Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Somerset- Bridgewater Police Department

Time Period: January 1, 2023 - December 31, 2023
Reporting Requirement: N.J.S.A. 52:17B-4.10

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Applicant and Hiring Process Summary

Somerset- Bridgewater Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2023 - December 31, 2023 the agency received applications for law enforcement officers. The ageny's hiring process is not governed by Civil Service Regulations.

For Somerset- Bridgewater Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Non-Civil Service Examination List
Waiver hire
Direct hire of BCPO certified officer

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

Formal Application

Interview Board

Written Exam

Drug Testing

Medical Exam

Psychiatric Exam

During the hiring process, Bridgewater Police Department considers an applicant to be appointed Prior to entry in to the Academy

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Annual Summary of Law Enforcement Diversity: Applicant Summary

# % of Total Applicants Total Applicants -	Direct Hire Applicants	# % o 72	of Total Applicants 100%
Total Applicants Appointed 2 3%	Transfer Applicants	0	0%
Total Applicants Not Appointed 44 61%	Waiver Applicants	0	0%
	CSC Exam Exempt Direct Hire	Λ	0%
	Applicants	0	0%

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants %	of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
	Total Male	66	92%	66	0	0
Gender	Total Female	6	8%	6	0	0
Ger.	Total X or Non-Binary	0	0%	0	0	0
	LGBTQ+	1	1%		O HOLLENS SANDO HOLDEN SANDON	O Les seen sem si a provia via dia grafici di di Gran.
Sexual Orientation	Not LGBTQ+	70	97%	70	0	
	Total American Indian or Alaska Native a	lone 0	0%	0	0	0
	Total Asian alone	5	7%	5		
Racel Ethnicity	Total Black or African American alone Total Native Hawaiian/ other Pacific Isla	nder	10%	7	0	0
al Ethi	alone	0	0%	0	0	0
Race.	Total White alone	44	61%	44	0	0
	Total Two or more races alone	2	3%	2 ####################################	0	
	Total Other alone	1	1%	1	0	0
	Total Hispanic or Latino	13	18%	13	0	0
	Total 18-29	42	58%	42		
	Total 30-39	28	39%	28	0	0
	Total 40-49	0	0%	0	O	
Pre	Total 50-59	0	0%	0	0	0
	Total 60-69	0	0%	0	0	
	Total 70+	0	0%	0	0	0

Annual Summary of Law Enforcement Diversity: Applicants

Applicants: Gender, Race & Age Demographics

	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
	Alaska Native dione	4	7	0	40	2	1	12
Male	0	4 	n neknyyyhery myösekettä pittynyttä 12 090.	encentration of Att.	A.	n.	0	1
Female	0						Terrespondentes O	
X or Non-Binary	0	n	0	0	0	U	U	13
Total	ve gaza e	5	7.	0	44			

	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 4
Age: 18-29	37	5	0	0 su en renomente izóne	1	3 7 9000000000	ں م	32 10	1	أ	9
Age: 30-39	27	1	0	0	4.	Մ	C V (Produce) period. O			0	0
Age: 40-49	0	0	0		0	0	0	Ŏ	0	o	0
Age: 50-59	0	0	0	0	0	Y N	••••••••••••••••••••••••••••••••••••••	0	• • • • • • • • • • • • • • • • • • •	0	0
Age: 60-69	0	0 30 70 05 15 15 15 15 15 15 15 15 15 15 15 15 15	0 2000-000		0	0	0	Ö	0	0	0
Age: 70+	0	0	0 / 1	0	U.	o en de generale. O		e de la company de la comp La company de la company de	sentities soon in territories.	guera una reservada esta de la composición del composición de la c	Bried Arthur eine Graffe (1997)

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

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+	65	5	0	0	5	7	0	43	2	1	12

Age: 18- Age: 30-

	29	39	Age:	40-49 Age:	50-59 Age:	60-69 Age	: 70+
LGBTQ+		1	0	0	0	0	0
Not LGBTQ+		40	28	0	0	0	0

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Appointed Applicants: Gender, Race, & Age Demographics

	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
Male	^	0	0	0 Server server som de exemple (1994)	2		0 ሰ የተከተወደነው	
Female	0	0	0				o ergen bestete O	0
X or Non-Binary Total	0 0	0 0	0 0	0	2	0	o O	0

	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
Age: 18-29	1	0	0	0	0	0	0 <u></u>	1 ::::::::::::::::::::::::::::::::::::	O Marketerik Mir	O A September	U 6 1227222222
Age: 30-39	1	0	0	0	0	0	0	1	0	U CONTRACTOR	0
Age: 40-49	0	0	0	0	0	O Antoniosparios de Comencia	0 2010-2014-01-01-01-01-01-01-01-01-01-01-01-01-01-	U September 1995	0 2002/2012 2 0	0	
Age: 50-59	Ŏ	0	0	0	0		_	0	0	U. aggratika. A	n e de la company
Age: 60-69	0	0	0	0	0	0 10 km (turka paga kura		U Digital di Salah di S	U Paramanan katakan		2000 200 C A
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Appointed Applicants: Sexual Orientation Demographics

	Adula	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
	Male	remule				0	0	0	0	0	0
LGBTQ+	2	0	0	0	ō	0	0	2	0	0	0

Age: 18-	Age: 30-
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	29	39	Age:	40-49 Age:	50-59 Age:	60-69 Age:	70+
I GBTO+		0	0	0	0	0	0
LGBTQT	*********	om Translation				Λ	0
Not LGRTO+	1909/86			U			

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Not Appointed Applicants: Gender, Race, and Age Demographics

	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
Male	^	2	5	0	22	1	1	7 200000000000000
	o de la companya de	7.54 B	0	0	4	0	0	
Female	gir alla ar agrif e gan ener en et e e e e e e e	_	•	n	0	0	0	0
X or Non-Binary	O	U Sek jedisem et ett i i i tille		o de la companya de		00000000000000000000000000000000000000	1	R
Total		11.70 min 3 h	50450454 5 0505556		20	ga Pilveda gjila de levej sa tilvet e tilvet e et 🏓 13.	tara ere ere ere 🛨	linearia rana il ara

	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
Age: 18-29	23	5	0	0	0	2	0	23	0	1	2
Age: 30-39	14	1	0	0	3	3	0	2	1	0	6
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0
=	0	andara T	o o	ō	0	0	0	0	0	0	0
Age: 50-59		agaranan P <u>Y</u>	desperation 19	9	۰	n	n	0	0	0	0
Age: 60-69	0 0	0 0	υ 0	0	0	0	o O	Ö	0	.0	0

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

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+		1	<u> </u>	0	0	0	0	0	0	0	1
Not LGBTO+	38	5	0	0	3	5	0	26	1	1	7

	Age: 18- 29	Age: 30- 39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	() (0	0
Not LGBTQ+	27	1!	5	C	0	0

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Not Appointed Applicant- Reasons

		of Total Not ppointed Applicants			of Total Not pointed Applicants
Academy Failure	0	0%	Failed Background check- other	1	2%
Applicant Withdrawal	0	0%	Failed Drug Test	0	0%
Defer	0		Interview Panel Recommendation	8	18%
Did not meet minimum qualifications	15	34%	Other	20	45%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	0	0%
Failed background check- Financial	0	0%	Residency Requirement	0	0%
			Written Exam	0	0%

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

Male Applicants

	American Indian or	Asian	Black or African American	Native Hawaiian /	White	Two or more races alone	Other alone	Hispanic or Latino
	Alaska Native alone	alone	alone	other P. I. alone	alone		uione	0
Academy Failure Applicant Withdrawal	0	0 0 0		0: 0 0:	0	0 0 0	0 0 0	0
Defer Did not meet minimum qualifications Failed background check- Criminal Histor	0	0 0	2	0 0	8	0	1	2
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0 0	0 0	0	1 0	0 0	0	0
Failed Drug Test Interview Panel Recommendation	0	0	0	0	3	0	0	3
Physical Qualification Exam Residency Requirement	0 0	0 0	0 0	0	0	0	Ċ	0
Written Exam	0	0	0	0 0	0 10	0 1	ر م المقارضة المقارضة	0
Other	0	1011g(30111111 ,4)	Harden Figures	ing a second of the second	 .			•

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

Female Applicants

		•	Disabas			Two or	I	
			Black or African			more		
	American Indian or	Asian	Ajrican American	Native Hawaiian /	White	races	Other	Hispanic or
	Alaska Native alone	alone	alone	other P. I. alone	alone	alone	alone	Latino
Academy Failure	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer		5 (1904) 1 (1904) 1	er effektigt a despekter er N	0	1	0	0	0
Did not meet minimum qualifications		표 대한민국(10년) 독일		v.	0	0	0	0
Failed background check- Criminal History	0	0	0		۸	0	n	0
Failed background check- Financial	0	0	U			0	0	o
Failed Background check- other	0	0	0	0	0	9	y de la composition della comp	Variables commo
Failed Drug Test	0	0	0	0	0 ************************************	U Versanskriverskrive	U Propertyrence	mente considerate de la constanta de la consta
Interview Panel Recommendation	0	0	0	0	2	0	0	0
	Grand Company (Company Company	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement		egestinege A	n na santana na santan Na santana na santana	0	0	0	C	0
Written Exam				0		0	C	1
Other	0	0	vo kvantejkyjöt V se	ngnanan galak debegak de 🕶	iga na sinakk d ia	g cycles de la Sign	, de prome Rije, <u>p</u>	Territorium (

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Not Appointed Applicants- Reasons by Gender & Race

X or Non-Binary Applicants

			Black or	•		Two or		
			African			more	011	
	American Indian or	Asian	American	Native Hawaiian /	White	races		Hispanic or
	Alaska Native alone	alone	alone	other P. I. alone	alone	alone	alone	Latino
Academy Failure	0	0	0	0.	0	0	0.	0
Applicant Withdrawal	0	0	0	O	0	0 Janyang yang kanalang dan	0	
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0 Participate of the control of the first of the control of the	0 ************************************	0 sussesses a 1 5000	0 2550555555	
Failed background check- Criminal Histor	y 0	0	0		0	0	0	0
Failed background check- Financial	0	0	0		0	U 	ں ہے۔۔۔۔۔۔۔۔	0
Failed Background check- other	0	0	0	0	0	0	U	0
Failed Drug Test	0	0	0	U DECEMBLE AND	U	0. 2	U 2000 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam		0	0	0 32. Talifaran arang atau kanang atau k	0 ''2'''''''''	0	ں چ	
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam		0	0 94 - 44 - 45 - 45 - 45 - 45 - 45 - 45 -	0 National description of the second of the	O Verensera	0 ************************************	U Signal of the second of the	
Other	0	0	0	0	0	0	Additional St. U	Tepakanakanan

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Current Officers and Promotional Process Summary

Somerset- Bridgewater Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2023 - December 31, 2023 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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

Non-Civil Service Promotional Examination List Promotional Interview

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# %	of Total Off
	Total Officers	87	
	Total Officers Eligible for Promotion	57	66%
	Total Officers Applied for Promotion	22	25%
	Total Officers Promoted	0	0%_
	Total Male	84	97%
Gender	Total Female	3	3%
G _{EX}	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	1%
	Total Black or African American alone	5	6%
RatelEhnicky	Total Native Hawaiian or other Pacific Islander alone	0	0%
celer	Total White alone	74	85%
€a_	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	7	8%
	Total 18-29	20	23%
	Total 30-39	35	40%
_	Total 40-49	20	23%
PEE	Total 50-59	11	13%
	Total 60-69	1	1%
	Total 70+	0	0%

Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

Current Officers

	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
	Alaska Mative dione	1	5	0	71	0	0	7
Male				0	2	0	0	0
Female	0	0		gardisala igardisale gilali. O			0	0
X or Non-Binary			U Rushmanska ustatut (Visus) (2006)	ungangganggana All	74		o o	7
Total	0	1	5.5	Ō		japatijai eraktistaaletikaaleji 🕶	: : : : : : : : : : : : : : : : : : :	I same you gar and so so so

	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
Age: 18-29	19	1	0	0	0	2	O All Halles Rose Roses	15	0	ال	3 1
Age: 30-39	33	2	0	0	1	2			Taktin du U a	0	
Age: 40-49	20	0	0	0	0	O province personal experience	O anggara EP da 112.	19		0	3.50
Age: 50-59	11	0	0	0	0	1	0	8 5	0	0	
Age: 60-69	1	0	0	0	0	0	O santawaran Jakata	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	U 	ں ہے۔۔۔۔۔۔	
Age: 70+	0	0	0	0	0	0	0	0	0	表明的 9	U

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Officers Eligible for Promotion

	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
Male	0	1	1	0	50	0 	0 Vettersugeriere	4
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0 3-0 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 2000 - 200	0 111_1000	O Peros pour que constitué y AUT	0 . - 1946 - 1947	
Total	o o	1			51	Wayaya wasana kata a a gariji 0 y	i siquentigh O	patengaraka.4

	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
Age: 18-29	2	0	0	0	0	0	0	1	0	0	1
Age: 30-39	27	1	0	0	1	1	0	25	0	0	
Age: 40-49	20	0	0	0	0	0	0	19	0	0	1
Age: 50-59		0	0	0	0	0	0	6	0	0	10000001
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

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Officers who Applied for a Promotion

	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
Mala	0	1	1	0	18	0	0	1
Male	0			0	1	0	0	0
Female			di al-Alan ya katalondi Babi U alib A		nangalan in 🛨 . M	0	0	0
X or Non-Binary	0	0	U Company and a service of the Comment		10		n	Andrews i
Total	0	1			: Healty, e 15:	aja unun jajaja kandiga a Yud	n et et en en en e	[

	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
Age: 18-29	0	0	0	0	0	0	0	0	0	0 Interesserate	0
Age: 30-39	17	7 / 1	0	0	1	1	0	16	0	0	0
_	tadienelijenel ije es. A	0	0	0	0	0	0	3	0	0	1
Age: 40-49		Ō	ń	0	0	0	0	0	0	0	0
Age: 50-59				•	Δ.	Λ	0	0	0	0	0
Age: 60-69	0	0	U Ell procedes are an	0			1 000000000000000000000000000000000000	ar a sa s		0	0
Age: 70+	0	0	0 -	parametra o o e			hadistigadisin y	g grandfilmey (V r	erranda erra y tty	and the second second	enderene en⊞r

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Officers Promoted

	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
Male	0	0	0	0	0		0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	O Salah serike Jungs Merchim Mandha emetak merchim (7.50)	0 11 - Herritania	0 Più Independation de permanent de contra	U _ 7:07:07:07:07:07:	
Total		0	0		0		0.0	[Bandanananananananananananananananananan

	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
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

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

Officers Promoted

	Promoted to Sergeant X or Non-				Pro	ie <mark>utenant</mark> X or Non-	Promoted to Captain X or Non-					
	Male	Female	Binary	Total	Male	Female	Binary	Total	Male	Female	Binary	Total
American Indian or Alaska Native alone Asian alone	0	0	0	0	0 0	0 0	0 0	0 0	0 200	0 0	0 0	0 0
Black or African American alone Native Hawaiian / other P. I. alone	0	0 0	0 0	0	0 0	0 0	0 0	0 0	0	0 0	0 0	0 0
White alone	0	0	0	0 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 144 - 14	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	0 0	0 0	0
Other alone	0	0	0	0	ar san aring sang alian	0	0	0	0	.0	0	0

Somerset- Bridgewater Police Department January 1, 2023 - December 31, 2023

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

INSERT SAMPLE TEXT HERE FROM AGENCY.