



CITY OF LA CROSSE

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LEGISLATION STAFF REPORT FOR COUNCIL

File ID	25-1364	Caption	Resolution approving a Vacation Conversion Memorandum of Understanding (MOU) between the City of La Crosse and the International Association of Firefighters, Local #127.
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Staff/Department Responsible for Legislation

Human Resources

Requestor of Legislation

Rebecca Franzen - Director of Human Resources
Jeffrey Schott - Fire Chief

Location, if applicable

Summary/Purpose

It was discovered that when an employee transfers from day shift to platoon shift or platoon shift to day shift, the amount of time being converted was being done incorrectly based on the intent of the CBA.

The MOU is creating a written procedure for what conversion rate will be used along with changing the vacation table in the CBA for day shift employees from being accrued in weeks to accrued in hours.

Background

The 2025 - 2027 currently does not address how the City converts vacation time when an employee goes from a day shift schedule (2080 hrs./year) to a platoon shift schedule (2912 hrs./year). This MOU create an established practice how the Human Resources department calculates vacation accrual conversion upon transferring between day shift and platoon shift.

Fiscal Impact

Staff salaries are already fully-budgeted in the 2025 operating budget - there will be no fiscal impact for active employees. Retired employees will have payouts for vacation time that was owed to them, but not paid out upon time of separation.

Staff Recommendation

Staff recommends approval of the MOU.