

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, 2023 to December 31, 2023	
Agency	Garfield Police Department	←Type agency name here
County	Bergen	←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)

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

<input type="checkbox"/>	Civil Service Examination Certified List
<input type="checkbox"/>	Non-Civil Service Examination List
<input type="checkbox"/>	Inter-governmental Transfer
<input type="checkbox"/>	Waiver hire
<input type="checkbox"/>	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:

<input type="checkbox"/>	Return the Card
<input type="checkbox"/>	Formal Application

- No Interview Board
- No Written Exam
- Yes Preference for applicants who are "local" or "county" residents
- Yes Preference for veteran applicants
- No Drug Testing
- No Medical Exam
- No 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:

- Yes Prior to entry in to the Academy
- No 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:

- Yes Civil Service Promotional Examination Certified List
- No Non-Civil Service Promotional Examination List
- No Promotional Interview