Agency Name: Cresskill Police Department, Bergen County

1/1/2022

Year: 2021

## **Annual Internal Affairs Summary**

					Sourc	e of Com	plaint		Crimina	l Outcome			Intern	al Disciplinar	y Outcome			
	Pending														Administr	a-	Pending	1
	from Prior	New	Cas	ses				Convictio	Diversio		Dismissa		Not		tively		End of	
	Years	cases	Clo.	sed	Agency	Civilian	Anon.	n	n	Acquittal	1 1	Exoneratea	Sustained	Unfounded	Closed	Sustained	Year	
<b>Excessive Force</b>	(	0	0	0	C	) (	) (		0	0 (	) (	) (	) (	) (	)	0	0	0
Improper Arrest	(	0	0	0	C	) (	) C		0	0 (	) (		) (	) (	)	0	0	0
Improper Entry		0	0	0	C	) (	) (		0	0 (	) (		) (	) (	)	0	0	0
Improper Search	(	0	0	0	C	) (	) (		0	0 (	) (	) (	) (	) (	)	0	0	0
<b>Other Criminal Violation</b>		0	0	0	C	) (	) (		0	0 (	) (		) (	) (	)	0	0	0
<b>Differential Treatment</b>	(	0	0	0	C	) (	) C		0	0 (	) (		) (	) (	)	0	0	0
Demeanor		0	1	1	C	) 1			0	0 (	) (		) (	) :	1	0	0	0
<b>Domestic Violence</b>	(	0	0	0	C	) (	) C		0	0 (	) (		) (	) (	)	0	0	0
Other Rule Violation		0	0	0	(	) (	) (		0	0 (	) (		) (	) (	)	0	0	0

<b>Total Cases Opened</b>	1
<b>Total Cases Closed</b>	1
<b>Total Pending Cases</b>	0
Total Cases >180 Days	0

#### **Annual Major Discipline Reporting Form**

Internal Affairs Policy & Procedures | Appendix L

Pursuant to IAPP Section 9.11.2, every state, county, and local law enforcement agency in New Jersey is required to submit to the Attorney General and the County Prosecutor, and publish on the agency's public website, a brief synopsis of all complaints where a termination, reducation in rank or grade, and/or suspension of more than five days was assessed to an agency member. For the purposes of this report, please include all major disciplines in which a plea agreement was reached or final sanction was imposed during the time period listed below. Instructions for completing this form can be found on the "Instructions" tab of the Excel version of this document.

Time period January 1, 2021-December 31, 2021

Agency Cresskill Police Department 
County Sergen 

January 1, 2021-December 31, 2021

--- Type agency name here
--- Select county from dropdown menu here

	Disciplined Officer	r		Sanc	tion		Synopsis	
No.	Rank First Name Las	t Name	Terminated?	Demoted?	Suspended?	# Days Susp.	Description	
1								
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## Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Bergen- Cresskill Police Department** 

Time Period: December 7, 2021 - December 31, 2021

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

Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

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

Bergen - Cresskill Police Department is a Municipal law enforcement agency. During the time period covering December
7, 2021 - December 31, 2021 the agency did not receive applications for law enforcement officers. The ageny's hiring
process is not governed by Civil Service Regulations.

For Bergen - Cresskill Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

During the hiring process, Cresskill Police Department included the following elements to identify the most qualified applicants:

During the hiring process, Cresskill Police Department considers an applicant to be appointed

2 of 22

Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

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

	# % of	Total Applicants		# % of 1	otal
Total Applicants	0	-	Direct Hire Applicants	0	-
otal Applicants Appointed					
	0	<u>-</u>	Transfer Applicants	0	-
Total Applicants Not					
Appointed	0	-	Waiver Applicants	0	-
			CSC Exam Exempt Direct Hire		
			Applicants	0	_

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

			Direct Hire		
		Total Applicants % of Total	Applicants	Transfer Applicants	Waiver Applicants
	Total Male	0 -	0	0	0
Gender	Total Female	0 -	0	0	0
	Total X or Non-Binary	0 -	0	0	0
Sexual Orientation	LGBTQ+	0 -	0	0	0
Jexual Orientation	Not LGBTQ+	0 -	0	0	0
	Total American Indian or Alaska Nati	ve			
	alone	0 -	0	0	0
	Total Asian alone	0 -	0	0	0
Ps:	Total Black or African American alor	ne 0 -	0	0	0
Racel Ethnicity	Total Native Hawaiian/ other Pacifi	С			
alti	Islander alone	0 -	0	0	0
Race	Total White alone	0 -	0	0	0
	Total Two or more races alone	0 -	0	0	0
	Total Other alone	0 -	0	0	0
	Total Hispanic or Latino	0 -	0	0	0
	Total 18-29	0 -	0	0	0
	Total 30-39	0 -	0	0	0
æ	Total 40-49	0 -	0	0	0
₽8€	Total 50-59	0 -	0	0	0
	Total 60-69	0 -	0	0	0
	Total 70+	0 -	0	0	0

## **Annual Summary of Law Enforcement Diversity: Applicants**

## Applicants: Gender, Race & Age Demographics

	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	Other alone	Hispanic or Latino
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

	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	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

## **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- Age: 30-

	29	39	Age	: 40-49 Age:	50-59 Age:	60-69 Age:	70+
LGBTQ+		0	0	0	0	0	0
Not LGBTO+		0	0	0	0	0	0

## Appointed Applicants: Gender, Race, & Age Demographics

	American Indian or	Asian	Black or African	Native Hawaiian /	White	Two or more races	Other	Hispanic
	Alaska Native alone	alone	American alone	other P. I. alone	alone	alone	alone	or Latino
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

	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	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

Bergen- Cresskill Police Department December 7, 2021 - December 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	IVULIVE	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- Age: 30-

	29	39	Age	: 40-49 Age:	50-59 Age	: 60-69 Ag	e: 70+
LGBTQ+		0	0	0	0	0	0
Not LGBTQ+		0	0	0	0	0	0

## Not Appointed Applicants: Gender, Race, and Age Demographics

	American Indian or	Asian	Black or African	Native Hawaiian /	White	Two or more races	Other	Hispanic
	Alaska Native alone	alone	American alone	other P. I. alone	alone	alone	alone	or Latino
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

	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	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

Bergen- Cresskill Police Department December 7, 2021 - December 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	IVULIVE	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- Age: 30-

	29	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

Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

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

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

Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

## Not Appointed Applicants- Reasons by Gender & Race Male Applicants

			Black or			Two or		
			African			more		
	American Indian or	Asian	American	Native Hawaiian /	White	races	Other	Hispanic
	Alaska Native alone	alone	alone	other P. I. alone	alone	alone	alone	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	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

Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

## Not Appointed Applicants- Reasons by Gender & Race

#### **Female Applicants**

			Black or			Two or		
			African			more		
	American Indian or	Asian	American	Native Hawaiian /	White	races	Other	Hispanic
	Alaska Native alone	alone	alone	other P. I. alone	alone	alone	alone	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	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

# Not Appointed Applicants- Reasons by Gender & Race X or Non-Binary Applicants

			Black or			Two or		
			African			more		
	American Indian or	Asian	American	Native Hawaiian /	White	races	Other	Hispanic
	Alaska Native alone	alone	alone	other P. I. alone	alone	alone	alone	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	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

Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

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

Bergen- Cresskill Police Department is a Municipal law enforcement agency. During the time period covering December 7, 2021 - December 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 Bergen- Cresskill Police Department in the above time period, the promotional included the following methods of identifying qualified officers:

22%

15%

0%

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

		# %	of Total
	Total Officers	27	-
	<b>Total Officers Eligible for Promotion</b>	20	74%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%
	Total Male	27	100%
Gender	Total Female	0	0%
G	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	4%
	Total Black or African American alone	0	0%
Racel Ethnicites	Total Native Hawaiian or other Pacific Islander alone	0	0%
agcel	Total White alone	24	89%
4	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	2	7%
	Total 18-29	7	26%
	Total 30-39	5	19%
<b>.</b> €	Total 40-49	5	19%
₽ <sub>6</sub>	Total 50-59	6	22%

Total 60-69

Total 70+

## **Annual Summary of Law Enforcement Diversity: Current Officers and Promotions**

## **Current Officers**

	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	1	0	0	24	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	1	0	0	24	0	0	2

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian /	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	7	0	0	0	1	0	0	5	0	0	1
Age: 30-39	5	0	0	0	0	0	0	5	0	0	0
Age: 40-49	5	0	0	0	0	0	0	4	0	0	1
Age: 50-59	6	0	0	0	0	0	0	6	0	0	0
Age: 60-69	4	0	0	0	0	0	0	4	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

#### Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

## Officers Eligible for 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	1	0	0	18	0	0	1
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	0	0	18	0	0	1

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian / other P. I.	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	2	0	0	0	1	0	0	1	0	0	0
Age: 30-39	4	0	0	0	0	0	0	4	0	0	0
Age: 40-49	5	0	0	0	0	0	0	4	0	0	1
Age: 50-59	6	0	0	0	0	0	0	6	0	0	0
Age: 60-69	3	0	0	0	0	0	0	3	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

#### Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

## 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	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

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian /	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	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

#### Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

## Officers Promoted

	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	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

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian /	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	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

#### Bergen- Cresskill Police Department December 7, 2021 - December 31, 2021

## Officers Promoted

	<b>Promoted to Sergeant</b> X or Non-				<b>Promoted to Lieutenant</b> X or Non-				<b>Promoted to Captain</b> X or Non-			
	Male	Female	Binary	Total	Male	Female	Binary	Total	Male	Female	Binary	Total
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

Bergen- Cresskill Police Department December 7, 2021 - December 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.