

ELKHART POLICE DEPARTMENT

LATERAL ENTRY PROGRAM

- I. 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 commensurate with an applicant's police/law enforcement experience and to reduce the hiring time.

- II. 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 authorized to carry a weapon. We will accept applications from individuals employed within any of the following listed categories of police/law enforcement agencies:
 - Federal Police/Law Enforcement Agency
 - 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 an I.L.E.A. Law Enforcement Waiver.

The lateral employment program will provide up to a maximum of four (4) years of starting salary/pay incentives for qualified candidates. The following information is provided regarding entry-level salaries.

Academy Cert. & up to 2 yr. Experience:	\$52,806.00
3 years experience:	\$55,667.00
4 or more years experience:	\$58,424.00

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.

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 have not have reached their 36th birthday at time of employment.**

Another issue of significant importance to applicants considering transferring from one law enforcement agency to another is what training requirements will they be required to complete. Recognizing the importance of this issue to both the applicant as well as 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 where 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 issues including extra-duty employment and the issuance of take home vehicles may be available upon completion of the 8 week accelerated Field Training Program for those applicants with one (1) or more years of police officer experience.