

**Agreement Between the
City of La Crosse**



and the

**International Association
Of Firefighters
Local #127, AFL-CIO-CLC**



2025-2027

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE NUMBER</u>
	Preamble	2
1	Recognition Clause	2
2	Rules and Regulations	2
3	Grievance Procedure	3
4	Medical Benefit Plan	3
5	Life Insurance	6
6	Income Continuation Insurance	8
7	Check-Off	9
8	Work Week	9
9	Bereavement Leave	10
10	Employee Sick Leave	11
11	Worker’s Compensation	13
12	Military Leave of Absence	14
13	Pensions - Wisconsin Retirement System	15
14	Wages and Salary Schedule	15
15	Vacation	17
16	Overtime	20
17	Holidays	21
18	Clothing Allowance	21
19	Recall/Call in Time	22
20	Cessation of Service Clause	23
21	Reservation of Rights	23
22	Jury Duty and Court Appearance	24
23	Residency Requirement	24
24	Limitations of Disciplinary Language	24
25	Savings Clause	25
26	Training Opportunities and Employee Development	25
27	Tuition Reimbursement	26
28	Family and Medical Leave	27
29	Leave of Absence	27
30	Reasonable Suspicion Drug and Alcohol Policy and Procedures	27
31	Entire Agreement	33
	Memorandums of Understanding	
	#1 Training Opportunities – Employee Development	35
	#2 Exceptions to Continuous Service for Retiree Medical Benefit Plan Coverage	36
	#3 Voluntary Dental Plan	37
	Wage Schedule January 3, 2025	38
	Wage Schedule January 2, 2026	39
	Wage Schedule January 1, 2027	40

PREAMBLE

This Agreement is entered into by and between the City of La Crosse, through its City bargaining Committee, the Finance and Personnel Committee, acting pursuant to a resolution of the Common Council of the City of La Crosse, authorizing them to enter into this Agreement, hereinafter referred to as the "City", and the International Association of Fire Fighters, Local 127, AFL-CIO-CLC, hereinafter referred to as the "Union".

It is expressly understood between the parties to this Agreement that the provisions herein shall in no way modify or change the provisions of Section 62.13 of the Wisconsin Statutes, as provided for the establishment and powers of a Police and Fire Commission for cities, and the rights of Fire Fighters employed by the City of La Crosse.

It is further understood by the parties that Section 62.13 of the Wisconsin Statutes is an enactment of state-wide concern for the purpose of providing a uniform system of regulation of Fire Departments within the State of Wisconsin, and in case of any conflict with the provisions of this agreement and the statutory provisions of the Wisconsin Statutes, the said statutory provisions shall govern notwithstanding any provision of this Agreement to the contrary.

WHEREAS, the mutual interests of the parties hereto are recognized by this Agreement for the operation of the Fire Department of the City of La Crosse under methods that will promote efficiency, safety, cleanliness, proper care of equipment, property and the facilities, a process for the fair and peaceful adjustment of differences that might arise from time to time, and the promulgation of rules and regulations and ethical conduct of business relations between the employer and employees and to provide the best possible emergency medical service and fire protection for life and property to all of the citizens of the City of La Crosse.

NOW, THEREFORE, the parties have reached this agreement.

ARTICLE 1 RECOGNITION CLAUSE

The City recognizes the Union as the exclusive bargaining agent for the regular, full-time employees of the City of La Crosse Fire Department excluding the Fire Chief, Assistant Fire Chiefs, Division/Battalion Chiefs, and non-sworn civilian members.

ARTICLE 2 RULES AND REGULATIONS

The "Rules and Regulations" of the La Crosse Fire Department, as established by Fire Department management shall be made a part of this agreement. The parties to this agreement, agree that all provisions as therein contained, regarding appointments and departmental work rules shall be made a part of, by reference, of this agreement.

ARTICLE 3 GRIEVANCE PROCEDURE

A grievance is defined as any matter involving the interpretation, application or enforcement of this agreement. Any grievance not initiated within thirty (30) calendar days of the date of the last cause of such grievance or from the date the employee knew about the cause of the grievance shall be invalid.

Economic awards shall be retroactive to the filing date of the grievance.

If an employee has a grievance they shall:

1. Discuss the grievance with the Union representative, then, the aggrieved party with their representative shall present the grievance to their immediate supervisor. If no solution is reached they may;
2. Write the grievance in detail and submit it to their supervisor who will note their comments and forward it to the Fire Chief or his/her designee, who with the Director of Human Resources or his/her designee will within ten (10) calendar days attempt to solve the grievance.
3. If a satisfactory solution cannot be reached, the Union may within fourteen (14) calendar days appeal to the Wisconsin Employment Commission, who will appoint a neutral arbitrator. The findings of the arbitrator shall be final and binding on the parties hereto.

The arbitrator shall not add to, or subtract from the terms of this agreement.

The cost of the arbitration, including the fees and expenses of the arbitrator and transcription fees, shall be borne equally by the Union and the City. However, each party shall bear its own costs for witnesses and all other out-of-pocket expenses, including possible attorney fees.

4. All grievances originating in the Fire Department shall be handled in the manner outlined above and no deviations therefrom will be permitted. Specifically, employees are prohibited from presenting such grievances, formally or informally, to officers of the City of La Crosse not included in this procedure.

Nothing herein shall limit any employee from their rights to a hearing pursuant to Section 62.13 of the Wisconsin Statutes in case formal charges are being filed against them.

ARTICLE 4 MEDICAL BENEFIT PLAN

Full-time employees are eligible to participate in the City's Medical Benefit Plan.

- A. Employee's Medical Benefit Plan Contributions
Active employee's monthly contribution shall be through payroll deductions. Employee contributions will be deducted from the first two paychecks of the month for the current month's coverage. An option to pay with pre-tax dollars will be provided under the City's IRS Section #125 Plan.

Effective January 1, 2025, the City will offer two health plan options to employees: Traditional (PPO) and Qualified (HDHP). For IAFF members hired pre- 07/01/11, the monthly contribution for the Traditional and Qualified plan shall be 16% of the 2025 monthly premium equivalent rate. Employees who are fully participating in the Health Risk Assessment (HRA), shall have a contribution rate of 12.6% of the 2025 monthly premium equivalent rate. For IAFF members hired after 07/01/11, the monthly contribution for the Traditional and Qualified plan shall be 16% of the 2025 monthly premium equivalent rate. Employees who are fully participating in the Health Risk Assessment (HRA), shall have a contribution rate of 12.6% if they are enrolled in the Traditional plan, and a 5% contribution rate if they are enrolled in the Qualified plan.

Effective January 1, 2026, the City will offer two health plan options to employees: Traditional (PPO) and Qualified (HDHP). For IAFF members hired pre- 07/01/11, the monthly contribution for the Traditional and Qualified plan shall be 16% of the 2026 monthly premium equivalent rate. Employees who are fully participating in the Health Risk Assessment (HRA), shall have a contribution rate of 12.6% of the 2026 monthly premium equivalent rate. For IAFF members hired after 07/01/11, the monthly contribution for the Traditional and Qualified plan shall be 16% of the 2026 monthly premium equivalent rate. Employees who are fully participating in the Health Risk Assessment (HRA), shall have a contribution rate of 12.6% if they are enrolled in the Traditional plan, and a 5% contribution rate if they are enrolled in the Qualified plan.

Effective January 1, 2027, the City will offer two health plan options to employees: Traditional (PPO) and Qualified (HDHP). For IAFF members hired pre- 07/01/11, the monthly contribution for the Traditional and Qualified plan shall be 16% of the 2027 monthly premium equivalent rate. Employees who are fully participating in the Health Risk Assessment (HRA), shall have a contribution rate of 12.6% of the 2027 monthly premium equivalent rate. For IAFF members hired after 07/01/11, the monthly contribution for the Traditional and Qualified plan shall be 16% of the 2027 monthly premium equivalent rate. Employees who are fully participating in the Health Risk Assessment (HRA), shall have a contribution rate of 12.6% if they are enrolled in the Traditional plan, and a 5% contribution rate if they are enrolled in the Qualified plan.

B. Health Risk Assessment

The City shall offer an annual health risk appraisal on a voluntary basis one time per year for active and retired employees and spouses enrolled in the City Medical Benefit Plan. Employees who become covered under the City Medical Benefit Plan after the regular program testing start time shall be granted the related participation incentive prospectively until a subsequent testing is offered by the City provided that such covered employees then complete the participation requirements above.

C. Networks

The City retains the right to select the Network(s).

D. Monthly Rate Contributions for Retirees or Surviving Spouse & Dependents

Monthly contributions are required to be received by the City in advance of coverage

becoming and/or remaining in effect. Such payments are due by the tenth (10th) of the preceding month for the next month's coverage.

E. Medicare Carve-Out –For Disability, Effective January 1, 2008

1. All Current Employees: Any employee that retires in the future due to disability and meets the eligibility requirements to maintain City medical benefit plan coverage and who is eligible for Medicare due to their disability is required to apply for Parts A (Hospital) and B (Medical) of Medicare coverage. If the employee/retiree fails to apply for such coverage within 31 days of meeting the Federal eligibility requirements, then benefits under the City plan will be offset for any benefits which would have been payable under Medicare Parts A and B had such person made a timely enrollment for Medicare.
2. All Retirees and Spouses: Any retiree, spouse of a retiree or surviving spouse (as of 1/1/08) that meet the eligibility requirements to maintain City medical benefit plan coverage and who are eligible for Medicare Parts A and B due to a disability are required to apply for Parts A and B of Medicare Coverage at their first enrollment opportunity. If the retiree, younger spouse of a retiree or surviving spouse fail to apply for Medicare Parts A and B at their first enrollment opportunity, the benefits under the City plan will be offset for any benefits which would have been payable under Medicare Parts A and B had such person made a timely enrollment for Medicare as described in this paragraph. (Note that this provision does not apply to younger spouses that elect continued coverage following the retired person's age off the City plan.).

F. City's Right to Select Vendors/Self Insure

The City shall have the right to select the plan vendors and/or to self-insure the plan.

G. Health Care Cost Containment Committee

The parties agree to establish a joint labor/management committee on health care cost containment. The committee will be made up of two members from the bargaining unit and two members from the City.

H. Internal Revenue Service Section #125 Plan

Employees may participate in an Internal Revenue Service Section #125 salary reduction reimbursement plan.

The City agrees to credit and pay for all of the pension costs on the salary, which is put into the Section #125 Plan. This payment does not include any F.I.C.A. payments to Social Security. All employee medical benefit plan contributions due the plan may be taken as a pre-tax deduction from employee's paychecks when participating in the IRS Section #125 Plan.

I. Retiree Medical Benefit Plan Coverage – Normal Service

Covered retirees shall pay the same monthly rate contributions as are in effect for active employees as modified from time to time through collective bargaining.

J. Retiree Medical Benefit Plan - Duty Disability Pension

Covered employees shall pay the same monthly rate contributions in effect for active employees as modified from time to time through collective bargaining.

- K. Retiree Medical Benefit Plan - Non Duty Disability Pension
Eligible employees who are participants in the City's medical benefit plan who retire and receive a non-duty disability pension shall receive the same contributions on the same basis as is in effect for active employees.
- L. Retiree Medical Benefit Plan - Long Term Disability Insurance (LTDI)
Effective January 1, 2002, full time eligible employees who are participants in the City's medical benefit plan and who qualify and receive Wisconsin Retirement System (WRS) Long Term Disability Insurance shall receive the same contribution rates as is in effect for active employees.
- M. Medical Benefit Plan Coverage While on Income Continuation Insurance
Full time employees who are participating in the City's medical benefit plan and are receiving the Income Continuation Insurance (ICI) benefit as identified in Article 6 shall receive the same medical benefit plan contributions as in effective for active employees. Years of service for medical benefit plan coverage while on income continuation insurance is not negotiable, and is defined in the Medical Benefit Plan Master Plan Document.

**ARTICLE 5
LIFE INSURANCE**

A. Benefits

The level of benefits in effect as of January 1, 1992 shall be maintained.

B. Eligibility

Employees become eligible for life insurance on the first day of the month following six (6) complete calendar months of employment. Employees with prior Wisconsin Retirement Service (WRS) may qualify for coverage sooner.

C. Coverage Available

Employees may select insurance for themselves and their spouse and dependents as follows:

1. Basic:
This plan provides term insurance to each eligible Wisconsin Retirement System participant. The amount of insurance in force for the employee is equal to the amount of earnings reported to the WRS in the previous calendar year rounded up to the next higher thousand.
2. Additional - Units I, II, III:
This plan is available to individuals covered by the Basic Plan. The amount of each Unit of Additional Life Insurance is only available at one hundred percent (100%) of the employee's previous calendar year earnings reported to the WRS, rounded to the next higher thousand. Additional coverage for retired employees'

ceases at age 65. For working employees, Additional Plan coverage continues past age 65, until retirement or age 70, whichever comes first.

3. Spouse and Dependent:

This plan, available to individuals covered by the Basic Plan, provides term insurance for an employee's lawful spouse and/or dependents.

A. Schedule I: The spouse is insured for \$10,000; dependents are insured for \$5,000 each.

B. Schedule II: This allows the employee to increase coverage for his/her spouse to \$20,000 and \$10,000 for each dependent. In the event of the spouses/dependent's death, the employee is the beneficiary. Where both parents have coverage on a dependent, a death benefit will be paid for each coverage.

4. Supplemental

Supplemental life insurance is available to individuals covered by the Basic Plan. The amount of supplemental insurance is only available at one hundred percent (100%) of the employee's previous calendar year earnings reported to the WRS, rounded to the next higher thousand. Supplemental coverage for retired employees ceases at age 65. For working employees, supplemental coverage continues past 65, until retirement or age 70, whichever comes first.

D. Cost of Insurance

All employees who are eligible and elect to participate in the Basic group life insurance program, shall pay one (1) cent per thousand per month for each thousand dollars worth of coverage for which they are eligible by reason of eligible earnings. The City shall contribute the balance. Employees that elect Additional, Supplemental and/or Spouse and Dependent coverage shall pay the complete premium for such insurance.

E. Administration

The life insurance benefits described above shall be administered in accordance with State Statute # 40.03 (6)(b) and applicable State of Wisconsin, Employee Trust Fund rules and regulations. The State of Wisconsin - Employee Trust Fund (ETF) may at any time change the eligibility criteria, levels of coverage available, and the cost of such insurance. Any increase and/or decrease in the cost of Additional and Spouse & Dependent insurance will be at the expense of the employee.

F. Change of Carrier

The City may select the carrier for the life insurance program and change carriers from time to time, provided that the level of benefits are equal to or greater than the level of benefits in effect January 1, 1992.

G. Life Insurance Coverage for Eligible Retirees at Age 66

Basic life insurance coverage for eligible retirees who retire after the effective dates (established

in accordance with State Statute #40.03 (6)(b) and applicable State of Wisconsin Employee Trust Fund rules and regulations) shall remain at fifty percent (50%) at age 66.

ARTICLE 6 INCOME CONTINUATION INSURANCE

A. Benefits

The City will continue the present income continuation insurance program as provided by the State of Wisconsin, Employee Trust Fund until at least December 31, 1992, and shall continue it thereafter unless the parties in the joint labor management committee mutually agree to substitute another benefit or special incentive in its place. The recommendations of this committee must be approved by the full Common Council and the full union membership pursuant to its constitution and bylaws, before any changes are implemented

B. Cost of Insurance

The City's premium contribution shall be limited to the employer's share of the cost as authorized by Wisconsin State Statute # 40.61 and 40.62.

C. Change of Carrier/Self Insurance

The City reserves the right to self-insure and/or select the carrier for the present level of benefits.

D. Use of Benefits While on Leave of Absence

Employees electing to use Income Continuation Insurance benefits must do so in compliance with the City's leave of absence policy, which is consistent with both the State and Federal Family Medical Leave Act.

A. Administration

The benefits described above shall be administered in accordance with applicable State of Wisconsin, Employee Trust Fund rules and regulations. The State of Wisconsin - Employee Trust Fund (ETF) may at any time change the eligibility criteria, benefit levels, and the cost of such insurance.

ARTICLE 7 CHECK-OFF

The City shall deduct union dues from the wages of employees that authorize such payroll deductions. The City is to be saved harmless by the union in the event of any legal controversy involving this provision.

ARTICLE 8 WORK WEEK

The work period for firefighters on a platoon system assignment shall be 182 hours in 24 days.

On the platoon schedule, references to a “day”, or “work day” is a consecutive 24-hour shift on the assigned platoon schedule.

The work period shall be accomplished as follows:

- A. One 48-hour period (two consecutive 24 hour shift days)
- B. Four consecutive 24-hour rest periods completing the cycle.
- C. The cycle above repeats for each of three platoons.

The platoon shift period starts at 0800 hours, and ends 48-hours later at 0800 hours.

Firefighters not assigned to the platoon system shall work on an eight- (8) hour day, forty (40) hour week with a thirty (30) minute lunch period. Such workday shall encompass eight (8) hours daily.

The City shall not be liable for overtime resulting from exchange of work hours. If the City is not subjected to the provisions of the Fair Labor Standards Act and as a result would not be required to pay overtime on the present work schedule, the work week provisions shall be immediately reopened for purposes of negotiating a new schedule.

In the event that a four- (4) ten- (10) hour day workweek is established, all benefits shall be prorated accordingly. i.e. employees must liquidate ten hours of sick leave, vacation on such days. Holiday pay would be paid at 8 hours, for which the employee would be required to work the remaining two (2) hours or take paid vacation within the same workweek. Bereavement leave shall not exceed the maximum hours per incident as defined in Article 9 (i.e. employees eligible for 3 work days shall not exceed 24 hours).

80-hr. employees will be allowed to work overtime at the 112-hour platoon rate for any special events and shift overtime outside normal scheduled duty.

DUTY DAY

Duty day for firefighters on a platoon system are as follows:

Weekdays: Monday through Friday. The standard duty day starts at 0800 hours and ends at 1600 hours. A one (1) hour lunch period is provided between 1200 hours and 1300 hours. After 1600 hours, the remainder of the shift shall be on standby. Exclusive of response to emergency calls and those duties essential to restoring department equipment and property to a proper condition of readiness for emergency conditions.

Saturdays and Sundays: The standard duty day starts at 0800 hours and ends at 1200 hours. After 1200 hours, the remainder of the shift shall be on standby. Exclusive of response to emergency calls and those duties essential to restoring department equipment and property to a proper condition of readiness for emergency conditions.

Holidays: The standard duty day starts at 0800 hours and the entire shift shall be on standby, Exclusive of response to emergency calls and those duties essential to restoring department equipment and property to a proper condition of readiness for emergency conditions.

Stand Down Day: Employees who are scheduled to work on Juneteenth will be permitted to stand

down on this day. The standard duty day starts at 0800 hours and the entire shift shall be on standby, exclusive of response to emergency calls and those duties to restoring department equipment and property to a proper condition of readiness for emergency conditions. For day employees, if Juneteenth falls on a regularly scheduled day, the employee would be off work, paid for their normal shift day. If Juneteenth falls on a Saturday or Sunday for day employees, there will be no additional benefit.

Management reserves the right to hold drill or training sessions as it deems necessary. When these drill or training sessions fall outside the designated standard duty day, the City will provide an equal amount of standby time during the standard duty day. Providing equal amount of standby time will be administered prior to or after the drill or training session is performed.

ARTICLE 9 BEREAVEMENT LEAVE

A. Benefit

In the event of a death in the employee's "Priority Family, "Immediate Family" or "Other Relative", the employee shall be allowed scheduled time off without loss of pay or sick leave credits.

The Fire Chief (or their representative) may reserve the right to request documentation of death and funeral proceedings for bereavement leave in the event the employee is under progressive discipline for attendance related matters.

B. Priority Family

Priority family member shall be defined as the "employee's" parent, legal spouse, or child (biological, adopted, foster, or stepchild). Parents in the preceding sentence shall be interpreted as parents/step-parents of the employee and/or their legal spouse. Additionally, in the event an employee and/or their spouse or domestic partner experience a miscarriage or stillborn birth, this will be covered under the priority family category for bereavement leave. Such paid funeral leave shall be used from the day of death up to and including the day after the funeral, but not to exceed three (3) shift days for those assigned to the platoon work schedule and not to exceed six (6) eight (8) hour work days for those assigned to the forty (40) hour week. Funeral leave for a priority family member shall be used from the date of death up through two (2) weeks from the date of death. An exception to the two (2) week timeframe may be made through approval of the Fire Chief and the Director of Human Resources.

C. Immediate Family

Immediate family shall be defined as the employee's, or the employee's legal spouse's grandparent, grandchild, employee's brother, step-brother, employee's sister, step-sister, son-in-law, or daughter-in-law. Bereavement leave for immediate family shall be used from the date of death up to and including the day after the funeral, but not to exceed two (2) shift days for those assigned to the platoon work schedule and not to exceed three (3) eight (8) hour work days for those assigned to the forty (40) hour week.

D. Other-Relatives

Other relatives shall be defined as the employee's niece, nephew, brother-in-law, or sister-in-law and aunt or uncle of the employee. Funeral leave will be authorized not to exceed one (1) day for absence on the day of the funeral; however, such hours shall not be deducted from accumulated sick leave credits. An additional shift day may be authorized by management if individual circumstances warrant.

E. F.L.S.A. Overtime

The parties agree that the use of approved funeral leave as described in this article shall be counted as "hours worked" for the purposes of computing F.L.S.A. overtime.

F. No Benefit While Absent

No paid funeral leave will be allowed if the employee is on sick leave for illness, lay off, or any other paid or unpaid leave of absence. If an employee is on vacation, they will be permitted to use bereavement leave and schedule their available vacation on an open day or days depending on approved bereavement leave. Two consecutive days will be moved as two consecutive vacation days.

ARTICLE 10 EMPLOYEE SICK LEAVE

Employees of the Fire Department shall be governed by the following for the purpose of sick leave only; the following definitions are established.

Use: Employees will be permitted to use sick leave in eight (8), twelve (12) and twenty-four (24) hour blocks.

Employees of the Fire Department must receive pay from the City for a minimum of three (3) shift days or ten (10) day shifts in a calendar month to earn sick leave. Employees of the Fire Department shall accumulate .75 shift days of sick leave, which shall be credited to them for each month of employment. The sick leave credits shall be cumulative to a maximum of 80 shift days.

For platoon employees, sick leave may accumulate to a maximum of eighty-nine shift days (89). Any unused sick days over the eighty (80) day cap, to a maximum of eighty-nine (89) days, will be paid out to the employee on the first pay period of January at a rate of fifty (50%) percent of the unused sick accumulation. When the employee reaches the eighty (80) day cap and receives fifty percent (50%) pay for up to the eighty-nine (89) day maximum, the employee will revert back to the cap of eighty (80) days as of the first of January. As an example, if an employee maintains the cap of eighty-nine (89) days and goes the entire year without using any sick days the same employee will receive four and a half (4.5) shift days payout the first pay period of January. The parties agree to evaluate the results of this program at the end of each calendar year.

For day shift employees, sick leave may accumulate to a maximum of 1,525.75 hours. Any

unused sick days over the cap of 1,371.43 hours, will be paid out to the employee on the first pay period of January at a rate of fifty (50%) percent of the unused sick accumulation. When the employee reaches the cap of 1525.75 hours and receives fifty percent (50%) pay for up to the 1,525.75 hours maximum, the employee will revert back to the cap of 1,371.43 hours as of the first of January. As an example, if an employee maintains the cap of 1525.75 hours and goes the entire year without using any sick days the same employee will receive 77.16 hours of payout the first pay period of January. The parties agree to evaluate the results of this program at the end of each calendar year.

The accumulated sick leave may be used for any bonafide illness or injury for the employee or their priority family members excepting those compensated for under the Wisconsin Worker's Compensation Act, and except authorized leaves as to injuries or illnesses incurred by employees engaged in such outside employment or business.

All sicknesses or injuries of over three consecutive shift days must be verified by a physician's certificate. This certificate must state the kind or nature of the illness or injury and that the employee has been incapacitated for work for said period of absence. The City reserves the right of reasonable independent medical examination at City's expense.

Where sick leave abuse is suspected the City reserves the right to require acceptable medical substantiation, including a general diagnosis, for any and all absences including those of two (2) or less workdays for day shift employees, or those of forty-eight (48) hours or less for platoon employees. This requirement shall remain in effect for one (1) year, and may be extended by the Fire Chief for non-compliance. The exercise of this right shall only be implemented after the employee has received a written reprimand, following a documented verbal warning. It is understood that in blatant cases of abuse these progressive steps may be skipped. It is further understood that non-compliance shall result in loss of sick leave pay and possibly further discipline.

While receiving compensation for sick leave no employee shall perform any outside service for compensation during any of the period in which they are being so compensated and this period is determined as covering the time from when employee commences sick leave pay until they report their availability for active duty; this provision to be effective regardless of whether work days or off days are involved.

Payment of accrued sick leave shall be made only for illnesses, injuries or disease occurring on or carrying over to regularly assigned shift days.

Day employees may use up to three (3) days of accumulated sick leave credits in each year for personal business provided, however, that employees shall notify their supervisor at least twenty-four (24) hours prior to the time off requested. Effective January 1, 2023 day employees may use up to six (6) days of accumulated sick leave credits in each year for personal business. Effective January 1, 2025, day employees may use up to five (5) days of accumulated sick leave credits in each calendar year for personal business provided, however, that employees shall notify their supervisor at least twenty-four (24) hours prior to the time off requested. Use of personal business time shall be deducted from the employee's sick leave bank. Employees who have not accumulated sick leave shall not be entitled to such time off.

Platoon employees may use up to 24 hours (in blocks of no less than 8 hours) of accumulated

sick leave credits for personal business. Effective January 1, 2025 platoon employees may use up to 36 hours of accumulated sick leave credits in each year for personal business. Use of personal business shall be deducted from sick leave accumulation. Employees who have no accumulated sick leave shall not be entitled to such time off. Probationary employees may be authorized personal business after six (6) months of service.

No more than two (2) platoon employees will be guaranteed personal business time, department wide, between the hours of 0800 and 2000, excluding holidays. Additional requests for personal business may be granted if staffing allows. If staffing allows, blocks of 24 hours of personal business time will be granted provided 24 hours notice has been given. Requests for 24 hours of personal business, which are made with less than 24 hours notice, may be granted at management's discretion. Personal business time cannot be requested more than 48 hours in advance. All personal business requests will be granted on a first come, first served basis.

Retirement payout:

A. Effective July 1, 2013:

At the retirement of an employee hired prior to July 1, 2013, the City will make a lump sum payment to the retiring employee equal to thirty-nine percent (39%) of the accrued, but unused, sick leave on record at the time of retirement. Such payment should be according to Wisconsin Statutes Section 40.02 (22)(b)(6) concerning single cash sum payments.

At retirement of an employee hired on or after July 1, 2013, the City will make a lump sum payment to the retiring employee equal to seventy percent (70%) of the amount of accrued but unused sick leave on record at the time of retirement.

Death benefit:

Upon death, the City will make a lump sum payment to the deceased employee's estate equal to one hundred percent (100%) of the amount of accrued but unused sick leave at the time of death.

**ARTICLE 11
WORKER'S COMPENSATION**

In addition to the usual statutory Worker's Compensation benefits, employees of the Department injured while on duty and eligible for Worker's Compensation benefits pursuant to Wisconsin Statutes shall be entitled to full salary during the healing period or period of temporary total disability. In all Worker's Compensation cases, including those involving a third party liability under the Worker's Compensation laws, the Wisconsin Statutes shall apply.

**ARTICLE 12
MILITARY LEAVE OF ABSENCE**

A. Benefit - Short Term Leave

Employees who are duly enrolled members of the National Guard, State Guard or any other organized reserve component of the Armed Forces of the United States, shall be allowed a military leave of absence which has been ordered, not to exceed four (4) calendar weeks for 40-hour employees, and twenty-four (24) shift days for platoon employees. Such time shall be in

the calendar year in which so ordered. A copy of orders requiring attendance at military training sites shall accompany all requests for a military leave of absence, or as soon as member can reasonably obtain the copy. Military leave shall be in addition to any other authorized leaves.

B. Compensation Offset

Employees who are authorized military leave as outlined above, shall suffer no loss of straight time pay during such leave. The City shall pay the difference between the employee's military base pay, excluding quarters, rations, and travel allowances, and the employee's regular City straight time rate of pay if the military pay is less than City pay. Upon returning to City duty, the City will provide an offset to the employee taking military leave upon receipt of their military pay stub. To receive the offset, the employee must provide their military pay stub to Human Resources within thirty (30) days from the date in which the employee returns to City employment. The compensation offset is provided for annual military training and weekend drills.

C. Benefit - Long Term

Long term military leave may be granted to employees who are duly enrolled members of the National Guard, State Guard or any other organized reserve component of the Armed Forces of the United States. Such leave is without pay or benefits and may only be available to permanent employees who volunteer for military service during a national emergency.

Employees on long term military leave (more than 180 days) who do not accept reappointment with the City at their same or comparable jobs within ninety (90) days from the date of their release from active duty, shall be deemed to have resigned from the City's employ.

Employees seeking reinstatement of their former status must submit a copy of their honorable discharge or its equivalent to the Director of Human Resources.

D. Application of State and Federal Laws

The City will comply with all state and national laws relating to employees in reserve or active military service, including the Federal Uniformed Services Employment and Reemployment Rights Act (USERRA).

ARTICLE 13 PENSIONS - WISCONSIN RETIREMENT SYSTEM

Employees hired prior to July 1, 2011: The City will pay the total employee contribution required by the Wisconsin Retirement System pursuant to Chapter 40 of the Wisconsin State Statutes.

Employees hired on or after July 1, 2011 will contribute one-half of the total actuarially required contribution for general municipal employees to the Wisconsin Retirement System per Wisconsin Statutes.

ARTICLE 14 WAGES AND SALARY SCHEDULE

Salary Schedule

Effective January 3, 2025, all covered positions will receive a four percent (4%) increase.

Effective January 2, 2026, all covered positions will receive a four percent (4%) increase.

Effective January 1, 2027, all covered positions will receive a four percent (4%) increase.

Bargaining unit members assigned to practice as a paramedic by the Chief and approved by the Medical Director shall receive an additional five percent (5%) of the base wage rate.

The Accreditation Manager shall receive an additional two percent (2%) of the base wage rate.

EMT certification and maintenance of such certification is required as a condition of employment. The City shall pay the bi-annual EMT recertification fee, related cost and applicable overtime if required. Employees shall attend monthly EMT recertification training as required by the department, which will be provided at least twice a month. Time trades and personal business days may be approved by the Fire Chief with the condition that the employee must attend the EMS module on their own time if the trade or personal business day conflicts with the scheduled EMT training. Failure to pass the exam will not result in disciplinary action, however the employee will be required to retake the exam until successful.

Pay Step Advancement (Steps A through E) For Employees Hired after Oct. 1, 1994

An employee shall progress from Step A to E each year on the anniversary date of their appointment to the department.

Specialty Teams

An employee who is a member of the Hazardous Materials Team, Water Rescue/Dive, USAR, or TEMS specialty teams shall receive an additional one percent (1%) of the base wage rate. Employees on two or more specialty teams shall receive an additional one-half percent (.5%) of the base wage rate. Specialty team leaders for Hazardous Materials, Water Rescue/Dive, USAR, and TEMS shall receive an additional two percent (2%) of the base wage rate. The Type II Hazardous Taskforce Team Coordinator shall receive an additional one and one-half percent (1.5%) of the base wage rate. The Type II Hazardous Taskforce Team Trainer shall receive an additional three percent (3%) of the base wage rate. The Type II Hazardous Taskforce Monitoring Equipment Technician shall receive an additional two and one-half percent (2.5%) of the base wage rate. Type II Hazardous Taskforce members shall receive double time while at monthly Level A training sessions and when responding to Level A emergencies. It is understood that all assignments to and removals from specialty teams are the decision of management.

Employees who serve in the role of Peer Support Team Leader will receive two percent (2%)

team pay added to their base wage rate.

Short Notice Paramedic Acting Pay

Anytime the 3-hour short notice rate is billed to Tri State Ambulance the La Crosse Fire Department Paramedic providing care will receive “Transport” acting pay.

The rate for “transport” acting pay will be \$60.00. Each medic will be eligible for “transport” acting pay from 0800 – 0800 one time per shift, or in a 24-hour period. Employees receiving “transport” acting pay are expected to follow internal policies on recording acting pay premiums on their bi-weekly payroll reporting.

Longevity Step Advancement (Steps E through I)

Longevity steps are included in the Salary Schedules and are computed as follows:

1. At Step E, the hourly rate shall be three percent (3%) higher than Step D. Step E is effective on the anniversary date after the employee has served five (5) years in the department.
2. At Step F, the hourly rate shall be six percent (6%) higher than Step D. Step F is effective on the anniversary date after the employee has served ten (10) years in the department.
3. At Step G, the hourly rate shall be nine percent (9%) higher than Step D. Step G is effective on the anniversary date after the employee has served fifteen (15) years in the department.
4. Step H hourly rate shall be twelve percent (12%) higher than Step D. Step H is effective on the anniversary date after the employee has served twenty (20) years in the department.
5. Step I hourly rate shall be fifteen percent (15%) higher than Step D. Step I is effective on the anniversary date after the employee has served twenty-eight (28) years in the department.

Out of Rank Assignments

The City will pay a Firefighter assigned to work as an Engineer an out of rank daily premium of \$15.00 per day. This does not include drivers of Rescue 2 and Rescue 3 units. The City will pay an Engineer or a Firefighter assigned to work as a Lieutenant an out of rank daily premium of \$30.00 per day. The City will pay a Lieutenant assigned to work as a Captain an out of rank daily premium of \$40.00 per day. The City will pay a Captain assigned to work as a Battalion Chief an out of rank daily premium of \$50.00 per day. Daily premiums shall be paid if the assignment to work out of classification is for at least four (4) hours. If a Lieutenant is assigned to work as Captain in a different house, the Lieutenant assigned to work as Captain shall receive the out of rank daily premium. If a Lieutenant is assigned to work as a Captain in his/her regularly assigned house for a period in excess of 90 calendar days, the Lieutenant shall receive the out of rank daily premium starting on the 91st day. An employee is eligible for only one (1) out of rank assignment on a day. Only one (1) out of rank assignment premium will be paid for a position for a day (to the employee first assigned). Whether an out of rank assignment is made and, if made, the selection of the bargaining unit member for the out of rank assignments shall be by management.

Direct Deposit of Paycheck

Direct deposit of paychecks shall be a mandatory condition of employment.

Simultaneous Positions

Assistant Mechanic, EMS Trainer, or Computer Trainer assignments shall be made at the discretion of the Chief regardless of rank. In the event anyone other than a Firefighter serves as an Assistant Mechanic, EMS Trainer, or Computer Trainer, s/he shall receive a premium of two percent (2%) of their base wage rate.

ARTICLE 15 VACATION

Employees shall receive with pay according to the following schedule.

Those employees assigned to the platoon system shall receive:

1. Six (6) shift days after one (1) year of continuous service.
2. Eight (8) shift days after three (3) years of continuous service.
3. Twelve (12) shift days after seven (7) years of continuous service.
4. Fourteen (14) shift days after fourteen (14) years of continuous service.
5. Sixteen (16) shift days after sixteen (16) years of continuous service.
6. Eighteen (18) shift days after twenty (20) years of continuous service.
7. Twenty (20) shift days after twenty-six (26) years of continuous service.

Those employees assigned to a 40-hour weekly schedule shall receive:

1. Two (2) weeks after one (1) year of continuous service.
2. Three (3) weeks after three (3) years of continuous service.
3. Four (4) weeks after seven (7) years of continuous service.
4. Five (5) weeks after fourteen (14) years of continuous service.
5. Six (6) weeks after twenty (20) years of continuous service.
6. Seven (7) weeks after Twenty-Six (26) years of continuous service.

Time off without pay may result in pro-rated vacation accrual for the following year.

When an employee's service to the City is terminated by retirement or resignation, he/she shall receive pay for his/her unused earned vacation and prorated vacation pay for the current year of employment. However, no prorated vacation shall be paid to employees who terminate employment before reaching their first anniversary date, or who are terminated as a result of disciplinary actions.

Vacation credits shall be prorated on the basis of 1/12th of the employee's earned vacation for each month of employment calculated from his/her last anniversary date to the termination date.

The approval and scheduling of vacation shall be the responsibility of the Fire Chief; however, vacations shall be scheduled by seniority whenever possible. The vacation scheduling should be completed by the first week in December.

Due to the fact that the Fire Department needs to schedule vacations in the preceding year, the possibility exists that a first year employee may be required to take a vacation prior to their anniversary date. In this event, if the employee separates employment with the City, vacation taken prior to the employee's anniversary date will be withheld from their last paycheck.

Employees will be guaranteed three (3) vacation slots throughout the year (no blackouts).

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 D. 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 5 years of full-time service
- Step E Firefighter...5 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 01/01/2025 an internal lateral transfer with 6 years of service to the City would start with 8 shift days. After a year of service to the Fire Department the employee would have 7 total years of service and get 12 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 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.

**ARTICLE 16
OVERTIME**

Employees subject to this agreement shall be paid for all work over 182 hours in a 24 day work period at time and one-half.

Time not worked shall be exempt from the overtime calculations of the pay period in accordance with the Fair Labor Standards Act. However, employees subject to this agreement will be compensated at time and one-half for hours worked over and above their normal work schedule.

When working a light duty assignment, the employee will be paid at their platoon shift rate for

actual hours worked. At the end of the pay period, Finance will make employee whole (if applicable) based on the employee's regular work schedule for that pay period.

Recall pay for FLSA purposes is for actual hours worked.

In the event of a work exchange (time trade) the City will continue to pay the firefighter scheduled to work, not the firefighter working the shift.

The 24 day work period will start on January 8, 2022 at 0800 hours.

ARTICLE 17 HOLIDAYS

A. Benefits

All sworn employees of the Fire Department shall receive holiday pay for the following nine (9) holidays without regard to whether they fall on days of work or not: (1) New Year's Day, (2) Martin Luther King Day, (3) Memorial Day, (4) Independence Day, (5) Labor Day, (6) Thanksgiving Day, (7) the day after Thanksgiving, (8) Christmas Eve and (9) Christmas Day. Pay for such holidays shall consist of twelve (12) hours for those on the platoon work schedule and eight (8) hours for those on the 40-hour work schedule.

The holiday pay as provided herein shall be allowed for the following holidays: New Year's Day, Martin Luther King Day, Spring Holiday (Friday before Easter), Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve. Those employees scheduled to work on any of the above named holidays shall receive time and one-half for all hours worked on the holiday.

B. Holidays - Forty Hour Employees

In the event that any of the above mentioned holidays fall on a Saturday the City shall celebrate the holiday on Friday and if the holiday falls on a Sunday, the next following Monday shall be designated as the holiday for those employees assigned to the forty (40) hour work week. Employees will be allowed time off with pay whenever possible. If required to work, such employee's shall receive time and one-half (1 1/2) for up to eight (8) hours of work on a designated holiday.

Should an employee be assigned a work schedule of four (4) ten (10) hour days, the employee will be entitled to eight (8) hours of holiday pay for the designated holidays. Employee will be required to work the remaining two (2) hours in the same workweek or take paid vacation.

C. Holiday Pay Eligibility Rules - Platoon and Forty-Hour Employees

In order to be eligible for holiday pay, qualified employees must work the full shift on the employee's last scheduled workday prior to the holiday and such employee must further work the full shift on the first regularly scheduled workday after the holiday. For purposes of this paragraph, use of accrued vacation, sick leave, personal business days, bereavement leave, and time trades will be considered hours worked for holiday eligibility.

ARTICLE 18 CLOTHING ALLOWANCE

A. Benefit

A clothing allowance in the amount of eight hundred dollars (\$800.00) per year will be authorized for each employee covered under this agreement. Such allowance is payable on the first payday of each year.

For the uniform allowance to be non-taxable income the employee shall report by November 1st, on a form approved by the City, all receipts for uniform purchases and maintenance. Such form must be turned into the Finance office and will result in non-taxable wages.

B. New Employees

New hires will be eligible for the full uniform allowance on their first full paycheck after their date of hire.

All new employees of the Department shall receive a one-time only payment of one hundred and fifty dollars (\$150.00) towards the purchase of a dress uniform. A dress uniform allowance in a sum not to exceed one hundred and fifty dollars (\$150.00) shall be paid to the employee on their first full paycheck. Dress uniforms must be ordered within six (6) months of their date of hire.

C. Damage to Eyeglasses and Personal Items

Eyeglasses, damaged or lost, involving a job-related incident, shall be repaired or replaced by the City for an amount not to exceed two hundred and fifty dollars (\$250.00). Lost and damaged personal items or uniforms involving a job-related incident, shall be repaired or replaced by the City for an amount not to exceed one hundred dollars (\$100.00) per item, pro-rated provided proof of loss is furnished and there is a report substantiating the incident. If at any time the City receives restitution through the courts or other sources which exceeds the above stated amounts, the employee shall additionally receive the difference between the applicable above stated amount and the amount actually received.

D. Firefighters shall not wear official City of La Crosse Fire Department shirts, hats or jackets while off-duty with the exception of incidental stops for convenience (gas, grocery stores, pharmacy, etc.) immediately preceding or following the employee's work shift, or for honor guard, parades, funeral activities, department interviews, or while appearing before governmental bodies. At no time is a firefighter permitted to consume alcoholic beverages while wearing official City of La Crosse Fire Department shirts, hats or jackets, or be in a place where alcoholic beverages are served except for the annual Union dance or while in the dining room of a restaurant.

**ARTICLE 19
RECALL/CALL IN TIME**

A. Recall

In the event that an employee is recalled to duty (must physically return to the worksite) after having left the premises they shall receive a minimum of three (3) hours pay, or pay for actual hours worked whichever is greater. Such pay shall be considered hours worked for the purposes of calculating overtime.

In the event that an employee is recalled to duty via a phone call while off duty, the employee shall receive a minimum of one (1) hour pay plus 15 minutes of incremental pay for time spent assisting with operational/support job related duties. Such pay shall be considered hours worked for the purposes of calculating overtime.

The above stated policy shall apply uniformly to all employees with the exception of the following titled positions: Computer Trainer, EMS Trainer, core team leaders and members of established committees. These positions may be paid recall time on an as worked basis provided the recall time is for a title specific meeting that is scheduled no less than 24 hours in advance. A minimum of one (1) hour pay, or pay for actual hours worked, whichever is greater, shall be paid to the affected parties. Such pay shall be considered hours worked for the purposes of calculating overtime.

B. Call In - Abutting Shift

An employee called in to work early less than three (3) hours prior to the start of their regular shift shall receive pay for actual hours worked and the three (3) hour guarantee cited above shall not apply. However, such pay shall be considered as hours worked for the purposes of calculating overtime.

**ARTICLE 20
CESSATION OF SERVICE CLAUSE**

It is understood that the services performed by the Fire Department employees included in this agreement are essential to the public health, safety and welfare. They agree that there shall be no interruption in service nor shall there be any slowdown or other interference with the performance of service during the term of this Agreement.

**ARTICLE 21
RESERVATION OF RIGHTS**

The City retains all of the rights, powers and the authority exercised or had by it prior to the time that the Union became the Collective Bargaining Representative of the employees here represented except as specifically limited by express provisions of this agreement. The powers, rights and/or authority herein claimed by the City are not to be exercised in a manner that will undermine the Union or as an attempt to evade the provisions of this agreement or to violate the spirit, intent or purposes of this agreement. It is, therefore, agreed that except as otherwise specifically provided herein, the Management of the City of La Crosse Fire Department and the

direction of the work force, including but not limited to the right to hire, to decide initial job qualifications, to lay off for lack of work or funds, to abolish positions, to make reasonable rules and regulations governing conduct and safety, to determine schedules of work, to establish and implement new job descriptions, subject to impact bargaining, to subcontract work, except for emergency medical services and fire protection service work that has historically been performed by the members of the bargaining unit, together with the right to determine the methods, processes and manner of performing work, are vested exclusively in Management.

New rules or changes in rules shall be posted in each Fire Station fourteen (14) calendar days prior to their effective date unless an emergency requires a more rapid implementation of the rule.

ARTICLE 22 JURY DUTY AND COURT APPEARANCE

A. Jury Duty

The City employee is subject to jury service in the same manner as other citizens. No salary deduction is made during such service, but all jury fees received for jury duty during working hours must be paid to the City Treasurer Department, and a copy of the receipt shall be filed with the City Clerk. Jurors, when not assigned to cases, must report to their regular work for the remainder of the day. Such duty shall be recorded on the payroll by the department head.

B. Court Appearances

In the event an employee is subpoenaed to testify in court regarding a work-related incident, provided such subpoena has been authorized by the Fire Chief, the subpoenaed employee shall receive time and one-half for time spent in court, and further provided that the employee is not on a regularly scheduled work day.

ARTICLE 23 RESIDENCY REQUIREMENT

The City of La Crosse follows state law regarding residency requirements. Section 66.0502(4)(b), Wis. Stats., states, “A local governmental unit may impose a residency requirement on fire personnel that requires such personnel to reside within fifteen miles of the jurisdictional boundaries of the City. . . .” If the City elects to enforce this provision, incumbent employees would be grand-fathered and would not be impacted. If implemented, the residency requirement would only be applicable to candidates hired after the implementation date.

It is understood that compliance with the domicile/residency requirement is a condition of employment. In cases where non-compliance is proven it shall result in termination of employment.

ARTICLE 24 LIMITATIONS ON DISCIPLINARY LANGUAGE

A. Any and all oral (documented) reprimands may be removed at the employee’s request

from the employee's file three (3) years after the date of the reprimand.

- B. It is the intention of the parties that any memorandum notation or disciplinary action hereby removed from an employee's file shall not be used in any future disciplinary action.
- C. The City shall not, warn, suspend, demote, and/or discipline or discharge any employee except for just cause. If the City warns, suspends, demotes and/or discharges an employee for just cause, the City shall notify to the recording secretary of the Union at the same time such action was taken.

ARTICLE 25 SAVINGS CLAUSE

This agreement is subject to amendment, alteration or addition only by a subsequent written agreement between and executed by the City and the Union where mutually agreeable. The waiver of any breach, term or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.

ARTICLE 26 TRAINING OPPORTUNITIES AND EMPLOYEE DEVELOPMENT

The parties agree that staff training is essential to develop employee skill sets to meet the future needs of the Fire Department. Training opportunities in the Fire Department will be made available to bargaining unit members so that new techniques, ideas and technological advancements and employee development can be brought back and shared with other department members. The Fire Chief shall maintain a posting location on the Fire Department intranet website. Posted training shall include the subject, location, date, time and eligible employee classifications. Interested bargaining unit members may submit their name for consideration at the same website. Local 127 members may request that additional training be considered for posting by notifying the Fire Chief with details and support information in writing. Requesting additional training postings does not give preference to requesting employee.

For members who attend out of town training, the following applies:

- Training opportunities shall be eligible for:
 - Travel costs
 - Tuition
 - Per diem for food and lodging
 - Up to 6 hours of travel pay per 24-hour period for mandatory and voluntary training.
 - Use of department vehicle is required
 - Training must be approved by appropriate supervisory in advance of the training
 - Employee must successfully complete all course requirements.

Training expenses to be taken from this fund shall include course tuition, books, per diem for food & lodging, overtime for training and backfill if scheduled during off duty. These funds are for the purpose of funding all training for Local 127 members excluding core team training described in the letter dated October 20, 1997 and addendum, EMT recertification, and training

that is reimbursed from outside sources.

A training committee shall be established to review progress of this program, including training requests, approvals and current fund balance. The committee shall consist of 2 members of Local 127, the Fire Chief and the Division Chief of Training, or their designee.

It is understood that any overtime compensation paid to employee on approved training shall be limited to an 8 hour workday. Fire Academy training of one (1) week or more may result in employee's work schedule being changed to a 40 hour work week as applicable and will not result in a loss of earnings for the week.

96-hour consecutive work rule

A training/deployment that is considered out of town, will be defined as a training where you do not return to the City in a 24-hour period.

Out of town hours will be applied to the 96 hours of consecutive work rule even though you may not be paid for all hours in that period.

Any out of town class will be viewed as voluntary time when applied to the 96-hour rule.

Examples:

- You cannot work 72 hours and then be ordered in for any amount of time in that 96-hour period. You may voluntarily choose to work up to 96 hours.
- You can work 72 hours and voluntarily choose to work a trade that brings consecutive work hours to no more than 96 hours.

24 hours will be defined as a period of time not on duty, not necessarily a period of time off shift as it pertains to established period of the out of town training.

In the event that out of town training and your normal scheduled shift will be in violation of the 96 consecutive hour rule, you will be given 24 hours off from the time you return to the City. It will be the responsibility of the employee to notify the Battalion Chief when they return. It will be the responsibility of the employee to notify the Battalion Chief prior to the training/deployment.

80 hour per week employees would not be subject to the 96-hour consecutive work rule but will be compensated with overtime on days they are not normally schedule to work.

ARTICLE 27 TUITION REIMBURSEMENT

Employees shall be eligible for tuition reimbursement for college level courses related to their occupation as approved by the Fire Chief and the Director of Human Resources. The maximum citywide pool of money for this purpose is \$15,000 each year, with an individual maximum in accordance with the Tuition Reimbursement policy).

**ARTICLE 28
FAMILY AND MEDICAL LEAVE**

Employees covered by this agreement are eligible for Family and Medical Leave in accordance with the City’s policy as amended from time to time. It is understood by both parties that any amendments/changes in the aforementioned City’s policy will be consistent with changes in the Federal and State laws.

**ARTICLE 29
LEAVE OF ABSENCE**

The Fire Chief may, with the approval of the Director of Human Resources, grant an employee a leave of absence without pay for good reason when the employee’s services can be spared without detriment to the interest of the City. It is understood that leaves of unpaid absences under this clause will not be granted where employees have existing appropriate leave balances. Such leave shall not exceed thirty (30) days unless unusual circumstances are evident. The use of applicable paid leave in conjunction with leaves of absence for family and medical reasons will be administered in accordance with applicable State and Federal laws.

Leave taken without pay may result in pro-rated vacation accrual for the following year. It is understood that pro-ration shall take into consideration “total hours” paid in the previous calendar year, i.e. for day shift employees 2080 hours equals one (1) full year. Approval of unpaid leave for union business shall be considered hours paid for the purposes of computing vacation and sick leave accruals.

**ARTICLE 30
REASONABLE SUSPICION DRUG AND ALCOHOL POLICY AND PROCEDURES**

The procedures outlined in this document for drug and alcohol testing shall be covered by all applicable articles of the labor agreement between the City of La Crosse Fire Department and the La Crosse Fire Fighters, Local 127, IAFF.

Section 1. Policy: The City of La Crosse Fire Department and the La Crosse Fire Fighters, Local 127, IAFF, recognize the drug use by employees would be a threat to the public welfare and the safety of department personnel. It is the goal of this policy to eliminate or absolve illegal drug usage through education and rehabilitation of the affected personnel. The possession, use or being under the influence of alcoholic beverages or unauthorized drugs shall not be permitted at the Employer’s work sites and/or while an employee is on duty.

Section 2. Informing Employees About Drug and Alcohol Testing: All employees shall be fully informed of the Fire Department’s drug and alcohol testing policy. Employees will be provided with information concerning the impact of the use of alcohol and drugs on job performance. In addition, the employer shall inform the employees on how the tests are conducted, what the test can determine and the consequences of testing positive for drug use. All newly hired employees will be provided with this information on their initial date of hire. No employee shall be tested before this information is provided to him/her. Employees who voluntarily come forward and ask for assistance to deal with a drug or alcohol problem shall not be disciplined by the employer. Prior to any testing, the employee will be required to sign the attached consent and release form.

No disciplinary action will be taken against an employee unless he/she refuses to sign the consent and release form, refuses to take a drug/alcohol test, refuses the opportunity for rehabilitation, fails to complete a rehabilitation program successfully, or again tests positive for drugs/alcohol within two (2) years of completing an appropriate rehabilitation program.

Section 3. Employee Testing:

If objective evidence exists establishing probable cause to believe an employee's work performance is impaired due to drug or alcohol abuse, the employer will require the employee to undergo a medical test consistent with the conditions set forth in this policy. An employee that is ordered to participate in a drug and alcohol test shall have the right to consult with the Medical Review Officer or his representative following the alcohol portion of the testing process. If and only if the Medical Review Officer or his designated representative concurs shall the employee be tested for substance abuse.

Section 4. Sample Collection: The collection and testing of the samples shall be performed only by a laboratory and by a physician or health care professional qualified and authorized to administer and determine the meaning of any test results. The laboratory performing the test shall be one that is certified by the National Institute of Drug Abuse (NIDA). The laboratory chosen must be agreed to between the union and the employer. The laboratory used shall also be one whose procedures are periodically tested by the NIDA where they analyze unknown samples sent to an independent party. The results of employees tests shall be made available to the Medical Review Officer. Collection of blood, breath or urine samples shall be conducted in a manner which provides the highest degree of security for the sample and freedom from adulteration. Recognized strict chain of custody procedures must be followed for all samples as set by NIDA. The union and the employer agree that security of the biological urine, breath and blood samples is absolutely necessary, therefore, the employer agrees that if the security of the sample is compromised in any way, any positive test shall be invalid and may not be used for any purpose.

Blood, breath or urine samples will be submitted as per NIDA standards. Employees have the right for union or legal counsel representative to be present during the submission of the sample.

All samples must be stored in a scientific acceptable preserved manner as established by NIDA. All positive confirmed samples and related paperwork must be retained by the laboratory for at least six (6) months or for the duration of any grievance disciplinary action or legal proceedings, whichever is longer. At the conclusion of this period, the paperwork and specimen shall be destroyed.

Tests shall be conducted in a manner to ensure that an employee's legal drug use and diet does not affect the test results.

Section 5. Drug Testing: The laboratory shall test for only the substances and within the current limits for the initial and confirmation test as provided within the NIDA standards, which may change from time to time. The initial test shall use an immunoassay which meets the requirements of the Food and Drug Administration for commercial distribution. The following initial cutoff levels (effective April 22nd, 2004) shall be used when screening specimens to determine whether they are negative for these five drugs or classes of drugs:

Marijuana metabolites	50 ng/ml
Cocaine metabolites	300 ng/ml
Opiate metabolites	

Codeine	2000 ng/ml
Morphine	2000 ng/ml
Phencyclidine	25 ng/ml
Amphetamines	
Amphetamine	1,000 ng/ml
Methamphetamine	1,000 ng/ml

If initial testing results are negative, testing shall be discontinued, all samples destroyed and records of the testing expunged from the employee's file. Only specimens identified as positive on the initial test shall be confirmed using gas chromatograph/mass spectrometry (GC/MS) techniques at the following listed cutoff values:

Marijuana metabolites	15 ng/ml
Cocaine metabolites	150 ng/ml
Opiates	
Codeine	2000 ng/ml
Morphine	2000 ng/ml
6 acetylmorphone (6-AM) ¹	10 ng/ml
Phencyclidine	25 ng/ml
Amphetamines	
Amphetamine	500 ng/ml
Methamphetamine	500 ng/ml

(1) Conduct test for 6-AM only when specimen contains morphine at a concentration greater than or equal to 2000 ng/ml.

Section 6. Alcohol Testing: A breathalyzer or similar test equipment shall be used to screen for alcohol use and if positive shall be confirmed by performing a confirmatory Gas Chromatography/Mass Spectrometry (GC/MS) a. This screening test shall be performed by a qualified individual. An initial positive alcohol level shall be as determined by the USDOT in administering the Federal Motor Carriers Safety Act (FMCSA) CDL provisions. If initial testing results are negative, testing shall be discontinued, all samples destroyed and records of the testing expunged from the employee's file. If initial testing results are positive, a confirmatory Gas Chromatography/Mass Spectrometry (GC/MS) will be performed. Sampling handling procedures, as detailed in Section 4, shall apply. A positive breath alcohol level shall be as determined by the USDOT in administering the Federal Motor Carriers Safety Act (FMCSA) CDL provisions. If confirmatory testing results are negative all samples shall be destroyed and records of the testing expunged from the employee's file.

Section 7. Medical Review Officer. The Medical Review Officer shall be chosen and agreed upon between the union and the employer and must be a licensed physician with a knowledge of substance abuse disorders. The Medical Review Officer shall be familiar with the characteristics of drug tests (sensitivity, specificity, and predictive value), the laboratories running the tests, and the medical conditions and work exposures of the employees. The role of the Medical Review Officer will be to review and interpret the positive test results. The Medical Review Officer must examine alternate medical explanations for any positive test results. This action shall include conducting a medical interview with the affected employee, review of the employee's medical history and review of any other relevant biomedical factors. The Medical Review Officer must review all medical records made available by the tested employee when a confirmed positive test could have resulted from legally prescribed medication.

Section 8. Laboratory Results: The laboratory will advise only the employee and the Medical Review Officer of any positive results. The results of a positive drug or alcohol test can only be released to the employer by the Medical Review Officer once he has completed his review and analysis of the laboratory's test. The employer will be required to keep the results confidential and it shall not be released to the general public.

Section 9. Testing Program Costs: The employer shall pay for all costs involving drug and alcohol testing as well as the expenses involved of the Medical Review Physician. The employer shall also reimburse each employee for their time and expenses, including travel incurred, involved in the testing procedure.

Section 10. Rehabilitation and Offenses and Penalties Program. An employee may voluntarily enter rehabilitation without a requirement or prior testing. Employees who enter a program on their own initiative shall not be subject to re-testing. The treatment and rehabilitation shall be paid for by the employer for initial treatment and rehabilitation. Employees will be allowed to use their accrued and earned leave for the necessary time off involved in the rehabilitation program.

Any employee who tests positive the first time shall be medically evaluated, counseled and treated for rehabilitation as recommended by an EAP Counselor. Employees who complete a rehabilitation program can be re-tested randomly at least once every quarter for the following twenty-four (24) months. If an employee tests positive a second time, they shall be subject to discipline. The employee will be reevaluated by an EAP Counselor to determine if the employee requires additional counseling or treatment. The employee will also receive a last chance agreement. If the employee does not sign the last chance agreement, he/she will be subject to disciplinary action up to and including dismissal. If the employee tests positive a third time during this subsequent twenty-four (24) month period, he/she will be dismissed from his/her position with the La Crosse Fire Department subject to approval of the Police and Fire Commission.

Section 11. Duty Assignment After Treatment. Once an employee successfully completes rehabilitation, or upon recommendation by the EAP Counselor, they shall be returned to their regular duty assignment. Once treatment and any follow-up care is completed, and three (3) years have passed since the employee entered the program, the employee's personnel file shall be purged of any reference to his/her drug or alcohol problem.

Section 12. Right of Appeal: The employee has the right to challenge the results of the drug or alcohol tests and any discipline imposed in the same manner that any of employer action under the terms of this agreement is grievable.

Section 13. Union Held Harmless: This drug and alcohol testing program was initiated at the request of the employer. The Fire Department assumes sole responsibility for the administration of this policy and shall be solely liable for any legal obligations and costs arising out of the provision and/or application of this collective bargaining agreement related to drug and alcohol testing. The union shall be held harmless for the violation of any worker rights arising from the administration of the drug and alcohol testing program.

Section 14. Changes in Testing Procedures: The parties recognize that during the life of this agreement, there may be improvements in the technology of testing procedures which provide more accurate testing. In that event, the parties will bargain in good faith whether to amend this procedure to include such improvements. If the parties are unable to agree on the amendments they will be submitted to impasse procedures as outlined in the Grievance Procedures of this

contract.

Section 15. Conflict With Other Laws: This article is in no way intended to supersede or waive any constitutional or other rights that the employee may be entitled to under Federal, State or Local Statutes.

Reporting Procedure:

If a member of the La Crosse Fire Department, through his or her appearance, odor, mood, actions, job performance, is suspected of being impaired due to alcohol, drugs, etc., the Officer in Charge or any member shall notify the Battalion Chief, Division Chief of Administration, or Chief. If however, in the opinion of the Officer in Charge, the member is so impaired as to be a danger to him or herself or others the Officer shall remove said employee from service immediately and report same to Battalion Chief.

If the impaired individual is the Officer in Charge, then any member shall report same to Battalion Chief.

If the impaired individual is the Battalion Chief, then any House Officer, or any member shall report same to Division Chief.

If the impaired member is the Division Chief of Administration, then the Battalion Chief, any Officer, or any member shall report same to Chief.

If the impaired member is the Chief, the Division Chief of Training, or the Division Chief of Inspection, then any member shall notify the Division Chief of Administration.

Upon receipt of a report of suspected impaired member, the Battalion Chief or appropriate management staff and a second non-union management team member shall evaluate the member using the protocols obtained in their Supervisor's Management Training. If both agree that there is enough evidence for a for cause test, the member will be informed of their decision and both Management Team Supervisors will escort (drive) said member to:

- From 0800 hours to 1600 hours, Monday – Friday, Gundersen Lutheran Occupational Health
- All other times member shall be taken to Gundersen Lutheran Emergency Room

Note: Battalion Chief must call first to alert facility of for cause test.

After the test, the member will be driven by both supervisors back to work or home, depending on the test results, doctors orders and protocol.

If member refuses to go to the hospital to be tested, he or she will be placed on sick leave and driven home by the two supervisors and a positive test will be recorded. Followed by the appropriate actions after proper investigation.

Under special circumstances and only under special circumstances when a time exists that a second supervisor, after all have been paged and all cannot respond in a reasonable time, then one management team member can decide if the criteria for cause is met, then that management team member and one Union member will escort the individual to the hospital.

Note: If a member is acting as a Battalion Chief, and no management team member is on duty, then he/she must assume responsibility of that position in these matters.

Local #127 will be notified by phone before any of their membership is taken to the hospital in the following order until someone is contacted: President, Vice President, Secretary, Trustee, , Member. The involved member is encouraged to seek Union Representation early in the process and is entitled to Union representation anytime during the process. Union representation of a specific Union representative must be in a timely manner, otherwise the representative will follow the above mentioned order. The Union President will be notified of any and all actions in writing as soon as possible after the incident has taken place. If test is negative, the Union President will be notified as above and no written correspondence will be kept.

Before any Drug and/or Alcohol Testing procedures can start, the member must sign a Gundersen Lutheran “Authorization for Release of Information” form.

The form is to be filled out in the following manner:

1. Full name – including middle initial
Social Security number
Date of birth
Address
2. Under “I authorize”:
Gundersen Lutheran Occupational Health, EAP, Dr. Scorby or his
Representative
Address of care provider
3. Under “to release to”:
Battalion Chief on Duty Non-Union
Or Fire Chief
Assistant Fire Chief
Director of Human Resources
Benefits Specialist
Address of Representative

*at least one name must appear on the form
4. Under “specific type of information”:
(*) 2. Any for cause testing the physician orders
5. Under “the purpose:”
(*) Other – to help with the administration of the La Crosse Fire Department Drug and Alcohol Policy

ARTICLE 31
ENTIRE AGREEMENT

This agreement shall remain in full force and effect commencing on the first day of January, 1 2025 and terminating on December 31, 2027 and is subject to approval of the Common Council of the City of La Crosse before becoming effective.

It is understood and agreed that all expenditures or compensation to be paid to employees in accordance with this agreement must meet the requirements and procedures required by law.

The City agrees to a wage reopener if during the life of this contract it is required to take over the ambulance service for the City of La Crosse.

AGREEMENT

IN WITNESS WHEREOF, the parties hereto have executed this agreement on this 12th day of December, 2024.

INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS
LOCAL UNION 127, AFL-CIO



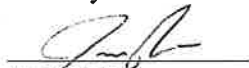
Brandon Gritt
President



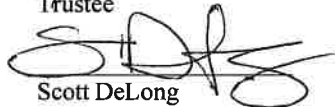
Cory Westpfahl
Vice President



Kyle DuMez
Secretary/Treasurer



Jameson Rau
Trustee



Scott DeLong
Trustee

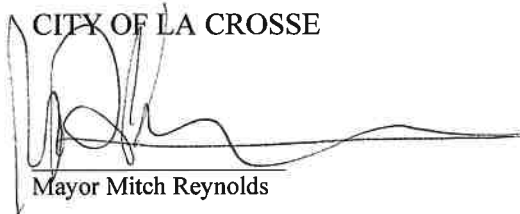


Adam Markert
Trustee



Troy Glasel
Trustee

CITY OF LA CROSSE



Mayor Mitch Reynolds



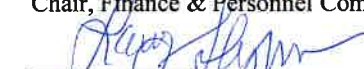
Rebecca Franzen, CLRP
Director of Human Resources



Chris Kahlow
Council President



Douglas Happel
Chair, Finance & Personnel Committee



Larry Slezniak
Finance & Personnel Committee



Erin Goggin
Finance & Personnel Committee



Mark Neumann
Finance & Personnel Committee



Rebecca Schwarz
Finance & Personnel Committee



Barb Janssen
Finance & Personnel Committee

**Memorandum of Understanding #1
Training Opportunities – Employee Development**

January 8, 2022

Brandon Gritt, President
IAFF Local #127

RE: Training Opportunities – Employee Development

Dear Brandon:

This letter is to confirm the understanding reached by the parties during negotiations for the 2022-2024 collective bargaining agreement. The parties agreed that all approved training assigned by the Fire Chief to bargaining unit employees while off duty would be compensated at applicable overtime rates. It is further agreed that approved training costs shall not exceed twenty-seven thousand five hundred dollars (\$27,500). Such costs to include travel, registration fees, tuition, training materials, books, per diem for food and lodging and overtime compensation as applicable for the attendee of the training class and any resulting overtime costs to backfill for his/her absence.

AGREEMENT

Brandon Gritt (date)
President
IAFF Local #127 AFL-CIO-CLC

David Buroker (date)
Director of Human Resources
City of La Crosse

**Memorandum of Understanding #2 – Exceptions to Continuous Service
for Retiree Medical Benefit Plan Coverage**

January 8, 2022

Brandon Gritt, President
IAFF Local #127

RE: Understandings Reached in Bargaining
The 2022-2024 Collective Bargaining Agreement

Dear Brandon:

The parties agree that all employees who left full time service with the City and then returned to full time employment prior to July 1, 2004, shall be exempt from the continuous employment requirement found in Article 4, I.

Only full time employment with the City will be counted towards the years of service requirement in order to receive retiree Medical Benefit Plan coverage (i.e. part-time employment is not considered).

AGREEMENT

Brandon Gritt (date)
President
IAFF Local #127 AFL-CIO-CLC

David Buroker (date)
Director of Human Resources
City of La Crosse

Memorandum of Understanding #3 – Voluntary Dental Plan

January 8, 2022

Brandon Gritt, President
IAFF Local #127

RE: Understandings Reached in Bargaining
The 2022-2024 Collective Bargaining Agreement

Dear Brandon:

This is to confirm an agreement made in negotiations for the 2022-2024 collective bargaining agreement. Effective January 1, 2005, the City agrees to provide administrative services only for a Union sponsored voluntary dental plan made available to bargaining unit members.

AGREEMENT

Brandon Gritt (date)
President
IAFF Local #127 AFL-CIO-CLC

David Buroker (date)
Director of Human Resources
City of La Crosse

**BASE WAGE RATES - FIREFIGHTER / EMT
EFFECTIVE JANUARY 3, 2025**

**112 HOUR BIWEEKLY
WAGE SCHEDULE**

		BASE RATE				WITH LONGEVITY				
	YEARS	START	ONE	TWO	THREE	FIVE	TEN	FIFTEEN	TWENTY	TWENTY-EIGHT
STEP		A	B	C	D	E	F	G	H	I
CAPTAIN		\$29.35	\$29.35	\$29.35	\$29.35	\$30.23	\$31.11	\$31.99	\$32.87	\$33.75
FACILITIES MAINT MECH		\$29.35	\$29.35	\$29.35	\$29.35	\$30.23	\$31.11	\$31.99	\$32.87	\$33.75
LIEUTENANT		\$28.17	\$28.17	\$28.17	\$28.17	\$29.01	\$29.86	\$30.70	\$31.55	\$32.39
ASSISTANT MECHANIC		\$27.22	\$27.22	\$27.22	\$27.22	\$28.04	\$28.86	\$29.67	\$30.49	\$31.31
COMPUTER TRAINER		\$26.69	\$26.69	\$26.69	\$27.22	\$28.04	\$28.85	\$29.67	\$30.49	\$31.31
EMS TRAINER		\$26.69	\$26.69	\$26.69	\$27.22	\$28.04	\$28.85	\$29.67	\$30.49	\$31.31
SQUAD DRIVER		\$24.23	\$24.65	\$25.15	\$26.20	\$26.98	\$27.77	\$28.56	\$29.34	\$30.13
ENGINEER		\$23.86	\$24.33	\$24.83	\$25.79	\$26.56	\$27.34	\$28.11	\$28.88	\$29.66
FIREFIGHTER		\$20.74	\$21.20	\$22.94	\$24.29	\$25.02	\$25.75	\$26.47	\$27.20	\$27.93

**80 HOUR BIWEEKLY
WAGE SCHEDULE**

		BASE RATE				WITH LONGEVITY				
	YEARS	START	ONE	TWO	THREE	FIVE	TEN	FIFTEEN	TWENTY	TWENTY-EIGHT
STEP		A	B	C	D	E	F	G	H	I
CAPTAIN		\$41.17	\$41.17	\$41.17	\$41.17	\$42.41	\$43.64	\$44.88	\$46.12	\$47.35
FAC. MAINT. MECHANIC		\$41.17	\$41.17	\$41.17	\$41.17	\$42.41	\$43.64	\$44.88	\$46.12	\$47.35
LIEUTENANT OF INSPECTION		\$41.12	\$41.12	\$41.12	\$41.12	\$42.35	\$43.58	\$44.82	\$46.05	\$47.29
LIEUTENANT		\$39.35	\$39.35	\$39.35	\$39.35	\$40.54	\$41.72	\$42.90	\$44.08	\$45.26
ASSISTANT MECHANIC		\$38.08	\$38.08	\$38.08	\$38.08	\$39.22	\$40.37	\$41.51	\$42.65	\$43.79
COMPUTER TRAINER		\$37.38	\$37.38	\$37.38	\$38.08	\$39.22	\$40.37	\$41.51	\$42.65	\$43.79
EMS TRAINER		\$37.38	\$37.38	\$37.38	\$38.08	\$39.22	\$40.37	\$41.51	\$42.65	\$43.79
SQUAD DRIVER		\$33.93	\$34.61	\$35.26	\$36.67	\$37.77	\$38.87	\$39.97	\$41.07	\$42.17
ENGINEER		\$33.31	\$34.08	\$34.70	\$36.16	\$37.24	\$38.33	\$39.41	\$40.50	\$41.58
FIREFIGHTER		\$28.97	\$29.66	\$32.07	\$34.02	\$35.04	\$36.06	\$37.08	\$38.10	\$39.13

**BASE WAGE RATES - FIREFIGHTER / EMT
EFFECTIVE JANUARY 2, 2026**

**112 HOUR BIWEEKLY
WAGE SCHEDULE**

YEARS	BASE RATE				LONGEVITY				
	START	ONE	TWO	THREE	FIVE	TEN	FIFTEEN	TWENTY	TWENTY-EIGHT
	A	B	C	D	E	F	G	H	I
CAPTAIN	\$30.52	\$30.52	\$30.52	\$30.52	\$31.44	\$32.35	\$33.27	\$34.19	\$35.10
FACILITIES MAINT MECH	\$30.52	\$30.52	\$30.52	\$30.52	\$31.44	\$32.35	\$33.27	\$34.19	\$35.10
LIEUTENANT	\$29.29	\$29.29	\$29.29	\$29.29	\$30.17	\$31.05	\$31.93	\$32.81	\$33.69
ASSISTANT MECHANIC	\$28.31	\$28.31	\$28.31	\$28.31	\$29.16	\$30.01	\$30.86	\$31.71	\$32.56
COMPUTER TRAINER	\$27.76	\$27.76	\$27.76	\$28.31	\$29.16	\$30.01	\$30.86	\$31.71	\$32.56
EMS TRAINER	\$27.76	\$27.76	\$27.76	\$28.31	\$29.16	\$30.01	\$30.86	\$31.71	\$32.56
SQUAD DRIVER	\$25.20	\$25.64	\$26.16	\$27.25	\$28.06	\$28.88	\$29.70	\$30.52	\$31.33
ENGINEER	\$24.81	\$25.31	\$25.83	\$26.82	\$27.63	\$28.43	\$29.23	\$30.04	\$30.84
FIREFIGHTER	\$21.57	\$22.04	\$23.85	\$25.26	\$26.02	\$26.78	\$27.53	\$28.29	\$29.05

**80 HOUR BIWEEKLY
WAGE SCHEDULE**

YEARS	BASE RATE				LONGEVITY				
	START	ONE	TWO	THREE	FIVE	TEN	FIFTEEN	TWENTY	TWENTY-EIGHT
	A	B	C	D	E	F	G	H	I
CAPTAIN	\$42.82	\$42.82	\$42.82	\$42.82	\$44.11	\$45.39	\$46.68	\$47.96	\$49.24
FAC. MAINT. MECHANIC	\$42.82	\$42.82	\$42.82	\$42.82	\$44.11	\$45.39	\$46.68	\$47.96	\$49.24
LIEUTENANT OF INSPECTION	\$42.76	\$42.76	\$42.76	\$42.76	\$44.05	\$45.33	\$46.61	\$47.89	\$49.18
LIEUTENANT	\$40.93	\$40.93	\$40.93	\$40.93	\$42.16	\$43.38	\$44.61	\$45.84	\$47.07
ASSISTANT MECHANIC	\$39.60	\$39.60	\$39.60	\$39.60	\$40.79	\$41.98	\$43.17	\$44.36	\$45.55
COMPUTER TRAINER	\$38.87	\$38.87	\$38.87	\$39.60	\$40.79	\$41.98	\$43.17	\$44.36	\$45.55
EMS TRAINER	\$38.87	\$38.87	\$38.87	\$39.60	\$40.79	\$41.98	\$43.17	\$44.36	\$45.55
SQUAD DRIVER	\$35.29	\$36.00	\$36.67	\$38.14	\$39.28	\$40.43	\$41.57	\$42.71	\$43.86
ENGINEER	\$34.64	\$35.44	\$36.09	\$37.61	\$38.73	\$39.86	\$40.99	\$42.12	\$43.25
FIREFIGHTER	\$30.13	\$30.84	\$33.35	\$35.38	\$36.44	\$37.51	\$38.57	\$39.63	\$40.69

**BASE WAGE RATES - FIREFIGHTER / EMT
EFFECTIVE JANUARY 1, 2027**

**112 HOUR BIWEEKLY
WAGE SCHEDULE**

STEP	YEARS	BASE RATE				LONGEVITY				
		START	ONE	TWO	THREE	FIVE	TEN	FIFTEEN	TWENTY	TWENTY-EIGHT
		A	B	C	D	E	F	G	H	I
CAPTAIN		\$31.74	\$31.74	\$31.74	\$31.74	\$32.70	\$33.65	\$34.60	\$35.55	\$36.50
FACILITIES MAINT MECH		\$31.74	\$31.74	\$31.74	\$31.74	\$32.70	\$33.65	\$34.60	\$35.55	\$36.50
LIEUTENANT		\$30.46	\$30.46	\$30.46	\$30.46	\$31.38	\$32.29	\$33.21	\$34.12	\$35.03
ASSISTANT MECHANIC		\$29.44	\$29.44	\$29.44	\$29.44	\$30.33	\$31.21	\$32.09	\$32.98	\$33.86
COMPUTER TRAINER		\$28.87	\$28.87	\$28.87	\$29.44	\$30.32	\$31.21	\$32.09	\$32.97	\$33.86
EMS TRAINER		\$28.87	\$28.87	\$28.87	\$29.44	\$30.32	\$31.21	\$32.09	\$32.97	\$33.86
SQUAD DRIVER		\$26.21	\$26.66	\$27.21	\$28.34	\$29.19	\$30.04	\$30.89	\$31.74	\$32.59
ENGINEER		\$25.80	\$26.32	\$26.86	\$27.89	\$28.73	\$29.57	\$30.40	\$31.24	\$32.08
FIREFIGHTER		\$22.43	\$22.93	\$24.81	\$26.27	\$27.06	\$27.85	\$28.63	\$29.42	\$30.21

**80 HOUR BIWEEKLY
WAGE SCHEDULE**

STEP	YEARS	BASE RATE				LONGEVITY				
		START	ONE	TWO	THREE	FIVE	TEN	FIFTEEN	TWENTY	TWENTY-EIGHT
		A	B	C	D	E	F	G	H	I
CAPTAIN		\$44.53	\$44.53	\$44.53	\$44.53	\$45.87	\$47.21	\$48.54	\$49.88	\$51.21
FAC. MAINT. MECHANIC		\$44.53	\$44.53	\$44.53	\$44.53	\$45.87	\$47.21	\$48.54	\$49.88	\$51.21
LIEUTENANT OF INSPECTION		\$44.47	\$44.47	\$44.47	\$44.47	\$45.81	\$47.14	\$48.48	\$49.81	\$51.14
LIEUTENANT		\$42.57	\$42.57	\$42.57	\$42.57	\$43.84	\$45.12	\$46.40	\$47.67	\$48.95
ASSISTANT MECHANIC		\$41.19	\$41.19	\$41.19	\$41.19	\$42.42	\$43.66	\$44.90	\$46.13	\$47.37
COMPUTER TRAINER		\$40.43	\$40.43	\$40.43	\$41.19	\$42.42	\$43.66	\$44.89	\$46.13	\$47.37
EMS TRAINER		\$40.43	\$40.43	\$40.43	\$41.19	\$42.42	\$43.66	\$44.89	\$46.13	\$47.37
SQUAD DRIVER		\$36.70	\$37.44	\$38.14	\$39.66	\$40.85	\$42.04	\$43.23	\$44.42	\$45.61
ENGINEER		\$36.02	\$36.86	\$37.54	\$39.11	\$40.28	\$41.46	\$42.63	\$43.80	\$44.98
FIREFIGHTER		\$31.34	\$32.08	\$34.68	\$36.80	\$37.90	\$39.01	\$40.11	\$41.21	\$42.32