



Lateral Hire FAQ

Eligibility:

- Currently employed as full-time police officers in an Illinois agency with a minimum of two full years of service (See 65 ILCS 5/10-2.1-14)
- Age 35 limitation is waived (65 ILCS 5/10-2.1-6(d)), barring military experience that is capped at 10 years
- Current and active certification with the Illinois Law Enforcement Training and Standards Board (ILETSB)

Lateral Benefits:

- Hiring bonus of \$8,642 (must be repaid in full if employment with the City is terminated prior to the end of the probationary period)
- Probationary period reduced from 24 months to 12 months
- Pay scale begins at year 2 on the current labor contract scale and is capped at year 3, regardless of whether the lateral hire police officer may have accrued more than 3 years from their previous law enforcement agency
- Vacation time off rate is earned at the rate of a two or three-year officer based on years of experience
- Residency requirement extended to 35 miles from the intersection of Howard Street / Main Street for all employees
- Written exam and POWER test are waived; hiring eligibility list order is determined by Fire and Police Commission interviews

General Rules:

- Seniority is based on date of hire at the Pontiac Police Department
- Banked time off from a previous agency does not carry over; lateral hires begin at zero hours