

**TEANECK POLICE DEPARTMENT
2023 RECRUITMENT PLAN**

GOAL:

The Teaneck Police Department is committed to providing equal opportunity in our employment and hiring decisions. The goal of the Teaneck Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Teaneck Department with a particular emphasis on recruiting underrepresented groups within the police department ranks.

GENERAL:

The Teaneck Police Department is a New Jersey Civil Service Commission jurisdiction and must adhere to the New Jersey State Statutes and Administrative Code in its recruitment and selection process.

Teaneck has a residency requirement in all hiring matters. Applicants must be a resident of Teaneck at the time of the closing date of the New Jersey Civil Service Commission Law Enforcement Test. The Governing Body has decided that the “RICE” list is not an avenue they wish to pursue in achieving department diversity.

Teaneck is an equal-opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS:

The demographics composition of the service area and agency are represented in the following table (as of 09/2022):

	Service Population		Available Workforce ¹ (Twp. of Teaneck)		Current Sworn Officers		Current Sworn Officers Female	
	#	%	#	%	#	%	#	%
Caucasian	17,982	43.4%	2,954	49.67%	50	53.76%	3	3.33%
African-American	8,078	19.5%	1,557	26.16%	16	17.20%	1	2.22%
Hispanic	10,022	24.2%	1,197	20.12%	20	21.50%	3	4.44%
American Indian/Alaskan Native	41	0.1%	No data	No data	0	0%	0	0%
Asian/Native Hawaiian Pacific Islander	4,100	9.9%	702	11.80%	2	2.15%	0	0%
Other Races	1,160	2.80%	489	8.23%	0	0%	0	0%
From Two or More Races	1,044	2.50%	224	3.76%	5	5.37%	2	0%
Total	41,427	99.99%	5,948	99.99%	93	99.99%	9	9.99%

¹ Available workforce in Twp. of Teaneck includes only persons between the ages of 18 – 35.

² Totals do not equal 100% due to rounding.

OBJECTIVE: Based on the above demographic data, the Teaneck Police Department seeks to have at least one hire be a member of the following groups:

- African-American
- Asian
- Other Races
- Female

OPTIONS & ACTIVITIES:

The governing body's position is that, given the size and diversity of the population, the most effective method of achieving a qualified and diverse police force representative of the municipality is through the Civil Service Commission testing process coupled with a township residency requirement.

Through the Community Policing Bureau, the department will coordinate its recruitment efforts in conjunction with open competitive test announcements and use the following strategies to meet its recruitment objectives:

Identify and maintain contact with local minority organizations and social support groups, including educational, religious, ethnic, racial, and gender-based organizations.

Activities include, but are not limited to:

- Provide recruitment materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attend the yearly job fairs at Teaneck High School, Bergen Community College, and Fairleigh Dickinson University.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the agency.
- Include recruitment as part of National Night Out activities.
- Conduct a Teaneck Police Recruitment informational meeting to precede the Law Enforcement Entry Exam deadline.
- Make use of the Teaneck Police Department social media pages to attract qualified candidates to the agency.
- In addition to the Facebook page, begin utilizing a broader range of social media to attract qualified candidates, such as Instagram and Twitter.

REVIEW AND EVALUATION:

The Chief of Police or his designee shall conduct a review and evaluation of this recruitment plan annually. The following data shall be minimally reviewed:

- Number of applicants hired vs. the number of targeted minority applicants hired.
- Number of career days attended.
- Progress toward goal.

This plan is subject to modification as needed.