



## Diversity Hiring Report

*Submitting Agency: Delaware Twp 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): Non-Civil Service Examination List, Waiver Hire

Application process element(s): Formal Application, Interview Board, Preference for Local or County Resident Applicants, Drug Testing, Medical Exam, Psychiatric Exam

#### **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? Not Applicable

Promotional method(s): Not Applicable



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### **All Applicants: Summary**

<b>Summary Type</b>	<b>Number</b>	<b>Percentage of Total</b>
<i>Total Applicants</i>	9	N/A
<i>Total Applicants Appointed</i>	2	22%
<i>Total Applicants Not Appointed</i>	7	77%
<i>Direct Hire Applicants</i>	6	66%
<i>Transfer Applicants</i>	0	0%
<i>Waiver Applicants</i>	3	33%
<i>CSC Exam Exempt Direct Hire Applicants</i>	0	0%



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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	8	88%	5	0	3
	Total Female	1	11%	1	0	0
	Total X/Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Non-LGBTQ+	9	100%	6	0	3
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	7	77%	4	0	3
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	2	22%	2	0	0
	Total 18-29	4	44%	4	0	0
Age	Total 30-39	4	44%	1	0	3
	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



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### **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
<i>Male</i>	0	0	0	0	7	0	0	1
<i>Female</i>	0	0	0	0	0	0	0	1
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	7	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
<i>Age 18-29</i>	4	0	0	0	0	0	0	3	0	0	1
<i>Age 30-39</i>	4	0	0	0	0	0	0	4	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	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



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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>	8	1	0	0	0	0	0	7	0	0	2

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>	4	4	0	0	0	0



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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
<i>Male</i>	0	0	0	0	2	0	0	0
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	2	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
<i>Age 18-29</i>	1	0	0	0	0	0	0	1	0	0	0
<i>Age 30-39</i>	1	0	0	0	0	0	0	1	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	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



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### **Appointed Applicants: Sexual Orientation Demographics**

	<b>Male</b>	<b>Female</b>	<b>X/Non-Binary</b>	<b>American Indian/Alaska Native</b>	<b>Asian</b>	<b>Black/African American</b>	<b>Native Hawaiian/Pacific Islander</b>	<b>White</b>	<b>Two or More Races</b>	<b>Other Race</b>	<b>Hispanic/Latino</b>
<i>LGBTQ+</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	2	0	0	0	0	0	0	2	0	0	0

	<b>Age 18-29</b>	<b>Age 30-39</b>	<b>Age 40-49</b>	<b>Age 50-59</b>	<b>Age 60-69</b>	<b>Age 70+</b>
<i>LGBTQ+</i>	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	1	1	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
<i>Male</i>	0	0	0	0	5	0	0	1
<i>Female</i>	0	0	0	0	0	0	0	1
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	5	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
<i>Age 18-29</i>	3	0	0	0	0	0	0	2	0	0	1
<i>Age 30-39</i>	3	0	0	0	0	0	0	3	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	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



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

	<b>Male</b>	<b>Female</b>	<b>X/Non-Binary</b>	<b>American Indian/Alaska Native</b>	<b>Asian</b>	<b>Black/African American</b>	<b>Native Hawaiian/Pacific Islander</b>	<b>White</b>	<b>Two or More Races</b>	<b>Other Race</b>	<b>Hispanic/Latino</b>
<i>LGBTQ+</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	6	1	0	0	0	0	0	5	0	0	2

	<b>Age 18-29</b>	<b>Age 30-39</b>	<b>Age 40-49</b>	<b>Age 50-59</b>	<b>Age 60-69</b>	<b>Age 70+</b>
<i>LGBTQ+</i>	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	3	3	0	0	0	0



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### **Not Appointed Applicants – Reasons**

<b>Reason</b>	<b>#</b>	<b>% of Total Not Appointed Applicants</b>
<i>Academy Failure</i>	0	0%
<i>Applicant Withdrawal</i>	3	42%
<i>Defer</i>	0	0%
<i>Did not meet minimum qualifications</i>	0	0%
<i>Failed background check- Criminal History</i>	0	0%
<i>Failed background check- Financial</i>	0	0%
<i>Unknown</i>	0	0%
<i>Failed Background check- other</i>	0	0%
<i>Failed Drug Test</i>	0	0%
<i>Interview Panel Recommendation</i>	4	57%
<i>Other</i>	0	0%
<i>Physical Qualification Exam</i>	0	0%
<i>Residency Requirement</i>	0	0%
<i>Written Exam</i>	0	0%



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### **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
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	2	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	3	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



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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
<i>Other</i>	0	0	0	0	0	0	0	0



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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
<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	1
<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



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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
<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



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### **Current Officers: Summary**

		<b>Number</b>	<b>Percentage of Total</b>
	Total Officers	9	N/A
	Total Officers Eligible for Promotion	2	22%
	Total Officers Applied for Promotion	2	22%
	Total Officers Promoted	2	22%
Gender	Total Male	9	100%
	Total Female	0	0%
	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	8	88%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	1	11%
Age	Total 18-29	1	11%



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	<b>Number</b>	<b>Percentage of Total</b>
Total 30-39	1	11%
Total 40-49	3	33%
Total 50-59	4	44%
Total 60-69	0	0%
Total 70+	0	0%



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### **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	0	0	0	8	0	0	1
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	8	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	1	0	0	0
<i>Age 30-39</i>	1	0	0	0	0	0	0	1	0	0	0
<i>Age 40-49</i>	3	0	0	0	0	0	0	3	0	0	0
<i>Age 50-59</i>	4	0	0	0	0	0	0	3	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



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### **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
<i>Male</i>	0	0	0	0	2	0	0	0
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	2	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
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	2	0	0	0	0	0	0	2	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



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### **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
<i>Male</i>	0	0	0	0	2	0	0	0
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	2	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
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	2	0	0	0	0	0	0	2	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



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### **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	0	0	2	0	0	0
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	2	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
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	2	0	0	0	0	0	0	2	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



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### **Officers Promoted**

<b>Demographic</b>	<b>Promoted to Sergeant</b>			<b>Promoted to Lieutenant</b>			<b>Promoted to Captain</b>					
	<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>
<b>American Indian/Alaska Native</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Asian</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Black or African American</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Native Hawaiian/Pacific Islander</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>White</b>	0	0	0	0	1	0	0	1	0	0	0	0
<b>Two or More Races</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other Race</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Hispanic or Latino</b>	0	0	0	0	0	0	0	0	0	0	0	0