

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Statewide or Regional LEA- NJ State Parole Board**

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

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

Agency Name:  
Year:

Statewide or Regional LEA- NJ State Parole Board  
1/2022-12/2022

### *Applicant and Hiring Process Summary*

Statewide or Regional LEA- NJ State Parole Board is a State-wide law enforcement agency. During the time period covering 1/2022-12/2022 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

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For Statewide or Regional LEA- NJ State Parole Board in the above time period, the applicant and hiring process included the following methods of identifying applicants:  
Civil Service Examination Certified List

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During the hiring process, NJ State Parole Board included the following elements to identify the most qualified applicants:

Formal Application  
Written Exam  
Preference for veteran applicants  
Medical Exam  
Psychiatric Exam

During the hiring process, NJ State Parole Board considers an applicant to be appointed Prior to entry in to the Academy

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## Annual Summary of Law Enforcement Diversity: Applicant Summary

	# % of Total Applicants	
Total Applicants	84	-
Total Applicants Appointed	41	49%
Total Applicants Not Appointed	43	51%

	# % of Total Applicants	
Direct Hire Applicants	84	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

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## Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

Total Applicants % of Total				Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	58	69%	58	0	0
	Total Female	26	31%	26	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	0	0%	0	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	0	0%	0	0	0
	Total Black or African American alone	38	45%	38	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	29	35%	29	0	0
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	17	20%	17	0	0
Age	Total 18-29	10	12%	10	0	0
	Total 30-39	56	67%	56	0	0
	Total 40-49	15	18%	15	0	0
	Total 50-59	3	4%	3	0	0
	Total 60-69	0	0%	0	0	0
	Total 70+	0	0%	0	0	0

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## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Gender, Race & Age Demographics

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	26	0	20	0	0	12
Female	0	0	12	0	9	0	0	5
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	38	0	29	0	0	17

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	5	5	0	0	0	4	0	4	0	0	2
Age: 30-39	39	17	0	0	0	27	0	21	0	0	8
Age: 40-49	11	4	0	0	0	6	0	3	0	0	6
Age: 50-59	3	0	0	0	0	1	0	1	0	0	1
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Sexual Orientation Demographics

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

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0

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***Appointed Applicants: Gender, Race, & Age Demographics***

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	11	0	11	0	0	12
Female	0	0	3	0	3	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	14	0	14	0	0	13

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	4	2	0	0	0	1	0	3	0	0	2
Age: 30-39	23	4	0	0	0	12	0	8	0	0	7
Age: 40-49	5	1	0	0	0	1	0	2	0	0	3
Age: 50-59	2	0	0	0	0	0	0	1	0	0	1
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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***Appointed Applicants: Sexual Orientation Demographics***

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

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0



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***Not Appointed Applicants: Gender, Race, and Age Demographics***

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	15	0	9	0	0	0
Female	0	0	9	0	6	0	0	4
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	24	0	15	0	0	4

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	1	3	0	0	0	3	0	1	0	0	0
Age: 30-39	16	13	0	0	0	15	0	13	0	0	1
Age: 40-49	6	3	0	0	0	5	0	1	0	0	3
Age: 50-59	1	0	0	0	0	1	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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***Not Appointed Applicants: Sexual Orientation Demographics***

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

	Age: 18- 29	Age: 30- 39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0

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***Not Appointed Applicant- Reasons***

	% of Total Not # Appointed Applicants			% of Total Not # Appointed Applicants	
Academy Failure	3	7%	Failed Background check- other	16	37%
Applicant Withdrawal	6	14%	Failed Drug Test	0	0%
Defer	16	37%	Interview Panel Recommendation	0	0%
Did not meet minimum qualifications	0	0%	Other	2	5%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	0	0%
Failed background check- Financial	0	0%	Residency Requirement	0	0%
			Written Exam	0	0%

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***Not Appointed Applicants- Reasons by Gender & Race***

***Male Applicants***

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	1	0	0	0
Applicant Withdrawal	0	0	4	0	1	0	0	0
Defer	0	0	2	0	3	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	9	0	2	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	2	0	0	0

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### ***Not Appointed Applicants- Reasons by Gender & Race***

#### ***Female Applicants***

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	2	0	0	0
Applicant Withdrawal	0	0	0	0	1	0	0	0
Defer	0	0	5	0	2	0	0	4
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	4	0	1	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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***Not Appointed Applicants- Reasons by Gender & Race***  
***X or Non-Binary Applicants***

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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### *Current Officers and Promotional Process Summary*

Statewide or Regional LEA- NJ State Parole Board is a State-wide law enforcement agency. During the time period covering 1/2022-12/2022 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

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For Statewide or Regional LEA- NJ State Parole Board in the above time period, the promotional included the following methods of identifying qualified officers:

Civil Service Promotional Examination Certified List  
Promotional Interview

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## Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
Gender	Total Officers	422	-
	Total Officers Eligible for Promotion	28	7%
	Total Officers Applied for Promotion	28	7%
	Total Officers Promoted	10	2%
	Total Male	294	70%
	Total Female	127	30%
	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	2	0%
	Total Asian alone	15	4%
	Total Black or African American alone	68	16%
Race/ Ethnicity	Total Native Hawaiian or other Pacific Islander alone	6	1%
	Total White alone	225	53%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	106	25%
	Total 18-29	17	4%
	Total 30-39	165	39%
Age	Total 40-49	154	36%
	Total 50-59	80	19%
	Total 60-69	6	1%
	Total 70+	0	0%



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## Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

### Current Officers

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	13	37	3	173	0	0	68
Female	2	2	31	3	51	0	0	38
X or Non-Binary	0	0	0	0	0	0	0	0
Total	2	15	68	6	224	0	0	106

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	11	6	0	1	0	4	0	9	0	0	3
Age: 30-39	109	56	0	1	8	24	4	79	0	0	49
Age: 40-49	106	48	0	0	5	21	2	87	0	0	39
Age: 50-59	62	17	0	0	2	19	0	46	0	0	13
Age: 60-69	6	0	0	0	0	0	0	4	0	0	2
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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### Officers Eligible for Promotion

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	1	3	0	16	0	0	3
Female	0	0	0	0	3	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	3	0	19	0	0	4

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	0	0	0	0	0	0	1	0	0	0
Age: 40-49	12	3	0	0	0	0	0	11	0	0	4
Age: 50-59	9	1	0	0	1	3	0	7	0	0	0
Age: 60-69	1	0	0	0	0	0	0	1	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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### Officers who Applied for a Promotion

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	1	3	0	16	0	0	3
Female	0	0	0	0	3	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	3	0	19	0	0	4

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	0	0	0	0	0	0	1	0	0	0
Age: 40-49	12	3	0	0	0	0	0	11	0	0	4
Age: 50-59	9	1	0	0	1	3	0	7	0	0	0
Age: 60-69	1	0	0	0	0	0	0	1	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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### Officers Promoted

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	1	0	5	0	0	2
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	7	0	0	2

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	0	0	0	0	0	0	1	0	0	0
Age: 40-49	5	1	0	0	0	0	0	4	0	0	2
Age: 50-59	2	1	0	0	0	1	0	2	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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### Officers Promoted

	<i>Promoted to Sergeant</i>				<i>Promoted to Lieutenant</i>				<i>Promoted to Captain</i>			
	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American alone	1	0	0	1	0	0	0	0	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0	0	0	0
White alone	1	1	0	2	3	0	0	3	1	1	0	2
Two or more races alone	0	0	0	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic or Latino	2	0	0	2	0	0	0	0	0	0	0	0

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### *Additional Narrative*

**Narrative Prompts:** A detailed assessment as to whether representation has improved for any previously identified underrepresented groups  
A description of the data used to determine the existence of any underrepresentation.  
Any new or modified Program goals to be implemented in the upcoming year