

Resolution approving the 2022 pay and class study recommendations.

RESOLUTION

WHEREAS, the Director of Human Resources and the Director of Finance selected a consultant to conduct a joint pay and classification study of non-represented and Library positions, and

WHEREAS, McGrath Human Resources Group was selected to conduct the pay and class study, and

WHEREAS, the recommendations of the study are attached, and

WHEREAS, it is the recommendation of the Director of Human Resources that the pay and class study be implemented under the following guidelines:

- Implementation of pay and class study by November 11, 2022
- All positions would be placed in their designated grade
- Step placement:
 - Employees would be placed at the Minimum of the Pay Range if under Step 1. If above Step 1, an employee will be placed on a step closest to their current salary without a decrease in wages, regardless of tenure in the position.

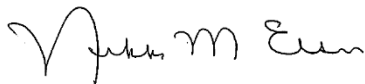
WHEREAS, the City's Classification and Compensation Plan policy will be updated to provide recommendations for future support and maintenance of the pay study, and

WHEREAS, funding for the implementation of the pay and class study has been budgeted for in the 2022 operating budget, and

NOW THEREFORE BE IT RESOLVED by the Common Council that the attached pay and class study be implemented on November 11, 2022.

BE IT FURTHER RESOLVED that the Director of Human Resources and the Director of Finance 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 November 10, 2022.



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