

# 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 2021-December 31 2021

Agency

North Caldwell Police Department

County

Essex

Type of Agency

Municipal

← Type agency name here  
 ← Select county from dropdown menu here

## Application Processes

Did your agency receive any applications for employment during the above time period?  
(select response from drop down)

Is your agency hiring process governed by Civil Service Regulations?

(select response from drop down)

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

<input type="checkbox"/>	Civil Service Examination Certified List
<input type="checkbox"/>	Non-Civil Service Examination List
<input type="checkbox"/>	Inter-governmental Transfer
<input type="checkbox"/>	Waiver hire
<input type="checkbox"/>	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:

<input type="checkbox"/>	Return the Card
<input type="checkbox"/>	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

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

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





# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Essex- North Caldwell Police Department**

**Time Period: January 1 2021-December 31 2021**

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

Agency Name:  
Year:

Essex- North Caldwell Police Department  
January 1 2021-December 31 2021

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

Essex- North Caldwell Police Department is a Municipal law enforcement agency. During the time period covering January 1 2021-December 31 2021 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 Essex- North Caldwell Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

During the hiring process, North Caldwell Police Department included the following elements to identify the most qualified applicants:

During the hiring process, North Caldwell Police Department considers an applicant to be appointed



Agency Name:  
Year:

Essex- North Caldwell Police Department  
January 1 2021-December 31 2021

## 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
	Total 18-29	0	0	0	0
	Total 30-39	0	0	0	0
<b>Age</b>	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



Agency Name:  
Year:

Essex- North Caldwell Police Department  
January 1 2021-December 31 2021

## 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	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

  

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

## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Sexual Orientation Demographics

	X or Non-Binary		American Indian or Alaska Native alone		Asian alone		Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Hispanic or Latino	
	Male	Female														
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

### Age: 18-29

	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

Agency Name:  
Year:

Essex- North Caldwell Police Department  
January 1 2021-December 31 2021

**Appointed Applicants: Gender, Race, & Age Demographics**

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

**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		Hispanic or Latino	
	Age: 18-29	Age: 30-39	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0	0	0	0	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

Agency Name:  
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Essex- North Caldwell Police Department  
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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

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

**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					
	Age: 18-29	Age: 30-39	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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
Not LGBTQ+	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 -
Applicant Withdrawal	0 -	0 -
Defer	0 -	0 -
Did not meet minimum qualifications	0 -	0 -
Failed background check- Criminal History	0 -	0 -
Failed background check- Financial	0 -	0 -
Failed Background check- other	0 -	0 -
Failed Drug Test	0 -	0 -
Interview Panel Recommendation	0 -	0 -
Other	0 -	0 -
Physical Qualification Exam	0 -	0 -
Residency Requirement	0 -	0 -
Written Exam	0 -	0 -

Agency Name:  
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Essex- North Caldwell Police Department  
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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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Essex- North Caldwell Police Department  
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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

Agency Name:  
Year:

Essex- North Caldwell Police Department  
January 1 2021-December 31 2021

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

Essex- North Caldwell Police Department is a Municipal law enforcement agency. During the time period covering January 1 2021-December 31 2021 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 Essex- North Caldwell Police Department in the above time period, the promotional included the following methods of identifying qualified officers:  
Non-Civil Service Promotional Examination List  
Promotional Interview

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Agency Name:

Essex- North Caldwell Police Department

Year:

January 1 2021-December 31 2021

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

	Total Officers	# % of Total Officers
Total Officers Eligible for Promotion	16	-
Total Officers Applied for Promotion	15	94%
Total Officers Promoted	14	88%
Total Officers Promoted	1	6%
<b>Gender</b>		
Total Male	14	88%
Total Female	2	13%
Total X or Non-Binary	0	0%
<b>Race/ ethnicity</b>		
Total American Indian or Alaska Native alone	0	0%
Total Asian alone	0	0%
Total Black or African American alone	0	0%
Total Native Hawaiian or other Pacific Islander alone	0	0%
Total White alone	16	100%
Total Two or more races alone	0	0%
Total Other alone	0	0%
Total Hispanic or Latino	0	0%
<b>Age</b>		
Total 18-29	3	19%
Total 30-39	3	19%
Total 40-49	7	44%
Total 50-59	3	19%
Total 60-69	0	0%
Total 70+	0	0%

Agency Name:  
Year:

Essex- North Caldwell Police Department  
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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	Female							
Male	0	0	0	0	0	14	0	0	0
Female	0	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	16	0	0	0

  

	X or Non-Binary		American Indian or Alaska Native alone		Black or African American alone		Native Hawaiian / other P. I. alone		White alone		Two or more races alone		Other alone		Hispanic or Latino	
	Male	Female	American Indian or Alaska Native 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	3	0	0	0	0	0	0	0	0	0	0
Age: 30-39	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0
Age: 40-49	5	2	0	0	0	7	0	0	0	0	0	0	0	0	0	0
Age: 50-59	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Officers Eligible for Promotion**

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	11	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	13	0	0	0

	X or Non-Binary		American Indian or Alaska Native alone			Asian American alone			Black or African American / Hawaiian / other P. I. alone			White alone			Two or more races alone			Hispanic or Latino		
	Male	Female																		
Age: 18-29	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Age: 40-49	5	2	0	0	0	0	0	0	0	0	0	0	0	7	0	0	0	0	0	0
Age: 50-59	3	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Agency Name:  
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Essex- North Caldwell Police Department  
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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 Hispanic or Latino
Male	0	0	0	0	1	0	0
Female	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0
Total	0	0	0	0	1	0	0

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

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Essex- North Caldwell Police Department  
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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	1	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	1	0	0	0

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



Agency Name:  
Year:

Essex- North Caldwell Police Department  
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**Officers Promoted**

	Promoted to Sergeant			Promoted to Lieutenant			Promoted to Captain		
	Male	Female	X or Non-Binary	Male	Female	X or Non-Binary	Male	Female	X or Non-Binary
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0
Black or African American alone	0	0	0	0	0	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0
White alone	1	0	0	0	0	0	0	0	0
Two or more races alone	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0
Hispanic or Latino	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Agency Name:  
Year:2021

Essex- North Caldwell Police Department  
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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.