



Lateral Entry Police Officer Program

The Richland Hills Police Department accepts applications from certified police officers as a lateral entry that meet the following criteria:

- Must have a minimum of two years of continuous experience as a paid, full-time police officer, excluding time spent in the academy and field training, with responsibilities comparable to that of a police officer with the Richland Hills Police Department. Out of state applicants must challenge and pass the TCOLE state exam before a final job offer will be given. Reserve police officer status or other unpaid status will not be used in calculating the active service requirement.
- Applicants may not have any pending disciplinary actions or investigations for misconduct or criminal activity. Texas officers who are no longer employed as a police officer must have an Honorable Discharge on file with TCOLE.
- Applicants must have no less than a 90-day break in service from the time they separated from a comparable agency.
- Lateral police officers must successfully complete each step in the hiring process in the same manner as any other applicant.
- Lateral police officers who are TCOLE certified are eligible for an abbreviated training program.
- Lateral police officers are eligible for lateral pay commensurate with their experience.
 - STEP 2 \$54,447 (2 years experience)
 - STEP 3 \$56,080 (3 years experience)
 - STEP 4 \$57,763 (4 years experience)
 - STEP 5 \$59,496 (5+ years experience)
- The Chief of Police shall make the final determination as to whether an applicant meets the criteria for the Police Lateral Entry Program. The Chief's decision shall be final and non-appealable.

*Those that are certified but do not meet the lateral entry requirements may still apply and compensation will be based on STEP 1 (\$52,861).