

2022-23 STEP PROGRAM FOR WAGES – SWORN ONLY

LATERAL OFFICERS: The Heyburn Police Department welcomes laterals from other law enforcement entities both in the state of Idaho and beyond. To be eligible for the lateral program you must be a sworn law enforcement officer whose primary duty is to perform patrol and/or detective functions with a public agency. Corrections, military policing, or private contract work is not considered a lateral assignment pursuant to IDAPA. Service from part time officers and reserve time doesn't count towards lateral placement, unless if the candidate already has a full-time certification or is able to successfully challenge the POST tests as a "certifiable" candidate.

VO-TECH CADETS: Cadets who have successfully completed a college vo-tech program and have successfully passed all the Idaho POST patrol tests, who are considered as "certifiable" are eligible for lateral placement in lieu of an entry level status.

Officer Rank Wage Scale

	Recruit	Step I	Step II	Step III
	Hire date to 1st year	Completion of 1st year	Completion of 3rd year	Completion of 5th year
No Experience	20.55	21.15	22.62	23.28
Lateral/Certified	21.15	21.75	23.28	Same as above

To achieve each step, officers must have satisfactory job performance evaluations. Years of service completed is based on years of full-time paid employment with the city. Reserve hours does not qualify.

Corporal Wages

To achieve the Corporal steps, officers must show their commitment to the police department, their profession, personal growth, and commitment to the community. Officers must have a minimum of 5 years with the city to advance to this achievement. Officers have demonstrated their efficiencies in our profession and show proficiency with the department's policies and procedures. Officers must have a letter of recommendation from their immediate supervisor recommending advancement to Corporal from Police Officer. Officers must also write their letter of intent requesting the Corporal step and showing their achievements. Officers can demonstrate their achievements by more than one of the following:

- Holds all proper certifications to be self-sufficient and reliant in position (current Breath Test Operator, qualifies with firearms, Crisis Intervention trained, First Aid/CRP certified, etc).
- Becoming a POST certified instructor showing their commitment to training
- Becoming a Field Training Officer showing their commitment to mentoring new officers
- Possessing Intermediate certificate from Idaho POST showing their commitment to improving self
- Engages with holding collateral assignments (K9 Handler, Firearms Armorer, Breath Testing Specialist, Public Information Officer, etc.).
- Participates in appropriate community activities (presentations with the community, community events such as the Pumpkin Festival, cub scout tours of station, etc)

Step IV	Step V	Step VI	Step VII	Step VIII	Step IX	Step X
Completion of 7th year	Completion of 9th year	Completion of 11th year	Completion of 13th year	Completion of 15th year	Completion of 17th year	Completion of 19th year
24.21	25.18	26.06	26.97	27.85	28.82	29.83

Detective Wages

Wages for those who are assigned to positions such as Investigations are tasked with additional assignments than a patrol officer and are often subject to being called out to a scene during their scheduled time off. Investigators are required to possess an advanced skill set from the standard officer assigned to patrol. Detectives will receive an additional \$25 bi-weekly from their base pay.

Sergeant Wages

Supervisors and management are assigned in their positions with additional responsibilities and duties that are collateral with handling normal job functions. As a result of a demanding workload while still coaching, mentoring, and guiding personnel, supervisors have a separate wage scale as listed below. Sergeant wages will start at \$25.48 an hour.

In order for a Sergeant I to achieve the Sergeant II step, they must have 5 years of satisfactory service as a Sergeant with the Heyburn Police Department and must hold a POST Supervisory Certification. A Sergeant II will bare the same rank insignia but will receive an extra \$25 bi-weekly for this step.

Chief Wages

The rank of Chief is appointed position pursuant to City Code and the wage will be established by the city clerk/treasurer in conjunction with the mayor and council as the executive team.

Support Services Officer Wages

A NON-SWORN member of the police department, the Support Services Officer handles a variety of duties including handling police records requests, filing of records, NIBRS/crime reporting, front desk reception, code enforcement duties, and other duties as assigned to support the operations of the police department. Starting wages for the non-sworn Support Services Officer is \$18.00 an hour.