

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Bergen- Ridgewood Village Police Department

Time Period: 2023

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

Agency Name:
Year:

Bergen- Ridgewood Village Police Department
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Applicant and Hiring Process Summary

Bergen- Ridgewood Village Police Department is a Municipal law enforcement agency. During the time period covering 2023 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

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

During the hiring process, Ridgewood Village 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
Preference for veteran applicants
Drug Testing
Medical Exam
Psychiatric Exam

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

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Annual Summary of Law Enforcement Diversity: Applicant Summary

	# of Total Applicants	# of Total Applicants
Total Applicants	7	0
Total Applicants Appointed	3	0
Total Applicants Not Appointed	4	0
CSC Exam Exempt Direct Hire Applicants	7	7

Direct Hire Applicants	0	0%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	7	100%

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Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

	Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	4	57%	0	0
	Total Female	3	43%	0	0
	Total X or Non-Binary	0	0%	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0
	Not LGBTQ+	7	100%	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0
	Total Asian alone	1	14%	0	0
	Total Black or African American alone	1	14%	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0
	Total White alone	2	29%	0	0
	Total Two or more races alone	0	0%	0	0
	Total Other alone	0	0%	0	0
	Total Hispanic or Latino	3	43%	0	0
	Total 18-29	5	71%	0	0
	Total 30-39	2	29%	0	0
Age	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	1	0	0	1
Female	0	0	0	0	1	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	2	0	0	3

	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		Hispanic or Latino	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Age: 18-29	3	2	0	0	0	0	1	0	0	2	0	0	0	2
Age: 30-39	1	1	0	0	0	1	0	0	0	0	0	0	0	1
Age: 40-49	0	0	0	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	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	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

	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		Hispanic or Latino	
	Male	Female	Binary	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	4	3	0	0	1	1	1	0	2	0	0	0	0	3
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	0	0
Not LGBTQ+	5	2	0	0	0	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	Female							
Male	2	1	0	1	0	0	0	0	1
Female	0	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	2	1	0	1	0	1	0	0	1

	American Indian or Alaska Native alone		Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Hispanic or Latino	
	Male	Female	Asian alone	Other alone	Asian alone	Other alone	White alone	Other alone	White alone	Other alone	Hispanic or Latino	Other alone
Age: 18-29	0	0	0	0	1	0	0	1	0	0	0	1
Age: 30-39	0	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	0
Age: 50-59	0	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	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0

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Appointed Applicants: Sexual Orientation Demographics

	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		Hispanic or Latino	
	Male	Female																
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	2	1	0	0	0	1	0	0	1	0	0	0	1	0	0	1	0	1

Age: 18-29 Age: 30-39

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	3	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	Female								
Male	0	1	0	0	0	0	1	0	0	0
Female	0	0	0	0	0	0	0	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0	0	0
Total	0	1	0	0	0	0	1	0	0	2

	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	Hispanic or Latino
	Male	Female									
Age: 18-29	1	1	0	0	0	0	0	0	1	0	1
Age: 30-39	1	1	0	0	0	0	0	0	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	2	2	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2

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	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants	% of Total Not # Appointed Applicants
Academy Failure	0	0%
Applicant Withdrawal	2	50%
Defer	1	25%
Did not meet minimum qualifications	0	0%
Failed background check- Criminal History	0	0%
Failed background check- Financial	0	0%
Failed Background check- other	0	0%
Failed Drug Test	0	0%
Interview Panel Recommendation	1	25%
Other	0	0%
Physical Qualification Exam	0	0%
Residency Requirement	0	0%
Written Exam	0	0%

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Not Appointed Applicants- Reasons by Gender & Race

Male Applicants

	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
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	1	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	1	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

Female Applicants

	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
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	1
Defer	0	0	0	0	0	0	0	1
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

	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
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	0	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	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0

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Current Officers and Promotional Process Summary

Bergen- Ridgewood Village Police Department is a Municipal law enforcement agency. During the time period covering 2023 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

For Bergen- Ridgewood Village 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

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Annual Summary of Law Enforcement Diversity: Current Officers Summary

	# of Total Officers	% of Total Officers
Total Officers	44	-
Total Officers Eligible for Promotion	35	80%
Total Officers Applied for Promotion	21	48%
Total Officers Promoted	6	14%
Gender		
Total Male	42	95%
Total Female	2	5%
Total X or Non-Binary	0	0%
Race/Ethnicity		
Total American Indian or Alaska Native alone	0	0%
Total Asian alone	0	0%
Total Black or African American alone	1	2%
Total Native Hawaiian or other Pacific Islander alone	0	0%
Total White alone	40	91%
Total Two or more races alone	0	0%
Total Other alone	0	0%
Total Hispanic or Latino	3	7%
Total 18-29	7	16%
Total 30-39	18	41%
Total 40-49	12	27%
Total 50-59	7	16%
Total 60-69	0	0%
Total 70+	0	0%
Age		

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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	1	0	38	0	0	3
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	40	0	0	3

	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		Hispanic or Latino	
	Male	Female	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	White alone	Two or more races alone	Other alone	Hispanic or Latino			
Age: 18-29	6	1	0	0	1	0	0	5	0	0	0	1			
Age: 30-39	18	0	0	0	0	0	0	17	0	0	0	1			
Age: 40-49	11	1	0	0	0	0	0	11	0	0	0	1			
Age: 50-59	7	0	0	0	0	0	0	7	0	0	0	0			
Age: 60-69	0	0	0	0	0	0	0	0	0	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	32	0	0	2
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	33	0	0	2

	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		Hispanic or Latino	
	Male	Female	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Black or African American alone	Native Hawaiian / other P. I. alone	White 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	1	0	0	0	0	
Age: 30-39	17	0	0	0	0	0	0	0	0	16	0	0	1	0	
Age: 40-49	9	1	0	0	0	0	0	0	0	9	0	0	1	0	
Age: 50-59	7	0	0	0	0	0	0	0	0	7	0	0	0	0	
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Age: 70+	0	0	0	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	18	0	0	2
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	19	0	0	2

	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		Hispanic or Latino	
	Male	Female	Asian alone	Black or African American 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	1	0	0	0	0	0	0	0
Age: 30-39	9	0	0	0	0	0	8	0	0	0	0	1	0	0
Age: 40-49	6	1	0	0	0	0	6	0	0	0	0	1	0	0
Age: 50-59	4	0	0	0	0	0	4	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	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	6	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	6	0	0	0

	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		Hispanic or Latino	
	Male	Female	Alaska Native alone	Native alone	Asian alone	American alone	African American alone	other P. I. alone	White alone	Other alone	Hispanic or Latino	Other alone	Hispanic or Latino			
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Age: 40-49	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Age: 50-59	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	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	X or Non-Binary	Male	Female	X or Non-Binary	Male	Female	X or Non-Binary
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0
Black or African American alone	0	0	0	0	0	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0
White alone	2	0	0	2	0	0	1	0	0
Two or more races alone	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0
Hispanic or Latino	0	0	0	0	0	0	0	0	0
Total	2	0	0	2	0	0	1	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.