



Diversity Hiring Report

Submitting Agency: Essex Fells PD

Year: 2024

Agency Factsheet

Application Processes

Employment applications received in current reporting period? Yes

Agency hiring process governed by Civil Service Regulations? No

Agency hiring method(s): Non-Civil Service Examination List, Direct Hire of BCPO Certified Officer

Application process element(s): Formal Application, Interview Board, Written Exam, Drug Testing, Medical Exam, Psychiatric Exam

Promotional Methods

Applications for promotion in current reporting period? Yes

Agency promotional process governed by Civil Service Regulations? No

Do Civil Service Regulations apply to all ranks?

Promotional method(s): Non-Civil Service Promotional Examination List, Promotional Interview



Diversity Hiring Report

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Year: 2024

All Applicants: Summary

Summary Type	Number	Percentage of Total
<i>Total Applicants</i>	60	N/A
<i>Total Applicants Appointed</i>	1	1%
<i>Total Applicants Not Appointed</i>	59	98%
<i>Direct Hire Applicants</i>	60	100%
<i>Transfer Applicants</i>	0	0%
<i>Waiver Applicants</i>	0	0%
<i>CSC Exam Exempt Direct Hire Applicants</i>	0	0%



Diversity Hiring Report

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Year: 2024

All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
<i>Gender</i>	Total Male	55	91%	55	0	0
	Total Female	5	8%	5	0	0
	Total X/Non-Binary	0	0%	0	0	0
<i>Sexual Orientation</i>	LGBTQ+	1	1%	1	0	0
	Non-LGBTQ+	59	98%	59	0	0
<i>Race/Ethnicity</i>	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	1	1%	1	0	0
	Total Black or African American	0	0%	0	0	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	42	70%	42	0	0
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	12	20%	12	0	0
<i>Age</i>	Total 18-29	47	78%	47	0	0
	Total 30-39	6	10%	6	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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Year: 2024

All Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	1	0	0	38	0	0	12
Female	0	0	0	0	4	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total								

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	42	5	0	0	1	0	0	33	0	0	10
Age 30-39	6	0	0	0	0	0	0	4	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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All Applicants: Sexual Orientation Demographics

LGBTQ+ Status	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>LGBTQ+</i>	1	0	0	0	0	0	0	1	0	0	0
<i>Non-LGBTQ+</i>	0	0	0	0	1	0	0	41	0	0	12

LGBTQ+ Status	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
<i>LGBTQ+</i>	1	0	0	0	0	0
<i>Non-LGBTQ+</i>	46	6	0	0	0	0



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Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	0	0	0	1
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	1
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ+	0	0	0	0	0	0	0	0	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
Non-LGBTQ+	1	0	0	0	0	0



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Not Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	1	0	0	38	0	0	11
<i>Female</i>	0	0	0	0	4	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	41	5	0	0	1	0	0	33	0	0	9
<i>Age 30-39</i>	6	0	0	0	0	0	0	4	0	0	1
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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Not Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>LGBTQ+</i>	1	0	0	0	0	0	0	1	0	0	0
<i>Non-LGBTQ+</i>	0	0	0	0	1	0	0	41	0	0	11

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
<i>LGBTQ+</i>	1	0	0	0	0	0
<i>Non-LGBTQ+</i>	45	6	0	0	0	0



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Not Appointed Applicants – Reasons

Reason	#	% of Total Not Appointed Applicants
<i>Academy Failure</i>	0	0%
<i>Applicant Withdrawal</i>	17	28%
<i>Defer</i>	0	0%
<i>Did not meet minimum qualifications</i>	0	0%
<i>Failed background check- Criminal History</i>	0	0%
<i>Failed background check- Financial</i>	0	0%
<i>Unknown</i>	17	28%
<i>Failed Background check- other</i>	0	0%
<i>Failed Drug Test</i>	0	0%
<i>Interview Panel Recommendation</i>	21	35%
<i>Other</i>	1	1%
<i>Physical Qualification Exam</i>	2	3%
<i>Residency Requirement</i>	0	0%
<i>Written Exam</i>	17	28%



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Not Appointed Applicants – Reasons by Gender & Race

Male Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	1	0	0	10	0	0	1
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	17	0	0	4
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	2
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	10	0	0	4



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	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Other</i>	0	0	0	0	0	0	0	0



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Female Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	3	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	1	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0



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X or Non-Binary Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	0	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2024

Current Officers: Summary

		Number	Percentage of Total
	Total Officers	13	N/A
	Total Officers Eligible for Promotion	8	61%
	Total Officers Applied for Promotion	8	61%
	Total Officers Promoted	3	23%
<i>Gender</i>	Total Male	12	92%
	Total Female	1	7%
	Total X/Non-Binary	0	0%
<i>Race/Ethnicity</i>	Total American Indian/Alaska Native	0	0%
	Total Asian	0	0%
	Total Black or African American	0	0%
	Total Native Hawaiian/Pacific Islander	0	0%
	Total White	13	100%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	2	15%
<i>Age</i>	Total 18-29	3	23%



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		Number	Percentage of Total
	Total 30-39	4	30%
	Total 40-49	4	30%
	Total 50-59	2	15%
	Total 60-69	0	0%
	Total 70+	0	0%



Diversity Hiring Report

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Year: 2024

Current Officers: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	10	0	0	2
<i>Female</i>	0	0	0	0	1	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	3	0	0	0	0	0	0	3	0	0	0
<i>Age 30-39</i>	3	1	0	0	0	0	0	3	0	0	1
<i>Age 40-49</i>	4	0	0	0	0	0	0	3	0	0	1
<i>Age 50-59</i>	2	0	0	0	0	0	0	2	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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Officers Eligible for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	5	0	0	2
<i>Female</i>	0	0	0	0	1	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	3	1	0	0	0	0	0	3	0	0	1
<i>Age 40-49</i>	4	0	0	0	0	0	0	3	0	0	1
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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Officers who Applied for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	5	0	0	2
Female	0	0	0	0	1	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	6	0	0	2

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	0	0	0	0	0	0	0	0	0	0	0
Age 30-39	3	1	0	0	0	0	0	3	0	0	1
Age 40-49	4	0	0	0	0	0	0	3	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



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Officers Promoted: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	2	0	0	1
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	2	0	0	1

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	3	0	0	0	0	0	0	2	0	0	1
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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Officers Promoted

Demographic	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total
American Indian/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	2	0	0	2	0	0	0	0	0	0	0	0
Two or More Races	0	0	0	0	0	0	0	0	0	0	0	0
Other Race	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