

QUALIFICATIONS

AGE

Applicants shall be under 35 years of age, at the time of application and at such time as the final eligibility list is posted, unless exempt from such age limitation as provided in Section 5/10-2.1-6 of the Fire and Police Commissioner's Act. Applicants, at such time as they file their application with this board, must be 21 years of age.

REQUIRED DOCUMENTS

The applicant shall furnish with the application a copy of his military service record (DD214), driver's license, social security card, certified birth certificate (copy), high school diploma or GED certificate, a college or university degree.

DRIVER'S LICENSE

A valid driver's license is required at the time of the appointment to the department.

EDUCATION

A high school diploma or its equivalent is required.

RESIDENCY

Must be a resident of the State of Illinois at time of filing application. Residency in the City of Sterling is not required but residency within a 30 minute response time is required.

CITIZENSHIP

Must be a citizen of the United States at time of filing application.

VISION

Visual acuity must be 20/20 or correctable to 20/20. Contact lenses are permitted with the above requirements.

PHYSICAL FITNESS ASSESSMENT TEST

The physical fitness assessment consists of 4 basic tests.

SIT AND REACH TEST

This is a measure of the flexibility of the lower back and upper leg area. It is an important area for performing police tasks involving range of motion and is also important in minimizing lower back problems. The test involves stretching out to touch the toes or beyond with extended arms from the sitting position. *The score is in the inches reached on a yard stick.*

ONE MINUTES SIT UP TEST

This is a measure of the muscular endurance of the abdominal muscles. It is an important area for performing police tasks that may involve the use of force and is also an important area for maintaining good posture and minimizing lower back problems. *The score is in the number of bent leg sit-ups performed in one minute.*

1 REPETITION MAXIMUM BENCH PRESS

This is a maximum weight pushed from the bench press position and measures the amount of force the upper body can generate. It is an important area for performing police tasks requiring upper body strength. *The score is a ration of weight pushed divided by body weight.*

1.5 MILE RUN

This is a timed run to measure the heart and vascular systems capability to transport oxygen. It is an important area for performing police tasks involving stamina and endurance and to minimize the risk of cardiovascular problems. *The score is in minutes and seconds.*

STERLING POLICE DEPARTMENT



The City of Sterling is an Equal Opportunity Employer

THINK YOU HAVE WHAT IT TAKES TO BE A POLICE OFFICER?

The Sterling Police Department is looking for individuals who possess good personal communications skills, creativity, the ability to solve problems and deal with critical challenges, and compassion for a diverse group of people.

If you or someone you know possesses the above qualities contact us for more information on starting a rewarding career.

Sterling Police Department
212 3rd Avenue
Sterling, IL 61081

*Thank you for your interest in the
Sterling Police Department.*

TESTING INFORMATION

All testing is conducted in accordance with the rules and regulations of the Board of Fire & Police Commission, City of Sterling ordinances, and all applicable State and Federal Statutes.

The testing process to become a Sterling Police Officer has several steps. They are listed below:

PHYSICAL FITNESS ASSESSMENT

This test consists of four (4) events, all of which are explained on the following pages.

WRITTEN EXAMINATION

A written examination will be administered by the Board of Fire & Police Commission. A score of 70 or higher is required.

ORAL EXAMINATION

Given by the Board of Fire & Police Commission.

PREFERENCE POINTS

Veteran's preference points (5) will be applied as allowed by Illinois Compiled Statutes and the rules and regulations of the Fire & Police Commission to those veterans who qualify and apply for such points.

Points may be added for education or law enforcement certification pursuant to statute (5/10-2.1-8 & 5/10-2.1-9) at the request of the applicant.

ELIGIBILITY LIST

All candidates that successfully pass the testing process are placed on an eligibility list, according to their final score, that remains in effect for two years. Appointments are then made from this list, as openings exist, contingent upon successful passage of all phases of the examination process.

WHAT TO EXPECT

Once an opening exists on the department, the next eligible candidate will be contacted.

BACKGROUND INVESTIGATION

An in-depth background investigation will be conducted by the Board of Fire & Police Commission.

POLYGRAPH EXAMINATION

The candidate will be scheduled for a polygraph examination. This test must successfully be passed for further consideration.

PSYCHOLOGICAL EXAMINATION

The candidate will be scheduled for a psychological examination. This test must successfully be passed for further consideration.

MEDICAL EXAMINATION

The candidate will be scheduled for a physical examination. An extensive physical examination to include drug screening is required by the Board of Fire & Police Commission to determine fitness to perform the duties of a police officer. The State of Illinois also requires a physical examination for entry into the police academies.

POLICY ACADEMY

Once hired, a new recruit officer will attend a 12 week basic training at an accredited academy. An officer must maintain a passing average at the academy AND pass the comprehensive examination given the last week of school. Failure to pass either can result in immediate termination of employment from the department. Upon completion of basic training, officers return to the department for additional training.

FIELD TRAINING

Upon completion of training at the academy, a recruit officer will begin a period of "on the job" training. During this period, the recruit will work with field training officers and will be taught various aspects of the job as well as be evaluated regularly.

PROBATION

After successful completion of the FTO program the officer begins a twelve (12) month probationary period.

GENERAL INFORMATION

As an officer moves through his/her career there is a potential for advancement to positions such as Sergeant, Detective Sergeant, and Lieutenant. Other positions include detective, task force officer, school resource officer, youth officer. Special assignments for patrol officers include field training officer, firearms instructor, bicycle officer, defensive tactics instructor and elderly service officer.

WORKING HOURS

The Sterling Police Department works twelve (12) hour shifts in the patrol division, 7:00 a.m. —7:00 p.m. and 7:00 p.m.—7:00 a.m. Officers will be assigned to a shift depending on department needs.

UNIFORMS

All newly appointed recruits will be provided with all necessary uniforms and equipment items needed.

SALARY (as of May 1, 2018)

Starting Salary—\$43,325.04

Top Patrol Salary—\$63,405.12

HEALTH INSURANCE

The City of Sterling offers an excellent health plan to all full time employees.

VACATION

A new employee will accrue 80 hours of vacation after completing one (1) year of employment.

SICK LEAVE

Sick time is accumulated at 8 hours per month.

PENSION

Individuals who are accepted into the pension system are eligible to retire pursuant to the benefits of 40 ILCS 5/3-111. Both the participant and the City of Sterling contribute to the pension plan.