

The language to amend Article II - Member Appointment will be read as follows:

**CITY OF LAWRENCE POLICE MERIT COMMISSION
MERIT COMMISSION RULES
ARTICLE II – MEMBER APPOINTMENT TO POLICE DEPARTMENT**

N. Lateral Transfer Process

This section outlines the qualifications and procedures for experienced law enforcement officers (lateral candidates) seeking positions with the Lawrence Police Department. This process aims to speed up the hiring of sworn law enforcement officers who hold certifications recognized by the Indiana Law Enforcement Training Board. The lateral process may be used with the approval and authorization of the Chief of Police.

(1) Eligibility Criteria

A Lateral candidate must:

- a) Be employed as a full-time sworn law enforcement officer or have been within the past 12 months.
- b) Possess a Tier 1 Certification or equivalent.
- c) Hold a valid driver's license.
- d) Must be a U.S. citizen.
- e) 21-40 years of age at time of employment.
- f) Must hold a high school diploma, the equivalent, or a G.E.D.
- g) Meet all the minimum employment qualifications established by the Department and the Merit Commission.

(2) Application Submission

- a) Lateral candidates will complete and submit the same Interest Form and employment application as entry-level candidates, along with:
 - Proof of completion of the Indiana academy.
 - Law enforcement experience included on resume.
 - Verification of current or former law enforcement employment.

(3) Oral Interview

- a) Qualified lateral candidates will undergo a formal oral interview with the Department's interview board.

(4) Background Investigation & DVSA (Digital Voice Stress Analysis)

- a) The Department will conduct a criminal background check, verify the driver's license, and confirm employment history.
- b) Candidates must complete a digital voice stress analysis to verify honesty in the areas of criminal history, drug use, and morality.

(5) Conditional Offer and Additional Screening

- a) Candidates who pass the background check successfully may receive a conditional job offer and move forward to:
 - Medical Examination.
 - Psychological Evaluation.

(6) Local Pension Board

- a) Candidates must obtain approval from the local pension board.

(7) Final Appointment

- a) Candidates who meet all requirements, starting with those who have the highest interview scores, may be appointed to the position of Police Officer, pending approval from the Chief of Police.