Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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): Direct Hire of BCPO Certified Officer

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

Promotional Methods

Applications for promotion in current reporting period? No

Agency promotional process governed by Civil Service Regulations? No

Do Civil Service Regulations apply to all ranks? No

Promotional method(s): Not Applicable

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

All Applicants: Summary

Summary Type	Number	Percentage of Total
Total Applicants	28	N/A
Total Applicants Appointed	1	3%
Total Applicants Not Appointed	27	96%
Direct Hire Applicants	0	0%
Transfer Applicants	28	100%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	0	0%	0	0	0
	Total Female	0	0%	0	0	0
	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	0	0%	0	0	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	0	0%	0	0	0
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	0	0%	0	0	0
Age	Total 18-29	17	60%	0	17	0
	Total 30-39	11	39%	0	11	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

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	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
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

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ+	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+
LGBTQ+	0	0	0	0	0	0
Non-LGBTQ+	0	0	0	0	0	0

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

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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
Male	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	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
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

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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	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
Non-LGBTQ+	0	0	0	0	0	0

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	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
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

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Non-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
Non-LGBTQ+	0	0	0	0	0	0

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

Not Appointed Applicants – Reasons

Reason	#	% of Total Not Appointed Applicants
Academy Failure	0	0%
Applicant Withdrawal	0	0%
Defer	0	0%
Did not meet minimum qualifications	6	22%
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	21	77%
Other	0	0%
Physical Qualification Exam	0	0%
Residency Requirement	0	0%
Written Exam	0	0%

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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	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

Diversity Hiring Report

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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
Other	0	0	0	0	0	0	0	0

Diversity Hiring Report

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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
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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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
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

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

Current Officers: Summary

		Number	Percentage of Total
	Total Officers	27	**N/A**
	Total Officers Eligible for Promotion	0	0%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%
Gender	Total Male	25	92%
	Total Female	2	7%
	Total X/Non-Binary	0	0%
Race/Ethnicity	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	24	88%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	3	11%
Age	Total 18-29	6	22%

Diversity Hiring Report

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		Number	Percentage of Total
	Total 30-39	14	51%
	Total 40-49	4	14%
	Total 50-59	3	11%
	Total 60-69	0	0%
	Total 70+	0	0%

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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
Male	0	0	0	0	23	0	0	2
Female	0	0	0	0	1	0	0	1
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	24	0	0	3

	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	6	0	0	0	0	0	0	6	0	0	0
Age 30-39	12	2	0	0	0	0	0	11	0	0	3
Age 40-49	4	0	0	0	0	0	0	4	0	0	0
Age 50-59	3	0	0	0	0	0	0	3	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

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	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
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

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	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
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

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

Year: *2025*

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
Male	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	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
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

Diversity Hiring Report

Submitting Agency: *Franklin Lakes PD*

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Officers Promoted

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
Demographic	***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	0	0	0	0	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	0	0	0	0