

Resolution authorizing reclassification of two positions within the Information Technology Department.

RESOLUTION

WHEREAS, City department heads may request reorganizations of their departmental staffing and related position reclassifications; and

WHEREAS, the Classification and Compensation Plan contains a provision for a Department Head to request a position reclassification due to increased or decreased complexity and/or responsibility within the respective position; and

WHEREAS, the Information Technology Department has requested a reorganization and reclassification to more properly reflect the job duties of two positions within its department; and

WHEREAS, all reclassification requests are subject to review by the Deputy Director of Human Resources, and if justified, the Deputy Director of Human Resources will provide a recommendation to Common Council.

WHEREAS, the 2021 Operating Budget authorized and levied funds in the amount of \$43,263 for pay and benefits to fund the addition of a new Network Specialist (1 FTE), pay Grade 11 as a mid-year hire.

WHEREAS, future year tax levy to fund the annual Network Specialist pay and benefits is estimated to be \$86,526.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of La Crosse that the change in position classifications, job titles and compensation listed below is hereby approved as follows:

- RETITLE the incumbent Senior Support Technician (Melissa Jones) to IT Helpdesk Manager. RECLASSIFY the incumbent's position from a Grade 9, Step 6, hourly rate of \$28.85 to a Grade 12, Step 1, hourly wage of \$30.86. Position will remain exempt.
- RETITLE the incumbent Deputy Director of Information Technology (Mike Heeb) to Deputy Director of Information Technology/Cybersecurity Coordinator. RECLASSIFY the incumbent's position from a Grade 15, Step 5, hourly rate of \$42.14 to a Grade 16, Step 4, hourly wage of \$43.89. Position will remain exempt.

BE IT FURTHER RESOLVED that current year financial impact of the two reclassifications for eight calendar months is estimated to be \$5,996.72 for pay increases and employer related expenses. This financial impact will be absorbed by the department by delaying the hire of the new Network Specialist position until late August 2021. The upgraded position reclassifications will be funded for twelve months by annual tax levy in subsequent years.

BE IT FURTHER RESOLVED that the pay changes to the incumbent personnel will be effective for the pay period beginning April 30, 2021.

BE IT FURTHER RESOLVED that the Director of Finance and Human Resources and the Director of Information Technology are hereby authorized and directed to take all necessary steps to implement this resolution.

I, Nikki M. Elsen, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on April 8, 2021.

A handwritten signature in black ink, appearing to read "Nikki M. Elsen". The signature is written in a cursive style with a large initial "N".

*Nikki M. Elsen, WCMC, City Clerk
City of La Crosse, Wisconsin*