

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

**Agency Fact Sheet**

**COLUMNS**

**Instructions** Provide information about your agency's applicant and promotional processes and methods for the time period.

**Column D** Select "Yes" or "No" for each question or process or method element. These responses will automatically populate in your Annual Report.

**Applicant Sheet**

**COLUMNS**

**Instructions** Provide information about all applicants.

**Column C** Type the birth year of the applicant formatted as YYYY.

**Column D** You do not need to enter anything into this field. This field will automatically calculate the age of the applicant as of 12/31 of the previous year.

**Column E** Select the Race of the applicant from the drop down: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander, White, Two or more races, or Other

**Column F** Select the Ethnicity of applicant from the drop down: Hispanic or Latino, Not Hispanic or Latino

**Column G** Select the Gender of the applicant from the drop down: Female, Male, X or Non-Binary

**Column H** Indicate whether the applicant identifies as LGBTQ+: Yes or No

**Column I** Select the method of application from the drop down: Direct Hire, Transfer, Waiver, or CSC Exam Exempt Direct Hire Applicants

**Column J** Select the Application Outcome for the applicant: Appointed to Agency or Not Appointed to Agency

**Column J** Select the Reason for not appointing the applicant from the drop down: Academy Failure, Applicant Withdrawal, Defer, Did not meet minimum qualifications, Failed background check-Financial, Failed background check- Criminal History, Failed background check-Other, Failed Drug Test, Interview Panel Recommendation, Other, Physical Qualification Exam, Residency Requirement, Written Exam

**SAMPLE APPLICANT FORM**

Time period **January 1, 2021 to December 31, 2021**  
 Agency **Example Police Department**  
 County **Mercer**

Applicant Demographics							Application Outcome			
No.	Year of Birth	Age	Race	Hispanic Origin:	Gender	LGBQ+?	Applicant type	Outcome	Reason for No Appointment	
1	1956	64	Black or African American	Not Hispanic or Latino	Male	Yes	Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications	
2	1975	45	American Indian or Alaska Native	Not Hispanic or Latino	X or Non-Binary	No	Transfer	Appointed to Agency		

**Annual Report**

**Instructions**

The Annual Report will automatically populate based on the information entered into the "Agency Fact Sheet", "Applicant Sheet" and "Current Officer Sheet" WITH TWO EXCEPTIONS.

Should you wish to enter an additional narrative regarding hiring or promotions, you may do so on the last page of the Annual Report.

NOTE: THESE BOXES WILL REMAIN HIGHLIGHTED UNLESS TEXT IS ENTERED INTO THE BOX. YOU MAY ENTER "N/A" SHOULD YOU NOT WISH TO PROVIDE ADDITIONAL INFORMATION.

You may also provide a separate document with your assessment of improvement and future goals if more space is needed.

**Current Officer Sheet**

**COLUMNS**

**Instructions** Provide information about all current officers.

**Column C** Type the birth year of the officer formatted as YYYY.

**Column D** You do not need to enter anything into this field. This field will automatically calculate the age of the officer as of 12/31 of the previous year.

**Column E** Select the Race of the officer from the drop down: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander, White, Two or more races, or Other

**Column F** Select the Ethnicity of officer from the drop down: Hispanic or Latino, Not Hispanic or Latino

**Column G** Select the Gender of the officer from the drop down: Female, Male, X or Non-Binary

**Column H** Select Yes or No: Was the officer eligible for promotion during the preceding calendar year?

**Column I** Select Yes or No: Did the officer apply for a promotion during the preceding calendar year?

**Column J** Select Yes or No: Was the officer promoted during the preceding calendar year?

**Column K** Select the old rank of the promoted officer.

**Column L** Select the new rank of the promoted officer.

**SAMPLE CURRENT OFFICER FORM**

Time period **January 1, 2021 to December 31, 2021**  
 Agency **Example Police Department**  
 County **Mercer**

Officer Demographics							Current Year Promotion		Current Year Promotion	
No.	Year of Birth	Age	Race	Hispanic Origin:	Gender	Eligible for Promotion	Applied for Promotion	Promoted	Old Rank	New Rank
1	1987	33	White	Not Hispanic or Latino	Male	No	No	Yes	Chief	Sergeant
2	1990	30	White	Hispanic or Latino	Female	Yes	Yes	Yes	Corporal	Lieutenant

# 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	<b>January 1, 2023 to December 31, 2023</b>	
Agency	<b>Westwood Police Department</b>	<-Type agency name here
County	<b>Bergen</b>	<-Select county from dropdown menu here
Type of Agency	<b>Multiple Municipalities</b>	

## 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
- Yes 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

- 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
- Yes 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
- 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".**

Time period

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

Agency

**Westwood Police Department**

County

**Bergen**

Applicant Demographics							Application Outcome		
No.	Year of Birth	Age	Race	Hispanic Origin?	Gender	LGBTQ+?	Applicant type	Outcome	Reason for No Appointment
1	1989	34	White	Not Hispanic or Latino	Male	No	Direct Hire	In Process	
2	2000	23	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
3	1992	31	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
4	1993	30	White	Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
5	1995	28	Two or more races	Hispanic or Latino	Female	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
6	1995	28	White	Hispanic or Latino	Female	Yes	Direct Hire	Not Appointed to Agency	Applicant Withdrawal
7	1992	31	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
8	1998	25	Two or more races	Not Hispanic or Latino	Male	No	Direct Hire	In Process	
9	1991	32	Black or African American	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
10	1994	29	White	Not Hispanic or Latino	Male	No	Direct Hire	Not Appointed to Agency	Interview Panel Recommendation
11	-	-	-	-	-	-			
12	-	-	-	-	-	-			
13	-	-	-	-	-	-			
14	-	-	-	-	-	-			
15	-	-	-	-	-	-			
16	-	-	-	-	-	-			
17	-	-	-	-	-	-			
18	-	-	-	-	-	-			
19	-	-	-	-	-	-			
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22	-	-	-	-	-	-			
23	-	-	-	-	-	-			
24	-	-	-	-	-	-			
25	-	-	-	-	-	-			
26	-	-	-	-	-	-			
27	-	-	-	-	-	-			
28	-	-	-	-	-	-			
29	-	-	-	-	-	-			
30	-	-	-	-	-	-			

## 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.

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Time period

**2023**

Agency

**Westwood 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	1975 48	White	Not Hispanic or Latino	Male	No	No	No			
2	1969 54	White	Not Hispanic or Latino	Male	No	No	No			
3	1976 47	White	Not Hispanic or Latino	Male	No	No	No			
4	1973 48	White	Not Hispanic or Latino	Male	No	No	No			
5	1982 41	White	Not Hispanic or Latino	Male	No	No	No			
6	1972 51	White	Not Hispanic or Latino	Male	No	No	No			
7	1972 51	White	Not Hispanic or Latino	Male	No	No	No			
8	1974 49	White	Not Hispanic or Latino	Male	No	No	No			
9	1968 55	Black or African American	Not Hispanic or Latino	Male	No	No	No			
10	1978 45	White	Not Hispanic or Latino	Male	Yes	Yes	Yes	Patrolman	Sergeant	
11	1988 33	White	Not Hispanic or Latino	Male	No	No	No			
12	1969 54	White	Not Hispanic or Latino	Male	No	No	No			
13	1986 37	White	Not Hispanic or Latino	Male	Yes	Yes	Yes	Patrolman	Sergeant	
14	1978 45	White	Not Hispanic or Latino	Female	No	No	No			
15	1985 36	White	Not Hispanic or Latino	Male	Yes	Yes	Yes	Patrolman	Sergeant	
16	1988 33	White	Not Hispanic or Latino	Male	No	No	No			
17	1978 45	White	Not Hispanic or Latino	Male	Yes	Yes	Yes	Patrolman	Sergeant	
18	1983 40	White	Not Hispanic or Latino	Male	No	No	No			
19	1986 37	White	Not Hispanic or Latino	Male	No	No	No			
20	1986 37	White	Not Hispanic or Latino	Male	No	No	No			
21	1990 33	White	Not Hispanic or Latino	Male	No	No	No			
22	1989 34	White	Not Hispanic or Latino	Male	No	No	No			
23	1987 36	White	Not Hispanic or Latino	Male	No	No	No			
24	1993 30	White	Not Hispanic or Latino	Male	No	No	No			
25	2000 23	White	Not Hispanic or Latino	Male	No	No	No			
26	1994 29	White	Not Hispanic or Latino	Male	No	No	No			
27	1994 29	White	Not Hispanic or Latino	Male	No	No	No			
28	1997 26	Other	Not Hispanic or Latino	Female	No	No	No			

29	1990	33	White	Not Hispanic or Latino	Male	No	No	No	
30	1990	33	White	Not Hispanic or Latino	Male	No	No	No	
31	1988	35	White	Hispanic or Latino	Male	No	No	No	
32	1990	33	White	Not Hispanic or Latino	Male	No	No	No	
33	2000	23	White	Not Hispanic or Latino	Male	No	No	No	
34	1998	27	White	Not Hispanic or Latino	Male	No	No	No	
35	1988	35	Black or African American	Not Hispanic or Latino	Male	No	No	No	
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# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Bergen- Westwood 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- Westwood Police Department**  
**January 1, 2023 to December 31, 2023**

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

Bergen- Westwood Police Department is a Multiple Municipalities law enforcement agency. During the time period covering January 1, 2023 to December 31, 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- Westwood Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Waiver hire

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

Interview Board  
Drug Testing  
Medical Exam  
Psychiatric Exam

During the hiring process, Westwood Police Department considers an applicant to be appointed Upon successful completion of the Academy .



Agency Name:  
Year:

**Bergen- Westwood Police Department**  
**January 1, 2023 to December 31, 2023**

## Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	10	-
Total Applicants Appointed	0	0%
Total Applicants Not Appointed	8	-

	#	% of Total Applicants
Direct Hire Applicants	10	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:  
Year:

Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

## 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	8	80%	8	0	0
	Total Female	2	20%	2	0	0
	Total X or Non-Binary	0	0%	0	0	0
<b>Sexual Orientation</b>	LGBTQ+	1	10%	1	0	0
	Not LGBTQ+	9	90%	9	0	0
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	0	0%	0	0	0
	Total Black or African American alone	1	10%	1	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	5	50%	5	0	0
	Total Two or more races alone	1	10%	1	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	3	30%	3	0	0
<b>Age</b>	Total 18-29	5	50%	5	0	0
	Total 30-39	5	50%	5	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

Agency Name:  
Year:

Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Gender, Race & Age Demographics

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	1	0	5	1	0	1
Female	0	0	0	0	0	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	5	1	0	3

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

Agency Name:  
Year:

Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

## 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	1	0	0	0	0	0	0	0	0	1
Not LGBTQ+	8	1	0	0	0	1	0	5	1	0	2

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	0	0	0	0	0
Not LGBTQ+	4	5	0	0	0	0

Agency Name:  
Year:

Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

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

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

Agency Name:  
Year:

Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

**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

Agency Name:  
Year:

Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

**Not Appointed Applicants: Gender, Race, and Age Demographics**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	1	0	4	0	0	1
Female	0	0	0	0	0	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	4	0	0	3

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

Agency Name:  
Year:

Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

**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	1	0	0	0	0	0	0	0	0	1
Not LGBTQ+	6	1	0	0	0	1	0	4	0	0	2

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	0	0	0	0	0
Not LGBTQ+	3	4	0	0	0	0



Agency Name:  
Year:

**Bergen- Westwood Police Department**  
**January 1, 2023 to December 31, 2023**

### ***Not Appointed Applicant- Reasons***

	<b>% of Total Not # Appointed Applicants</b>	<b>% of Total Not # Appointed Applicants</b>
Academy Failure	0 0%	Failed Background check- other 0 0%
Applicant Withdrawal	1 13%	Failed Drug Test 0 0%
Defer	0 0%	Interview Panel Recommendation 7 88%
Did not meet minimum qualifications	0 0%	Other 0 0%
Failed background check- Criminal History	0 0%	Physical Qualification Exam 0 0%
Failed background check- Financial	0 0%	Residency Requirement 0 0%
		Written Exam 0 0%

Agency Name:  
Year:

Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

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

**Male Applicants**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic 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 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	1	0	4	0	0	1
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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Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

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

**Female Applicants**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	1
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	1
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 Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic 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 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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**Bergen- Westwood Police Department**  
**January 1, 2023 to December 31, 2023**

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

Bergen- Westwood Police Department is a Multiple Municipalities law enforcement agency. During the time period covering January 1, 2023 to December 31, 2023 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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

Non-Civil Service Promotional Examination List

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Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

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

		#	% of Total Officers
	Total Officers	35	-
	Total Officers Eligible for Promotion	4	11%
	Total Officers Applied for Promotion	4	11%
	Total Officers Promoted	4	11%
<b>Gender</b>	Total Male	33	94%
	Total Female	2	6%
	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	2	6%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	31	89%
	Total Two or more races alone	0	0%
	Total Other alone	1	3%
	Total Hispanic or Latino	1	3%
<b>Age</b>	Total 18-29	6	17%
	Total 30-39	15	43%
	Total 40-49	9	26%
	Total 50-59	5	14%
	Total 60-69	0	0%
	Total 70+	0	0%

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Bergen- Westwood Police Department  
January 1, 2023 to December 31, 2023

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

### Current Officers

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	2	0	30	0	0	1
Female	0	0	0	0	1	0	1	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	0	31	0	1	1

	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	5	1	0	0	0	0	0	5	0	1	0
Age: 30-39	15	0	0	0	0	1	0	13	0	0	1
Age: 40-49	8	1	0	0	0	0	0	9	0	0	0
Age: 50-59	5	0	0	0	0	1	0	4	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 Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	0	0	4	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	4	0	0	0

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	2	0	0	0	0	0	0	2	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 who Applied for a Promotion**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	0	0	4	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	4	0	0	0

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	2	0	0	0	0	0	0	2	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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**Bergen- Westwood Police Department**  
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***Officers Promoted***

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	0	0	4	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	4	0	0	0

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

	<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	4	0	0	4	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- Westwood 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.