

LATERAL PROGRAM

- Applicants must be licensed and employed as a Texas peace officer at the time of hire, have a minimum of two (2) years of **current** patrol officer experience as a Texas peace officer, and have no sustained or pending high-level complaints or investigations within the last twelve (12) months. Applicants must also meet the minimum requirements for the position as outlined in the Deputy Sheriff position description. The Chief Deputy of Patrol or their designee has the sole discretion to determine whether applicants' previous experience is relevant and meets the experience requirements stated herein. Applicants will need to complete the standard background and hiring process.
- Employees hired under the LTO policy must complete a minimum of eight (8) weeks of field training. The content and length of the field training process will be determined by the Chief Deputy of Patrol or their designee. The Chief may determine that an employee should complete additional training, up to and including the full **field training process (up to 17 weeks)**.
- Employees' starting salary will be set and remain at the hire-in rate through the completion of may be increased via CS-5 or online SAP entry in accordance with the employee's experience as shown below:

Experience	Steps	Pay Range
Two (2) years of experience	53 F	\$31.96/HOURLY
Three (3) years of experience	53 G	\$32.92/HOURLY
Four (4) years of experience	53 H	\$33.91/HOURLY
Five (5) years of experience	53 I	\$34.92/HOURLY
Six (6) or more years of experience	53 J	\$35.97/HOURLY