



2025 ANNUAL DIVERSITY REPORT

The primary goal of the South Brunswick Police Department's recruitment activities is to attract the most qualified candidates for employment that will enable the agency to work toward the long-term goal of employing a full-time sworn workforce that is representative of the overall available workforce of the community we serve. The South Brunswick Police Department is committed to creating a diverse workforce that provides effective police services to the residents of South Brunswick Township.

Every year the department completes an annual report detailing the diversity of the agency as well as its commitment to hiring and recruiting individuals from all demographics. We invite you to review our 2025 "Annual Report of Diversity in Law Enforcement Recruitment and Hiring."



Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Middlesex- South Brunswick Township Police Department

Time Period: January 1, 2025 - December 31, 2025

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

Agency Name:

Middlesex- South Brunswick Township Police Department

Year:

January 1, 2025 - December 31, 2025

Applicant and Hiring Process Summary

Middlesex- South Brunswick Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2025 - December 31, 2025 the agency did not receive applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Middlesex- South Brunswick Township Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Non-Civil Service Examination List

Inter-governmental Transfer

Direct hire of BCPO certified officer

During the hiring process, South Brunswick Township Police Department included the following elements to identify the most qualified applicants:

Formal Application

Interview Board

Written Exam

Drug Testing

Medical Exam

Psychiatric Exam

During the hiring process, South Brunswick Township Police Department considers an applicant to be appointed Prior to entry in to the Academy

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

Annual Summary of Law Enforcement Diversity: Applicant Summary

	# % of Total Applicants	
Total Applicants	2	-
Total Applicants Appointed	2	100%
Total Applicants Not Appointed	0	0%

	# % of Total Applicants	
Direct Hire Applicants	1	50%
Transfer Applicants	1	50%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:

Middlesex- South Brunswick Township Police Department

Year:

January 1, 2025 - December 31, 2025

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

Total Applicants % of Total				Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	1	50%	0	1	0
	Total Female	1	50%	1	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	2	100%	1	1	0
Race/ Ethnicity	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	100%	1	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	0	0%	0	0	0
Age	Total 18-29	2	100%	1	1	0
	Total 30-39	0	0%	0	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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

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

Agency Name:

Middlesex- South Brunswick Township Police Department

Year:

January 1, 2025 - December 31, 2025

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+	1	1	0	0	0	0	0	2	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+	2	0	0	0	0	0

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

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

Agency Name:

Middlesex- South Brunswick Township Police Department

Year:

January 1, 2025 - December 31, 2025

Appointed Applicants: Sexual Orientation Demographics

	<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>
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	1	1	0	0	0	0	0	2	0	0	0

	<i>Age: 18-29</i>	<i>Age: 30-39</i>	<i>Age: 40-49</i>	<i>Age: 50-59</i>	<i>Age: 60-69</i>	<i>Age: 70+</i>
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	2	0	0	0	0	0

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

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	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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

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+	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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

Not Appointed Applicant- Reasons

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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 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	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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

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 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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 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 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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

Current Officers and Promotional Process Summary

Middlesex- South Brunswick Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2025 - December 31, 2025 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Middlesex- South Brunswick Township 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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
	Total Officers	90	-
	Total Officers Eligible for Promotion	89	99%
	Total Officers Applied for Promotion	88	98%
	Total Officers Promoted	5	6%
Gender	Total Male	83	92%
	Total Female	7	8%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	4	4%
	Total Black or African American alone	6	7%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	77	86%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	3	3%
Age	Total 18-29	17	19%
	Total 30-39	35	39%
	Total 40-49	23	26%
	Total 50-59	12	13%
	Total 60-69	3	3%
	Total 70+	0	0%

Agency Name:

Middlesex- South Brunswick Township Police Department

Year:

January 1, 2025 - December 31, 2025

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	4	6	0	70	0	0	3
Female	0	0	0	0	7	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	4	6	0	77	0	0	3

	<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	14	0	0	0	1	1	0	15	0	0	0
Age: 30-39	32	3	0	0	2	2	0	29	0	0	2
Age: 40-49	23	0	0	0	1	2	0	19	0	0	1
Age: 50-59	11	1	0	0	0	1	0	11	0	0	0
Age: 60-69	3	0	0	0	0	0	0	3	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:

Middlesex- South Brunswick Township Police Department

Year:

January 1, 2025 - December 31, 2025

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	0	0	17	0	0	0
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	4	1	0	0	0	0	0	5	0	0	0
Age: 40-49	10	0	0	0	0	0	0	10	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

Agency Name:

Middlesex- South Brunswick Township Police Department

Year:

January 1, 2025 - December 31, 2025

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	14	0	0	0
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	15	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	4	1	0	0	0	0	0	5	0	0	0
Age: 40-49	7	0	0	0	0	0	0	7	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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

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	4	0	0	0
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	5	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	1	0	0	0	0	0	1	0	0	0
Age: 40-49	2	0	0	0	0	0	0	2	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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

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	1	1	0	2	2	0	0	2	1	0	0	1
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

Agency Name:
Year:

Middlesex- South Brunswick Township Police Department
January 1, 2025 - December 31, 2025

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

In 2025 our agency hired a total of two officers : 1 white male and 1 white female. These officers were hired off of our recruitment list generated in 2023. Overall we are making strides in increasing both our minority officers and female officers within the agency. Based on our most recent census data the only under represented group within our ranks is the number of Asian officers. During our next recruitment process we will be making efforts to increase the number of asian applicants in an attempt to close the gap between the number of asaina officers and the service population of our Township.