

Resolution authorizing reclassification of various positions within the departments of Community Risk Management, La Crosse Regional Airport and the La Crosse Center.

## 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 departments of Community Risk Management, La Crosse Regional Airport and the La Crosse Center have requested a reorganization and reclassification to more properly reflect the job duties of positions within their respective departments; 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 \$45,000 to address floodplain related issues either in the form of an outside consultant or other solution. Both the Chief Building Inspector reclassification and the Chronic Nuisance Technician positions below are to address floodplain related issues without an increase to the city's FTE count.

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:

- RECLASSIFY the incumbent Chief Building Inspector (David Reinhart) position from a Grade 14, Step 10, hourly rate of \$45.11 to a Grade 15, Step 7, hourly wage of \$47.61. Position will remain exempt. Change will be effective retroactively to January 8, 2021.
- RETITLE the incumbent Chronic Nuisance Technician (Sarah Rafajko) to Chronic Nuisance Technician/Floodplain Manager. RECLASSIFY the incumbent's position from a Grade 3, Step 2, hourly rate of \$17.24 to a Grade 8, Step 1, hourly wage of \$23.54. Position will remain non-exempt. Change will be effective retroactively to March 5, 2021.
- RETITLE the vacant position of Marketing and Communications Manager to Airport Business Supervisor. RECLASSIFY the position from a Grade 13 (hourly wage range \$33.02 to \$43.31), to a Grade 12 (hourly wage range \$30.86 to \$40.48). Position will remain exempt.
- RETITLE the vacant position of Administrator Coordinator – Airport to Airport Services Specialist. Position will remain non-exempt, Grade 5.
- RETITLE the position of Deputy Airport Director of Operations and Administration to Deputy Airport Director. Position will remain exempt, Grade 15.
- RECLASSIFY the vacant position of Business Manager from a Grade 15 (hourly wage range \$37.81 to \$49.59) to a Grade 13 (hourly wage range \$33.02 to \$43.31). Position will remain exempt.

BE IT FURTHER RESOLVED that except where noted, changes will be effective for the pay period beginning May 14, 2021.

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

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*I, Nikki M. Elsen, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on May 13, 2021.*

A handwritten signature in black ink that reads "Nikki M. Elsen". The signature is written in a cursive style with a large initial "N".

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