

**VILLAGE OF LOMBARD
POLICE DEPARTMENT
2009 VOLUNTARY AFFIRMATIVE ACTION DATA**

We are proud of our diverse workforce and our commitment to being an equal opportunity employer for all. We do not discriminate on the basis of a person's actual or perceived race, color, sex, religion, sexual orientation, mental or physical limitations, veteran status, age, condition of pregnancy, family responsibility, national origin, marital status, or gender identity in any aspect of our hiring or employment process. The following information is being collected to assist us in our recruitment efforts. If you choose to fill this out, it will be kept separate from all other application or testing material. **Completing this form is optional.** This information will be used for statistical comparison.

Position Applied For Police Officer	Zip Code (Home)
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Please check the appropriate numbered answer to each question.

- What sex are you?
 Female
 Male

- Of which racial/ethnic group do you consider yourself a member?
 White
 African American
 Asian or Pacific Islander
 Hispanic
 American Indian or Alaskan Native

- Are you a veteran of the U.S. Military?
 Yes
 No

- What is your age?
 20-21 years, inclusive
 26-39 years, inclusive
 56 years or over
 22-25 years, inclusive
 40-55 years, inclusive

- What is the highest level of education you have reached?
 High school graduate or GED
 College, less than a B.A. B.S., or similar professional degree
 B.A. or B.S., or similar degree
 M.A. or similar professional degree
 Ph.D., J.D., or similar professional degree

- How did you learn about the job for which you are applying?
 Village of Lombard Web Page
 Village employee
 Professional Journal
 Newspaper (please list name of paper) _____
 Community Organization

 Job Fair Location: _____
 Internet: Site Name: _____
 Other

BOARD OF FIRE & POLICE COMMISSIONERS

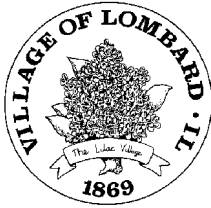
Police Officer Applicants

NOTICE! NOTICE! NOTICE! NOTICE!

IMPORTANT DATES TO MARK ON YOUR CALENDARS –

- Monday, April 6, 2009** Police Officer application packet available
- Wednesday, May 6, 2009** **11:59 p.m.**
Completed Pre-Application Packet Due Back
- Saturday, May 30, 2009** 9:00 – 9:30 a.m. (**Check-in 8:00-8:45 a.m.**)
Police Officer Applicant **Orientation**
Glenbard South High School
Auditorium
23W200 Butterfiled Rd.
Glen Ellyn, IL 60137
- Saturday, May 30, 2009** 10:00 a.m. – 12:00 p.m.
Police Officer Applicant **Written Examination**
Glenbard South High School
Cafeteria -Commons
- Friday, June 12, 2009** 5:00 p.m. (Turn in no later than)
NIPSTA Power Test identification card due
back
- Beginning of July 2009** (Tentative Date)
Oral Interviews -

Dates are subject to change



BOARD OF FIRE AND POLICE COMMISSIONERS
 Village of Lombard
LOMBARD POLICE DEPARTMENT
PRE-APPLICATION FOR EMPLOYMENT
AN EQUAL OPPORTUNITY EMPLOYER



GENERAL INSTRUCTIONS

- Type or hand print in black ink. Answer every question. Applications should be legible for consideration.
- Provide complete and accurate information.
- If a question does not apply to you, mark N/A in the space provided.
- If space provided is insufficient, attach a separate sheet and title the additional sheet with the section title from the application to which you are referring.
- **It is your responsibility to notify the Department of any change of address or telephone number.**
- **The Lombard Police Department will verify ALL information (criminal history, driving, etc.) listed on this application as well as, the information on a more detailed application completed later in the process.**
- **If you provide false information, or commit any omission of fact, either intentionally or unintentionally, you will not be considered for employment. Failure to admit convictions, and/or any untruthfulness will result in immediate disqualification.**

BASIC INFORMATION

Name-Last:		First:		Middle:	
Address:			City:		State:
Zip Code:			Home Telephone: ()		Work Telephone: ()
Cell/Pager Number: ()			Email Address:		
Are you a citizen of the United States, either by birth or Naturalization?			Yes <input type="checkbox"/> No <input type="checkbox"/>		
Driver's License Number and State:			*Social Security Number:		

**(Use of your Social Security Number is voluntary. Social Security Numbers are used for identification purposes only. If you do not wish to use your Social Security Number, we will assign you an identification number for application purposes only)*

REQUIRED QUALIFICATIONS TO BECOME A POLICE OFFICER INCLUDE:

AGE

- **MUST** be 21 years of age at time applications are due.
- *Under 35 years of age on the date of appointment or otherwise in accordance with Illinois State Statutes.*

EDUCATION (minimum)

- Associates Degree or 60 hours of college credit from an accredited university.
 Education requirements waived if you served in the Armed Forces for at least one year and were honorably discharged or you are currently a certified police officer in the State of Illinois.

EDUCATION EXPERIENCE

High School Diploma: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> G.E.D		If no, please indicate highest level completed:	
Please List College/University Education Below:			
College/University	Major	Credit Hours	Degree

POLICE EXPERIENCE

Have you previously been certified as a police officer in the State of Illinois? <input type="checkbox"/> Yes <input type="checkbox"/> No	Have you previously been certified as a police officer in any other state? <input type="checkbox"/> Yes <input type="checkbox"/> No
Please List Previous Police Experience Below:	
Department:	Years of Experience:

MILITARY EXPERIENCE

Have you ever served in the Armed Forces of the United States?: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Branch of service: (DD-214 required)	Service dates (start and end):
Were you honorably discharged?: <input type="checkbox"/> Yes <input type="checkbox"/> No	

CRIMINAL/DRIVING HISTORY

Have you ever been convicted of a misdemeanor ? <input type="checkbox"/> Yes <input type="checkbox"/> No	Have you been convicted of a felony ? <input type="checkbox"/> Yes <input type="checkbox"/> No
<i>If you answered yes to either of the above questions, include details including dates, charges, and disposition on a separate page. A conviction record will not necessarily be a bar to employment. Factors such as age, time of offense, seriousness and nature of violation, and rehabilitation will be considered.</i>	
Have you ever been denied a driver's license, permit, or privilege to operate a motor vehicle? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Has your driver's license, permit, or privilege to operate a motor vehicle ever been suspended, or revoked? <input type="checkbox"/> Yes <input type="checkbox"/> No	
<i>If you answered yes to either of the above questions, include details, including dates and reasons for revocation/suspension on a separate page</i>	

DRUG AND NARCOTIC USAGE

This section covers usage of any controlled substance, dangerous drug, inhalant, or marijuana. Usage is the introduction of a substance into your body, through experimentation, snorting, smoking, ingestion, injection, huffing, tasting, trying, or any other means.

Marijuana/Cannabis	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Cocaine/Crack	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Methamphetamine	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Heroin	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Opium	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Morphine	<input type="checkbox"/> Yes	<input type="checkbox"/> No
LSD/Acid	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Peyote	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Mescaline	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Hashish	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Steroids	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Any other illegal drug or narcotic?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Illegal Use of Prescription Drugs?	<input type="checkbox"/> Yes	<input type="checkbox"/> No			

Describe:

I certify that the information provided in this application is true, correct, and complete. Any omission of facts or misstatements on this application may render this application void or, if employed, constitute grounds for dismissal.

Signature of Applicant:

Date:

BOARD OF FIRE AND POLICE COMMISSIONERS

#1

Agreement

I hereby agree to abide by all Rules and Regulations of the Board of Fire and Police Commissioners of the Village of Lombard, during the giving of any examination and after the examination and also during any probation period I might be appointed to; or as a regular member of the Police Department.

These rules were available for me to read at the Police Department.

Date

Signature

Printed Name

BOARD OF FIRE AND POLICE COMMISSIONERS

#2

General Release

I, (**print**) _____, hereby authorize those parties to whom this document is presented, to make full disclosure of any and all records, reports and related documents or information that would reflect favorably or unfavorably upon my application to the Lombard Police Department.

I further release from any liability, any person or persons, or office or institution so providing aforementioned information in connection with this pre-employment investigation.

Signature

BOARD OF FIRE & POLICE COMMISSIONERS

#3

Military Record Release

I authorize the National Personnel Records Center, St. Louis, Missouri, or other custodian of my Military Records to release to the Lombard Police Department information or photocopies from my Military Personnel and related Medical Records, or only the following information/records _____ . This release includes a photocopy of my DD 214 Form, Report of Separation.

If you did not serve in the military place an **N/A** in the space above and still complete and turn in this form.

Signature

Printed Name

BOARD OF FIRE AND POLICE COMMISSIONERS

#4

Testing/Results Waiver

I, the undersigned, understand that all tests and the results thereof become the property of the Lombard Board of Fire and Police Commissioners and are not subject to review.

Signature

Date

BOARD OF FIRE & POLICE COMMISSIONERS

#5

Request for and Authority to Release Information

This is to request that any information concerning the following matters be provided pursuant to my application for employment to the:

Lombard Police Department

or its designated representative, upon presentation of this release or a copy thereof.

I request that the custodian of records in each instance permit the record to be examined, copied or otherwise reviewed, and hereby release any such institution, organization, business or company, including its officers, employees or related personnel, both individually and collectively, from any and all liability for damages of whatever kind which may at any time result to me, my heirs, family or associates because of compliance with this authorization and request to release information or any attempt to comply with it.

The information collected will be held confidential and is for the sole use of the Lombard Fire & Police Commission in selection of employees.

1. Transcript of scholastic record, including any record or disciplinary action while attending any school, college, university or other educational institution.
2. Records pertaining to any and all employment including service in the armed forces of the United States of America and records of any disciplinary action, court martial, or official reprimands while so employed.
3. Information and/or test results gathered by any other law enforcement agency or police commission as a result of any previous job application.
4. Record of any derogatory information concerning my loyalty to this country or any other information that would negatively affect my handling classified or confidential information.
5. Record of any credit history.
6. Medical records will only be requested if an offer of employment is made.

This authorization is being freely given in light of the individual right to refuse such authorization as protected by federal law.

Signature

Date

BOARD OF FIRE AND POLICE COMMISSIONERS

#6

Acknowledgment

As an applicant for a position of public trust as a police officer with the Village of Lombard, I hereby acknowledge that if I am appointed to a position on the Lombard Police Department, I will be subject to random drug testing through urinalysis and/or other methods.

If appointed to a position on the Lombard Police Department, I agree to fully cooperate in the drug testing program of that department. I fully understand the program is not voluntary, and it is still my desire to be considered for the position of police officer with the Village of Lombard.

Name of Applicant (Please Print)

I, _____, state that I have read the above and foregoing Acknowledgment and understand and agree to the contents thereof.

Date: _____

Signature of Applicant

VILLAGE OF LOMBARD

BOARD OF FIRE AND POLICE COMMISSIONERS

#7

Physical Ability Test

Release of All Liabilities

The undersigned, recognizing that the Physical Ability Test is an integral part of the examination for Police Officer in the Village of Lombard, Illinois, hereby releases, remises and discharges the Village of Lombard, Illinois, a municipal corporation, NIPSTA (Northeastern Illinois Public Safety Training), and their officers, servants, agents and employees of and from any and all claims, demands and liabilities to me and on account of any and all injuries, losses and damages to my person which shall have been caused, or any at any time arise as the result of certain police officer examinations conducted by the Board of Fire and Police Commissioners of said Village of Lombard, Illinois. The intention hereof being to completely, absolutely and finally release said Village of Lombard, Illinois, NIPSTA (Northeastern Illinois Public Safety Training) and their officers, servants, agents and employees of and from any and all liability arising wholly or partially from the cause aforesaid.

Signature of Applicant

Printed Name

Witnessed By:

**BOARD OF FIRE AND POLICE COMMISSIONERS
LOMBARD POLICE DEPARTMENT
2009 POLICE OFFICER APPLICATION AND TESTING**

Police Officer selection for the Village of Lombard is a twelve-step process, which begins with meeting the qualifications outlined below and completing a Village pre-employment application. Applications must be received in the Police Department, 235 East Wilson Street, Lombard, Illinois 60148, no later than **11:59 p.m. on Wednesday, May 6, 2009**. If you mail your application and need delivery confirmation, please send your application via trackable method (i.e., certified or delivery confirmation mail, or express delivery service).

Minimum Eligibility Requirements

To be considered a candidate for testing and for appointment as a probationary police officer, you must:

- Submit the completed pre-application by the deadline of **May 6, 2009**
- Be at least 21 years of age as of **May 6, 2009**, pre-application deadline
- Be under 35 years of age on the date of appointment or otherwise in accordance with Illinois State Statutes.
- Be a high school graduate (or equivalent)
- Have a minimum of 60 semester hours of college credit or have one year of active military or naval service (as documented by an honorable discharge) by the date of application or you are currently a certified police officer in the State of Illinois.
- Have no felony convictions. Note: a misdemeanor or serious traffic offenses may also disqualify applicants from further consideration
- Applicants must be citizens of the United States and residents of the State of Illinois at the time of appointment

Lateral Entry List Opportunities

- All persons who are currently employed, full-time and in good standing, and have completed at least two (2) years of service and their probationary period (unless waived by the Board) as a "Police Officer" may be considered for lateral entry.
- No preference points shall be applied to lateral entry applicants.
- All applicants that apply and are selected for lateral entry will be placed upon a separate Final Eligibility List for Lateral Entry in order of their excellence based upon their final score. The lateral entry applicant with the highest ranking on the Final Eligibility List for Lateral Entry will be considered tied with the highest ranking applicant from the Final Eligibility List for purposes of appointment for a vacancy by the Board. The Board, in its discretion, may make an offer of employment to either a candidate from the Final Eligibility List or the Final Eligibility List for Lateral Entry.

If you meet these minimum eligibility qualifications **or** lateral entry qualifications, you may proceed through the testing and selection steps outlined below:

STEP 1 - MANDATORY ORIENTATION

STEP 2 - WRITTEN EXAMINATION

STEP 3 - PHYSICAL ABILITY TEST-On your own through NIPSTA

STEP 4 - INTERVIEW PROCESS BY THE BOARD OF FIRE AND POLICE COMMISSIONERS

STEP 5 - PLACEMENT ON INITIAL ELIGIBILITY LIST(s)

STEP 6 – APPLICATION OF PREFERENCE POINTS AND FINAL ELIGIBILITY LIST(s)

STEP 7 – FILLING A VACANCY

STEP 8 – POLYGRAPH EXAMINATION

STEP 9 – BACKGROUND INVESTIGATION

STEP 10 - CONDITIONAL OFFER OF EMPLOYMENT

STEP 11 - PSYCHOLOGICAL PROFILE

STEP 12 - MEDICAL EXAMINATION

These steps are described in greater detail on the following pages.

STEP 1 - MANDATORY ORIENTATION

You must attend a mandatory orientation session to proceed with testing. It will be held at Glenbard South High School Auditorium, 23W200 Butterfield Rd, Glen Ellyn, Illinois, on Saturday, May 30, 2009 at 9:00 a.m. **All applicants must be there no later than 9:00 a.m. (Check in 8:00 – 8:45 a.m.)**

Your spouse or significant other is encouraged to attend the orientation. Information will be provided at the mandatory orientation regarding the duties of a Lombard police officer, training opportunities, career advancement and the test phases.

Anyone arriving after 9:00 a.m. will not be allowed to participate in the orientation or testing. No exceptions will be allowed. Photo Identification required for entrance!

PARKING

Parking for the orientation and written exam is available in the west and north parking lot of Glenbard South High School.

STEP 2 - WRITTEN EXAMINATION

The written examination will be held immediately following the mandatory orientation on **Saturday, May 30, 2009** at the Glenbard South High School, 23W200 Butterfield Rd, Glen Ellyn, Illinois. **A photo driver's license is required to be admitted to the test.** You must attain a minimum passing score determined by the Fire and Police Commissioners in each of the components to proceed to the next step.

STEP 3 - PHYSICAL ABILITY TEST

The pass/fail physical ability test is designed to reflect the physical demands of law enforcement activities. The test measures job related law enforcement physical capabilities. You must submit Release # 7 prior to participation in this test. You will be required to sign a waiver of liability at the testing site. Candidates, who successfully complete the physical ability test, will be assigned an oral interview date and time. The interview information will be sent to you via U.S. mail.

The physical ability test will be on your own and at your expense. Those who successful pass the POWER test through NIPSTA will immediately receive an identification card stating that you passed. **You must turn in a photocopy of the NIPSTA Power Test identification card back to us by Friday, June 12, 2009, 5:00 p.m.** to be eligible for the next step, oral interviews. Failure to submit the copy of your card will dismiss you from this testing process.

Your NIPSTA card must be valid after December 31, 2008 to be considered for our eligibility list and proceeding to the next step. Anyone having taken the test prior to January 1, 2009 will be required to retake the POWER test to be considered.

The Peace Officer Wellness Evaluation Report (POWER Test) is being conducted by NIPSTA (Northeastern Illinois Public Safety Training Academy) located at 2300 Patriot Boulevard, Glenview, IL. 60026 Phone (847) 998-8090

Visit <http://www.nipsta.org/POWER/Main.aspx> for additional information regarding the POWER Test and testing dates. **SEATING IS LIMITED, MAKE YOUR OWN RESERVATION IMMEDIATELY WITH NIPSTA**

A photo driver's license is required to be admitted to the test.

The Illinois Law Enforcement Training and Standards Board has established the Peace Officer Wellness Evaluation Report (POWER) Test, which is not only used as a physical assessment tool by Illinois-certified police academies, but also used by many local police departments. The Test was created in recognition of the importance of physical fitness in the performance of essential law enforcement duties.

The Test requires police officer candidates to engage in the following activities:

- Sit and Reach Test
- One Minute Sit-Up Test
- One Repetition Maximum Bench
- 1.5 Mile Run

All of these exercises must be successfully completed in order to pass this Test. Candidate success is measured on a pass/fail basis.

POWER TEST EVENTS

The POWER Test consists of four basic events:

Sit and Reach

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 event 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 yardstick.

	Male				Female			
Age	20-29	30-39	40-49	50+	20-29	30-39	40-49	50+
Score	16.0"	15.0"	13.8"	12.8"	18.8"	17.8"	16.8"	16.3"

One Minute Sit-Up

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.**

	Male				Female			
Age	20-29	30-39	40-49	50+	20-29	30-39	40-49	50+
Score	37	34	28	23	31	24	19	13

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 ratio of weight pushed divided by body weight.

	Male				Female			
Age	20-29	30-39	40-49	50+	20-29	30-39	40-49	50+
Score	98%	87%	79%	70%	58%	52%	49%	43%

1.5 Mile Run

This is a timed run to measure the heart and vascular system's 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.**

	Male				Female			
Age	20-29	30-39	40-49	50+	20-29	30-39	40-49	50+
Score	13.46	14.31	15.24	16.21	16.21	16.52	17.53	18.44

What are the standards?

The actual performance requirement for each event is based upon norms for a national population sample.

The applicant must pass every event.

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

STEP 4 – ORAL INTERVIEW COMPONENT OF THE BOARD OF FIRE AND POLICE COMMISSIONERS

The oral interviews are tentatively scheduled to take place during the months of July and August. Candidates who pass the written test and physical ability test will be issued a time for an oral interview. This interview is conducted under the direction of the members of the Board of Fire and Police Commissioners or their designees. The questions require your response to job related situations. Professional attire is recommended for the interview. Please do not bring a resume or other documents with you to this interview; the panel does not review them.

STEP 5 - PLACEMENT ON INITIAL ELIGIBILITY LIST(S)

(Initial Police Officer Eligibility List and Initial Eligibility List for Lateral Entry)

Placement on the initial eligibility list(s) is determined by your successfully passing all tests, and you will be listed in order of excellence based on the final adjusted score. You will be notified in writing to submit additional documents required to receive preference points on the final eligibility list. Two lists will be created: one for lateral entry and one for all other police applicants.

STEP 6 - FINAL ELIGIBILITY LIST(S)

The initial eligibility list is subject to change with the addition of five (5) preference points* as described in the Board of Fire and Police Commissioners Act.

*Preference for original appointment is given to the following persons whose names appear on the eligibility list by adding five (5) points to the initial eligibility grade received.

- Persons who have successfully obtained an associate's degree in the field of law enforcement or criminal justice
- Persons who have successfully obtained a bachelors degree from an accredited college or university
- Persons who have been awarded a certificate of successful completion of the Minimum Standards Basic Law Enforcement Training Course. (Certified Illinois Police Officer) Those electing to be placed on the lateral entry list will not qualify for preference points. Those who wish to use preference points will be placed on the Final Eligibility List versus the Lateral Entry Final Eligibility List.
- Persons who were engaged in the military or naval service of the United States for at least one year and who were honorably discharged or who are now or may hereafter be on inactive or reserve duty in such military or naval service.

Applicants can expect the process length for final posting of the eligibility list to take approximately 100-180 days from the start of handing out pre-applications.

The Police Officer eligibility list(s) is in effect for two (2) years from the posting date, or sooner in the event the list is exhausted. Prior to conducting the examination process, the Board of Fire and Police Commissioners will announce the minimum passing scores. Your position on the eligibility list does not necessarily result in your appointment as a police officer. The posting of an eligibility list does not guarantee vacancies in the Police Department during that two-year period.

STEP 7 – FILLING A VACANCY

The Chief of Police will file a request to fill a vacancy for the department whenever a vacant position occurs due to attrition or if a new position is authorized in the budget. The appointment is made by the Board of Fire and Police Commissioners.

STEP 8 - POLYGRAPH EXAMINATION

A polygraph examination is pass/fail and is completed by a licensed examiner. The examination will focus on honesty, past and current illegal drug and alcohol use or abuse, criminal history and truthfulness on the application.

STEP 9 - BACKGROUND INVESTIGATION

Once the final eligibility list has been posted and as vacancies occur, background investigations will be completed on the top candidates. A thorough, in-depth job application will need to be completed. The investigation includes past employment, personal references, reputation, driving record, education, training, criminal history, neighborhood canvass, and credit check. The background investigation also includes an interview with a trained investigator. The applicants will be asked questions about their background and about themselves in general.

STEP 10 - CONDITIONAL OFFER OF EMPLOYMENT

Under the Federal Americans with Disabilities Act (ADA), an employer may not require applicants to undergo medical examinations or to disclose personal medical information until a conditional offer of employment is made. The conditional offer must only be conditioned upon the passing of medical examinations.

STEP 11 - PSYCHOLOGICAL PROFILE

A pass/fail psychological evaluation is completed by a licensed psychologist.

STEP 12 - MEDICAL EVALUATION

The pass/fail in-depth medical evaluation is completed at a local medical facility after the Board of Fire and Police Commissioners has approved the candidate's conditional appointment. The examination will include drug screening.

Re-application: Candidates determined to be ineligible for appointment are informed by the Board of Fire and Police Commissioners, in writing. Unsuccessful applicants are eligible for re-testing at the beginning of the next testing period. Applicants for re-testing must follow the complete application process.

The Village of Lombard is an Equal Opportunity Employer

It is the continuing policy of the Lombard Police Department to afford equal employment opportunity to qualified individuals regardless of their race, color, religion, gender, age, national origin, sexual orientation or disability, and to conform to applicable laws and regulations. Equal opportunity encompasses all aspects of employment practices to include, but not limited to, recruitment, hiring, training, compensation, benefits, promotions, transfers, and discipline.

SALARY AND BENEFITS

(Subject to change)

SALARY

- Probationary Police Officer Starting Pay (June 2009) \$55,769
- Lateral entry Probationary Police Officer Starting Pay (up to depending on your experience) \$61,548

BENEFITS

- Paid Holidays 10 Days per calendar year
- Personal Days 2 Days per calendar year (after 6 months of service)
- Crisis Leave 3 Days per calendar year
- Sick Leave 12 Days per year (accrued after 6 months of service)
- Vacation Leave 10 days per year after first 6 months and additional vacation as service time increases
- Health insurance for employee and family
- Dental Insurance with employee contribution
- Life Insurance to a maximum of \$50,000
- Coverage by the Police Pension Fund
- Flexible Health Spending Account
- Deferred Compensation Plans
- Employee Wellness Program
- Tuition Reimbursement Plan
- Additional Programs
 - Employee Assistance Program
 - DuPage Credit Union
 - Direct Deposit
 - Family and Medical Leave (FMLA)
 - Charitable Service Hours Program

Board of Fire and Police Commissioners

Pre-Application Drop Off Checklist

For Lombard Police Officer

**Before turning your pre-application and related paperwork,
please take time to make sure your paperwork is complete
and in order.**



		Yes	No
Fully Completed Pre-Application	(pages 3-5)	<input type="checkbox"/>	<input type="checkbox"/>
Copy of my birth certificate (supplied and copied by you)		<input type="checkbox"/>	<input type="checkbox"/>
Copy of my drivers license (supplied and copied by you)		<input type="checkbox"/>	<input type="checkbox"/>
Agreement #1	(page 6)	<input type="checkbox"/>	<input type="checkbox"/>
General Release #2	(page 7)	<input type="checkbox"/>	<input type="checkbox"/>
Military Record release #3	(page 8)	<input type="checkbox"/>	<input type="checkbox"/>
Testing/Results Waiver #4	(page 9)	<input type="checkbox"/>	<input type="checkbox"/>
Request for and Authorizing to release information #5	(page 10)	<input type="checkbox"/>	<input type="checkbox"/>
Acknowledgement Drug Test #6	(page 11)	<input type="checkbox"/>	<input type="checkbox"/>
Release of liabilities for Physical abilities tests #7 (Must be witnessed)	(page 12)	<input type="checkbox"/>	<input type="checkbox"/>

My signature below is my testimony that I have returned **all** the above listed documents to the Police Department Receptionist at the Lombard Police Department Front Desk, mailed the paperwork through the U.S. Post Office or delivered by an independent express carrier providers.

Print: _____

Signed: _____ Date: _____