



# VINCENNES POLICE DEPARTMENT LATERAL ENTRY PROGRAM

The Vincennes 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.

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 and be currently employed or have been employed within the previous year as a sworn law enforcement officer with a minimum of two years of continuous service. 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
- County Sheriff's Department (does not include those employed exclusively within the area of correction or detention)
- City Police/Law Enforcement Agency
- University/Campus 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 a State/Federal Certification accepted through the I.L.E.A. Waiver Requirement.



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The lateral employment program will provide starting salary/pay incentives for qualified candidates. The following information is provided regarding entry-level salaries.

Qualified candidates with two or more years of law enforcement experience will receive a salary that is equivalent to a 1st class patrol officer. The base salary for a 1st class patrol officer for 2018 is expected to be \$42,796.00

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 Indiana Police and Fire Pension Fund, and be accepted into the Pension Fund. **Out of state applicants and other applicants not currently a member of this fund must have not reached their 36th birthday at time of employment.**

Another issue of significant importance to applicants considering transferring from one law enforcement agency to another are the 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 three (3) months. 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.



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

All applicants accepting employment through the lateral transfer program will be entitled to the following vacation leave during their first year of employment upon successful completion of the accelerated F.T.O. program:

**2 – 5 years experience:** 7 days  
**5 or more years experience:** 14 days

Other issues including extra-duty employment and the issuance of take home vehicles may be available upon completion of the 3-month accelerated Field Training Program for those applicants with one (2) or more years of police officer experience.

**NOTE:** Other existing benefits including health insurance, longevity, pension, deferred compensation, annual uniform allowance, shift differential pay, holiday pay, and specialized pay (firearms instructor, certified breath test operator) will be available to applicants employed with the Vincennes Police Department.

For additional information, contact:

Vincennes Police Department  
501 Busseron Street  
Vincennes, Indiana 47591  
812-882-1630



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## **Hiring Process for Lateral Transfer Applicants**

1. Candidates must submit a standard application for employment and include all ILEA documentation.
2. Candidates must submit to the POST written assessment
3. Candidates must submit to a physical agility assessment.
4. Candidates must undergo a thorough background investigation.
5. Candidates must submit to a polygraph examination.
6. Candidates must appear before the Vincennes Police Civil Service Merit Board for an interview and review of their qualifications for approval.
7. Candidates must appear before a board selected by the Chief of Police and Merit Board made up of the Chief of Police, A Detective, A rated Patrol Officer, and two non-rated First Class Patrol Officers.
8. Candidates are placed on the eligibility list
9. Candidates are given a conditional offer of employment and forwarded to the Local Pension Board
10. Candidates who are passed by the Local Pension Board and are already Pension Fund Members will be forwarded to the State Pension Board for transfer of Agency.
11. Candidates who are not already Indiana Police and Firefighters Pension Fund Members are required to complete and pass medical and psychological testing for acceptance to the Fund.