Enforcement Recruitment and Hiring Annual Report of Diversity in Law

Morris- Netcong Borough

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

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

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

Applicant and Hiring Process Summary

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

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

Annual Summary of Law Enforcement Diversity: Applicant Summary

	•	•	
# % of Total Applicants	# :	# % of Total Applicant	\pplicants
Total Applicants 15	Direct Hire Applicants 14	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%	

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

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		88	Ö						Pace,	- (h)	nnich.	Ż			Sexual Offeritation	Sound Orientation	હ	, ender	•	
Total 70+	Total 60-69	Total 50-59	Total 40-49	Total 30-39	Total 18-29	Total Hispanic or Latino	Total Other alone	Total Two or more races alone	Total White alone	alone	Total Native Hawaiian/ other Pacific Islander	Total Black or African American alone	Total Asian alone	Total American Indian or Alaska Native alone	Not LGBTQ+	LGBTQ+	Total X or Non-Binary	Total Female	Total Male	Tota
0 0%	0 0%	0 0%	1 7%	6 40%	8 53%	4 27%	0 0%	0 0%	8 53%	1 7%		0 0%	0 0%	0 0%	14 93%	0 0%	0 0%	1 7%	14 93%	Total Applicants % of Total
0	0	0		Ō		4	0	0	©	0		0	0	0	ದ		0	:	13	Direct Hire Applicants
0	0	0	0	0	0	0	0		0	0	1	0	0	0	0	0	0	0	0	Transfer Applicants
	0	0		0		0	0	0	0			0		0			0	0		Waiver Applicants

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

Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Gender, Race & Age Demographics

Age: 18-29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+		Male Female X or Non-Binary
8 0 1 1 0 0 0 0 0 0	Male Female X	American Indian or Alaska Native alone 0 0
0 0 0 0	X or Non- Binary	Asian alone 0 0 0
0 0 0 0	American Indian or Alaska Native alone	Black or African American alone
00000	Asian	African n alone 0 0 0
0 0 0 0	Black or Native African Hawaiian / Asian American other P. I. alone alone alone	Native Hawaiian / other P. I. alone 1 0 0
0 0 0 0	Native Nawaiian / other P. I. alone	ative Hawaiian / other P. I. alone 1 0 0
0 0 0 3 5	White alone	White alone 8 0 0
0 0 0 0	Two or more races alone	hite Two or more races lone alone 8 0 0 0 0 0
0 0 0 0	Other alone	e races alone 0 0 0
1 1 0 0	Other Hispanic	
		Other Hispanic or alone Latino 0 4 0 0 0 0

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

Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Sexual Orientation Demographics

	LGBTQ+
Age: 18- Age: 30- 29 39 Age: 40-49 Age:	Male Female Binary 14 0 0 0 0 0 0 0 0 0
Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+	American Indian or Alaska Native Asian alone alone 0 0 0
9 Age: 70+	Black or African , American American alone 0
	Native Hawaiian / other P. I. alone 0
	White alone
	Two or more White races Other Hispanic alone alone alone or Latino 0 0 0 0 8 0 0 4
	tther lone 0
	Hispanic or Latino 0

Not LGBTQ+ LGBTQ+

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

Appointed Applicants: Gender, Race, & Age Demographics

Age: 18-29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+		Male Female X or Non-Binary Total
	Male Female	American Indian or Alaska Native alone 0 0
0 0 0 0	X or Non- Binary	Asian alone 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
0 0 0 0	American Indian or Alaska Native alone	Black or African American alone 0
00000	Asian , alone	African 1 alone 0 0
0 0 0 0	Han	Native Hawaiian / other P. I. alone 1 0
0 0 0 1	Native waiian / !her P. I. alone	iiian / alone 1 0 0
0 0 0 0 1	White alone	White alone 1 0 0
0 0 0 0 0	Two or more races alone	Inite Two or more races alone alone alone 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
0 0 0 0 0	Other alone	e races alone 0 0 0
0 0 0 0	Other Hispanic	Other alone 0 0 0
		Other Hispanic or alone Latino 0 0 0 0 0 0 0

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

Appointed Applicants: Sexual Orientation Demographics

LGBTQ+ Not LGBTQ+					
0	Male				
0	Female				
0	Binary	X or Non-			
0	alone	Native	Alaska	Indian or	American
0	alone	Asian			
0	alone	American	African	BIACK OF	
0	alone	other P. I.	¹ Hawaiian /	Native	
1	alone	White			
0	alone	races	more	1 00 01	7
0	alone	Other			
0	alone or Latino	Other Hispanic			

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

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

Not Appointed Applicants: Gender, Race, and Age Demographics

Age: 18-29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+		Male Female X or Non-Binary Total	
4 0 5 1 1 0 0 0 0 0	Male Female	0	American Indian or Alaska Native alone
0 0 0	X or Non- Binary	0 0 0	Asian alone
0 0 0	American Indian or Alaska Native alone	0 0	Black or African American alone
0 0 0 0	Asian alone		can
00000	Black or Native African Hawaiian / American other P. I. alone alone	0 0 0	Native Hawaiian / other P. I. alone
0 0 0 0 0	Native lawaiian / other P. I. alone		aiian / alone
0 0 0 3 4	White alone	7 0 7	White alone
0 0 0 0	Two or more White races Other Hispanic alone alone alone or Latino		hite Two or more races Other Hispanic or lone alone Latino
0 0 0 0	Other alone	0 0 0	re races alone
0 0 1 0	Hispanic or Latino	0 0 0	Other alone
		0 0 3	Hispanic or Latino

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

Not Appointed Applicants: Sexual Orientation Demographics

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

LGBTQ+ Not LGBTQ+

Age: 18- Age: 30-29 39

Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+

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

Not Appointed Applicant- Reasons

Failed background check- Financial 0 0%	Did not meet minimum qualifications 5 45% Failed background check- Criminal History 0 0%	Applicant Withdrawal 1 9% Defer 0 0%	% of Total Not # Appointed Applicants Academy Failure 0 0%
Residency Requirement 0 0% Written Exam 0 0%	Other 1 9% Physical Qualification Exam 0 0%	Failed Drug Test 0 0% Interview Panel Recommendation 4 36%	nts # Appointed Applicants Failed Background check- other 0 0%

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

Not Appointed Applicants- Reasons by Gender & Race

Male Applicants

Physical Qualification Exam Residency Requirement Written Exam Other	Failed Drug Test Interview Panel Recommendation	Failed background check- Financial Failed Background check- other	Did not meet minimum qualifications Failed background check- Criminal History	Applicant Withdrawal	Academy Failure			
0 0	0	0	0		0	American Indian or Alaska Native alone		
	0 0	0 0	0 0	0 0	0	alone alone		Black or
	129,132	0		0	0	other P. I. alone	Ï ,	
1 0 0) 	000	0 4	0 1	0	alone	White	Tw
0 0 0		0 0	0 0 0 0	0 (0	lone alone	more Other	Two or
0000		0 0	0 0	0 0	0 0	Latino	Other Hispanic or	

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

Not Appointed Applicants- Reasons by Gender & Race

Female Applicants

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

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

Not Appointed Applicants- Reasons by Gender & Race

X or Non-Binary Applicants

	V 01 140	T-Dillary	Vol. Mon-purery Approprie				_	
			Black or			Two or		
			African			more		
	American Indian or	Asian _A	American	Native Hawaiian /	White	races	Other	Hispanic or
	Alaska Native alone	alone	alone	other P. I. alone	alone	alone	alone	Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal		0	0		c) C) C) (
Defer	0	0	0) <u>C</u>	- 110) C	> C	O
Did not meet minimum qualifications		0	0) C	<u> </u>	
Failed background check- Criminal History	0	0	o C		> c	D	<u> </u>	0 (
Failed background check- Financial		<u>,</u>) C)	<u>)</u>	
Failed Background check- other		0	o 0	0))	
Failed Drug Test) c	O))	
Interview Panel Recommendation	0	. 0) (> C	> (
Physical Qualification Exam		C	C	<u> </u>) C)	
Residency Requirement		0	•	0		> C)	
Written Exam) C) C)) C	> C)	
Other	0	0	Û		C	C		

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

Current Officers and Promotional Process Summary

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

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

Annual Summary of Law Enforcement Diversity: Current Officers Summary

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		789	. 0					4	aace)	Ethnicity	·			Ģ	Sende,	•				
Total 70+		Total 50-59	Total 40-49	Total 30-39	Total 18-29	Total Hispanic or Latino	Total Other alone	Total Two or more races alone	Total White alone	Total Native Hawaiian or other Pacific Islander alone	Total Black or African American alone	Total Asian alone	Total American Indian or Alaska Native alone	Total X or Non-Binary	Total Female	Total Male	Total Officers Promoted	Total Officers Applied for Promotion	Total Officers Eligible for Promotion	Total Officers
0	0	3	4	-	6	ļ.	0		12	1	0	0	0	0	0	14	0	0	0	14
0%	%0	21%	29%	7%	43%	7%	0%	%0	86%	7%	0%	0%	0%	0%	0%	100%	0%	%0	0%	1

Agency Name: Year:

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

Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

Current Officers

Age: 18-29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+		Male Female X or Non-Binary Total	
6 0 1 1 0 0 0 0 0 0 0	Male Female	0 0	American Indian or Alaska Native alone
0 0 0	X or Non- Binary	0 0 0	Asian alone
0 0 0 0	American Indian or Alaska Native alone		Black or African American alone
0 0 0 0 0	Asian	0 0 0	African alone
0 0 0	Black or Native African Hawaiian / American other P. I. alone alone		Native H other
0 0 0 0	Black or Native African Hawaiian / merican other P. I. alone alone	1 0 1	Native Hawaiian / other P. I. alone
0 0 3 4 1 4	White alone	12 0 12	White alone
0 0 0 0	Two or more races alone		Ibne Two or more races Other Hispanic or alone alone Latino
0 0 0 0	Other alone	0 0 0	e races alone
0 0 0	Other Hispanic	0	Other alone
; -	•	$\begin{matrix}1\\0\\0\end{matrix}$	Hispanic or Latino

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

Officers Eligible for Promotion

Age: 18-29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+		Male Female X or Non-Binary Total
	Male Female	American Indian or Alaska Native alone 0 0 0
0 0 0	X or Non- Binary	Asian alone 0 0 0 0 0
0 0 0	American Indian or Alaska Native &	Black or African American alone 0
0 0 0 0 0	Asian Ar	rican None 0 0
00000	Black or Native African Hawaiian/ Asian American other P. I. alone alone alone	Native Hawaiian / other P. I. alone 0 0
0 0 0 0	Native Hawaiian / other P. I. alone	ative Hawaiian / other P. I. alone 0 0 0
0 0 0	White alone	White alone 0 0
0 0 0 0	Two or more races alone	hite Two or more races lone alone 0 0 0 0 0 0
00000	Other alone	e races alone 0 0 0
0000	Other Hispanic	Other alone 0
. — . — . — . — . — . — .	•	Other Hispanic or alone Latino 0 0 0 0 0 0

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

Officers who Applied for a Promotion

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

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

Officers Promoted

	X or Non-Binary Total	Female	Male			
	0	0	0	Alaska Native alone	American Indian or	
	0	0	0	alone	Asian	
Associon	0	0	0	American alone	Black or African	,
	0	0	0	other P. I. alone	Native Hawaiian /	
	0	0	0	alone	White	
	0	0	0	alone	hite Two or more races	
	0	0	0	alone	Other	
	0	0	0	Latino	Other Hispanic or	-

Age: 18-29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+	
0 0 0 0	Male
0 0 0 0	Female
0 0 0 0	X or Non- Binary
	American Indian or Alaska Native alone
0 0 0	Asian alone
0 0 0	Black or Native African Hawaiian / Asian American other P. I. alone alone alone
0 0 0	Native Hawaiian / other P. I. alone
0 0 0	White alone
0 0 0 0	Two or more races alone
0000	Other alone
	Hispanic or Latino

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

Officers Promoted

	Male	Promoted Female	Promoted to Sergeant X or Non- Female Ringry	t Total	Maria	Promoted to Lieutenant X or Non- Female Ringay	Lieutenant X or Non-	Total	Male	Promoted	romoted to Captain X or Non-	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
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
White alone	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
Other alone	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

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.