

MEMORANDUM OF UNDERSTANDING: LATERAL TRANSFER AGREEMENT

The City of La Crosse ("City") and IAFF Local 127 ("Union"), agree as follows:

WHEREAS, the City and the Union agree that the recruitment of highly qualified and experienced firefighters is in the best interest of the City, the Union, and public safety; and

WHEREAS, hiring experienced and highly qualified firefighters 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 firefighters requires that the City and Union work collaboratively to ensure the highest level of public and firefighter safety for the City of La Crosse.

WHEREAS, the Union and City mutually agree to recognize years of service to the City should a City employee become employed by the La Crosse Fire Department in regards to vacation accrual.

NOW, THEREFORE BE IT RESOLVED, that the following amendments are approved by all parties and are effective upon council approval and incorporated into the successor collective bargaining agreement.

Lateral Transfer:

Effective April 15, 2024, an individual seeking employment as a firefighter with this department who:

- Is currently employed or has recently (less than 2 years) left employment as a full-time, paid professional firefighter in an agency of similar complexity as the La Crosse Fire Department, and
- Is a firefighter from another department who left or is leaving that department in good standing, and
- Meets the current standards for employment with the Department regarding 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 firefighter (Step A), up to Step E. The selected individual shall be considered a new employee for all other matters including assignments, promotions, specialty teams, etc.

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

- Step A Firefighter...less than 1 year of full-time service
- Step B Firefighter...1 year of full-time service but less than 2 years of full-time service
- Step C Firefighter...2 years of full-time service but less than 3 years of full-time service
- Step D Firefighter...3 years of full-time service but less than 9 years of full-time service
- Step E Firefighter...9 years of full-time service or more

These guidelines may be overridden by agreement between the Fire Department Administration, the Mayor, the Director of Human Resources and the Union 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 fire service/experience and will receive the same vacation benefits under article 15 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.

Internal Lateral Transfer:

Effective April 15, 2024, a City employee seeking employment as a firefighter will be granted the following benefit:

- Vacation time accrued based on years of service to the City will be honored by the Fire Department.
- The internal lateral transfer will start with the vacation time that lines up with their years of service to the City and matches the current City of La Crosse L-127 CBA.
 - Example: Based on the CBA as of 3/18/2024 an internal lateral transfer with 6 years of service to the City would start with 6 shift days. After a year of service to the Fire Department the employee would have 7 total years of service and get 9 shift days of vacation.
- Vacation time for that employee will be picked as outlined in department policy.
- Any unused vacation hours earned prior to transfer date can be used in the calendar year of hire. These dates will be selected in remaining vacation slots and shall not interfere with “held” picks of senior employees.
- It is understood that policy is changed from time to time and this document is intended to memorialize in good faith that an internal lateral transfer employee's vacation will not negatively impact any earned benefits of an employee currently under the CBA.
- Any City employee seeking employment as a firefighter will be treated as a day one employee under the terms of the current CBA for all other matters including assignments, promotions, special teams, etc.

Prior City service does not apply to longevity computation or seniority.

This amendment is not retroactive for any employee hired before January 1, 2024.

Brandon Gritt (date)
President
IAFF Local 127

Rebecca Franzen (date)
Director of Human Resources
City of La Crosse