CITY OF LA CROSSE

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LEGISLATION STAFF REPORT FOR COUNCIL

File ID: 23-0251

Caption: Resolution Reclassifying Positions in the Planning, Development and Assessment Department

Staff/Department Responsible for Legislation

Human Resources Department

Requestor of Legislation

Human Resources

Location, if applicable

City Hall

Summary/Purpose

To reclassify two positions within the Planning, Development and Assessment office. One will be to reclassify an existing position to bring the position more in line with comparable positions within the market and the second is to replace a vacant position with a new position created to better align with department needs.

Background

During the pay and class study the evaluation of the Chief Assessor position used "lead" type positions as the comparables for market data. After evaluating the responsibilities of the position, it was determined it compares closer to true City Assessor level positions. This legislation reclassifies this position to make it more competetive with other municipalities. Also, a new position was created to help the Director keep up with required compliance issues and concerns. This is a new position and it will replace a current vacant position.

Fiscal Impact

Because the reclassfication did increase the level of the position, there will be some fiscal impact. With regards to the new position (a grade level 9), it will replace a position currently a grade level 11, so there are budgetary savings with

Staff Recommendation

Staff did confer with the pay and class study consultant on these evaluations and agrees with their recommended grade evaluations and changes.