



Diversity Hiring Report

Submitting Agency: Roselle PD

Year: 2024

Agency Factsheet

Application Processes

Employment applications received in current reporting period? Yes

Agency hiring process governed by Civil Service Regulations? Yes

Agency hiring method(s): Civil Service Examination Certified List, Waiver Hire

Application process element(s): Formal Application, Interview Board

Promotional Methods

Applications for promotion in current reporting period? Yes

Agency promotional process governed by Civil Service Regulations? Yes

Do Civil Service Regulations apply to all ranks? Yes

Promotional method(s): Civil Service Promotional Examination Certified List



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All Applicants: Summary

Summary Type	Number	Percentage of Total
<i>Total Applicants</i>	22	N/A
<i>Total Applicants Appointed</i>	5	22%
<i>Total Applicants Not Appointed</i>	17	77%
<i>Direct Hire Applicants</i>	0	0%
<i>Transfer Applicants</i>	0	0%
<i>Waiver Applicants</i>	11	50%
<i>CSC Exam Exempt Direct Hire Applicants</i>	0	0%



Diversity Hiring Report

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All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	17	77%	0	0	7
	Total Female	5	22%	0	0	4
	Total X/Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Non-LGBTQ+	0	0%	0	0	0
Race/Ethnicity	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	0	0%	0	0	0
	Total Black or African American	6	27%	0	0	2
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	8	36%	0	0	5
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	8	36%	0	0	4
	Total 18-29	6	27%	0	0	1
Age	Total 30-39	15	68%	0	0	10
	Total 40-49	1	4%	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



Diversity Hiring Report

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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	0	4	0	7	0	0	6
Female	0	0	2	0	1	0	0	2
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	6	0	8	0	0	8

	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	5	1	0	0	0	0	0	2	0	0	4
Age 30-39	11	4	0	0	0	6	0	6	0	0	3
Age 40-49	1	0	0	0	0	0	0	0	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



Diversity Hiring Report

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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>	0	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	0	0	0	0	0	0	0	0	0	0	0

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



Diversity Hiring Report

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Year: 2024

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
Male	0	0	2	0	2	0	0	1
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	2	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
Age 18-29	2	0	0	0	0	0	0	1	0	0	1
Age 30-39	3	0	0	0	0	2	0	1	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



Diversity Hiring Report

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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
<i>LGBTQ+</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	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+
<i>LGBTQ+</i>	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	0	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
Male	0	0	2	0	5	0	0	5
Female	0	0	2	0	1	0	0	2
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	4	0	6	0	0	7

	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	3	1	0	0	0	0	0	1	0	0	3
Age 30-39	8	4	0	0	0	4	0	5	0	0	3
Age 40-49	1	0	0	0	0	0	0	0	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



Diversity Hiring Report

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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>	0	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	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+
<i>LGBTQ+</i>	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	0	0	0	0	0	0



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Not Appointed Applicants – Reasons

Reason	#	% of Total Not Appointed Applicants
Academy Failure	0	0%
Applicant Withdrawal	10	58%
Defer	2	11%
Did not meet minimum qualifications	0	0%
Failed background check- Criminal History	0	0%
Failed background check- Financial	0	0%
Unknown	0	0%
Failed Background check- other	0	0%
Failed Drug Test	0	0%
Interview Panel Recommendation	0	0%
Other	5	29%
Physical Qualification Exam	0	0%
Residency Requirement	0	0%
Written Exam	0	0%



Diversity Hiring Report

Submitting Agency: Roselle PD

Year: 2024

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
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	3	0	0	3
Defer	0	0	1	0	0	0	0	1
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



Diversity Hiring Report

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Year: 2024

	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	1	0	2	0	0	1



Diversity Hiring Report

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Year: 2024

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	2	0	1	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	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	1



Diversity Hiring Report

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Year: 2024

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	54	N/A
	Total Officers Eligible for Promotion	9	16%
	Total Officers Applied for Promotion	13	24%
	Total Officers Promoted	4	7%
Gender	Total Male	48	88%
	Total Female	6	11%
	Total X/Non-Binary	0	0%
Race/Ethnicity	Total American Indian/Alaska Native	0	0%
	Total Asian	1	1%
	Total Black or African American	15	27%
	Total Native Hawaiian/Pacific Islander	0	0%
	Total White	12	22%
	Total Two or More Races	1	1%
	Total Other Race	2	3%
	Total Hispanic or Latino	23	42%
Age	Total 18-29	4	7%



Diversity Hiring Report

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Year: 2024

	Number	Percentage of Total
Total 30-39	23	42%
Total 40-49	23	42%
Total 50-59	4	7%
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	1	13	0	10	1	2	21
<i>Female</i>	0	0	2	0	2	0	0	2
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	1	15	0	12	1	2	23

	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>	4	0	0	0	0	0	0	1	1	0	2
<i>Age 30-39</i>	18	5	0	0	0	5	0	4	0	1	13
<i>Age 40-49</i>	22	1	0	0	0	8	0	7	0	1	7
<i>Age 50-59</i>	4	0	0	0	1	2	0	0	0	0	1
<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



Diversity Hiring Report

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Year: 2024

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
Male	0	0	4	0	2	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	4	0	3	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	1	0	0	0	0	0	0	0	0	0	1
Age 30-39	4	1	0	0	0	3	0	1	0	0	1
Age 40-49	3	0	0	0	0	1	0	2	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



Diversity Hiring Report

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Year: 2024

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	4	0	2	0	1	4
Female	0	0	0	0	1	0	0	1
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	4	0	3	0	1	5

	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	1	0	0	0	0	0	0	0	0	0	1
Age 30-39	5	2	0	0	0	3	0	1	0	1	2
Age 40-49	5	0	0	0	0	1	0	2	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



Diversity Hiring Report

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Year: 2024

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	1	0	1	0	0	1
<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	1	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>	1	0	0	0	0	0	0	0	0	0	1
<i>Age 30-39</i>	1	1	0	0	0	1	0	1	0	0	0
<i>Age 40-49</i>	1	0	0	0	0	0	0	1	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



Diversity Hiring Report

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Year: 2024

Officers Promoted

Demographic	Promoted to Sergeant			Promoted to Lieutenant			Promoted to Captain					
	<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/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	1	0	0	1
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	0	0	0	0	0	1	0	1	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	1	0	0	1	0	0	0	0	0	0	0	0