



# CITY OF LA CROSSE

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## LEGISLATION STAFF REPORT FOR COUNCIL

File ID	25-1329	Caption	Employee Handbook Annual Review for 2026
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### Staff/Department Responsible for Legislation

Human Resources
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### Requestor of Legislation

Rebecca Franzen - Director of Human Resources
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### Location, if applicable

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### Summary/Purpose

<p>The Human Resources department annually review the non-represented employee handbook to ensure compliance with any federal, state or local laws along with doing a comparison of our policies, procedures and benefits with other local businesses and municipalities to ensure we are competitive in our offerings.</p> <p>The changes have been reviewed by department heads.</p> <p>The handbook changes only impact non-represented employees.</p>
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### Background

<p>Please see the attached summary of changes to the non-represented employee handbook part 1 and part 2.</p>
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### Fiscal Impact

<p>No fiscal impact for paid parental leave policy since salaries for all eligible positions would be budgeted for; Funding for the safety footwear reimbursement policy is in the 2026 operating budget; there will be approximately a \$23,000 for stipend change in operating budget.</p>
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### Staff Recommendation

<p>Staff recommends approval of this appointment.</p>
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