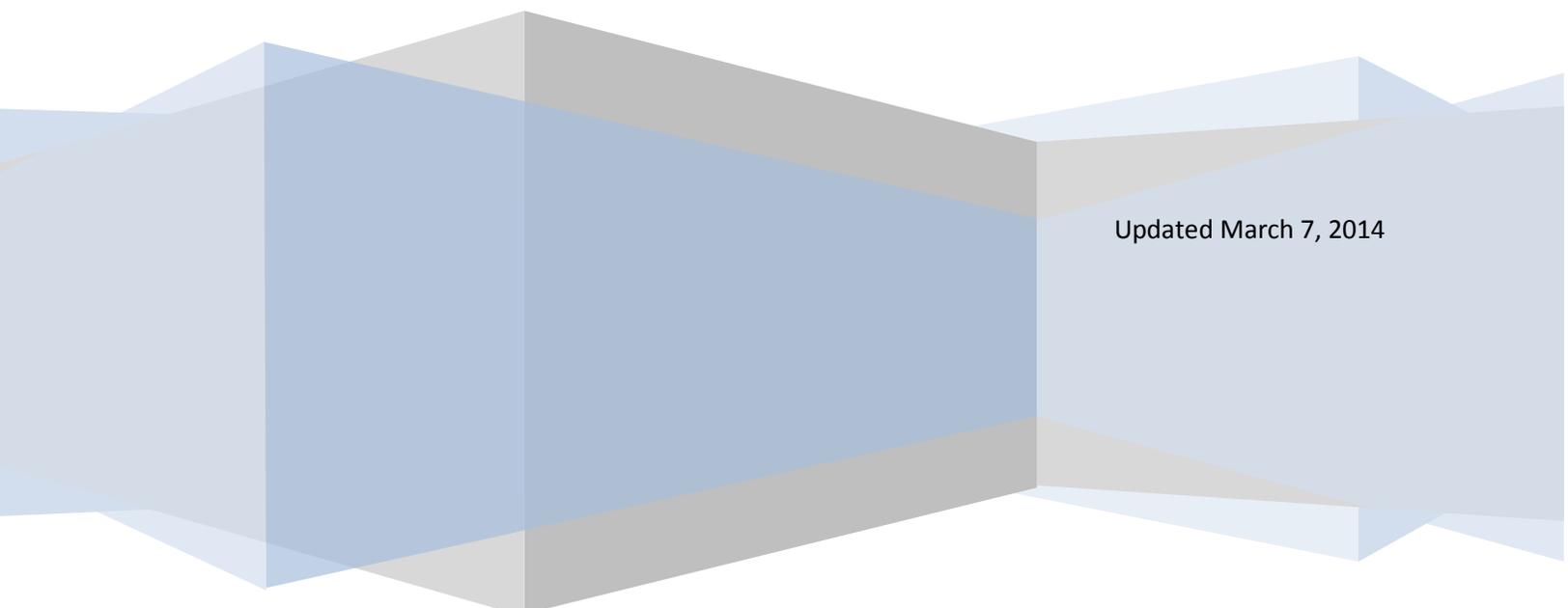


Cobb County

Police Department

Lateral Entry Program



Updated March 7, 2014

Lateral Entry Training Program

(For GA POST Certified Officers Only)

(Out of state certified officers must attend the full 23 week Cobb County Police Academy)

Eligibility for Lateral Entry Training Program

Applicants currently or formally employed by a Georgia State Certified full-service law enforcement agency will be evaluated on a case-by-case basis for eligibility to Lateral Entry Training Program. Applicants will not be considered if they have taken a break from service longer than two years. Military police service does not meet the qualification of full-service law enforcement agency.

The Cobb County Police Department Lateral Entry Training Program consists of the following steps:

Phase I [Approximately 2-3 Weeks]

During this phase of the training, the lateral entry officer will report to the Cobb County Department of Public Safety Training Center where he or she will receive equipment, identification, and the Oath of Office. The officer will also attend CCPD Annual Training for incumbent officers (40 hours) and obtain training and/or qualifications in the following areas:

- GCIC
- Criminal Law, Traffic Law, and Criminal Procedure Update
- County Policy
- County Ordinances
- Glock primary and backup Firearms Training
- Shotgun Review
- Defensive Tactics
- Asp Baton Certification
- OC Certification
- Emergency Vehicle Operations

Phase II [30-50 Daily Observation Reports]

During this phase of training, the lateral entry officer will be on the road riding with an assigned Field Training Officer. The first 10 days will be orientation and observation only, followed by a 30 – 50 day period of Daily Observation Reports (DORs). This time period may be adjusted based upon performance.

Phase III [8 Weekly Observation Reports]

Following successful completion of Phase II, the lateral entry officer will patrol in a solo status. The shift supervisors will complete a Weekly Observation Report (WOR) that rates the lateral entry officer in the same categories as the DORs to ensure that the officer has retained training received in Phase II.

Training to be completed within one year of hire date:

Within one year of the hire date, the lateral entry officer must attend the full version of the following classes as they become offered at the Cobb County Police Training Center. This is approximately five weeks of training. This will not be given as five consecutive weeks but rather as individual courses as they occur at the training center.

- Defensive Tactics
- Active Shooter
- Officer Survival
- Standardized Field Sobriety
- Precision Immobilization Technique
- Less Lethal
- Patrol Rifle
- CPR

Eligibility for Lateral Entry Pay

- Lateral Entry Pay is limited to applicants that are currently in sworn law enforcement or have been absent for less than two (2) years, hold a State Peace Officer Certification, and who have served a minimum of two years consecutive service in a full-time sworn position with a full service police agency having a minimum staff of fifty (50) sworn police personnel.
- Lateral entry applicants may be eligible to receive an increase up to 2% per year of qualified experience up to a maximum of five (5) years and not to exceed 10% of the entry level salary for Police Officer I. Lateral entry salaries will be compared to incumbent Cobb County police officers with the equivalent number of years of service and will be calculated in a manner that does not create a pay inequity.
- Lateral entry candidates must meet all requirements and qualifications of employment and must successfully complete all phases of the Lateral Entry Training Program before being awarded lateral entry pay.