



Human Resources

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Memorandum of Understanding #4 Lateral Transfer

Between the City of La Crosse ("City") and the International Association of Firefighters ("IAFF")

RE: Error on Lateral Transfer guidelines

On April 15, 2024, the Common Council approved Memorandum of Understanding ("MOU"): Lateral Transfer Agreement between the City and the International Association of Firefighters ("IAFF") with the following guidelines to receive lateral transfer service credit.

- 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 service or more.

It was discovered by the Human Resources department that an error occurred when updating the Collective Bargaining Agreement ("CBA") for the 2025 – 2027 contract, specifically related to Step E Firefighter guidelines. The newly adopted guidelines directly conflict with the updated longevity pay schedule.

The 2025 – 2027 contract updated the guidelines for service credit to the following:

- 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 5 years of full-time service.
- Step E Firefighter...5 years of full-time service or more.

The City and the IAFF agree to the following amendment to the guidelines to receive lateral transfer service credit retroactively effective January 1, 2025.

- 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 or more of full-time service.

The update to the lateral transfer provision of the CBA will automatically be added into the successor agreement at the next contract opener.

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