CITY OF LA CROSSE

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LEGISLATION STAFF REPORT FOR COUNCIL

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Caption: Resolution approving a reorganization to the table of positions and classifications for the Street Department.

Staff/Department Responsible for Legislation

Ryan Rasmussen - Street Department
Matthew Gallager - Director of Engineering and Public Works

Requestor of Legislation

Rebecca Franzen - Director of Human Resources

Location, if applicable

Summary/Purpose

Eliminate 1 position and reclassify 12 positions to equip the street department better for the current and future operational goals.
Reclassifying the Mechanic I to a Mechanic II - this will give the department the flexibility to have all mechanics able to work on the city's entire fleet- increasing the productivity of our shop and retention of this position.
Reclassifying the Maintenance Workers to Equipment Operator I's - this will help the department meet the needs of operating equipment such as snow plows with wings and doing multiple tasks at the same time that require multiple operators. Tasks will be completed quicker not having to schedule work around employee vacations, with the change we can train more people to complete these tasks.
This reclassification will immediately help in the retention of our employees and align the street department with the other departments under the direction of public works.

Background

With a recent staff member retirement, we took the opportunity to assess staff structure with special consideration to budget volatility. This reclassification will create greater flexibility and meet the needs of the department's long term process changes and will include the elimination of one FTE position. The FTE position reduction results in a savings of approximately $50,000 but the transfer of these funds to the LTE salary line within the operational budget eases the work flow pressures while also providing the department flexibility into the 2027 budgeting process.

This structure will allow for more flexibility with our staff work assignments and job retention of our staff.

Fiscal Impact

The reclassification results in an approximate savings of approximately $50,000. The savings will be used to fund the use of LTEs position in 2026. The

Staff Recommendation

Adopt