



City of Racine Police Officer - Lateral

SALARY	\$37.99 - \$45.11 Hourly \$79,019.20 - \$93,828.80 Annually	LOCATION	Safety Building, 730 Center Street, Racine, WI
JOB TYPE	Full-Time	JOB NUMBER	202600063
DEPARTMENT	Racine Police Department	OPENING DATE	07/01/2026
CLOSING DATE	Continuous		

Job Description

We offer a great benefits package including medical, dental, pension program, HSA, and generous time off. City residents will earn a 3% differential on top of the hourly pay range. Learn more and apply today!



Why should you transfer to the Racine Police Department?

<https://www.youtube.com/embed/H3Elo0i6EEQ?si=UqYrpa-VOdPjdC5D>

INTRODUCTION:

The Racine Police Department serves the City of Racine in Southeastern Wisconsin with a population of 77,816 people. We are a department that has adopted the philosophy of Community Orientated Policing and is a recognized leader in

this area. Our Mission is to Protect Life and Property, Promote Community Partnerships, Build Trust and Serve with Honor.

POSITION PURPOSE:

In accordance with Local Ordinances, State Statutes, Federal Law and established departmental policies, procedures, and guidelines, performs a wide variety of police and law enforcement activities that include an element of personal danger and exposure to adverse conditions. Duties are primarily service oriented and include dispensing information, arbitrating disputes, providing assistance through referrals, property protection, crime prevention and investigation, apprehending criminals, directing traffic, and other public safety services.

Essential Duties**ESSENTIAL DUTIES:**

- Maintain continuous preventative patrol in assigned area of the City, patrolling residential and/or business areas for detection of violators, initiating contacts with both business operators and residents, and maintaining open communications within the community.
- Respond immediately to calls for police service, attempt to resolve domestic disputes, disturbances and other incidents through counseling, referral or other peaceful means, settle disputes among neighbors, juveniles or other groups, and resolve any and all complaints from citizens of the community.
- Maintain the peace and security of the community, respond to public disturbances, and maintain civil obedience at group functions.
- Render miscellaneous police services such as providing information and/or assistance to the public, informing citizens of available services in the community, promoting crime prevention through community and educational programs, making presentations to public and local organizations concerning crime prevention and related police matters, locating and reporting fires and fire hazards, defective water or gas mains, sidewalk and highway defects or obstructions and defective street lights, and checking licenses and permits as necessary.
- Provide for the safe and convenient flow of traffic and pedestrians within the City, investigate traffic accidents and enforces traffic violations, conduct driver intoxication investigations, and promote vehicular and pedestrian safety.
- Conduct preliminary investigations of crimes, protect crime scenes, perform surveillance, and conduct follow-up investigations.
- Enforce laws and ordinances within assigned area of duty, make felony and misdemeanor arrests, and issue appearance notices and traffic citations.
- Complete and submit written reports, forms and other documents as required prior to going off-duty unless otherwise directed by a superior officer.
- Testify in criminal and civil court proceedings and give depositions.
- Maintain a consistent and reliable attendance.

ASSOCIATED DUTIES:

Perform other duties that are within the scope of responsibilities applicable to the level of work performed by employees in positions covered by this classification specification, as required by competent authority.

ENVIRONMENTAL/WORKING CONDITIONS OF THE POSITION:

Requires performing work in adverse environmental conditions.

Qualifications**LATERAL TRANSFER QUALIFICATIONS:**

1. Employed as a full time and active law enforcement officer within the United States.
2. Must be continuously employed full-time for two years (excluding military service).
3. Must be a citizen of the United States and at least 21 years of age at the time of application.
4. High School Diploma or GED and sixty (60) fully accredited college level credits within five (5) full years of their date of initial law enforcement certification by the State of WI.

5. Must be of high moral character and free of any felony, serious misdemeanor or domestic abuse conviction.
6. The City of Racine has no residency requirements for employees.
7. Successful completion of ALL stages of the hiring process as defined by the City of Racine Police and Fire Commission.
8. Successful completion of the Wisconsin Physical Readiness Test if not successfully completed within the past 18 months.
9. Out-of-State certified officers are required to successfully complete the Wisconsin Reciprocity Exam prior to the Police and Fire Commission Interviews.
10. For out of state lateral applicants, successful completion of the State of Wisconsin designated testing in lieu of attending a Wisconsin Law Enforcement Officer Training Academy. Failure to successfully complete the testing to receive a waiver from attendance at the law enforcement academy will disqualify the candidate for the Lateral Entry Program.

AUTOMATIC DISQUALIFIERS:

Conviction of a domestic violence related offense. Conviction of any of the following traffic offenses within the past three years: operating while intoxicated, hit and run, and license revocation related offenses.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

- General knowledge of laws and ordinances of the State of Wisconsin and the City of Racine, with the ability to develop a working knowledge of departmental rules, regulations, policies, and procedures
- Ability to communicate effectively with superiors, subordinates, and the general public, with the ability to exercise discretion.
- Ability to analyze situations quickly and objectively, and to determine the proper course of action within the established framework of policies and procedures.
- Ability to understand and follow oral and written instructions.
- Ability to work effectively under stressful conditions and maintain composure under emergency situations.
- Skill in operating a motor vehicle under adverse conditions.
- Ability to care for and safely operate a variety of firearms and chemical agents.
- Must be able to learn the geography of the City and its surrounding communities.

PHYSICAL DEMANDS AND REQUIREMENTS OF THE POSITION:

Weight must be proportionate to height, vision must be correctable to 20/20 in both eyes, with glasses or contact lenses, and must have acceptable sensory capabilities in hearing and olfactory senses.

Tasks involve the regular, and at times sustained, performance of heavier physical tasks such as walking over rough or uneven surfaces, bending, stooping, working in confined spaces, lifting or carrying moderately heavy (20 to 50 pounds) items and occasionally very heavy (100 pounds or over) items. Climbing ladders, jumping fences, grappling with suspects, running for long distances, and moving from extended sitting to quick activity.

EQUIPMENT USED:

Motor vehicles, firearms, baton, handcuffs, chemical agents, keyboard, computer, radios, and telephone.

Supplemental Information**LATERAL ENTRY COMPENSATION AND BENEFITS:**

1. Starting salary consistent with years of experience (rounded down to a whole number) in the Association contract.
Example: An officer with 3 years and 4 months of service lateralling would receive a starting wage of an Association member with 3 years' experience.
2. Vacation time consistent with years of experience (rounded down to a whole number) in the Association contract.
Example: An officer with 7 years and 11 months of service lateralling would receive earned vacation pay of an Association member with 7 years' experience (15 days).

3. The field training program may include great flexibility in accordance with the lateral officer's ability to adjust to the new program.
4. Seniority rights begin upon the date of hire at the City.
5. Probationary period will be 12 months.

NOTE: No other enhanced benefits or privileges are extended to recognize prior service (to include participation in promotional examinations, seniority, nor lateral inter-departmental applications). Some considerations may be made for those possessing special skills in certain areas (such as Honor Guard or Evidence Technicians).

IMPORTANT:

The information you provide during the recruitment process will be used to assist members of the Racine Police Department throughout the entire recruitment process. Your file will be forwarded to the Racine Police and Fire Commission for their review. Any negative facts in your background will be evaluated in terms of the circumstances and facts surrounding their occurrence. These facts will then be considered as to the degree of relevance they may have to the job of a police officer

RECRUITMENT PROCESS STEPS:

- Step 1. Application
- Step 2. Application Screening
- Step 3. Completion of the Wisconsin Physical Readiness Test if not successfully completed within the past 18 months. Applicant will need to complete this through an approved testing site or await the testing date(s) in which the police department administers the test.
- Step 4. Panel Interview
- Step 5. Background Checks
- Step 6. Police and Fire Commission Interviews
- Step 7. Shift Experience / Ride-a-long
- Step 8. Chief's Interview
- Step 9. Medical and Psychological Exams
- Step 10. Swearing-In

This job description is intended to identify essential duties and also illustrates other types of duties that may be assigned. It should not be interpreted as describing all of the duties that will be required of an employee or be used to limit the nature and extent of assignments that an individual is required to perform. In addition to the responsibilities and duties listed, it is expected that employees maintain a consistent and reliable attendance record. Job descriptions are subject to revision at any time at the discretion of the City of Racine.

The City of Racine is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

Employer

City of Racine

Address

730 Washington Avenue
Room 204
Racine, Wisconsin, 53403

Phone

Website

Police Officer - Lateral Supplemental Questionnaire

*QUESTION 1

Are you a citizen of the United States?

- ☐ Yes
- ☐ No

*QUESTION 2

Do you have a valid Wisconsin driver's license?

- ☐ Yes
- ☐ No

*QUESTION 3

Are you CURRENTLY employed full time and in an active capacity as a Law Enforcement Officer?

- ☐ Yes
- ☐ No

*QUESTION 4

Do you possess at least 2 years of experience (rounding down) as a Law Enforcement Officer?

- ☐ Yes
- ☐ No

*QUESTION 5

Have you attended a Wisconsin Police Academy?

- ☐ Yes
- ☐ No

*QUESTION 6

Are you Certified or Certifiable as a Police Officer in Wisconsin or any other state?

- ☐ Yes
- ☐ No

*QUESTION 7

(Out of State Applicants) Have you completed the Wisconsin Law Enforcement Reciprocity Exam?

- ☐ Yes
- ☐ No
- ☐ This does not apply to me.

*QUESTION 8

Have you successfully completed the Wisconsin Physical Readiness Test within the past 18 months?

☐ Yes

☐ No

***QUESTION 9**

Have you served in any branch of the United States Military including Reserves or National Guard? If Yes, list type of discharge. If not, type "NA".

***QUESTION 10**

Have you completed at least, 60 credits of post-high school education?

☐ Yes

☐ No

*** Required Question**