### **Enforcement Recruitment and Hiring** Annual Report of Diversity in Law

Bergen-Northvale

Time Period: January 1, 2023-December 31, 2023
Reporting Requirement: N.J.S.A. 52:17B-4.10

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 ageny's hiring process is not governed by Civil Service Regulations.

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** 

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

Psychiatric Exam

Medical Exam

Bergen- Northvale

January 1, 2023-December 31, 2023

# Annual Summary of Law Enforcement Diversity: Applicant Summary

CSC Exam Exempt Di Applicants	Appointed 39 - Waiver Applica	Total Applicants Appointed 0 0% Transfer Applicants Total Applicants Not	# % of Total Applicants  Total Applicants  Direct Hire Appli
CSC Exam Exempt Direct Hire Applicants	Waiver Applicants	Transfer Applicants	Direct Hire Applicants
0	0	0	# 9 42
0%	0%	0%	# % of Total Applicants 42 100%

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

# Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

de,		Total Applicants % of Total 34 819	F Total	Dire App
Gende	Total Female Total X or Non-Binary	0 &	19%	19% 8 0% 0
Sexual Orientation		0	0%	
	Not LGBTQ+	42	 100%	100% 42
	Total American Indian or Alaska Native alone	0	0%	0%
	Total Asian alone	2	5%	5% 2
hnicity	Total Black or African American alone Total Native Hawaiian/ other Pacific Islander	2	5%	5% 2
ce e	alone	0	0%	0% 0
R	Total Two or more races alone	32	76%	76% 32
	Total Other alone	0	0%	0%
	Total Hispanic or Latino	4	10%	10% 4
	Total 18-29	33	79%	79% 33
	Total 30-39	9	21%	21% 9
, se	Total 40-49	0	0%	0% 0
Ą	Total 50-59	0	0%	0% 0
	Total 60-69	0	0%	0% 0
	Total 70+	0	0%	0% 0

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

# **Annual Summary of Law Enforcement Diversity: Applicants**

### Applicants: Gender, Race & Age Demographics

	Age: 60-69 0	Age: 50-59 0	Age: 40-49 0	Age: 30-39 7	Age: 18-29 27	Male Fer	Total	X or Non-Binary	Female	Male	American Indian or Alaska Native alone
	0	0	0	2	6	X or Non- Female Binary	0	0	0	0	an or Asian alone alone
	0	0	0	0	0 0	American Indian or Alaska Native	2	0	1	1	
	0	0	0	1	1	Asian A alone	2	0	1	1	Black or African American alone
	0	0	0	1	1	Black or Native African Hawaiian/ Asian American other P. I. alone alone alone					Native Hawaiian / other P. I. alone
	0	0	0	0	0		0	0	0	0	
1	0	0	0	4	28	<i>White</i> alone	32	0	6	26	White :
	0	0	0	0	1	Two or more races alone					White Two or more races alone alone
	0	0	0	0	0	Other alone	1	0	0	ב	re races alone
, (	0	0	0	2	2	Other Hispanic	0	0	0	0	Other alone
							4	0	0	4	Other Hispanic or alone Latino

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

# **Annual Summary of Law Enforcement Diversity: Applicants**

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

Not LGBTQ+	LGBTQ+					
34	0	Male				
<b>∞</b>	0	Female				
0	0	Binary	X or Non-			
0	0	alone	Native	Alaska	Indian or	American
2	0	alone	Asian			
2	0	alone	American	African	Black or	
0	0	alone	other P. I.	Hawaiian /	Native	
32	0	alone	White			
ъ (	O	alone	races	more	Two or	
0 (	0	alone or Latir	Other			
4	0	or Latino	Other Hispanic			

LGBTQ+ Not LGBTQ+

33

9 0

0 0

0 0

Age: 18- Age: 30-29 39

Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+

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

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

Age: 70+	Age: 60-69	Age: 50-59	Age: 40-49	Age: 30-39	Age: 18-29	t								Total	X or Non-Binary	Female	Male			
0	0	0	0	0-	0	Male												Alaska Native alone	American Indian or	
0	0	0	0	0	0	Female								0	0	0	0	re alone	ndian or	
<u>o</u>	0	<u>0</u>	0	0	0	Binary	X or Non-					_		0	0	0	0	alone	Asian	
0	0	0	0	0	0	alone	Native	Alaska	Indian or	American	Amarican							Amen	Black	
0	0	0	0	0	0	alone	Asian /							0	0	0	0	American alone	Black or African	
0	<b>o</b> :	0	0	0	0	alone	American other P. I.	African +	BIOCK OF				:					other I	Natīve H	
0	0	0	0	0	0	alone	other P. I.	tawaiian /	Native				1 1 10	0	0	0	0	other P. I. alone	Natīve Hawailan /	
0	0	0	0	0	0	alone	White						)* (*)	0	0	0	0	alone	White	
0	0	0	0	0	0	alone	races	more	I WO OF	1									White Two or more races	
0 2	0	<u>o</u>	0	0		alone	Other					-		0	0	0	0	alone	re races	
0	0	0	0	0	0	or Latino	Hispanic						<u>. (</u>	<u> </u>	0	0	0	alone	Other	
														<b>)</b>	0	0	0	Latino	Other   Hispanic or	

Agency Name:

Year:

Bergen- Northvale

January 1, 2023-December 31, 2023

## Appointed Applicants: Sexual Orientation Demographics

LGBTQ+ Not LGBTQ+				
0 0	Male			
0 0	Female			
0	Binary	X or Non-		
0	alone	Native	Alaska	American Indian or
0	alone	Asian		
0	alone	American	African	Black or
0	alone	other P. I.	African Hawaiian/	Native
0	alone	White		
0.0	alone	races	more	Two or
0 0	alone	Other		
0 0	alone or Latino	Hispanic		

LGBTQ+ Not LGBTQ+

> Age: 18- Age: 30-29 39

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

Not Appointed Applicants: Gender, Race, and Age Demographics

Age: 70+	Age: 50-59 Age: 60-69	Age: 40-49	Age: 30-39	Age: 18-29						Total	X or Non-Binary	Female	Male	]		
	59	19	39 (	99							1-Binary					
0	0/0	· · · · · · · · · · · · · · · · · · ·	6	Nidle										Alaska Native alone	Americar	
0	0 0	0	2 0	remale	1					0	0	0	0	tive alone	American Indian or	
0	00	0_	0 0	Binary	X or Non-					2	0			alone	Asian	
0	0 0	0	0.0	alone	Natíve	Alaska	Indian or	American		2	0		1	American alone	Black or African	
0	0 0	0		alone	Asian					/1.				zlone	rican	
0	0 0	; :	<b>⊢3</b> ⊢	alone	American	African Hawaiian/	Black or	!		0	0	0	0	other P. I. alone	Native Hawaiian /	
0	00	0	0 0	alone	other P. I.	fawaiian /	Native							alone	vaiian /	
0	0 0	0	ω δ	alone	White					29	0	6	23	alone	White	
0	0 0	0	o r	alone	races	more	Two or								Two or more races	
0	00	0	<u> </u>	alone	Other				_	Þ	0	0	∟	alone	re races	
0	0 0	0	2	or Latino	Other Hispanic					0	0	0	0	alone	Other	
										4	0	0	4	Latino	Other Hispanic or	_ <del>-</del>

Agency Name:

Year:

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

# Not Appointed Applicants: Sexual Orientation Demographics

	0	0	0 29	0 0	2 0	0	0 0	.00	8 0	31	LGBTQ+ Not LGBTQ+
alone or Latir	alone	alone	alone	alone	alone	alone	alone	Binary	Female	Male	
Hispan	Other	races	White	other P. I.	American	Asian	Native	X or Non-			
		more		¹ Hawaiian /	African <sub>F</sub>		Alaska				
		I wo or		Native	Black or		Indian or				
_		l					American				

LGBTQ+ Not LGBTQ+

Age: 18- Age: 30-29 39

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

#### **Not Appointed Applicant- Reasons**

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

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

## Not Appointed Applicants- Reasons by Gender & Race

#### Male Applicants

			Black or			Two or		
			African			more		
	American Indian or	Asian	American	Native Hawailan /	White	races	Other	Hispanic or
	Alaska Native alone	alone	alone	other P. I. alone	alone	alone	alone	Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0.	0	0	0	<u>.</u>	0
		0	0		0	0	<u>0</u>	0
Did not meet minimum qualifications		0	0	0	Д.	0	0	0
Failed background check- Criminal History	0		0	0	0	0	0	0
Failed background check- Financial	0	0	0	o	<b>ɔ</b>	5		5
Failed Background check- other	0	0	0		0	0	0	
Failed Drug Test	0	Ο.	0		0	:	0	0
Interview Panel Recommendation		0	Ο,	0	4	0	0	ω
Physical Qualification Exam	0	<u>ч</u>	0	0	σ.	0	0	
Residency Requirement	0	0	0		0	0	0	0
Written Exam	0	0	ᅺ	0	12	<b>P</b>	0	ц.
Other	0	0	0	•	0	0	<u>o</u>	0.

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

## Not Appointed Applicants- Reasons by Gender & Race

#### Female Applicants

		BI	Black or		- 1	Two or		
		4	African			more		
	American Indian or	Asian Am	American N	Native Hawaiian /	White	races	Other H	Hispanic or
	Alaska Native alone	alone	alone	other P. I. alone	alone	alone	alone	Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	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
Failed background check- Criminal History	0	0	0	0	0	0	<u>0</u>	0
Failed background check- Financial	0	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	<b></b>	0	0	2	<b>O</b>	0	0
Physical Qualification Exam	0	0	0	0	ω	0	0	0
Residency Requirement	0.5	0	0	0	0	0	0	0
Written Exam	. 0		H	0	₽	0	0	0
Other		0	0	0.3	0	0	0	0
		c	C		c	c		

Bergen- Northvale

January 1, 2023-December 31, 2023

## Not Appointed Applicants-Reasons by Gender & Race

#### X or Non-Binary Applicants

Written Exam Other	Residency Requirement	Interview Panel Recommendation Physical Qualification Exam	Failed Background check- other Failed Drug Test	Failed background check- Criminal History Failed background check- Financial	Defer Did not meet minimum qualifications	Academy Failure Applicant Withdrawal					
		ation	1er	minal History ancial	fications						
0	0	0	0	0	0		Alaska Native alone	American Indian or			
0	0 (	o 0	0 0	0 0	0 0	00	alone	Asian			
0	0 0	o o	00	0	0	0	alone	American	African	Black or	
0		0						Native Hawaijan /			
0	0	00	o o (	0 0	0 0	0	alone	White			
0	0 0	o (	o (	o (	o .o	0	alone	races	more	Two or	
0	<u> </u>	000	o o (	) O (	) O (	<b>.</b>	alone	Other			
	<b>)</b>	0.0		) <b>o</b> (	) O (	0	Latino	Hispanic or			

Bergen- Northvale

January 1, 2023-December 31, 2023

### **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.

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

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

# Annual Summary of Law Enforcement Diversity: Current Officers Summary

			<b>%</b>						Race	Ethnici	2				Geno	6,					
Total 70+	Total 60-69	Total 50-59	Total 40-49	Total 30-39	Total 18-29	Total Hispanic or Latino	Total Other alone	Total Two or more races alone	Total White alone	Total Native Hawaiian or other Pacific Islander alone	Total Black or African American alone	Total Asian alone	Total American Indian or Alaska Native alone	Total X or Non-Binary	Total Female	Total Male	Total Officers Promoted	Total Officers Applied for Promotion	Total Officers Eligible for Promotion	Total Officers	
0	Ь	1	ω	5	4	2	0	0	12	0	0	0	0	0	0	14	0	0	0	14	#
0%	79	79	21%	36%	29%	14%	0%	0%	86%	0%	0	0	0	0	0	100%	0	0	0		% of To
%	7%	7%	%	%	%	%	%	%	%	%	0%	0%	0%	0%	0%	%	0%	0%	0%	1	# % of Total Officers

Bergen- Northvale

January 1, 2023-December 31, 2023

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

#### Current Officers

	0	0	0	0	0	0	0	0	0	0	0	Age: /U+
	0	0	0	Ь	0	0	0	0	0	0	ים ו	Age: 60-69
	0	0	0	1	0	0	0	0	0	0	1	Age: 50-59
	0	0	0	ω	0	0	0	0	0	0	ω	Age: 40-49
	2	0	0	ω	0	0	0	0	0	0	G	Age: 30-39
	0	0	0	4	0	0	0	0	0	0	4	Age: 18-29
	Other Hispanic	Other alone	Two or more races alone	<i>White</i> alone	Native Hawaiian / other P. I. alone	Black or Native African Hawaiian/ Asian American other P. I. alone alone alone	Asian alone	American Indian or Alaska Native alone	X or Non- Binary	Female	Male	
2	0	0		12	0		0		0	0		Total
0	0	0		0	0		0		0	0		X or Non-Binary
0	0	0		0	0		0		0	0		Female
2	0	0		12	0		0		0	0		Male
Other Hispanic or alone Latino	Other I	alone	White Two or more races alone alone	White alone	Native Hawaiian / other P. I. alone	Native H other	Black or African American alone	Black ( Ameri	Asian alone	American Indian or Alaska Native alone	America Alaska Na	

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

#### Officers Eligible for Promotion

Age: 18-29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+		Male Female X or Non-Binary Total	
	Male Female	0 0	American Indian or Alaska Native alone
00000	X or Non- Binary	0 0	Asian alone
0 0 0	American Indian or Alaska Native		Black or African American alone
00000	Asian	0000	frican alone
0 0 0	Black or Native African Hawaiian / American other P. I.		Native I
0 0	Black or Native African Hawaiian / merican other P. I. alone alone	0 0 0	Native Hawaiian /
0 0 0	White alone	0 0 0	White
0 0 0 0	Two or more races alone		Vhite Two or more races
00000	Other alone	0 0 0	re races
00000	Hispanic or Latino	0 0	Other
·		0 0 0	Hisp

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

#### Officers who Applied for a Promotion

Age: 18-29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+		Male Female X or Non-Binary Total	
		inary	
0 0 0 0	Male		American Indian or Alaska Native alone
00000	Female	0	American Indian or Maska Native alone
0 0 0 0	X or Non- Binary	0 0	Asian alone
0 0 0 0	American Indian or Alaska Native alone		Blac Ame
00000	Asian alone	0	Black or African American alone
0000	Black or Native African Hawaiian/ American other P. I. alone alone		Native : other
0 0	Black or Native African Hawaiian / merican other P. I. alone alone	0 0 0	Native Hawaiian / other P. I. alone
0 0 0 0	White alone	0 0 0	White alone
0 0 0	Two or more races alone		Two or more races
00000	Other	0 0 0	re races alone
0000	Hispanic or Latino	0 0 0	Other alone
		0	Other Hispanic or alone Latino

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

#### Officers Promoted

Age: 18-29 Age: 30-39 Age: 40-49 Age: 50-59 Age: 60-69 Age: 70+		Male Female X or Non-Binary Total
	Male Female X	American Indian or Alaska Native alone 0 0
0000	X or Non- Binary	Asian alone 0
	American Indian or Alaska Native Asian alone alone	Black or African American alone 0
	Black or Native African Hawaiian/ American other P. I.	
0 0 0	Native awaiian / other P. I. alone	ative Hawaiian / other P. I. alone 0 0 0
0 0 0	White	White alone 0 0 0
0000	Two or more races alone	White Two or more races alone alone 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
00000	Other alone	- Program - Pro
00000	Other Hispanic	4 4
		Other Hispanic or alone Latino 0 0 0 0 0 0

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

#### Officers Promoted

		Promoted to Sergeant	o Sergeant		Pro	Promoted to Lieutenant	eutenant			Promoted :	oted to Captain	
			X or Non-			<u>_</u>	X or Non-			~	X or Non-	
	Male	Female	Binary	Total	Male	Female	Binary	Total	Male	Female	Binary	Total
American Indian or			į				,				,	
Alaska Native alone	0	0	0	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	<u>o</u>	0	0	0	0
Black or African												
American alone	0		0		0	0	0	0	0	0	0	0
native Hawaiian /		•										
White alone	ω ;	<b>o</b> :	0	ω	;; ;; ;; ;;	0 (	0 (	<u> </u>	ا د	<b>5</b>	<b>)</b>	<u>د</u>
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	o	0	0
Hispanic or Latino	0	0	0	0	0	0	0	0	0	0	0	0

Agency Name:

Bergen- Northvale

January 1, 2023-December 31, 2023

#### **Additional Narrative**

Narrative Prompts: A detailed assessment as to whether representation has improved for any previously identified underrepresented groups Any new or modified Program goals to be implemented in the upcoming year A description of the data used to determine the existence of any underrepresentation.

INSERT SAMPLE TEXT HERE FROM AGENCY.