

Village of Niles
Police Officer Recruitment Overview

The Community: The Village of Niles is an established suburban community incorporated in 1899. The community population is 29,803, with 12,125 households, a median age of 47.3, and a median income of \$50,829. Niles is located in northeastern Cook County, immediately adjacent to Chicago, 6.5 square miles in area and is centrally intersected by Milwaukee Avenue (Route #21). The Village contains a balance between industrial and commercial establishments and a mixture of residential areas including single family, apartments, town houses and condominiums. Also included are 15 parks, 2 park pools, ice rink, golf course, and a municipal Senior and Fitness Center complex.

The Government: Niles has a trustee village 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 Niles Police Department is a professional agency, composed of 55 full-time sworn officers and 12 full-time and 25 part-time civilian positions. Modern facilities and equipment are provided. Continuing in-service training provides opportunity for assignments to specialized areas including criminal investigations, Traffic Unit, K-9 Unit, youth officers, firearms instructors, evidence technicians, canine officer, bicycle patrol, field training officer, crime prevention officer, tactical team officer or advancement in rank. The department offers a comprehensive benefit package which includes a competitive starting salary with five yearly step increases to full salary, contributory Medical plan, paid life insurance \$50,000 with optional additional coverage limits, uniform quartermaster system, paid holidays, paid vacation, tuition reimbursement, pension plan, and optional deferred compensation, flexible spending account, dental plan and optional vision plan. Officer assigned patrol vehicle. Police officers are represented in collective bargaining, and a signed agreement provides for a competitive salary plan and comprehensive benefit program. Officers currently work a 6/3 Schedule and 8.5 Hour Shift. 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 of the time, date, and place where they will continue Niles's testing process, consisting of an oral interview. 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).

Candidates must pass through a background investigation, a polygraph test, a psychological test, a comprehensive medical 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 a "Pre-Employment Agreement," (a four-year contract) with the Village of Niles, 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 Niles 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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