



Mountain Home Police Department **Hiring Incentive Program**

Eligibility:

In order for any hiring incentive to be paid candidates must successfully complete a background investigation and be hired by the Mountain Home Police Department. This program is not eligible for any person previously employed by the Mountain Home Police Department as a certified law enforcement officer.

All hiring incentive payments will be included in the applicable month's regular paycheck following the FTO completion date or anniversary date. This hiring incentive payment schedule is contingent upon your continued employment with the Mountain Home Police Department. Should you, at any point, resign, quit, or be terminated you will not receive any further incentive payments as originally scheduled. For example, if you resign after your second year date of hire anniversary you will forfeit the third and/or fourth year incentive payments, whichever is applicable. Taxes and all standard deductions shall apply to this incentive payment.

Idaho P.O.S.T Certified Police Officer Lateral – Three Year Payment Schedule:

To be considered as an Idaho lateral entry candidate, at the time of testing with us, the candidate must be:

- 1.) Idaho P.O.S.T. certified;
- 2.) Currently employed as a police officer; and
- 3.) Have been employed as a full-time police officer consecutively for the previous two years.

Upon Successful Completion of FTO:	\$2,000
First Year Date of Hire Anniversary:	\$1,500
Second Year Date of Hire Anniversary:	\$1,500
Third Year Date of Hire Anniversary:	\$5,000
INCENTIVE GRAND TOTAL:	\$10,000

Out-of-State Certified Police Officer Laterals – Three Year Payment Schedule:

To be considered as an out-of-state lateral entry candidate, at the time of testing with us, the candidate must be:

- 1.) Currently certified as a police officer in another state;
- 2.) Currently employed as a police officer;

- 3.) Have been employed as a full-time police officer consecutively for the previous two years; and
- 4.) Are eligible to challenge the Idaho P.O.S.T. certification and successfully pass.

Upon Successful Completion of FTO:	\$2,000
First Year Date of Hire Anniversary:	\$1,500
Second Year Date of Hire Anniversary:	\$1,500
Third Year Date of Hire Anniversary:	\$5,000
INCENTIVE GRAND TOTAL:	\$10,000

Should you be ineligible to challenge or fail the Idaho P.O.S.T certification and it is necessary for you to attend an Idaho P.O.S.T. Basic Police Academy you will immediately fall into the four-year hiring incentive payment schedule versus the three-year payment schedule.

All Other Entry Level Officers, including College Law Enforcement Program Graduates – Four Year Payment Schedule:

Upon Successful Completion of FTO:	\$2,000
First Year Date of Hire Anniversary:	\$1,000
Second Year Date of Hire Anniversary:	\$1,000
Third Year Date of Hire Anniversary:	\$1,000
Fourth Year Date of Hire Anniversary:	\$5,000
INCENTIVE GRAND TOTAL:	\$10,000