

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**

**Time Period: January 1, 2023 to December 31, 2023**

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

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
Year: **January 1, 2023 to December 31, 2023**

### ***Applicant and Hiring Process Summary***

Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI is a State-wide law enforcement agency. During the time period covering January 1, 2023 to December 31, 2023 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 Department of the Treasury, Division of Taxation, OCI in the above time period, the applicant and hiring process included the following methods of identifying applicants:  
Inter-governmental Transfer

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During the hiring process, NJ Department of the Treasury, Division of Taxation, OCI included the following elements to identify the most qualified applicants:

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

During the hiring process, NJ Department of the Treasury, Division of Taxation, OCI considers an applicant to be appointed  
Prior to entry in to the Academy

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

## Annual Summary of Law Enforcement Diversity: Applicant Summary

|                                | <b>#</b> | <b>% of Total Applicants</b> |  | <b>#</b> | <b>% of Total Applicants</b> |
|--------------------------------|----------|------------------------------|--|----------|------------------------------|
| Total Applicants               | 3        | -                            | Direct Hire Applicants                 | 0        | 0%                           |
| Total Applicants Appointed     | 1        | 33%                          | Transfer Applicants                    | 3        | 100%                         |
| Total Applicants Not Appointed | 2        | 67%                          | Waiver Applicants                      | 0        | 0%                           |
|                                |          |                              | CSC Exam Exempt Direct Hire Applicants | 0        | 0%                           |

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

|                           |   | Total Applicants % of Total |      | Direct Hire Applicants | Transfer Applicants | Waiver Applicants |
|---------------------------|---|-----------------------------|------|------------------------|---------------------|-------------------|
| <b>Gender</b>             | Total Male  | 3                           | 100% | 0                      | 3                   | 0                 |
|                           | Total Female  | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total X or Non-Binary                               | 0                           | 0%   | 0                      | 0                   | 0                 |
| <b>Sexual Orientation</b> | LGBTQ+  | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Not LGBTQ+  | 3                           | 100% | 0                      | 3                   | 0                 |
| <b>Race/ Ethnicity</b>    | Total American Indian or Alaska Native alone        | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total Asian alone                                   | 1                           | 33%  | 0                      | 1                   | 0                 |
|                           | Total Black or African American alone               | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total Native Hawaiian/ other Pacific Islander alone | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total White alone                                   | 2                           | 67%  | 0                      | 2                   | 0                 |
|                           | Total Two or more races alone                       | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total Other alone                                   | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total Hispanic or Latino                            | 0                           | 0%   | 0                      | 0                   | 0                 |
| <b>Age</b>                | Total 18-29   | 1                           | 33%  | 0                      | 1                   | 0                 |
|                           | Total 30-39   | 1                           | 33%  | 0                      | 1                   | 0                 |
|                           | Total 40-49   | 1                           | 33%  | 0                      | 1                   | 0                 |
|                           | Total 50-59   | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total 60-69   | 0                           | 0%   | 0                      | 0                   | 0                 |
|                           | Total 70+   | 0                           | 0%   | 0                      | 0                   | 0                 |

## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Gender, Race & Age Demographics

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

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

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

## Annual Summary of Law Enforcement Diversity: Applicants

### *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+ | 3           | 0             | 0                      | 0   | 1                  | 0                                      | 0  | 2                  | 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+ | 1                 | 1                 | 1                 | 0                 | 0                 | 0               |

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

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

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

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

***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+ | 1           | 0             | 0                      | 0   | 1                  | 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+ | 1                 | 0                 | 0                 | 0                 | 0                 | 0               |



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

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

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>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 | 1           | 0             | 0                           | 0   | 0                      | 0  | 0  | 1                      | 0  | 0                      | 0                             |
| Age: 50-59 | 0           | 0             | 0                           | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Age: 60-69 | 0           | 0             | 0                           | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Age: 70+   | 0           | 0             | 0                           | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

***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+ | 2           | 0             | 0                      | 0   | 0                  | 0                                      | 0  | 2                  | 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                 | 1                 | 1                 | 0                 | 0                 | 0               |

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

***Not Appointed Applicant- Reasons***

|   | <b>% of Total Not<br/># Appointed Applicants</b> |     | <b>% of Total Not<br/># Appointed Applicants</b> |       |
|---|--|-----|--|-------|
| Academy Failure                           | 0  | 0%  | Failed Background check- other                   | 0 0%  |
| Applicant Withdrawal                      | 1  | 50% | Failed Drug Test                                 | 0 0%  |
| Defer                                     | 0  | 0%  | Interview Panel Recommendation                   | 1 50% |
| Did not meet minimum qualifications       | 0  | 0%  | Other  | 0 0%  |
| 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%  |

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

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

**Male Applicants**

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

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

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

***Female Applicants***

|   | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic or<br/>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 History | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Failed background check- Financial        | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Failed Background check- other            | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Failed Drug Test                          | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Interview Panel Recommendation            | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Physical Qualification Exam               | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Residency Requirement                     | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Written Exam                              | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Other                                     | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

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

***X or Non-Binary Applicants***

|   | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic or<br/>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 History | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Failed background check- Financial        | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Failed Background check- other            | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Failed Drug Test                          | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Interview Panel Recommendation            | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Physical Qualification Exam               | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Residency Requirement                     | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Written Exam                              | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Other                                     | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
Year: **January 1, 2023 to December 31, 2023**

### ***Current Officers and Promotional Process Summary***

Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI is a State-wide law enforcement agency. During the time period covering January 1, 2023 to December 31, 2023 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 Department of the Treasury, Division of Taxation, OCI 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                                 |          |
|-----------------|--|---|----------|
|                 |  | Total Officers  | 26 -     |
|                 |  | Total Officers Eligible for Promotion                 | 17 65%   |
|                 |  | Total Officers Applied for Promotion                  | 16 62%   |
|                 |  | Total Officers Promoted                               | 6 23%    |
| Gender          |  | Total Male  | 22 84.6% |
|                 |  | Total Female  | 4 15.4%  |
|                 |  | Total X or Non-Binary                                 | 0 0.0%   |
| Race/ Ethnicity |  | Total American Indian or Alaska Native alone          | 0 0.0%   |
|                 |  | Total Asian alone                                     | 2 7.7%   |
|                 |  | Total Black or African American alone                 | 1 3.8%   |
|                 |  | Total Native Hawaiian or other Pacific Islander alone | 0 0.0%   |
|                 |  | Total White alone                                     | 22 84.7% |
|                 |  | Total Two or more races alone                         | 0 0.0%   |
|                 |  | Total Other alone                                     | 0 0.0%   |
|                 |  | Total Hispanic or Latino                              | 1 3.8%   |
| Age             |  | Total 18-29   | 1 4%     |
|                 |  | Total 30-39   | 18 69%   |
|                 |  | Total 40-49   | 6 23%    |
|                 |  | Total 50-59   | 1 4%     |
|                 |  | Total 60-69   | 0 0%     |
|                 |  | Total 70+   | 0 0%     |



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

### Current Officers

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic or<br/>Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 1                      | 1  | 0  | 20                     | 0                                  | 0                      | 0                             |
| Female          | 0   | 1                      | 0  | 0  | 2                      | 0                                  | 0                      | 1                             |
| X or Non-Binary | 0   | 0                      | 0  | 0  | 0                      | 0                                  | 0                      | 0                             |
| Total           | 0   | 2                      | 1  | 0  | 22                     | 0                                  | 0                      | 1                             |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| Age: 18-29 | 1           | 0             | 0                           | 0   | 0                      | 0  | 0  | 1                      | 0  | 0                      | 0                             |
| Age: 30-39 | 17          | 1             | 0                           | 0   | 1                      | 1  | 0  | 16                     | 0  | 0                      | 0                             |
| Age: 40-49 | 3           | 3             | 0                           | 0   | 1                      | 0  | 0  | 4                      | 0  | 0                      | 1                             |
| Age: 50-59 | 1           | 0             | 0                           | 0   | 0                      | 0  | 0  | 1                      | 0  | 0                      | 0                             |
| Age: 60-69 | 0           | 0             | 0                           | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Age: 70+   | 0           | 0             | 0                           | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

**Officers Eligible for Promotion**

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

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

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

***Officers who Applied for a Promotion***

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

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| Age: 18-29 | 0           | 0             | 0                           | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Age: 30-39 | 11          | 0             | 0                           | 0   | 0                      | 1  | 0  | 10                     | 0  | 0                      | 0                             |
| Age: 40-49 | 2           | 2             | 0                           | 0   | 1                      | 0  | 0  | 2                      | 0  | 0                      | 1                             |
| Age: 50-59 | 1           | 0             | 0                           | 0   | 0                      | 0  | 0  | 1                      | 0  | 0                      | 0                             |
| Age: 60-69 | 0           | 0             | 0                           | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |
| Age: 70+   | 0           | 0             | 0                           | 0   | 0                      | 0  | 0  | 0                      | 0  | 0                      | 0                             |

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

***Officers Promoted***

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

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

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
 Year: **January 1, 2023 to December 31, 2023**

**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        | 0                           | 0             | 0                      | 0            | 0                             | 0             | 0                      | 0            | 0                          | 0             | 0                      | 0            |
| Native Hawaiian / other P. I. alone    | 0                           | 0             | 0                      | 0            | 0                             | 0             | 0                      | 0            | 0                          | 0             | 0                      | 0            |
| White alone                            | 0                           | 0             | 0                      | 0            | 0                             | 0             | 0                      | 0            | 0                          | 0             | 0                      | 0            |
| Two or more races alone                | 0                           | 0             | 0                      | 0            | 0                             | 0             | 0                      | 0            | 0                          | 0             | 0                      | 0            |
| Other alone                            | 0                           | 0             | 0                      | 0            | 0                             | 0             | 0                      | 0            | 0                          | 0             | 0                      | 0            |
| Hispanic or Latino                     | 0                           | 0             | 0                      | 0            | 0                             | 0             | 0                      | 0            | 0                          | 0             | 0                      | 0            |

Agency Name: **Statewide or Regional LEA- NJ Department of the Treasury, Division of Taxation, OCI**  
Year: **January 1, 2023 to December 31, 2023**

### ***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

INSERT SAMPLE TEXT HERE FROM AGENCY.