



# **Diversity Hiring Report**

***Submitting Agency: Alpine PD***

***Year: 2024***

***Reporting Period: January 1st - December 31st***

***Report Submitted Date: 1/30/2025***

## **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): Waiver Hire, Direct Hire of BCPO Certified Officer

Application process element(s): Formal Application, Interview Board, Drug Testing, Medical Exam, Psychiatric Exam

### **Promotional Methods**

Applications for promotion in current reporting period? Yes

Agency promotional process governed by Civil Service Regulations? No

Do Civil Service Regulations apply to all ranks?

Promotional method(s): Promotional Interview



# Diversity Hiring Report

## All Applicants: Summary

<b>Summary Type</b>	<b>Number</b>	<b>Percentage of Total</b>
Total Applicants	82	N/A
Total Applicants Appointed	2	2%
Total Applicants Not Appointed	80	97%
Direct Hire Applicants	0	0%
Transfer Applicants	66	80%
Waiver Applicants	16	19%
CSC Exam Exempt Direct Hire Applicants	0	0%



# Diversity Hiring Report

## All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
<i>Gender</i>	Total Male	74	90%	0	58	16
	Total Female	8	9%	0	8	0
	Total X/Non-Binary	0	0%	0	0	0
<i>Sexual Orientation</i>	LGBTQ+	0	0%	0	0	0
	Non-LGBTQ+	82	100%	0	66	16
<i>Race/Ethnicity</i>	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	4	4%	0	4	0
	Total Black or African American	8	9%	0	6	2
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	32	39%	0	24	8
	Total Two or More Races	2	2%	0	0	2
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	36	43%	0	32	4
<i>Age</i>	Total 18-29	46	56%	0	34	12
	Total 30-39	34	41%	0	30	4
	Total 40-49	2	2%	0	2	0
	Total 50-59	0	0%	0	0	0
	Total 60-69	0	0%	0	0	0





# Diversity Hiring Report

## 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	4	8	0	32	2	0	36

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+	46	34	2	0	0	0

## 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	2	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	Other Race	Hispanic/Latino
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	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	44	0	0	0	0	0	0	24	0	0	20
Age 30-39	26	8	0	0	4	8	0	6	2	0	14
Age 40-49	2	0	0	0	0	0	0	0	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

## 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	4	8	0	30	2	0	36

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0





## Diversity Hiring Report

<i>Non-LGBTQ+</i>	44	34	2	0	0	0
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### Not Appointed Applicant – Reasons

	#	% of Total Not Appointed Applicants
<i>Academy Failure</i>	0	0%
<i>Applicant Withdrawal</i>	4	5%
<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%

	#	% of Total Not Appointed Applicants
<i>Failed Background check- other</i>	0	0%
<i>Failed Drug Test</i>	0	0%
<i>Interview Panel Recommendation</i>	26	32%
<i>Other</i>	50	62%
<i>Physical Qualification Exam</i>	0	0%
<i>Residency Requirement</i>	0	0%
<i>Written Exam</i>	0	0%

### 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	4	0	0	0







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<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

### Current Officers: Summary

	Number	Percentage of Total
Total Officers	26	<b>N/A</b>
Total Officers Eligible for Promotion	16	61%
Total Officers Applied for Promotion	16	61%
Total Officers Promoted	6	23%



## Diversity Hiring Report

<i>Gender</i>	Total Male	26	100%
	Total Female	0	0%
	Total X/Non-Binary	0	0%
<i>Sexual Orientation</i>	LGBTQ+	0	
	Non-LGBTQ+	0	
<i>Race/Ethnicity</i>	Total American Indian/Alaska Native	0	0%
	Total Asian	0	0%
	Total Black or African American	2	7%
	Total Native Hawaiian/Pacific Islander	0	0%
	Total White	24	92%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	2	7%
<i>Age</i>	Total 18-29	4	15%
	Total 30-39	8	30%
	Total 40-49	10	38%
	Total 50-59	4	15%
	Total 60-69	0	0%
	Total 70+	0	0%

### 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	2	0	22	0	0	2
<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	2	0	24	0	0	2



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	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	4	0	0	0
<i>Age 30-39</i>	8	0	0	0	0	0	0	6	0	0	2
<i>Age 40-49</i>	10	0	0	0	0	0	0	10	0	0	0
<i>Age 50-59</i>	4	0	0	0	0	2	0	2	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

### 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	2	0	14	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	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
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Age 18-29	0	0	0	0	0	0	0	0	0	0	0
Age 30-39	4	0	0	0	0	0	0	4	0	0	0
Age 40-49	8	0	0	0	0	0	0	8	0	0	0
Age 50-59	4	0	0	0	0	2	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

### 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	2	0	14	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	2	0	14	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	4	0	0	0	0	0	0	4	0	0	0
Age 40-49	8	0	0	0	0	0	0	8	0	0	0





