CITY OF LA CROSSE

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LEGISLATION STAFF REPORT FOR COUNCIL

File ID 26-0220

Caption Resolution amending a vacation conversion memorandum of understanding ("MOU") between the City of La Crosse and the International Association of Firefighters, Local #127

Staff/Department Responsible for Legislation

Rebecca Franzen, Director of Human Resources

Requestor of Legislation

Rebecca Franzen, Director of Human Resources

Location, if applicable

Summary/Purpose

Three separate MOUs were drafted to address vacation inequalities between platoon and day employees, conversion factor application to account for transfers from shift to days, and application of the conversion factor to vacation, sick leave hours, and personal business.

Background

It was discovered in 2025 that the current CBA agreement with La Crosse Firefighters IAFF Local 127 contained inequalities between platoon and day shift employees with regard to the schedule that assigns vacation time alloted for years of service. It was also noted when CBA employees would transfer from platoon to days or days to platoon, the converted vacation, sick leave, and personal business time off was at times inaccurately calculated. Human resources, Fire Administration, and Local 127 Executive Committee members conferred and mutually agreed to a single conversion factor, and a two year look back to remedy past inconsistencies. The single conversion factor simplifies the process for all payroll applications and paid time off balances should an employee transfer. The MOU for vacation schedule changes allows for an equal ratio of time off to hours worked regardless of assignment to platoon or days. This is an amendment to the MOU that was brought forward in late 2025 after we discovered the vacation schedule for 2023-2024 was unintentionally excluded.

Fiscal Impact

Estimated $5000-$10,000 for employees identified as being impacted by the changes.

Staff Recommendation

Adopt.