

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Bergen- Leonia**

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

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

Agency Name:  
Year:

**Bergen- Leonia**  
**January 1st 2023-December 31st 2023**

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

Bergen- Leonia is a Municipal law enforcement agency. During the time period covering January 1st 2023-December 31st 2023 the agency did not receive applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

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

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During the hiring process, Leonia included the following elements to identify the most qualified applicants:

During the hiring process, Leonia considers an applicant to be appointed

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## Annual Summary of Law Enforcement Diversity: Applicant Summary

|                                | # | % of Total Applicants |
|--------------------------------|---|-----------------------|
| Total Applicants               | 0 | -                     |
| Total Applicants Appointed     | 0 | -                     |
| Total Applicants Not Appointed | 0 | -                     |

|  | # | % of Total Applicants |
|--|---|-----------------------|
| Direct Hire Applicants                 | 0 | -                     |
| Transfer Applicants                    | 0 | -                     |
| Waiver Applicants                      | 0 | -                     |
| CSC Exam Exempt Direct Hire Applicants | 0 | -                     |

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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  | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total Female  | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total X or Non-Binary                               | 0                | -          | 0                      | 0                   | 0                 |
| <b>Sexual Orientation</b> | LGBTQ+  | 0                | -          | 0                      | 0                   | 0                 |
|                           | Not LGBTQ+  | 0                | -          | 0                      | 0                   | 0                 |
| <b>Race/ Ethnicity</b>    | Total American Indian or Alaska Native alone        | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total Asian alone                                   | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total Black or African American alone               | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total Native Hawaiian/ other Pacific Islander alone | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total White alone                                   | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total Two or more races alone                       | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total Other alone                                   | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total Hispanic or Latino                            | 0                | -          | 0                      | 0                   | 0                 |
| <b>Age</b>                | Total 18-29   | 0                | -          | 0                      | 0                   | 0                 |
|                           | Total 30-39   | 0                | -          | 0                      | 0                   | 0                 |
|                           | 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

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 0                      | 0  | 0  | 0                      | 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  | 0                      | 0                                  | 0                      | 0                             |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| 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                             |

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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<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 0                      | 0  | 0  | 0                      | 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  | 0                      | 0                                  | 0                      | 0                             |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| 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                             |

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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<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 0                      | 0  | 0  | 0                      | 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  | 0                      | 0                                  | 0                      | 0                             |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| 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                             |

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

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**Not Appointed Applicants- Reasons by Gender & Race**

**Male Applicants**

|                                     | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>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**

**Female Applicants**

|                                     | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>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<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>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- Leonia is a Municipal law enforcement agency. During the time period covering January 1st 2023-December 31st 2023 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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

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

|                                       |   | # % of Total Officers |     |
|---------------------------------------|---|-----------------------|-----|
| Total Officers                        |   | 20                    | -   |
| Total Officers Eligible for Promotion |   | 0                     | 0%  |
| Total Officers Applied for Promotion  |   | 0                     | 0%  |
| Total Officers Promoted               |   | 0                     | 0%  |
| <b>Gender</b>                         | Total Male  | 18                    | 90% |
|                                       | Total Female  | 2                     | 10% |
|                                       | Total X or Non-Binary                                 | 0                     | 0%  |
| <b>Race/ Ethnicity</b>                | Total American Indian or Alaska Native alone          | 0                     | 0%  |
|                                       | Total Asian alone                                     | 3                     | 15% |
|                                       | Total Black or African American alone                 | 1                     | 5%  |
|                                       | Total Native Hawaiian or other Pacific Islander alone | 0                     | 0%  |
|                                       | Total White alone                                     | 12                    | 60% |
|                                       | Total Two or more races alone                         | 0                     | 0%  |
|                                       | Total Other alone                                     | 0                     | 0%  |
|                                       | Total Hispanic or Latino                              | 4                     | 20% |
| <b>Age</b>                            | Total 18-29   | 5                     | 25% |
|                                       | Total 30-39   | 4                     | 20% |
|                                       | Total 40-49   | 6                     | 30% |
|                                       | Total 50-59   | 5                     | 25% |
|                                       | Total 60-69   | 0                     | 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<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 3                      | 1  | 0  | 12                     | 0                                  | 0                      | 2                             |
| Female          | 0   | 0                      | 0  | 0  | 0                      | 0                                  | 0                      | 2                             |
| X or Non-Binary | 0   | 0                      | 0  | 0  | 0                      | 0                                  | 0                      | 0                             |
| Total           | 0   | 3                      | 1  | 0  | 12                     | 0                                  | 0                      | 4                             |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| Age: 18-29 | 4           | 1             | 0                           | 0   | 1                      | 0  | 0  | 3                      | 0  | 0                      | 1                             |
| Age: 30-39 | 4           | 0             | 0                           | 0   | 1                      | 1  | 0  | 1                      | 0  | 0                      | 1                             |
| Age: 40-49 | 5           | 1             | 0                           | 0   | 1                      | 0  | 0  | 3                      | 0  | 0                      | 2                             |
| Age: 50-59 | 5           | 0             | 0                           | 0   | 0                      | 0  | 0  | 5                      | 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<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 0                      | 0  | 0  | 0                      | 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  | 0                      | 0                                  | 0                      | 0                             |

|            |             |               |                             | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> |   |                        |  |  |                        |  |                        |                               |
| 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                             |

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**Officers who Applied for a Promotion**

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 0                      | 0  | 0  | 0                      | 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  | 0                      | 0                                  | 0                      | 0                             |

|            |             |               |                             | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> |   |                        |  |  |                        |  |                        |                               |
| 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                             |

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### Officers Promoted

|                 | <i>American Indian or<br/>Alaska Native alone</i> | <i>Asian<br/>alone</i> | <i>Black or African<br/>American alone</i> | <i>Native Hawaiian /<br/>other P. I. alone</i> | <i>White<br/>alone</i> | <i>Two or more races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|-----------------|---|------------------------|--|--|------------------------|------------------------------------|------------------------|-------------------------------|
| Male            | 0   | 0                      | 0  | 0  | 0                      | 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  | 0                      | 0                                  | 0                      | 0                             |

|            | <i>Male</i> | <i>Female</i> | <i>X or Non-<br/>Binary</i> | <i>American<br/>Indian or<br/>Alaska<br/>Native<br/>alone</i> | <i>Asian<br/>alone</i> | <i>Black or<br/>African<br/>American<br/>alone</i> | <i>Native<br/>Hawaiian /<br/>other P. I.<br/>alone</i> | <i>White<br/>alone</i> | <i>Two or<br/>more<br/>races<br/>alone</i> | <i>Other<br/>alone</i> | <i>Hispanic<br/>or Latino</i> |
|------------|-------------|---------------|-----------------------------|---|------------------------|--|--|------------------------|--|------------------------|-------------------------------|
| 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                             |

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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                            | 0                           | 0             | 0                      | 0            | 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            |

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**Bergen- Leonia**  
**January 1st 2023-December 31st 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.