

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Passaic- Clifton PD

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

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

Agency Name:
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Applicant and Hiring Process Summary

Passaic- Clifton PD is a Municipal law enforcement agency. During the time period covering January 1, 2022 through December 31, 2022 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

For Passaic- Clifton PD 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, Clifton PD included the following elements to identify the most qualified applicants:

- Return the Card
- Formal Application
- Interview Board
- Preference for veteran applicants
- Drug Testing
- Medical Exam
- Psychiatric Exam

During the hiring process, Clifton PD considers an applicant to be appointed Prior to entry in to the Academy

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Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	25	-
Total Applicants Appointed	15	60%
Total Applicants Not Appointed	10	40%

	#	% of Total Applicants
Direct Hire Applicants	25	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

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Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants % of Total		Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	23	92%	23	0	0
	Total Female	2	8%	2	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	1	4%	1	0	0
	Not LGBTQ+	24	96%	24	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	1	4%	1	0	0
	Total Black or African American alone	2	8%	2	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	8	32%	8	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	13	52%	13	0	0
Age	Total 18-29	18	72%	18	0	0
	Total 30-39	6	24%	6	0	0
	Total 40-49	1	4%	1	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

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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	1	2	0	8	0	0	11
Female	0	0	0	0	0	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	2	0	8	0	0	13

	<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	16	2	0	0	0	1	0	4	0	0	12
Age: 30-39	6	0	0	0	1	1	0	3	0	0	1
Age: 40-49	1	0	0	0	0	0	0	1	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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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+	23	1	0	0	1	2	0	8	0	0	12

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	0	0	0	0	0
Not LGBTQ+	17	6	1	0	0	0

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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	4	0	0	9
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	4	0	0	10

	<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	1	0	0	0	0	0	2	0	0	9
Age: 30-39	3	0	0	0	0	0	0	2	0	0	1
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

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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+	14	0	0	0	0	0	0	4	0	0	9

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	0	0	0	0	0
Not LGBTQ+	11	3	0	0	0	0

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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	1	2	0	4	0	0	2
Female	0	0	0	0	0	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	2	0	4	0	0	3

	<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	5	1	0	0	0	1	0	2	0	0	3
Age: 30-39	3	0	0	0	1	1	0	1	0	0	0
Age: 40-49	1	0	0	0	0	0	0	1	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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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+	9	1	0	0	1	2	0	4	0	0	3

	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+	6	3	1	0	0	0

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Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants		% of Total Not # Appointed Applicants
Academy Failure	0 0%	Failed Background check- other	4 40%
Applicant Withdrawal	0 0%	Failed Drug Test	0 0%
Defer	0 0%	Interview Panel Recommendation	0 0%
Did not meet minimum qualifications	0 0%	Other	1 10%
Failed background check- Criminal History	1 10%	Physical Qualification Exam	4 40%
Failed background check- Financial	0 0%	Residency Requirement	0 0%
		Written Exam	0 0%

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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	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	1	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	3	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	1	0	0	1	0	0	2
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	0	0	0	0

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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	1
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

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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

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Current Officers and Promotional Process Summary

Passaic- Clifton PD is a Municipal law enforcement agency. During the time period covering January 1, 2022 through December 31, 2022 the agency received applications for a promotional opportunity. The agency's promotional process is governed by Civil Service Regulations.

For Passaic- Clifton PD in the above time period, the promotional included the following methods of identifying qualified officers:

Civil Service Promotional Examination Certified List
Promotional Interview

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Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
		Total Officers	148 -
		Total Officers Eligible for Promotion	36 24%
		Total Officers Applied for Promotion	22 15%
		Total Officers Promoted	7 5%
Gender	Total Male	139	94%
	Total Female	6	4%
	Total X or Non-Binary	3	2%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	4	3%
	Total Black or African American alone	6	4%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	92	62%
	Total Two or more races alone	3	2%
	Total Other alone	7	5%
	Total Hispanic or Latino	36	24%
Age	Total 18-29	16	11%
	Total 30-39	39	26%
	Total 40-49	63	43%
	Total 50-59	25	17%
	Total 60-69	5	3%
	Total 70+	0	0%

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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	4	6	0	87	3	7	32
Female	0	0	0	0	3	0	0	3
X or Non-Binary	0	0	0	0	2	0	0	1
Total	0	4	6	0	92	3	7	36

	<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	16	0	0	0	0	0	0	9	1	3	3
Age: 30-39	38	1	0	0	1	0	0	25	1	1	11
Age: 40-49	57	4	2	0	2	2	0	36	1	2	20
Age: 50-59	23	1	1	0	1	3	0	19	0	0	2
Age: 60-69	5	0	0	0	0	1	0	3	0	1	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

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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	2	4	0	24	1	2	0
Female	0	0	0	0	2	0	0	0
X or Non-Binary	0	0	0	0	1	0	0	0
Total	0	2	4	0	27	1	2	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	6	0	0	0	0	0	0	3	1	2	0
Age: 30-39	8	1	0	0	0	0	0	9	0	0	0
Age: 40-49	13	0	1	0	2	1	0	11	0	0	0
Age: 50-59	6	1	0	0	0	3	0	4	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

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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	1	2	0	16	0	1	1
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	1	0	0	0
Total	0	1	2	0	17	0	1	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	3	0	0	0	0	0	0	2	0	1	0
Age: 30-39	5	0	0	0	0	0	0	5	0	0	0
Age: 40-49	9	0	1	0	1	1	0	8	0	0	0
Age: 50-59	4	0	0	0	0	1	0	2	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

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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	1	1	0	4	0	0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	1	0	0	0
Total	0	1	1	0	5	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	1	0	0	0	0	0	0	1	0	0	0
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	5	0	1	0	1	1	0	4	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

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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	1	0	0	1	0	0	0	0	0	0	0	0
Black or African American alone	0	0	0	0	1	0	0	1	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0	0	0	0
White alone	3	0	1	4	1	0	0	1	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