

Resolution approving reorganization to the table of positions and classifications for the La Crosse Fire Department.

## RESOLUTION

WHEREAS, City Department Heads may request reorganizations of their departmental Table of Organizations, and

WHEREAS, the Finance & Personnel Committee has referred these departmental reorganizations to the Human Resources Department for their recommendation, and

WHEREAS, a pay and class study has been adopted to ensure proper pay classifications, and

WHEREAS, the IAFF Local 127 Collective Bargaining Agreement (CBA) is currently in place to define rank and position compensation, and

WHEREAS, the La Crosse Fire Chief has determined a need to reorganize the department to meet 2021 operating budget reductions, ongoing pandemic impacts, while balancing other long-range strategic planning goals, and

WHEREAS, the La Crosse Fire Department is no longer contracted by the La Crosse Airport to provide Aircraft Rescue and Firefighting Protection coverage after 12/31/2020, and

WHEREAS, the Fire Department Strategic Plan acknowledges the need for a dedicated "EMS Coordinator" and the Fire Department's pandemic response impacts has prioritized this position over other strategic planning goals, and

WHEREAS the existing Fire Department "EMS Trainer" assignment job description is being modified to better define position duties as assigned, and

WHEREAS the existing Fire Department "Computer Trainer" assignment job description is being modified to better define position duties as assigned;

NOW THEREFORE BE IT RESOLVED that the change in position classifications, job titles, and compensation listed below is hereby approved as follows:

Eliminate one (1.0 FTE) of the four existing "Battalion Chief" positions (4<sup>th</sup> Battalion Chief swing position, Operations Division) to facilitate staffing the "Captain" (EMS Coordinator Assignment) defined below. This FTE vacation meets the need to reduce one 1.0 FTE due to loss of Airport contract.

Utilize the existing (1.0 FTE) "Captain" position previously added to the Table of Organization for the Airport Contract staffing needs to fill the needed "EMS Coordinator" assignment. Compensation will remain as defined by current L127 CBA and the rank of Captain. Position will be assigned by the Fire Chief. The position assignment description will be updated to define position responsibilities.

The "EMS Trainer" position will be retitled on the Table of Organization as "EMS Assistant". Compensation will remain as defined by current L127 CBA. Position will remain assigned by the Fire Chief. The position assignment description will be updated to better define existing position responsibilities.

The "Computer Trainer" position will be retitled on the Table of Organization as "Technology Assistant". Compensation will remain as defined by current L127 CBA. Position will remain assigned by the Fire Chief. The position assignment description will be updated to better define existing position responsibilities.

BE IT FURTHER RESOLVED that the resulting reduction of one 1.0 FTE has already been adjusted within the Fire Department's approved 2021 operating budget.

BE IT FURTHER RESOLVED that the position titles and classifications identified herein are hereby approved effective January 1, 2021.

BE IT FURTHER RESOLVED that the Director of Finance, Deputy Director of Human Resources and Fire Chief are hereby authorized to take all necessary steps to implement this resolution.