



Teaneck Police Department

900 Teaneck Road
Teaneck, New Jersey 07666
(201) 837-2600



Andrew R. McGurr
Chief of Police

Seth B. Kriegel
Deputy Chief of Police

TEANECK POLICE DEPARTMENT **2025 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 preference in all hiring matters. Preferred applicants must be residents of Teaneck at the time of the closing date of the New Jersey Civil Service Commission Law Enforcement Test. This agency will also consider applicants from the county and state lists to fill vacancies. 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

Sources:

- Teaneck Population Data: U.S. Census Bureau (2020 Census)
- Available Teaneck Workforce: Estimated using the proportion of each racial/ethnic group (2020 Census) applied to residents aged 18–35, calculated as 20.95% of the total population.



A New Jersey State Association of Chiefs of Police Accredited Law Enforcement Agency

Racial/Ethnic Demographic	Teaneck Population	Available Teaneck Workforce (Ages 18–35)	Current Sworn Officers	Current Sworn Female Officers
White (Non-Hispanic)	16,845 (40.75%)	3,523 (40.75%)	69 (74.19%)	9 (60.0%)
Black or African American (Non-Hispanic)	9,180 (22.26%)	1,922 (22.26%)	17 (18.28%)	3 (20.0%)
American Indian or Alaska Native (Non-Hispanic)	46 (0.11%)	10 (0.11%)	0 (0.0%)	0 (0.0%)
Asian (Non-Hispanic)	4,378 (10.61%)	917 (10.61%)	4 (4.3%)	2 (13.33%)
Native Hawaiian or Other Pacific Islander (Non-Hispanic)	8 (0.02%)	2 (0.02%)	0 (0.0%)	0 (0.0%)
Some Other Race (Non-Hispanic)	590 (1.43%)	124 (1.43%)	0 (0.0%)	0 (0.0%)
Two or More Races (Non-Hispanic)	1,351 (3.28%)	283 (3.28%)	3 (3.23%)	1 (6.67%)
Hispanic or Latino (of any race)	8,848 (21.44%)	1,853 (21.44%)	27 (29.03%)	6 (40.0%)
Total	41,246 (100%)	8,642 (100%)	93 (100%)	15 (100%)

OBJECTIVE:

Based on the above demographic data, the Teaneck Police Department seeks to hire members of the following groups:

- Black or 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.
- Use the Teaneck Police Department social media pages and the PoliceApp website to attract qualified candidates to the agency.

REVIEW AND EVALUATION:

The Chief of police or his designee shall review and evaluate this recruitment plan annually.