

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Morris- Netcong Borough

Time Period: January 1, 2024-December 31, 2024

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

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Applicant and Hiring Process Summary

Morris- Netcong Borough is a Municipal law enforcement agency. During the time period covering January 1, 2024-December 31, 2024 the agency did not receive applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Morris- Netcong Borough in the above time period, the applicant and hiring process included the following methods of identifying applicants:
Waiver hire

During the hiring process, Netcong Borough included the following elements to identify the most qualified applicants:

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

During the hiring process, Netcong Borough considers an applicant to be appointed Prior to entry in to the Academy

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants		#	% of Total Applicants
Total Applicants	15	-	Direct Hire Applicants	14	93%
Total Applicants Appointed	2	13%	Transfer Applicants	0	0%
Total Applicants Not Appointed	11	73%	Waiver Applicants	1	7%
			CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:
Year:

Morris-Netcong Borough
January 1, 2024-December 31, 2024

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

	Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	14	93%	13	1
	Total Female	1	7%	1	0
	Total X or Non-Binary	0	0%	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0
	Not LGBTQ+	14	93%	13	1
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0
	Total Asian alone	0	0%	0	0
	Total Black or African American alone	0	0%	0	0
	Total Native Hawaiian/ other Pacific Islander alone	1	7%	0	1
	Total White alone	8	53%	8	0
	Total Two or more races alone	0	0%	0	0
	Total Other alone	0	0%	0	0
	Total Hispanic or Latino	4	27%	4	0
	Total 18-29	8	53%	7	1
	Total 30-39	6	40%	6	0
Age	Total 40-49	1	7%	1	0
	Total 50-59	0	0%	0	0
	Total 60-69	0	0%	0	0
	Total 70+	0	0%	0	0

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Gender, Race & Age Demographics

	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
Male	0	0	0	1	8	0	0	4
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	1	8	0	0	4

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

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

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	0	0	0	0	0	0	0	0	0	0	
Not LGBTQ+	14	0	0	0	0	0	0	0	0	0	0	1	0	8	0	0	0	0	0	0	4	
	Age: 18- 29 Age: 30- 39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+																					
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Not LGBTQ+	8	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Appointed Applicants: Gender, Race, & Age Demographics

	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
Male	0	0	0	0	1	1	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	1	1	0	0

	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
Age: 18-29	2	0	0	0	0	0	0	1	1	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:
Year:

Morris-Netcong Borough
January 1, 2024-December 31, 2024

Appointed Applicants: Sexual Orientation Demographics

	Sexual Orientation				Race							
	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+	2	0	0		0	0	0	1	1	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	0	0	0	0	0
Not LGBTQ+	2	0	0		0	0	0	0	0	0	0	0

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Not Appointed Applicants: Gender, Race, and Age Demographics

	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
Male	0	0	0	0	7	0	0	3
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	7	0	0	3

	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
Age: 18-29	4	0	0	0	0	0	0	4	0	0	0
Age: 30-39	5	1	0	0	0	0	0	3	0	0	2
Age: 40-49	1	0	0	0	0	0	0	0	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

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

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+	10	0	0	0	0	0	0	7	0	0	3
Age: 18- 29 Age: 30- 39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+											
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	4	5	1	0	0	0	0	0	0	0	0

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Not Appointed Applicant- Reasons

	# of Total Not # Appointed Applicants	% of Total Not Appointed Applicants
Academy Failure	0	0%
Applicant Withdrawal	1	9%
Defer	0	0%
Did not meet minimum qualifications	5	45%
Failed background check- Criminal History	0	0%
Failed background check- Financial	0	0%

	# of Total Not # Appointed Applicants	% of Total Not Appointed Applicants
Failed Background check- other	0	0%
Failed Drug Test	0	0%
Interview Panel Recommendation	4	36%
Other	1	9%
Physical Qualification Exam	0	0%
Residency Requirement	0	0%
Written Exam	0	0%

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Not Appointed Applicants- Reasons by Gender & Race

Male Applicants

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

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Not Appointed Applicants- Reasons by Gender & Race

Female Applicants

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

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Not Appointed Applicants- Reasons by Gender & Race

X or Non-Binary Applicants

	X or Non-Binary Applicants							Hispanic or Latino
	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	
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:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Current Officers and Promotional Process Summary

Morris- Netcong Borough is a Municipal law enforcement agency. During the time period covering January 1, 2024-December 31, 2024 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Morris- Netcong Borough in the above time period, the promotional included the following methods of identifying qualified officers:

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Annual Summary of Law Enforcement Diversity: Current Officers Summary

	# of Total Officers
Total Officers	14
Total Officers Eligible for Promotion	0
Total Officers Applied for Promotion	0
Total Officers Promoted	0
Total Male	14
Total Female	0
Total X or Non-Binary	0
Total American Indian or Alaska Native alone	0
Total Asian alone	0
Total Black or African American alone	0
Total Native Hawaiian or other Pacific Islander alone	1
Total White alone	12
Total Two or more races alone	0
Total Other alone	0
Total Hispanic or Latino	1
Total 18-29	6
Total 30-39	1
Total 40-49	4
Total 50-59	3
Total 60-69	0
Total 70+	0

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

Current Officers

	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
Male	0	0	0	1	12	0	0	1
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	1	12	0	0	1

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian American alone	Black or African American / other P. I. alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	6	0	0	0	0	0	1	4	0	0	1
Age: 30-39	1	0	0	0	0	0	0	1	0	0	0
Age: 40-49	4	0	0	0	0	0	0	4	0	0	0
Age: 50-59	3	0	0	0	0	0	0	3	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:
Year:

Morris-Netcong Borough
January 1, 2024-December 31, 2024

Officers Eligible for Promotion

	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			
	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
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

Agency Name:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

Officers who Applied for a Promotion

	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
Male	0	0	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	0	0	0	0	0	0	0

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

Agency Name:
Year:

Morris-Netcong Borough
January 1, 2024-December 31, 2024

Officers Promoted

	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
Male	0	0	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	0	0	0	0	0	0	0

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

Agency Name:
Year:

Morris-Netcong Borough
January 1, 2024-December 31, 2024

Officers Promoted

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	Male	Female	Binary	Total	Male	Female	Binary	Total	Male	Female	Binary	Total
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:
Year:

Morris- Netcong Borough
January 1, 2024-December 31, 2024

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.