

# **ELKHART POLICE DEPARTMENT**

## **LATERAL ENTRY PROGRAM**

- ❖ The Elkhart Police Department has initiated a lateral employment program for qualified full-time sworn law enforcement officers. The premise of the program is to recognize the value of those applicants who have law enforcement experience by providing starting salary/pay incentives, personal days and sign-on bonuses commensurate with an applicant's police/law enforcement experience and to reduce the hiring time.
- ❖ In order to be considered for employment with this agency, applicants must meet all established pre-employment minimum requirements, as well as successfully complete all testing, screening and background screening components. To be eligible for consideration within the lateral entry program, the applicant must have/had powers of lawful arrest and be authorized to carry a weapon. We will accept applications from individuals employed within any of the following listed categories or agencies of police/law enforcement:
  - Federal Police/Law Enforcement Agency (does not include military police)
  - State Police/U.S. Territory Police/Law Enforcement Agency
  - County Police/Law Enforcement Agency
  - State/County Sheriff's Department (does not include those employed exclusively within the area of correction or detention)
  - City/Police/Law Enforcement Agency

**NOTE:** All applicants wanting to be considered for the lateral entry program must possess an Indiana Law Enforcement Academy Certification or be in the process of obtaining, or be eligible to obtain, an I.L.E.A. Law Enforcement Waiver.

- ❖ For qualified candidates, the lateral employment program will provide a maximum starting salary/pay incentive up to \$78,438, 10 personal days and a one-time bonus of \$15,000 for four (4) years of previous experience. The following is a breakdown of entry-level salaries along with the corresponding number of personal days and sign on bonuses for each level of experience.

**Academy Cert. & up to 2**

**yr. of Experience:**

3- Personal Days

\$5,000.00

**3 Years of Experience:**

5- Personal Days

\$10,000.00

**4 or more Years of**

**Experience:**

10-Personal Days

\$15,000.00

The calculation for years of service **will not** include partial/seasonal years of service. Additionally, this does not and will not provide for the lateral transfer of rank or rights to any seniority status.

A qualified lateral candidate would be eligible to receive a sign-on bonus based upon the number of years of experience they currently possess. The payments would be distributed in three parts: one-third would be paid upon appointment, one-third would be paid upon successful completion of the field training, and the remaining one-third would be paid upon successful completion of the probationary period (one year).

- ❖ Each eligible police officer shall receive additional compensation in recognition of his /her continuous service as a certified Law Enforcement Officer pursuant to the following schedule and in accordance with the salary ordinance in effect.

#### **Continuous Years of Service**

After completing year 2	\$25.00 per month
After completing year 5	\$50.00 per month.
After completing year 10	\$100.00-per month
After completing year 15	\$150.00 per month.
After completing year 20	\$450.00 per month.
After completing year 21	\$550.00 per month.

- ❖ Each police officer shall be eligible for vacation time, with pay, based on the length of continuous years of service as a certified Law Enforcement Officer.

**NOTE:** Applicants wanting to be considered for the lateral entry program must meet the requirements of the 1977 Indiana Police and Fire Pension Fund (“PERF”), and be accepted into the Pension Fund. **Out of state applicants, and other applicants not currently a member of this fund, must not have reached their 40th birthday upon commencement of employment.**

- ❖ Another issue of significant importance to applicants considering transferring from one law enforcement agency to another is what training they will be required to complete. Recognizing the importance of this issue to both the applicant as well as to the department, the following training requirements have been established for those applicants employed under our lateral program:

For those applicants possessing Indiana Certification and/or Waivers, we will be requiring the successful completion of an accelerated Field Training Program lasting approximately 8 weeks. In those instances wherein a candidate fails to successfully complete this accelerated Field Training Program, or in those cases wherein the department determines that an applicant requires additional training, completion of the regular Field Training Program may be an option. **All**

**applicants** accepting employment through this lateral transfer program will be considered “**Probationary Officers**” for their first year of service.

Other concerns, including extra-duty employment and the issuance of take home vehicles, may be addressed upon completion of the 8 week accelerated Field Training Program for those applicants with one (1) or more years of police officer experience.