

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

Agency Fact Sheet

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

Applicant Sheet

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

SAMPLE APPLICANT FORM

Time period
Agency
County

January 1, 2021 to December 31, 2021

Example Police Department

Mercer

Applicant Demographics							Application Outcome		
No.	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	

Annual Report

COLUMNS	
Instructions	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.

Current Officer Sheet

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

SAMPLE CURRENT OFFICER FORM

Time period
Agency
County

January 1, 2021 to December 31, 2021

Example Police Department

Mercer

Officer Demographics						Current Year Promotion				
No.	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

January 1, 2022 to December 31, 2022

Agency

Weehawken Police Department

←Type agency name here

County

Hudson

←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)

Yes

Please specify which methods your agency hired law enforcement officers during the above time period, by entering "Yes" in the appropriate boxes

- | | |
|-----|--|
| Yes | Civil Service Examination Certified List |
| | Non-Civil Service Examination List |
| | Inter-governmental Transfer |
| | Waiver hire |
| | 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:

- | | |
|-----|--------------------|
| Yes | Return the Card |
| Yes | Formal Application |

☒	Interview Board
☐	Written Exam
☒	Preference for applicants who are "local" or "county" residents
☒	Preference for veteran applicants
☒	Drug Testing
☒	Medical Exam
☒	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:

☒	Prior to entry in to the Academy
☐	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)

Yes

Is your agency promotional process governed by Civil Service Regulations?

(select response from drop down)

Yes

If yes above, do Civil Service Regulations apply to all ranks?

Yes

Please specify which methods your agency promoted law enforcement officers during the above time period, by entering "Yes" in the appropriate boxes:

☒	Civil Service Promotional Examination Certified List
☐	Non-Civil Service Promotional Examination List
☐	Promotional Interview

Annual Summary of Law Enforcement Diversity: Applicant Entry 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.

DO NOT DELETE CELLS IN THIS DOCUMENT. TO REMOVE TEXT ENTERED, RIGHT CLICK AND SELECT "CLEAR CONTENTS".

Time period

January 1, 2022 to December 31, 2022

Agency

Weehawken Police Department

County

Hudson

Applicant Demographics							Application Outcome		
No.	Year of Birth	Age	Race	Hispanic Origin?	Gender	LGBTQ+?	Applicant type	Outcome	Reason for No Appointment
1		-	Black or African American	Not Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Other
2		-	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Other
3		-	White	Not Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Other
4	1987	36	White	Hispanic or Latino	Female	No	CSC Exam Exempt Direct Hire	Appointed to Agency	
5		-	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Defer
6		-	White	Not Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Defer
7		-	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Defer
8		-	White	Not Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Defer
9		-	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Other
10	1993	30	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Appointed to Agency	
11	1991	32	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Appointed to Agency	
12	1989	34	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Appointed to Agency	
13		-	White	Not Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Defer
14	1990	33	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Appointed to Agency	
15		-	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Defer
16		-	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Other
17	1997	26	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Appointed to Agency	
18		-	White	Not Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Defer
19		-	White	Not Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Defer
20		-	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Other
21		-	White	Not Hispanic or Latino	Female		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Other
22		-	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Defer
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Annual Summary of Law Enforcement Diversity: Current Officers & Promotions Entry 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.

DO NOT DELETE CELLS IN THIS DOCUMENT. TO REMOVE TEXT ENTERED, RIGHT CLICK AND SELECT "CLEAR CONTENTS".

Time period

January 1, 2022 to December 31, 2022

Agency

Weehawken Police Department

County

Hudson

No.	Officer Demographics					Current Year Promotion				
	Year of Birt	Age	Race	Hispanic Origin?	Gender	Eligible for Promotion	Applied for Promotion	Promoted	Old Rank	New Rank
1	1993	30	White	Hispanic or Latino	Male	No	No	No		
2	1984	39	White	Hispanic or Latino	Male	No	No	No		
3	1976	47	White	Not Hispanic or Lati	Male	No	No	No		
4	1995	28	White	Hispanic or Latino	Male	No	No	No		
5	1998	25	White	Not Hispanic or Lati	Male	Yes	Yes	No		
6	1986	37	White	Not Hispanic or Lati	Male	No	No	No		
7	1993	30	White	Hispanic or Latino	Male	No	No	No		
8	1979	44	White	Hispanic or Latino	Male	Yes	Yes	No		
9	1995	28	White	Hispanic or Latino	Male	No	No	No		
10	1994	29	White	Not Hispanic or Lati	Male	No	No	No		
11	1994	29	White	Hispanic or Latino	Male	Yes	Yes	No		
12	1990	33	White	Hispanic or Latino	Male	Yes	Yes	No		
13	1998	25	White	Hispanic or Latino	Male	No	No	No		
14	1990	33	White	Not Hispanic or Lati	Male	Yes	Yes	No		
15	1992	31	White	Hispanic or Latino	Male	Yes	Yes	No		
16	1987	36	White	Hispanic or Latino	Male	No	No	No		
17	1994	29	White	Hispanic or Latino	Male	Yes	Yes	No		
18	1994	29	White	Hispanic or Latino	Male	No	No	No		
19	1975	48	White	Not Hispanic or Lati	Male	Yes	Yes	No		
20	1990	33	White	Not Hispanic or Lati	Male	No	No	No		
21	1984	39	White	Not Hispanic or Lati	Male	No	No	No		
22	1975	48	White	Hispanic or Latino	Male	Yes	Yes	No		
23	1977	46	White	Not Hispanic or Lati	Male	No	No	No		
24	1985	38	White	Not Hispanic or Lati	Male	Yes	Yes	No		
25	1983	40	White	Hispanic or Latino	Male	Yes	Yes	No		
26	1987	36	White	Hispanic or Latino	Male	No	No	No		
27	1986	37	White	Hispanic or Latino	Male	No	No	No		

28	1981	42	White	Not Hispanic or Lati Male	Yes	Yes	No	
29	1986	37	White	Not Hispanic or Lati Female	Yes	Yes	No	
30	1976	47	White	Not Hispanic or Lati Male	Yes	Yes	No	
31	1976	47	White	Hispanic or Latino Male	Yes	Yes	No	
32	1983	40	White	Hispanic or Latino Male	Yes	Yes	No	
33	1994	29	White	Hispanic or Latino Male	No	No	No	
34	1981	42	White	Hispanic or Latino Male	Yes	Yes	No	
35	1990	33	White	Hispanic or Latino Male	No	No	No	
36	1977	46	White	Not Hispanic or Lati Male	Yes	Yes	No	
37	1970	53	White	Not Hispanic or Lati Male	No	No	No	
38	1978	45	White	Not Hispanic or Lati Male	No	No	No	
39	1986	37	White	Not Hispanic or Lati Male	Yes	Yes	No	
40	1994	29	White	Hispanic or Latino Male	No	No	No	
41	1986	37	White	Hispanic or Latino Male	No	No	No	
42	1991	32	White	Hispanic or Latino Male	Yes	Yes	No	
43	1989	34	White	Not Hispanic or Lati Male	No	No	No	
44	1988	35	White	Not Hispanic or Lati Male	No	No	No	
45	1991	32	White	Hispanic or Latino Female	No	No	No	
46	1979	44	White	Hispanic or Latino Male	No	No	No	
47	1979	44	White	Not Hispanic or Lati Male	Yes	Yes	No	
48	1984	39	White	Not Hispanic or Lati Male	Yes	Yes	No	
49	1981	42	White	Hispanic or Latino Male	Yes	Yes	No	
50	1978	45	White	Hispanic or Latino Male	Yes	Yes	No	
51	1994	29	White	Hispanic or Latino Male	Yes	Yes	No	
52	1990	33	Asian	Hispanic or Latino Male	Yes	Yes	No	
53	1987	36	White	Hispanic or Latino Male	No	No	No	
54	1978	45	White	Not Hispanic or Lati Male	Yes	Yes	No	
55	1973	50	White	Hispanic or Latino Male	Yes	Yes	Yes	Sergeant Lieutenant
56	1978	45	White	Not Hispanic or Lati Male	Yes	Yes	No	
57	1978	45	White	Not Hispanic or Lati Male	Yes	Yes	Yes	Deputy Chief Deputy Chief
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Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Hudson- Weehawken Police Department

Time Period: January 1, 2022 to December 31, 2022

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

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

Applicant and Hiring Process Summary

Hudson- Weehawken Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 to December 31, 2022 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

For Hudson- Weehawken Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:
Civil Service Examination Certified List

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

Return the Card
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, Weehawken Police Department considers an applicant to be appointed Prior to entry in to the Academy

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

Annual Summary of Law Enforcement Diversity: Applicant Summary

	# % of Total Applicants	
Total Applicants	22	-
Total Applicants Appointed	6	27%
Total Applicants Not Appointed	16	73%

	# % of Total Applicants	
Direct Hire Applicants	0	0%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	22	100%

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

Total Applicants % of Total				Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	20	91%	0	0	0
	Total Female	2	9%	0	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	1	5%	0	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	0	0%	0	0	0
	Total Black or African American alone	1	5%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	7	32%	0	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	14	64%	0	0	0
Age	Total 18-29	1	5%	0	0	0
	Total 30-39	5	23%	0	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

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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	0	1	0	6	0	0	13
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	7	0	0	14

	<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	0	0	0	1
Age: 30-39	4	1	0	0	0	0	0	0	0	0	5
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:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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+	0	1	0	0	0	0	0	0	0	0	1

	<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+	0	1	0	0	0	0

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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	0	0	0	5
Female	0	0	0	0	0	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	6

	<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	0	0	0	1
Age: 30-39	4	1	0	0	0	0	0	0	0	0	5
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:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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+	0	1	0	0	0	0	0	0	0	0	1

	<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+	0	1	0	0	0	0

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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	0	1	0	6	0	0	8
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	7	0	0	8

	<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

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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+	0	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+
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	0	0	0	0	0	0

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants	
Academy Failure	0	0%
Applicant Withdrawal	0	0%
Defer	9	56%
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	0	0%
Other	7	44%
Physical Qualification Exam	0	0%
Residency Requirement	0	0%
Written Exam	0	0%

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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	5	0	0	4
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	1	0	1	0	0	4

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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 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	1	0	0	0

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

Current Officers and Promotional Process Summary

Hudson- Weehawken Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 to December 31, 2022 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

For Hudson- Weehawken Police Department in the above time period, the promotional included the following methods of identifying qualified officers:
Civil Service Promotional Examination Certified List

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
Gender	Total Officers	57	-
	Total Officers Eligible for Promotion	30	53%
	Total Officers Applied for Promotion	30	53%
	Total Officers Promoted	2	4%
	Total Male	55	96%
	Total Female	2	4%
	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	0	0%
	Total Black or African American alone	0	0%
Race/ Ethnicity	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	24	42%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	33	58%
	Total 18-29	11	19%
	Total 30-39	24	42%
Age	Total 40-49	20	35%
	Total 50-59	2	4%
	Total 60-69	0	0%
	Total 70+	0	0%

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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	0	0	0	23	0	0	32
Female	0	0	0	0	1	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	24	0	0	33

	<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	0	0	0	0	0	0	2	0	0	9
Age: 30-39	22	2	0	0	0	0	0	10	0	0	14
Age: 40-49	20	0	0	0	0	0	0	11	0	0	9
Age: 50-59	2	0	0	0	0	0	0	1	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

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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	0	0	0	13	0	0	16
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	14	0	0	16

	<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	4	0	0	0	0	0	0	1	0	0	3
Age: 30-39	8	1	0	0	0	0	0	5	0	0	4
Age: 40-49	16	0	0	0	0	0	0	8	0	0	8
Age: 50-59	1	0	0	0	0	0	0	0	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

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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	13	0	0	16
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	14	0	0	16

	<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	4	0	0	0	0	0	0	1	0	0	3
Age: 30-39	8	1	0	0	0	0	0	5	0	0	4
Age: 40-49	16	0	0	0	0	0	0	8	0	0	8
Age: 50-59	1	0	0	0	0	0	0	0	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

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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	1
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	1

	<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	1	0	0	0	0	0	0	0	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

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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	1	0	0	1	0	0	0	0

Agency Name:
Year:

Hudson- Weehawken Police Department
January 1, 2022 to December 31, 2022

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

The results of an analysis discovered that there are two underrepresented groups. The asian community and the female population. A detailed report has been completed with the results of the analysis. The Weehawken Police department will consult with government officials, community leaders, and seek input of our Officers to determine and impliment programs that will attempt to address the two underrepresented groups. The Weehawken Police Department is committed to serving our community and understands the importance of reflecting the community that we serve.