

The Virgin Islands Consortium

V.I. Police Department Offering Lateral Entry Program

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Staff Consortium **June 08, 2021**



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The Virgin Islands Police Department Lateral Entry Program, affords POST Certificate Police Officers a chance to join the department. Officers who have excelled in their law enforcement careers and are up to the task of meeting the high standards of the VIPD can now apply.

The Lateral Entry Program is available for candidates who have a valid Peace Officer Standards and Training (POST) Certificate and have successfully completed the probationary period at a police agency.

Lateral candidates must meet all of the requirements for Police Officer and complete all test parts. The lateral program includes an abbreviated training and orientation program. The training is conducted in a manner that recognizes the lateral candidate's standing as an experienced Peace Officer and not a new recruit.

SALARY:

All POST Certificate Police Officers are paid based on years of service as a certified Peace Officers.

EXAMPLE:

- 5 YEARS - \$46,093
- 10 YEARS - \$56,074
- 15 YEARS - \$62,517
- 20 YEARS - \$70,732
- 25 YEARS - \$76,296

CAREER INCENTIVE PAY:

- A 3% increase for 10 semester hour credits or its equivalent in quarter units earned toward a baccalaureate or an associate degree;
- A 6% increase for 25 semester hour credits or its equivalent in quarter units earned toward a baccalaureate or an associate degree;
- A 10% increase for 40 semester hour credits or its equivalent in quarter units earned toward a baccalaureate or an associate degree;
- A 15% increase for an associate degree; A 20% increase for a baccalaureate degree; and
- A 30% increase for a postgraduate degree

Employees who qualified for this incentive, must have earned a college degree or college credits in police science, and criminal justice, including criminology, forensic science, accounting, psychology, public administration or business administration

*Including holiday pay, uniform allowance, night differential, career incentive pay and overtime, police officers may potentially earn up to \$50,000 per year in additional compensation.

PROMOTIONAL OPPORTUNITIES:

- Sergeant
- Lieutenant
- Captain

THE HIRING PROCESS INVOLVES THE FOLLOWING:

Hiring Board:

The Hiring Board will interview the top candidates. This Board may be made up of representatives from the Police Department. The Board will then make recommendations.

Background Investigation:

A complete and thorough background investigation will be conducted on each candidate to whom a conditional offer of employment has been extended. The purpose of the background investigation and record check is to assist the department in reaching a determination regarding each candidate's suitability for employment.

Psychological Evaluation:

A qualified psychological or psychiatric professional will conduct a complete and thorough psychological evaluation. Each candidate will be administered a variety of psychological tests and participate in a variety of procedures and exercises, the purpose of which will be to identify a variety of personality, emotional, and psychological characteristics, traits, qualities, attributes and tendencies.

Medical Evaluations :

A complete and thorough medical will be conducted on each candidate to whom a conditional offer of employment has been extended. A licensed physician will conduct the medical examination. The medical examination will be conducted for the purpose of ensuring that a candidate possesses the general health status necessary to perform the essential job functions of a Police Officer.

APPLICATIONS:

All applicants who are interested in applying for the Police Officer position please fill out an application by going to the following links:

[St.Croix](#)

[St.Thomas/St.John](#)