

Craig, Sondra

From: Elsen, Nikki
Sent: Tuesday, July 6, 2021 7:50 AM
To: Craig, Sondra
Subject: Fw: Add to 21-0729 --- RE: Holmen MOU

Can you attach this to the file please.

From: Gilliam, Ken
Sent: Saturday, July 3, 2021 2:38 PM
To: Elsen, Nikki
Subject: Add to 21-0729 --- RE: Holmen MOU

City Clerk Elsen,
Please add **email chain below** as attachment to 21-0729 in Legistar.
This was my 06/29/2021 response to Council regarding the 06/28/2021 L127 letter.
Thank you.

Fire Chief Ken Gilliam
La Crosse Fire Department
Office: 608-789-7261 / Mobile: 608-881-9693

From: Gilliam, Ken
Sent: Tuesday, June 29, 2021 9:02 AM
To: Reynolds, Mitch <reynoldsm@cityoflacrosse.org>; barlow@holmenwi.com
Cc: Happel, Douglas <happeld@cityoflacrosse.org>; Janssen, Barb <janssenb@cityoflacrosse.org>; Kahlow, Chris <kahlowc@cityoflacrosse.org>; Kiel, Mac <kielm@cityoflacrosse.org>; Mindel, Mackenzie <mindelm@cityoflacrosse.org>; Neumann, Mark <neumannm@cityoflacrosse.org>; Neumeister, Scott <neumeisters@cityoflacrosse.org>; Richmond, Andrea <richmonda@cityoflacrosse.org>; Schwarz, Rebecca <schwarzr@cityoflacrosse.org>; Sleznikow, Larry <sleznikowl@cityoflacrosse.org>; Trost, Jennifer <trostj@cityoflacrosse.org>; Weaver, Justice <weaverj@cityoflacrosse.org>; Woodard, Chris <woodardc@cityoflacrosse.org>; ZZ Fire Group Chief Officers <ZZFireGroupChiefOfficers@cityoflacrosse.org>
Subject: RE: Holmen MOU

Mayor Reynolds, HAFD Chair Barlow, and members of the La Crosse Common Council,

Regarding the letter sent to you by IAFF Local 127 and the Shared Fire Administration MOU currently in La Crosse's Legistar system, I want to assure you that L127 has been made aware of the negotiations through verbal conversations, emails, and a Chief Update video to the entire membership. They were provided an earlier draft copy of the MOU, and were provided with the final copy of the MOU via email when it was entered into Legistar. I have met with them to share what I could during a regularly scheduled labor/management meeting last month. This matter is also on our labor/management meeting agenda for Thursday of this week.

For your awareness, I have worked with City Attorney Matty, Mayor Reynolds, and PFC Chair Happel on the development of this MOU, and the four communities involved are negotiating in good faith towards a mutually beneficial program to enhance public safety for all involved. Mayor Reynolds and I have discussed adding members of Council to the long-range contract negotiation team that will follow after the MOU is finalized.

Also, in case you are not aware, L127 leadership is responsible for both LCFD and HAFD CBAs, as well as the CBA for the City of Onalaska fire department. L127 is currently in open contract negotiations with the HAFD Board regarding changes to their contract at HAFD. L127 has sustained no impacts, has been assured there will be no mandated overtime for their LCFD members, and have been advised that they will be involved for input into the long-range assessment and negotiations that will follow this initial MOU. Were working conditions to become a concern, they have open lines of communications to raise specific concerns. The only specific impacts that members of L127 may face initially are:

- The potential for their members to work voluntary overtime to cover HAFD shifts (for which the city will be fully reimbursed).
- One additional LCFD Captain position may be added to their ranks to assist us with the management transition and long-range training and interoperability strategy.

The pending MOU is a relatively recent development supported by two decades worth of multiple reports supporting consideration of regionalized Fire and EMS services. The MOU is in harmony with, and built upon, the most recent WI Policy Forum report on Shared Fire and EMS Strategies in La Crosse County. During the initial 1st year phase of the MOU, the most significant impacts will be on the LCFD Administration. My Chief Officers and I are prepared to take on the challenge, as it is in line with our Strategic Plan and is an opportunity to provide a catalyst for other similar discussions with other area municipalities. It is also supported by efforts being made at the state capital by the Wisconsin State Fire Chiefs Association regarding the potential for expanded regional fire districts in areas of the state that desire to explore this option. Operationally, emergency response will remain consistent with current Mutual-Aid and Automatic-Aid Agreements already in place. The HAFD is compensating us for the initial impacts of the MOU and taking a leap of faith that we will be able to provide them a stronger plan for emergency services.

There will undoubtedly be unexpected obstacles as we navigate uncharted waters, but I believe this is a significant opportunity that we should not ignore. We have built safety mechanisms into the MOU for all involved in case things don't go the way we think they will go. I believe that I have a proven track record of fairness, consistency, and transparency in my efforts to protect the community that I am sworn to protect, while taking advantage of calculated opportunities to strengthen public safety services. Please feel free to call me on my mobile phone this week if you have any questions. I assure you that we are being very strategic and entering into this opportunity in a way that will support our three neighboring communities, while not negatively impacting the safety benchmarks that we have achieved in La Crosse.

Respectfully,
Ken

Ken Gilliam, CFO
Fire Chief / Emergency Management Director
La Crosse Fire Department
400 La Crosse St, La Crosse, WI 54601
Office: (608) 789-7261 | Mobile: (608) 881-9693
<https://www.cityoflacrosse.org/your-government/departments/fire-department>



From: Brandon Gritt <grittbrandon@gmail.com>
Sent: Monday, June 28, 2021 5:34 PM
To: Reynolds, Mitch <reynoldsm@cityoflacrosse.org>; barlow@holmenwi.com
Cc: Richmond, Andrea <richmonda@cityoflacrosse.org>; Neumeister, Scott <neumeisters@cityoflacrosse.org>; Janssen, Barb <janssenb@cityoflacrosse.org>; Sleznikow, Larry <sleznikowl@cityoflacrosse.org>; Weaver, Justice <weaverj@cityoflacrosse.org>; Kahlow, Chris <kahlowc@cityoflacrosse.org>; Kiel, Mac <kielm@cityoflacrosse.org>; Mindel, Mackenzie <mindelm@cityoflacrosse.org>; Woodard, Chris <woodardc@cityoflacrosse.org>; Schwarz, Rebecca

<schwarzr@cityoflacrosse.org>; Trost, Jennifer <trostj@cityoflacrosse.org>; Happel, Douglas <happeld@cityoflacrosse.org>; Neumann, Mark <neumannm@cityoflacrosse.org>; Lance Tryggestad <lcfd77@gmail.com>; Kyle Dumez <laxfd35@gmail.com>; Jeremy Cook <jeremyc3802@gmail.com>; Murphy, Jeffery <Murphyj@cityoflacrosse.org>; Gilliam, Ken <gilliamk@cityoflacrosse.org>
Subject: Holmen MOU

*** CAUTION: This email originated from an external sender. DO NOT click links or open attachments unless you recognize the sender and know the content is safe. ***

Good Afternoon,

As a representative of Local 127 I would like to extend an invitation to all parties to meet and have a discussion on the topic of the shared services MOU which involves the City of La Crosse and Holmen. We have reserved the Maplewood South room at the Black River Beach House on the north side of La Crosse.

The meeting will be at 5:00pm on Tuesday July 6th. We understand everyone has extremely busy schedules, but we sincerely hope you can all make it. If you are able to please reply to this email so we can plan accordingly.

Best Regards,

--

Brandon L. Gritt
President
La Crosse Area Professional Fire Fighters
IAFF Local 127
grittbrandon@gmail.com
(920) 318-6934