



Memphis Police Department

Lateral Entry Program

Rationale and Guidelines

10-23-07

Objective

The Memphis Police Department will allow applicants who have obtained a P.O.S.T Certification and who meet the requirements of this program to transfer to the Memphis Police Department Lateral Entry Program. Applicants who meet the criteria of this program will be required to attend and complete a twelve (12) week abbreviated training curriculum.

Components

A. Lateral Selection Process

1. Submit an application
2. Written exams
 - Current pre-employment exams
3. Physical Profile Test
 - Simulation of routine physical tasks performed by MPD Officers and measures agility and total body endurance. (See Attachment)
4. All lateral applicants must attend a weapons safety course and pass a firearms proficiency course. The weapon and gear will be provided for this course. The four (4) hour session will cover the following topics:
 - Weapons Safety
 - Sig 229R nomenclature
 - Marksmanship Fundamentals
 - Sig 229R Familiarization
 - Practice Qualification Course
 - Lateral Pre-Qualification Course with level one holster (See Attachment) (Minimum Pre-Qualification Score 70%) See Attachment
5. Background Investigation
 - Traffic/Driving History
 - Arrest History
 - Employment History – to include specific review of performance evaluation, firearms proficiency, citizens and other complaints, vehicle accidents, academy training records and other documents related to police employment
 - Interview of selected police personnel at previous agency
6. Psychological battery of appropriate psychological tools as screening instruments which includes a clinical interview
7. Oral interview (optional)
8. Medical Examination
9. Pre-employment orientation

B. Lateral Curriculum

A twelve (12) week 480 hour training course

C. Lateral Field Training Officer (FTO) Program

- Each experienced recruit is expected to progress within this accelerated program at a rate of their levels of knowledge, skill and experience.
- The PIIPT will be exposed to varied trainers/FTO during this accelerated training program while performing related police duties.
- PIIP trainees (PIIPT) will be assigned to the FTO program for one (1) year. The Accelerated FTO is divided into two parts:
 - Part 1: Phase 1 – Daily Observation Reports (DORs) are submitted for 20 Days.
 - Phase 2 - 4 begins at precinct “changeovers” – daily monitoring by FTOs without the completion of DORs. An End of Phase report will be submitted at the conclusion of each phase (monthly).

Part 2: One-Officer unit (Solo Unit)

- Should a recruit possessing prior police training fail to respond to training, he/she may be transitioned from the accelerated program into the basic FTO program with the approval of the Director of the Memphis Police Department.
- At the end of the (1) year probationary period the supervisors will complete and End of Probation evaluation form provided by the FTO Coordinators.
- In the event the trainee displays performance deficiency during his/her probationary period, the supervisors should bring it to the attention of the FTO staff by submitting a memo.

Lateral Requirements

Lateral applicants must meet all regular minimum entry-level requirements (see exception listed in E.), and the following:

- A. Graduate of a municipal or regional Basic Law Enforcement Academy or equivalent, as accepted by the Tennessee Peace Officer Standards and Training Commission (POST). A copy of Academy POST certificate must be submitted with application.
- B. Tennessee applicants POST certification may be transferred to the Memphis Police Department.
- C. Two (2) continuous years of full-time post academy service as a paid, sworn, municipal, county or state police officer within the last 24 months of the application date.
- D. Exclusions from the program: Reserve/Volunteer Officers, Corrections and or Detention, Federal Agents and /or Officers, Private Contract, Appointed, Special, Housing Patrol, Tennessee Bureau of Investigations (TBI), or any other positions which do not include commissioned law enforcement duties.
- E. Two consecutive years as a law enforcement officer from a police agency with twenty (20) or more paid full-time officers will be considered sufficient for the two year college and/or military requirement. Applicants from agencies with less than 20 paid full-time officers will be considered at the discretion of the Director of the Memphis Police Department.

Program Advantages

- a. Competitive salary
- b. Mobilization of Police Officers to the street sooner
- c. Shorter training and adaptation period
- d. Expand applicant pool
- e. Mature, experienced Police Officers
- f. Trend in top law enforcement
- g. Accommodate law enforcement community

Conditions

Salary:

- Date of hire through successfully completing probation – PII rate with 1-2 years of experience.
- After successfully completing probation – PII rate with 2-3 years experience.
- College incentive pay cannot be received until after successfully completing the probationary period.

Probation:

- Lateral officers will be subject to customary 1-year probation period after training.

Promotional eligibility:

Requires five years of continuous service as a MPD officer to be considered for promotion.

PHYSICAL PROFILE TEST

A minimum score of 75% is required for successful completion of the physical profile. The physical profile test consists of six (6) events in which obtaining a cumulative average score of 7.5 or above will result in a passing score.

- PAT -measures agility and total body endurance
- 1.5 mile run -tests endurance capacity
- Push-ups -tests upper body muscular endurance
- Sit-ups -tests abdominal muscular endurance
- Flexibility -measures flexibility
- 300 meter run -tests anaerobic power

	SIT	PUSH	SIT	300 M	1.5 MILE	
POINTS	REACH	UPS	UPS	SPRINT	RUN	PAT
	(INCHES)	CONTINUOUS	1-MIN	SECONDS	MIN:SEC	SEC
10.0	22	47	45	39	11:45	70
9.5	21.5	45	43	43	12:00	76
9.0	21	43	41	47	12:15	82
8.5	20.5	41	39	51	12:30	88
8.0	20	39	37	55	12:45	94
7.5	19.5	37	35	59	13:00	100
7.0	19	35	33	63	13:15	106
6.5	18.5	33	31	67	13:30	112
6.0	18	31	29	71	13:45	118
5.5	17.5	29	27	75	14:00	124
5.0	17	27	25	79	14:15	130
4.5	16.5	25	23	83	14:30	136
4.0	16	23	21	87	14:45	142
3.5	15.5	21	19	91	15:00	148
3.0	15	19	17	95	15:15	154
2.5	14.5	17	15	99	15:30	160
2.0	14	15	13	103	15:45	166
1.5	13.5	10	9	107	16:00	172
1.0	13	5	5	111	16:15	178

