



## Lateral Entry Pay Policy

Rev April, 2009

In accordance with the Collective Bargaining Agreement between the GPOA and the City of Greeley, the level at which new employees enter the salary schedule shall be determined by the Police Chief and the Human Resources Director. These standards are set forth as a guideline.

Offers of lateral entry will be made in conjunction with the Conditional Job Offer with the provision that the lateral entry pay will be granted retroactive to the original date of employment as a Police Officer upon successful completion of the FTO program. Applicants seeking Lateral Entry should submit a Lateral Entry Qualifications form and attach documentation to indicate that the training and assignment requirements have been met. Request and documentation of qualification for Lateral Entry MUST be submitted prior to the Conditional Job offer being extended. Requests for Lateral Entry made after the Conditional Job offer will not be considered.

Step	Lateral Entry Standards (summary)
Recruit	<ul style="list-style-type: none"> <li>• Not certified</li> </ul>
Step A	<ul style="list-style-type: none"> <li>• POST Certified or eligible for POST certification.</li> <li>• less than 3 years patrol experience</li> </ul>
Step B	<ul style="list-style-type: none"> <li>• Step A requirements plus</li> <li>• 3+ years experience at comparable size agency (no less than 50% the size of GPD);</li> <li>• specialized training in 3 qualified areas (*See A below for details)</li> </ul>
Step C	<ul style="list-style-type: none"> <li>• Step A &amp; B requirements plus</li> <li>• 5+ years experience as sworn officer in agency of comparable size or larger and</li> <li>• must have worked in 2 qualified specialized assignments for at least 6 months each (See B below for details)</li> </ul>
Step D	<ul style="list-style-type: none"> <li>• Step C requirements plus</li> <li>• supervisory experience equivalent to GPD Sergeant (must have successfully passed probation as supervisor)</li> </ul>

**A. Qualified Specialized Training (For Step B)**

1. Traffic Accident Investigation above the standard level.
2. Drug Recognition Enforcement (DRE)
3. Certified Instructor such as: Intoxilizer, H.G.N., Firearms, Arrest Control/Self Defense, Taser, Driving, FTO.
4. Field Evidence Technician
5. Interview and Interrogation
6. Polygraph Operator
7. Other areas of training will be considered on a case by case basis.



B. Qualified Specialized Assignments (for Step C)

1. Drug Task Force Officer
2. School Resource Officer
3. Crisis/Hostiage Negotiator
4. SWAT Officer
5. Crime Prevention Officer
6. Investigator
7. Explosives Ordinance Disposal Officer
8. Gang Unit Officer
9. Canine Officer
10. Other specialized assignments will be considered on a case by case basis.



**LATERAL ENTRY QUALIFICATION FORM**

Applicant / Employee Name \_\_\_\_\_

Pay Step Requested:      \_\_\_B           \_\_\_C           \_\_\_D  
 Pay Step Awarded        \_\_\_B           \_\_\_C           \_\_\_D

Reviewed and Authorized by \_\_\_\_\_  
 Date \_\_\_\_\_

Applicants and employees who desire Lateral Entry must submit this completed form and attach certification or other proof that the requirements have been satisfied.

Step	Standards (summary)
Step B	<ul style="list-style-type: none"> <li>• Step A requirements plus</li> <li>• 3+ years experience at comparable size agency (no less than 50% the size of GPD);</li> <li>• specialized training in 3 qualified areas (*See A below for details)</li> </ul>
Step C	<ul style="list-style-type: none"> <li>• Step A &amp; B requirements plus</li> <li>• 5+ years experience as sworn officer in agency of comparable size or larger and</li> <li>• must have worked in 2 qualified specialized assignments for at least 6 months each (See B below for details)</li> </ul>
Step D	<ul style="list-style-type: none"> <li>• Step C requirements plus</li> <li>• supervisory experience equivalent to GPD Sergeant (must have successfully passed probation as supervisor)</li> </ul>

**Step B:**

Served at another comparably sized police department - Please provide documentation below:

- Name of department:
- Number of sworn employees in this department:
- Position Title:
- Dates worked at this rank: From \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_ to \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_
- Specialized Training (please list and attach certificates of training).

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_



**Step C**

Served at another comparably sized police department - Please provide documentation below:

- Name of department:
- Number of sworn employees in this department:
- Position Title:
- Dates worked at this rank: From \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_ to \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_
- Specialized Training:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- Specialized Assignments:

Area: \_\_\_\_\_ Dates worked in this assignment \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Step D**

Served at another comparably sized police department - Please provide documentation below:

- Name of department:
- Number of sworn employees in this department:
- Position Title:
- Dates worked at this rank: From \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_ to \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_
- Specialized Training (please list and attach certificates of training).

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- Specialized Assignments:

Area: \_\_\_\_\_ How long assigned: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- Supervisory experience
- Rank \_\_\_\_\_
- Dates worked at this rank: From \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_ to \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_
- Number of employees supervised: \_\_\_\_\_