



Lateral Transfers

Transferring Officers

The Shelby County Sheriff's Department recognizes the value of applicants with previous law enforcement experience. To benefit transferring officers, SCSD provides incentives to the starting pay.

The Lateral Entry Program will provide accelerated pay incentives for qualified candidates. Calculation for years of service will not include partial/seasonal years of service, or non-certified law enforcement. The Lateral Entry Program does not recognize rank or seniority "rights" from the officer's prior employment.

Requirements

1. To be considered for employment with the department, applicants must meet all the established pre-employment minimum requirements, as well as successfully complete screening, and background screening components.
2. To be eligible or qualify for consideration in the "**Lateral Entry Program**", the applicant must possess an Indiana Law Enforcement Academy Certification or be a successful applicant to the I.L.E.A. Waiver Requirement process. Lateral entry officers cannot apply for the waiver until employed by the department. **The effective pay rate will commence upon the completion of the Field Training Program.**
3. Certified law enforcement experience is defined as: employment with a local, county, state or federal agency that has primary responsibility for law enforcement and arrest powers. For purposes of the Lateral Entry Program, military experience does not qualify.

Lateral Entry Qualifiers Checklist

- ☐ I have successfully completed the ILEA Tier 1 basic academy.

Or

- ☐ I have successfully completed a POST certified law enforcement academy in another State (600-hour min).

And

- ☐ I have at least one year (post academy) of paid, full time law enforcement service.
- ☐ Must be a US Citizen
- ☐ Must possess a High School Diploma, the equivalent, or a G.E.D. Further education beyond High School is preferred.
- ☐ Correctable vision to 20-30 in each eye.
- ☐ Current, valid, Driver's License
- ☐ Qualified applicants must complete and pass pre-employment screening.
- ☐ Physically and mentally able to perform essential job functions of the patrol officer position.

****All Lateral Candidates MUST list their intention of Lateral consideration on the Shelby County Sheriff's Department Employment Interest form. The candidate MUST provide the previously required documentation listed as well as a completed application. ****