

**Village of La Grange Police Department
Lateral Hire Police Officer Application for
Employment**

Minimum Requirements and Qualifications

Candidates must meet the following minimum qualifications and requirements at the time of application and hire:

- State of Illinois certification by the Illinois Law Enforcement Training and Standards Board (ILETSB).
 - Part-time certification as a law enforcement officer; corrections officer certification; and/or military law enforcement training DO NOT meet this requirement.
- United States citizen or naturalized citizen.
- Individuals must be 21 and under 35 years of age by time of application, unless exempt by state statute.
- High school diploma or equivalent (GED).
- 60 semester hours from an accredited college or university by time of appointment.
- Experience – at least 2 years continuous experience as a current full-time sworn officer in good standing.
- Valid driver's license.
- Valid FOID card.
- No felony convictions.
- U.S. citizenship.
- Must be physically able to perform the essential duties of the position.
- Must have at least 20/100 binocular vision without glasses, correctable to 20/20 with glasses, and shall not be color blind.
- Must be of good moral character.
- Must agree to comply with all requirements of the position, including providing copies of any requested employment-related materials or other documents to confirm or verify information, and have the ability to pass all examination and training requirements. The Village of La Grange reserves the right to re-verify candidate qualifications at any time during the screening and hiring process.
- The Village of La Grange requires all employees to enter into an expense reimbursement agreement upon hire.

Selection Process

An offer of employment is contingent on passing all required screenings and examinations.

- There is no guarantee of an interview or further consideration for candidates submitting an application. Inclusion in any lateral entry candidate screening process shall be based upon the relative excellence of the candidate's reflecting qualifications above the stated minimum qualifications and the hiring needs of the Department at the time of review.
- Selected candidates will be invited to participate in an oral interview conducted by the Village of La Grange Board of Fire and Police Commissioners (BFPC). Upon recommendation by the interview committee, qualified candidates will be placed on an eligibility list that will have a two-year expiration date after being posted. The list may expire sooner than two years if the BFPC makes a decision to revoke the list.
- Candidates may receive a conditional offer of employment and participate in additional post-offer screenings and examinations, including but not limited to: polygraph examination, psychological evaluation, character and background investigation and credit check, medical examination and drug screening. Candidates must receive a satisfactory evaluation on each screening or examination in order to proceed in the selection process. Failure to achieve a satisfactory evaluation on any screening or examination shall result in immediate disqualification from further consideration.
- New lateral police officers are subject to an 18-month probationary period.



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The La Grange Police Department accepts for employment and promotes its employees without regard to perceived or actual race, color, religion, sex, national origin, sexual orientation, age, marital status, military status, order of protection status, physical or mental handicap unrelated to ability to perform the essential job functions, or any other status or class protected by federal, state, or local law.

The La Grange Police Department establishes its hiring practices and promotions on merit, experience, education, and other qualifications applied to all applicants and in accordance with the principles of equal employment opportunity and as required by any other applicable federal, state, or local law. The La Grange Police Department complies with the Americans with Disabilities Act (ADA).