

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Bergen - Northvale**

**Time Period: January 1, 2023-December 31, 2023**

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

Agency Name:  
Year:

Bergen- Northvale  
January 1, 2023-December 31, 2023

### ***Applicant and Hiring Process Summary***

Bergen- Northvale is a Multiple Municipalities law enforcement agency. During the time period covering January 1, 2023-December 31, 2023 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

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For Bergen- Northvale in the above time period, the applicant and hiring process included the following methods of identifying applicants:  
Non-Civil Service Examination List

During the hiring process, Northvale 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, Northvale considers an applicant to be appointed Prior to entry in to the Academy

# Annual Summary of Law Enforcement Diversity: Applicant Summary

Agency Name:  
Year:

Bergen- Northvale  
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	# % of Total Applicants		# % of Total Applicants
Total Applicants	42	Direct Hire Applicants	42 100%
Total Applicants Appointed	0 0%	Transfer Applicants	0 0%
Total Applicants Not Appointed	39 -	Waiver Applicants	0 0%
		CSC Exam Exempt Direct Hire Applicants	0 0%

# Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

Agency Name:  
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	Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
<b>Gender</b>	Total Male	34	81%	34	0
	Total Female	8	19%	8	0
	Total X or Non-Binary	0	0%	0	0
<b>Sexual Orientation</b>	LGBTQ+	0	0%	0	0
	Not LGBTQ+	42	100%	42	0
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%	0	0
	Total Asian alone	2	5%	2	0
	Total Black or African American alone	2	5%	2	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0
	Total White alone	32	76%	32	0
	Total Two or more races alone	1	2%	1	0
	Total Other alone	0	0%	0	0
	Total Hispanic or Latino	4	10%	4	0
	Total 18-29	33	79%	33	0
	Total 30-39	9	21%	9	0
<b>Age</b>	Total 40-49	0	0%	0	0
	Total 50-59	0	0%	0	0
	Total 60-69	0	0%	0	0
	Total 70+	0	0%	0	0

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## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Gender, Race & Age Demographics

	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
Male	0	1	1	0	26	1	0	4
Female	0	1	1	0	6	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	2	0	32	1	0	4

  

	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
Age: 18-29	27	6	0	0	1	1	1	0	28	1	0
Age: 30-39	7	2	0	0	1	1	0	4	0	0	2
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



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## 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+	34	8	0	0	2	2	0	32	1	0	4
	Age: 18-29		Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+				
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	33	9	0	0	0	0	0	0	0	0	0

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### Appointed Applicants: Gender, Race, & Age Demographics

	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
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

  

	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
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

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### Appointed Applicants: Sexual Orientation Demographics

	Sexual Orientation			Race							
	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	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	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0	0	0	0	0	0



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### Not Appointed Applicants: Gender, Race, and Age Demographics

	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
Male	0	1	1	0	23	1	0	4
Female	0	1	1	0	6	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	2	0	29	1	0	4

  

	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
Age: 18-29	25	6	0	0	0	1	1	26	1	0	2
Age: 30-39	6	2	0	0	0	1	0	3	0	0	2
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

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### Not Appointed Applicants: Sexual Orientation Demographics

	Sexual Orientation			Race									
	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	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	0	
Not LGBTQ+	31	8	0	0	2	2	0	29	1	0	4	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	0	0	0	0	0	0	
Not LGBTQ+	31	8	0	0	0	0	0	29	1	0	4	0	

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**Not Appointed Applicant- Reasons**

	% of Total Not Appointed Applicants		% of Total Not Appointed Applicants	
	#	%	#	%
Academy Failure	0	0%	Failed Background check- other	0 0%
Applicant Withdrawal	0	0%	Failed Drug Test	0 0%
Defer	0	0%	Interview Panel Recommendation	10 26%
Did not meet minimum qualifications	1	3%	Other	0 0%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	11 28%
Failed background check- Financial	0	0%	Residency Requirement	0 0%
			Written Exam	17 44%

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### Not Appointed Applicants- Reasons by Gender & Race

#### Male Applicants

	Black or African American		Native Hawaiian / other P. I. alone		White alone		Two or more races		Other alone		Hispanic or Latino
	American Indian or Alaska Native alone	Asian alone	American alone	other P. I. alone	alone	alone	alone	alone	alone	alone	Latino
Academy Failure	0	0	0	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	1	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	4	0	0	0	0	3
Physical Qualification Exam	0	1	0	0	0	6	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0	0	0	0
Written Exam	0	0	0	1	0	12	1	1	0	0	1
Other	0	0	0	0	0	0	0	0	0	0	0

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### Not Appointed Applicants- Reasons by Gender & Race

#### Female Applicants

	Two or more races							Hispanic or Latino
	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Other races alone	Other alone	
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	1	0	0	2	0	0	0
Physical Qualification Exam	0	0	0	0	3	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	1	0	1	0	0	0
Other	0	0	0	0	0	0	0	0

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### Not Appointed Applicants- Reasons by Gender & Race

#### X or Non-Binary Applicants

	Black or						Hispanic or Latino
	American Indian or Alaska Native alone	Asian alone	African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	
Academy Failure	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0

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### ***Current Officers and Promotional Process Summary***

Bergen- Northvale is a Multiple Municipalities law enforcement agency. During the time period covering January 1, 2023-December 31, 2023 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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For Bergen- Northvale in the above time period, the promotional included the following methods of identifying qualified officers:

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## Annual Summary of Law Enforcement Diversity: Current Officers Summary

	# of Total Officers
<b>Total Officers</b>	14
Total Officers Eligible for Promotion	0
Total Officers Applied for Promotion	0
Total Officers Promoted	0
<b>Gender</b>	
Total Male	14
Total Female	0
Total X or Non-Binary	0
<b>Race/ Ethnicity</b>	
Total American Indian or Alaska Native alone	0
Total Asian alone	0
Total Black or African American alone	0
Total Native Hawaiian or other Pacific Islander alone	0
Total White alone	12
Total Two or more races alone	0
Total Other alone	0
Total Hispanic or Latino	2
<b>Age</b>	
Total 18-29	4
Total 30-39	5
Total 40-49	3
Total 50-59	1
Total 60-69	1
Total 70+	0

# Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

Agency Name: **Bergen - Northvale**  
 Year: **January 1, 2023-December 31, 2023**

## Current Officers

	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
	Male	Female		Male	Female					
Male	0	0	0	0	0	0	12	0	0	2
Female	0	0	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	12	0	0	2

  

	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
	Age: 18-29	Age: 30-39										
Age: 18-29	4	0	0	0	0	0	0	0	4	0	0	0
Age: 30-39	5	0	0	0	0	0	0	0	3	0	0	2
Age: 40-49	3	0	0	0	0	0	0	0	3	0	0	0
Age: 50-59	1	0	0	0	0	0	0	0	1	0	0	0
Age: 60-69	1	0	0	0	0	0	0	0	1	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0

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### Officers Eligible for Promotion

	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
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

  

	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
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

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### Officers who Applied for a Promotion

	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
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

  

	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
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

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### Officers Promoted

	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
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

  

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	0	0	0	0	0	0
Age: 30-39	0	0	0	0	0	0	0	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0

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**Officers Promoted**

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	Male	Female	Binary	Total	Male	Female	Binary	Total	Male	Female	Binary	Total
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	3	0	0	3	1	0	0	1	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

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### ***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

INSERT SAMPLE TEXT HERE FROM AGENCY.