



Garfield Police Department

Chief Joseph P. Delaney IV

2026 Entry Level Process Overview

Applications are submitted via PoliceApp **ONLY**.

The City of Garfield is a NJ Civil Service municipality. Your NJ Civil Service score does not apply.

The entry level Police Officer position is open to NON-PTC certified applicants only. This does not apply if you attended a SLEO I or SLEO II Academy.

Minimum criteria for appointment:

- Be a citizen of the United States and the State of New Jersey
- Be at least 18 but not more than 35 years of age
- Be of sound in body and of good health sufficient to satisfy the Board of Trustees of the Police and Firemen's Retirement system of N.J. as to eligibility for membership in the retirement system
- Be able to read, write, and speak the English language well and intelligently
- Be of good moral character that has not been convicted of any criminal offense involving moral turpitude
- Have a minimum of 60 academic college credits or individuals who have served in the military and have not earned 60 academic college credits, but can substitute two years of full-time, active-duty military service, or combination of college credits and full-time active-duty military service to satisfy the education requirements. **ALL EDUCATIONAL AND/OR MILITARY REQUIREMENTS MUST BE MET AT THE TIME OF HIRE**
- Pass a rigorous selection process, including a physical fitness test, oral interview, psychological evaluation, medical exam, and a full background check
- Be physically, mentally sound and emotionally stable to possess the ability to understand and obey orders and to perform the duties required by the Garfield Police Department
- Must possess a Valid New Jersey Driver's License in good standing
- Bi-lingual speaking is a plus

ANSWERS TO FREQUENTLY ASKED QUESTIONS FOR THE GPD HIRING PROCESS

Hiring Process:

The NJ Civil Service exam and score has no bearing on this process in the City of Garfield of any kind. If you have taken a previous non-civil service exam, that also has no bearing on this hiring process.

- Step 1 Apply for the open position via PoliceApp.
- Step 2 Prepare for the Department Physical Assessment.
- To successfully pass the physical assessment the applicant must, at minimum, complete all of the following:
- A 300-meter run in 70.1 seconds or less
 - 24 push-ups in 1 minute or less
 - A vertical jump of 15 inches or more
 - 28 sit-ups in 1 minute or less
 - A 1.5 mile run in 15 minutes and 55 seconds or less
- Step 3 The applicants who passed the physical assessment will move on to the Soft Interviews.
- Step 4 The applicants who successfully pass the Soft Interviews will move onto the Extensive Background Investigation.
- Step 5 The applicants who successfully complete the Extensive Background Investigations will move onto the Command Staff Interview.
- Step 6 The applicants who successfully complete the Command Staff Interview will move on to the Bergen County Physical Assessment and City Manager Interview (if pass the County Assessment).
- Step 7 Applicants selected to be hired by the City Manager and Chief of Police will move on to the Medical Test and Psychological Test.
- Step 8 Applicants who successfully pass both the Medical and Psychological Testing will be sworn in as a Garfield Police Officer prior to the start of the Police Academy.

** Candidates will also have to pass a Drug Screening Urinalysis during the course of the process **

Applicants not selected by the City Manager and Chief of Police may be held on an active list for the next Police Academy that we plan on hiring for. All communication with applicants will occur via PoliceApp, unless otherwise done via Department Landline.

We cannot tell you how many we are hiring.

Salary & Work Schedule:

In 2026, the starting salary for a Garfield Police Officer is approximately \$32,459. Upon successful completion of the Police Academy the salary will then go to approximately \$44,052. The salary at top step is approximately \$152,816, without any incentives or Supervisor Promotions.

The City of Garfield Police Officers assigned to the Patrol Division work a 12-Hour Pitman Schedule. The Patrol Division shifts (Day and Night) are steady year-round and are bid every November for the upcoming year. All other Divisions are 8-Hour work days that can vary rotations depending on assignment.

New officers receive paid time off and sick leave in accordance with the current collective bargaining agreement.

Health Benefits:

Garfield Police Officers have access to excellent health care insurance. Health Care coverage is maintained through the City of Garfield and is contractual with our union, Garfield PBA Local #46.

Retirement:

Garfield Police Officers fall into the NJ Police and Fire Retirement System (PFRS). When an officer retires, he or she can take advantage of a comprehensive retirement plan. The plan offers a wide variety of benefits, depending on years of service.

Police and Fire Pension Fact Sheet

<https://www.nj.gov/treasury/pensions/documents/factsheets/fact08.pdf>