



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. If a candidate, for whatever reason, must attend a P.O.S.T. Basic Police Academy no hiring incentive shall be paid. This program is strictly for those individuals that can save the Mountain Home Police Department the time, expense and resources of sending an individual to P.O.S.T.

All hiring incentive payments will be included in the applicable month's regular paycheck. This hiring incentive payment schedule is contingent upon your continued employment with the Mountain Home Police Department. Should you, at any point, resign, quit, be terminated, or in the event of your off-duty death 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 fourth year incentive payments in the total amount of \$6,000.00. Taxes and all standard deductions shall apply to this incentive payment.

Idaho P.O.S.T Certified Police Officer Lateral:

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.

Hiring Incentive:	\$2,000 (Payable upon successful completion of FTO program)
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
BONUS GRAND TOTAL:	\$10,000

Out-of-State Certified Police Officer Laterals:

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.

Hiring Incentive:	\$2,000 (Payable upon successful completion of FTO program)
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
BONUS 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 forfeit all hiring incentives. If you have already passed the FTO program and received your first installment payment and then fail the P.O.S.T. challenge test you will forfeit all future incentive payments.

Certified/Certifiable Candidates Not Currently Employed as a Police Officer

Candidates that meet the criteria listed below are eligible to receive a one-time hiring incentive of \$2,000, payable upon the successful completion of the FTO program.

- 1.) Idaho P.O.S.T. certified or able to challenge the Idaho P.O.S.T. certification and successfully pass;
- 2.) Were employed as a police officer within the last two years but are not currently employed as a police officer; and
- 3.) Have a minimum of two (2) consecutive years of experience as a full-time police officer.

College Law Enforcement Programs

Candidates that graduate from college law enforcement programs at College of Southern Idaho, College of Western Idaho, Idaho State University and North Idaho College that graduate and are Idaho P.O.S.T. certifiable will receive a one-time hiring incentive of \$2,000, payable upon the successful completion of the FTO program.