

The table below is auto populated from information entered on the "Applicants" and "Current Officers" sheets.  
If the calculations appear incorrect, on the "Formulas" Tab (above), click "Calculate Sheet". Any non updated fields should update.

**This page is formatted for ease of printing- the margins and layout should automatically print this on one page. You can print/convert this page to a PDF or print it on paper to fulfill your Annual Reporting Requirements.**

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Bergen- Edgewater Police Department**

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

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

Agency Name:

**Bergen- Edgewater Police Department**

Year:

**January 1, 2023 - December 31, 2023**

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

Bergen- Edgewater Police Department is a Municipal 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 governed by Civil Service Regulations.

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

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During the hiring process, Edgewater Police Department included the following elements to identify the most qualified applicants:  
Return the Card

Formal Application  
 Interview Board  
 Written Exam  
 Preference for applicants who are "local" or "county" residents  
 Preference for veteran applicants  
 Drug Testing  
 Medical Exam  
 Psychiatric Exam

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

Agency Name: **Bergen- Edgewater Police Department**  
 Year: **January 1, 2023 - December 31, 2023**

### Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	7	-
Total Applicants Appointed	1	14%
Total Applicants Not Appointed	5	71%

	#	% of Total Applicants
Direct Hire Applicants	7	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%

CSC Exam Exempt Direct Hire Applicants 0 0%

Agency Name:  
Year:

**Bergen- Edgewater Police Department**  
**January 1, 2023 - December 31, 2023**

## Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
<b>Gender</b>	Total Male	5	71%	5	0	0
	Total Female	2	29%	2	0	0
	Total X or Non-Binary	0	0%	0	0	0
<b>Sexual Orientation</b>	LGBTQ+	1	14%	1	0	0
	Not LGBTQ+	6	86%	6	0	0
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	1	14%	1	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	5	71%	5	0	0
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	1	14%	1	0	0

<b>Age</b>	Total 18-29	4	57%	4	0	0
	Total 30-39	3	43%	3	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:

**Bergen- Edgewater Police Department**

Year:

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## 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	1	0	0	4	0	0	0
Female	0	0	0	0	1	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	0	0	5	0	0	1

	<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	3	1	0	0	0	0	0	3	0	0	1
Age: 30-39	2	1	0	0	1	0	0	2	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:

**Bergen- Edgewater Police Department**

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## Annual Summary of Law Enforcement Diversity: Applicants

### ***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	1	0	0	0	0	0	0	0	0	1
Not LGBTQ+	5	1	0	0	1	0	0	5	0	0	0





Total	0	1	0	0	3	0	0	0	0	0	1
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	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	1	1	0	0	0	0	0	1	0	0	1
Age: 30-39	2	1	0	0	1	0	0	2	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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### ***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	1	0	0	0	0	0	0	0	0	1
Not LGBTQ+	3	1	0	0	1	0	0	3	0	0	0

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

LGBTQ+	1	0	0	0	0	0
Not LGBTQ+	1	3	0	0	0	0

Agency Name:

**Bergen- Edgewater Police Department**

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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	4	80%	Failed Drug Test	0	0%
Defer	0	0%	Interview Panel Recommendation	0	0%
Did not meet minimum qualifications	0	0%	Other	1	20%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	0	0%
Failed background check- Financial	0	0%	Residency Requirement	0	0%
			Written Exam	0	0%

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**Bergen- Edgewater Police Department**

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***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	1	0	0	1	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	1	0	0	0

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**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	1	0	0	1
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

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***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>
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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

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**Bergen- Edgewater Police Department**

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

Bergen- Edgewater Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2023 - December 31, 2023 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

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

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Civil Service Promotional Examination Certified List  
Promotional Interview

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Agency Name:  
Year:

**Bergen- Edgewater Police Department**  
**January 1, 2023 - December 31, 2023**

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

		#	% of Total Officers
	Total Officers	35	-
	Total Officers Eligible for Promotion	21	60%
	Total Officers Applied for Promotion	14	40%
	Total Officers Promoted	6	17%
<b>Gender</b>	Total Male	30	86%
	Total Female	5	14%
	Total X or Non-Binary	0	0%
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	3%
	Total Black or African American alone	1	3%
	Total Native Hawaiian or other Pacific Islander alone	0	0%

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	Total White alone	21	60%
	Total Two or more races alone	0	0%
	Total Other alone	2	6%
	Total Hispanic or Latino	10	29%
Age	Total 18-29	6	17%
	Total 30-39	16	46%
	Total 40-49	9	26%
	Total 50-59	4	11%
	Total 60-69	0	0%
	Total 70+	0	0%

Agency Name:

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## 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	1	1	0	19	0	1	8
Female	0	0	0	0	2	0	1	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	21	0	2	10

	<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	4	2	0	0	0	0	0	2	0	1	3
Age: 30-39	14	2	0	0	0	0	0	8	0	1	7
Age: 40-49	8	1	0	0	1	0	0	8	0	0	0
Age: 50-59	4	0	0	0	0	1	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

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### ***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	1	1	0	11	0	0	6
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	13	0	0	6

	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	1	0	0	0	0	0	0	0	0	0	1
Age: 30-39	10	1	0	0	0	0	0	6	0	0	5
Age: 40-49	6	1	0	0	1	0	0	6	0	0	0
Age: 50-59	2	0	0	0	0	1	0	1	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	1	0	0	7	0	0	4
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	0	0	9	0	0	4

	<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	0	0	0	0	0	0	0	0	0	1
Age: 30-39	5	1	0	0	0	0	0	3	0	0	3
Age: 40-49	5	1	0	0	1	0	0	5	0	0	0
Age: 50-59	1	0	0	0	0	0	0	1	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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**Bergen- Edgewater Police Department**  
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### ***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	1
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	1

	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	2	0	0	0	0	0	0	1	0	0	1
Age: 40-49	3	1	0	0	0	0	0	4	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**

	<b>Promoted to Sergeant</b>				<b>Promoted to Lieutenant</b>				<b>Promoted to Captain</b>			
	Male	Female	X or Non- Binary	Total	Male	Female	X or Non- Binary	Total	Male	Female	X or Non- Binary	Total
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0	0	0	0
Asian alone	1	0	0	1	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	4	0	0	4	3	0	0	3	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

