



Agenda Item Executive Summary

Item Name POLICE OFFICER RECRUITMENT Committee or Board Board

BUDGET IMPACT

Amount:	N/A	Budgeted:	N/A
List what fund:	N/A		

EXECUTIVE SUMMARY

Due to the lack of acceptable candidates for lateral hiring by the police department, it is being taken into consideration to hire an uncertified candidate and send that individual to the police academy. Eligible candidates must pass written testing as well as the POWER test prior to attending the academy. This consists of passing performance of several physical activities based on the candidates age and gender (male/female). The academy is an intensive 16-week program that ensures attending officers receive basic knowledge to become certified officers. The culmination of the academy includes a State of Illinois certified testing process which must be passed with an acceptable grade before becoming certified as a police officer in Illinois. The academy costs, which include room, board and meals, would be at the expense of the candidate's employing agency and would be currently \$7,338.14. A portion of this financial obligation is reimbursable through the State of Illinois at a maximum of 50%. Candidate wages for the 16-week academy are also a consideration of this initiative. Fiscal year 2027 budgeting constrains may make this initiative a non-starter.

ATTACHMENTS (PLEASE LIST)

ACTION REQUESTED

- ☒ For Discussion Only
- ☐ Resolution
- ☐ Ordinance
- ☐ Motion:

Staff: Jeff White, Chief of Police Date: 07/30/2026