

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Statewide or Regional LEA- NJ State Parole Board

Time Period: 1/2023-12/2023

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

Agency Name:
Year:

Statewide or Regional LEA- NJ State Parole Board
1/2023-12/2023

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 1/2023-12/2023 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

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

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	92	-
Total Applicants Appointed	37	40%
Total Applicants Not Appointed	55	60%

	# % of Total Applicants	
Direct Hire Applicants	92	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	50	54%	50	0	0
	Total Female	42	46%	42	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	1	1%	1	0	0
	Total Asian alone	1	1%	1	0	0
	Total Black or African American alone	32	35%	32	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	46	50%	46	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	12	13%	12	0	0
Age	Total 18-29	23	25%	23	0	0
	Total 30-39	58	63%	58	0	0
	Total 40-49	11	12%	11	0	0
	Total 50-59	0	0%	0	0	0
	Total 60-69	0	0%	0	0	0
	Total 70+	0	0%	0	0	0

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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	1	0	9	0	34	0	0	6
Female	0	1	23	0	12	0	0	6
X or Non-Binary	0	0	0	0	0	0	0	0
Total	1	1	32	0	46	0	0	12

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	11	12	0	0	1	6	0	11	0	0	5
Age: 30-39	32	26	0	1	0	25	0	27	0	0	5
Age: 40-49	7	4	0	0	0	1	0	8	0	0	2
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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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	1	0	4	0	15	0	0	4
Female	0	0	8	0	4	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	1	0	12	0	19	0	0	5

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	7	4	0	0	0	3	0	5	0	0	3
Age: 30-39	13	7	0	1	0	8	0	10	0	0	1
Age: 40-49	4	2	0	0	0	1	0	4	0	0	1
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X 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	5	0	19	0	0	2
Female	0	1	15	0	8	0	0	5
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	20	0	27	0	0	7

	<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	8	0	0	1	3	0	6	0	0	2
Age: 30-39	19	19	0	0	0	17	0	17	0	0	4
Age: 40-49	3	2	0	0	0	0	0	4	0	0	1
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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Not Appointed Applicants: Sexual Orientation Demographics

	<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>
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

	<i>Age: 18-29</i>	<i>Age: 30-39</i>	<i>Age: 40-49</i>	<i>Age: 50-59</i>	<i>Age: 60-69</i>	<i>Age: 70+</i>
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	4	7%	Failed Background check- other	15	27%
Applicant Withdrawal	3	5%	Failed Drug Test	0	0%
Defer	23	42%	Interview Panel Recommendation	0	0%
Did not meet minimum qualifications	0	0%	Other	10	18%
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	3	0	0	0
Applicant Withdrawal	0	0	0	0	3	0	0	0
Defer	0	0	2	0	5	0	0	1
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	3	0	6	0	0	1
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	0	0	0	1
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	1	7	0	5	0	0	2
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	4	0	2	0	0	2

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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 1/2023-12/2023 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

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	428	-
	Total Officers Eligible for Promotion	51	12%
	Total Officers Applied for Promotion	50	12%
	Total Officers Promoted	42	10%
	Total Male	295	69%
	Total Female	133	31%
	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	3	1%
	Total Asian alone	12	3%
	Total Black or African American alone	74	17%
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	108	25%
	Total 18-29	25	6%
	Total 30-39	179	42%
Age	Total 40-49	155	36%
	Total 50-59	64	15%
	Total 60-69	5	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	1	10	38	3	174	0	0	69
Female	2	2	36	3	51	0	0	39
X or Non-Binary	0	0	0	0	0	0	0	0
Total	3	12	74	6	225	0	0	108

	<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	16	9	0	0	0	6	0	14	0	0	5
Age: 30-39	118	61	0	2	7	30	4	88	0	0	48
Age: 40-49	106	49	0	1	5	22	2	86	0	0	39
Age: 50-59	50	14	0	0	0	16	0	34	0	0	14
Age: 60-69	5	0	0	0	0	0	0	3	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	2	2	0	25	0	0	8
Female	0	0	1	0	8	0	0	5
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	3	0	33	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	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	14	5	0	0	1	2	0	10	0	0	6
Age: 40-49	19	7	0	0	1	0	0	19	0	0	6
Age: 50-59	4	2	0	0	0	1	0	4	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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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	2	2	0	25	0	0	8
Female	0	0	1	0	7	0	0	5
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	3	0	32	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	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	14	4	0	0	1	2	0	9	0	0	6
Age: 40-49	19	7	0	0	1	0	0	19	0	0	6
Age: 50-59	4	2	0	0	0	1	0	4	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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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	2	2	0	20	0	0	6
Female	0	0	1	0	7	0	0	4
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	3	0	27	0	0	10

	<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	9	4	0	0	1	2	0	5	0	0	5
Age: 40-49	17	6	0	0	1	0	0	18	0	0	4
Age: 50-59	4	2	0	0	0	1	0	4	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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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	1	0	0	1	1	0	0	1	0	0	0	0
Black or African American alone	2	0	0	2	0	1	0	1	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0	0	0	0
White alone	7	5	0	12	9	2	0	11	4	0	0	4
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	5	4	0	9	1	0	0	1	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