

**MEMORANDUM OF AGREEMENT  
LATERAL ENTRY PROGRAM**

Lincoln County and the Lincoln County Professional Deputies' Association, WPPA/LEER Local 438, agree for those select Officers meeting the Lateral Entry Program minimum qualifications, shall be eligible to the defined enhanced compensation and benefits described below.

1. Minimum Qualifications are:
  - a. Currently employed as a full-time law enforcement officer and have a minimum of three (3) years continuous service in this capacity (excludes academy time).
  - b. An exemplary work history as evidenced with a complete and thorough background investigation.
  - c. Certified or certifiable (within 6 months of hire) by the State of Wisconsin Law Enforcement Standards Board.
  
2. Compensation and Benefits:
  - a. The actual prior service credit will be determined by the Sheriff and awarded up to a maximum of five (5) years credit.
  - b. The lateral entry officer shall be entitled to the wage commensurate with the Officer's prior years credit, thereby waiving Article 10 of the Labor Agreement. Upon completion of the probationary period and each year of continued service the lateral Officer shall advance within the pay schedule.
  - c. The lateral entry Officer shall be entitled to the vacation accrual commensurate with the Officers prior years credit, thereby waiving Article 18 of the Labor Agreement. Upon hire the credited vacation hours shall be prorated based on the number of full weeks remaining in the calendar year (rounded to the nearest hour). Thereafter, for the purposes of computing completed years of service, as of January 1<sup>st</sup> of the calendar year following the date the employee was hired, an employee shall be deemed to have completed one (1) year of service, and on the succeeding January 1<sup>st</sup>, shall be deemed to have completed two (2) additional years of service, and so on.
  
3. No other enhanced benefits:
  - a. No other contractual benefits or privileges are extended to recognize prior service.
  - b. Lateral entry officers shall be subject to the probationary period as in Article 5 of the Labor Agreement.

The parties agree to review the Lateral Entry Program annually. Should the program be discontinued at any time, no current employee will be adversely affected. This program and Memorandum of Agreement shall expire on December 31, 2021. Any agreement after this date will be incorporated into a new bargaining unit contract.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2019.

ASSOCIATION

LINCOLN COUNTY

\_\_\_\_\_  
President, Local 438

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WPPA/LEER Business Agent