

Village of Morton Grove

Police Officer Recruitment Overview

The Community: The Village of Morton Grove is a middle class suburban community of over 23,571 residents located in northeastern Cook County. Composed primarily of single family residences, the village includes retail shops and shopping centers, professional and corporate office buildings, and some light industry. There are numerous parks, recreational facilities, and a large parcel of Cook County Forest Preserve (including a public golf course and bicycle path) located within the village limits.

The Government: Morton Grove, incorporated in 1895, has a council-manager form of government to combine the effectiveness of an elected president and six-member board of trustees with the efficiency of a professional administrator and staff. It is a home rule unit as defined by the 1970 Illinois State Constitution.

The Department: The Morton Grove Police Department is a professional agency, composed of 46 full-time sworn officers and 12 fulltime and 12 part-time civilian positions. The department provides full service to the community, including general emergency police response to incidents by the patrol services component and specialized police activities performed by other department components such as criminal investigations, juvenile, crime prevention, and tactical operations. The department offers a comprehensive benefit package which includes a competitive starting salary with four yearly step increases to full salary, 90% paid health insurance with prescription card, paid life insurance (one year salary/double indemnity), uniform allowance, paid holidays, paid vacation, tuition reimbursement, pension plan, and optional deferred compensation and dental/vision plans. Patrol officers are represented by the Barry Shalin Memorial Lodge #135 Fraternal Order of Police in collective bargaining. Permanent shifts are picked in order of seniority.

The Process: A Testing Consortium conducts the advertisement, application, and written exam steps in the selection process for member communities. The POWER test is administered by the Northeastern Illinois Public Safety Training Academy (NIPSTA). Candidates will be considered in descending order from written test scores. The number of candidates will be determined by the projected two-year needs of the department. Applicants will be notified in writing of the time, date, and place where they will continue Morton Grove's testing process, consisting of an oral interview and a written exercise. Those passing this portion of the testing process will be placed on an eligibility list (valid for two years) with the ranking being determined based on their final scores and the application of any preference points, pursuant to current statutes. In order to maintain an Eligibility Register for two year, the Commission may interview and process additional candidates (within two years of the date of the test).

Upon a conditional job offer candidates must pass through a psychological, comprehensive physical examination and drug screen prior to probationary appointment. Prior to acceptance at the designated police academy, candidates must also pass the state POWER test. Candidates must successfully complete the basic field-training program, the state certification examination and a 24-month probationary period prior to permanent status as a police officer. Candidates will be required to sign an "Employee Reimbursement of Expenses to Employer," (a two-year contract) with the Village of Morton Grove, as a condition of employment,

Following a successful completion of recruit training, the probationary officer is assigned to the Department's Field Training Officer Program for orientation, additional training and practical application of police skills. Upon successful completion of the program, the probationary officer is assigned to the Patrol Services Division. The Morton Grove Police Department prides itself on its comprehensive training for officers, which continues throughout their careers. A copy of the police officer job description may be obtained through the department's training officer.

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