

Resolution approving a reorganization to the table of positions and classifications for the 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 two departments to meet strategic planning goals and to provide more efficient and effective service; and

WHEREAS, the La Crosse Fire Department has been contracted by the La Crosse Airport to provide Aircraft Rescue and Fire Protection coverage; and

WHEREAS, the Airport contract provides funding to afford the addition of one new 1.0 FTE "Captain" position to the Fire Department budget; and

WHEREAS, the Fire Department remained within budget while utilizing firefighter out of title assignment compensation in 2018 to fill a successful pilot program "Captain" position assigned to Administration Technical Services and Community Relations duties; and

WHEREAS, the Fire Prevention and Building Safety Division has two existing, equally qualified individuals working in two different ranked and compensated "Lieutenant of Inspection" and "Captain of Inspection" positions, and

WHEREAS the Fire Department "Facility Maintenance Specialist" job description is being modified to better define apparatus fleet maintenance, facility maintenance, equipment logistics, firefighting and airport coverage duties as assigned; and

WHEREAS, the existing Fire Department "Facility Maintenance Specialist" is contractually compensated as a Captain due to job description, but not currently badged, recognized nor appointed as a Captain.

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

One new 1.0 FTE "Captain" position shall be added to the Table of Organization for staffing at the Airport, compensation in line with IAFF Local 127 CBA and the rank of Captain; \$25.05/hour, 112 hours bi-weekly.

One "Firefighter" position on the Fire Operations A-Shift shall be vacated and left open on the Table of Organization, and that existing 1.0 FTE budget position be reclassified and added as a 1.0 FTE "Captain" position for work assignment as an appointed "Captain", with the duties of Administration Technical Services, Community Relations, and additional duties as assigned to include Airport staffing coverage. This will be an 80 hour bi-weekly position at \$35.15/hour.

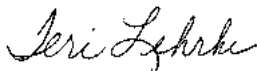
The 1.0 FTE "Lieutenant of Inspection" position will be eliminated on the Table of Organization, and a second 1.0 FTE "Captain of Inspection" position will be added to the Table of Organization. Either Captain of Inspection positions may be under filled with a Lieutenant and may be promoted to either rank at the discretion of the Fire Chief based on qualifications and compensated in line with the existing CBA. The respective job descriptions will also be amended to address the addition of Airport staffing coverage as needed. This will be an 80 hour bi-weekly position at \$35.15/hour.

The "Facility Maintenance Specialist" position will be retitled on the Table of Organization as "Logistics, Fleet and Facilities Officer". Compensation will remain as defined by current L127 CBA. Position will continue to be assigned by the Fire Chief. Position will be recognized as a "Captain" in rank for appointed individuals not previously promoted to the position of Captain. The job description will be updated to better define existing position responsibilities to include firefighting, Incident Command System support, and Airport staffing coverage. This position will remain at an 80 hour bi-weekly position at \$35.15/hour.

BE IT FURTHER RESOLVED that the position titles, classifications and salary identified herein are hereby approved effective February 14, 2019 and the funding for the new position and additional position adjustments shall be taken from the respective 2019 Fire Department and Fire Prevention Building Safety operating budgets salary and benefits accounts.

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.

I, Teri Lehrke, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on February 14, 2019.



Teri Lehrke, City Clerk
City of La Crosse, Wisconsin