



# Diversity Hiring Report

*Submitting Agency: Upper Saddle River PD*

*Year: 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): Direct Hire of BCPO Certified Officer

Application process element(s): Formal Application, Interview Board, Drug Testing, Medical Exam, Psychiatric 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? Not Applicable

Promotional method(s): Not Applicable



## Diversity Hiring Report

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### **All Applicants: Summary**

<b>Summary Type</b>	<b>Number</b>	<b>Percentage of Total</b>
<i>Total Applicants</i>	18	N/A
<i>Total Applicants Appointed</i>	1	5%
<i>Total Applicants Not Appointed</i>	17	94%
<i>Direct Hire Applicants</i>	0	0%
<i>Transfer Applicants</i>	18	100%
<i>Waiver Applicants</i>	0	0%
<i>CSC Exam Exempt Direct Hire Applicants</i>	0	0%



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## All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
<i>Gender</i>	Total Male	16	88%	0	16	0
	Total Female	2	11%	0	2	0
	Total X/Non-Binary	0	0%	0	0	0
<i>Sexual Orientation</i>	LGBTQ+	0	0%	0	0	0
	Non-LGBTQ+	18	100%	0	18	0
<i>Race/Ethnicity</i>	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	0	0%	0	0	0
	Total Black or African American	0	0%	0	0	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	13	72%	0	13	0
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	4	22%	0	4	0
<i>Age</i>	Total 18-29	8	44%	0	8	0
	Total 30-39	9	50%	0	9	0
	Total 40-49	0	0%	0	0	0
	Total 50-59	1	5%	0	1	0
	Total 60-69	0	0%	0	0	0
	Total 70+	0	0%	0	0	0



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## All 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
<i>Male</i>	0	0	0	0	12	0	0	3
<i>Female</i>	0	0	0	0	1	0	0	1
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	13	0	0	4

	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
<i>Age 18-29</i>	7	1	0	0	0	0	0	7	0	0	0
<i>Age 30-39</i>	8	1	0	0	0	0	0	6	0	0	3
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	1	0	0	0	0	0	0	0	0	0	1
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	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
<i>LGBTQ+</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	16	2	0	0	0	0	0	13	0	0	4

LGBTQ+ Status	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
<i>LGBTQ+</i>	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	8	9	0	1	0	0



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## 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
<i>Male</i>	0	0	0	0	0	0	0	0
<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	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
<i>Age 18-29</i>	1	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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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
<i>LGBTQ+</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	1	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+
<i>LGBTQ+</i>	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	1	0	0	0	0	0



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## 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
<i>Male</i>	0	0	0	0	12	0	0	3
<i>Female</i>	0	0	0	0	1	0	0	1
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	13	0	0	4

	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
<i>Age 18-29</i>	6	1	0	0	0	0	0	7	0	0	0
<i>Age 30-39</i>	8	1	0	0	0	0	0	6	0	0	3
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	1	0	0	0	0	0	0	0	0	0	1
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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## 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
<i>LGBTQ+</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	15	2	0	0	0	0	0	13	0	0	4

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
<i>LGBTQ+</i>	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	7	9	0	1	0	0



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## Not Appointed Applicants – Reasons

Reason	#	% of Total Not Appointed Applicants
<i>Academy Failure</i>	0	0%
<i>Applicant Withdrawal</i>	1	5%
<i>Defer</i>	0	0%
<i>Did not meet minimum qualifications</i>	1	5%
<i>Failed background check- Criminal History</i>	0	0%
<i>Failed background check- Financial</i>	0	0%
<i>Unknown</i>	0	0%
<i>Failed Background check- other</i>	0	0%
<i>Failed Drug Test</i>	0	0%
<i>Interview Panel Recommendation</i>	15	88%
<i>Other</i>	0	0%
<i>Physical Qualification Exam</i>	0	0%
<i>Residency Requirement</i>	0	0%
<i>Written Exam</i>	0	0%



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## 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	0	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	1	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	11	0	0	3
<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



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



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## 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	1	0	0	0
<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	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	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



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## X or Non-Binary Applicants

	<b>American Indian/Alaska Native</b>	<b>Asian</b>	<b>Black/African American</b>	<b>Native Hawaiian/Pacific Islander</b>	<b>White</b>	<b>Two or More Races</b>	<b>Other Race</b>	<b>Hispanic/Latino</b>
<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
<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



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## Current Officers: Summary

		Number	Percentage of Total
	Total Officers	21	N/A
	Total Officers Eligible for Promotion	0	0%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%
<i>Gender</i>	Total Male	21	100%
	Total Female	0	0%
	Total X/Non-Binary	0	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	20	95%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	1	4%
<i>Age</i>	Total 18-29	6	28%



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		<b>Number</b>	<b>Percentage of Total</b>
	Total 30-39	5	23%
	Total 40-49	4	19%
	Total 50-59	5	23%
	Total 60-69	1	4%
	Total 70+	0	0%



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## 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	20	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	20	0	0	1

	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
<i>Age 18-29</i>	6	0	0	0	0	0	0	6	0	0	0
<i>Age 30-39</i>	5	0	0	0	0	0	0	5	0	0	0
<i>Age 40-49</i>	4	0	0	0	0	0	0	3	0	0	1
<i>Age 50-59</i>	5	0	0	0	0	0	0	5	0	0	0
<i>Age 60-69</i>	1	0	0	0	0	0	0	1	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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## 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
<i>Male</i>	0	0	0	0	0	0	0	0
<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	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
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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## Officers who Applied 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
<i>Male</i>	0	0	0	0	0	0	0	0
<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	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
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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## Officers Promoted: 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	0	0	0	0
<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	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
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



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**Officers Promoted**

Demographic	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/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0	0	0	0	0	0
Two or More Races	0	0	0	0	0	0	0	0	0	0	0	0
Other Race	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