



City of Racine Police Department
Policy and Procedure

Number: 1513

Subject: Lateral Entry Program		
Date Issued: 03-06-19	Date Revised: 03-20-19	Revision Number: 1

POLICY

The Racine Police Department has initiated a lateral employment program for qualified full-time sworn law enforcement officers. The program is designed to recognize the value of those applicants who have law enforcement experience by providing salary and pay incentives commensurate with an applicant's law enforcement experience. 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 the lateral entry program, the applicant must have/had powers of lawful arrest and authorized to carry a weapon.

PROCEDURE

MINIMUM OFFICER QUALIFICATIONS

1. Employed as a full time and active law enforcement officer within the United States.
2. Must be continuously employed full-time for two years (excluding military service).
3. Successful completion of ALL stages of the hiring process as defined by the City of Racine Police and Fire Commission.
4. For out of state lateral applicants, successful completion of the State of Wisconsin designated testing in lieu of attending a Wisconsin Law Enforcement Officer Training Academy. Failure to successfully complete the testing to receive a waiver from attendance at the law enforcement academy will disqualify the candidate for the Lateral Entry Program.
5. Successful completion of the Wisconsin Physical Readiness Test if not successfully completed within the past 18 months.

COMPENSATION AND BENEFITS

1. Starting salary consistent with years of experience (rounded down to a whole number) in the Association contract. Example: An officer with 3 years and 4 months of service lateralling would receive a starting wage of an Association member with 3 years' experience.
2. Vacation time consistent with years of experience (rounded down to a whole number) in the Association contract. Example: An officer with 7 years and 11 months of service lateralling would receive earned vacation pay of an Association member with 7 years' experience (15 days).
3. The field training program may include great flexibility in accordance with the lateral officer's ability to adjust to the new program.
4. Seniority rights begin upon the date of hire at the City.
5. Probationary period will be 12 months.

NOTE

No other enhanced benefits or privileges are extended to recognize prior service (to include participation in promotional examinations, seniority, nor lateral inter-departmental applications).

Some considerations may be made for those possessing special skills in certain areas (such as Honor Guard or Evidence Technicians).

RELATED PROCEDURES

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