

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Bergen- Bergen County Sheriff's Office**

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

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

Agency Name:  
Year:

**Bergen- Bergen County Sheriff's Office**  
**January 1, 2023 to December 31, 2023**

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

Bergen- Bergen County Sheriff's Office is a County law enforcement agency. During the time period covering January 1, 2023 to 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- Bergen County Sheriff's Office in the above time period, the applicant and hiring process included the following methods of identifying applicants:  
Civil Service Examination Certified List  
Inter-governmental Transfer

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During the hiring process, Bergen County Sheriff's Office 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, Bergen County Sheriff's Office 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	
Total Applicants	104	-
Total Applicants Appointed	14	13%
Total Applicants Not Appointed	7	7%

	# % of Total Applicants	
Direct Hire Applicants	80	77%
Transfer Applicants	13	13%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	11	11%

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## 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	83	80%	64	9	0
	Total Female	20	19%	16	3	0
	Total X or Non-Binary	1	1%	0	1	0
<b>Sexual Orientation</b>	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	0	0%	0	0	0
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	2	2%	1	0	0
	Total Black or African American alone	1	1%	0	1	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	33	32%	21	7	0
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	6	6%	5	0	0
	Total Hispanic or Latino	23	22%	14	5	0
<b>Age</b>	Total 18-29	53	51%	46	6	0
	Total 30-39	40	38%	30	6	0
	Total 40-49	8	8%	4	0	0
	Total 50-59	3	3%	0	1	0
	Total 60-69	0	0%	0	0	0
	Total 70+	0	0%	0	0	0

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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	1	0	31	0	6	16
Female	0	1	0	0	1	0	0	7
X or Non-Binary	0	0	0	0	1	0	0	0
Total	0	2	1	0	33	0	6	23

	<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	42	11	0	0	2	0	0	20	0	4	10
Age: 30-39	31	8	1	0	0	1	0	9	0	1	9
Age: 40-49	7	1	0	0	0	0	0	2	0	1	3
Age: 50-59	3	0	0	0	0	0	0	2	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

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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+	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
Not LGBTQ+	0	0	0	0	0	0

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**Appointed 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	0	0	0	6	0	0	4
Female	0	0	0	0	0	0	0	3
X or Non-Binary	0	0	0	0	1	0	0	0
Total	0	0	0	0	7	0	0	7

	<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	2	0	0	0	0	0	1	0	0	2
Age: 30-39	6	1	1	0	0	0	0	4	0	0	4
Age: 40-49	1	0	0	0	0	0	0	0	0	0	1
Age: 50-59	2	0	0	0	0	0	0	2	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**

	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+	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
Not LGBTQ+	0	0	0	0	0	0



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**Not Appointed Applicants: Gender, Race, and 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	0	0	1	5
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	0	0	0	0	1	5

	<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	0	0	0	1	0	0	0	0	1	2
Age: 30-39	2	0	0	0	0	0	0	0	0	0	2
Age: 40-49	1	0	0	0	0	0	0	0	0	0	1
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
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
Not LGBTQ+	0	0	0	0	0	0

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

	<b>% of Total Not # Appointed Applicants</b>			<b>% of Total Not # Appointed Applicants</b>	
Academy Failure	0	0%	Failed Background check- other	5	71%
Applicant Withdrawal	0	0%	Failed Drug Test	1	14%
Defer	0	0%	Interview Panel Recommendation	0	0%
Did not meet minimum qualifications	0	0%	Other	1	14%
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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**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	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	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	1	0	0	0	0	0	4
Failed Drug Test	0	0	0	0	0	0	1	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	1

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

Bergen- Bergen County Sheriff's Office is a County law enforcement agency. During the time period covering January 1, 2023 to 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- Bergen County Sheriff's Office 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	
Total Officers		208	-
Total Officers Eligible for Promotion		101	49%
Total Officers Applied for Promotion		65	31%
Total Officers Promoted		6	3%
Gender	Total Male	168	81%
	Total Female	38	18%
	Total X or Non-Binary	2	1%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	10	5%
	Total Black or African American alone	13	6%
	Total Native Hawaiian or other Pacific Islander alone	1	0%
	Total White alone	118	57%
	Total Two or more races alone	2	1%
	Total Other alone	4	2%
	Total Hispanic or Latino	60	29%
Age	Total 18-29	14	7%
	Total 30-39	80	38%
	Total 40-49	79	38%
	Total 50-59	34	16%
	Total 60-69	1	0%
	Total 70+	0	0%



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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	9	9	1	99	1	3	46
Female	0	1	4	0	18	1	0	14
X or Non-Binary	0	0	0	0	1	0	1	0
Total	0	10	13	1	118	2	4	60

	<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	12	2	0	0	0	0	0	7	0	1	6
Age: 30-39	63	16	1	0	3	5	1	43	0	1	27
Age: 40-49	66	12	1	0	6	5	0	46	1	2	19
Age: 50-59	26	8	0	0	1	3	0	21	1	0	8
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

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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	6	3	0	46	1	1	25
Female	0	0	1	0	13	1	0	4
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	6	4	0	59	2	1	29

				<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>
	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>								
Age: 18-29	2	0	0	0	0	0	0	2	0	0	0
Age: 30-39	30	7	0	0	2	2	0	20	0	0	13
Age: 40-49	36	5	0	0	4	2	0	23	1	1	10
Age: 50-59	14	7	0	0	0	0	0	14	1	0	6
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**

	<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	5	2	0	35	0	0	10
Female	0	0	1	0	8	1	0	3
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	5	3	0	43	1	0	13

	<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	1	0	0	0
Age: 30-39	18	6	0	0	1	1	0	16	0	0	6
Age: 40-49	25	3	0	0	4	2	0	18	0	0	4
Age: 50-59	8	4	0	0	0	0	0	8	1	0	3
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

	<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	0
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	6	0	0	0

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

	<i>Promoted to Sergeant</i>				<i>Promoted to Lieutenant</i>				<i>Promoted to Captain</i>			
	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>
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	4	0	0	4	0	2	0	2	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

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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

