

MEMORANDUM OF UNDERSTANDING #7
LATERAL TRANSFER AMENDMENT ARTICLE XXIII -D.

WHEREAS, the City and the LPPNSA agree that the recruitment of highly qualified and experienced police officers is the best interest of the City, the LPPNSA, and public safety; and

WHEREAS, hiring experienced and highly qualified police officers reduces the training period, training costs, and delays of service to the City and its residents, and;

WHEREAS, the competitive job market for experienced and highly qualified police officers requires that the City and LPPNSA work collaboratively to ensure the highest level of public and officer safety for the City of La Crosse.

NOW, THEREFORE BE IT RESOLVED, that the following amendments are approved by all parties and are effective the date of signing and incorporated into successive agreements. Section D is amended to read as follows:

D. Lateral Transfer. Effective January 1, 2019, an individual seeking employment as a police officer with this department who:

- *Left this department as a Police Officer and was in good standing when he or she left, or*
- *Is an officer from another department who left or is leaving that department in good standing, and*
- *Meets the current standards for employment with this Department in regards to certification and education, and*
- *Is selected to be hired,*

Shall be eligible for compensation and vacation accrual at a level above that of a new officer, up to 1st Class Patrol Officer. The selected individual shall be considered a new employee for all other matters including assignment to Investigator, etc. Effective January 1, 2016, lateral transfers may be eligible for consideration for assignment to Investigator subject to the selection criteria as defined in Article XXXII.

In determining the level of pay compensation, the following guidelines are to be used:

4th Class Officer.....Less than 1 year of full time service

3rd Class Officer.....1 year of full time service but less than 1.5 years of full time service

2nd Class Officer.....1.5 years of full time service but less than 3 years of full time service

1st Class Officer.....3 years of full time service


These guidelines may be overridden by agreement between the Police Department Administration, the Mayor, the Director of Human Resources and the LPPNSA Board with regard to specialized training and qualifications that an applicant may possess.

In determining the level of vacation benefit, the lateral transfer will receive "continuous years of service" credit for all previous full time police service/experience and will receive the same vacation benefits under article XIX-A as any current employee. By way of example, a lateral transfer with five (5) previous years of service in good standing with another agency and five (5) years of continuous service with this agency will be deemed to have ten (10) years of service for vacation benefit.

Lateral transfer credit(s) do not apply to calculations for longevity compensation or seniority.

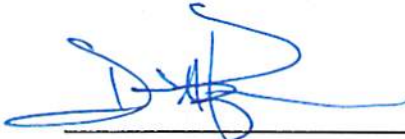
This amendment is not retroactive for any employee hired before January 1, 2019.

AGREEMENT



Andrew Rosenow
President, LPNNSA

04-16-19
date



Dave Buroker
Deputy Director of Human Resources
City of La Crosse

4/16/2019
date