

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Statewide or Regional LEA- New Jersey State Parole Board

Time Period: 2025

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

Agency Name:

Statewide or Regional LEA- New Jersey State Parole Board

Year:

2025

Applicant and Hiring Process Summary

Statewide or Regional LEA- New Jersey State Parole Board is a State-wide law enforcement agency. During the time period covering 2025 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

For Statewide or Regional LEA- New Jersey State Parole Board in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Civil Service Examination Certified List

During the hiring process, New Jersey State Parole Board included the following elements to identify the most qualified applicants:

Interview Board

Written Exam

Preference for veteran applicants

Drug Testing

Medical Exam

Psychiatric Exam

During the hiring process, New Jersey State Parole Board 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			# % of Total Applicants	
Total Applicants	178	-	Direct Hire Applicants	178	100%
Total Applicants Appointed	29	16%	Transfer Applicants	0	0%
Total Applicants Not Appointed	149	84%	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	76 43%	76	0	0
	Total Female	99 56%	99	0	0
	Total X or Non-Binary	0 0%	0	0	0
Sexual Orientation	LGBTQ+	0 0%	0	0	0
	Not LGBTQ+	0 0%	0	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0 0%	0	0	0
	Total Asian alone	2 1%	2	0	0
	Total Black or African American alone	98 55%	98	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0 0%	0	0	0
	Total White alone	32 18%	32	0	0
	Total Two or more races alone	0 0%	0	0	0
	Total Other alone	5 3%	5	0	0
	Total Hispanic or Latino	41 23%	41	0	0
	Total 18-29	62 35%	62	0	0
Age	Total 30-39	93 52%	93	0	0
	Total 40-49	20 11%	20	0	0
	Total 50-59	3 2%	3	0	0
	Total 60-69	0 0%	0	0	0
	Total 70+	0 0%	0	0	0

Annual Summary of Law Enforcement Diversity: Applicants

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	31	0	20	0	4	20
Female	0	1	64	0	12	0	1	21
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	95	0	32	0	5	41

	X or Non-			American Indian or Alaska Native 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	Female	Binary							
Age: 18-29	22	37	0	0	1	33	0	10	0	15
Age: 30-39	42	51	0	0	1	50	0	19	0	22
Age: 40-49	11	9	0	0	0	13	0	3	0	3
Age: 50-59	1	2	0	0	0	2	0	0	0	1
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	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

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

Age: 18- 30-

29 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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2025***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	2	0	8	0	0	7
Female	0	1	3	0	2	0	0	5
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	5	0	10	0	0	12

	X or Non-			American Indian or Alaska Native 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	Female	Binary							
Age: 18-29	7	7	0	0	1	3	0	4	0	6
Age: 30-39	10	4	0	0	1	2	0	5	0	6
Age: 40-49	1	0	0	0	0	0	1	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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2025***Appointed Applicants: Sexual Orientation Demographics***

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

LGBTQ+	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0

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2025***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	29	0	12	0	4	13
Female	0	0	61	0	10	0	1	16
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	90	0	22	0	5	29

	X or Non-			American Indian or Alaska Native 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	Female	Binary							
Age: 18-29	15	30	0	0	0	30	0	6	0	9
Age: 30-39	32	47	0	0	0	48	0	14	0	16
Age: 40-49	10	9	0	0	0	13	0	2	0	3
Age: 50-59	1	2	0	0	0	2	0	0	0	1
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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2025***Not Appointed Applicants: Sexual Orientation Demographics***

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

LGBTQ+	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0

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2025***Not Appointed Applicant- Reasons***

	% of Total Not # Appointed Applicants			% of Total Not # Appointed Applicants	
Academy Failure	7	5%	Failed Background check- other	59	40%
Applicant Withdrawal	5	3%	Failed Drug Test	0	0%
Defer	66	44%	Interview Panel Recommendation	0	0%
Did not meet minimum qualifications	1	1%	Other	11	7%
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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2025***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	3	0	2	0	0	1
Applicant Withdrawal	0	0	2	0	1	0	0	0
Defer	0	0	4	0	4	0	1	7
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	16	0	4	0	1	5
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	4	0	1	0	2	0

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2025***Not Appointed Applicants- Reasons by Gender & Race******Female 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
Academy Failure	0	0	1	0	0	0	0	0
Applicant Withdrawal	0	0	1	0	0	0	0	1
Defer	0	0	32	0	5	0	1	10
Did not meet minimum qualifications	0	0	0	0	0	0	0	1
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	24	0	4	0	0	4
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	3	0	1	0	0	0

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2025***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

Statewide or Regional LEA- New Jersey State Parole Board is a State-wide law enforcement agency. During the time period covering 2025 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

For Statewide or Regional LEA- New Jersey State Parole Board 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	455	-
	Total Officers Eligible for Promotion	16	4%
	Total Officers Applied for Promotion	16	4%
	Total Officers Promoted	7	2%
Gender	Total Male	317	70%
	Total Female	135	30%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	2	0%
	Total Asian alone	13	3%
	Total Black or African American alone	81	18%
	Total Native Hawaiian or other Pacific Islander alone	6	1%
	Total White alone	230	51%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
Age	Total Hispanic or Latino	123	27%
	Total 18-29	40	9%
	Total 30-39	201	44%
	Total 40-49	164	36%
	Total 50-59	48	11%
	Total 60-69	2	0%
	Total 70+	0	0%

Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

Current Officers

	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	10	46	3	177	0	0	81
Female	2	3	35	3	51	0	0	41
X or Non-Binary	0	0	0	0	0	0	0	0
Total	2	13	81	6	228	0	0	122

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
				Asian alone	American alone	Native alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	28	12	0	1	1	7	0	19	0	12
Age: 30-39	136	63	0	1	7	40	4	98	0	51
Age: 40-49	114	50	0	0	5	25	2	85	0	47
Age: 50-59	37	10	0	0	0	8	0	27	0	13
Age: 60-69	2	0	0	0	0	1	0	1	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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2025***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	0	0	8	0	0	0
Female	0	0	0	0	3	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	11	0	0	2

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
				Asian alone	Asian alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	2	0	0	0	0	3	0	0	2
Age: 40-49	5	3	0	0	0	0	7	0	0	1
Age: 50-59	2	0	0	0	0	0	3	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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2025***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	0	0	8	0	0	0
Female	0	0	0	0	3	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	11	0	0	2

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
				Asian alone	American alone	Native alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	2	0	0	0	0	3	0	0	2
Age: 40-49	5	3	0	0	0	0	7	0	0	1
Age: 50-59	2	0	0	0	0	0	3	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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2025***Officers Promoted***

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

	X or Non-			American Indian or Alaska Native 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	Female	Binary							
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	0	1	0	0	0	0	1	0	0	1
Age: 40-49	1	2	0	0	0	0	2	0	0	1
Age: 50-59	1	0	0	0	0	0	2	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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2025***Officers Promoted***

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	X or Non-Binary			Total	X or Non-Binary			Total	X or Non-Binary			Total
	Male	Female	Binary		Male	Female	Binary		Male	Female	Binary	
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	2	0	2	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