

# BRADLEY POLICE DEPARTMENT

*Chief Donald W. Barber*



**2024**

## **Police Officer Orientation**

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@bradleypolice

# **MISSION STATEMENT**

**The mission of the Bradley Police Department is to enhance the quality of life in the Village of Bradley by working cooperatively with the public and within the framework of the U.S. Constitution to enforce the laws, preserve the peace, reduce fear and provide for a safe environment.**

# Bradley Police Department

- The Village of Bradley has 15,232 residents (2022 Census) and located within Kankakee County (Pop. 110,000+)
- Bradley is the economic and commercial base of Kankakee County
- Bradley is approximately 7 sq. Miles with room for growth
- The area is conveniently located between Chicago and Champaign
- The Bradley Police Department has 38 Sworn Officers (as of 01/01/2024)

# Bradley Police Department

- Chief of Police
- Deputy Chief of Police
- Lieutenants
- Sergeants
- Specialty Officers: Detectives, SROs, CSI, K-9, TFOs
- Patrol Officers



- Chief of Police
- Deputy Chief of Police
- 2 Lieutenants
- 1 Detective Sergeant
- 6 Patrol Sergeants
- 2 Detectives
- 2 School Resource Ofc
- 1 KAMEG Agent
- 1 TCAT Agent
- 1 Evidence Officer
- 1 K9 Officer
- 16 Patrol Officers
- 4 Record Clerks & 5 School Crossing Guards



\* As of January 2024

# APPLICATION PROCESS

- Orientation
- Application
- Application Documents
- Written Test & Oral Interview
- Conditional offer of employment
- Background Check
- Pre-Employment Evaluations



# HIRING & TRAINING PROCESS

- Polygraph and/or Voice Stress
- Psychological Exam
- Successful Completing of Police Academy OR L.E. Certification
- Successful Completion of Field Training
- Twelve Month Probation from end of FTO
- Residency within 35 Miles as of Six Months after the end of Probation



# SALARY and BENEFITS

- Starting Salary (as of May 1<sup>st</sup>, 2024) = \$63,668.80\*
- One Year Salary (as of May 1<sup>st</sup>, 2024) = \$73,902.40\*
- Two Year Salary (as of May 1<sup>st</sup>, 2024) = \$84,593.60\*
- Certified Lateral Entry Starting Salary up to Two Year amount
- Shift Differential Pay on all Shifts
- Holiday Pay (12 Holidays Paid in addition to Salaries above)

(\*Starting: \$66,607.36 / \*Year One: \$77,313.28 / \*Year Two: \$88,497.92)



# SALARY and BENEFITS

- P.O.W.E.R. Test Stipend = \$1600 Annually
- Holiday Pay (Paid at Overtime Rate for Working Holidays)
- Court Appearance Overtime Pay
- Education Pay Stipends
  - Associate Degree = \$0.75/hour
  - Bachelor's Degree = \$1.00/hour
  - Master's Degree = \$1.25/hour
- Military Service Pay Stipends
  - Two Years = \$0.75/hour
  - Four Years = \$1.00/hour
  - Six (or more) Years = \$1.25/hour

# SALARY and BENEFITS

- Vacation Time  
(One Week at One Year, Two Weeks at Two Years)
- Personal Days (Four Personal Days to use Each Year)
- COMP Time (Accumulation up to 96 Hours)
- Sick Leave (Earned at One Day per Month)
- Bereavement Time
- Health and Life Insurance
- Continuing Education College Tuition Reimbursement

# SALARY and BENEFITS

- Initial Uniforms and Gear Issued  
(annual clothing & cleaning allotment afterwards)
- IL Art III “Downstate” Pension defined benefits
- Take Home Squad Car (based on eligibility)
- In-House, Indoor Pistol & Rifle Range
- Patrol Shifts: 8.5 Hours (5-3, 5-2 Day rotation)
- Shift Bids every Four Months (January, May, September)
- Shifts Bid by Seniority (lots of potential for future growth)

# JOB DUTIES

(Include but not limited to)

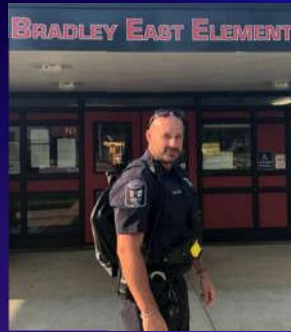
- Daily interaction with citizens
- Emergency vehicle Operation
- Making Arrests and/or forcibly restraining subjects when necessary
- Completing Comprehensive Reports and Court Appearances
- Provide assistance and/or information to the public
- Answering Calls for Service, including Emergencies
- Community Patrol along with Traffic & DUI Enforcement



# BPD FIELD TRAINING

## IN BRIEF:

- BPD FTO Program follows the 'Sokolove Coaching Model'
- Fourteen Week Program  
( 'Fast Track' for Experienced Officers)
- Includes Three Steps and a 'Shadow Phase' to Complete
- Daily & Weekly Performance Evaluations
- Field Training is On The Job / Real World Training
- 'Solo Patrol' Upon Completion of Field Training
- Evaluation Ride (every few months during Probation)





**BRADLEY POLICE:**

**SERVING OUR COMMUNITY WITH  
HONOR, INTEGRITY AND PRIDE**