneys Within Title– Statewide Affirmative Firearms Enforcement – (SAFE)

SAFE ATTORNEYS (#)									
TITLE	TOTAL	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0	0	0	0	0	0	0	0
AAG	2	1	0	0	1	0	0	0	0
DAG1	0	0	0	0	0	0	0	0	0
DAG2	0	0	0	0	0	0	0	0	0
DAG3	0	0	0	0	0	0	0	0	0
DAG4	0	0	0	0	0	0	0	0	0
TOTAL	2	1	0	0	1	0	0	0	0

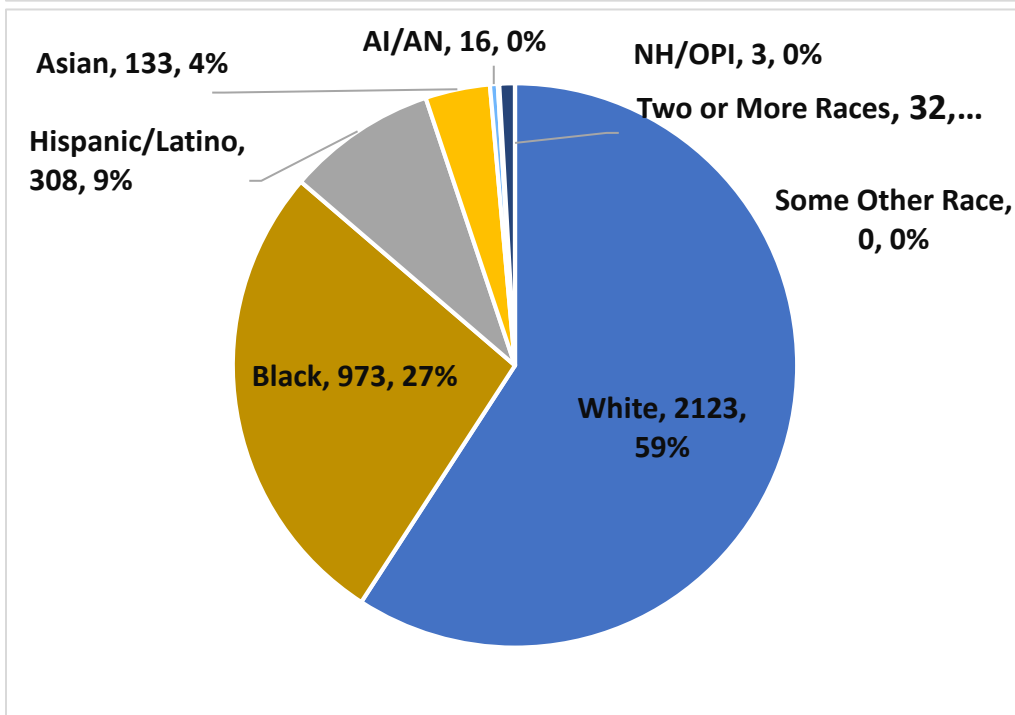
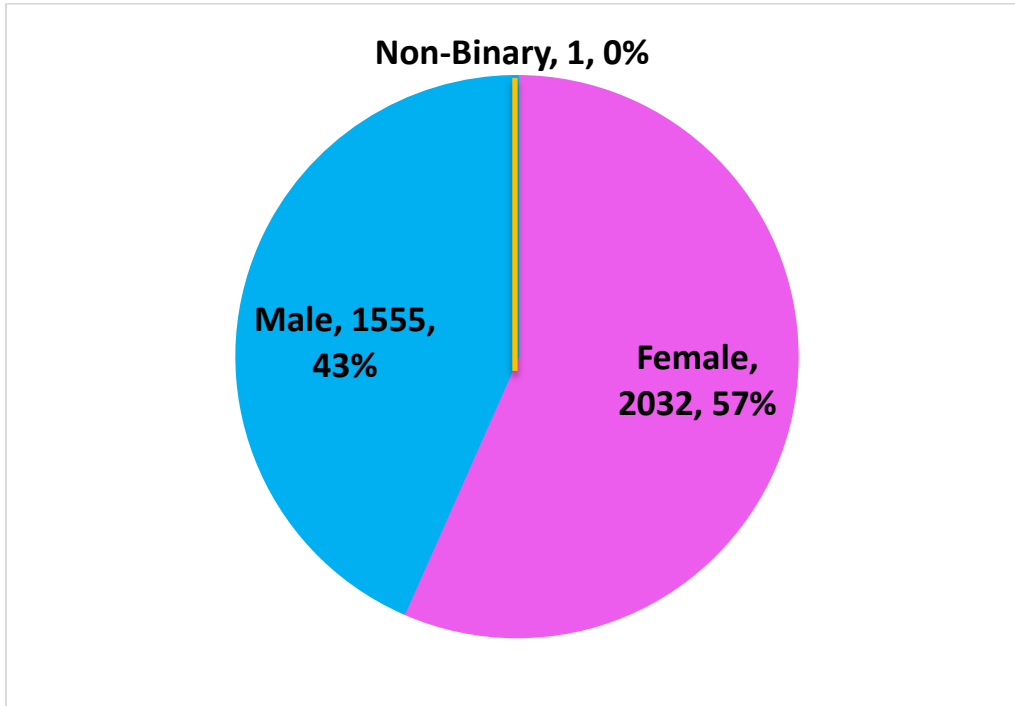
  

SAFE ATTORNEYS (%)									
TITLE	TOTAL (#)	WHITE	BLACK	HISPANIC/LATINO	ASIAN	AI/AN	NH/OPI	TWO OR MORE RACES	OTHER
ADAG 1	0	0%	0%	0%	0%	0%	0%	0%	0%
AAG	1	50%	0%	0%	50%	0%	0%	0%	0%
DAG1	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG2	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG3	0	0%	0%	0%	0%	0%	0%	0%	0%
DAG4	0	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	2	50%	0%	0%	50%	0%	0%	0%	0%

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## NON- ATTORNEY CIVILIAN JOB TITLES

Across all of the LPS divisions, there are 3,588 employees who carry out the vital work of the department in a wide range of job types and roles and who are neither sworn police officers nor attorneys.



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## Non-Attorney Civilians in LPS – Race/Ethnicity by Gender (#)

RACE/ETHNICITY	TOTAL		MALE		FEMALE		NON-BINARY	
	#	%	#	%	#	%	#	%
White	2123	59.2%	1012	48%	1110	52%	1	0%
Black	973	27.1%	360	37%	613	63%	0	0%
Hispanic/Latino	308	8.6%	111	36%	197	64%	0	0%
Asian	133	3.7%	57	43%	76	57%	0	0%
AI/AN	16	0.4%	2	13%	14	88%	0	0%
NH/OPI	3	0.1%	2	67%	1	33%	0	0%
TWO OR MORE RACES	32	0.9%	11	34%	21	66%	0	0%
Some Other Race	0	0.0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>3,588</b>	<b>100.0%</b>	<b>1,555</b>	<b>43%</b>	<b>2,032</b>	<b>57%</b>	<b>1</b>	<b>0%</b>

**State of New Jersey  
Department of Law and Public Safety**



**Office of Diversity, Equity, and Inclusion**  
**[Diversity@njoag.gov](mailto:Diversity@njoag.gov)**