



**County of Passaic**  
**Administration Building**  
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**Passaic County Prosecutor's Office**  
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**PASSAIC COUNTY PROSECUTOR'S OFFICE PROGRAM**  
**TO ENHANCE DIVERSITY IN LAW ENFORCEMENT HIRING AND PROMOTION**

**MAY 28, 2024**

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**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 January 1, 2023 and December 31, 2023, 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. Census data for Passaic County overall in 2010 and 2020 was also reviewed, as well as demographic data for Appendix A for Reporting Year 2023. As with the PCPO data, census data is based on voluntary reporting and self-identification.

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 Racial, Ethnic and Gender Demographics<sup>1</sup>**

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

As of December 31, 2023, there were a total of seventy-five (75) detectives currently employed by PCPO (this number does not include recent applicants or detectives who have departed or joined PCPO as of January 1, 2024). Of the overall seventy-five (75) detectives, sixty-two (62) responses reflecting racial and/or ethnic identification were recorded in Appendix A.<sup>3</sup> Based on these collected responses, 52% identified as being “White alone,” 11% identified as being “Black or African American alone,” and 1% identified as “Other alone.” Comparatively, within Passaic County overall, 10% of the population identified as being “Black or African American alone.” One detective identified as “Native Hawaiian or Pacific Island alone.” No detectives reported as “Two or more races alone.” Of the seventy-five (75) PCPO detectives, sixty-two (62) indicated whether they identified as being of “Hispanic or Latino” origin or not. Of the overall seventy-five (75) detectives, 17% identified as being of “Hispanic or Latino” origin. The most recent census results reflect those individuals who identified as “Female” in Passaic County. The results indicate that 51% of Passaic County residents identified as “Female.” Within

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<sup>1</sup> 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.”

<sup>2</sup> 2020 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](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](https://data.census.gov/cedsci/table?q=paterson%20nj%20p2&g=0500000US34031_1600000US3413690,3456550,3457000&tid=DECENNIALPL2010.P2)

<sup>3</sup> PCPO “Appendix A.” Cited and attached.

PCPO, sixty-seven (67) of seventy-five (75) detectives reported a gender with 61% of all detectives identifying as male, 27% identifying as female, and 1% as X or non-binary.

	<b><u>Passaic County Population</u></b> (Based on 2020 census data)	<b><u>PCPO Detectives</u></b> (as of 12/31/2023)
White alone	39%	52%
Black or African-American alone	10%	11%
American Indian and Alaska Native alone	0.13%	0%
Asian alone	6%	0%
Native Hawaiian and Other Pacific Islander alone	0.01%	1%
Some Other Race alone	1%	1%
Two or more races	2%	0%
Hispanic or Latino	43%	17%
Male	---	61%
Female	51%	27%
X or Non-Binary	---	1%

### **C. Applicants**

Between January 1, 2023 and December 31, 2023, PCPO saw a total of twenty-six (26) new applicants for employment as detectives, two (2) new hires and five (5) applicants in process. Of those twenty-six (26) applicants, five (5) identified as female and twenty-one (21) identified as male. Twenty-five (25) applicants provided a racial and/or ethnic identity. Of those twenty-five applicants, fourteen (14) identified as White alone, two (2) identified as Black or African American, eight (8) identified as Hispanic or Latino, and one (1) identified as Native Hawaiian / other Pacific Islander. Of the two (2) new hires, one (1) applicant identifying as a white female and one (1) applicant identifying as a white male were appointed.

### **D. Promotions and Retention**

Of the seventy-five current officers, six of whom received promotions which occurred during 2023, three of these officers identify as female; of these three, one identifies as Black or African American and two identify as Hispanic or Latino; three current officers identify as White males.

### **III. GOALS**

For the 2024 Program, the PCPO will be focusing on strengthening recruitment, hiring, promotion 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 Programs 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 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 consider their future and 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 the PCPO, information about the 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 2024 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 interviews with a panel typically composed of four (4) commanding officers representing each investigative division within PCPO. One (1) 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 Chief for consideration.

iv. Host a Passaic County Law Enforcement and Public Safety 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 2024: Review /modify candidate interview process
- ii. June 2024: Post information on the PCPO website
- iii. Spring 2024: Host career fair
- iv. Fall 2024: Establish hiring criteria
- v. December 2024: 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 2024 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 2024: Track promotion data
- ii. December 2024: Track retention data
- iii. December 2024: Staff Development efforts
- iv. December 2024: Community engagement efforts

### **IV. ANNUAL REVIEW, EVALUATION AND REPORTING**

The County Prosecutor shall, from time to time, review the results of the Programs for each county and municipal law enforcement agency within its jurisdiction, and provide input, feedback, or recommendations to the respective agencies as the Prosecutor deems appropriate. The County Prosecutor shall report an annual summary of each agency Program within its jurisdiction for the preceding calendar year to the Attorney General by the last day of February. The Attorney General shall, from time to time, review the results of the Programs for each State law enforcement agency, and provide input, feedback, or recommendations to the respective agencies as the Attorney General deems appropriate. N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline “Promoting Diversity in Law Enforcement Recruiting and Hiring” in Paragraph III. The Guidelines can be found at:

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

The reporting form can be found at:

<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xlsx>

The Passaic County Prosecutor’s Office is an Equal Opportunity Employer committed to Diversity, Equity, and Inclusion. Employment opportunities at PCPO can be found at:

[https://www.pcponj.org/employment\\_/employment.php](https://www.pcponj.org/employment_/employment.php)

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Passaic- Passaic County Prosecutor's Office**

**Time Period: January 1, 2023 to December 31, 2023**

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



Agency Name:  
Year:

Passaic- Passaic County Prosecutor's Office  
January 1, 2023 to December 31, 2023

### *Applicant and Hiring Process Summary*

Passaic County - Passaic County Prosecutor's Office is a County law enforcement agency. During the time period covering January 1, 2023 to December 31, 2023 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

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#REF!

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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  
Medical Exam  
Psychiatric Exam

During the hiring process, Passaic County Prosecutor's Office 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	26	-
Total Applicants Appointed	2	8%
Total Applicants Not Appointed	19	73%

	#	% of Total Applicants
Direct Hire Applicants	26	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
<b>Gender</b>	Total Male	21	81%	21	0	0
	Total Female	5	19%	5	0	0
	Total X or Non-Binary	0	0%	0	0	0
<b>Sexual Orientation</b>	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	19	73%	19	0	0
<b>Race/ Ethnicity</b>	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	2	8%	2	0	0
	Total Native Hawaiian/ other Pacific Islander alone	1	4%	1	0	0
	Total White alone	14	54%	14	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	8	31%	8	0	0
<b>Age</b>	Total 18-29	19	73%	19	0	0
	Total 30-39	6	23%	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	0	1	1	12	0	0	6
Female	0	0	1	0	2	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	2	1	14	0	0	8

	<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	15	4	0	0	0	2	1	10	0	0	6
Age: 30-39	5	1	0	0	0	0	0	3	0	0	2
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	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	17	2	0	0	0	1	1	10	0	0	7

	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+	15	3	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	1	0	0	0
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	2	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	1	0	0	0	0	0	1	0	0	0
Age: 30-39	1	0	0	0	0	0	0	1	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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**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	1	0	0	0	0	0	1	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+	1	0	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	0	0	1	8	0	0	5
Female	0	0	1	0	1	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	1	9	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	10	3	0	0	0	1	1	6	0	0	5
Age: 30-39	4	1	0	0	0	0	0	2	0	0	2
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+	12	1	0	0	0	0	1	6	0	0	6

	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+	9	3	1	0	0	0

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### ***Not Appointed Applicant- Reasons***

	<b>% of Total Not # Appointed Applicants</b>	<b>% of Total Not # Appointed Applicants</b>
Academy Failure	0 0%	Failed Background check- other 4 21%
Applicant Withdrawal	3 16%	Failed Drug Test 0 0%
Defer	0 0%	Interview Panel Recommendation 7 37%
Did not meet minimum qualifications	2 11%	Other 3 16%
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%

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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	2	0	0	1
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	2
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	2	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	3	0	0	2
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	1	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	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	1	0	0	0	0	1
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	1	0	0	1

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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- Passaic County Prosecutor's Office is a County law enforcement agency. During the time period covering January 1, 2023 to December 31, 2023 the agency did not receive applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

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

		#	% of Total Officers
Total Officers		75	-
Total Officers Eligible for Promotion		0	0%
Total Officers Applied for Promotion		0	0%
Total Officers Promoted		7	9%
Gender	Total Male	46	61%
	Total Female	20	27%
	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	8	11%
	Total Native Hawaiian or other Pacific Islander alone	1	1%
	Total White alone	39	52%
	Total Two or more races alone	0	0%
	Total Other alone	1	1%
	Total Hispanic or Latino	13	17%
Age	Total 18-29	11	15%
	Total 30-39	30	40%
	Total 40-49	23	31%
	Total 50-59	11	15%
	Total 60-69	0	0%
	Total 70+	0	0%

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Passaic- Passaic County Prosecutor's Office  
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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	0	4	1	31	0	1	7
Female	0	0	4	0	8	0	0	6
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	8	1	39	0	1	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	5	4	0	0	0	1	1	3	0	1	1
Age: 30-39	20	7	0	0	0	4	0	18	0	0	5
Age: 40-49	14	6	1	0	0	2	0	10	0	0	6
Age: 50-59	7	3	0	0	0	1	0	8	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 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	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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**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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### 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	3	0	0	0
Female	0	0	1	0	0	0	0	2
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	1	0	3	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	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	1	0	0	0	1	0	1	0	0	0
Age: 40-49	2	2	0	0	0	0	0	2	0	0	2
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	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	1	0	0	1	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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### *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

Representation has improved for any previously identified underrepresented groups. As a general matter, the number of applicants has remained constant (2022-26 to 2023-26), although the percentage of applicants appointed has decreased (2022-8 to 2023-2); this decrease is off set as five applicants are in process. The percentage of total number of applicants identifying as female appointed has slightly decreased (2022-23% to 2023-19%) and the total number of applicants identifying as female has slightly decreased (2022-6 to 2023-5). In 2022, there were five applicants identifying as black or African American versus two such applicants in 2023; there were eight applicants identifying as Hispanic or Latino versus eleven such applicants in 2022; and in 2023, there was one applicant identifying as Native Hawaiian / other Pacific Islander as in 2022. In 2023, one applicant identifying as a white female and one applicant identifying as a white male were appointed; in 2022, one black or African American male, one applicant identifying as Native Hawaiian / other Pacific Islander and two applicants identifying as Hispanic or Latino were appointed with one applicant identifying as Hispanic or Latino female was appointed. Of the seventy-five current officers and seven current officer promotions which occurred during 2023, three current officers identify as female; of these three, one identifies as black or African American and two identify as Hispanic or Latino; one of the latter two also identifies as two or more races.

The data used to determine the existence of any underrepresentation included the compiled information in Appendix A for calendar years 2022 and 2023, as well as census data for Passaic County overall in 2010 and 2020. This Office does not have any new or modified Program goals to be implemented in the upcoming year.

However, this Office will endeavor to strengthen hiring and promotion of detectives that proportionally represent the diverse population of the communities in which law enforcement have the highest level of interactions within the County.

