



**CITY OF LA CROSSE
ENGINEERING DEPARTMENT
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April 25, 2014

To: Wendy Oestreich, Director of Human Resources
From: Randy Turtenwald, City Engineer *RT*
Re: Pay and Class Study

After reviewing the Pay and Class Study Compensation Table that was introduced to the City Council I noticed that some of the upper management positions were moved up a grade. This was most likely done to relieve the compression problem in the Police Department. With those changes I am requesting consideration of following:

Moving the Assistant City Engineer (ACE) from Grade 15 to Grade 16,
Moving the Traffic Engineer from Grade 14 to Grade 15, and
Moving the Engineer IV from Grade 14 to Grade 15.

Randy = 18

I believe that during the appeal process one of the factors used in the denial of appeals for the Traffic Engineer and the Engineer IV positions were compression issues. With the table as introduced this would not be a factor. Furthermore, compression issue was the only reason the ACE position did not appeal.

Another considering factor is that the ACE position has always been compensated at the same level as the Deputy Director of Finance. (See attachment A) In fact when the first results of the study came back both of these positions were at Grade 15. (See attachment B) Even after the appeal process the Deputy Director of Finance was at a Grade 15. I believe that it was the third draft of the compensation table when the Deputy Director of Finance was moved to Grade 16. (See attachment C) I can also make the case that ACE should be paid the same as the Assistant Director of Public Works. They are both licensed Profession Engineers with similar supervisory duties and job functions. In fact the ACE supervises a much higher level of technical personnel being that he is supervising other licensed Professional Engineers.

I would also point out that the academic institution views both a business degree and an engineering degree as professional degrees allowing them to charge higher tuition for these schools of discipline.

If you would like to talk to me about this issue let me know and I will make time. Thank you for your time and consideration of this matter.

C: Mayor Tim Kabat

Resolution 14-0434

Amended 5-1-14

Title	Proposed (based on 80 hours bi-weekly)			
	Grade	1	6	11
Building and Grounds Maintenance - WWTP	1	27,774.55	31,930.00	36,568.58
Meter Reader I	1	27,774.55	31,930.00	36,568.58
Licensing/Election Clerk I	2	29,718.76	34,165.10	39,128.38
Parking Ticket Processor	2	29,718.76	34,165.10	39,128.38
Clerk Typist I	2	29,718.76	34,165.10	39,128.38
Janitor	2	29,718.76	34,165.10	39,128.38
Laborer I	2	29,718.76	34,165.10	39,128.38
Cashier	3	31,799.08	36,556.66	41,867.36
Licensing/Election Clerk II	3	31,799.08	36,556.66	41,867.36
Clerk/Stenographer II	3	31,799.08	36,556.66	41,867.36
Laborer II	3	31,799.08	36,556.66	41,867.36
Maintenance Worker I	3	31,799.08	36,556.66	41,867.36
Civilian Service Employee	3	31,799.08	36,556.66	41,867.36
Customer Service Specialist - Police	3	31,799.08	36,556.66	41,867.36
Code Enforcement Technician	3	31,799.08	36,556.66	41,867.36
Maintenance Painter	3	31,799.08	36,556.66	41,867.36
Parking Utility Maintenance Person	3	31,799.08	36,556.66	41,867.36
Transit Service Representative	3	31,799.08	36,556.66	41,867.36
Meter Reader II	3	31,799.08	36,556.66	41,867.36
Water Operations Clerk	3	31,799.08	36,556.66	41,867.36
Accountant/Bookkeeper - Finance	4	34,025.01	39,115.62	44,798.08
Purchasing Assistant	4	34,025.01	39,115.62	44,798.08
Assessment Clerk	4	34,025.01	39,115.62	44,798.08
Licensing/Election Clerk III	4	34,025.01	39,115.62	44,798.08
Engineering Program Assistant	4	34,025.01	39,115.62	44,798.08
Accountant/Bookkeeper	4	34,025.01	39,115.62	44,798.08
Lead Janitor	4	34,025.01	39,115.62	44,798.08
Administrative Assistant - Municipal Court	4	34,025.01	39,115.62	44,798.08
Municipal Court Clerk	4	34,025.01	39,115.62	44,798.08
Administrative Assistant - Parks, Recreation and Forestry	4	34,025.01	39,115.62	44,798.08
Maintenance Worker II	4	34,025.01	39,115.62	44,798.08
Clerk Stenographer III	4	34,025.01	39,115.62	44,798.08
Police Records Specialist	4	34,025.01	39,115.62	44,798.08
Regional Administrator Assistant	4	34,025.01	39,115.62	44,798.08
Account Clerk	4	34,025.01	39,115.62	44,798.08
Custodian I	4	34,025.01	39,115.62	44,798.08
Supply Fleets Parts Person	4	34,025.01	39,115.62	44,798.08
Printing/Storeroom Clerk	5	36,406.76	41,853.72	47,933.95
Assessment Technician	5	36,406.76	41,853.72	47,933.95
Arborist	5	36,406.76	41,853.72	47,933.95
Heavy Equipment Operator	5	36,406.76	41,853.72	47,933.95
Administrative Services Specialist	5	36,406.76	41,853.72	47,933.95
Equipment Operator I - Streets	5	36,406.76	41,853.72	47,933.95

Wastewater Treatment Plant Operator	5	36,406.76	41,853.72	47,933.95
Accounting Technician	6	38,955.24	44,783.48	51,289.32
Human Resources Assistant	6	38,955.24	44,783.48	51,289.32
Payroll Technician	6	38,955.24	44,783.48	51,289.32
Building Maintenance Engineer	6	38,955.24	44,783.48	51,289.32
Airport Maintenance Worker	6	38,955.24	44,783.48	51,289.32
Engineering Aide I	6	38,955.24	44,783.48	51,289.32
Administrative Assistant - Legal	6	38,955.24	44,783.48	51,289.32
Federal Programs Accounting Technician	6	38,955.24	44,783.48	51,289.32
Administrative Assistant - Police	6	38,955.24	44,783.48	51,289.32
Auto Mechanic	6	38,955.24	44,783.48	51,289.32
Equipment Operator II	6	38,955.24	44,783.48	51,289.32
Maintenance Mechanic II	6	38,955.24	44,783.48	51,289.32
Utility Operations and Laboratory Specialist	6	38,955.24	44,783.48	51,289.32
Laboratory Technician	6	38,955.24	44,783.48	51,289.32
Lead Jet Vac Operator	6	38,955.24	44,783.48	51,289.32
Water Clerk	6	38,955.24	44,783.48	51,289.32
Water Distribution Maintenance Mechanic II	6	38,955.24	44,783.48	51,289.32
Purchasing Buyer	7	41,682.10	47,918.32	54,879.57
Maintenance Mechanic - Airport	7	41,682.10	47,918.32	54,879.57
Deputy City Clerk	7	41,682.10	47,918.32	54,879.57
Engineering Aide II	7	41,682.10	47,918.32	54,879.57
Heavy Equipment Mechanic	7	41,682.10	47,918.32	54,879.57
Mechanic II - Wastewater Treatment	7	41,682.10	47,918.32	54,879.57
Sewer Utility Locator	7	41,682.10	47,918.32	54,879.57
Special Projects Coordinator	7	41,682.10	47,918.32	54,879.57
Water Utility Locator	7	41,682.10	47,918.32	54,879.57
Account Analyst	8	44,599.85	51,272.60	58,721.14
Executive Secretary	8	44,599.85	51,272.60	58,721.14
Human Resources Specialist	8	44,599.85	51,272.60	58,721.14
Safety Coordinator/Risk Manager	8	44,599.85	51,272.60	58,721.14
Airport Crew Leader	8	44,599.85	51,272.60	58,721.14
Marketing Development Coordinator	8	44,599.85	51,272.60	58,721.14
Property Appraiser	8	44,599.85	51,272.60	58,721.14
Engineering Aide III	8	44,599.85	51,272.60	58,721.14
Computer Specialist	8	44,599.85	51,272.60	58,721.14
Assistant Food and Beverage Supervisor	8	44,599.85	51,272.60	58,721.14
Sales and Marketing Representative	8	44,599.85	51,272.60	58,721.14
Certified Arborist	8	44,599.85	51,272.60	58,721.14
Maintenance Crew Leader	8	44,599.85	51,272.60	58,721.14
Recreation Specialist	8	44,599.85	51,272.60	58,721.14
Crew Leader	8	44,599.85	51,272.60	58,721.14
Equipment Operator IV	8	44,599.85	51,272.60	58,721.14
Sign Shop Foreman	8	44,599.85	51,272.60	58,721.14
Utility Opening Foreman	8	44,599.85	51,272.60	58,721.14
Maintenance Chief - Water Distribution	8	44,599.85	51,272.60	58,721.14
Utility Opening Worker	8	44,599.85	51,272.60	58,721.14

Drafter	9	47,721.84	54,861.68	62,831.63
Flood Plain/Sidewalk Program Coordinator	9	47,721.84	54,861.68	62,831.63
Assistant Building Supervisor	9	47,721.84	54,861.68	62,831.63
Box Office Supervisor	9	47,721.84	54,861.68	62,831.63
Paralegal	9	47,721.84	54,861.68	62,831.63
Assistant Housing Rehabilitation Specialist	9	47,721.84	54,861.68	62,831.63
Associate Planner - Community Development	9	47,721.84	54,861.68	62,831.63
Associate Planner - Economic Development	9	47,721.84	54,861.68	62,831.63
Building/Housing Inspector	9	47,721.84	54,861.68	62,831.63
Electrical Inspector	9	47,721.84	54,861.68	62,831.63
Neighborhood Housing Development Associate	9	47,721.84	54,861.68	62,831.63
Plumbing Inspector	9	47,721.84	54,861.68	62,831.63
Facility Maintenance Specialist	9	47,721.84	54,861.68	62,831.63
Maintenance Electrician	9	47,721.84	54,861.68	62,831.63
Transit Supervisor I	9	47,721.84	54,861.68	62,831.63
Employee Benefits Coordinator	10	51,062.37	58,702.00	67,229.84
Financial Services Coordinator	10	51,062.37	58,702.00	67,229.84
Treasurer Supervisor	10	51,062.37	58,702.00	67,229.84
Property Appraisal Specialist	10	51,062.37	58,702.00	67,229.84
Civil Engineer I	10	51,062.37	58,702.00	67,229.84
Programmer	10	51,062.37	58,702.00	67,229.84
Parks and Recreation Supervisor	10	51,062.37	58,702.00	67,229.84
Recreation Supervisor	10	51,062.37	58,702.00	67,229.84
Land Surveyor Construction Engineer	11	54,636.74	62,811.14	71,935.93
Systems Analyst	11	54,636.74	62,811.14	71,935.93
Housing Rehab Specialist	11	54,636.74	62,811.14	71,935.93
Senior Planner	11	54,636.74	62,811.14	71,935.93
Garage Supervisor	11	54,636.74	62,811.14	71,935.93
Recycling Coordinator/Streets Supervisor	11	54,636.74	62,811.14	71,935.93
Transit Supervisor II	11	54,636.74	62,811.14	71,935.93
Network Specialist	12	58,461.31	67,207.92	76,971.44
Food and Beverage Manager	12	58,461.31	67,207.92	76,971.44
Assistant Superintendent - Streets	12	58,461.31	67,207.92	76,971.44
Assistant Superintendent - Sewer	12	58,461.31	67,207.92	76,971.44
Assistant Superintenant - WWTP	12	58,461.31	67,207.92	76,971.44
Water Distribution Supervisor	12	58,461.31	67,207.92	76,971.44
Operations Sales Manager	13	62,553.60	71,912.48	82,359.44
Office Supervisor - Water	13	62,553.60	71,912.48	82,359.44
Community Development Administrator	14	66,932.35	76,946.35	88,124.60
Assistant Airport Manager	14	66,932.35	76,946.35	88,124.60
Civil Engineer IV	14	66,932.35	76,946.35	88,124.60
Traffic Engineer	14	66,932.35	76,946.35	88,124.60
Assistant City Attorney	14	66,932.35	76,946.35	88,124.60
Superintendent of Parks and Recreation	14	66,932.35	76,946.35	88,124.60
Chief Inspector	14	66,932.35	76,946.35	88,124.60
Planning and Economic Development Administrator	14	66,932.35	76,946.35	88,124.60
Superintendent of Streets	14	66,932.35	76,946.35	88,124.60

Operations Manager - Transit	14	66,932.35	76,946.35	88,124.60
Superintendent of WWTP	14	66,932.35	76,946.35	88,124.60
Superintendent of Water	14	66,932.35	76,946.35	88,124.60
City Assessor	15	71,617.62	82,332.60	94,293.33
Assistant City Engineer	15	71,617.62	82,332.60	94,293.33
Division Chief	15	71,617.62	82,332.60	94,293.33
Division Chief - Inspections	15	71,617.62	82,332.60	94,293.33
Division Chief - Training	15	71,617.62	82,332.60	94,293.33
Business Manager - La Crosse Center	15	71,617.62	82,332.60	94,293.33
Police Captain	16	76,630.85	88,095.88	100,893.86
Deputy Director of Finance	16	76,630.85	88,095.88	100,893.86
Assistant Fire Chief	16	76,630.85	88,095.88	100,893.86
Deputy City Attorney	16	76,630.85	88,095.88	100,893.86
Assistant Director of Public Works	16	76,630.85	88,095.88	100,893.86
Transit Manager	16	76,630.85	88,095.88	100,893.86
Water and Sewer Utility Manager	16	76,630.85	88,095.88	100,893.86
Assistant Chief of Police	17	81,995.01	94,262.59	107,956.43
Director of Human Resources	18	87,734.66	100,860.97	115,513.38
Airport Manager	18	87,734.66	100,860.97	115,513.38
City Engineer	18	87,734.66	100,860.97	115,513.38
Director of Information Services	18	87,734.66	100,860.97	115,513.38
Director of La Crosse Center	18	87,734.66	100,860.97	115,513.38
Director of Parks, Recreation and Forestry	18	87,734.66	100,860.97	115,513.38
Director of Planning and Development	18	87,734.66	100,860.97	115,513.38
Director of Finance	19	93,876.08	107,921.24	123,599.32
Fire Chief	19	93,876.08	107,921.24	123,599.32
City Attorney	19	93,876.08	107,921.24	123,599.32
Chief of Police	19	93,876.08	107,921.24	123,599.32
Director of Public Works	20	100,447.41	115,475.72	132,251.27