Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Cape May- WILDWOOD CREST POLICE DEPARTMENT

Time Period: JANUARY 1, 2023 - DECEMBER 31, 2023 Reporting Requirement: N.J.S.A. 52:17B-4.10

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Applicant and Hiring Process Summary

Cape May- WILDWOOD CREST POLICE DEPARTMENT is a Municipal law enforcement agency. During the time period covering JANUARY 1, 2023 - DECEMBER 31, 2023 the agency received applications for law enforcement officers. The ageny's hiring process is governed by Civil Service Regulations.

For Cape May- WILDWOOD CREST POLICE DEPARTMENT in the above time period, the applicant and hiring process included the following methods of identifying applicants: Waiver hire

During the hiring process, WILDWOOD CREST 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, WILDWOOD CREST POLICE DEPARTMENT considers an applicant to be appointed Prior to entry in to the Academy

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Annual Summary of Law Enforcement Diversity: Applicant Summary

	# % o	f Total Applicants			# % o	f Total Applica
Total Applicants	5	-		Direct Hire Applicants	0	0%
Total Applicants Appointed	4	80%		Transfer Applicants	0	0%
Total Applicants Not Appointed	1	20%		Waiver Applicants	0	0%
			C	SC Exam Exempt Direct Hire		
				Applicants	5	100%

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

,	Fotal Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Total Male	5	100%	0	0	0
Total Female	0	0%	0	0	0
Total X or Non-Binary	0	0%	0	0	0
LGBTQ+	0	0%	0	0	0
Not LGBTQ+	5	100%	0	0	0
Total American Indian or Alaska Native al	one 0	0%	0	0	0
Total Asian alone	1	20%	0	0	0
	-	20%	0	0	0
Total Native Hawaiian/ other Pacific Islan alone	der 0	0%	0	0	0
Total White alone	3	60%	0	0	0
Total Two or more races alone	0	0%	0	0	0
Total Other alone	0	0%	0	0	0
Total Hispanic or Latino	0	0%	0	0	0
Total 18-29	5	100%	0	0	0
Total 30-39	0	0%	0	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
	Total Male Total Female Total X or Non-Binary LGBTQ+ Not LGBTQ+ Total American Indian or Alaska Native al Total Asian alone Total Black or African American alone Total Native Hawaiian/ other Pacific Islan alone Total Native Hawaiian/ other Pacific Islan alone Total Native Hawaiian/ other Pacific Islan alone Total White alone Total Two or more races alone Total Two or more races alone Total Total Other alone Total 18-29 Total 30-39 Total 30-39 Total 40-49 Total 50-59 Total 60-69	Total Male5Total Female0Total X or Non-Binary0LGBTQ+0Not LGBTQ+5Total American Indian or Alaska Native alone0Total American Indian or Alaska Native alone1Total American Indian or Alaska Native alone1Total American Indian or Alaska Native alone1Total Black or African American alone1Total Black or African American alone1Total Native Hawaiian/ other Pacific Islander alone0Total White alone3Total Two or more races alone0Total Other alone0Total Hispanic or Latino0Total 18-295Total 30-390Total 40-490Total 50-590Total 60-690	Total Female00%Total X or Non-Binary00%LGBTQ+00%Not LGBTQ+5100%Total American Indian or Alaska Native alone00%Total Asian alone120%Total Black or African American alone120%Total Native Hawaiian/ other Pacific Islander00%alone00%Total Two or more races alone00%Total Hispanic or Latino00%Total 30-3900%Total 40-4900%Total 50-5900%Total 60-6900%	Total Applicants % of TotalApplicantsTotal Male5100%0Total Female00%0Total X or Non-Binary00%0LGBTQ+00%00Not LGBTQ+5100%00Total American Indian or Alaska Native alone00%0Total Asian alone120%0Total Black or African American alone120%0Total Native Hawaiian/ other Pacific Islander00%0Total Two or more races alone00%0Total Two or more races alone00%0Total Ispanic or Latino00%0Total 18-295100%0Total 30-3900%0Total 50-5900%0Total 50-5900%0Total 60-6900%0	Total ApplicantsApplicantsTransfer ApplicantsTotal Male5100%00Total Female00%000Total X or Non-Binary00%00LGBTQ+00%00Not LGBTQ+5100%00Total Asian alone120%00Total Black or African American alone120%00Total Native Hawaiian/ other Pacific Islander00%00Total Nite Hawaiian/ other Pacific Islander00%00Total Nite alone00%000Total Nite alone00%000Total Nite alone00%000Total Two or more races alone00%000Total Hispanic or Latino00%000Total Asian 30.3900%000Total 18-295100%000Total 40-490%000Total 40-490%000Total 50-590%000Total 60-690%000Total 60-690%000Total 60-690%000Total 60-690%000Total 60-690%

Annual Summary of Law Enforcement Diversity: Applicants

	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	1	1	0	3	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	1	0	3	0	0	0

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian /	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	5	0	0	0	1	1	0	3	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

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	<i>Other</i> alone	Hispanic or Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	5	0	0	0	1	1	0	3	0	0	0

Age: 18- Age: 30-

	29	39	Age	e: 40-49 Age:	50-59 Age:	60-69 Age:	70+
LGBTQ+		0	0	0	0	0	0
Not LGBTQ+		5	0	0	0	0	0

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

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	1	0	0	3	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	3	0	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	<i>White</i> alone	Two or more races alone	<i>Other</i> alone	Hispanic or Latino
Age: 18-29	4	0	0	0	1	0	0	3	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

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Appointed Applicants: Sexual Orientation Demographics

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

	Age: 18-	Age: 30-					
	29	39	Age: 40-4	49 Age: 50-5	59 Age: 60-6	69 Age: 70+	
LGBTQ+	0		0	0	0	0	0
Not LGBTQ+	4		0	0	0	0	0

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

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	1	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	1	0	0	0	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	<i>White</i> alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	1	0	0	0	0	1	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

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Not Appointed Applicants: Sexual Orientation Demographics

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

	Age: 18-	Age: 30-					
	29	39	Age: 40-4	9 Age: 50-5	9 Age: 60-6	69 Age: 70+	
LGBTQ+	() (0	0	0	0	0
Not LGBTQ+	1	L (0	0	0	0	0

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Not Appointed Applicant- Reasons

		of Total Not pointed Applicants			f Total Not pointed Applicants
Academy Failure	0	0%	Failed Background check- other	0	0%
Applicant Withdrawal	1	100%	Failed Drug Test	0	0%
Defer	0	0%	Interview Panel Recommendation	0	0%
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%

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

Male Applicants

Mule Applicants											
			Black or African			Two or 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	1	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			

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

Female Applicants

		cillanc Ap	pricarits					
			Black or African			Two or 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	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

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

X or Non-Binary Applicants

X of Non Dinary Applicants											
			Black or African			Two or 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	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			

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Current Officers and Promotional Process Summary

Cape May- WILDWOOD CREST POLICE DEPARTMENT is a Municipal law enforcement agency. During the time period covering JANUARY 1, 2023 - DECEMBER 31, 2023 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

For Cape May- WILDWOOD CREST POLICE DEPARTMENT in the above time period, the promotional included the following methods of identifying qualified officers: Civil Service Promotional Examination Certified List Promotional Interview

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# %	of Total
	Total Officers	28	-
	Total Officers Eligible for Promotion	10	
	Total Officers Applied for Promotion	6	
	Total Officers Promoted	2	7%
,	Total Male	26	93%
Gender	Total Female	2	7%
G	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	4%
	Total Black or African American alone	3	11%
Racel Ethnicity	Total Native Hawaiian or other Pacific Islander alone	0	0%
ascel	Total White alone	22	79%
v	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	2	7%
	Total 18-29	15	54%
	Total 30-39	8	29%
se.	Total 40-49	4	14%
P8e	Total 50-59	1	4%
	Total 60-69	0	0%
	Total 70+	0	0%

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

	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	1	3	0	20	0	0	2
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	3	0	22	0	0	2

Current Officers

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian /	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	14	1	0	0	1	1	0	12	0	0	1
Age: 30-39	8	0	0	0	0	1	0	6	0	0	1
Age: 40-49	3	1	0	0	0	0	0	4	0	0	0
Age: 50-59	1	0	0	0	0	1	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

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

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	0	0	1	0	7	0	0	1
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	8	0	0	1

	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	3	0	0	0	0	0	0	3	0	0	0
Age: 30-39	4	0	0	0	0	0	0	3	0	0	1
Age: 40-49	1	1	0	0	0	0	0	2	0	0	0
Age: 50-59	1	0	0	0	0	1	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

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

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	1	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	0	1	0	5	0	0	0

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

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Officers Promoted

	American Indian or	Asian	Black or African	Native Hawaiian /	White	Two or more races	Other	Hispanic or
	Alaska Native alone	alone	American alone	other P. I. alone	alone	alone	alone	Latino
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

	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	<i>Other</i> alone	Hispanic or Latino
Age: 18-29	1	0	0	0	0	0	0	1	0	0	0
Age: 30-39	0	0	0	0	0	0	0	0	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

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - DECEMBER 31, 2023

Officers Promoted

	Promoted to Sergeant X or Non-				Pro	Promoted to Lieutenant				Promoted to Captain				
					X or Non-				X or Non-					
	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	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		

Cape May- WILDWOOD CREST POLICE DEPARTMENT JANUARY 1, 2023 - 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

The Wildwood Crest Police Department has conducted a review of the demographics related to the department and the service population and determined that the demographics of the department are consistent with the representation of the service population, with the continued exception of female officers. Census data shows that roughly half of the service population is female while less than 10% of the department is comprised of female officers. Recruitment plans will be adjusted to appeal to female applicants in both full time and seasonal officer positions in an effort to increase their representation within the ranks. The department has seen an increase in female applicants for seasonal postions and will look to translate that improvement into full time positions.