

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, 2022 to December 31, 2022

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)

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

<input type="checkbox"/>	Civil Service Examination Certified List
<input type="checkbox"/>	Yes
<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"/>	Yes
<input type="checkbox"/>	Formal Application

- Yes 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:

- 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: Applicant 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".

January 1, 2022 to December 31, 2022

North Caldwell Police Department

Essex

Time period

Agency

County

No.	Year of Birth	Age	Applicant Demographics			Applicant Type	Outcome	Application Outcome Reason for No Appointment
			Hispanic Origin?	Gender	LGBTQ+?			
1	1992	30				In Process		
2	1998	24				In Process		
3	1992	30				In Process		
4	1987	35				In Process		
5	1995	27				In Process		
6	1996	26				In Process		
7	1987	35				In Process		
8	1994	28				In Process		
9	1995	27				In Process		
10	1988	34				In Process		
11	1999	23				In Process		
12	1996	26				In Process		
13	1998	24				In Process		
14	1995	27				In Process		
15	1998	24				In Process		
16	1990	32				In Process		
17	1992	30				In Process		
18	1994	28				In Process		
19	2001	21				In Process		
20	1997	25				In Process		
21	1982	40				In Process		
22	1994	28				In Process		
23	1999	23				In Process		
24	1989	33				Waiver	Appointed to Agency	
25	1999	23				In Process		
26	1992	30				In Process		
27	1995	27				In Process		
28	1997	25				In Process		
29	1997	25				Waiver	Appointed to Agency	
30	2001	21				In Process		
31	1992	30				In Process		
32	2015	7				In Process		
33	1996	26				In Process		
34	1994	28				In Process		
35						In Process		
36	2002	20				In Process		
37	1993	29				In Process		

	1992 30		In Process
38	1995 27		In Process
39	-		
40	-		
41	-		
42	-		
43	-		
44	-		
45	-		
46	-		
47	-		
48	-		
49	-		
50	-		
51	-		
52	-		
53	-		
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65	-		
66	-		
67	-		
68	-		
69	-		
70	-		
71	-		
72	-		
73	-		
74	-		
75	-		
76	-		
77	-		
78	-		
79	-		
80	-		
81	-		
82	-		
83	-		
84	-		
85	-		
86	-		
87	-		
88	-		

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Essex- North Caldwell Police Department

Time Period: January 1, 2022 to December 31, 2022

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

Agency Name:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

Applicant and Hiring Process Summary

Essex- North Caldwell Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 to December 31, 2022 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Essex- North Caldwell Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:
Non-Civil Service Examination List
Waiver hire

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

- Formal Application
- Interview Board
- Drug Testing
- Medical Exam
- Psychiatric Exam

During the hiring process, North Caldwell Police Department considers an applicant to be appointed upon successful completion of the Academy .

Agency Name:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

	Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants	
Gender	Total Male	0	0%	0	0	
	Total Female	0	0%	0	0	
	Total X or Non-Binary	0	0%	0	0	
Sexual Orientation	LGBTQ+	0	0%	0	0	
	Not LGBTQ+	0	0%	0	0	
Race/ Ethnicity	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	25	1250%	0	0	2
	Total 30-39	11	550%	0	0	0
Age	Total 40-49	1	50%	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, 2022 to December 31, 2022

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	Female							
Male	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	0	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	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	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	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	
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	

Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Sexual Orientation Demographics

	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	Binary	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone
LGBTQ+	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

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
Not LGBTQ+	0	0	0	0	0	0

Agency Name:

Essex- North Caldwell Police Department

Year:

January 1, 2022 to December 31, 2022

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	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	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	White alone	Two or more races alone	Other alone	Hispanic or Latino	Hispanic or Latino		
Age: 18-29	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		
Age: 40-49	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		
Age: 60-69	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		

Appointed 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	Binary	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone
LGBTQ+	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

Age: 18-29 Age: 30-39

	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:

Essex- North Caldwell Police Department

Year:

January 1, 2022 to December 31, 2022

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	Female							
Male	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	0	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	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	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	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	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	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	0	0	0	0	0	0	0	0	0	0

Not Appointed 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	Binary	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone	alone
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: 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
Not LGBTQ+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Agency Name:

Essex- North Caldwell Police Department

Year:

January 1, 2022 to December 31, 2022

Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants	% of Total Not # Appointed Applicants
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:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

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

Agency Name:

Essex- North Caldwell Police Department

Year:

January 1, 2022 to December 31, 2022

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

Agency Name:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

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, 2022 to December 31, 2022

Current Officers and Promotional Process Summary

Essex- North Caldwell Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 to December 31, 2022 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Essex- North Caldwell Police Department in the above time period, the promotional included the following methods of identifying qualified officers:

Agency Name:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

Annual Summary of Law Enforcement Diversity: Current Officers Summary

	Total Officers	# % of Total Officers
Total Officers	17	-
Total Officers Eligible for Promotion	13	76%
Total Officers Applied for Promotion	0	0%
Total Officers Promoted	0	0%
Gender		
Total Male	15	88%
Total Female	2	12%
Total X or Non-Binary	0	0%
Race/ Ethnicity		
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	94%
Total Two or more races alone	0	0%
Total Other alone	0	0%
Total Hispanic or Latino	1	6%
Age		
Total 18-29	4	24%
Total 30-39	2	12%
Total 40-49	9	53%
Total 50-59	1	6%
Total 60-69	0	0%
Total 70+	0	0%

Agency Name:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

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	0	0	0	14	0	0	1
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	16	0	0	1

	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	4	0	0	0
Age: 30-39	0	0	0	0	2	0	0	0
Age: 40-49	0	0	0	0	8	0	0	1
Age: 50-59	0	0	0	0	1	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0

Agency Name:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

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			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	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	
Age: 30-39	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	
Age: 40-49	6	2	0	0	0	0	0	0	0	0	0	8	0	0	0	0	0	0	0	
Age: 50-59	1	0	0	0	0	0	0	0	0	0	0	1	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	0	0	0	
Age: 70+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Agency Name:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

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	Female							
Male	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	0	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	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
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

Agency Name:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

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	Female							
Male	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0	0
Total	0	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	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	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	

Agency Name:
Year:

Essex- North Caldwell Police Department
January 1, 2022 to December 31, 2022

Officers Promoted

	Promoted to Sergeant X or Non-			Promoted to Lieutenant X or Non-			Promoted to Captain X or Non-		
	Male	Female	Binary	Male	Female	Binary	Male	Female	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
American alone Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0
White alone	0	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
Total	0	0	0	0	0	0	0	0	0

Agency Name:

Essex- North Caldwell Police Department

Year:

January 1, 2022 to December 31, 2022

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.