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**PASSAIC COUNTY PROSECUTOR'S OFFICE PROGRAM
TO ENHANCE DIVERSITY IN LAW ENFORCEMENT HIRING AND PROMOTION**

JUNE 3, 2022

I. PURPOSE

The Passaic County Prosecutor's Office's ("PCPO") program has been designed in accordance with N.J.S.A. 52:17B-4.10 et seq. (the "Act") and the Attorney General Guidelines on Promoting Diversity in Law Enforcement Recruiting and Hiring (the "Guidelines") issued on December 7, 2021. Citing the Act, the Guidelines require that each law enforcement agency in the State shall establish a program (the "Program") "in furtherance of the goal of the agency being comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." Each agency shall make a good faith effort to meet specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. This Program will describe (1) the identified underrepresentation of any group, (2) the means for addressing the underrepresentation, and (3) the intended time frame for doing so.

II. DEMOGRAPHIC INFORMATION

A. Data Sources

Pursuant to the Act and the Guidelines, the PCPO surveyed detectives employed by the PCPO between December 7, 2021, and December 31, 2021, and reviewed information submitted by detective applicants during that same time period, to compile demographic data related to age, race, ethnicity, and gender. Responses were voluntary. The compiled information was reported to the Attorney General and is also known as "Appendix A."

Census data for Passaic County overall in 2010 and 2020 was also reviewed, as well as demographic data for municipalities within the County. As with the PCPO data, census data is based on voluntary reporting and self-identification. Further, internal statistics on the number of adult criminal cases that were screened by the PCPO during the year 2021 were reviewed.

This data was used to determine whether there "is a substantial disparity between the racial, ethnic, and gender representation within the law enforcement officer ranks as compared with the racial, ethnic, and gender representation in the relevant population of the jurisdiction served by the agency." The Guidelines, Section I.B. In making this determination, the PCPO has considered

whether “reducing the disparity would help achieve the Act’s goal of each agency’s police force ‘reflect[ing] the diversity of the population of the community the agency is charged with protecting’ and thereby making the police force more effective at promoting public safety.” *Id.* The PCPO is committed to maintaining and developing a workforce that reflects the rich diversity of the communities our law enforcement officers serve throughout Passaic County.

B. Passaic County Overall and PCPO Detective Demographics

1. Racial and Ethnic Demographics¹

Over the last ten (10) years, Passaic County saw an increase in its population from 501,226 to 524,118.² In 2010, approximately 45% of the population reported as being “White alone,” whereas, 16% of the population reported being of another race alone. Table 2. Approximately 1% of the population identified as being “Two or More Races.” *Id.* Of the 524,118 people in Passaic County in 2020, approximately 39% of the total population identified as “White alone.” Table 1. Of that same total, approximately 16% of the population identified as being another race alone. *Id.* Additionally, approximately 2% of the population identified as being “two or more races.” *Id.* Based on the 2010 census data, approximately 37% of the overall Passaic County population identified as “Hispanic or Latino.” Table 2. Based on the 2020 census data, approximately 43% of the overall Passaic County population identified as “Hispanic or Latino.” *Id.* These statistics show that there is a continuing shift in how the County racially and ethnically identifies.

As of December 31, 2021, there were a total of 71 detectives currently employed by PCPO (this number does not include recent applicants or detectives who have departed or joined PCPO as of January 1, 2022). Of the overall 71 detectives, 61 responses reflecting racial and/or ethnic identification were recorded in Appendix A.³ Based on these collected responses, 51% of PCPO detectives identified as being “White alone,” 13% identified as being “Black or African American alone,” and 1% identified as “Other alone.” Table 3. Comparatively, within Passaic County overall, 10% of the population identified as being “Black or African American alone” based on 2020 U.S. Census data. Table 1. No PCPO detectives identified as any other race alone. No detectives reported as “Two or more races alone.” Twenty-one percent (21%) identified as being of “Hispanic or Latino” origin. Table 3.

¹ According to the U.S. Census Bureau: “The U.S. Census Bureau adheres to the U.S. Office of Management and Budget’s (OMB) definition of ethnicity. There are two minimum categories for ethnicity: Hispanic or Latino and Not Hispanic or Latino. OMB considers race and Hispanic origin to be two separate and distinct concepts. Hispanics and Latinos may be of any race.”

²2020 Decennial Census Data, Table P2 for Passaic County, City of Paterson, City of Passaic, and City of Clifton. Cited as “Table 1” and available at: https://data.census.gov/cedsci/table?q=paterson%20nj%20p2&g=0500000US34031_1600000US3413690,3456550,3457000&tid=DECENNIALPL2020.P2

2010 Decennial Census Data, Table P2 for Passaic County, City of Paterson, City of Passaic, and City of Clifton. Cited as “Table 2” and available at: https://data.census.gov/cedsci/table?q=paterson%20nj%20p2&g=0500000US34031_1600000US3413690,3456550,3457000&tid=DECENNIALPL2010.P2

³ PCPO “Appendix A.” Cited and attached as “Table 3.”

The hiring trends under the present PCPO administration are positive. Six (6) detectives identifying as Black or African American alone fall within the 18-39 age range, while three (3) fall within the 40-59 age range. Ten (10) detectives identifying as Hispanic or Latino fall within the 18-39 age range, while five (5) fall within the 40-59 age range. This data indicates that racially and ethnically diverse hiring has trended upwards with newer hires, especially those hired within the past ten (10) to fifteen (15) years.

	<u>Passaic County Population</u> (based on 2020 Census data)	<u>PCPO Detectives</u> (as of 12/31/2021)
White alone	39%	51%
Black or African American alone	10%	13%
American Indian and Alaska Native alone	0.13%	0%
Asian alone	6%	0%
Native Hawaiian and Other Pacific Islander alone	0.01%	0%
Some Other Race alone	1%	1%
Two or more races	2%	0%
Hispanic or Latino	43%	21%

2. Gender Demographics

Compiled U.S. Census data as of July 1, 2021, only reflect those individuals who identified as “Female” in Passaic County.⁴ The 2021 results indicate that 51.2% of Passaic County residents identified as “Female.”⁵ Within PCPO, 63 of 71 detectives reported a gender with 56% of all detectives identifying as male, 31% identifying as female, and 1% as X or non-binary. Table 3. The hiring trends under the present PCPO administration are positive. Thirteen (13) detectives identifying as female fall within the 18-39 age range, while nine (9) identifying as female and one (1) identifying as X or non-binary fall within the 40-59 age range. This data indicates that gender

⁴ Please note that as of 2020, the U.S. Census does not use “Gender” as a reporting category but rather uses “Sex.” According to the U.S. Census Bureau: “Sex is based on the biological attributes of men and women (chromosomes, anatomy, and hormones).”

⁵ United States Census Bureau “QuickFacts”, updated as of July 1, 2021, for Passaic County, City of Paterson, City of Passaic, and City of Clifton. The QuickFacts data are derived from numerous surveys and estimates, and methodology differences may exist between different data sources. Cited as “Table 4” and available at: <https://www.census.gov/quickfacts/fact/table/cliftoncitynewjersey.passaiccitynewjersey.patersoncitynewjersey.passaiccountynewjersey/PST045221>

diverse hiring within PCPO has trended upwards with newer hires, especially those hired within the past ten (10) to fifteen (15) years.

	<u>Passaic County Population</u> (based on 2021 QuickFacts)	<u>PCPO Detectives</u> (as of 12/31/2021)
Male	---	56%
Female	51%	31%
X or Non-Binary	---	1%

C. Municipalities and PCPO Detective Demographics

It is also important to examine proportional representation. As a law enforcement agency, our interactions encompass the County as a whole, but we interact most frequently with a smaller percentage of the population. A review of all the adult criminal cases that were screened by the PCPO shows that a majority of law enforcement interactions occur within the City of Clifton, the City of Passaic, and the City of Paterson. A review of the demographic data of these three cities shows areas where PCPO could improve its hiring and promoting practices to include detectives that similarly identify to the populations most frequently impacted by law enforcement interactions.

From January 1, 2021, to December 31, 2021, there were a total of 4,628 recorded adult cases originating in Passaic County and screened by the PCPO, according to internal PCPO data. Of those cases, 81% originated out of Clifton, Passaic, and Paterson combined:

<u>City</u>	<u>Number of Cases</u>	<u>% of Overall Cases</u>
Clifton	417	9%
Passaic	627	14%
Paterson	2,666	58%

Cases arising out of the other thirteen municipalities within the County combined accounted for approximately 19% of the total cases within Passaic County.⁶ Therefore in order to properly examine diversity within PCPO, we also examined the racial, ethnic, and gender composition of the municipalities where the most frequent recorded interactions with law enforcement occur.

Beginning with Clifton, the total population of the city based on the 2020 Census was 90,296. This equates to approximately 17% of the total population of Passaic County. Of that population, approximately 43% of people identified as being “White alone,” 4% identified as being

⁶ Wayne Township accounted for 377 cases of that 19% overall case count (8% of the overall cases screened).

“Black or African American alone,” 0.1% identified as being “American Indian and Alaska Native alone,” 9% identified as being “Asian alone,” 0.02% identified as being “Native Hawaiian and Other Pacific Islander alone,” and 0.7% identified as being “Some Other Race alone.” Table 1. Approximately 2% of the population identified as being “Two or more races.” Id. Approximately 40% identified as being Hispanic or Latino. Id. Approximately 52% of the population identified as Female. Table 4.

	<u>Clifton City Population</u> (based on 2020/2021 data)	<u>PCPO Detectives</u> (as of 12/31/2021)
White alone	43%	51%
Black or African American alone	4%	13%
American Indian and Alaska Native alone	0.1%	0%
Asian alone	9%	0%
Native Hawaiian and Other Pacific Islander alone	0.02%	0%
Some Other Race alone	0.7%	1%
Two or more races	2%	0%
Hispanic or Latino	40%	21%
Male	---	56%
Female	52%	31%
X or Non-Binary	---	1%

In Passaic, the total population of the city based on the 2020 Census was 70,537. This equates to approximately 13.5% of the total population of Passaic County. Of that population, approximately 15% of people identified as being “White alone,” 6% identified as being “Black or African American alone,” 0.2% identified as being “American Indian and Alaska Native alone,” 4% identified as being “Asian alone,” 0.01% identified as being “Native Hawaiian and Other Pacific Islander alone,” and 1% identified as being “Some Other Race alone.” Table 1. Approximately 1% of the population identified as being “Two or more races.” Id. Approximately 73% identified as being Hispanic or Latino. Id. Approximately 51% of the population identified as Female. Table 4.

	<u>Passaic City Population</u> (based on 2020/2021 data)	<u>PCPO Detectives</u> (as of 12/31/2021)
White alone	15%	51%
Black or African American alone	6%	13%
American Indian and Alaska Native alone	0.2%	0%
Asian alone	4%	0%
Native Hawaiian and Other Pacific Islander alone	0.01%	0%
Some Other Race alone	1%	1%
Two or more races	1%	0%
Hispanic or Latino	73%	21%
Male	---	56%
Female	51%	31%
X or Non-Binary	---	1%

In Paterson, the total population of the city based on the 2020 Census was 159,732. This equates to 30.5% of the population of Passaic County. Of that population, approximately 8% of people identified as being “White alone,” 23% identified as being “Black or African American alone,” 0.1% identified as being “American Indian and Alaska Native alone,” 5% identified as being “Asian alone,” 0.01% identified as being “Native Hawaiian and Other Pacific Islander alone,” and 0.8% identified as being “Some Other Race alone.” Table 1. Approximately 1% of the population identified as being “Two or more races.” Id. Approximately 62% identified as being Hispanic or Latino. Id. Approximately 51% of the population identified as Female. Table 4.

	<u>Paterson City Population</u> (based on 2020/2021 data)	<u>PCPO Detectives</u> (as of 12/31/2021)
White alone	8%	51%
Black or African American alone	23%	13%
American Indian and Alaska Native alone	0.1%	0%
Asian alone	5%	0%

Native Hawaiian and Other Pacific Islander alone	0.01%	0%
Some Other Race alone	0.8%	1%
Two or more races	1%	0%
Hispanic or Latino	62%	21%
Male	---	56%
Female	51%	31%
X or Non-Binary	---	1%

Based on this information, PCPO will endeavor to strengthen hiring and promoting of detectives that proportionally represent the diverse population of the communities in which law enforcement has the highest level of interactions within the County.

D. Applicants⁷

Between December 7, 2021, to December 31, 2021, PCPO saw a total of eighteen (18) new applicants for employment as detectives and no new hires. Of those eighteen (18) applicants, thirteen (13) identified as male and five (5) identified as female. Nine (9) applicants provided a racial and/or ethnic identity. Of those nine applicants, five (5) identified as being White alone, one (1) identified as being Black or African American alone, one (1) identified as being two or more races alone, and three (3) identified as being Hispanic or Latino. A further breakdown shows that four (4) of those applicants identified as White males, one (1) identified as a White female, two (2) identified as Hispanic or Latino males, one (1) identified as a Hispanic or Latina female, one (1) identified as a Black or African American male, and one (1) identified as a male of two or more races alone. While this narrow timeframe provides only a sampling of applicants to PCPO, the numbers are instructive in forming program goals for 2022, particularly in strengthening recruiting efforts for diverse applicants.

E. Promotions

No promotions were made during the 2021 reporting time period, but efforts to ensure diversity in promotions will be incorporated into 2022 Program goals. However, a review of the current ranking supervisors shows a positive trend in the promotion of racially, ethnically, and gender diverse investigators. Out of eighteen (18) supervisors ranking from Sergeant to Captain, seven (7) identified as female and six (6) identified as Black or African American or Hispanic or Latino. All individuals promoted to these ranks were promoted under the current administration within the past ten years.

⁷ All data in this section is derived from Table 3.

III. GOALS

For the 2022 Program, the PCPO will be focusing on strengthening recruitment, hiring and retention to maintain a workforce that balances the representation of the communities served within Passaic County. The PCPO will evaluate whether the goals are achieved by performing the above demographic analysis at least annually, determining whether any substantial disparities have been reduced, and revising the Program goals accordingly. Additional contingent measures will be taken if the Program goals are not met.

A. Recruitment and Hiring

a. Goals and Objectives:

- i. To recruit and develop a diverse pool of high-quality candidates to become members of this office, specifically detectives;
- ii. To educate the public and potential law enforcement candidates about the specific standards, qualifications and characteristics needed to obtain a position with this office;
- iii. To offer students and members of the Passaic County community the opportunity to interact with various avenues of employment, training and/or further education within the law enforcement profession;
- iv. To network with other law enforcement agencies, colleges, and universities; civic organizations and members of the community; and
- v. To educate the public about our agency and other law enforcement agencies in Passaic County and the State of New Jersey, therefore improving the relationships between our community and local law enforcement.

b. Means to Implement:

- i. Post information on the PCPO website about how to apply as a detective to PCPO, information about PCPO, and information about the hiring process, including a link to expungement materials from the Judiciary.
- ii. Track reasons for applicant rejection to determine whether there are any identifiable trends tied to representation.
 1. This will be accomplished through use of the Appendix A.
 2. The data collected through December 2022 will assist in assessing whether particular hiring eligibility requirements or stages in the hiring process adversely affect any underrepresented group and, if so, reassessing whether the requirement is essential or whether the process can be modified.

iii. Modify interview panel assessment process.

1. Presently, a candidate first interviews with a panel typically composed of four commanding officers representing each investigative division within PCPO. One overall assessment is forwarded to the Chief of County Investigators for further consideration if the candidate is recommended by the majority to move forward.
2. The modified assessment process would collect individual assessments from each interviewer, including their individual recommendation to move forward or not in the hiring process. Each assessment and recommendation—whether to move forward or not—would be forwarded to the Chief for consideration.

iv. Host a Passaic County Law Enforcement Career Fair

1. Partner with law enforcement agencies within Passaic County to present and distribute information on the police agencies within the County, including specific hiring requirements, agency operations, and career preparedness.
2. Create a forum where potential law enforcement applicants can gather to learn about each law enforcement agency in Passaic County, obtain information about each agency, and connect personally with members of your agency for specific questions and follow-up.
3. Network with schools, professional associations, and civic organizations.

c. Timeframe:

- i. June 2022: Modify candidate interview process
- ii. June 2022: Post information on the PCPO website
- iii. June 23, 2022: Host career fair at Montclair State University
- iv. December 2022: Track reasons for applicant denial

B. Retention and Promotion

a. Goals and Objectives:

- i. To conduct research to determine ways to improve the culture and operations of PCPO vis-a-vis racial, ethnic, and gender representation;
- ii. To examine the retention of our law enforcement officers representing racially, ethnically, and gender diverse backgrounds;

- iii. To examine the promotion of our law enforcement officers representing racially, ethnically, and gender diverse backgrounds;
- iv. To increase staff development allowing equal access for detectives of all backgrounds to improve professional skills and promotion eligibility;
- v. To increase community engagement opportunities to allow more direct connections with the communities we serve, to enhance relationships with the public, and to deepen PCPO detectives' investment in and understanding of the racially, ethnically, and gender diverse communities within Passaic County.

b. Means to Implement:

- i. Maintain retention data and conduct substantive exit interviews.
 - 1. Track the demographic data of detectives who separate from PCPO to determine whether there are any identifiable trends tied to representation.
 - 2. Conduct substantive exit interviews of detectives who resign in good standing to learn what led to their decision to depart PCPO.
- ii. Track promotion data for 2022 to determine whether there are any identifiable trends tied to representation. This will be accomplished through use of the Appendix A.
- iii. Staff Development
 - 1. Actively encourage staff development to provide opportunities to detectives of all ranks to hone professional and leadership skills.
 - 2. Actively encourage staff development among supervisors to engage in solutions to challenges that may present to racially, ethnically, and diverse employees under their command, or as supervisors themselves.
 - 3. Staff development measures may include:
 - a. Leadership training;
 - b. Tactical and other specialized training;
 - c. Expert witness training;
 - d. Instructing at the Police Academy;
 - e. Offering and promoting opportunities for detectives to develop new skill-sets;
 - f. Peer mentorship;
 - g. Emphasizing Officer Resiliency and Mental Health/ Employee Assistance Programs

iv. Community Engagement

1. Provide opportunities that allow detectives to interact directly with community members in proactive, positive settings.
2. Encourage detectives to join civic groups associated with underrepresented communities.
3. Consistently engage with the communities we serve, especially the Black or African American, Hispanic or Latino, Asian, Jewish, and Muslim communities.
4. Participate in and host community events such as Law Enforcement National Night Out; Trunk or Treat Events; Career Day at local schools; Self Defense Courses for Women and Children; Passaic County Fair; Scholarship Programs; Sports Tournaments; PAL, Coffee with a Cop, etc.

c. Timeframe:

- i. December 2022: Track promotion data
- ii. December 2022: Track retention data
- iii. December 2022: Staff Development efforts
- iv. December 2022: Community engagement efforts

Annual Report of Diversity in Law Enforcement Recruitment and Hiring

Passaic- Passaic County Prosecutor's Office

Time Period: 12/7/2021 through 12/31/2021

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

Agency Name:

Passaic- Passaic County Prosecutor's Office

Year:

12/7/2021 through 12/31/2021

Applicant and Hiring Process Summary

Passaic- Passaic County Prosecutor's Office is a County law enforcement agency. During the time period covering 12/7/2021 to 12/31/2021 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

For Passaic- Passaic County Prosecutor's Office in the above time period, the applicant and hiring process included the following methods of identifying applicants:

During the hiring process, Passaic County Prosecutor's Office included the following elements to identify the most

qualified applicants:

Formal Application

Interview Board

Drug Testing

Psychiatric Exam

During the hiring process, Passaic County Prosecutor's Office considers an applicant to be appointed Prior to entry in to the Academy

Agency Name:
Year:

Passaic- Passaic County Prosecutor's Office
12/7/2021 through 12/31/2021

Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	18	-
Total Applicants Appointed	0	0%
Total Applicants Not Appointed	0	-

	#	% of Total Applicants
Direct Hire Applicants	18	100%
Transfer Applicants	0	0%
Waiver Applicants	0	0%
CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:

Passaic- Passaic County Prosecutor's Office

Year:

12/7/2021 through 12/31/2021

Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	13	72%	13	0	0
	Total Female	5	28%	5	0	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	0	0%	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	6%	1	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	5	28%	5	0	0
	Total Two or more races alone	1	6%	1	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	3	17%	3	0	0
Age	Total 18-29	14	78%	14	0	0
	Total 30-39	3	17%	3	0	0
	Total 40-49	1	6%	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

Agency Name:
Year:

Passaic- Passaic County Prosecutor's Office
12/7/2021 through 12/31/2021

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	4	1	0	2
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	5	1	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	9	5	0	0	0	1	0	4	0	0	2
Age: 30-39	3	0	0	0	0	0	0	1	1	0	0
Age: 40-49	1	0	0	0	0	0	0	0	0	0	1
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:

Passaic- Passaic County Prosecutor's Office
12/7/2021 through 12/31/2021

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	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:

Passaic- Passaic County Prosecutor's Office
12/7/2021 through 12/31/2021

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	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:

Passaic- Passaic County Prosecutor's Office
12/7/2021 through 12/31/2021

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:

Passaic- Passaic County Prosecutor's Office

Year:

12/7/2021 through 12/31/2021

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	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

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Passaic- Passaic County Prosecutor's Office
12/7/2021 through 12/31/2021

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

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Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants		% of Total Not # Appointed Applicants
Academy Failure	0 -	Failed Background check- other	0 -
Applicant Withdrawal	0 -	Failed Drug Test	0 -
Defer	0 -	Interview Panel Recommendation	0 -
Did not meet minimum qualifications	0 -	Other	0 -
Failed background check- Criminal History	0 -	Physical Qualification Exam	0 -
Failed background check- Financial	0 -	Residency Requirement	0 -
		Written Exam	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	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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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	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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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	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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Passaic- Passaic County Prosecutor's Office

Year:

12/7/2021 through 12/31/2021

Current Officers and Promotional Process Summary

Passaic- Passaic County Prosecutor's Office is a County law enforcement agency. During the time period covering 12/7/2021 to 12/31/2021 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Passaic- Passaic County Prosecutor's Office in the above time period, the promotional included the following methods of identifying qualified officers:

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Passaic- Passaic County Prosecutor's Office
12/7/2021 through 12/31/2021

Annual Summary of Law Enforcement Diversity: Current Officers Summary

		# % of Total Officers	
		Total Officers	71 -
		Total Officers Eligible for Promotion	69 97%
		Total Officers Applied for Promotion	0 0%
		Total Officers Promoted	0 0%
Gender	Total Male	40	56%
	Total Female	22	31%
	Total X or Non-Binary	1	1%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	0	0%
	Total Black or African American alone	9	13%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	36	51%
	Total Two or more races alone	0	0%
	Total Other alone	1	1%
	Total Hispanic or Latino	15	21%
Age	Total 18-29	12	17%
	Total 30-39	28	39%
	Total 40-49	21	30%
	Total 50-59	10	14%
	Total 60-69	0	0%
	Total 70+	0	0%

Agency Name:
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Passaic- Passaic County Prosecutor's Office
12/7/2021 through 12/31/2021

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	5	0	26	0	1	7
Female	0	0	4	0	10	0	0	8
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	9	0	36	0	1	15

	<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	7	4	0	0	0	2	0	7	0	1	1
Age: 30-39	16	9	0	0	0	4	0	12	0	0	9
Age: 40-49	12	6	1	0	0	2	0	11	0	0	4
Age: 50-59	5	3	0	0	0	1	0	6	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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Passaic- Passaic County Prosecutor's Office

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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	0	5	0	25	0	1	7
Female	0	0	4	0	10	0	0	8
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	9	0	35	0	1	15

	<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	7	4	0	0	0	2	0	7	0	1	1
Age: 30-39	16	9	0	0	0	4	0	12	0	0	9
Age: 40-49	10	6	1	0	0	2	0	10	0	0	4
Age: 50-59	5	3	0	0	0	1	0	6	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 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

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Passaic- Passaic County Prosecutor's Office
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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	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

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Passaic- Passaic County Prosecutor's Office
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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	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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12/7/2021 through 12/31/2021

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.