

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Bergen- Palisades Park Police Department

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

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

Agency Name:  
Year:

Bergen- Palisades Park Police Department  
2023

## Applicant and Hiring Process Summary

Bergen- Palisades Park 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 not governed by Civil Service Regulations.

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For Bergen- Palisades Park Police Department 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, Palisades Park Police Department included the following elements to identify the most qualified applicants:

Formal Application  
Drug Testing  
Medical Exam  
Psychiatric Exam

During the hiring process, Palisades Park 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	
Total Applicants	2	-
Total Applicants Appointed	2	100%
Total Applicants Not Appointed	0	0%

	#% of Total Applicants	
Direct Hire Applicants	2	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	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
Gender	Total Male	2	100%		2	0	0
	Total Female	0	0%		0	0	0
	Total X or Non-Binary	0	0%		0	0	0
Sexual Orientation	LGBTQ+	0	0%		0	0	0
	Not LGBTQ+	2	100%		2	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%		0	0	0
	Total Asian alone	1	50%		1	0	0
	Total Black or African American alone	0	0%		0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%		0	0	0
	Total White alone	0	0%		0	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	1	50%		1	0	0
Age	Total 18-29	1	50%		1	0	0
	Total 30-39	1	50%		1	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

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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	0	0	0	0	0	1
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	0	1

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

	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+	1	1	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	0	1	0	0	0	0	0	1
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	0	1

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

	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+	1	1	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	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

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	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

	% of Total Not #Appointed Applicants		% of Total Not #Appointed Applicants
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 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

	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	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

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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	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

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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
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

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### Current Officers and Promotional Process Summary

Bergen- Palisades Park Police Department is a Municipal law enforcement agency. During the time period covering 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- Palisades Park Police Department 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	35	-
	Total Officers Eligible for Promotion	23	66%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	3	9%
Gender	Total Male	33	94%
	Total Female	2	6%
	Total X or Non-Binary	0	0%
Race/Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	7	20%
	Total Black or African American alone	0	0%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	25	71%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	3	9%
Age	Total 18-29	6	17%
	Total 30-39	17	49%
	Total 40-49	7	20%
	Total 50-59	5	14%
	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

	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	5	0	0	25	0	0	3
Female	0	2	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	7	0	0	25	0	0	3

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	6	0	0	0	0	0	0	5	0	0	1
Age: 30-39	15	2	0	0	6	0	0	10	0	0	1
Age: 40-49	7	0	0	0	1	0	0	6	0	0	0
Age: 50-59	5	0	0	0	0	0	0	4	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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### 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	4	0	0	18	0	0	1
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	4	0	0	18	0	0	1

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	3	0	0	0	0	0	0	2	0	0	1
Age: 30-39	10	0	0	0	3	0	0	7	0	0	0
Age: 40-49	7	0	0	0	1	0	0	6	0	0	0
Age: 50-59	3	0	0	0	0	0	0	3	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

	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	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

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	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

	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	3	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	3	0	0	0

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	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	2	0	0	0	0	0	0	2	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

	Promoted to Sergeant X or Non-				Promoted to Lieutenant X or Non-				Promoted to Captain X or Non-			
	Male	Female	Binary	Total	Male	Female	Binary	Total	Male	Female	Binary	Total
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0	0	0	0
Asian alone Black or African	0	0	0	0	0	0	0	0	0	0	0	0
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	1	0	0	1	1	0	0	1	1	0	0	1
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

INSERT SAMPLE TEXT HERE FROM AGENCY.

## Annual Summary of Law Enforcement Diversity: Agency Fact Sheet

Annual Law Enforcement Diversity Reporting Form | N.J.S.A. 52:17B-4.10

In compliance with N.J.S.A. 52:17B-4.10 (the "Act") each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." The Act requires the publication of annual reports detailing the age, gender, race, and ethnicity of law enforcement officers currently appointed to an agency and those promoted within the agency in the preceding calendar year. Additionally, the Act also requires an annual report compiling the age, gender, race, and ethnicity of applicants, applicants appointed, and applicants denied for a law enforcement officer position in the preceding calendar year.

*This sheet captures information on the applicant and promotional processes of your agency which will be included in your Annual Report of Law Enforcement Diversity. Please type "Yes" into the boxes for the process elements as applicable for the time period.*

Time period

**January 1, 2023 to December 31, 2023**

Agency

**Palisades Park Police Department**

←Type agency name here

County

**Bergen**

←Select county from dropdown

Type of Agency

**Municipal**

menu here

### Application Processes

Did your agency receive any applications for employment during the above time period?

(select response from drop down)

Yes

Is your agency hiring process governed by Civil Service Regulations?

(select response from drop down)

No

Please specify which methods your agency hired law enforcement officers during the above time period, by entering "Yes" in the appropriate boxes

- Civil Service Examination Certified List
- Non-Civil Service Examination List
- Inter-governmental Transfer
- Waiver hire
- Direct hire of BCPO certified officer

Please specify which elements were included the application process your agency used during the above time period, by entering "Yes" in the appropriate boxes:

- Return the Card
- Formal Application

- Interview Board
- Written Exam
- Preference for applicants who are "local" or "county" residents
- Preference for veteran applicants
- Yes Drug Testing
- Yes Medical Exam
- Yes Psychiatric Exam

Please specify when an officer was considered "appointed" to your agency used during the above time period, by entering "Yes" in the appropriate boxes:

- Yes Prior to entry in to the Academy
- Upon successful completion of the Academy

## Promotion Methods

Did your agency receive any applications for any promotion during the above time period?

(select response from drop down)

Is your agency promotional process governed by Civil Service Regulations?

(select response from drop down)

If yes above, do Civil Service Regulations apply to all ranks?

Please specify which methods your agency promoted law enforcement officers during the above time period, by entering "Yes" in the appropriate boxes:

- Civil Service Promotional Examination Certified List
- Non-Civil Service Promotional Examination List
- Promotional Interview





## Annual Summary of Law Enforcement Diversity: Current Officers & Promotions Entry Sheet

Annual Law Enforcement Diversity Reporting Form | N.J.S.A. 52:17B-4.10

In compliance with N.J.S.A. 52:17B-4.10 (the "Act") each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." The Act requires the publication of annual reports detailing the age, gender, race, and ethnicity of law enforcement officers currently appointed to an agency and those promoted within the agency in the preceding calendar year. Additionally, the Act also requires an annual report compiling the age, gender, race, and ethnicity of applicants, applicants appointed, and applicants denied for a law enforcement officer position in the preceding calendar year.

**DO NOT DELETE CELLS IN THIS DOCUMENT. TO REMOVE TEXT ENTERED, RIGHT CLICK AND SELECT "CLEAR CONTENTS".**

Time period

2023

Agency

Palisades Park Police Department

County

Bergen

No.	Officer Demographics				Current Year Promotion					
	Year of Birt Age	Race	Hispanic Origin?	Gender	Eligible for Promotion	Applied for Promotion	Promoted	Old Rank	New Rank	
1	1978	45	White	Not Hispanic or Lati	Male	Yes	No	Yes	Sergeant	Lieutenant
2	1978	45	White	Not Hispanic or Lati	Male	Yes	No	No		
3	1985	38	White	Not Hispanic or Lati	Male	Yes	No	No		
4	1993	30	White	Not Hispanic or Lati	Male	No	No	No		
5	1986	37	White	Not Hispanic or Lati	Male	Yes	No	No		
6	1981	42	Asian	Not Hispanic or Lati	Male	Yes	No	No		
7	1971	52	White	Not Hispanic or Lati	Male	Yes	No	No		
8	1978	45	White	Not Hispanic or Lati	Male	Yes	No	No		
9	1979	44	White	Not Hispanic or Lati	Male	Yes	No	No		
10	1987	36	White	Not Hispanic or Lati	Male	Yes	No	No		
11	1991	32	White	Hispanic or Latino	Male	No	No	No		
12	1966	57	White	Hispanic or Latino	Male	No	No	No		
13	1991	32	White	Not Hispanic or Lati	Male	Yes	No	No		
14	1972	51	White	Not Hispanic or Lati	Male	No	No	No		
15	1992	31	Asian	Not Hispanic or Lati	Male	No	No	No		
16	1993	30	White	Not Hispanic or Lati	Male	No	No	No		
17	1987	36	Asian	Not Hispanic or Lati	Male	Yes	No	No		
18	1993	30	Asian	Not Hispanic or Lati	Female	No	No	No		
19	1988	35	Asian	Not Hispanic or Lati	Male	Yes	No	No		
20	1994	29	White	Not Hispanic or Lati	Male	Yes	No	No		
21	1995	28	White	Not Hispanic or Lati	Male	Yes	No	No		
22	1992	31	White	Not Hispanic or Lati	Male	No	No	No		
23	1991	32	White	Not Hispanic or Lati	Male	Yes	No	No		
24	1980	43	White	Not Hispanic or Lati	Male	Yes	No	No		
25	1989	34	Asian	Not Hispanic or Lati	Male	Yes	No	No		
26	1966	57	White	Not Hispanic or Lati	Male	Yes	No	No		
27	1988	35	White	Not Hispanic or Lati	Male	Yes	No	Yes	Lieutenant	Captain