

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Bergen- Teaneck Police Department

Time Period: January 1, 2024 - December 31, 2024

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

Agency Name:
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Bergen- Teaneck Police Department
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Applicant and Hiring Process Summary

Bergen County- Teaneck Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2024 - December 31, 2024 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

For Bergen County- Teaneck Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Civil Service Examination Certified List
Waiver hire

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

Formal Application
Interview Board
Preference for applicants who are "local" or "county" residents
Preference for veteran applicants
Drug Testing
Medical Exam
Psychiatric Exam

During the hiring process, Teaneck 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	15	-
Total Applicants Appointed	4	27%
Total Applicants Not Appointed	11	73%

	# % of Total Applicants	
Direct Hire Applicants	15	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	8	53%	8	0	0
	Total Female	7	47%	7	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	15	100%	15	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	3	20%	3	0	0
	Total Black or African American alone	6	40%	6	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	2	13%	2	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	4	27%	4	0	0
Age	Total 18-29	11	73%	11	0	0
	Total 30-39	4	27%	4	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

	<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	3	3	0	0	0	0	2
Female	0	0	3	0	2	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	3	6	0	2	0	0	4

	<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	7	4	0	0	3	4	0	1	0	0	3
Age: 30-39	1	3	0	0	0	2	0	1	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

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Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Sexual Orientation Demographics

	<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>
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	8	7	0	0	3	6	0	2	0	0	4

	<i>Age: 18-29</i>	<i>Age: 30-39</i>	<i>Age: 40-49</i>	<i>Age: 50-59</i>	<i>Age: 60-69</i>	<i>Age: 70+</i>
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	11	4	0	0	0	0

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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	1	0	0	0	0	1
Female	0	0	0	0	1	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	1	0	0	2

	<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	1	0	0	0	1	0	0	0	0	2
Age: 30-39	0	1	0	0	0	0	0	1	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

	<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>
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	2	2	0	0	0	1	0	1	0	0	2

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

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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	3	2	0	0	0	0	1
Female	0	0	3	0	1	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	3	5	0	1	0	0	2

	<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	3	0	0	3	3	0	1	0	0	1
Age: 30-39	1	2	0	0	0	2	0	0	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

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Not Appointed Applicants: Sexual Orientation Demographics

	<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>
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	6	5	0	0	3	5	0	1	0	0	2

	<i>Age: 18-29</i>	<i>Age: 30-39</i>	<i>Age: 40-49</i>	<i>Age: 50-59</i>	<i>Age: 60-69</i>	<i>Age: 70+</i>
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	8	3	0	0	0	0

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Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants	
Academy Failure	0	0%
Applicant Withdrawal	5	45%
Defer	0	0%
Did not meet minimum qualifications	0	0%
Failed background check- Criminal History	0	0%
Failed background check- Financial	0	0%

	% of Total Not # Appointed Applicants	
Failed Background check- other	0	0%
Failed Drug Test	0	0%
Interview Panel Recommendation	3	27%
Other	0	0%
Physical Qualification Exam	3	27%
Residency Requirement	0	0%
Written Exam	0	0%

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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	2	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	2	0	0	0	0	0	0
Physical Qualification Exam	0	1	0	0	0	0	0	1
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

	<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	3	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	1
Physical Qualification Exam	0	0	0	0	1	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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Current Officers and Promotional Process Summary

Bergen- Teaneck Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2024 - December 31, 2024 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

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

Civil Service Promotional Examination Certified List
Promotional Interview

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Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
Gender	Total Officers	93	-
	Total Officers Eligible for Promotion	73	78%
	Total Officers Applied for Promotion	3	3%
	Total Officers Promoted	1	1%
	Total Male	77	83%
	Total Female	15	16%
	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	3	3%
	Total Black or African American alone	15	16%
Race/ Ethnicity	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	45	48%
	Total Two or more races alone	2	2%
	Total Other alone	0	0%
	Total Hispanic or Latino	28	30%
	Total 18-29	21	23%
	Total 30-39	36	39%
Age	Total 40-49	25	27%
	Total 50-59	11	12%
	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

	<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	2	12	0	41	1	0	21
Female	0	1	3	0	4	0	0	7
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	3	15	0	45	1	0	28

	<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	17	4	0	0	0	6	0	7	0	0	8
Age: 30-39	29	7	0	0	1	7	0	19	0	0	9
Age: 40-49	23	1	0	0	1	1	0	11	2	0	10
Age: 50-59	8	3	0	0	1	1	0	8	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

	<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	2	10	0	32	1	0	17
Female	0	0	3	0	3	0	0	4
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	13	0	35	1	0	21

	<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	6	3	0	0	0	4	0	2	0	0	3
Age: 30-39	28	3	0	0	0	7	0	17	0	0	7
Age: 40-49	22	1	0	0	1	1	0	10	2	0	10
Age: 50-59	6	3	0	0	1	1	0	6	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 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	1	1	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	1	1	0	1	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	1	0	0	0	0	0	0	1	0	0	0
Age: 50-59	2	0	0	0	1	1	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>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	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

	<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	1	0	0	0	0	0	0	1	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				Promoted to Lieutenant				Promoted to Captain			
	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total
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	0	0	0	0	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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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.