



Hello,

I'm writing to let you know of a unique opportunity to join a world-class department. Princeton University Department of Public Safety (DPS) is hiring University Police Officers. This position is open to all applicants, with or without police experience.

This is a sponsored position. The Princeton University Department of Public Safety will pay for a successful candidate's New Jersey police academy tuition, uniforms, and equipment. While in the academy, cadets earn a salary per the Fraternal Order of Police (FOP) contract. Candidates with current New Jersey Police Officer Certification or approval of New Jersey Training Commission for police commission may be eligible for a sign-on bonus.

DEPARTMENT OVERVIEW

DPS is the primary department charged with creating a safe and secure environment at Princeton University. DPS operates 24 hours a day, 365 days a year, and is comprised of 164 staff members. The department consists of professional University police, security officers, dispatchers and administrators dedicated to providing best-in-class service to the community.

DPS was originally recognized and awarded Law Enforcement Accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA) in July 2015 and subsequently awarded reaccreditation status in July 2018 and July 25, 2022. CALEA serves as the "International Gold Standard for Public Safety Agencies" and oversees a rigorous accreditation process. In addition, DPS was awarded accreditation status on March 14, 2019 and subsequently awarded reaccreditation status on March 10, 2022 by the New Jersey State Association of Chiefs of Police Law Enforcement Accreditation Commission (NJLEAC). These awards are a mark of professional excellence and signifies that we have earned these distinguished honors through continued compliance with CALEA/NJLEAC Standards. Throughout these processes, we established and implemented policies and practices that meet or exceed the National and State standards, to serve both the Department and the community well in the future.

DPS sworn University Police Officers have the authority of commissioned police officers with full power of arrest deriving their law enforcement authority from New Jersey statutes (Title 18A, Sections 6-4.2 and 6-4.5) and the Trustees of Princeton University. Title 18A, Section 6-4.5 provides that sworn University Police Officers *"shall possess all the powers of policemen and constables in criminal cases and offenses against the law anywhere in the State of New Jersey [including the powers of arrest], pursuant to any limitations as may be imposed by the governing body of the institution which appointed and commissioned the person."*

To read the Princeton University Annual Security and Fire Safety Report [click here](#).

GENEROUS BENEFITS PACKAGE

- Princeton has a private retirement plan which contributes 9.3% of salary without any employee match (30 months to be vested).
- There is no impact to NJ pension collection given Princeton University is a private employer. You can collect an NJ State pension and work at DPS without a break in service.

- Educational benefit for officer and dependents.
- Signing bonus paid upon completion of field training program up to \$1,500 dependent upon relevant experience.
- Life insurance and short-term disability.
- Starting salary is up to \$70,000 dependent on experience.
- Fraternal Order of Police (FOP) union.
- Regular training opportunities.
- All uniforms and equipment provided.
- Paid time off (vacation, sick, personal, University holidays).
- Campus gym membership.

POLICE OVERVIEW

- DPS has 52 sworn officers including the assistant vice president, director of operations, the patrol captain, 5 lieutenants, 7 sergeants, 6 corporals, 3 detectives, 27 police officers, and the communications center manager.
- Operate 24 hours a day, 365 days a year.
- Law enforcement accreditation from:
 - The Commission on Accreditation for Law Enforcement Agencies (CALEA) in July 2015 and reaccredited in July 2018 and July 25, 2022.
 - The New Jersey State Association of Chiefs of Police Law Enforcement Accreditation Commission (NJLEAC) on March 14, 2019 and reaccredited on March 10, 2022.
- University Police Officers have full power of arrest deriving their law enforcement authority from New Jersey statutes (Title 18A, Sections 6-4.2 and 6-4.5).
- Unarmed on a daily basis but have access to a rifle in certain situations.
- All officers are required to attend mandatory in-service firearms training throughout the year to enable them to perform more efficiently and more safely.

MISSION

Our mission is to enhance the living, learning, and working experience at Princeton University by protecting life, maintaining order and safeguarding property. We fulfill this mission by providing our community with a full range of services that meet the highest professional and accredited standards of campus public safety. We are committed to the philosophy of “Community Caretaking” and working with our students, staff, faculty, and alumni to build a lasting partnership.

TIGERS CORE VALUES

TRUST We value the opportunity to serve the community and will ensure that our conduct always merits trust and support. We will accept full responsibility for our actions and will take appropriate actions to meet community and professional expectations.

INTEGRITY We firmly adhere to the values and professional ethics outlined in the Law Enforcement Code of Ethics. We expect every member of our department to uphold the highest ethical standards at all times.

GRATITUDE We are proud of our profession, our colleagues, our department and Princeton University. We recognize that individual and team contributions are essential to a high-performing department. We acknowledge the sacrifices our members make to ensure the safety and security of the community. We do all possible to ensure all our members feel appreciated and duly rewarded for their contributions.

EXCELLENCE We continually develop our knowledge, skills and abilities to the highest levels possible to enable us to provide the finest public safety services to the Princeton University community. By sharing insight and guidance, and creating learning opportunities, we acknowledge that each member of our department makes a valuable contribution to our purpose and vision. Our approach is based on a commitment to innovation and continuous improvement.

RESPECT We treat all members of the community and each other with courtesy, fairness and dignity.

SERVICE We are committed to enhancing public safety and increasing the community's sense of security. We work in partnership with the community to identify and solve problems that affect the quality of life on campus. We demonstrate our commitment to serve by placing the needs of others ahead of our own.

NEXT STEPS

We invite you to unlock a new career by applying to DPS as a University Police Officer.

Visit the Careers at Princeton website at <https://hr.princeton.edu/careers/search-opportunities> to apply or scan the QR code below.



Be sure to upload a cover letter and resume for full consideration. Under the question “*How did you hear about employment opportunities at Princeton?*” – Select “*Other*”. Then under “*Please specify*”, type in **DPS2024**.

For more information visit our website at www.publicsafety.princeton.edu or contact Lisa M. Linn de Barona at linn@princeton.edu.

Thank you for sharing this announcement with others who may be interested. We look forward to hearing from you!

Sincerely,

Kenneth E. Strother
Kenneth E. Strother
Assistant Vice President for Public Safety