



Lake Zurich Police Department
A Nationally Accredited Law Enforcement Agency
Police Officer Orientation



Lateral Entry

Police Officer Orientation





Lake Zurich Police Department

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Police Officer Orientation



□ Mission Statement

The men and women of the Lake Zurich Police Department are dedicated to serving the community we have sworn to protect with **PRIDE**:

- **Professionalism**: We are trained, knowledgeable, and resourceful.
 - **Respect**: We treat all people fairly and with dignity.
 - **Integrity**: We do what is right.
 - **Dedication**: We are committed to serve the Department, each other, and the citizens.
 - **Excellence**: We are persistent in achieving the highest quality in all we do.
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❏ Mission Statement

We acknowledge we hold a special position of public trust and we will strive to always uphold our motto,
"Always our best."

Lake Zurich is an Equal Opportunity Employer

We are seeking to recruit responsible, service-oriented,
career-focused individuals



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Community Information

- Established in 1896
- Population approx. 20k
- 7 square miles
- 242 acre lake
- 250 miles of roadway
- Stable, middle class community



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Crime Information



- Lake Zurich crime rates are 43% lower than the national average.
- Violent crimes in Lake Zurich are 85% lower than the national average.
- Lake Zurich is safer than 77% of the cities in the United States.
- In Lake Zurich you have a 1 in 75 chance of becoming a victim of a crime.

*<https://www.areavibes.com/lake+zurich-il/crime/>



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Main Roadways



- Route 12 (Rand Road)
- Route 22
- Main Street
- Old Rand Road
- Quentin Road
- Oakwood Road
- Cuba Road
- Ela Road
- Church St./Midlothian Rd.



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- Industrial Base

- Vibrant industrial park



- Retail Base

- Route 12 corridor
 - Eastside development
 - Median home value ~ \$400,000
 - Main Street redevelopment



- Residential Base

- Wide variety





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Community Events



- 4th of July Celebration
- Farmer's Market
- Food Truck Socials
- Alpine fest
- Rock the Block
- Miracle on Main
- Various 5K/10K runs
- Neighborhood block parties





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Lake Zurich Police Department 2023 Fast Facts

- Calls for Service:
 - Total CAD incidents: 22,912
 - Training Hours: 7,275
 - Criminal Arrests: 125
 - Traffic Crash Investigations: 649
 - Traffic Stops: 4,626
 - Traffic Citations Issued: 2,449
 - DUI & Traffic Arrests: 239
 - Personnel:
 - 33 sworn personnel
 - 14 telecommunicators
 - 6 civilian staff
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Lake Zurich Police Department



What qualities are we looking for in a police officer?



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- Integrity
 - Service orientation
 - Empathy
 - Communication and human relations skills
 - Self-control & discipline
 - Tactical skills
 - Team orientation
 - Problem-solving skills
 - Guardian or Warrior? - BOTH
 - Through training in many disciplines
 - <https://www.lexipol.com/resources/todays-tips/balancing-the-relationship-between-police-and-community/>
-



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Police Facility



- Modern facility
 - Built in 2001-2002 – moved in - January 29, 2002
 - Built for the future
-



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Facility Features

- Garage for police vehicles
- Fitness Room
- Training Room
- Sallyport/Detention
- Locker Rooms
- Firearms Range





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Minimum Requirements and Qualifications

- State of Illinois certification by the Illinois Law Enforcement Training and Standards Board. *(Part-time certification as a law enforcement officer does not meet this requirement.)*
 - United States citizen or naturalized citizen
 - Must be at least 21 years old, valid driver's license
 - Education: high school education or equivalent thereof
 - Experience: At least two (2) years of experience as a full time sworn, certified law enforcement officer with an Illinois law enforcement agency, within the last two (2) years
-



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Minimum Requirements and Qualifications

- Valid FOID card
- Police officers must live within 35 air miles of the Lake Zurich Police station (200 Mohawk Trail, Lake Zurich, Illinois 60047) once released from probation.
- Must agree to comply with all requirements of the position and have the ability to pass all examination and training requirements and perform the essential job functions.
- Ability to furnish upon request, a copy of the following: professional licenses; training certificates; documents confirming work experience; employee evaluations; and any other employment related material as requested or required.



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Selection Process

- Each phase of the process is pass / fail.
 - Pre-screening of application documents
 - Interview with police department staff
 - Background investigation, ride along, and polygraph examination
 - When positions become available, oral examinations will be conducted by the Board of Fire and Police Commissioners.
 - Post-offer examinations including but are not limited to psychological assessment, medical examination, and drug screening.
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Current Patrol Schedule

- Fixed one year assignments
- Rotating 5 days on, 2 days off, 5 days on, 3 days off
- Bid for shift annually by seniority
- Vacations selected by seniority

Schedule						
5						
2						
2						
4						
2						

✓ Check Schedule





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Lake Zurich Fraternal Order of Police Lodge 190



- FOP Lodge 190 was established March 8th, 1986
- Working conditions, salaries, and other benefits are negotiated by the Lake Zurich FOP Lodge 190 and the Village of Lake Zurich
- Represents all police officers under the rank of sergeant
- Labor/Management meetings
- Assists with grievances
- Current contract is effective from Jan. 1, 2024 to Dec. 31, 2026



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Police Officer Salaries (01/25)



Lateral Entry officers
start up to Step 6

□ Step 3	\$94,705.60
□ Step 4	\$103,296.00
□ Step 5	\$107,976.00
□ Step 6	\$115,131.20

Figures do not include additional
stipends for specialties, longevity,
and annual bonuses.



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Other Benefits

- Vacation: 80 hours 1st year, 120 hours 2nd year
 - Sick Time: 96 hours earned annually
 - Personal Time: 32 hours per year
 - Comp Time: Up to 80 hours
 - Uniform Allowance: \$1,000.00 after 1st year
\$250 carryover
 - Comprehensive BlueCross BlueShield Illinois health insurance programs, dental and vision coverage
 - FREE HMO coverage including family plan
 - Employee contributions are based on contract negotiations
 - 457 deferred compensation plans available
 - Other supplemental insurance plans available
-



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Uniforms & Equipment

- The Lake Zurich Police Department supplies all newly appointed police officers with an initial uniform and equipment issue.
- 9 mm duty weapon must be purchased by the employee.
- A uniform allowance/quartermaster system is used to maintain uniforms.





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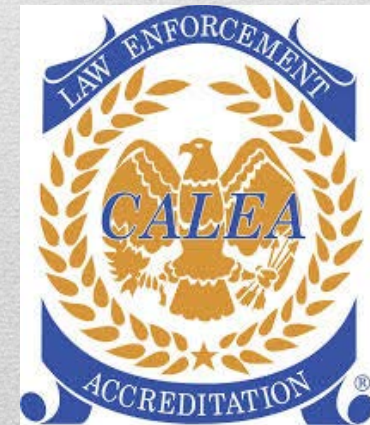
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Law Enforcement Accreditation

Commission on Accreditation for
Law Enforcement Agencies, Inc. (CALEA)

- The Lake Zurich Police Department has been a nationally accredited law enforcement agency since 2006.
- Only 5% of the nation's law enforcement agencies are CALEA accredited – it is considered the 'gold standard'.





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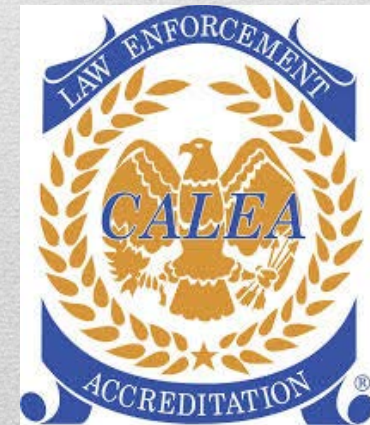
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Law Enforcement Accreditation

Commission on Accreditation for
Law Enforcement Agencies, Inc. (CALEA)

- Written best practice policies guide our organization and hold our personnel to the highest standards, including use of force.
- CALEA accreditation strengthens an agency's accountability, both within the agency and the community, through a continuum of standards that clearly define authority, performance, and responsibilities.





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Training

- Intensive 13 week field training program
- Robust training program provided throughout career via in-house and external specialty classes





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Divisions and Units

Field Operations

- Patrol
- Investigations
 - School Resource Officer
 - Metropolitan Enforcement Group (MEG)
- Traffic Safety Division
- Marine Unit

Support Services

- Administrative Services
 - Communications
 - Records Division
 - Training Division
-



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Patrol Division



- 4 Sergeants
- 16 Officers
 - Proactive patrol of the Village
 - Initial response to any calls for service
 - Enforce traffic laws
 - Enforce Village ordinances





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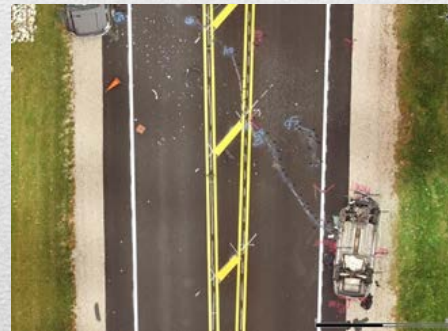
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Traffic Safety Unit

- 1 Traffic Sergeant
- 2 Traffic Officers
- Enforce traffic laws
- Traffic safety education
- Coordinate Selective Traffic Enforcement Programs (STEP)
- Investigate serious traffic crashes
- Coordinate school crossing guards
- Participate in MCAT (Major Crash Assistance Team of Lake Co.)
- Award winning traffic safety programs



VILLAGE OF LAKE ZURICH
POLICE DEPARTMENT
TRAFFIC SAFETY DIVISION





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Marine Patrol



- Patrol Lake
- Staffed by 8 civilian Marine Unit officers
- Conduct watercraft safety inspections
- Enforce watercraft ordinances
- Assist boaters



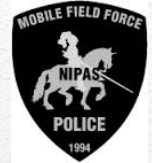
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Northern Illinois Police Alarm System



- Emergency Services Team (regional SWAT)
 - 1 officer assigned
- Mobile Field Force
 - Mobile Field Force responds to potential critical incidents or potential large scale events
 - 2 field officers assigned





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Criminal Investigations

- Investigate criminal incidents
- Follow up on reports
- Compile crime statistics
- Conduct background investigations for employment, licenses, and permits





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Lake County Metropolitan Enforcement Group

- One officer assigned
- Conduct undercover drug enforcement activities
- Assist local police agencies with drug related incidents
- Warrant service
- Gang interdiction and suppression
- Informant development
- Work with federal drug enforcement agencies





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Lake County Major Crime Task Force

- Currently contribute one investigator to L.C.M.C.T.F.
- Used as a resource
- Investigate serious crimes in Lake County
- Investigate officer-involved shootings





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Crime Prevention/Community Relations



- Social Media
- Community Policing programs
- Community-Police Advisory Committee (CPAC)
- Toys for Tots
- Special Olympics events
- Shop with a Cop
- Coffee with a Cop
- Cop on a Rooftop



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Law Enforcement Explorer Post 2

- Law Enforcement Career Exploring is open to young men and women ages 14 to 20 years old with an interest in learning more about careers in the field of law enforcement.
- Law Enforcement Exploring provides educational training programs for young adults on the purposes, mission, and objectives of law enforcement.
- Lake Zurich Police Explorers assist with community events, emergencies and other Department activities.





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School Resource Officer

- Assigned to Lake Zurich High School
 - ~2,000 students
 - ~200 teachers and staff
- Take all reports during school hours
- Assist school officials with student issues at all District #95 schools
- Resource officer for students
- Serves as guest instructor
- Assist Investigations with juvenile crimes
- Coordinates special events





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Records Division

- 2 Records Coordinators
- 1 Records Clerk



- Process all police reports
- File all traffic and parking citations
- Maintain Department files
- Compiles statistics



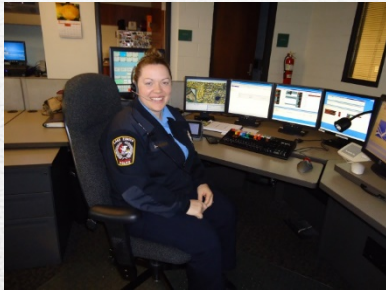
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E911 Dispatch Center



- 2 Telecommunications Supervisors
- 12 Telecommunicators
- Handle Emergency 911 Calls
- Emergency Medical Dispatch
- Back-up Cellular 9-1-1 Calls



Dispatch for:

- ☐ Lake Zurich Police
- ☐ Kildeer Police
- ☐ Hawthorn Woods Police
- ☐ Island Lake Police
- ☐ Tower Lakes Police

- ☐ Wauconda Police
- ☐ Lake Zurich Fire
- ☐ Wauconda Fire
- ☐ ***Handle non-emergency phone traffic***



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Communications

- Member of the Lake County Emergency Telephone Systems Board (ETSB)
- Computer Aided Dispatch
- Primary response vehicles equipped with Mobile Data Computers, Axon in-car cameras





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THINK YOU'VE GOT WHAT IT TAKES?
JOIN THE TEAM

Any questions concerning the employment process should be directed to Lake Zurich Police Department Management Assistant Stephanie Steiner at stephanie.steiner@lakezurich.org or (847) 719-1690 x 6112.



Always Our Best

