

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Bergen- Rutherford Police Department

Time Period: January 2023 - December 2023

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

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

Applicant and Hiring Process Summary

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

For Bergen- Rutherford 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, Rutherford 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, Rutherford Police Department considers an applicant to be appointed Prior to entry in to the Academy

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	13	-
Total Applicants Appointed	6	46%
Total Applicants Not Appointed	7	54%

	#	% of Total Applicants
Direct Hire Applicants	7	54%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	6	46%

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	9	69%	7	0	0
	Total Female	4	31%	0	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	11	85%	7	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	1	8%	0	0	0
	Total Black or African American alone	1	8%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	8	62%	7	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	3	23%	0	0	0
Age	Total 18-29	13	100%	7	0	0
	Total 30-39	0	0%	0	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:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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	0	1	0	7	0	0	1
Female	0	1	0	0	1	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	8	0	0	3

	<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	9	4	0	0	1	1	0	8	0	0	3
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

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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+	8	3	0	0	0	0	0	8	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
Not LGBTQ+	11	0	0	0	0	0

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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	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	0	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	4	2	0	0	0	0	0	5	0	0	1
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

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

Appointed 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	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	4	2	0	0	0	0	0	5	0	0	1

	<i>Age: 18-29</i>	<i>Age: 30-39</i>	<i>Age: 40-49</i>	<i>Age: 50-59</i>	<i>Age: 60-69</i>	<i>Age: 70+</i>
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	6	0	0	0	0	0

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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

	<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	5	2	0	0	1	1	0	3	0	0	2
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

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 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 LGBTQ+	4	1	0	0	0	0	0	3	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
Not LGBTQ+	5	0	0	0	0	0

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants	% of Total Not # Appointed Applicants
Academy Failure	1 14%	Failed Background check- other 0 0%
Applicant Withdrawal	2 29%	Failed Drug Test 0 0%
Defer	2 29%	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 1 14%
Failed background check- Financial	0 0%	Residency Requirement 0 0%
		Written Exam 0 0%

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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	1	0	0	0	0	0
Defer	0	0	0	0	2	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	1	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

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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	1
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	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

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

***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 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

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

Current Officers and Promotional Process Summary

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

For Bergen- Rutherford Police Department in the above time period, the promotional included the following methods of identifying qualified officers:
Civil Service Promotional Examination Certified List

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
	Total Officers	48	-
	Total Officers Eligible for Promotion	21	44%
	Total Officers Applied for Promotion	21	44%
	Total Officers Promoted	2	4%
<i>Gender</i>	Total Male	43	90%
	Total Female	5	10%
	Total X or Non-Binary	0	0%
<i>Race/ Ethnicity</i>	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	42	88%
	Total Two or more races alone	1	2%
	Total Other alone	0	0%
	Total Hispanic or Latino	4	8%
<i>Age</i>	Total 18-29	7	15%
	Total 30-39	12	25%
	Total 40-49	19	40%
	Total 50-59	9	19%
	Total 60-69	1	2%
	Total 70+	0	0%

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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	0	1	0	38	1	0	3
Female	0	0	0	0	4	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	42	1	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	5	2	0	0	0	0	0	6	0	0	1
Age: 30-39	10	2	0	0	0	0	0	12	0	0	0
Age: 40-49	19	0	0	0	0	0	0	17	0	0	2
Age: 50-59	8	1	0	0	0	1	0	6	1	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

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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	0	0	0	18	1	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	20	1	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	9	2	0	0	0	0	0	11	0	0	0
Age: 40-49	8	0	0	0	0	0	0	8	0	0	0
Age: 50-59	2	0	0	0	0	0	0	1	1	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:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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	0	0	0	18	1	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	20	1	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	9	2	0	0	0	0	0	11	0	0	0
Age: 40-49	8	0	0	0	0	0	0	8	0	0	0
Age: 50-59	2	0	0	0	0	0	0	1	1	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:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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	2	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	2	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	0	0	0	0	0	0	1	0	0	0
Age: 40-49	1	0	0	0	0	0	0	1	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:
Year:

Bergen- Rutherford Police Department
January 2023 - December 2023

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	2	0	0	2	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

Agency Name:
Year:

Bergen- Rutherford Police Department
January 2023 - December 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

The agency utilized both the Alternate Route Program and Civil Service to hire our new applicants this year.