

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Burlington- Willingboro Township**

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

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

Agency Name:  
Year:

**Burlington- Willingboro Township**  
**January 1, 2023 - December 31, 2023**

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

Burlington- Willingboro Township 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 agency's hiring process is governed by Civil Service Regulations.

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For Burlington- Willingboro Township in the above time period, the applicant and hiring process included the following methods of identifying applicants:  
Civil Service Examination Certified List  
Non-Civil Service Examination List

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During the hiring process, Willingboro Township included the following elements to identify the most qualified applicants:

Formal Application  
Interview Board  
Written Exam  
Preference for applicants who are "local" or "county" residents  
Preference for veteran applicants  
Drug Testing  
Medical Exam  
Psychiatric Exam

During the hiring process, Willingboro Township considers an applicant to be appointed Prior to entry in to the Academy  
Upon successful completion of the Academy .

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## Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	32	-
Total Applicants Appointed	12	38%
Total Applicants Not Appointed	20	63%

	#	% of Total Applicants
Direct Hire Applicants	4	13%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	28	88%

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## 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	27	84%	4	0	0
	Total Female	5	16%	0	0	0
	Total X or Non-Binary	0	0%	0	0	0
<b>Sexual Orientation</b>	LGBTQ+	1	3%	0	0	0
	Not LGBTQ+	31	97%	4	0	0
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	2	6%	0	0	0
	Total Black or African American alone	18	56%	2	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	6	19%	1	0	0
	Total Two or more races alone	1	3%	0	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	5	16%	1	0	0
<b>Age</b>	Total 18-29	17	53%	0	0	0
	Total 30-39	14	44%	3	0	0
	Total 40-49	1	3%	1	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	2	15	0	6	1	0	3
Female	0	0	3	0	0	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	18	0	6	1	0	5

	<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	14	3	0	0	2	9	0	3	1	0	2
Age: 30-39	12	2	0	0	0	9	0	2	0	0	3
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

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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+	0	1	0	0	0	1	0	0	0	0	0
Not LGBTQ+	27	4	0	0	2	17	0	6	1	0	5

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	0	0	0	0	0
Not LGBTQ+	16	14	1	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	1	7	0	1	0	0	2
Female	0	0	1	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	8	0	1	0	0	2

	<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	7	1	0	0	1	5	0	1	0	0	1
Age: 30-39	4	0	0	0	0	3	0	0	0	0	1
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	1	0	0	0	1	0	0	0	0	0
Not LGBTQ+	11	0	0	0	1	7	0	1	0	0	2

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	0	0	0	0	0
Not LGBTQ+	7	4	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	1	8	0	5	1	0	1
Female	0	0	2	0	0	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	10	0	5	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	7	2	0	0	1	4	0	2	1	0	1
Age: 30-39	8	2	0	0	0	6	0	2	0	0	2
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

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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+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	16	4	0	0	1	10	0	5	1	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
Not LGBTQ+	9	10	1	0	0	0

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### ***Not Appointed Applicant- Reasons***

	<b>% of Total Not # Appointed Applicants</b>		<b>% of Total Not # Appointed Applicants</b>	
Academy Failure	0	0%	Failed Background check- other	0 0%
Applicant Withdrawal	17	85%	Failed Drug Test	0 0%
Defer	0	0%	Interview Panel Recommendation	2 10%
Did not meet minimum qualifications	0	0%	Other	0 0%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	1 5%
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	0	1	8	0	3	1	0	1
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	2	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

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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	1	0	0	0	0	2
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	1	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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**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	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

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

Burlington- Willingboro Township 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.

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For Burlington- Willingboro Township 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	70	-
	Total Officers Eligible for Promotion	12	17%
	Total Officers Applied for Promotion	11	16%
	Total Officers Promoted	7	10%
<b>Gender</b>	Total Male	60	86%
	Total Female	10	14%
	Total X or Non-Binary	0	0%
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	2	3%
	Total Black or African American alone	25	36%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	31	44%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	12	17%
<b>Age</b>	Total 18-29	12	17%
	Total 30-39	32	46%
	Total 40-49	21	30%
	Total 50-59	5	7%
	Total 60-69	0	0%
	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	2	21	0	28	0	0	9
Female	0	0	4	0	3	0	0	3
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	25	0	31	0	0	12

	<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	2	0	0	2	6	0	3	0	0	1
Age: 30-39	29	3	0	0	0	14	0	10	0	0	8
Age: 40-49	16	5	0	0	0	4	0	15	0	0	2
Age: 50-59	5	0	0	0	0	1	0	3	0	0	1
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 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	2	0	6	0	0	2
Female	0	0	0	0	1	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	7	0	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	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	4	0	0	0	0	1	0	2	0	0	1
Age: 40-49	6	2	0	0	0	1	0	5	0	0	2
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 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	2	0	6	0	0	1
Female	0	0	0	0	1	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	7	0	0	2

	<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	3	0	0	0	0	1	0	2	0	0	0
Age: 40-49	6	2	0	0	0	1	0	5	0	0	2
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	1	0	4	0	0	1
Female	0	0	0	0	0	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	4	0	0	2

	<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	1	0	1	0	0	0
Age: 40-49	4	1	0	0	0	0	0	3	0	0	2
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	1	0	0	1	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	2	0	0	2	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	1	0	0	1

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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

INSERT SAMPLE TEXT HERE FROM AGENCY.