



Human Resources

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January 18, 2021

Brandon Gritt, President
IAFF Local #127

Dear Brandon:

This letter is to confirm the understanding reached by the parties during negotiations for the 2022-2024 collective bargaining agreement. The following is a summary of these items:

1. The union agrees to reduce previously bargained 2021 wage increases for membership from 3% to 2%.
2. Parties agree that effective January 7, 2022 (the first day of the first full pay period in 2022) a new 48/96 schedule will be implemented and the collective bargaining agreement will be updated to address any articles that may be affected by this change. Parties agree to this schedule change for a trial period. This allows for a cancellation of the schedule by either party by October 1, 2024. If both parties agree, the schedule will be included in the contract and if both parties do not agree, the schedule will revert back to the existing schedule on January 1, 2025. Parties agree that department administration will run a reoccurring 48/96 schedule satisfaction survey at the end of 2022, 2023, and at the mid-point of 2024 to gauge employee satisfaction.
3. Effective January 1, 2023 employees will be allowed to use up to 48 hours of accumulated sick leave credits for personal business. All other provisions regarding the use of personal business days will remain the same.
4. The City agrees to include an article into the collective bargaining agreement affirming Non-Discrimination. The article will read:
"The Union and the City agree that there shall be no discrimination by the City or the Union against any employee covered by this agreement because of race, sex, color, religion, national origin, mental or physical disability, family status, age or membership in the union."
5. The City agrees to update Article 1 (Recognition Clause) to reflect current titles.

David A. Buroker
Deputy Director of Human Resources

Audra M. Bloom
Employee Benefits Coordinator

Angela R. Leisso
Senior Human Resources Generalist

Gwendolyn A. Benish
Human Resources Generalist

Tina M. Golding
Human Resources Clerk

6. In addition, the following Articles will be updated:
- a. Article 2 (Rules and Regulations) – Updated and clean up as needed through discussions at monthly labor management meetings.
 - b. Article 9 (Bereavement) – Language will be updated to add clarification and to mirror current City policy.
 - c. Article 30 (Reasonable Suspicion Drug and Alcohol Policy and Procedures) – Language clean up and policy implementation to reflect random drug testing changes that were agreed to in the 2018 negotiations. A review of current MOU’s and update as needed.

7. The new Salary Schedule will be as follows:

- Effective January 7, 2022, all covered positions will receive a one percent (1%) increase
- Effective January 6, 2023, all covered positions will receive a two percent (2%) increase
- Effective July 7, 2023, all covered positions will receive a one percent (1%) increase
- Effective January 5, 2024, all covered positions will receive a two percent (2%) increase
- Effective July 5, 2024, all covered positions will receive a one percent (1%) increase

Brandon Gritt (Date)
President
IAFF, Local #127

David A. Buroker (Date)
Deputy Director of Human Resources
City of La Crosse