



Lateral Transfer Information for La Crosse Police Department Applicants

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.