Human Resources

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Memorandum of Understanding
Vacation Conversion
Day to Shift & Shift to Day

Between the City of La Crosse ("City") and the International Association of Firefighters ("IAFF")

RE: Vacation Conversation Upon Transfer from Day to Shift OR Shift to Day

The City and the IAFF have discovered a discrepancy in the way accrued vacation time is converted when an employee transfers from day shift to platoon shift and from platoon shift to day shift.

The City and IAFF agree to use the conversation factor of 1.4 when employees are transferred from day shift to platoon shift (i.e. multiply) and platoon shift to day shift (i.e. divide) effective December 12, 2025. Additionally, to ease in the conversion of vacation time when an employee transfers from day to shift or shift to days, the vacation schedule in the CBA will be changed from weeks to hours.

2025 – 2027 CBA Vacation Schedule for day employees:

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

Amended 2025-2027 CBA Vacation Schedule for day employees:

One hundred three (103) hours after one (1) year of continuous service.
One hundred thirty-seven (137) hours after (3) years of continuous service.
Two hundred six (206) hours after seven (7) years of continuous service.
Two hundred forty (240) hours after fourteen (14) years of continuous service.
Two hundred seventy-four (274) hours after sixteen (16) years of continuous service
Three hundred nine (309) hours after twenty (20) years of continuous service.
Three hundred forty-three (343) hours after twenty-six (26) years of continuous service.

Amended 2023-2024 CBA Vacation Schedule for day employees

Fifty-One (51) hours after one (1) year of continuous service.
One hundred, three (103) hours after (3) years of continuous service.
One hundred fifty-five (154) hours after (7) years of continuous service.
Two hundred six (206) hours after (14) years of continuous service.
Two hundred fifty-seven (257) hours after (20) years of continuous service.
Two hundred seventy-four (274) hours after (26) years of continuous service.
Two hundred ninety-one (291) hours after (28) years of continuous service.
Three hundred and nine (309) hours after (30) years of continuous service.

Rebecca A. Franzen, SHRM-CP
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Heidi L. Stein
Wellness Coordinator
Angela M. Berget
Human Resources Assistant

The City and the IAFF agree to a non-precedent setting lookback from January 1, 2023 – January 1, 2025, for corrections. Corrections will be in the form of direct compensation to current and past employees that fall within the time frame of the look back and under the wage structure at the time of correction.

The conversion rate and vacation schedule identified above will automatically be added into the successor agreement in Article 15 at the next contract opener.

Due to the timing of this MOU, the Fire Chief and Director of Human Resources agree to allow employees affected by this MOU to carry over up to two weeks (80 hours) of vacation into calendar year 2026, by prior council resolution, those hours must be used by March 31st, 2026.

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Rebecca Franzen, SHRM-CP, CLRP	Brandon Gritt
Director of Human Resources	President, IAFF, Local #127