



LAKE FOREST
POLICE DEPARTMENT

2023

LATERAL TRANSFER CONSIDERATIONS





POLICE DEPARTMENT LOBBY AT
THE PUBLIC SAFETY BUILDING

CONSIDER LAKE FOREST

Upon hire, you will find yourself in an encouraging environment where we already enjoy cooperative and positive partnerships with our residents, businesses, and City officials.

We believe in personal integrity, actively sourcing the best equipment possible, employee development and training, providing competitive pay and benefits, and offering special assignment opportunities for those willing to grow.

Our City boasts a gorgeous lakefront, the newly constructed Northwestern Medicine Lake Forest Hospital, a charming downtown business district, the NFL Chicago Bears campus, and easy access to work via I-94, Route 60, and Route 41.

BENEFITS AND OPPORTUNITIES

- Fiscal and salary information:
 - City fiscal year runs from May 1st to April 30th
 - Twenty-six pay periods per year on alternating Fridays
 - Qualified lateral candidates start at wage scale Step 5
- Current seven-step wage scale (see [MAP contract](#) for all steps)
 - Step 1 - \$73,546
 - Step 5 - \$92,935
 - Step 7 - \$109,877
- City subsidized insurance:
 - Medical/Vision
 - Dental
 - Term Life
- City voluntary programs:
 - AFLAC
 - LifeLock
 - Legal Shield
 - Flex 125 (FSA) account



CITY MUNICIPAL SERVICES BUILDING



- Excellent paid time off package including:
 - 9 City holidays
 - 3 additional Personal holidays
 - Sick Leave rate of 96 hours per year with annual buyback options
 - Vacation earned at the rate of:
 - 80 hours per year for years 1-5
 - Vacation hours increase 8 hours each year during years 6-14
 - 88 hours – year 6
 - 152 hours – year 14 (See [MAP contract](#) for information)

- Retirement Plans:
 - Downstate Police Pension – State Article 3 plan
 - ICMA-RC 457 & Roth IRA optional retirement plans, via payroll deduction

- City Annual Longevity pay – after completion of 5 years, payable in December:
 - \$35 per year of service: Years 5-9
 - \$40 per year of service: Years 10-14
 - \$55 per year of service: Years 15-19
 - \$95 per year of service: Years 20+

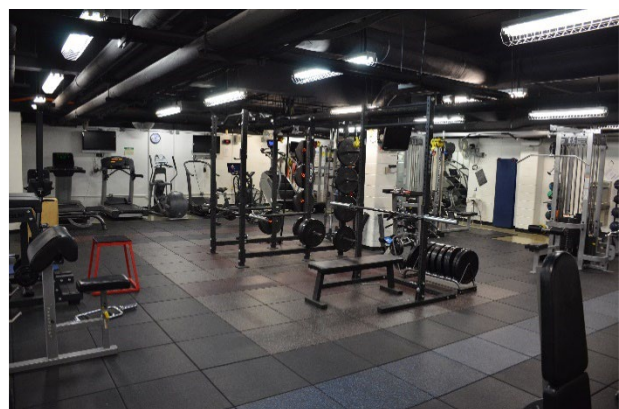
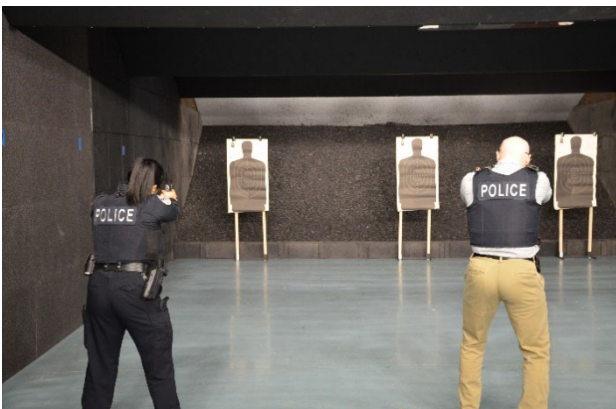
- Additional current benefits and perks:
 - City tuition reimbursement program
 - City computer purchase loan program via payroll deduction
 - Annual City beach pass
 - Resident rates at City golf course
 - Yearly Police Department awards and recognition dinner sponsored by the Lake Forest Police Foundation



FOREST PARK BEACH

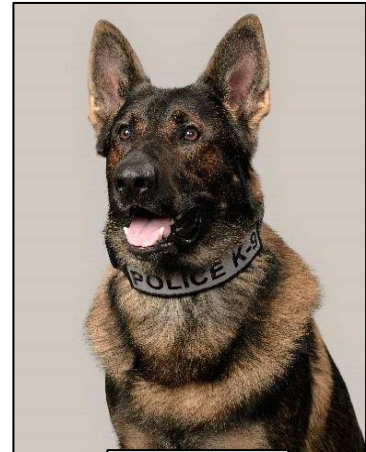


- Metropolitan Alliance of Police (MAP) #171 provides collective bargaining representation
- Days Off and Patrol Shifts:
 - OFFICER SELECTED day off picks – Eight days off per 28-day shift period
 - Day off picks generally done two months prior to a period, then an officer rotation schedule is followed for selection of subsequent picks
 - 8.25-hour patrol shifts currently deployed as; Days 06:45-15:00, Afternoons 14:45-23:00, and Midnights 22:45-07:00
 - Annual shift selection process (post probation), based on seniority and department specialty assignment needs
- Tailored FTO program and mini-in-house training academy for Lateral Officers
- Special Assignment position pay incentives:
 - Youth Officer/SRO and Investigator - Clothing \$250 every six months
 - Evidence Technician - \$1,250 per year
 - Officer-in-Charge - \$1,500 per year
 - Field Training Officer - \$3,500 per year
- Police Department amenities:
 - Firearms range
 - Large, fully equipped strength and cardio fitness room
 - Employee breakroom with TV, microwave, refrigerator, and dishwasher
 - Twelve-space indoor squad car parking garage
 - Double-side lockers



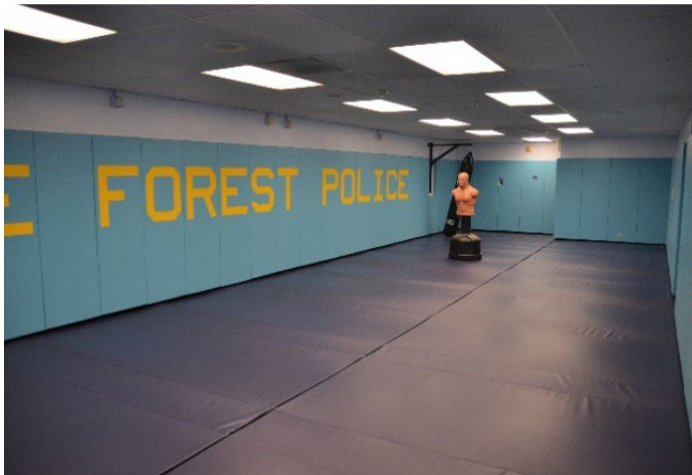
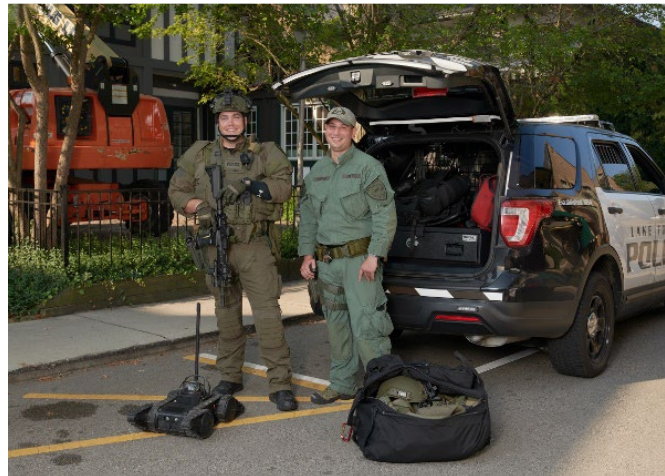
LAKE FOREST POLICE DEPARTMENT – Lateral Transfer Considerations

- Numerous Special Assignment opportunities include:
 - Bicycle Patrol Officer*
 - Canine Officer
 - Citizen Police Academy Instructor*
 - Defensive Tactics Instructor*
 - Detective*
 - Evidence Technician*
 - Field Training Officer*
 - Firearms Instructor*
 - Honor Guard Unit*
 - Incident Management Assistance Team
 - Lake County Major Crash Assistance Team*
 - Lake County Major Crime Task Force*
 - NIPAS – Emergency Services Team (Regional SWAT)*
 - NIPAS – Mobile Field Force (Regional Crowd Control)*
 - School Resource/Youth Officer (Middle School & High School)*



K-9 CHASE

(* denotes multiple officers assigned per specialty)



FREQUENTLY ASKED QUESTIONS

- The City offers an excellent benefits package, including comprehensive medical, dental, and vision programs and participation in the Lake Forest Police Department Pension Plan.

- Tattoo, Body Piercing, or Alterations Policy (general information):
 - No tattoos on hands, face, head, neck, or any area above the tee shirt line.
 - No obscene, offensive, racist, etc. tattoos.
 - No piercings of nose, eyebrows, or other visible body parts.
 - No intentional branding, scarring, mutilation, objects under the skin, split tongues, stretched ears, etc.

- Facial Hair Policy (general information):
 - No beards. No excessive/unkept mustaches; may not extend below corners of the mouth.
 - Males: Hair must not extend below the top edge of the uniform collar.
 - Females: Hair no longer than the bottom of uniform patch when worn up in a braid or ponytail.

- Out-of-State Trained Reciprocity Process:
 - Candidates must first be hired by a law enforcement agency
 - Applications for waiver and all documentation must come from the hiring agency
 - ILETSB assesses whether the training and experience are sufficient for the candidate to be eligible to receive a waiver of basic training.
 - The candidate must then pass all requirements outlined in the conditional waiver letter, which may include, but is not limited to, the following:
 - Mandatory Firearms Training (full or abbreviated)
 - Illinois Law for Police Course
 - 200-question Equivalency Exam
 - [ILETSB Out-of-State Trained-Reciprocity Process](#)

If you have questions prior to submitting to our application process, please direct them to: HR@cityoflakeforest.com

MESSAGE FROM CHIEF KARL WALLDORF

Thank you for taking the time to consider serving with the Lake Forest Police Department. As you know, policing is a challenging and noble profession deeply rooted in the belief that motivated men and women can work together to make our society safer and more just. We strive to hire individuals with a strong work ethic, respect for others and the law, and a passion for public service.

Founded in 1894, our department has many qualities candidates actively seek. We provide superior pay, a generous benefits package, and an excellent pension. We offer access to numerous special assignments and provide a level playing field to compete for promotion and assignment to several task forces. In addition, we furnish industry-leading training, tuition reimbursement opportunities, and quality equipment.

We endeavor to actively and frequently engage residents from every segment of our community. We are fortunate to serve a city that appreciates and respects its police force, and we work hard to earn and retain their consideration. Every day we work alongside some of the best police departments in the state, and collaborate with a first-rate State's Attorney's Office, Sheriff's Office, regional crime lab, and court system.

The Lake Forest Police Department is a great place to expand your career in an amazing profession that makes a positive difference in people's lives every day. Thank you for your interest, time, and effort as you continue your law enforcement journey.

Best regards,

Chief Karl Walldorf

WE BELIEVE...

- In the value of human life and dignity
- Integrity is the basis for community trust
- In cooperation
- In fairness and equality to all persons
- In the principles of the U.S. constitution
- In the quality of our workforce
- In personal and professional excellence
- In crime prevention
- In fiscal responsibility in expenditure of our resources