

Recruitment & Diversity

For information regarding the State of New Jersey Civil Service Commission and the Entry Level Law Enforcement Examination (LEE), visit the **Civil Service Commission website**.

<https://www.nj.gov/csc/index.shtml>

The Freehold Borough Police Department is actively seeking motivated and community minded men and women to join our team of dedicated law enforcement professionals.

As a New Jersey State Accredited Agency, the Freehold Borough Police Department proudly serves the residents and visitors of Freehold Borough, a 1.9 square mile vibrant and historic community located in the heart of Monmouth County, with a population of approximately 12,507.

Equal Opportunity

The Freehold Borough Police Department is an equal opportunity Employer. It is the policy of the Freehold Borough Police Department to ensure equitable and fair treatment of applicants and employees in selection and promotion without regard to race, color, gender, creed, national origin, marital status, sexual orientation, political affiliation, military status, or physical or mental disability that with reasonable accommodation does not significantly interfere with the ability to perform the essential functions of the job.

Pursuant to N.J.S.A. 52:17B-4.9 to -4.12 and Attorney General Guidelines, "Promoting Diversity in Law Enforcement Recruiting and Hiring," each law enforcement agency in New Jersey is required to establish a program to ensure it is comprised of law enforcement officers who reflect the diversity of the population of the community it protects. N.J.S.A. 52:17B-4.10(b) requires that the minority recruitment program be posted on the website of the law enforcement agency.

The data required to be reported is listed in the New Jersey Attorney General Guideline "Promoting Diversity in Law Enforcement Recruiting and Hiring."

<https://www.njoag.gov/policerecruiting/>

The Freehold Borough Police Department provides excellent opportunities for special assignments in many diverse areas of the agency.

- Uniformed Patrol Division
- Detective Division
- Quality of Life Unit (QOL)
- Traffic Safety
- Internal Affairs Bureau

- Training Unit (Firearms, Defensive Tactics, Taser)
- Community Policing
- Bike Patrol
- Special Assignment Opportunities (Academy Instructor, Task Force Officer)
- Continuous Training

Mission Statement

The Freehold Borough Police Department is dedicated to ensuring a safe and secure community by upholding the highest standards of integrity, professionalism, and respect. We are committed to fostering trust through transparency and open communication, working collaboratively with residents and partners to address public safety needs. Through a relentless pursuit of excellence in police work, we strive to provide fair and impartial service to all, ensuring that our actions are guided by a commitment to justice, accountability, and the well-being of every individual we serve.

Integrity

We hold ourselves accountable to the highest level of honesty, truthfulness and ethical conduct.

Pride

We take pride in who we are as individuals, the strength of our division as a team, and the unity we share with our community.

Respect

We are committed to ensuring that all persons are treated with equality, dignity, and courtesy.

Professionalism

We are dedicated to achieving the highest professional standards by investing in development and fostering a motivated, engaged workforce.

Starting Salary and Benefits

- Paid police academy training and competitive salary
- Vacation days
- Personal days
- Sick days
- Compensatory time
- Medical, Dental, & Prescription
- NJ Police & Fire Pension

- 457 Deferred Compensation Plan
- Union Membership into PBA Local 159
- A chance to make a difference

Recruitment Plan Goals & Objectives

The goal of the Freehold Borough Police Department Recruitment Plan is to attract, recruit and retain highly qualified, motivated and community-oriented Individuals who reflect the values and professionalism of a Freehold Borough Police Officer.

The Freehold Borough Police Department is committed to recruiting qualified candidates to achieve a workforce reflective of our community.

These goals will be realized through activities outlined in the Recruitment Activities section of this plan.

GENERAL PROVISIONS

The Freehold Borough Police Department operates under the rules and regulations of the New Jersey Civil Service Commission and adheres to all applicable New Jersey State Statutes and Administrative Codes governing recruitment, selection and appointment.

Freehold Borough observes residency preference in all hiring matters in accordance with NJCSC guidelines. Applicants must be a resident of Freehold Borough as of the closing date for the NJ Civil Service Commission Entry-Level Law Enforcement Examination (LEE). Eligibility lists are compiled and provided to the Borough of Freehold by the NJCSC;

- Veteran, Resident
- Non-Veteran, Resident
- Veteran, Non-Resident
- Non-Resident

The Chief of Police, or designee shall maintain overall responsibility for implementing, monitoring, and updating the Recruitment Plan.

RECRUITMENT ACTIVITIES:

Activity #1: When applicable, make maximum use of State of New Jersey Civil Service Commission approved hiring programs, to include entry level testing, intergovernmental transfer, rice list, SLEO II waiver, and alternate route.

Activities include, but are not limited to:

- Conducting recruitment and interviews of eligible candidates.

- Conduct visits to police academies to identify eligible candidates.
- Make maximum use of the Borough of Freehold and Freehold Borough Police Department websites and social media.
- Post hiring notice through PoliceApp.com
- Post and distribute hiring information in the community.

Activity #2: Identify and maintain contact with local minority organizations and social support groups including, but not limited to educational, religious, ethnic, racial, and gender-based organizations,

Activities include, but are not limited to:

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Contact the local Board of Education to seek permission to address high school students to interest them in a career with the agency following completion of their formal education.
- Attend Career Days at local schools and community colleges.
- Draft, print, post and distribute informational brochures that may attract qualified candidates to the agency.
- Make maximum use of social media and websites to provide information on testing and hiring.
- Conduct annual open house for the purpose of recruitment and providing assistance on filing an application with the State of New Jersey Civil Service Commission.
- Recruitment to address diversity through State of New Jersey SLEO II waiver program.
- Recruitment
- Provide hiring and testing information to the New Jersey Women in Law Enforcement.
- Post hiring notice through PoliceApp.com

Activity #3: United States Military Veteran Recruitment & Hiring.

- Coordinate with local military bases to provide information on recruitment through the Transition Assistance Program (TAP)
- Posting of hiring opportunities with veteran groups.

BOROUGH OF FREEHOLD DEMOGRAPHICS

Census Data: ACS 2024

White	35%
Black	6%
Hispanic	53%
Other	6%
Total Population	12,507

2026 FREEHOLD BOROUGH POLICE DEPARTMENT

Sworn Officers	31	
White	20	64.5%
Black	2	6.4%
Hispanic	8	25.8%
Pacific Islander	1	3.2%
Male	30	96.7%
Female	1	3.2%

SLEO, Parking Authority & Civilian Staff	8	
White	3	37.5%
Black	0	0
Hispanic	5	62.5%
Pacific Islander	0	0
Male	4	50%
Female	4	50%

United States Military Veterans	7	22%
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Updated: April 1, 2026