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	**2023**
Agency	**Demarest Police Department**
County	**Bergen**
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

No	Civil Service Examination Certified List
No	Non-Civil Service Examination List
Yes	Inter-governmental Transfer
No	Waiver hire
Yes	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:

No	Return the Card
Yes	Formal Application

Yes	Interview Board
No	Written Exam
No	Preference for applicants who are "local" or "county" residents
Yes	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
No	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)

Yes

Is your agency promotional process governed by Civil Service Regulations?
(select response from drop down)

No

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

No

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

No	Civil Service Promotional Examination Certified List
No	Non-Civil Service Promotional Examination List
No	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

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

Time period

Agency

County

2023
Demarest Police Department
Bergen

No.	Year of Birth	Age	Race	Hispanic Origin?	Gender	LGBTQ+?	Applicant type	Outcome	Reason for No Appointment
1	1993	30	White	Hispanic or Latino	Male	No	Transfer	Appointed to Agency	
2	1989	34	White	Hispanic or Latino	Male	No	Transfer	Appointed to Agency	
3	1993	30	White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Failed Background check-other
4	1993	30	Black or African American	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
5	1995	28	White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Failed background check-Criminal History
6	1992	31	White	Hispanic or Latino	Female	No	Transfer	Not Appointed to Agency	Failed Background check-other
7	1987	36	Black or African American	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Failed Background check-other
8	1997	26	White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Failed Background check-other
9	1994	29	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Failed Background check-other
10	1998	25	White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Failed Background check-other
11	1999	24	White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other
12	2001	22	White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Failed Background check-other
13	1994	29	White	Hispanic or Latino	Male		Transfer	Not Appointed to Agency	Failed Background check-other
14	2001	22	White	Hispanic or Latino	Male		Transfer	Not Appointed to Agency	Failed Background check-other
15	1997	26	White	Hispanic or Latino	Male		Transfer	Not Appointed to Agency	Failed Background check-other
16	1999	24	White	Not Hispanic or Latino	Male		Transfer	Not Appointed to Agency	Other
17	1992	31	White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Failed Background check-other
18	1980	43	White	Not Hispanic or Latino	Male		Transfer	Not Appointed to Agency	Other
19	1990	33	Asian	Not Hispanic or Latino	Male		Transfer	Not Appointed to Agency	Applicant Withdrawal
20	1992	31	White	Hispanic or Latino	Female	No	Transfer	Not Appointed to Agency	Failed Background check-other
21	1991	32	Asian	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Applicant Withdrawal
22	1990	33	White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Other

23	1991 32							Failed Background check-other
		White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	
24	1991 32							Failed Background check-other
		White	Hispanic or Latino	Female		Transfer	Not Appointed to Agency	
25	1987 36							Failed Background check-other
		White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	
26	1989 34	White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	Applicant Withdrawal
27	1989 34							Failed Background check-other
		White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	
28	1997 26							Failed Background check-other
		White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	
29	1994 29							Failed Background check-other
		White	Not Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	
30	1994 29							Failed Background check-other
		White	Not Hispanic or Latino	Female	No	Transfer	Not Appointed to Agency	
31	1991 32							Failed Background check-other
		White	Hispanic or Latino	Male	No	Transfer	Not Appointed to Agency	
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