

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

**Agency Fact Sheet**

**Annual Report**

COLUMNS	
<b>Instructions</b>	Provide information about your agency's applicant and promotional processes and methods for the time period.
<b>Column D</b>	Select "Yes" or "No" for each question or process or method element. These responses will automatically populate in your Annual Report.

<b>Instructions</b>	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.
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**Applicant Sheet**

**Current Officer Sheet**

COLUMNS	
<b>Instructions</b>	Provide information about all applicants.
<b>Column C</b>	Type the birth year of the applicant formatted as YYYY.
<b>Column D</b>	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.
<b>Column E</b>	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
<b>Column F</b>	Select the Ethnicity of applicant from the drop down: Hispanic or Latino, Not Hispanic or Latino
<b>Column G</b>	Select the Gender of the applicant from the drop down: Female, Male, X or Non-Binary
<b>Column H</b>	Indicate whether the applicant identifies as LGBTQ+: Yes or No
<b>Column I</b>	Select the method of application from the drop down: Direct Hire, Transfer, Waiver, or CSC Exam Exempt Direct Hire Applicants
<b>Column J</b>	Select the Application Outcome for the applicant: Appointed to Agency or Not Appointed to Agency
<b>Column J</b>	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

COLUMNS	
<b>Instructions</b>	Provide information about all current officers.
<b>Column C</b>	Type the birth year of the officer formatted as YYYY.
<b>Column D</b>	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.
<b>Column E</b>	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
<b>Column F</b>	Select the Ethnicity of officer from the drop down: Hispanic or Latino, Not Hispanic or Latino
<b>Column G</b>	Select the Gender of the officer from the drop down: Female, Male, X or Non-Binary
<b>Column H</b>	Select Yes or No: Was the officer eligible for promotion during the preceding calendar year?
<b>Column I</b>	Select Yes or No: Did the officer apply for a promotion during the preceding calendar year?
<b>Column J</b>	Select Yes or No: Was the officer promoted during the preceding calendar year?
<b>Column K</b>	Select the old rank of the promoted officer.
<b>Column L</b>	Select the new rank of the promoted officer.

**SAMPLE APPLICANT FORM**

**SAMPLE CURRENT OFFICER FORM**

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

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

No.	Applicant Demographics						Application Outcome		
	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	

No.	Officer Demographics					Current Year Promotion				
	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

2024

Agency

Ho-Ho-Kus PoliceDepartment

←Type agency name here

County

Bergen

←Select county from dropdown menu here

Type of Agency

Municipal

## 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"/> | 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 |
| <input type="checkbox"/> | Interview Board    |

- No Written Exam
- No Preference for applicants who are "local" or "county" residents
- No 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:

- No 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)

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:

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





# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Bergen- Ho-Ho-Kus PoliceDepartment**

**Time Period: 2024**

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

Agency Name:  
Year:

**Bergen- Ho-Ho-Kus PoliceDepartment**  
**2024**

### *Applicant and Hiring Process Summary*

Bergen- Ho-Ho-Kus PoliceDepartment is a Municipal law enforcement agency. During the time period covering 2024 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- Ho-Ho-Kus PoliceDepartment in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Non-Civil Service Examination List  
Inter-governmental Transfer

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During the hiring process, Ho-Ho-Kus PoliceDepartment included the following elements to identify the most qualified applicants:

Formal Application  
Interview Board  
Drug Testing  
Medical Exam  
Psychiatric Exam

During the hiring process, Ho-Ho-Kus PoliceDepartment considers an applicant to be appointed

Agency Name:  
Year:

**Bergen- Ho-Ho-Kus PoliceDepartment**  
**2024**

## Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	18	-
Total Applicants Appointed	1	6%
Total Applicants Not Appointed	17	94%

	#	% of Total Applicants
Direct Hire Applicants	14	78%
Transfer Applicants	4	22%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:  
Year:

Bergen- Ho-Ho-Kus PoliceDepartment  
2024

## 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	16	89%	12	4	0
	Total Female	2	11%	2	0	0
	Total X or Non-Binary	0	0%	0	0	0
<b>Sexual Orientation</b>	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	18	100%	14	4	0
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	1	6%	1	0	0
	Total Black or African American alone	0	0%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	13	72%	9	4	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	22%	4	0	0
<b>Age</b>	Total 18-29	14	78%	12	2	0
	Total 30-39	4	22%	2	2	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- Ho-Ho-Kus PoliceDepartment  
2024

## 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	1	0	0	11	0	0	4
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	0	0	13	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	12	2	0	0	1	0	0	11	0	0	2
Age: 30-39	4	0	0	0	0	0	0	2	0	0	2
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- Ho-Ho-Kus PoliceDepartment  
2024

## 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	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	16	2	0	0	1	0	0	13	0	0	4

	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+	14	4	0	0	0	0

Agency Name:  
Year:

Bergen- Ho-Ho-Kus PoliceDepartment  
2024

**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	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	1	0	0	0	0	0	0	1	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- Ho-Ho-Kus PoliceDepartment  
2024

**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+	1	0	0	0	0	0	0	1	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+	1	0	0	0	0	0

Agency Name:  
Year:

Bergen- Ho-Ho-Kus PoliceDepartment  
2024

**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	1	0	0	10	0	0	4
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	0	0	12	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	11	2	0	0	1	0	0	10	0	0	2
Age: 30-39	4	0	0	0	0	0	0	2	0	0	2
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- Ho-Ho-Kus PoliceDepartment  
2024

**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	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	15	2	0	0	1	0	0	12	0	0	4

	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+	13	4	0	0	0	0

Agency Name:  
Year:

Bergen- Ho-Ho-Kus PoliceDepartment  
2024

***Not Appointed Applicant- Reasons***

	% of Total Not # Appointed Applicants		% of Total Not # Appointed Applicants		
Academy Failure	0	0%	Failed Background check- other	0	0%
Applicant Withdrawal	0	0%	Failed Drug Test	0	0%
Defer	0	0%	Interview Panel Recommendation	17	100%
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- Ho-Ho-Kus PoliceDepartment  
2024

**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	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	1	0	0	10	0	0	4
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:

Bergen- Ho-Ho-Kus PoliceDepartment  
2024

**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	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	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	2	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:

Bergen- Ho-Ho-Kus PoliceDepartment  
2024

**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	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:

**Bergen- Ho-Ho-Kus PoliceDepartment**  
**2024**

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

Bergen- Ho-Ho-Kus PoliceDepartment is a Municipal law enforcement agency. During the time period covering 2024 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 Bergen- Ho-Ho-Kus PoliceDepartment in the above time period, the promotional included the following methods of identifying qualified officers:

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Agency Name:  
Year:

Bergen- Ho-Ho-Kus PoliceDepartment  
2024

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

		# % of Total Officers	
Total Officers		16	-
Total Officers Eligible for Promotion		14	88%
Total Officers Applied for Promotion		0	0%
Total Officers Promoted		0	0%
<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	1	6%
	Total Black or African American alone	0	0%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	15	94%
	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	1	6%
	Total 30-39	9	56%
	Total 40-49	5	31%
	Total 50-59	1	6%
	Total 60-69	0	0%
	Total 70+	0	0%

Agency Name:  
Year:

Bergen- Ho-Ho-Kus PoliceDepartment  
2024

## 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	1	0	0	13	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	1	0	0	15	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	1	0	0	0	0	0	0	1	0	0	0
Age: 30-39	8	1	0	0	1	0	0	8	0	0	0
Age: 40-49	4	1	0	0	0	0	0	5	0	0	0
Age: 50-59	1	0	0	0	0	0	0	1	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- Ho-Ho-Kus PoliceDepartment  
2024

**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	1	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	1	0	0	13	0	0	0

				<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>
	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>								
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	8	1	0	0	1	0	0	8	0	0	0
Age: 40-49	4	1	0	0	0	0	0	5	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	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>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>
	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</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

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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	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

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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	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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**Bergen- Ho-Ho-Kus PoliceDepartment**  
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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.