

# Join the Sterling Police Department!



The Sterling Police Department has an authorized force of 29 sworn officers and ten support staff. The rank structure consists of the Chief of Police, two Deputy Chiefs, Patrol Sergeants, Detective Sergeant and Patrol Officers. Other positions include detectives, task force officer, and school resource officer. Special assignments for patrol officers include field training officer, firearms instructor, bicycle officer, defensive tactics instructor, elderly service officer and a joint Emergency Response Team (SWAT) with the Rock Falls Police Department.

## **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 are regularly scheduled to work 14 days a month.

***SALARY (as of May 15, 2024)***

**Starting Salary—\$66,197.70**

**Top Patrol Salary—\$87,219.38**

## ***UNIFORMS***

All newly appointed recruits will be provided with all necessary uniforms and equipment paid for by the department.

## ***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.



### *Are you . . .*

- At least 20 but not 35 years of age?  
(unless prior law enforcement or military per ILCS 5/10-2.1-6)
- Authorized to work in the United States?
- Of good character and reputation?
- Physically fit?



### *Do you . . .*

- Possess a high school diploma or G.E.D. equivalent?
- Possess a valid driver's license?
- Have 20/20 vision in both eyes corrected/uncorrected?



### *Can you . . .*

- Be a team player committed to citizen service?
- Observe situations analytically and objectively?
- Report and record observations clearly and completely?
- React quickly and calmly in emergencies?
- Treat all people fairly and without prejudice?
- Identify problems and develop creative solutions?

### **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. A score of **70% or higher** is required.

### **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.

## **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.

### **POLICE ACADEMY**

Once hired, a new recruit officer will attend a 16 week basic training at an accredited academy tuition paid for by the police department. 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**

Upon the date of hire the officer begins a twelve (12) month probationary period.

## **Qualifications**

### **AGE**

Applicants must be at least twenty (20) years of age, but shall not be appointed until said applicant reaches twenty-one (21) years of age. All applicants must be under thirty-five (35) years of age, unless exempt from age limitation ILCS 5/10-2.1-6.

### **DRIVER'S LICENSE**

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

## **EDUCATION**

A high school diploma or its equivalent is required.

## **RESIDENCY**

Residency in the City of Sterling is not required but residency within a 30-minute response time is required within 1 year of employment.

## **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.

## **Police Officer Wellness Evaluation Report – P.O.W.E.R. Test**

The P.O.W.E.R. test will be provided to all recruits prior to entering the police academy to see if each individual meets the standards. These fitness entrance requirements help to ensure that each recruit can undergo both the physical and academic demands of the academy without undue risk of injury and with a level of fatigue tolerance to meet all academy requirements. If the recruit does not meet all the requirements, the recruit will not be allowed to enter the academy.

### **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 with 15" being at the toes.*

### **ONE MINUTE 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.

### **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.*

POWER TEST CHART								
TEST	MALE				FEMALE			
AGE GROUP	20-29	30-39	40-49	50-59	20-29	30-39	40-49	50-59
Sit & Reach	14.4	13.0	12.0	10.5	17.0	16.5	15.0	14.8
1 Minute Sit Up	33	30	24	19	24	20	14	10
Maximum Bench Press	88%	78%	72%	63%	51%	47%	43%	39%
1.5 Mile Run	14:00	14:34	15:24	16:58	16:46	17:38	18:37	20:44

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**  
**815-632-6600**  
[firepolicehiring@sterling-il.gov](mailto:firepolicehiring@sterling-il.gov)

**Positively NO deviation or exception on any requirement.**

**ALL documents become the property of the  
Sterling Fire & Police Commission.**

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