

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

Agency Fact Sheet

Annual Report

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.

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.

Applicant Sheet

Current Officer 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

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 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**

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	

Officer Demographics					Current Year Promotion		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	Corpora Lieutenant I

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 1st - December 31st 2022

Agency

Verona Police Department

←Type agency name here

County

Essex

←Select county from dropdown

Type of Agency

Municipal

menu here

Application Processes

Did your agency receive any applications for employment during the above time period?

(select response from drop down)

Is your agency hiring process governed by Civil Service Regulations?

(select response from drop down)

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

- No Civil Service Examination Certified List
- No Non-Civil Service Examination List
- No Inter-governmental Transfer
- No Waiver hire
- Yes 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:

- No Return the Card
- Yes Formal Application

- Yes 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
- Yes 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 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 1st - December 31st 2022

Agency

Verona Police Department

County

Essex

Applicant Demographics							Application Outcome		
No.	Year of Birth	Age	Race	Hispanic Origin?	Gender	LGBTQ+?	Applicant type	Outcome	Reason for No Appointment
1	1986	36	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
2	1992	30	White	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal
3	1993	29	Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
4	1995	27	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	
5	1995	27	White	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check-other
6	1994	28	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	
7	1992	30	White	Not Hispanic or Latino	Female	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
8	1995	27	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal
9	1993	29	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
10	1991	31	White	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
11	1995	27	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
12	1996	26	Other	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
13	1993	29	White	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check-other
14	2000	22	Black or African American	Hispanic or Latino	Male		CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check-other
15	1995	27	White	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check-other
16	1992	30	Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal
17	1987	35	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check-other

18	2001	21	Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
19	1990	32	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	
20	1979	43	Other	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
21	1986	36			Female	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
22	1981	41	Other	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal
23	1995	27	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal
24	1997	25	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal
25	1993	29	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
26	1993	29	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
27	1998	24	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal
28	1984	38	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
29	1988	34	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal
30	1990	32	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
31	1990	32	White	Hispanic or Latino	Female	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal
32	1997	25	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
33	1998	24	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
34	1997	25	Black or African American	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
35	1998	24	Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
36	1984	38	White	Hispanic or Latino	Female	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
37	1992	30	Other	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
38	1992	30	White	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
39	1994	28	White	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
40	1991	31	White	Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
41	1998	24	White	Hispanic or Latino	Female	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Failed Background check- other
42	1997	25	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Appointed to Agency	
43	1991	31	Asian	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Did not meet minimum qualifications
44	1990	32	White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Direct Hire	Not Appointed to Agency	Applicant Withdrawal

45	1990	32 White	Not Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
46	1995	27 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
47	1996	26 White	Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Failed Background check-other
48	1985	37 Two or more races	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
49	1984	38 Two or more races	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
50	1997	25 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
51	1992	30 Other	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Applicant Withdrawal
52	1991	31 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
53	1999	23 White	Hispanic or Latino	Male	No	csC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
54	1989	33 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Applicant Withdrawal
55	1988	34 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Applicant Withdrawal
56	1992	30 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Failed Background check-other
57	1994	28 American Indian or Alaska Native	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
58	1991	31 Other	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
59	1990	32 Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Failed Background check-other
60	1998	24 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
61	1985	37 Black or African American	Not Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Applicant Withdrawal
62	1995	27 Black or African American	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications
63	2001	21 Two or more races	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Failed Background check-other
64	1997	25 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc	Did not meet minimum qualifications

65	1988	34 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
66	1994	28 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
67	1985	37 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
68	1989	33 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
69	1994	28 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
70	1987	35 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
71	1997	25 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
72	1991	31 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed background check-Criminal History
73	1976	46 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
74	1996	26 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
75	1986	36 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
76	1995	27 Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check-other
77	1991	31 White	Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
78	1990	32 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check-other
79	1990	32 Two or more races	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
80	1994	28 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed background check-Financial
81	1990	32 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
82	1990	32 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
83	1992	30 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
84	1989	33 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
85	1993	29 White	Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications

86	1994	28 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
87	1992	30 White	Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
88	1993	29 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
89	1997	25	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agency
90	1994	28 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
91	1996	26 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
92	1994	28 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
93	1994	28 Asian	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
94	1998	24 Black or African American	Not Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
95	1990	32 White	Not Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
96	1993	29 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
97	1992	30 White	Hispanic or Latino	Female	Yes	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
98	1990	32 Other	Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
99	1994	28 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
100	1990	32 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
101	1990	32 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
102	1992	30 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
103	1995	27 White	Not Hispanic or Latino	Male	No	csC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
104	1988	34 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
105	1996	26 Other	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
106	1990	32 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
107	1994	28 Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
108	1988	34 Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
109	1997	25 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications

110	1993	29 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
111	1991	31 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
112	1981	41 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
113	1986	36 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
114	1991	31 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
115	1986	36	Hispanic or Latino	Female	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
116	1997	25 Asian	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
117	1991	31 Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Did not meet minimum qualifications
118	1994	28				CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
119	1987	35 Other	Hispanic or Latino	Male		CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
120	1992	30 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
121	1990	32 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Applicant Withdrawal
122	1993	29 Black or African American	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
123	1995	27 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
124	1993	29 Asian	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
125	1994	28 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
126	1994	28 White	Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Not Appointed to Agenc Failed Background check- other
127	1996	26 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Appointed to Agency
128	1994	28 White	Not Hispanic or Latino	Male	No	CSC Exam Exempt Dire	Appointed to Agency
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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 1st - December 31st 2022

Agency

Verona Police Department

County

Essex

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	1980	42	White	Hispanic or Latino		No	No	No		
2	1976	46	White	Hispanic or Latino		No	No	No		
3	1995	27	White	Not Hispanic or Latino		No	No	No		
4	1992	30	White	Hispanic or Latino		No	No	No		
5	1979	43	White	not Hispanic or Latino		No	No	No		
6	1990	32	White	Not Hispanic or Latino		No	No	No		
7	1997	25	White	Not Hispanic or Latino		No	No	No		
8	1991	31	White	Not Hispanic or Latino		No	No	No		
9	1976	46	White	Not Hispanic or Latino		No	No	No		
10	1996	26	White	Not Hispanic or Latino		No	No	No		
11	1988	34	White	Not Hispanic or Latino		No	No	No		
12	1994	28	White	Not Hispanic or Latino		No	No	No		
13	1992	30	White	Not Hispanic or Latino		No	No	No		
14	1968	54	White	Not Hispanic or Latino		No	No	No		
15	1988	34	White	Not Hispanic or Latino		No	No	No		
16	1982	40	White	Not Hispanic or Latino		No	No	No		
17	1995	27	White	Not Hispanic or Latino		No	No	No		
18	1971	51	White	Not Hispanic or Latino		No	No	No		
19	1994	28	White	Not Hispanic or Latino		No	No	No		
20	1981	41	White	Not Hispanic or Latino		No	No	No		
21	1994	28	White	Not Hispanic or Latino		No	No	No		
22	1982	40	White	Hispanic or Latino		No	No	No		
23	1994	28	White	Not Hispanic or Latino		No	No	No		
24	1993	29	White	Not Hispanic or Latino		No	No	No		
25	1993	29	White	Not Hispanic or Latino		No	No	No		
26	1990	32	White	Not Hispanic or Latino		No	No	No		
27	1994	28	White	Not Hispanic or Latino		No	No	No		

28	1979	43	White	Not Hispanic or Latino	No	No	No	
29	1975	47	White	Not Hispanic or Latino	No	No	No	
30	1979	43	White	Not Hispanic or Latino	No	No	No	
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Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Essex- Verona Police Department

Time Period: January 1st - December 31st 2022

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

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 2022

Applicant and Hiring Process Summary

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

For Essex- Verona Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:
Direct hire of BCPO certified officer

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

Formal Application
Interview Board
Drug Testing
Medical Exam
Psychiatric Exam

During the hiring process, Verona Police Department considers an applicant to be appointed Upon successful completion of the Academy .

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 2022

Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	128	-
Total Applicants Appointed	3	2%
Total Applicants Not Appointed	125	98%

	#	% of Total Applicants
Direct Hire Applicants	0	0%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	128	100%

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 2022

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

				Direct Hire Applicants	Transfer Applicants	Waiver Applicants
		Total Applicants	% of Total			
Gender	Total Male	111	87%	0	0	0
	Total Female	16	13%	0	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	1	1%	0	0	0
	Not LGBTQ+	123	96%	0	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	3	2%	0	0	0
	Total Black or African American alone	12	9%	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	53	41%	0	0	0
	Total Two or more races alone	1	1%	0	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	57	45%	0	0	0
Age	Total 18-29	64	50%	0	0	0
	Total 30-39	60	47%	0	0	0
	Total 40-49	4	3%	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:

Essex- Verona Police Department
January 1st - December 31st 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	3	10	0	50	1	0	47
Female	0	0	2	0	3	0	0	10
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	3	12	0	53	1	0	57

	<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	59	4	0	0	2	7	0	31	1	0	22
Age: 30-39	48	12	0	0	1	5	0	20	0	0	33
Age: 40-49	4	0	0	0	0	0	0	2	0	0	2
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:

Essex- Verona Police Department
January 1st - December 31st 2022

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	1	0	0	0	0	0	0	0	0	1
Not LGBTQ+	108	15	0	0	3	12	0	53	1	0	53

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	1	0	0	0	0
Not LGBTQ+	61	58	4	0	0	0

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 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	3	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	3	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	3	0	0	0	0	0	0	3	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:

Essex- Verona Police Department
January 1st - December 31st 2022

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+	3	0	0	0	0	0	0	3	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+	3	0	0	0	0	0

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 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	3	10	0	47	1	0	47
Female	0	0	2	0	3	0	0	10
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	3	12	0	50	1	0	57

	<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	56	4	0	0	2	7	0	28	1	0	22
Age: 30-39	48	12	0	0	1	5	0	20	0	0	33
Age: 40-49	4	0	0	0	0	0	0	2	0	0	2
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:

Essex- Verona Police Department
January 1st - December 31st 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	1	0	0	0	0	0	0	0	0	1
Not LGBTQ+	105	15	0	0	3	12	0	50	1	0	53

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	1	0	0	0	0
Not LGBTQ+	58	58	4	0	0	0

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 2022

Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants		% of Total Not # Appointed Applicants
Academy Failure	0 0%	Failed Background check- other	42 34%
Applicant Withdrawal	28 22%	Failed Drug Test	0 0%
Defer	0 0%	Interview Panel Recommendation	0 0%
Did not meet minimum qualifications	49 39%	Other	0 0%
Failed background check- Criminal History	1 1%	Physical Qualification Exam	0 0%
Failed background check- Financial	1 1%	Residency Requirement	0 0%
		Written Exam	0 0%

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 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	2	0	13	0	0	9
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	1	2	0	18	0	0	20
Failed background check- Criminal History	0	0	0	0	1	0	0	0
Failed background check- Financial	0	0	0	0	1	0	0	0
Failed Background check- other	0	2	6	0	11	1	0	17
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:

Essex- Verona Police Department
January 1st - December 31st 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	1	0	1	0	0	2
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	1	0	2	0	0	4
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	4
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:

Essex- Verona Police Department
January 1st - December 31st 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:

Essex- Verona Police Department
January 1st - December 31st 2022

Current Officers and Promotional Process Summary

Essex- Verona Police Department is a Municipal law enforcement agency. During the time period covering January 1st - December 31st 2022 the agency did not receive applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

For Essex- Verona Police Department in the above time period, the promotional included the following methods of identifying qualified officers:

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 2022

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
	Total Officers	30	-
	Total Officers Eligible for Promotion	0	0%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%
Gender	Total Male	0	0%
	Total Female	0	0%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	0	0%
	Total Black or African American alone	0	0%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	26	87%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	4	13%
Age	Total 18-29	11	37%
	Total 30-39	7	23%
	Total 40-49	10	33%
	Total 50-59	2	7%
	Total 60-69	0	0%
	Total 70+	0	0%

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 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	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	11	0	0	0
Age: 30-39	0	0	0	0	0	0	0	6	0	0	1
Age: 40-49	0	0	0	0	0	0	0	7	0	0	3
Age: 50-59	0	0	0	0	0	0	0	2	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:

Essex- Verona Police Department
January 1st - December 31st 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	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

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 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	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

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 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	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

Agency Name:
Year:

Essex- Verona Police Department
January 1st - December 31st 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	0	0	0	0	0	0	0	0

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Essex- Verona Police Department
January 1st - December 31st 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

It shall be noted that the Verona Police Department exercised the Civil Service exemption to hiring, with the goal of increasing diversity within the ranks of the VPD. This would of have been accomplished by hiring officers from other agencies and who were already trained. We organized and implemented this process, seeking out those officers who were already PTC certified, as we were looking to reduce the time necessary to get them out on the road in the most efficeint and timely manner, post field training. This need was compounded by an unanticipated departure of one of our own to another agency. During this process we had great success in the number of applicants who applied. However, toward the end, we were made aware that the law had changed and now only allowed for the exemption to apply to those applicants who had never been police officers. Prior to this law change, we had a very diverse pool of individuals who we were set to provide conditional offers of employment. This change in the law resulted is us being left with only those applicants who were Alternate Route candidates, a reduction in around 120 applicants, and the remainder being around 8 total applicants, with no diversity within the group. Of those remaining, we hired 3. It is the recommendation of this agency that if the State is serious about increasing diversity in police departments throughout New Jersey, lawmakers would not amend laws that impede progress toward the original goal of the law (DIVERSITY). This agency has demonstrated that through an open application process, we can attract diverse and highly qualified candidates, that in turn would meet the goals of the State and this organization. Moving forward, the Verona Police Department will seek out to recruit, vet and hire the most qualified candidates, with diversity being a main goal. We will continue to explore applicants thourgh the Civil Service exemption, monitor and tap into our current CSC eligibility list (only 14 residents on our list), as well as consider those applicants who are Alternate Route candidates. We are in the preliminary stages of setting up at College and University Career Fairs, and it is the goal to participate with Union College of Union County, New Jersey, as well as Caldwell University in 2023. These efforts will be focused on seeking out qulified candidates who are outside of our own less diverse community so that we may broaden our overall applicant pool.