

## Village of Northbrook

### Police Officer Recruitment Overview

**The Community:** The Village of Northbrook was incorporated in 1901 and currently has a population of approximately 34,000. Northbrook is located in northeastern Cook County about 25 miles from downtown Chicago, bordered on the east by the Edens Expressway and on the west by the Tri-State Tollway.

Northbrook is a diverse community consisting primarily of large single-family residential neighborhoods as well as commercial and retail developments. Shopping facilities in the community include Northbrook Court Shopping Mall, a downtown shopping district, and several strip shopping centers. Professional, industrial, and manufacturing facilities include United Parcel Service, Underwriters Labs, GBC Corporation and Allstate Insurance, among others.

Recreational facilities in the village includes parks, swimming pools, indoor ice rinks, indoor tennis clubs, bike track, private and public golf courses, a YMCA, and large areas of Forest Preserve.

**The Government:** Northbrook maintains a council-manager form of government with a president and six-member board of trustees elected at large. The appointed village manager and staff oversee daily operations of the administration of the village. Northbrook is a home rule community.

**The Department:** The Northbrook Police Department has 65 full-time sworn officers and 28 civilian positions. In addition to providing essential police services to the community, the department strives to provide a challenging and rewarding work environment for its employees. Modern facilities and equipment are provided. Continuing in-service training provides opportunity for assignments to specialized areas including criminal investigations, youth officers, firearms instructors, evidence technicians, canine officer, motorcycle officer, bicycle patrol, field training officer, crime prevention officer, tactical team officer, traffic unit, or advancement in rank.

The Northbrook Police Association represents police officers. The collective bargaining agreement provides a competitive salary plan and comprehensive benefits package (for additional information please visit Village of Northbrook's website at [www.northbrook.il.us](http://www.northbrook.il.us)).

**The Process:** The POWER test is administered by the Northeastern Illinois Public Safety Training Academy (NIPSTA). Successful completion of the POWER test portion of the testing process is required prior to any applicant taking the written examination. The written examination scores of all applicants are forwarded to the Village of Northbrook's Board of Fire and Police Commissioners, who bands the applicants based on those written exam scores. The commission notifies applicants of subsequent steps of the selection process. Northbrook requires a minimum passing score of 70% on each portion of the written examination for eligibility to continue through the process.

Upon completion of the written examination and oral interview, the commission establishes a preliminary eligibility list. Successful applicants whose names appear on this list are notified that they have ten (10) days from the date of posting to claim any applicable preference points. This list remains valid for two years.

Further participation in the selection process takes place as vacancies occur. Applicants are invited in groups based upon their position on the list to participate in the following steps:

1. Psychological examination
2. Polygraph examination
3. Background investigation
  - a. Driving history
  - b. Criminal history
  - c. Financial background
  - d. Personal business and employment references
4. Medical examination including drug screening after conditional offer of employment

Appointment is made subject to the following requirements:

1. Successful completion of training academy
2. Successful completion of 18-month probationary period including 12-week field training session assignment
3. Agreement to abstain from the on-duty use of any tobacco product during probation

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