

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

**Bergen- River Edge Police Department**

**Time Period: 01/01/2023-12/31/2023**

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

Agency Name:  
Year:

Bergen- River Edge Police Department  
01/01/2023-12/31/2023

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

Bergen- River Edge Police Department is a law enforcement agency. During the time period covering 01/01/2023-12/31/2023 the agency received applications for law enforcement officers. The agency's hiring process is governed by Civil Service Regulations.

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

Non-Civil Service Examination List  
Inter-governmental Transfer

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

Formal Application  
Interview Board  
Written Exam  
Preference for veteran applicants  
Drug Testing  
Medical Exam  
Psychiatric Exam

During the hiring process, River Edge Police Department 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	-	
Total Applicants Appointed	4	-
Total Applicants Not Appointed	131	#DIV/0!

	#	% of Total Applicants
Direct Hire Applicants	0	-
Transfer Applicants	0	-
Waiver Applicants	0	-
CSC Exam Exempt Direct Hire Applicants	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
Gender	Total Male	131	-	0	0	0
	Total Female	16	-	0	0	0
	Total X or Non-Binary	0	-	0	0	0
Sexual Orientation	LGBTQ+	0	-	0	0	0
	Not LGBTQ+	144	-	0	0	0
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	-	0	0	0
	Total Asian alone	6	-	0	0	0
	Total Black or African American alone	6	-	0	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	-	0	0	0
	Total White alone	85	-	0	0	0
	Total Two or more races alone	4	-	0	0	0
	Total Other alone	2	-	0	0	0
	Total Hispanic or Latino	42	-	0	0	0
Age	Total 18-29	103	-	0	0	0
	Total 30-39	28	-	0	0	0
	Total 40-49	3	-	0	0	0
	Total 50-59	10	-	0	0	0
	Total 60-69	2	-	0	0	0
	Total 70+	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	6	4	0	78	4	2	35
Female	0	0	2	0	7	0	0	7
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	6	6	0	85	4	2	42

	<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	11	0	0	4	3	0	67	3	1	24
Age: 30-39	27	1	0	0	2	2	0	8	1	1	12
Age: 40-49	2	1	0	0	0	0	0	1	0	0	2
Age: 50-59	9	1	0	0	0	0	0	7	0	0	3
Age: 60-69	2	0	0	0	0	0	0	2	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+	128	16	0	0	6	6	0	85	4	2	40

	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+	101	26	3	10	2	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	3	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	4	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	1	1	0	0	0	0	0	2	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	1	0	0	0	0	0	0	1	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+	3	1	0	0	0	0	0	4	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+	2	1	0	1	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	6	4	0	65	4	2	34
Female	0	0	2	0	5	0	0	6
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	6	6	0	70	4	2	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	85	8	0	0	4	3	0	60	3	1	22
Age: 30-39	26	1	0	0	2	2	0	7	1	1	12
Age: 40-49	2	1	0	0	0	0	0	1	0	0	2
Age: 50-59	4	1	0	0	0	0	0	2	0	0	3
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+	114	13	0	0	6	6	0	70	4	2	38

	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+	92	25	3	5	0	0

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***Not Appointed Applicant- Reasons***

	% of Total Not # Appointed Applicants			% of Total Not # Appointed Applicants	
Academy Failure	0	0%	Failed Background check- other	0	0%
Applicant Withdrawal	38	29%	Failed Drug Test	0	0%
Defer	0	0%	Interview Panel Recommendation	14	11%
Did not meet minimum qualifications	49	37%	Other	2	2%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	0	0%
Failed background check- Financial	0	0%	Residency Requirement	0	0%
			Written Exam	28	21%

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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	2	2	0	19	0	1	9
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	2	1	0	22	3	1	14
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	2	0	0	7	0	0	3
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	1	0	16	1	0	7
Other	0	0	0	0	1	0	0	1



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

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

## **X or Non-Binary 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	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***

Bergen- River Edge Police Department is a law enforcement agency. During the time period covering 01/01/2023-12/31/2023 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 Bergen- River Edge 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

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

		# % of Total Officers	
	Total Officers	23	-
	Total Officers Eligible for Promotion	0	0%
	Total Officers Applied for Promotion	0	0%
	Total Officers Promoted	0	0%
Gender	Total Male	21	91%
	Total Female	2	9%
	Total X or Non-Binary	0	0%
Race/ Ethnicity	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	4%
	Total Black or African American alone	1	4%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	19	83%
	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	2	9%
Age	Total 18-29	7	30%
	Total 30-39	9	39%
	Total 40-49	3	13%
	Total 50-59	4	17%
	Total 60-69	0	0%
	Total 70+	0	0%



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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	1	0	0	18	0	0	2
Female	0	0	1	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	19	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	6	1	0	0	0	0	0	6	0	0	1
Age: 30-39	8	1	0	0	0	1	0	8	0	0	0
Age: 40-49	3	0	0	0	1	0	0	1	0	0	1
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

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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

	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	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



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### Officers Promoted

	Promoted to Sergeant				Promoted to Lieutenant				Promoted to Captain			
	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-Binary	Total	Male	Female	X or Non-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

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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

INSERT SAMPLE TEXT HERE FROM AGENCY.



## Annual Summary of Law Enforcement Diversity: Current Officers & Promotions Entry Sheet

Annual Law Enforcement Diversity Reporting Form | N.J.S.A. 52:17B-4.10

In compliance with N.J.S.A. 52:17B-4.10 (the "Act") each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." The Act requires the publication of annual reports detailing the age, gender, race, and ethnicity of law enforcement officers currently appointed to an agency and those promoted within the agency in the preceding calendar year. Additionally, the Act also requires an annual report compiling the age, gender, race, and ethnicity of applicants, applicants appointed, and applicants denied for a law enforcement officer position in the preceding calendar year.

**DO NOT DELETE CELLS IN THIS DOCUMENT. TO REMOVE TEXT ENTERED, RIGHT CLICK AND SELECT "CLEAR CONTENTS".**

Time period

**01/01/2023-12/31/2023**

Agency

**River Edge Police Department**

County

**Bergen**

No.	Officer Demographics					Current Year Promotion		
	Year of Birt Age	Race	Hispanic Origin?	Gender	Eligible for Promotion	Applied for Promotion	Promoted	Old Rank New Rank
1	1967	56	White	Not Hispanic or Latii	Male	No		
2	1971	52	White	Not Hispanic or Latii	Male	No		
3	1970	53	White	Not Hispanic or Latii	Male	No		
4	1967	56	White	Not Hispanic or Latii	Male	No		
5	1976	47	White	Not Hispanic or Latii	Male	No		
6	1986	37	White	Not Hispanic or Latii	Male	No		
7	1989	34	White	Not Hispanic or Latii	Male	No		
8	1994	29	White	Not Hispanic or Latii	Male	No		
9	1981	42	Asian	Not Hispanic or Latii	Male	No		
10	1985	38	Black or African American	Not Hispanic or Latii	Female	No		
11	1981	42	Other	Hispanic or Latino	Male	No		
12	1990	33	White	Not Hispanic or Latii	Male	No		
13	1990	33	White	Not Hispanic or Latii	Male	No		
14	1994	29	White	Not Hispanic or Latii	Male	No		
15	1985	38	White	Not Hispanic or Latii	Male	No		
16	1994	29	White	Not Hispanic or Latii	Male	No		
17	1997	26	White	Hispanic or Latino	Male	No		
18	1992	31	White	Not Hispanic or Latii	Male	No		
19	1992	31	White	Not Hispanic or Latii	Male	No		
20	1998	25	White	Not Hispanic or Latii	Male	No		
21	1991	32	White	Not Hispanic or Latii	Male	No		
22	2001	22	White	Not Hispanic or Latii	Female	No		
23	1999	24	White	Not Hispanic or Latii	Male	No		
24	-							
25	-							