



Diversity Hiring Report

Submitting Agency: Paramus PD

Year: 2025

Agency Factsheet

Application Processes

Employment applications received in current reporting period? Yes

Agency hiring process governed by Civil Service Regulations? No

Agency hiring method(s): Non-Civil Service Examination List

Application process element(s): Formal Application, Interview Board, Written Exam, Preference for Veteran Applicants, Drug Testing, Medical Exam, Psychiatric Exam

Promotional Methods

Applications for promotion in current reporting period? Yes

Agency promotional process governed by Civil Service Regulations? No

Do Civil Service Regulations apply to all ranks? No

Promotional method(s): Non-Civil Service Promotional Examination List



Diversity Hiring Report

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All Applicants: Summary

Summary Type	Number	Percentage of Total
<i>Total Applicants</i>	133	N/A
<i>Total Applicants Appointed</i>	2	1%
<i>Total Applicants Not Appointed</i>	85	63%
<i>Direct Hire Applicants</i>	133	100%
<i>Transfer Applicants</i>	0	0%
<i>Waiver Applicants</i>	0	0%
<i>CSC Exam Exempt Direct Hire Applicants</i>	0	0%



Diversity Hiring Report

Submitting Agency: Paramus PD

Year: 2025

All Applicants: Demographic Summary

Demographic	Type	Total Applicants	Percentage of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
Gender	Total Male	121	90%	121	0	0
	Total Female	10	7%	10	0	0
	Total X/Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	1	0%	1	0	0
	Non-LGBTQ+	129	96%	129	0	0
Race/Ethnicity	Total American Indian/Alaska Native	0	0%	0	0	0
	Total Asian	9	6%	9	0	0
	Total Black or African American	2	1%	2	0	0
	Total Native Hawaiian/Pacific Islander	0	0%	0	0	0
	Total White	74	55%	74	0	0
	Total Two or More Races	3	2%	3	0	0
	Total Other Race	0	0%	0	0	0
	Total Hispanic or Latino	42	31%	42	0	0
	Total 18-29	114	85%	114	0	0
Age	Total 30-39	19	14%	19	0	0
	Total 40-49	0	0%	0	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



Diversity Hiring Report

Submitting Agency: Paramus PD

Year: 2025

All Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	7	2	0	69	2	0	40
<i>Female</i>	0	2	0	0	5	1	0	2
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	9	2	0	74	3	0	42

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	108	5	0	0	6	1	0	63	3	0	39
<i>Age 30-39</i>	13	5	0	0	3	1	0	11	0	0	3
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



Diversity Hiring Report

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All Applicants: Sexual Orientation Demographics

LGBTQ+ Status	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>LGBTQ+</i>	0	1	0	0	0	0	0	0	0	0	1
<i>Non-LGBTQ+</i>	120	9	0	0	9	2	0	73	3	0	41

LGBTQ+ Status	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
<i>LGBTQ+</i>	1	0	0	0	0	0
<i>Non-LGBTQ+</i>	111	18	0	0	0	0



Diversity Hiring Report

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Year: 2025

Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	2	0	0	0
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	2	0	0	0

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	2	0	0	0	0	0	0	2	0	0	0
<i>Age 30-39</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2025

Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>LGBTQ+</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	2	0	0	0	0	0	0	2	0	0	0

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
<i>LGBTQ+</i>	0	0	0	0	0	0
<i>Non-LGBTQ+</i>	2	0	0	0	0	0



Diversity Hiring Report

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Not Appointed Applicants: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	5	1	0	38	1	0	32
<i>Female</i>	0	0	0	0	4	0	0	2
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	5	1	0	42	1	0	34

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	68	2	0	0	3	1	0	34	1	0	31
<i>Age 30-39</i>	9	4	0	0	2	0	0	8	0	0	3
<i>Age 40-49</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 50-59</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2025

Not Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>LGBTQ+</i>	0	1	0	0	0	0	0	0	0	0	1
<i>Non-LGBTQ+</i>	77	5	0	0	5	1	0	42	1	0	33

	Age 18-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+
<i>LGBTQ+</i>	1	0	0	0	0	0
<i>Non-LGBTQ+</i>	69	13	0	0	0	0



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Not Appointed Applicants – Reasons

Reason	#	% of Total Not Appointed Applicants
<i>Academy Failure</i>	0	0%
<i>Applicant Withdrawal</i>	11	12%
<i>Defer</i>	0	0%
<i>Did not meet minimum qualifications</i>	34	40%
<i>Failed background check- Criminal History</i>	0	0%
<i>Failed background check- Financial</i>	0	0%
<i>Unknown</i>	29	34%
<i>Failed Background check- other</i>	0	0%
<i>Failed Drug Test</i>	0	0%
<i>Interview Panel Recommendation</i>	1	1%
<i>Other</i>	0	0%
<i>Physical Qualification Exam</i>	10	11%
<i>Residency Requirement</i>	0	0%
<i>Written Exam</i>	29	34%



Diversity Hiring Report

Submitting Agency: Paramus PD

Year: 2025

Not Appointed Applicants – Reasons by Gender & Race

Male Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	1	0	0	6	1	0	1
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	2	1	0	15	0	0	13
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	1	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	1	0	0	2	0	0	5
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	15	0	0	13



Diversity Hiring Report

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Year: 2025

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Other</i>	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2025

Female Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	1	0	0	1
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	1	0	0	1
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	0	0	0	2	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2025

X or Non-Binary Applicants

	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Academy Failure</i>	0	0	0	0	0	0	0	0
<i>Applicant Withdrawal</i>	0	0	0	0	0	0	0	0
<i>Defer</i>	0	0	0	0	0	0	0	0
<i>Did not meet minimum qualifications</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Criminal History</i>	0	0	0	0	0	0	0	0
<i>Failed background check- Financial</i>	0	0	0	0	0	0	0	0
<i>Failed Background check- other</i>	0	0	0	0	0	0	0	0
<i>Failed Drug Test</i>	0	0	0	0	0	0	0	0
<i>Interview Panel Recommendation</i>	0	0	0	0	0	0	0	0
<i>Physical Qualification Exam</i>	0	0	0	0	0	0	0	0
<i>Residency Requirement</i>	0	0	0	0	0	0	0	0
<i>Written Exam</i>	0	0	0	0	0	0	0	0
<i>Other</i>	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2025

Current Officers: Summary

		Number	Percentage of Total
	Total Officers	99	N/A
	Total Officers Eligible for Promotion	98	98%
	Total Officers Applied for Promotion	38	38%
	Total Officers Promoted	7	7%
Gender	Total Male	94	94%
	Total Female	5	5%
	Total X/Non-Binary	0	0%
Race/Ethnicity	Total American Indian/Alaska Native	0	0%
	Total Asian	4	4%
	Total Black or African American	2	2%
	Total Native Hawaiian/Pacific Islander	0	0%
	Total White	82	82%
	Total Two or More Races	0	0%
	Total Other Race	0	0%
	Total Hispanic or Latino	11	11%
Age	Total 18-29	11	11%



Diversity Hiring Report

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Year: 2025

	Number	Percentage of Total
Total 30-39	42	42%
Total 40-49	31	31%
Total 50-59	14	14%
Total 60-69	1	1%
Total 70+	0	0%



Diversity Hiring Report

Submitting Agency: Paramus PD

Year: 2025

Current Officers: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	4	2	0	79	0	0	9
<i>Female</i>	0	0	0	0	3	0	0	2
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	4	2	0	82	0	0	11

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	10	1	0	0	0	0	0	10	0	0	1
<i>Age 30-39</i>	38	4	0	0	2	2	0	33	0	0	5
<i>Age 40-49</i>	31	0	0	0	1	0	0	27	0	0	3
<i>Age 50-59</i>	14	0	0	0	1	0	0	11	0	0	2
<i>Age 60-69</i>	1	0	0	0	0	0	0	1	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2025

Officers Eligible for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	4	2	0	78	0	0	9
<i>Female</i>	0	0	0	0	3	0	0	2
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	4	2	0	81	0	0	11

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	10	1	0	0	0	0	0	10	0	0	1
<i>Age 30-39</i>	38	4	0	0	2	2	0	33	0	0	5
<i>Age 40-49</i>	31	0	0	0	1	0	0	27	0	0	3
<i>Age 50-59</i>	14	0	0	0	1	0	0	11	0	0	2
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2025

Officers who Applied for a Promotion: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	1	1	0	30	0	0	5
<i>Female</i>	0	0	0	0	1	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	1	1	0	31	0	0	5

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	13	1	0	0	0	1	0	12	0	0	1
<i>Age 40-49</i>	19	0	0	0	1	0	0	15	0	0	3
<i>Age 50-59</i>	5	0	0	0	0	0	0	4	0	0	1
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2025

Officers Promoted: Gender, Race, & Age Demographics

Demographic	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Male</i>	0	0	0	0	6	0	0	1
<i>Female</i>	0	0	0	0	0	0	0	0
<i>X/Non/Binary</i>	0	0	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	6	0	0	1

	Male	Female	X/Non-Binary	American Indian/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Two or More Races	Other Race	Hispanic/Latino
<i>Age 18-29</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 30-39</i>	3	0	0	0	0	0	0	3	0	0	0
<i>Age 40-49</i>	3	0	0	0	0	0	0	2	0	0	1
<i>Age 50-59</i>	1	0	0	0	0	0	0	1	0	0	0
<i>Age 60-69</i>	0	0	0	0	0	0	0	0	0	0	0
<i>Age 70+</i>	0	0	0	0	0	0	0	0	0	0	0



Diversity Hiring Report

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Year: 2025

Officers Promoted

Demographic	Promoted to Sergeant			Promoted to Lieutenant			Promoted to Captain					
	<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/Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0
White	0	0	0	0	1	0	0	1	0	0	0	0
Two or More Races	0	0	0	0	0	0	0	0	0	0	0	0
Other Race	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