

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Mercer- Mercer County Prosecutor's Office**

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

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

Agency Name:  
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Mercer- Mercer County Prosecutor's Office  
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### ***Applicant and Hiring Process Summary***

Mercer- Mercer County Prosecutor's Office is a County law enforcement agency. During the time period covering 2023 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

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For Mercer- Mercer County Prosecutor's Office in the above time period, the applicant and hiring process included the following methods of identifying applicants:

- Inter-governmental Transfer
- Waiver hire
- Direct hire of BCPO certified officer

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During the hiring process, Mercer County Prosecutor's Office included the following elements to identify the most qualified applicants:

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

During the hiring process, Mercer County Prosecutor's Office 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		# % of Total Applicants
Total Applicants	3	-	0 0%
Total Applicants Appointed	3	100%	1 33%
Total Applicants Not Appointed	0	0%	0 0%
		Direct Hire Applicants	0 0%
		Transfer Applicants	1 33%
		Waiver Applicants	0 0%
		CSC Exam Exempt Direct Hire Applicants	2 67%

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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	3	100%	0	1	0
	Total Female	0	0%	0	0	0
	Total X or Non-Binary	0	0%	0	0	0
<b>Sexual Orientation</b>	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	3	100%	0	1	0
<b>Race/ ethnicity</b>	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	0	0%	0	0	0
	Total Black or African American alone	0	0%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	2	67%	0	1	0
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	1	33%	0	0	0
	Total 18-29	2	67%	0	0	0
	Total 30-39	0	0%	0	0	0
<b>Age</b>	Total 40-49	1	33%	0	1	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

	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	1
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	1

	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		Hispanic or Latino	
	Male	Female													
Age: 18-29	2	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Age: 50-59	0	0	0	0	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	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Sexual Orientation Demographics

	X or Non-		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	Female	Binary															
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	3	0	0	0	0	0	0	0	0	0	2	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	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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### 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	0	0	0	2	0	0	1
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	1

	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	
	Male	Female															
Age: 18-29	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	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	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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**Appointed Applicants: Sexual Orientation Demographics**

	X or Non-		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	Female	Binary	alone	alone	alone	alone	alone	alone	alone	alone
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	3	0	0	0	0	0	0	2	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
Not LGBTQ+	2	0	1	0



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**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	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

	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		Hispanic or Latino	
	Male	Female	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	White alone	Two or more races alone	Other alone	Hispanic or Latino	Hispanic or Latino	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	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	0	0	0	0
Age: 40-49	0	0	0	0	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	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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**Not Appointed Applicants: Sexual Orientation Demographics**

	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	
	Male	Female																
LGBTQ+	0	0	0	0	0	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	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	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	0	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 -
Applicant Withdrawal	0 -	0 -
Defer	0 -	0 -
Did not meet minimum qualifications	0 -	0 -
Failed background check- Criminal History	0 -	0 -
Failed background check- Financial	0 -	0 -
Failed Background check- other	0 -	0 -
Failed Drug Test	0 -	0 -
Interview Panel Recommendation	0 -	0 -
Other	0 -	0 -
Physical Qualification Exam	0 -	0 -
Residency Requirement	0 -	0 -
Written Exam	0 -	0 -

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### Not Appointed Applicants- Reasons by Gender & Race

#### Male 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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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### 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	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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### Not Appointed Applicants- Reasons by Gender & Race

#### X or Non-Binary 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	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***

Mercer- Mercer County Prosecutor's Office is a County law enforcement agency. During the time period covering 2023 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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For Mercer- Mercer County Prosecutor's Office in the above time period, the promotional included the following methods of identifying qualified officers:  
Promotional Interview

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## Annual Summary of Law Enforcement Diversity: Current Officers Summary

	# of Total Officers
Total Officers	60
Total Officers Eligible for Promotion	48 80%
Total Officers Applied for Promotion	48 80%
Total Officers Promoted	8 13%
<b>Gender</b>	
Total Male	45 75%
Total Female	15 25%
Total X or Non-Binary	0 0%
<b>Race/ Ethnicity</b>	
Total American Indian or Alaska Native alone	0 0%
Total Asian alone	1 2%
Total Black or African American alone	11 18%
Total Native Hawaiian or other Pacific Islander alone	0 0%
Total White alone	39 65%
Total Two or more races alone	0 0%
Total Other alone	0 0%
Total Hispanic or Latino	9 15%
<b>Age</b>	
Total 18-29	6 10%
Total 30-39	27 45%
Total 40-49	20 33%
Total 50-59	7 12%
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

	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	8	0	32	0	0	5
Female	0	1	3	0	7	0	0	4
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	11	0	39	0	0	9

	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		Hispanic or Latino	
	Male	Female	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	4	0	0	0	0	0	5	0	0	0	0	1	0	0	0	0
Age: 30-39	21	6	0	1	9	0	13	0	0	0	0	4	0	0	0	0
Age: 40-49	14	6	0	0	2	0	15	0	0	0	0	3	0	0	0	0
Age: 50-59	6	1	0	0	0	0	6	0	0	0	0	1	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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### 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	7	0	28	0	0	3
Female	0	0	3	0	4	0	0	3
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	10	0	32	0	0	6

	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		Hispanic or Latino	
	Male	Female	Asian alone	Black or African American 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	2	0	0	0	0	0	2	0	0	0	0	0	0	0
Age: 30-39	18	5	0	0	8	0	12	0	0	3	0	0	0	3
Age: 40-49	13	5	0	0	2	0	13	0	0	3	0	0	0	3
Age: 50-59	5	0	0	0	0	0	5	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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### 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	7	0	28	0	0	3
Female	0	0	3	0	4	0	0	3
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	10	0	32	0	0	6

	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		Hispanic or Latino	
	Male	Female	Asian alone	Black or African American alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	White alone	Two or more races alone	Other alone	Hispanic or Latino			
Age: 18-29	2	0	0	0	0	0	0	2	0	0	0	0	0	0
Age: 30-39	18	5	0	0	8	0	12	0	0	0	3	0	0	3
Age: 40-49	13	5	0	0	2	0	13	0	0	0	3	0	0	3
Age: 50-59	5	0	0	0	0	0	5	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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### 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	1	0	5	0	0	1
Female	0	0	1	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	5	0	0	1

	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	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Age: 40-49	5	1	0	0	0	1	0	0	4	0	0	0	0	1	0	0
Age: 50-59	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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**Officers Promoted**

	Promoted to Sergeant			Promoted to Lieutenant			Promoted to Captain		
	Male	Female	X or Non-Binary	Male	Female	X or Non-Binary	Male	Female	X or Non-Binary
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0
Black or African American alone	0	0	0	0	0	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0
White alone	0	0	0	0	0	0	0	0	0
Two or more races alone	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0
Hispanic or Latino	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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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.