Entry-Level Police Officer

Hiring Process

The City of Evanston is now accepting applications for the position of police officer with the Evanston Police Department. Please read these application requirements carefully, paying particular attention to deadlines and required documents.

Base Salary Range: $88,656.22 - $132,984.88
Population: 78,111
Sworn Police Officers: 154

Mandatory Processes:

- Passing score on the Written Exam to be administered through National testing Network;
- Passing score on the Subjective Component consisting of a Structured Oral Interview and Writing Assessment (dates to be determined);
- Successfully Passing: a complete background investigation, polygraph, and psychological assessment;
- Certification by the Evanston Public Safety Civil Service Commission.

Police Officer Minimum Requirements:

- U.S. citizen or permanent resident;
- No felony or misdemeanor convictions in accordance with 50 ILCS 705/6.1;
- Valid State issued driver's license and a safe driving record;
- Must be between 21 and 35 years of age at the time of employment, unless exempt by State statute (no age limitation with previous employment as full-time police officer or not older than 45 years of age with eligible prior active duty military service);
- High school diploma or GED equivalent **-AND-** completion of 60 college credit hours;
- Must possess a valid P.O.W.E.R. Test card issued within the past 12 months of the testing date. NOTE: The City of Evanston will accept any certification (card or letter) which says that the applicant passed a POWER Test from any vendor taken before the testing date but no earlier than twelve months prior. These can include POWER cards issued by NIPSTA, Joliet Junior College, or Triton College or equivalent. It must be a "POWER Test" and not some other type of physical ability test. The POWER card must be submitted by the date the testing window opens;
- Valid Firearm Owner Identification card or the ability to obtain one.

Preferred Qualifications:

- Resident of Evanston, Illinois at the time of application;
- One or more years of active duty service and honorable discharge from the US Armed Forces;

- Current employment as a full-time sworn law enforcement officer and having passed current agency's probationary period;
- Certification as a full-time sworn law enforcement officer from the Illinois Law Enforcement Training Standards Board or reciprocal State training board.

Required Documents (to be submitted at time of application):

- COPY of U.S. citizenship or permanent resident status (acceptable documentation may include a valid U.S. birth certificate, U.S. passport, permanent resident alien card, or naturalization papers);
- COPY of your valid driver's license (if your license was renewed with a sticker, copies of the front AND back are required);
- COPY of your social security card;
- COPY of high school diploma or GED certificate (acceptable documentation may include copy of high school diploma, high school transcript with graduation date, dated GED, college transcript showing high school and high school graduation date, or signed letter on high school letterhead).
- COPY of **official** college/university transcripts indicating completion of at least 60 college credit hours from an accredited college or university. ***Unofficial transcripts will not be accepted!!***
- COPY of valid P.O.W.E.R. Test card issued within the past 12 months of the testing date.

Preference Point Required Documents: -A maximum of 10 preference points may be awarded as follows*:

-Veteran Status – 5 points (one or more year of active, honorable discharge)- COPY of Military Discharge Form DD-214
-**Residency:** applicant resides within the City of Evanston at time of application – 5 points-COPY of current driver's license or State ID showing residence in Evanston, IL
-**EFD Lifeguard Experience-**0 – 5 points (one (1) achievement point per season of service as an EFD Lifeguard (2023 or after). If claimed on application, City of Evanston HR will verify employee payroll system records.
*Preference points cannot be awarded to applicants who do not receive passing scores on the written exam. Residency preference points cannot move a candidate above a veteran on the Initial Eligibility List.

Other Preferential Situations:
-**Candidates currently employed as full-time sworn law enforcement officers by a municipal or state police department will move to the top of the eligibility list** (must pass test)**-** COPY of Proof of current employment as a full-time sworn law enforcement officer and certification as a full-time sworn law enforcement officer from the Illinois Law Enforcement Training and Standards Board or reciprocal state training board;

-**Candidates currently certified by the Illinois Law Enforcement Training and Standards Board or other reciprocal state training boards as full-time sworn law enforcement officers but not currently employed as sworn law enforcement officers** will also be moved to the top of the list (must pass test) and placed under candidates who are currently employed as full-time sworn law enforcement officers.-COPY of certification as a full-time sworn law enforcement officer from the Illinois Law Enforcement Training and Standards Board or reciprocal state training board.

For more information about the Evanston Police Department, please visit the City's website at:

https://cityofevanston.org/departments/police/index.php

To apply for this position or obtain additional information, please visit by the December 2, 2026 application close:

https://candidates.nationaltestingnetwork.com/#/jobs

The City of Evanston is an equal opportunity employer and ensures against discrimination in employment on the basis of a person's race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income, housing status, or gender identity.

Chosen candidates will be required to provide proof of licenses, certifications, and education required for this position. Candidates will also be subject to qualifying pre-employment processes, including polygraph, psychological evaluation, medical examination, drug/alcohol screen, employment verification, and criminal background check.

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