

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Camden- Pine Hill Police Department
Time Period: January 1, 2022 to December 31, 2022
Reporting Requirement: N.J.S.A. 52:17B-4.10

Agency Name:
Year:

Camden- Pine Hill Police Department
January 1, 2022 to December 31, 2022

Applicant and Hiring Process Summary

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

For Camden- Pine Hill Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

During the hiring process, Pine Hill 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, Pine Hill Police Department considers an applicant to be appointed Prior to entry in to the Academy

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Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	28	-
Total Applicants Appointed	0	0%
Total Applicants Not Appointed	28	-

	#	% of Total Applicants
Direct Hire Applicants	28	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

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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	28	100%	28	0	0
	Total Female	0	0%	0	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	27	96%	27	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	4	14%	4	0	0
	Total Black or African American alone	2	7%	2	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	16	57%	16	0	0
	Total Two or more races alone	1	4%	1	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	5	18%	5	0	0
Age	Total 18-29	24	86%	24	0	0
	Total 30-39	3	11%	3	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	4	2	0	16	1	0	5
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	4	2	0	16	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	24	0	0	0	4	2	0	14	1	0	3
Age: 30-39	3	0	0	0	0	0	0	1	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+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	27	0	0	0	4	2	0	15	1	0	5

	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+	23	3	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	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	0	0	0	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	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

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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+	0	0	0	0	0	0	0	0	0	0	0

	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+	0	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	4	2	0	16	1	0	5
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	4	2	0	16	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	24	0	0	0	4	2	0	14	1	0	3
Age: 30-39	3	0	0	0	0	0	0	1	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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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+	27	0	0	0	4	2	0	15	1	0	5

	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+	23	3	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	1	4%
Applicant Withdrawal	17	61%	Failed Drug Test	0	0%
Defer	7	25%	Interview Panel Recommendation	3	11%
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%

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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	3	1	0	9	0	0	4
Defer	0	1	0	0	4	1	0	1
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal	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	1	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	1	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	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	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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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	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

Camden- Pine Hill Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 to December 31, 2022 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Camden- Pine Hill 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		24	-
Total Officers Eligible for Promotion		23	96%
Total Officers Applied for Promotion		22	92%
Total Officers Promoted		0	0%
Gender	Total Male	24	100%
	Total Female	0	0%
	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	4%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	23	96%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	0	0%
Age	Total 18-29	4	17%
	Total 30-39	7	29%
	Total 40-49	11	46%
	Total 50-59	2	8%
	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	0	1	0	23	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	23	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	4	0	0	0	0	0	0	4	0	0	0
Age: 30-39	7	0	0	0	0	1	0	6	0	0	0
Age: 40-49	11	0	0	0	0	0	0	11	0	0	0
Age: 50-59	2	0	0	0	0	0	0	2	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 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	18	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	18	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	1	0	0	0	0	0	0	1	0	0	0
Age: 30-39	7	0	0	0	0	1	0	6	0	0	0
Age: 40-49	10	0	0	0	0	0	0	10	0	0	0
Age: 50-59	1	0	0	0	0	0	0	1	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	0	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	0	0	0	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	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

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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	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	0	0	0	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	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

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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	0	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	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

In 2022 recruitment efforts included, but were not limited to;

- Use of PoliceApps standardized intake of all applications.
- Distribution of the recruitment flyer across social media platforms such as Facebook, Twitter and Instagram.
- Distribution of the recruitment flyer through community notification NIXLE.
- Distribution of the recruitment flyer to geographically appropriate PTC approved Police Academies.
- Distribution of the recruitment flyer to all religious organizations with the borough, with representation from various religions such a Catholic, Muslim, Sikh, Non-denominational Christian, and others.
- Distribution of the recruitment flyer to all multi-unit complex management for posting and distribution their residents.
- Distribution of the recruitment flyer at community events such as Back to School Night, National Night Out, etc.
- Posting of the recruitment effort on Borough digital marquee signs throughout the jurisdiction
- Attendance and participation at Camden County hosted recruitment event

There were no Police Officers appointed or promoted between 1/1/2022 and 12/31/2022. Efforts will continue to recruit female and African American candidates to improve representation consistent with current Census data and comparable data from the State of NJ and Camden County through the NJ OAG Police Recruiting Data Dashboard.