



The First Accredited
Police Department in the State of Illinois



Schaumburg Police Officer

EMPLOYMENT GUIDE



VILLAGE OF SCHAUMBURG
POLICE DEPARTMENT



A Message from the Chief of Police

BILL WOLF

Thank you for your interest in the Schaumburg Police Department. We hope this guide will provide answers to questions you may have.

The Schaumburg Police Department's mission is to "Serve, protect, and enhance the quality of life for all residents and visitors to the Village of Schaumburg." By working together with citizens, businesses, schools, community groups, elected officials, public agencies, and other village departments, we can make a difference. Schaumburg Police Officers are empowered to take ownership over their particular area of assignment. Through community oriented policing, our officers are proactive in identifying and solving problems.

All members of the Schaumburg Police Department are committed to making our organization a model law enforcement agency viewed internally and externally as professional, enthusiastic, trustworthy, and at the forefront of the police profession.

We are seeking talented and motivated difference makers to join our team.

QUALIFICATIONS

There are certain standards an applicant must meet to be appointed as a police officer for the Village of Schaumburg. The qualifications listed below are set within the Rules and Regulations of the Board of Fire and Police Commission for the Village of Schaumburg.

AGE

Applicant must be 21–34 years old at the time of the written exam (unless exempt from such age limitation as provided in Section 5/10-2.1-6 of the Fire and Police Commissioner’s Act).

EDUCATION

A Bachelor’s Degree from an accredited college or university is preferred.

A waiver to the educational requirement has recently been approved as follows:

Police Officer Candidates may be granted a waiver of the education requirement if they meet any one of the following:

- Is a certified Police Officer with three (3) or more years of full-time law enforcement experience,
- Has three (3) or more years of full-time military experience with an honorable discharge, or
- Has completed an associate degree in law enforcement and justice administration from Harper College.

Any candidate granted a waiver must have a minimum of a High School Diploma or GED.

DRIVER’S LICENSE

Applicant must possess and maintain a valid driver’s license and present the driver’s license at all phases of the testing process.

CITIZENSHIP

Applicant must be a citizen of the United States of America.

P.O.W.E.R. CARD

All non-certified police officer applicants must provide a copy of their Police Officer Wellness Evaluation Report (POWER) test certification card at a time to be determined by the Board of Fire and Police Commission.

ARREST RECORD

Applicant may not have any felony convictions nor have been convicted of certain misdemeanors.

RESIDENCY

There are no residency requirements for Police Officers.

TESTING & SELECTION PROCESS

The process to become a Village of Schaumburg Police Officer has several phases. Progression through the process is contingent upon successful completion of each phase. All testing conforms to the Rules and Regulations of the Village of Schaumburg Board of Fire and Police Commission, Village of Schaumburg Ordinances, and all applicable state and federal laws.

The pre-employment testing process consists of the following steps. Please note there is an application processing fee.

WRITTEN EXAMINATION

The written examination is administered by an independent testing agency determined by the Board. The written examination counts as 60% of the applicant's total grade.

ORAL EXAMINATION

The oral examination is conducted by the Fire and Police Commission. The oral examination counts as 40% of the applicant's total grade.

PREFERENCE POINTS

Additional preference points can be awarded to an applicant who qualifies for current law enforcement certification and/or military service.

ELIGIBILITY LIST

The Board will establish a two year eligibility list based on final scores.

ADDITIONAL APPLICANT TESTING

Additional applicant testing consists of a psychological evaluation, polygraph examination, a comprehensive background investigation, and medical examination.

COMPENSATION & BENEFITS

COMPENSATION

As of 5/1/24, starting and top patrol officer pay is as follows:

1st year	\$80,472
2nd year	\$85,740
3rd year	\$94,551
4th year	\$104,054
5th year	\$118,782

Officers who have prior police experience may be placed into a higher pay grade based on years of service.

ANNUAL STIPENDS

Officers are paid an additional stipend for working in one of the specialty positions listed below which is in addition to their regular duties.

Evidence Technician	\$2,500
Field Training Officer	\$2,500
Detective	\$2,500
Traffic or Tactical Officer	\$900

LONGEVITY PAY

A bonus is paid to the officers for years of service which is paid out annually.

After 5 years of service	\$450
After 10 years of service	\$600
After 15 years of service	\$900
After 20 years of service	\$1,200
After 25 years of service	\$1,500

WORK SCHEDULE

The work schedule for patrol officers is a hybrid approach, with most officers working a 6-days-on, 3-days-off schedule consisting of 8.5 hour shifts; other officers have the opportunity to work 12-hour shifts, with a rotating schedule of 3-days on, 2-days-off one week and 2-days-on, 3-days-off the next week.

VACATION

Officers who have prior police experience may be placed into a higher vacation accrual based on years of service.

1-4 years	10 days
5-10 years	15 days
10-14 years	20 days
15+ years	25 days

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THIS BROCHURE IS NOT A BINDING CONTRACT.

COMPENSATION & BENEFITS (CONT'D)

COMPENSATORY TIME

Up to 480 hours of compensatory time can be accrued during a twelve month period. Unused compensatory time in excess of 48 hours will be paid out annually to the employee in a lump sum (48 hours may be carried over to the next year).

BENEFIT TIME

Sick days	12 per year
Holidays	12 per year
Personal days	2 per year

LIFE/HEALTH INSURANCE & OTHER BENEFITS

- Deferred compensation plan (optional)
- BCBS - HMO/PPO plans available
- Dental and vision plans
- Life insurance—\$50,000 with additional coverage available
- Employee Assistance Program—free individual and family counseling plan
- Many options are available to employees under a Defined Contribution Plan

UNIFORMS AND EQUIPMENT

The department provides the officers with complete uniforms and equipment, including duty weapon, shoes and body armor. Uniforms are issued and replaced through a Quartermaster system.

UNIFORM MAINTENANCE

Officers are given an annual uniform allowance to clean and maintain their official uniform or civilian attire. All uniforms are provided to new officers including but not limited to: Uniform pants, shirts, both winter and summer jackets, as well as two pair of boots annually. The officers duty weapon, and body armor are also provided at no cost to the officer. An officer may elect to use his or her own duty weapon so long as the duty weapon meets department standards.

Patrol Officer	\$400 annually
Detective	\$900 annually

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P.O.W.E.R TEST STANDARDS

Listed below are the required minimum standards to enter every Police Academy in Illinois. The actual performance for each test is based upon norms from a national population sample. The applicant must pass every test.

The required performance to pass each test is based upon age (decade) and gender. While the absolute performance is different for the eight categories, the relative level of effort is identical for each age and gender group. All recruits are required to meet the same percentile range in terms of their respective age/gender. The performance requirement is a level of physical performance that approximates the 40th percentile for each age and gender group.

TEST	MALE				FEMALE			
	20-29	30-39	40-49	50-59	20-29	30-39	40-49	50-59
Maximum Bench Press	88%	78%	72%	63%	51%	47%	43%	39%
Body / Weight Ratio								
Sit and Reach	14.4	13	12	10.5	17	16.5	15	14.8
1 Minute Sit-Up	33	30	24	19	24	20	14	10
1.5 Mile Run	14:00	14:34	15:24	16:58	16:46	17:38	18:37	20:44

ASSIGNMENTS AND TRAINING

ASSIGNMENTS

Patrol Officers work either an 8.5 hour, six days on / three days off schedule or a twelve-hour schedule, permanent shifts, and pick new assignments annually by seniority. Other specialty assignments may work four, ten-hour days or five, eight-hour days per week.

- Community Enrichment Officer
- Criminal Investigator
- Computer Crimes
- Financial Crimes
- Juvenile Officer
- School Resource Officer
- Property Crimes/Burglary
- Crimes Against Persons
- Gang Enforcement
- Narcotics, Prostitution and Vice
- Surveillance Specialist
- Evidence Technician
- Canine Officer
- Field Training Officer
- Multi-Jurisdictional Task Forces
- NIPAS
- Accident Reconstructionist
- Traffic Enforcement Officer
- Use of Force Instructor
- Less Lethal Weapons Instructor
- Firearms Instructor
- Promotional opportunities include Sergeant
Lieutenant, Commander, Deputy Chief,
Chief of Police

TRAINING

Probationary Police Officers, who are not currently working as a certified police officer in the State of Illinois, must successfully complete the Peace Officers Wellness and Evaluation Report (POWER test) prior to being admitted into one of the certified basic training academies.

BASIC RECRUIT ACADEMY

The basic recruit academy consists of instruction and practical exercises that are designed to provide the recruit officer with basic law enforcement skills. At the conclusion of the basic course, the recruit officer must successfully complete a comprehensive certification examination to work as a police officer in Illinois. The basic recruit academy may be local or involve onsite lodging. The Village covers the cost of tuition, lodging, and certain additional expenses.

FIELD TRAINING AND EVALUATION

Recruit officers must successfully complete the Field Training & Evaluation Program consisting of approximately five hundred hours of field training with a certified Field Training Officer. Officers who successfully complete field training are assigned to a Watch, Squad, and Beat.



The Village of Schaumburg: A Great Place to Live and Work

Schaumburg is located in the northwest suburbs in a prime area of the Chicago metropolitan region. Situated at the convergence of I-90 (Northwest Tollway) and I-290 (Route 53), Schaumburg occupies a strategic location for commuters, business/industrial and residential development.

Although the Village of Schaumburg is one of the largest center of economic growth in Illinois, as much office space as downtown Milwaukee, and ten million square feet of industrial development, we are still very much a community of neighbors and neighborhoods.

The quality of life is important to us and we are constantly at work to enhance it. Schaumburg boasts many recreational opportunities with bike paths, the Al Larson Prairie Center for the Arts, Spring Valley Nature Sanctuary, superb Park District facilities and activities, and hiking trails. With excellent schools and outstanding village services, Schaumburg is a wonderful place to live, work and raise a family. Schaumburg attained second place in Businessweek.com's list as "Best Place to Raise Kids" and was recently ranked the "Best Place to Live in Illinois" by Money Magazine.

CONTACT

Questions concerning the testing and selection process can be referred to Board of Fire and Police Commission Recruiting Coordinator Maureen Albright at (847) 923-4711 or malbright@schaumburg.com.

View other employment opportunities at www.schaumburg.com.



VILLAGE OF SCHAUMBURG POLICE DEPARTMENT

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EQUAL OPPORTUNITY EMPLOYER