**2023-24 STEP PROGRAM FOR WAGES – SWORN ONLY**

The Emmett Police Department will allow lateral placement. Lateral officers have successfully completed basic academy training, which is a cost savings to the City as well as allows resources to be better utilized and maximized.

Upon the successful conclusion of the first anniversary of employment, the salary will be increased based upon years of service, up to 10 years, at a 2 for 1 years of service ratio*.* (e.g. Transfers with 10 years of experience with another agency plug in at STEP III pay rate, rather than starting pay rate).

Years of service are granted for completed years; no credit is given for partial years of service. Service from part time officers and reserve time doesn’t count towards lateral placement. 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. No credit will be given for corrections, military policing, or private contract work.

**Officer Rank Wage Scale**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Recruit | Step I (+3%) | Step II (+6%) | Step III (+6%) | Step IV (+10%) |
|  | Hire date to 1st year anniversary | Completion of 1st year | Completion of 3 years | Completion of 5 years | Completion of 7 years \* |
| No Experience | 21.96 | 22.62 | 23.98 | 25.42 | 27.96 |
| Lateral/Certified (+3%) | 22.62 | 23.30 | 24.70 | (See Above) | (See Above) |
| Advanced Cert.  (+3%) | NA | NA | NA | 26.18 | 28.80 |

To achieve STEP II, STEP III, and STEP IV, officers must have satisfactory job performance evaluations.

Additionally, to achieve STEP IV, officers must show their commitment to the police department, their profession, and to the community. Officers who achieve STEP IV 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 STEP IV. Officers must also write their letter of intent requesting STEP IV 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 training
* Engages with holding collateral assignments (K9 Handler, Crime Prevention Liaison, Firearms Armorer, Breath Testing Specialist, Public Information Officer, etc.).
* Participates in appropriate community activities (business expos, cub scout tours of PD, etc)

**Incentive Wages**

FTO pay will be $25 a day

Detectives will receive $200 a month.  
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 as required to possess an advanced skill set from the standard officer assigned to patrol.

K9 Handlers will receive $175 a month.  
Wages for those who are assigned to positions such as K9 handler will have additional duties with a K9 handler being a collateral assignment to patrol duties. K9 handlers are often subject to being called out to a scene during their scheduled time off and must be willing to respond to call outs. K9 handlers also have to attend and maintain ongoing training with the K9 as well as care and maintenance for the K9.

**Supervisory Wage Scale –Wages for Newly Promoted Supervisors**

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.

In order for a Sergeant I to achieve the Sergeant II step, they must have 5 years of service as a Sergeant with the Emmett Police Department and must hold a POST Supervisory Certification. The rank of Chief is an appointed position pursuant to Emmett City Code.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Corporal  (+5%) | Sergeant  (+10%) | Lieutenant (+10%) | Chief |
| Starting | 28.51 | 32.30 | 35.54 |  |
| Advanced Certification (+3%) | 29.36 | 33.27 | 36.61 | - |