

## **105.22 LATERAL TRANSFER FOR FULL-TIME POLICE OFFICER**

A lateral transfer full-time police officer is defined as a police officer who works full-time for another police agency and transfers into the Holland Police Department as a police officer. In order for an officer to qualify for a lateral transfer for a full-time police officer position with the Village of Holland, the officer must have a minimum of two (2) years of continuous experience as a paid, full-time certified Ohio Peace Officer at a comparable law enforcement agency as determined by the Chief of Police and the Mayor. The lateral transfer police officer must have worked for a law enforcement agency as a sworn full-time police officer where they had the authority to enforce laws, investigate crimes, make arrests, respond to calls for service, carry a firearm, and use discretion as a part of their assigned duties. Time served as a part-time police officer, reserve police officer, or other type of unpaid peace officer will not be used to calculate years of service for a lateral transfer full-time police officer. The lateral transfer police officer must also be in compliance with Section 105.13 of this Chapter.

A lateral transfer full-time police officer will be compensated pursuant to the officer's years of full-time service with another agency as listed under Section 105.01, not to exceed a starting pay step higher than "Police Officer After 5 Years." The Chief of Police shall provide satisfactory proof of the lateral transfer police officer's prior years of service to the Mayor. As already stated in Section 105.01, "The Mayor, upon confirmation of council, shall have the authority to upgrade an employee to a more seniority pay grade." This Section caps the seniority pay grade to no higher than "Police Officer After 5 Years."

A lateral transfer police officer will receive 40 hours of vacation on their first day of work with the Village of Holland and they will receive 80 hours of vacation on the first day of their second year of employment with the Village of Holland. The lateral transfer police officer will then earn all other years of vacation in accordance with Section 105.07 for their third year of employment and so on. All other vacation language, as stated in Section 105.07, except for the lateral transfer police officers first year and second years of earned vacation are applicable.

A lateral transfer police officer must successfully pass a thorough background investigation, along with any other pre-employment screening measures utilized by the Holland Police Department. Years of service accumulated prior to lateral transfer will not count towards years of service when determining seniority within the Holland Police Department.

Only years of service worked for the Village of Holland will be used to calculate longevity pay, as stated in Section 105.21. No lateral transfer years of service will be counted.

Unless otherwise stated in this Section (105.22), all other Sections of Chapter 105 are applicable as stated in their respective Sections. This section is effective March 2, 2022 and is not retroactive.