



# **Diversity Hiring Report**

***Submitting Agency: Bergen County Prosecutors Office***

***Year: 2024***

***Reporting Period: January 1st - December 31st***

***Report Submitted Date: 1/28/2025***

## **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

### **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): Promotional Interview



# Diversity Hiring Report

## All Applicants: Summary

<b>Summary Type</b>	<b>Number</b>	<b>Percentage of Total</b>
Total Applicants	18	N/A
Total Applicants Appointed	6	33%
Total Applicants Not Appointed	12	66%
Direct Hire Applicants	3	16%
Transfer Applicants	15	83%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%



# Diversity Hiring Report

## All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
<i>Gender</i>	Total Male	13	72%	2	11	0
	Total Female	5	27%	1	4	0
	Total X/Non-Binary	0	0%	0	0	0
<i>Sexual Orientation</i>	LGBTQ+	0	0%	0	0	0
	Non-LGBTQ+	18	100%	3	15	0
<i>Race/Ethnicity</i>	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	2	11%	0	2	0
	Total Black or African American	2	11%	1	1	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	7	38%	2	5	0
	Total Two or More Races	0	0%	0	0	0
	Total Other Race	1	5%	0	1	0
	Total Hispanic or Latino	6	33%	0	6	0
<i>Age</i>	Total 18-29	3	16%	2	1	0
	Total 30-39	10	55%	0	10	0
	Total 40-49	5	27%	1	4	0
	Total 50-59	0	0%	0	0	0
	Total 60-69	0	0%	0	0	0





# Diversity Hiring Report

## 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	2	2	0	7	0	1	6

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+	3	10	5	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	1	0	1	4
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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## Diversity Hiring Report

	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	1	1	0	0	0	0	0	2	0	0	0
Age 30-39	3	3	0	0	0	1	0	3	0	0	2
Age 40-49	3	1	0	0	2	1	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

### 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	2	2	0	6	0	0	2

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











## Diversity Hiring Report

<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	103	<b>N/A</b>
Total Officers Eligible for Promotion	93	90%
Total Officers Applied for Promotion	0	0%
Total Officers Promoted	11	10%



## Diversity Hiring Report

<i>Gender</i>	Total Male	80	77%
	Total Female	23	22%
	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	2	1%
	Total Black or African American	11	10%
	Total Native Hawaiian/Pacific Islander	0	0%
	Total White	83	80%
	Total Two or More Races	2	1%
	Total Other Race	5	4%
	Total Hispanic or Latino	26	25%
<i>Age</i>	Total 18-29	6	5%
	Total 30-39	41	39%
	Total 40-49	48	46%
	Total 50-59	7	6%
	Total 60-69	1	0%
	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	2	6	0	56	1	1	14
<i>Female</i>	0	0	3	0	8	0	0	12
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	2	11	0	83	2	5	26



## Diversity Hiring Report

	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>	3	3	0	0	0	0	0	4	0	0	2
<i>Age 30-39</i>	33	8	0	0	1	3	0	23	1	1	12
<i>Age 40-49</i>	36	12	0	0	0	5	0	32	0	0	11
<i>Age 50-59</i>	7	0	0	0	1	1	0	4	0	0	1
<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

### 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	2	6	0	52	1	0	10
<i>Female</i>	0	0	3	0	7	0	0	12
<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
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