

## **2024 End of Year Diversity in LE Recruitment and Hiring Report**

The following information is listed on the United States Census Bureau regarding the Population of the Township of Weehawken as of 2020. - The most recent Census. - The USCB estimated version 2023-

### **Total population as of 2020: 17,197**

"White alone" 7,537 (43.82%)

"Hispanic or Latino" 5,655 (32.88%)

**"Asian alone" 2,594 (15.08%)**

"Black or African American" 685 (3.98%)

"American Indian and Alaska Native alone" 15 (0.087%)

"Native Hawaiian and Other Pacific Islander alone: 7 (0.04%)

"Some other Race alone" 132 (0.76%)

I will attach a copy of the 2022 analysis report with the information I obtained from the United States Census Bureau.

Although the information regarding the Township of Weehawken did not change, the Weehawken Police Department had the following changes from 2023 to 2024.

### **Weehawken Police Department:**

As of December 31, 2024

### **Summary of Data:**

**Total Officers** (all Ranks) 61: 58 Full-time Officers, 2 Class II and 1 Class I

Male: 58 (95%)

Female: 3 (5%)

### **Ethnicity/Race**

White alone: 24 (39.34%)

Hispanic or Latino: 35 (57.37%)

Asian: 2 (3.27%)

### **Summary by Rank**

#### **Patrol Officers: Total 38**

Male: 35 (92.10%)

Female: 3 (7.8%)

Ethnicity/Race:

"White alone": 9 (23.68%)

"Hispanic/Latino": 27 (71.05%)

"Asian": 2 (5.26%)

#### **Sergeants: Total 11**

Male: 11 (100%)

Female: 0

Ethnicity/Race:

"White Alone": 7 (63.63%)

"Hispanic/Latino": 4 (36.36%)

"Asain": 0

**Lieutenants: Total 4**

Male: 4 (100%)

Female: 0

Ethnicity/Race:

"White Alone": 2 (50%)

"Hispanic/Latino": 2 (50%)

"Asain": 0

**Captains: Total 7**

Male: 7 (100%)

Female: 0

Ethnicity/Race:

"White Alone": 5 (71.42%)

"Hispanic/Latino": 2 (28.57%)

**Deputy Chief: Total 1**

Male: 1 (100%)

Female: 0

Ethnicity/Race

"White Alone": 1 (100%)

"Hispanic/Latino": 0

Along with Lt. P. Martinez, I analyzed and compared the data from the United States Census Bureau to the demographics of the Weehawken Police Department.

**The results reveal that the Weehawken Police Department reflects the Diversity of most residents. Diversity is also seen within the Department's ranks.**

**As I documented in my 2022 and 2023 reports, the Asian Community and the female population are "underrepresented" groups in the Weehawken Police Department.**

**As I stated in the 2022 Diversity Report, although Diversity is reflected in the Ranks, it is evident that there are no Female supervisors. However, female Officer Maione and Officer Remache will be eligible to take the Civil Service Sergeant Promotional exam in 2025.**

In addition, there is a substantial gender disparity in the representation of the female population. **However, a female officer was hired in 2024, which increased the number of female Officers to 3 or 5%, up 1% from 2023. We will continue to monitor our goals outlined in The Program to ensure that we continue to reach out and engage with female residents to improve our female representation within our Department.**

**Similar to the 2022 and 2023 analyses, we determined a substantial ethnic disparity in the representation of the Asian Community. Our Asian community makes up 15.08% of the population; however, the Asian community is represented by two Officers within the Weehawken Police Department. We will continue to implement and monitor our goals outlined in The Program to ensure that we are reaching out and engaging with our Asian Community to improve our Asian Community representation within our Department.**

**Overall, the Weehawken Police showed improvement in increasing our two misunderstood groups. Our Department is committed to accurately and fairly representing its residents.**

Lt. P. Martinez and I analyzed the applicants.

Captain White provided me with three certifications of eligibility for appointment lists for 2024. **The first list is dated 01/23/2024, 03/28/2024, and 11/29/2024.**

#### Special Class 2 Officers

The Police Department hired four Class 2 Police Officers in 2024. Their pedigree information is in Lawsoft, and their names are:

Anthony Cardaci - Waived to Full Time Sworn Law Enforcement Officer 12/22/24

Nicholas Alonso -

Anthony Cimino - Currently in the Police Academy

Joseph Caputi. - Currently in the Police Academy

Based on the Attorney General Guidelines, "Promoting Diversity in Law Enforcement Recruiting and Hiring definition of Applicant and Law Enforcement officer:

"An "applicant" in a CSC jurisdiction is an individual seeking employment as a law enforcement officer and who (1) is included on a CSC certified list of eligible candidates received by a hiring law enforcement agency and (2) responded timely to the hiring agency with an expression of interest in the position. "Applicant" also includes individuals who are exempted from the CSC examination requirement under N.J.S.A. 11A:4-1.3 and who submit a completed employment application as provided by the hiring agency.

Law enforcement officer. Defined in the Act as any person who is employed as a permanent full-time member of an enforcement agency, who is statutorily empowered to act for the detection, investigation, arrest, and conviction of persons violating the criminal laws of this State and statutorily required to successfully complete a training course approved, or certified as being substantially equivalent to an approved course, by the Police Training Commission pursuant to P.L.1961, c.56 (C.52:17B-66 et seq.)"

The four Class II officers mentioned above were not included in the Appendix A form.

**The following is the summary:**

**Total applicants: 14**

**Total applicants appointed (hired): 1**

**Total applicants Not appointed: 7**

Total Males: 9

Total Female: 5

Race/ Ethnicity

Asian: 0

Black or African American alone: 3

White alone:2

Hispanic/ Latino 9

Applicants Appointed (hired)

Male: 1

Female: 0

Race/Ethnicity

Asian: 0

White alone: 1

Hispanic/Latino: 0

### **EOY Review of "The Program"**

Upon establishing "The Program" in 2022, the Weehawken Police Department set the following goals:

Raising awareness about the police officer testing and hiring process through flyers, social media advertising, job fairs, community events, and partnering with the CSC. In addition, the social media posts will inform the public of the Department's commitment to Diversity. The post will include the contact information of the Weehawken Police Department's Public Safety Director and Deputy Chief. It will encourage the public to contact the Director or Chief if they have questions.

The Weehawken Police Department will contact community leaders to better understand the factors affecting underrepresented groups in the application process.

The Weehawken Police Department will survey our Officers to request their input regarding methods to address the two underrepresented groups.

The Weehawken Police Department will Establish a mentorship program for applicants from underrepresented groups that provide support for resume review and physical training requirements preparation, as well as mentorship for current Officers seeking Promotions—in addition, working with the CSC's mentoring Program for applicants according to P.L. 2021,c.235. The Weehawken Police Department's Training Bureau will establish the abovementioned mentorship program.

The Weehawken Police Department will partner with community stakeholders, including law enforcement organization affinity groups or the CSC itself, to identify and encourage free civil service test preparation programs and to encourage diverse potential applicants to attend.

The Weehawken Police Department will revise the Program as needed to ensure its goal is achieved.

In 2024, we met the goals mentioned above. Our Department conducted a recruitment drive, which consisted of posting flyers around our Township advising our residents of the upcoming Civil Service entry exam; we conducted an event in our Police Annex where we invited and encouraged residents to come in if they had any questions or if they needed help filling out the Civil service application. The Township posted the flyer on their website and Twitter accounts. In addition, our Department took part in our High School's job fair.

**In 2025, we have the following objectives:**

1. Survey with our female Officers to request their input regarding methods to address the two underrepresented groups.
1. Establish a mentorship program for applicants from underrepresented groups that supports resume review and physical training requirements preparation, as well as mentorship for current Officers seeking Promotions—in addition, working with the

CSC's mentoring Program for applicants according to P.L. 2021,c.235. The Weehawken Police Department's Training Bureau will establish the abovementioned mentorship program.

1. Post a recruitment video to raise awareness about the police officer testing and hiring process.

1. Continue Raising awareness about the police officer testing and hiring process through flyers, social media advertising, job fairs, community events, and partnering with the CSC.

Lastly, the Deputy Chief's Office will conduct an annual review and evaluation of this Program. The Deputy Chief will present their findings to the Director of Public Safety.