

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Mercer- Hopewell Township Police Department

Time Period January 1, 2023 to December 31, 2023

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

Agency Name:
Year:

Mercer- Hopewell Township Police Department
January 1, 2023 to December 31, 2023

Applicant and Hiring Process Summary

Mercer- Hopewell Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 - December 31, 2022 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Mercer- Hopewell Township Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Non-Civil Service Examination List
Waiver hire

During the hiring process, Hopewell Township Police Department included the following elements to identify the most qualified applicants:

Formal Application
Interview Board
Drug Testing
Medical Exam
Psychiatric Exam

During the hiring process, Hopewell Township Police Department considers an applicant to be appointed Upon successful completion of the Academy .

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Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	115	-
Total Applicants Appointed	4	3%
Total Applicants Not Appointed	111	97%

	#	% of Total Applicants
Direct Hire Applicants	105	91%
Transfer Applicants	7	6%
Waiver Applicants	3	3%
CSC Exam Exempt Direct Hire Applicants	98	85%

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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	91	79%	83	6	2
	Total Female	22	19%	20	1	1
	Total X or Non-Binary	2	2%	2	0	0
Sexual Orientation	LGBTQ+	4	3%	4	0	0
	Not LGBTQ+	111	97%	101	7	3
Race/ Ethnicity	Total American Indian or Alaska Native alone	2	2%	0	0	0
	Total Asian alone	3	3%	3	0	0
	Total Black or African American alone	8	7%	6	1	1
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	94	82%	83	8	2
	Total Two or more races alone	4	3%	0	0	0
	Total Other alone	4	3%	0	0	0
	Total Hispanic or Latino	19	17%	17	0	1
Age	Total 18-29	95	83%	105	14	3
	Total 30-39	19	17%	10	0	0
	Total 40-49	0	0%	0	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	0	3	5	0	66	0	0	15
Female	0	0	3	0	14	0	0	4
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	3	8	0	80	0	0	19

	<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	74	20	2	0	3	6	0	65	0	0	17
Age: 30-39	17	2	0	0	0	3	0	14	0	0	2
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

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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+	1	3	0	0	0	0	0	3	0	0	1
Not LGBTQ+	91	21	2	0	3	8	0	75	0	0	17

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	4	0	0	0	0	0
Not LGBTQ+	93	18	0	0	0	0

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Appointed Applicants: Gender, Race, & Age Demographics

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	0	0	4	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	0	4	0	0	1

	<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	0	0	0	0	0	0	5	0	0	4
Age: 30-39	2	0	0	0	0	0	0	2	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

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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+	4	0	0	0	0	0	0	6	0	0	1

	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+	4	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	3	5	0	61	0	0	14
Female	2	0	3	0	12	0	0	4
X or Non-Binary	0	0	0	0	0	0	4	0
Total	2	3	8	0	90	4	4	18

	<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	73	17	4	0	3	5	0	60	0	0	14
Age: 30-39	15	2	0	0	0	3	0	12	0	0	4
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

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Not Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	1	3	0	0	0	0	0	3	0	0	0
Not LGBTQ+	84	19	4	4	3	8	0	88	4	4	17

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	4	0	0	0	0	0
Not LGBTQ+	88	19	0	0	0	0

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Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants		% of Total Not # Appointed Applicants		
Academy Failure	0	0%	Failed Background check- other	2	2%
Applicant Withdrawal	54	49%	Failed Drug Test	0	0%
Defer	0	0%	Interview Panel Recommendation	11	10%
Did not meet minimum qualifications	0	0%	Other	31	28%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	13	12%
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	0	0	0	0
Applicant Withdrawal	1	0	5	0	72	1	0	8
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	1
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	1	1	1	0	28	0	3	2
Physical Qualification Exam	0	1	0	0	9	0	0	4
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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Not Appointed Applicants- Reasons by Gender & Race

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	0
Applicant Withdrawal	0	0	3	0	7	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	5	1	0	1
Physical Qualification Exam	0	0	0	0	5	1	0	1
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal 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	2	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

Mercer- Hopewell Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 - December 31, 2022 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Mercer- Hopewell Township Police Department in the above time period, the promotional included the following methods of identifying qualified officers:
Non-Civil Service Promotional Examination List
Promotional Interview

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Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
	Total Officers	33	-
	Total Officers Eligible for Promotion	20	61%
	Total Officers Applied for Promotion	11	33%
	Total Officers Promoted	2	6%
Gender	Total Male	30	91%
	Total Female	3	9%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	0	0%
	Total Black or African American alone	1	3%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	28	85%
	Total Two or more races alone	1	3%
	Total Other alone	0	0%
	Total Hispanic or Latino	3	9%
Age	Total 18-29	10	30%
	Total 30-39	14	42%
	Total 40-49	7	21%
	Total 50-59	0	0%
	Total 60-69	2	6%
	Total 70+	0	0%

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Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

Current Officers

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	1	0	25	1	0	3
Female	0	0	0	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	28	1	0	3

	<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	10	0	0	0	0	0	0	8	1	0	1
Age: 30-39	12	2	0	0	0	0	0	13	0	0	1
Age: 40-49	7	0	0	0	0	1	0	5	0	0	1
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	2	0	0	0	0	0	0	2	0	0	0
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	0	1	0	17	0	0	0
Female	0	0	0	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	20	0	0	0

	<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	2	0	0	0	0	0	11	0	0	0
Age: 40-49	6	0	0	0	0	1	0	5	0	0	0
Age: 50-59	1	1	0	0	0	0	0	2	0	0	0
Age: 60-69	2	0	0	0	0	0	0	2	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	0	0	0	10	0	0	0
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	11	0	0	0

	<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	8	1	0	0	0	0	0	9	0	0	0
Age: 40-49	3	0	0	0	0	0	0	3	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

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Officers Promoted

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

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Officers Promoted

	<i>Promoted to Sergeant</i>				<i>Promoted to Lieutenant</i>				<i>Promoted to Captain</i>			
	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American alone	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	1	0	0	1	1	0	0	1	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

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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

Hopewell Township Police Department conducted a new hiring process in 2023, which accepted non-PT certified candidates for the first time since the 1990s. The process included a physical fitness exam, multiple oral interview panels, background investigations, medical / psychological / and drug screenings. The data showed a vast increase in the number of applications received, as well as the diversity amongst the candidate pool, as compared with previous years. The previous process (allowing for only certified candidates) netted 46 applicants (only 4 of whom identified themselves as a race other than "white"). The new process allowing for non-PTC certified candidates netted 115 applicants (40 of which identified as other than "white"). Female applicants also increased from 3 to 22 in the same comparison. HTPD intends to conduct another hiring process in 2024 and continue to expand our outreach / job advertisement to diverse communities, organizations, and outlets. The data used for the statistics above were gathered using data generation from our PoliceApp account, which is where our hiring process is run through.