Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Bergen- Waldwick Police Department

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

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Applicant and Hiring Process Summary

Bergen- Waldwick 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 ageny's hiring process is governed by Civil Service Regulations.

For Bergen- Waldwick Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Civil Service Examination Certified List Waiver hire

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

Formal Application

Interview Board

Written Exam

Preference for applicants who are "local" or "county" residents

Drug Testing

Medical Exam

Psychiatric Exam

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

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Annual Summary of Law Enforcement Diversity: Applicant Summary

| # % of Total Applicants Total Applicants 1 - | Direct Hire Applicants | # % 0 | of Total Applicants 0% |
|---|---------------------------------------|----------|---------------------------|
| Total Applicants Appointed 1 100% Total Applicants Not Appointed 0 0% | Transfer Applicants Waiver Applicants | 0 | 0% 0% |
| | CSC Exam Exempt Direct Hire | | |
| | Applicants | 1 | 100% |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

| | | | | Direct Hire | | |
|--------------------|--|---|------------|--|---------------------|-------------------|
| | | Total Applicants 9 | % of Total | Applicants | Transfer Applicants | Waiver Applicants |
| | Total Male | 1 | 100% | | | O |
| Gender | Total Female | 0 | 0% | O | 0 | 0 |
| G ^c | Total X or Non-Binary | 0 | 0% | 0 | 0 | 0 |
| Sexual Orientation | LGBTQ+ | 0 | 0% | O | | |
| Sexual Orientation | Not LGBTQ+ | 1 | 100% | 0 | 0 | 0.00 |
| | | | | | | 8 |
| | Total American Indian or Alaska Native a | | 0% | [1745] 175] Valant and a street and a street | 0 | 0 |
| | Total Asian alone | 0 | 0% | | 0 | 0 |
| Racel Ethnicity | Total Black or African American alone | revideo Messendo Asparama e a amenta e escent | 0% | 0 | Ó | 0 |
| innici | Total Native Hawaiian/ other Pacific Islan | | 00/ | | | _ |
| cel Ex. | alone | 0 | 0% | 0 | 0 | 0 |
| Rac | Total White alone | 1 | 100% | 573533000000000000000000000000000000000 | 0 | 0 |
| | Total Two or more races alone | 0 | 0% | | 0 | O |
| | Total Other alone | 0 | 0% | 0 | 0 | 0 |
| | Total Hispanic or Latino | 0 | 0% | 0 | 0 | 0 |
| | Total 18-29 | 1 | 100% | 0 | 0 | 0 |
| | Total 30-39 | 0 | 0% | 0 | 0 | 0 |
| a. | Total 40-49 | 0 | 0% | 0 | 0 | 0 |
| PEE | Total 50-59 | 0 | 0% | 0 | 0 | 0 |
| | Total 60-69 | 0 | 0% | O | O | O |
| | Total 70+ | 0 | 0% | 0 | 0 | 0 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

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 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Female | 0 | 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 | 1 | 0 | 0 0 | 0 |

| | Male | Female | X or Non- Binary | American Indian or Alaska Native alone | Asian alone | Black or African American alone | 1100,00 | White alone | Two or more races alone | Other alone | Hispanic or Latino |
|------------|------|--------|---------------------|--|----------------|--|---------|----------------|----------------------------------|----------------|-----------------------|
| Age: 18-29 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 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 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Sexual Orientation Demographics

| | Malo | Fomala | X or Non- Binary | Alaska Native alone | Asian alone | African American alone | Hawaiian / other P. I. alone | White alone | more races alone | Other alone | Hispanic or Latino |
|--------|------|--------|---------------------|---------------------------|----------------|------------------------------|------------------------------------|----------------|------------------------|----------------|-----------------------|
| LGBTQ+ | Male | Female | Billuly | aione | aione | aione | 0.0.00 | 0.07.0 | 0.0.7.0 | 0.07.0 | 0. 2000 |

| | Age: 18- | Age: 30- | | | | |
|------------|----------|----------|------------|------------|------------|----------|
| | 29 | 39 | Age: 40-49 | Age: 50-59 | Age: 60-69 | Age: 70+ |
| LGBTQ+ | C |) (|) (| 0 | 0 | 0 |
| Not LGBTQ+ | 1 | L (|) (|) 0 | 0 | 0 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

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 | 1 | 0 | 0 | 0 |
| Female | 0 | 0.0 | 0 | 0 | 0 | 0 (1986) | 0 | 0 |
| X or Non-Binary | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 1 | 0.000 | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 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 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Appointed Applicants: Sexual Orientation Demographics

| | Male | Female | X or Non- Binary | American Indian or Alaska Native alone | Asian alone | Black or African American alone | INDUINE | 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+ | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | . 0 | 0 | 0 |

| Age: 18- | Age: 30- |
|----------|----------|
| 20 | 20 |

| | 29 | 39 | Age: | 40-49 Age: | :50-59 Age | :60-69 Age | : 70+ |
|------------|---|----|------|------------|------------|------------|-------|
| LGBTQ+ | | 0 | 0 | 0 | 0 | 0 | 0 |
| Not LGBTQ+ | (A. A. S. | 1 | 0 | 0 | 0 | 0 | 0 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

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 Two alone | 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 | 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 | INTINE | 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 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Not I GBTO+ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 0 0 |

| | Age: 18- | Age: 30- | | | | | |
|------------|----------|----------|-----|---------|------------|------------|----------|
| | 29 | 39 | Age | : 40-49 | Age: 50-59 | Age: 60-69 | Age: 70+ |
| LGBTQ+ | (| 0 | 0 | C |) C | 0 | 0 |
| Not LGBTQ+ | |) | 0 | C |) C | 0 | 0 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Not Appointed Applicant- Reasons

| | % of Total Not # Appointed Applicants | | % of Total Not # Appointed Applicants |
|---|--|--------------------------------|---------------------------------------|
| Academy Failure | 0- | Failed Background check- other | 0 - |
| Applicant Withdrawal | 0 - | Failed Drug Test | O - |
| Defer | 0 - | Interview Panel Recommendation | 0 - |
| Did not meet minimum qualifications | 0 - | Other | 0 - |
| Failed background check- Criminal History | 0 - | Physical Qualification Exam | 0 7 |
| Failed background check- Financial | 0 - | Residency Requirement | O - |
| | | Written Exam | 0 - |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

Male Applicants

| | | | Black or African | | | Two or more | | |
|---|---|-------|---------------------|-------------------|-------|----------------|----------------------|-------------|
| | American Indian or | Asian | American | Native Hawaiian / | White | races | Other | Hispanic or |
| | Alaska Native alone | alone | alone | other P. I. alone | alone | alone | alone | Latino |
| Academy Failure | an at 1970 and 1970 | 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 | 0.4 | 0 | 0 | 0 | 0 | 0 | / A # 19 19 0 | 0 |
| Failed Drug Test | 0 | 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 | 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 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

Female Applicants

| | | | Black or | | | Two or | | |
|---|---------------------|-------|----------|--------------------------------|-----------|--------|-------|-------------|
| | | | African | | | more | | |
| | American Indian or | Asian | American | Native Hawaiian / | White | races | Other | Hispanic or |
| | Alaska Native alone | alone | alone | other P. I. alone | alone | alone | alone | Latino |
| Academy Failure | | a 0 | 0.0 | an sandanna da territoria. O d | . 0 | 0 | 0 | 0 |
| Applicant Withdrawal | 0 | 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 | 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 |
| Failed Drug Test | 0 | 0 | 0 | | 0 | 0 | 0 | 0 |
| Interview Panel Recommendation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Physical Qualification Exam | 0 | 0 | 0 | O | 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 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

X or Non-Binary Applicants

| | | | Black or | | | Two or | | |
|---|--|-------|----------|-------------------|-------|----------|-----------------------|-------------|
| | | | African | | | more | | |
| | American Indian or | Asian | American | Native Hawaiian / | White | races | Other | Hispanic or |
| | Alaska Native alone | alone | alone | other P. I. alone | alone | alone | alone | Latino |
| Academy Failure | on completely all and other carries 0 than | 0 | 0 | 0 | 0 | 0 0 | 0 | 0 |
| Applicant Withdrawal | 0 | 0 | 0 | 0 | O | 0 | O SUCCESSORISUMESC | 0 |
| Defer | 0 | 0 | 9.80 0 0 | 0.0 | 0 | 0 | . 0 | 0 |
| Did not meet minimum qualifications | O | 0 | | 0 | 0 | O | O | O |
| Failed background check- Criminal History | | 0 | 0 | 0 | | 0 | 0 | . 0 |
| Failed background check- Financial | 0 | 0 | 0 | O | 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 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Current Officers and Promotional Process Summary

Bergen- Waldwick 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.

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

Civil Service Promotional Examination Certified List Promotional Interview

Annual Summary of Law Enforcement Diversity: Current Officers Summary

| # 5 | % | of ' | Τo | tal (| O | fi | ce | rs |
|-----|---|------|----|-------|---|----|----|----|
|-----|---|------|----|-------|---|----|----|----|

| | Total Officers | 21 | |
|-----------------|---|----|------|
| | Total Officers Eligible for Promotion | 18 | 86% |
| | Total Officers Applied for Promotion | 3 | 14% |
| | Total Officers Promoted | 1 | 5% |
| | Total Male | 21 | 100% |
| Gender | Total Female | 0 | 0% |
| G _c | Total X or Non-Binary | 0 | 0% |
| | Total American Indian or Alaska Native alone | 0 | 0% |
| | Total Asian alone | 0 | 0% |
| | Total Black or African American alone | 0 | 0% |
| Racel Ethnicity | Total Native Hawaiian or other Pacific Islander alone | 0 | 0% |
| agel V | Total White alone | 19 | 90% |
| da. | Total Two or more races alone | 0 | 0% |
| | Total Other alone | 0 | 0% |
| | Total Hispanic or Latino | 2 | 10% |
| | Total 18-29 | 5 | 24% |
| | Total 30-39 | 11 | 52% |
| .e. | Total 40-49 | 2 | 10% |
| Pre | Total 50-59 | 2 | 10% |
| | Total 60-69 | 1 | 5% |
| | Total 70+ | 0 | 0% |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

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 | 0 | 0 | 0 | 0 | 19 | 0 | 0 | 2 |
| 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 | 19 | 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 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 |
| Age: 30-39 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | 0 | 1 |
| Age: 40-49 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| Age: 50-59 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Age: 60-69 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Age: 70+ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

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 | 16 | 0 | 0 | 2 |
| 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 | 0.00 | 16 | 0 | 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 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 |
| Age: 30-39 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | 0 0 | 1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 |
| Age: 40-49 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| Age: 50-59 | 2 | 0 | a = 0 a 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| 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 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

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 | 2 | 0 | 0 | 1 |
| | | tangan pakan ang kaling Lama | ne de real de las de de las estados divincios. | | | | 1:336 101 (61334) • | 0.000.000.000.000 |
| Female | 0 | 0 | U | 0 | U | 0 | U | U |
| X or Non-Binary | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 2 | 0 | 2 (B) (B) (B) (D) | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Age: 30-39 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| 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 | Ø | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

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 | 1 | 0 | 0 | 0 |
| Female | 0 | 0 | | | 0 | 0 | 0 | 0 |
| X or Non-Binary | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0.00 | 0 | 0 | 0 | 1 | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 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 |

Bergen- Waldwick Police Department January 1, 2023 - December 31, 2023

Officers Promoted

| | | Promoted | to Sergeant X or Non- | Pro | omoted to L | ieutenant X or Non- | | Promoted to Captain X or Non- | | | | |
|--|------|----------|---------------------------------|-------|---------------|-------------------------------|--------|-------------------------------|------|--------|--------|---------------|
| | Male | Female | Binary | Total | Male | Female | Binary | Total | Male | Female | Binary | Total |
| American Indian or Alaska Native alone Asian alone | 0 | 0 | 0 | 0 | 0 0 | 0 | 0 0 | 0 | 0 | 0 0 | 0 0 | o o |
| 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 | Û | 0 |
| White alone | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 |

Bergen- Waldwick Police Department 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

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.