

The Board of Police Commissioners for the Village of Lake Villa is now accepting applications for the position of Entry Level Police Officer.

Testing is being conducted for 1 full-time police officer with an IMMEDIATE OPENING and to establish an Eligibility List for future hiring needs.

POSITION INFORMATION-

Salary: Starting: \$68,269.08 (current contract top out in 7 years at \$101,959.18)
*Current contract expires May 2026

Sworn: 23

Population: 8700

WHAT WE OFFER-

- 12-hour shifts, with every other weekend off
- Paid academy training at starting wage.
- \$750 annual uniform allowance.
- Unlimited accumulation of compensatory time up to 156 hours
- Paid time off: 40 hours personal leave given on date of appointment; 82 hours vacation given after 1 year
- Sick time accrual after 6 months from date of appointment.
- No cost bullet resistant vest program; vest replacement every 5 years.
- Issued duty firearm (or your choice of firearm as long as it meets requirements).
- Specialty pay for Field training and Officer in charge positions.
- ICOPS Union (Collective Bargaining contract).
- BCBS health insurance, dental, life insurance benefits and 457B optional retirement, downstate police pension plan
- Grooming standards allow for facial hair and tattoos (within policy).
- No residency requirement.
- Specialized assignments possible:
 - Field Training Officer
 - Accident Investigator
 - Lake County Major Crimes Task Force assignment (subject to qualifications)
 - Major Crash Assistance Team (MCAT) investigator assignment (subject to qualifications)
 - Metropolitan Enforcement Group (MEG)
 - Northern Illinois Police Alarm System (NIPAS) (EST) Team
 - Evidence Technician
 - Investigations

- Truck enforcement and traffic grant assignments
- Community Policing and neighborhood policing program
- School Resource Officer (*Lakes Comm. H.S.)
- Juvenile officer
- Breath Alcohol Operator (BAO)
- Drone Pilot Program
- Additional and up to date training related to the positions is always ongoing.

OUR COMMUNITY-

Lake Villa is a community located in northern Lake County, Illinois. The population was 8,741 at the 2010 census, up from 5,864 in 2000. The Lake Villa community is a very special place to reside and raise a family. Our dedicated community-oriented Police, Fire District, and Public Works departments are fully equipped and staffed by exceptionally well-trained individuals to meet the needs of the community.

You must meet the following minimum requirements:

- **Driver's License:** Must possess a valid Driver's License at the time of application with the ability to obtain an Illinois Driver's License upon time of hire.
- **Age Requirements:** Applicants must have attained their 21st birthday by the last date for filing applications. Must be under the age of 35 years when final eligibility register is posted unless exempt by State Statute 65 IL 5/10 – 2. 1-6 which provides, in part, that the age limitation does not apply to any person previously employed as a certified full-time Law Enforcement Officer for a municipality in the United States or are otherwise exempt by State Statute 65 IL 5/10-2.1-5.
- **Education:** Must have proof of High School Diploma, GED Certificate, or High School proficiency Statement.
- **Residence:** There are no residency requirements declared by the Village of Lake Villa.
- **Physical Agility Testing:** Obtain a Physical Agility Test Card (POWER Test) from an ILETSB (Illinois Law Enforcement Training and Standards Board) certified physical testing facility issued no more than nine months prior to the date of the current Lake Villa written examination.

All individuals meeting eligibility requirements are encouraged to continue with the application process.

All applications are subject to the Rules and Regulations of the Board of Police Commissioners of the Village of Lake Villa, which is an Equal Opportunity Employer.

To Apply:

Candidates are required to complete the National Testing Network's Frontline National exam, Personal History Questionnaire (PHQ) and Public Safety Self-Assessment (PSSA) by Monday, May 11, 2026 to be considered for the position. The Personal History Questionnaire (PHQ) is considered your application for this position. The application, PHQ, and PSSA must be

completed in its entirety and submitted by the May 11th deadline, or you will not progress to the next step in the hiring process.

Hiring Process:

Each phase of the process is pass/fail and required to proceed to the next.

- Completion of the Frontline National Exam and Public Safety Self-Assessment (PSSA), and Personal History Questionnaire (PHQ) through National Testing Network (www.nationaltestingnetwork.com) by Monday, May 11th, 2026. Candidates may take the test virtually or in-person at an NTN testing center.
- Oral Interview- Only candidates that pass the written exam through NTN, and complete the PSSA and PHQ will be contacted for the oral interview.
- Establish an initial eligibility list based on the written exam and oral interview
- Submit preference points to applicants that are eligible
- Final eligibility list will be posted
- Background Investigation/Staff interview
- Interview with Police Commission
- Post offer examination/screenings include but are not limited to psychological evaluation, polygraph test, and medical exam