

# **Annual Report of Diversity in Law Enforcement Recruitment and Hiring**

**Somerset- Bridgewater Police Department**

**Time Period: January 1, 2022 - December 31, 2022**

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

Agency Name:  
Year:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 2022

### ***Applicant and Hiring Process Summary***

Somerset- Bridgewater Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 - December 31, 2022 the agency received applications for law enforcement officers. The agency'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

Agency Name:  
Year:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 2022

### Annual Summary of Law Enforcement Diversity: Applicant Summary

	# % of Total Applicants	
Total Applicants	188	-
Total Applicants Appointed	10	5%
Total Applicants Not Appointed	161	86%

	# % of Total Applicants	
Direct Hire Applicants	168	89%
Transfer Applicants	14	7%
Waiver Applicants	6	3%
CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:

Somerset- Bridgewater Police Department

Year:

January 1, 2022 - December 31, 2022

### Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants % of Total		Direct Hire Applicants	Transfer Applicants	Waiver Applicants
<i>Gender</i>	Total Male	164	87%	146	12	6
	Total Female	20	11%	18	2	0
	Total X or Non-Binary	0	0%	0	0	0
<i>Sexual Orientation</i>	LGBTQ+	2	1%	2	0	0
	Not LGBTQ+	174	93%	154	14	6
<i>Race/ Ethnicity</i>	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	9	5%	7	2	0
	Total Black or African American alone	26	14%	21	5	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	95	51%	83	7	5
	Total Two or more races alone	5	3%	5	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	40	21%	39	0	1
<i>Age</i>	Total 18-29	121	64%	108	8	5
	Total 30-39	48	26%	42	5	1
	Total 40-49	7	4%	6	1	0
	Total 50-59	10	5%	10	0	0
	Total 60-69	0	0%	0	0	0
	Total 70+	0	0%	0	0	0

Agency Name:  
Year:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 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	7	22	0	89	4	0	33
Female	0	1	4	0	6	1	0	7
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	8	26	0	95	5	0	40

	<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	106	13	0	0	3	15	0	62	4	0	29
Age: 30-39	40	7	0	0	5	5	0	23	0	0	10
Age: 40-49	6	0	0	0	1	2	0	3	0	0	1
Age: 50-59	10	0	0	0	0	3	0	6	1	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:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 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+	1	1	0	0	0	0	0	0	0	0	1
Not LGBTQ+	157	16	0	0	8	26	0	92	4	0	35

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	1	0	0	0	0
Not LGBTQ+	113	44	5	10	0	0

Agency Name:

Somerset- Bridgewater Police Department

Year:

January 1, 2022 - December 31, 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	3	0	5	0	0	2
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	3	0	5	0	0	2

	<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	0	0	0	0	1	0	2	0	0	2
Age: 30-39	1	0	0	0	0	1	0	0	0	0	0
Age: 40-49	1	0	0	0	0	0	0	1	0	0	0
Age: 50-59	3	0	0	0	0	1	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:

Somerset- Bridgewater Police Department

Year:

January 1, 2022 - December 31, 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+	10	0	0	0	0	3	0	5	0	0	2

  

	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+	5	1	1	3	0	0

Agency Name:  
Year:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 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	6	16	0	73	4	0	31
Female	0	1	3	0	5	1	0	7
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	7	19	0	78	5	0	38

	<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	91	12	0	0	3	11	0	52	4	0	27
Age: 30-39	34	6	0	0	4	3	0	19	0	0	10
Age: 40-49	5	0	0	0	1	2	0	2	0	0	1
Age: 50-59	7	0	0	0	0	2	0	4	1	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:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 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+	1	1	0	0	0	0	0	0	0	0	1
Not LGBTQ+	132	14	0	0	7	19	0	75	4	0	33

  

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	1	0	0	0	0
Not LGBTQ+	97	37	4	7	0	0

Agency Name:

Somerset- Bridgewater Police Department

Year:

January 1, 2022 - December 31, 2022

### Not Appointed Applicant- Reasons

	% of Total Not # Appointed Applicants	
Academy Failure	0	0%
Applicant Withdrawal	2	1%
Defer	0	0%
Did not meet minimum qualifications	10	6%
Failed background check- Criminal History	0	0%
Failed background check- Financial	0	0%

	% of Total Not # Appointed Applicants	
Failed Background check- other	6	4%
Failed Drug Test	0	0%
Interview Panel Recommendation	100	62%
Other	2	1%
Physical Qualification Exam	12	7%
Residency Requirement	0	0%
Written Exam	29	18%

Agency Name:

Somerset- Bridgewater Police Department

Year:

January 1, 2022 - December 31, 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	0	0	2	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	1	1	0	3	1	0	3
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	1	0	2	0	0	2
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	3	7	0	46	2	0	18
Physical Qualification Exam	0	1	1	0	4	0	0	3
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	1	6	0	14	1	0	5
Other	0	0	0	0	2	0	0	0

Agency Name:

Somerset- Bridgewater Police Department

Year:

January 1, 2022 - December 31, 2022

**Not Appointed Applicants- Reasons by Gender & Race**

**Female Applicants**

	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
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	1	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	1	3	0	4	1	0	5
Physical Qualification Exam	0	0	0	0	0	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	0	0	0	0	0	0

Agency Name:

Somerset- Bridgewater Police Department

Year:

January 1, 2022 - December 31, 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:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 2022

***Current Officers and Promotional Process Summary***

Somerset- Bridgewater Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 - December 31, 2022 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

---

Agency Name:  
Year:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 2022

## Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
Total Officers		84	-
Total Officers Eligible for Promotion		53	63%
Total Officers Applied for Promotion		13	15%
Total Officers Promoted		7	8%
Gender	Total Male	81	96%
	Total Female	3	4%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	1%
	Total Black or African American alone	5	6%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	71	85%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	7	8%
Age	Total 18-29	23	27%
	Total 30-39	29	35%
	Total 40-49	20	24%
	Total 50-59	12	14%
	Total 60-69	0	0%
Total 70+	0	0%	

Agency Name:  
Year:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 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	1	5	0	68	0	0	7
Female	0	0	0	0	3	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	5	0	71	0	0	7

	<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	21	0	0	0	0	3	0	16	0	0	4
Age: 30-39	28	1	0	0	1	1	0	27	0	0	0
Age: 40-49	20	0	0	0	0	0	0	19	0	0	1
Age: 50-59	12	0	0	0	0	1	0	9	0	0	2
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:

Somerset- Bridgewater Police Department

Year:

January 1, 2022 - December 31, 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	1	1	0	46	0	0	4
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	47	0	0	4

	<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	4	0	0	0	0	1	0	1	0	0	2
Age: 30-39	22	1	0	0	1	0	0	22	0	0	0
Age: 40-49	19	0	0	0	0	0	0	18	0	0	1
Age: 50-59	7	0	0	0	0	0	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

Agency Name:

Somerset- Bridgewater Police Department

Year:

January 1, 2022 - December 31, 2022

**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
Male	0	0	0	0	13	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	13	0	0	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	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	0	0	0	0	0	0	1	0	0	0
Age: 40-49	8	0	0	0	0	0	0	8	0	0	0
Age: 50-59	4	0	0	0	0	0	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

Agency Name:  
Year:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 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	7	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	7	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	1	0	0	0	0	0	0	1	0	0	0
Age: 40-49	4	0	0	0	0	0	0	4	0	0	0
Age: 50-59	2	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:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 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	4	0	0	4	2	0	0	2
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

Agency Name:  
Year:

Somerset- Bridgewater Police Department  
January 1, 2022 - December 31, 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

INSERT SAMPLE TEXT HERE FROM AGENCY.