

## **Section 143.003 DEFINITIONS**

### **Proposed wording**

- (19) **LATERAL ENTRY PROGRAM** – Program adopted by the New Braunfels Police Department to hire a licensed peace officer with prior law enforcement experience in a recognized law enforcement agency at a step higher than Step 1 in the Police Officer classification, on the Civil Service Salary Step Plan, based on the Lateral Entry Program requirements and criteria.

## **PROPOSED:**

### **4) LATERAL ENTRY PROGRAM**

This program is designed to help recruit qualified applicants for the position of Entry-Level Police Officer. The Department Head's determination of whether an applicant meets the criteria of the Lateral Entry Program shall be final and non-appealable to the Civil Service Commission nor to any court.

The New Braunfels Police Department may hire a licensed peace officer with prior law enforcement experience in a recognized law enforcement agency and may place such officer at a step higher than Step 1 in the Police Officer classification, on the Civil Service Salary Step Plan, if the candidate meets the following criteria:

- (a) The applicant is licensed by TCOLE;
- (b) The applicant has a minimum of three years of service as a commissioned peace officer in a full-time, paid capacity. For the purposes of this section, a commissioned peace officer is considered one whose primary job assignments were:
  - (1) Patrolling in a radio-equipped car;
  - (2) Answering calls for the protection of life and property and the enforcement of city, county, or state laws;
  - (3) Responding to calls related to traffic incidents and other emergencies; observing, monitoring, and controlling routine and unusual traffic conditions; assisting and advising motorists; and enforcing traffic safety laws;
  - (4) Collecting and preserving evidence at crime or accident scenes; making arrests as necessary; interviewing victims and witnesses; interrogating suspects; searching and transporting prisoners; and testifying in court; and
  - (5) Filing complaints and performing other work related to the processing of misdemeanor and felony complaints; preparing reports of arrests and activities performed.
- (c) The applicant has more than a 180-day break in service prior to his/her hiring date with the Department.
- (d) The applicant meets all other suitability factors as outlined in Chapter 143.023 (f).

#### **Criteria for Recognition of Prior Service:**

Eligible prior experience entitles the new hire to be placed in the New Braunfels Police Department Step Plan in the Police Officer rank, up to Step 10, using the following criteria:

- (a) One step will be recognized for each completed year of prior service, as deemed applicable by the Department Head.

- (b) Police officers hired under the lateral entry program who have ten or more years of prior qualifying experience, shall be placed at Step 10.
- (c) The length of time of prior qualifying service is to be rounded down to a full year. For example, if the officer has four years and six months of prior qualifying service, the officer shall be placed at Step 4, Police Officer classification on the New Braunfels Police Department Step Plan upon being hired. In such cases, officers will be hired into the appropriate step and be treated as such in their salary progression.

Participation in the Lateral Entry Program that includes recognition of prior service based on above listed criteria does not apply to the City of New Braunfels longevity pay, nor can it be utilized in determining Police Department shift bidding order. Both policies are applicable to the City of New Braunfels seniority only.

Applicants hired under this provision must serve a 365-day probationary period upon being commissioned as a Police Officer in the New Braunfels Police Department and may not be assigned to a specialized unit during these 365 days. The only exceptions will be if there are none interested or qualified for the specialized unit, in which case the Lateral Entrant's Field Training Officer (FTO), in accordance with the Department Head, will determine if the officer may serve prior to the end of the probationary period.