



The Highland Police Department is accepting applications for Lateral Police Officer Candidates.

QUALIFYING APPLICANTS MUST:

1. Have a minimum of 60 credit hours in Administration of Justice **or** a similar field of study, an Associate's Degree or 2 years of active duty military, **or** 180 days of service in a combat zone.
2. Have completed the Illinois full-time academy or if from out of state, that state's equivalent of the Illinois full-time academy, and it must be transferrable.
3. Have a minimum of 24 consecutive months of full-time law enforcement experience.
4. Hold a full-time law enforcement officer certificate in the State of Illinois or become certified within 6 months of hire.
5. **Complete a written assessment on October 23, 2025, at 6 pm in the Highland Police Department training room and attain a minimum score of 80 percent.**

Successful applicants will complete an oral board with the Board of Police and Fire Commissioners before being placed on the Highland Police Department eligibility list.

Applications are due by 4 pm on October 17, 2025.

Background investigations will be completed before sitting for the oral board. Candidates who do not wish for their current employer to be contacted will be required to perform 5 hours of ride-along time with a Highland FTO. Contact Deputy Chief Scott Athmer at 618-654-2131 ext. 1 to schedule.

All candidates are encouraged to perform a ride-along with a Highland Officer to ask questions about the department and community.

Highland currently has an 18-mile residency requirement that must be met within 12 months of hire.

Lateral officers will be paid probationary officer pay during their 12-month probation (\$71,263.92); upon successful completion of probation, they will be paid at the 3-year officer rate (\$89,325.60) per the FOP collective bargaining agreement in effect at that time.

Information and applications can be obtained in person at the Highland Police Department, 12990 Troxler Ave., Highland, IL 62249, or by calling 618-654-2131.