



## New Jersey Department of Corrections

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### **NJDOC Launches New Recruitment Campaign to Encourage Individuals to Join the Largest Law Enforcement Agency in New Jersey**

*“Serve with Honor. Protect with Pride.” Campaign to Focus on Attracting New Recruits*

**Trenton, N.J.** – The [New Jersey Department of Corrections](#) (NJDOC) is actively seeking individuals with dedication, honor, and integrity to join their growing ranks as correctional police officers with the launch of their new *“Serve with Honor. Protect with Pride.”* recruitment campaign. This [campaign](#) not only highlights the competitive salary and tremendous benefits an individual can earn by becoming a NJDOC Correctional Police Officer, but also the many career paths – from specialty law enforcement units to specific divisions/teams – one can explore when joining the Department.

"The NJDOC is one of the country's leading correctional agencies, offering advanced training and incredible career advancement opportunities," said Commissioner Victoria L. Kuhn, Esq. "When you join NJDOC, you are becoming part of the largest law enforcement agency in the state while protecting your community as a correctional police officer. Your career path can evolve in many ways here at NJDOC, leading you to any one of our special units – including our Special Operations Group, which specializes in searches for missing persons, or the Office of Emergency Management, which provides advanced security planning for high profile events such as the World Cup."

As the largest law enforcement agency in New Jersey, NJDOC counts more than 4,390 custody staff members in their ranks which supervise the care of over 13,600 incarcerated individuals in [nine correctional facilities](#) throughout the state of New Jersey. Each of these correctional facilities boasts a wide variety of programs and services that facilitate the rehabilitation and reintegration of incarcerated persons.

NJDOC Correctional Police Officers are responsible for ensuring the custody, safety and care of incarcerated individuals in any NJDOC correctional facility throughout the State. They may serve in various roles within the Department and can pursue a variety of unique [career paths](#) – from positions within NJDOC's facilities, Custody Recruitment division and the Training Academy to Special Operations Group, Special Investigations Division and more.

"Our *‘Serve with Honor. Protect with Pride.’* campaign will help to raise awareness of career opportunities within NJDOC, while highlighting the dynamic duties and unique benefits of becoming a correctional police officer," said David Scott, Assistant Commissioner of the Division of Training, Recruitment & Professional Development. "Our immersive, 19-week *Correctional Staff Training Academy* only further enhances our recruits' experience – with comprehensive physical training and extensive academic curriculum designed to prepare each recruit for a long-term career in law enforcement."

NJDOC has taken many steps recently to support their Correctional Police Officers and help appeal to an even broader pool of individuals with an interest in joining the Department:

- In November 2023, a new, four-year agreement for Correctional Police Officers was finalized – providing an across-the-board salary increase of 3.5 percent each year, with the possibility of additional annual salary adjustments.
- The new agreement also implemented a revised salary schedule that will allow for increased take-home pay.
- In 2022, a law was enacted that exempted new officers from the civil service examination requirement to take the civil service examination.

“A career in corrections is one of the most rewarding in law enforcement, as there are a variety of avenues for a correctional police officer within the Department,” explained PBA Local 105 President William Sullivan. “We are thrilled that the NJDOC has launched this campaign, which will bring even more qualified recruits to the frontlines and strengthen the agency from the inside out.”

Starting salaries for NJDOC Correctional Police Officers now begin at approximately \$51,400 upon graduation from the Academy. Under the new contract, salaries for Senior Correctional Police Officers will now range from \$70,500 up to \$123,000 annually.

In addition to a competitive salary, NJDOC Correctional Police Officers can also earn a wide variety of [benefits](#) – paid time off, excellent health benefits (including dental and vision), education reimbursement, maternity and family leave, disability benefits and leave, military benefits and leave, retirement benefits and more.

The [Application Process](#) to become a NJDOC Correctional Police Officer is simple and comprised of six basic steps:

- Step 1 – Pre-Employment Processing
- Step 2 – Physical Fitness
- Step 3 – Full Background Investigation
- Step 4 – Medical Processing
- Step 5 – Academy Training
- Step 6 – Graduation

All NJDOC Correctional Police Officers receive intensive study and real-life training at [The Academy](#) – an immersive, 19-week NJ Police Training Commission course at the NJDOC Correctional Staff Training Academy facility, located in Sea Girt. At the Academy, recruits receive physical fitness, academic, firearms and job training from a team of highly dedicated NJDOC Recruitment professionals. To better accommodate applicants, NJDOC is now currently offering both in-residence and non-residential options for Academy training for Class 257, with an Academy start date in September 2024.

Individuals interested in becoming a NJDOC Correctional Police Officer are not required to take the Civil Service Exam, but must meet the following [requirements](#):

- Must be a minimum of 18 years of age.
- Must be a U.S. Citizen.

- Must have received a high school diploma or its equivalent, as well as read and write English sufficiently to perform the duties of the position.
- Must possess a driver's license that is valid in the State of New Jersey and eligible to possess a firearm, in accordance with State and Federal law.
- Must successfully pass a thorough, comprehensive background check.
- Must successfully pass a medical and psychological examination and analysis.

To begin the Application Process, NJDOC invites interested individuals to visit the official NJDOC Recruitment website: [JoinNJDOC.gov](http://JoinNJDOC.gov).



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#### **About New Jersey Department of Corrections (NJDOC)**

The mission of NJDOC is to advance public safety and promote successful reintegration in a dignified, safe, secure, rehabilitative, and gender-informed environment, supported by a professional, trained, and diverse workforce, enhanced by community engagement. For more information, visit: [www.NJDOC.gov](http://www.NJDOC.gov).