

Resolution approving a wage increase effective January 1, 2016 for specific positions covered under the Employee Handbook.

RESOLUTION

WHEREAS, the approved 2016 Operating Budget has budgeted a one percent (1%) wage increase for employees/positions covered under the Employee Handbook; and

WHEREAS, Resolution # 14-1149 adopted a Classification and Compensation Plan for employees covered under the Employee Handbook; and

WHEREAS, the Employee Handbook covers exempt and non-exempt positions, including those previously identified as SEIU; and

WHEREAS, SEIU will be filing a Petition for Annual Recertification Election with the Wisconsin Employment Relations Commission for 2016; and

WHEREAS, the Director of Human Resources recommends that while SEIU is pursuing the annual recertification election the City should not delay the budgeted wage increase for non-represented employees covered under the Employee Handbook; and

WHEREAS, the Director of Human Resources recommends the budgeted wage increase be provided to the established wage table for all exempt positions, and to the following non-exempt positions not identified as SEIU: Administrative Assistant – Municipal Court, Administrative Services Specialist – Police, Administrative Assistant – Legal, Administrative Assistant – Police, Human Resources Assistant, Computer Specialist, Airport Operations Coordinator, Recreation Specialist, and Paralegal; and

WHEREAS, subject to a successful election in 2016, the City is to bargain with SEIU for total base wages; and

WHEREAS, should the positions identified as SEIU become non-represented positions through the election process, the one percent increase (1%) would be implemented retroactive to January 1, 2016; and

WHEREAS, implementation and eligibility for the budgeted wage increase shall be in accordance with the Classification and Compensation Plan; and

WHEREAS, due to the transition to the pay and class table some employees were identified with wages exceeding the established maximum rate for their position, and

WHEREAS, it is recommended that the City provide some wage adjustment to those employees whose wage rate exceeds the established maximum rate for their position.

WHEREAS, the 2016 Operating Budget budgeted a one percent (1%) increase for a full year.

NOW THEREFORE BE IT RESOLVED by the Common Council of the City of La Crosse that exempt positions and non-exempt positions identified within this resolution receive a wage increase of one percent (1%) to the established wage table, in accordance with the Classification and Compensation Plan, effective January 1, 2016.

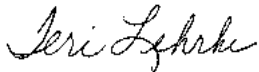
BE IT FURTHER RESOLVED, that any employee whose wage rate exceeds the established maximum rate for their position shall receive a stipend of one percent (1%) not to exceed \$500, effective January 1, 2016.

BE IT FURTHER RESOLVED, that any employee, whose wage rate previously exceeded the established maximum rate for their position, but following the budgeted increase to the wage table their wage rate is now within the pay range, be placed in a step in accordance with the Classification and Compensation Plan. If placement in a step does not represent the lesser of one percent (1%) or \$500, said employee shall receive a stipend reflecting the difference to equal the lesser of one percent (1%) or \$500, effective January 1, 2016.

BE IT FURTHER RESOLVED that funding is appropriated from the 2016 General Expense Salary Increase account.

BE IT FURTHER RESOLVED that the Director of Finance and Director of Human Resources are hereby authorized to take all necessary steps to implement the attached wage tables and wage stipends reflecting this resolution.

I, Teri Lehrke, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on December 10, 2015.



Teri Lehrke, City Clerk
City of La Crosse, Wisconsin