



Diversity Hiring Report

Submitting Agency: Upper Saddle River PD

Year: 2024

Reporting Period: January 1st - December 31st

Report Submitted Date: 1/14/2025

Agency Factsheet

Application Processes

Employment applications received in current reporting period? Yes

Agency hiring process governed by Civil Service Regulations? No

Agency hiring method(s): Non-Civil Service Examination List, Direct Hire of BCPO Certified Officer

Application process element(s): Formal Application, Interview Board, Written Exam

Promotional Methods

Applications for promotion in current reporting period? No

Agency promotional process governed by Civil Service Regulations? No

Do Civil Service Regulations apply to all ranks?

Promotional method(s): Non-Civil Service Promotional Examination List



Diversity Hiring Report

All Applicants: Summary

Summary Type	Number	Percentage of Total
Total Applicants	52	N/A
Total Applicants Appointed	2	3%
Total Applicants Not Appointed	50	96%
Direct Hire Applicants	52	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%



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All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	46	88%	46	0	0
	Total Female	6	11%	6	0	0
	Total X/Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Non-LGBTQ+	51	98%	51	0	0
Race/Ethnicity	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	1	1%	1	0	0
	Total Black or African American	0	0%	0	0	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	31	59%	31	0	0
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	1	1%	1	0	0
	Total Hispanic or Latino	19	36%	19	0	0
Age	Total 18-29	39	75%	39	0	0
	Total 30-39	12	23%	12	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



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All Applicants: Sexual Orientation Demographics

LGBTQ + Status	Male	Female	X/Non - Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ+	0	0	0	0	1	0	0	31	0	1	18

LGBTQ+ Status	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0
Non-LGBTQ+	39	11	0	0	0	0

Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	2	0	0	0
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or	Other Race	Hispanic/Latino
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Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non - Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ +	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ +	0	0	0	0	0	0	0	2	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
Non-LGBTQ+	2	0	0	0	0	0

Not Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	1	0	0	26	0	1	16
Female	0	0	0	0	3	0	0	3
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0



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	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	32	5	0	0	0	0	0	24	0	1	12
Age 30-39	11	1	0	0	1	0	0	5	0	0	6
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

Not Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
LGBTQ +	0	0	0	0	0	0	0	0	0	0	0
Non-LGBTQ +	0	0	0	0	1	0	0	29	0	1	18

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
LGBTQ+	0	0	0	0	0	0



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Non-LGBTQ+	37	11	0	0	0	0
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Not Appointed Applicant – Reasons

	#	% of Total Not Appointed Applicants
<i>Academy Failure</i>	0	0%
<i>Applicant Withdrawal</i>	27	54%
<i>Defer</i>	0	0%
<i>Did not meet minimum qualifications</i>	1	2%
<i>Failed background check- Criminal History</i>	0	0%
<i>Failed background check- Financial</i>	0	0%
<i>Unknown</i>	3	6%

	#	% of Total Not Appointed Applicants
<i>Failed Background check- other</i>	0	0%
<i>Failed Drug Test</i>	0	0%
<i>Interview Panel Recommendation</i>	12	24%
<i>Other</i>	6	12%
<i>Physical Qualification Exam</i>	1	2%
<i>Residency Requirement</i>	0	0%
<i>Written Exam</i>	3	6%

Not Appointed Applicants – Reasons by Gender & Race

Male Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	13	0	0	10



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<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	1
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	1	0	0	6	0	0	4
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	2	0	0	1
<i>Other</i>	0	0	0	0	5	0	1	0

Female Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	3	0	0	1
<i>Defer</i>	0	0	0	0	0	0	0	0



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<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	1
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	1
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0

X or Non-Binary Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	0	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0



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<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0

Current Officers: Summary

		Number	Percentage of Total
	Total Officers	19	N/A
	Total Officers Eligible for Promotion	13	68%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%



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<i>Gender</i>	Total Male	19	100%
	Total Female	0	0%
	Total X/Non-Binary	0	0%
<i>Sexual Orientation</i>	LGBTQ+	0	
	Non-LGBTQ+	0	
<i>Race/Ethnicity</i>	Total American Indian/Alaska Native	0	0%
	Total Asian	0	0%
	Total Black or African American	0	0%
	Total Native Hawaiian/Pacific Islander	0	0%
	Total White	19	100%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	1	5%
<i>Age</i>	Total 18-29	3	15%
	Total 30-39	5	26%
	Total 40-49	6	31%
	Total 50-59	3	15%
	Total 60-69	1	5%
	Total 70+	0	0%

Current Officers: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	18	0	0	1
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	19	0	0	1



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	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Age 18-29	3	0	0	0	0	0	0	3	0	0	0
Age 30-39	5	0	0	0	0	0	0	5	0	0	0
Age 40-49	6	0	0	0	0	0	0	5	0	0	1
Age 50-59	3	0	0	0	0	0	0	3	0	0	0
Age 60-69	1	0	0	0	0	0	0	1	0	0	0
Age 70+	0	0	0	0	0	0	0	0	0	0	0

Officers Eligible for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
Male	0	0	0	0	12	0	0	1
Female	0	0	0	0	0	0	0	0
X/Non/Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
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