

**Burleson Police Department
Administrative Policy and Procedures**

Number: 02-004.1

Document Title: Lateral Entry Salary Program-Sworn

Effective Date: 07/11/2017

Last Revised Date: 1/18/2023

CALEA Standards Referenced: 4.3.2; 22.1.1a; 31.4.1; 33.4.1; 33.4.3

ISSUING AUTHORITY:

Billy Cordell, Chief of Police

Chief Cordell 01-18-2023

I. Policy

The Burleson Police Department's lateral entry salary program compensates TCOLE certified police officers with a minimum of two years prior service upon successfully completing their field-training program. Lateral police officer applicants starting salary will be based on the qualified years of continuous service at their current department, up to ten years. Lateral police officers hired under this policy may not exercise their previous seniority rights for any benefit(s) outside of the starting salary. [22.1.1a]

II. Requirements

- A) Applicants must meet existing requirements as outlined in City of Burleson and the Burleson police manuals. [31.4.1]
- B) Applicants must hold a current peace officer license from the Texas Commission on Law Enforcement (TCOLE).
- C) Out of state applicants must challenge and pass the TCOLE state exam before a final job offer will be made by the Burleson Police Department.
- D) Applicants must be a currently employed full-time, paid peace officer employed by a municipality, Sheriff's Office, or the Department of Public Safety, with a minimum of two years patrol experience handling a full array of police work.
- E) Entry-level testing will be waived for applicants holding a current peace officer licenses from the Texas Commission on Law Enforcement.
- D) Applicants must work in a comparable size city or for a department with a minimum of thirty (30) paid, full-time, sworn peace officers. Those that do not meet these requirements will be evaluated on an individual basis.
- E) Applicants must successfully complete the field training as required by BPD to include weapons proficiency prior to moving into the appropriate salary range. [4.3.2 / 33.4.1 / 33.4.3]

III. Exclusions

Employment/ experience with the following do not qualify for the lateral transfer.

- A) School or university law enforcement
- B) Military police