



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Meeting Agenda - Final-revised

### Finance & Personnel Committee

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Thursday, March 5, 2026

6:00 PM

Council Chambers  
City Hall, First Floor

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This meeting is open for in-person attendance and will also be available through video conferencing. The meeting can be viewed (no participation) by visiting the Legislative Information Center Meetings calendar (<https://cityoflacrosse.legistar.com/Calendar.aspx>) - find the scheduled meeting and click on the "In Progress" video link to the far right in the meeting list.

Public comment is limited to agenda items; statements shall be restricted to the subject matter. If you wish to speak on an agenda item, please register in advance:

- Register online at <https://www.cityoflacrosse.org/city-services/meeting-registration>
- Contact the City Clerk's Office no later than 4:00p on the day of the meeting, with the following information: name, municipality of residence, if you are representing an organization or a person other than yourself at the meeting, and if you are speaking in favor, opposition or neutral.
- Sign up in person no less than ten (10) minutes before the start of the meeting.

If attending virtual and you wish to speak, contact the City Clerk's Office and we will provide you with the information necessary to join the meeting. Call 608-789-7510 or email [cityclerk@cityoflacrosse.org](mailto:cityclerk@cityoflacrosse.org).

*Public hearings shall be limited to 30 minutes when there are opposing viewpoints from the public. In the absence of opposing viewpoints, public hearings are limited to 15 minutes. Individual speakers shall speak no more than three (3) minutes unless waived by the Chair or a majority of the committee.*

*Members of the public who would like to provide written comments on any agenda may do so by emailing [cityclerk@cityoflacrosse.org](mailto:cityclerk@cityoflacrosse.org), using a drop box outside of City Hall or mailing to City Clerk, 400 La Crosse Street, La Crosse WI 54601.*

### Call To Order

### Roll Call

### Agenda Items:

#### NEW BUSINESS

[26-0054](#)

Resolution approving Investment Services Agreements for the period of April 1, 2026 through March 31, 2027.

**Sponsors:** Padesky

[26-0122](#)

Resolution amending Appendix C of the Municipal Code for the City of La Crosse entitled "Fee Schedule" regarding fees for building, plumbing, electrical, HVAC and erosion control permits.

**Sponsors:** Goggin

- [26-0128](#) Resolution amending the compression pay for Battalion Chiefs, Assistant Fire Chief and Fire Chief.  
**Sponsors:** Washington-Spivey
- [26-0146](#) Resolution approving First Amendment to development agreements with The Chalmers, LLC, a multi-family housing development located at 215 Pine Street and 401 3rd Street North.  
**Sponsors:** Kahlow
- [26-0149](#) Resolution approving a reorganization to the table of positions and classifications for the Parks and Recreation department.  
**Sponsors:** Trost
- [26-0150](#) Resolution amending the compression pay for Police Captains, Assistant Chief of Police and Chief of Police.  
**Sponsors:** Washington-Spivey
- [26-0173](#) Resolution creating and appropriating funds for Capital Improvement design for the La Crosse City Hall Sixth Floor Remodeling project.  
**Sponsors:** Washington-Spivey
- [26-0197](#) Resolution amending Appendix C Fee Schedule of the La Crosse Municipal Code to include a fee for late renewal of alcohol beverage and cigarette, tobacco and vaping device applications.  
**Sponsors:** Mindel
- [26-0209](#) Resolution requesting TID 11 funds for Downtown Beautification Project.  
**Sponsors:** Kahlow
- [26-0213](#) Resolution to re-allocate unused funds from completed Capital purchases and/or projects to newly requested capital equipment purchases for the Water Utility.  
**Sponsors:** Padesky
- [26-0214](#) Resolution approving Amendment No. 1 to the City of La Crosse Refuse and Recycling Services for City Buildings and Facilities 2022-2026 Contract by and between Hilltopper Refuse & Recycling Services and the City of La Crosse.  
*(Note: The Committee and/or Council may convene in closed session pursuant to Wis. Stat. 19.85(1)(e) to formulate & update negotiation strategies and parameters. Following such closed session, the Committees and/or Council may reconvene in open session.)*  
**Sponsors:** Washington-Spivey
- [26-0220](#) Resolution amending a vacation conversion memorandum of understanding ("MOU") between the City of La Crosse and the International Association of Firefighters, Local #127. *(Note: The Committee and/or Council may convene in closed session pursuant to Wis. Stat. 19.85(1)(e) to formulate & update negotiation strategies and parameters. Following such closed session, the Committees and/or Council may reconvene in open session.)*  
**Sponsors:** Washington-Spivey  
*Short-circuited by Mayor Washington-Spivey on 3/2/2026.*

[26-0221](#)

Resolution approving a Memorandum of Understanding (MOU) for Tri-State Ambulance Employee Leased Agreement Operational and Compensation Changes between the City of La Crosse and the International Association of Firefighters, Local #127. *(Note: The Committee and/or Council may convene in closed session pursuant to Wis. Stat. 19.85(1)(e) to formulate & update negotiation strategies and parameters. Following such closed session, the Committees and/or Council may reconvene in open session.)*

**Sponsors:** Washington-Spivey

*Short-circuited by Mayor Washington-Spivey on 3/2/2026.*

[26-0001](#)

Collective Bargaining Update.

*(Note: The Committee and/or Council may convene in closed session pursuant to Wis. Stat. 19.85(1)(e) to formulate & update negotiation strategies and parameters. Following such closed session, the Committees and/or Council may reconvene in open session.)*

**F&P Item Only, unless otherwise directed.**

## Adjournment

*Notice is further given that members of other governmental bodies may be present at the above scheduled meeting to gather information about a subject over which they have decision-making responsibility.*

### NOTICE TO PERSONS WITH A DISABILITY

*Requests from persons with a disability who need assistance to participate in this meeting should call the City Clerk's office at (608) 789-7510 or send an email to [ADAcityclerk@cityoflacrosse.org](mailto:ADAcityclerk@cityoflacrosse.org), with as much advance notice as possible.*

### Finance & Personnel Members:

**Erin Goggin, Barb Janssen, Larry Sleznikow, Chris Kahlow, Aron Newberry, Rosanne Northwood**



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0054

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

Resolution approving Investment Services Agreements for the period of April 1, 2026 through March 31, 2027.

RESOLUTION

WHEREAS, on February 14<sup>th</sup>, 2019, the Common Council of the City of La Crosse, Wisconsin approved the specifications to provide certain investment services for the City of La Crosse per Resolution #19-0100, and

WHEREAS proposals for investment services for the period of April 1, 2026 through March 31, 2027 were received by February 2nd, 2026.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of La Crosse that it hereby approves the following bids for said investment services:

- 1.) River Bank for the \$6,000,000 level of investment at the rate of 0.0006 per month in excess of the monthly rate established by the State of Wisconsin Local Government Investment Pool (LGIP) including collateralization, and
- 2.) State Bank Financial for the \$6,000,000 level of investment at the rate of 0.0006 per month in excess of the monthly rate established by the State of Wisconsin Local Government Investment Pool (LGIP) including collateralization, and
- 3.) Citizens State Bank for the \$6,000,000 level of investment at the rate of 0.0006 per month in excess of the monthly rate established by the State of Wisconsin Local Government Investment Pool (LGIP) including collateralization,

all in accordance with the report of bids and recommendations of the Director of Finance/Treasurer, and

BE IT FURTHER RESOLVED that the Mayor and City Clerk are authorized to sign said Investment Services agreements on behalf of the City.

BE IT FURTHER RESOLVED that the Director of Finance is hereby authorized to take any and all steps necessary to effectuate this resolution.



# ***CITY OF LA CROSSE***

400 La Crosse Street  
La Crosse, Wisconsin 54601  
(608) 789-CITY  
[www.cityoflacrosse.org](http://www.cityoflacrosse.org)

## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation

**City of La Crosse**  
**Analysis of Local Investment Services Bids**  
**for the Period 4/1/2026 thru 3/31/2027**

**Evaluation Criteria:** Determine Funds Available (Approximately \$18,000,000.00)  
 Use Highest Bidder First Down to the Lowest Bidder  
 No More Than \$10,000,000 to Any One Bidder

<b>Bidder</b>	<b>Rate over</b>	<b>Levels</b>									
	<b>LGIP</b>	1,000,000.00	2,000,000.00	3,000,000.00	4,000,000.00	5,000,000.00	6,000,000.00	7,000,000.00	8,000,000.00	9,000,000.00	10,000,000.00
<b>2026 Results:</b>											
Associated Bank	no bid										
BMO Harris	no bid										
Bremer Bank	no bid										
Citizens	0.0006	600.00	1,200.00	1,800.00	2,400.00	3,000.00	3,600.00	4,200.00	4,800.00	5,400.00	6,000.00
Coulee Bank	no bid										
Home Federal	no bid										
Park Bank	no bid										
River Bank	0.0006	600.00	1,200.00	1,800.00	2,400.00	3,000.00	3,600.00	4,200.00	4,800.00	5,400.00	6,000.00
State Bank Financial	0.0006	600.00	1,200.00	1,800.00	2,400.00	3,000.00	3,600.00	4,200.00	4,800.00	5,400.00	6,000.00
US Bank	no bid										
Wells Fargo	no bid										

## **INVESTMENT SERVICES SPECIFICATIONS**

1. **INTRODUCTION**

The City of La Crosse, Wisconsin is seeking sealed bid proposals for investing services of certain available funds as more particularly described in section 5. Sealed proposals for investment services will be received by the City Clerk, City of La Crosse, 400 La Crosse Street, La Crosse, WI 54601 until 11:00 a.m. Monday, February 2<sup>nd</sup>, 2026. The institution(s) selected will receive an annual contract. The contract will begin on April 1, 2026 and expire on March 31, 2027. The selected institution(s) will work closely with the Finance Department.

2. **PROPOSAL DUE DATE**

Proposals must be delivered in a sealed envelope to:

City Clerk  
2nd Floor City Hall  
City of La Crosse  
400 La Crosse Street  
La Crosse, WI 54601

Proposals must be received no later than 11:00 a.m. on February 2<sup>nd</sup>, 2026 at the office of the City Clerk, 2nd Floor, City Hall.

The proposal should also be clearly marked "**Proposal for Investment Services**" in the lower left-hand corner on the front of the sealed envelope.

All proposals will be opened in the City Clerk's Office at City Hall. Any proposal received after the due date and time will remain unopened.

3. **ACCEPTANCE/REJECTION**

The City of La Crosse reserves the right to accept any or all proposals in part or in total, as deemed to be in the best interest of the City of La Crosse, and to waive all minor irregularities in the proposal process.

4. **QUESTIONS CONCERNING THIS REQUEST FOR PROPOSAL**

Any questions concerning this RFP or its specifications should be directed to:

Daniel DeGier, Deputy Director of Finance  
[degierd@cityoflacrosse.org](mailto:degierd@cityoflacrosse.org)  
(608)789-8682

5. **GENERAL CONDITIONS**

The City of La Crosse will invest certain "excess" funds (not to exceed approximately 25% of its total funds available for investment) per the following general conditions:

- \* The attached bid form (Appendix I) must be used.
- \* Financial institutions intending to conduct investment transactions with the City must be approved by Common Council resolution.
- \* The Investment agreement will be for the period of one (1) year beginning April 1, 2026 and expiring March 31, 2027.
- \* All bidders must have an office/branch located within the limits of La Crosse County.
- \* Funds must be invested subject to restrictions as may be imposed by law (Section 66.0603 of the Wisconsin State Statutes).
- \* Collateralization of funds in excess of \$1,250,000 at any one financial institution is required. Funds must be collateralized by U.S. Treasury Obligations and/or Government Agency Securities and held in the name of the City of La Crosse. Proof of such collateralization must be on hand within the current business day.
- \* Funds may be invested up to a maximum of \$10,000,000 in no less than \$1,000,000 increments.
- \* The interest rate quoted for the one-year contract for the various levels must be tied to the rate for the month quoted and paid by the State of Wisconsin Local Government Investment Pool (LGIP). The quote must state at what percent **above** the State Investment Pool rate will be earned each month (i.e. our rate on investment will be 1/2 % higher than the State Investment Pool rate each month.
- \* If minimum or maximum amounts are needed in order to participate, those

- qualifications must be stated on the bid sheet (Appendix I).
- \* Interest is to be credited to the account as of the close of business on the last day of each month. The interest calculation method used will be based on the actual number of days in the year (365/366).
- \* No bids will be considered offering rates less than, potentially less than, or equal to those paid by the State of Wisconsin Local Government Investment Pool.

6. **RATES OF CURRENT INVESTMENT**

The following is a list of monthly annualized interest rates paid by the State of Wisconsin Local Government Investment Pool for the periods of January 2025-December 2025:

December 2025	3.82%
November 2025	4.02%
October 2025	4.22%
September 2025	4.35%
August 2025	4.36%
July 2025	4.36%
June 2025	4.36%
May 2025	4.36%
April 2025	4.39%
March 2025	4.39%
February 2025	4.40%
January 2025	4.39%

**CITY OF LA CROSSE, WISCONSIN  
INVESTMENT SERVICES BID SPECIFICATIONS  
APPENDIX I**

**BID % (where 1% = .01) IN EXCESS OF MONTHLY RATE PAID BY THE STATE OF  
WISCONSIN LOCAL GOVERNMENT**

<u>INVESTMENT INCREMENT AMOUNT</u>	<u>INVESTMENT POOL</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Name of Financial Institution: \_\_\_\_\_

Name of person responsible for bid: \_\_\_\_\_  
(Please Print Name & Title)

Signature of person responsible for bid: \_\_\_\_\_

Date: \_\_\_\_\_



March 12, 2026

## **AGREEMENT FOR CITY OF LA CROSSE, WISCONSIN INVESTMENT SERVICES**

This Investment Agreement is entered into this 1st day of April 2026, by and between the City of La Crosse, Wisconsin, a Municipal Corporation (the City), and Citizens State Bank (the financial institution), a financial institution licensed to conduct business in the State of Wisconsin and having an office located within the City of La Crosse's city limits.

### **RECITALS**

WHEREAS, on February 14<sup>th</sup>, 2019 the City of La Crosse, Wisconsin Common Council approved the specifications to provide certain investment services for the City of La Crosse, and

WHEREAS, on March 12<sup>th</sup>, 2026 the City of La Crosse, Wisconsin Common Council approved the report of bids to implement a new one-year agreement for such investment services,

NOW, THEREFORE IN CONSIDERATION of the mutual promises and undertakings herein contained, the parties agree hereto as:

1. The City of La Crosse will invest up to an amount not to exceed \$10,000,000.00 with the financial institution.
2. This investment agreement will be for a period of up to 12 months from April 1, 2026 and ending on or before March 31, 2027.
3. All funds must be invested subject to restrictions as may be imposed by the law, Section 66.04(2) of the Wisconsin State Statutes.
4. Collateralization of funds over \$1,250,000.00 at any one financial institution is required. Funds must be collateralized by U.S. Treasury Obligations and/or Government Agency Securities and held in the name of the City of La Crosse. Proof of such collateralization must be provided to the City and be on hand within the current business day.

5. Per the quote received, the interest rate of .0006 over the monthly Local Government Investment Pool interest rate for \$6,000,000.00 above the rate paid monthly by the State of Wisconsin Local Government Investment Pool will be used to determine the investment interest amount to be credited to the City's account each month.
6. The interest rate will be determined and the institution will be notified each month immediately upon release of the interest rate paid by the State of Wisconsin Local Government Investment Pool.
7. The interest on investment will be calculated using a 365-day year (366 days for leap year), as soon as the interest rate can be determined, and placed in the principal fund account until the end of the agreement on March 31, 2027.
8. The principal balance of invested funds, or any portion thereof, must be made available to the City in a 24-hour turn-around period with 12:00 noon the "cut-off" time each day for notification of withdrawal.

#### **SUCCESSORS AND ASSIGNS**

The parties hereto further agree that this agreement and the conditions contained herein shall be binding upon the parties and that this agreement shall be enforceable by specific performance as well as other remedies provided by law.

THE CITY OF LA CROSSE, WISCONSIN

By \_\_\_\_\_  
Shaundel Washington-Spivey Mayor

By \_\_\_\_\_  
Nikki Elsen, City Clerk

CITIZENS STATE BANK LA CROSSE, WI

By \_\_\_\_\_  
Brian Cossette, CFO



March 12, 2026

## **AGREEMENT FOR CITY OF LA CROSSE, WISCONSIN INVESTMENT SERVICES**

This Investment Agreement is entered into this 1st day of April 2026, by and between the City of La Crosse, Wisconsin, a Municipal Corporation (the City), and River Bank (the financial institution), a financial institution licensed to conduct business in the State of Wisconsin and having an office located within the City of La Crosse's city limits.

### **RECITALS**

WHEREAS, on February 14<sup>th</sup>, 2019 the City of La Crosse, Wisconsin Common Council approved the specifications to provide certain investment services for the City of La Crosse, and

WHEREAS, on March 12<sup>th</sup>, 2026 the City of La Crosse, Wisconsin Common Council approved the report of bids to implement a new one-year agreement for such investment services,

NOW, THEREFORE IN CONSIDERATION of the mutual promises and undertakings herein contained, the parties agree hereto as:

1. The City of La Crosse will invest up to an amount not to exceed \$10,000,000.00 with the financial institution.
2. This investment agreement will be for a period of up to 12 months from April 1, 2026 and ending on or before March 31, 2027.
3. All funds must be invested subject to restrictions as may be imposed by the law, Section 66.04(2) of the Wisconsin State Statutes.
4. Collateralization of funds over \$1,250,000.00 at any one financial institution is required. Funds must be collateralized by U.S. Treasury Obligations and/or Government Agency Securities and held in the name of the City of La Crosse. Proof of such collateralization must be provided to the City and be on hand within the current business day.

5. Per the quote received, the interest rate of .0006 over the monthly Local Government Investment Pool interest rate for \$6,000,000.00 above the rate paid monthly by the State of Wisconsin Local Government Investment Pool will be used to determine the investment interest amount to be credited to the City's account each month.
6. The interest rate will be determined and the institution will be notified each month immediately upon release of the interest rate paid by the State of Wisconsin Local Government Investment Pool.
7. The interest on investment will be calculated using a 365-day year (366 days for leap year), as soon as the interest rate can be determined, and placed in the principal fund account until the end of the agreement on March 31, 2027.
8. The principal balance of invested funds, or any portion thereof, must be made available to the City in a 24-hour turn-around period with 12:00 noon the "cut-off" time each day for notification of withdrawal.

#### **SUCCESSORS AND ASSIGNS**

The parties hereto further agree that this agreement and the conditions contained herein shall be binding upon the parties and that this agreement shall be enforceable by specific performance as well as other remedies provided by law.

THE CITY OF LA CROSSE, WISCONSIN

By \_\_\_\_\_  
Shaundel Washington-Spivey Mayor

By \_\_\_\_\_  
Nikki Elsen, City Clerk

RIVER BANK OF LA CROSSE, WISCONSIN

By \_\_\_\_\_  
Brooke Greeno, CFO



March 12, 2026

## **AGREEMENT FOR CITY OF LA CROSSE, WISCONSIN INVESTMENT SERVICES**

This Investment Agreement is entered into this 1st day of April 2026, by and between the City of La Crosse, Wisconsin, a Municipal Corporation (the City), and State Bank Financial (the financial institution), a financial institution licensed to conduct business in the State of Wisconsin and having an office located within the City of La Crosse's city limits.

### **RECITALS**

WHEREAS, on February 14<sup>th</sup>, 2019 the City of La Crosse, Wisconsin Common Council approved the specifications to provide certain investment services for the City of La Crosse, and

WHEREAS, on March 12<sup>th</sup>, 2026 the City of La Crosse, Wisconsin Common Council approved the report of bids to implement a new one-year agreement for such investment services,

NOW, THEREFORE IN CONSIDERATION of the mutual promises and undertakings herein contained, the parties agree hereto as:

1. The City of La Crosse will invest up to an amount not to exceed \$10,000,000.00 with the financial institution.
2. This investment agreement will be for a period of up to 12 months from April 1, 2026 and ending on or before March 31, 2027.
3. All funds must be invested subject to restrictions as may be imposed by the law, Section 66.04(2) of the Wisconsin State Statutes.
4. Collateralization of funds over \$1,250,000.00 at any one financial institution is required. Funds must be collateralized by U.S. Treasury Obligations and/or Government Agency Securities and held in the name of the City of La Crosse. Proof of such collateralization must be provided to the City and be on hand within the current business day.

5. Per the quote received, the interest rate of .0006 over the monthly Local Government Investment Pool interest rate for \$6,000,000.00 above the rate paid monthly by the State of Wisconsin Local Government Investment Pool will be used to determine the investment interest amount to be credited to the City's account each month.
6. The interest rate will be determined and the institution will be notified each month immediately upon release of the interest rate paid by the State of Wisconsin Local Government Investment Pool.
7. The interest on investment will be calculated using a 365-day year (366 days for leap year), as soon as the interest rate can be determined, and placed in the principal fund account until the end of the agreement on March 31, 2027.
8. The principal balance of invested funds, or any portion thereof, must be made available to the City in a 24-hour turn-around period with 12:00 noon the "cut-off" time each day for notification of withdrawal.

#### **SUCCESSORS AND ASSIGNS**

The parties hereto further agree that this agreement and the conditions contained herein shall be binding upon the parties and that this agreement shall be enforceable by specific performance as well as other remedies provided by law.

THE CITY OF LA CROSSE, WISCONSIN

By \_\_\_\_\_  
Shaundel Washington-Spivey Mayor

By \_\_\_\_\_  
Nikki Elsen, City Clerk

STATE BANK OF LA CROSSE, WISCONSIN

By \_\_\_\_\_  
Chris Weeks, CFO



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0122

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**Agenda Date:** 3/5/2026

**Version:** 2

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

**Agenda Number:**

Resolution amending Appendix C of the Municipal Code for the City of La Crosse entitled "Fee Schedule" regarding fees for building, plumbing, electrical, HVAC and erosion control permits.

RESOLUTION

WHEREAS, the City of La Crosse Common Council has previously adopted a fee schedule by resolution; and

WHEREAS, certain building, plumbing, electrical, HVAC and erosion control permit fees are automatically increased by the Consumer Price Index for All Urban Consumers (CPI-U); and

WHEREAS, it has been determined that in certain instances fees need to be changed by an amount other than the Consumer Price Index for All Urban Consumers (CPI-U). This change allows flexibility to change these fees as approved by Council, and not just by the annual CPI; and

WHEREAS, for consistency, the authority to increase fees in sec. 105-28 by Consumer Price Index be removed from the fee schedule and instead be placed in the municipal code.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of La Crosse that it hereby approves the following change to Appendix C.

105-28	<del>Beginning January 1, 2010, and each January 1 thereafter, the above erosion control permit fees shall automatically increase by the Consumer Price Index for All Urban Consumers (CPI-U).</del>
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BE IT FURTHER RESOLVED that the reference to CPI be removed from Appendix C for fees authorized in Secs. 103-34(h)(7), Sec. 103-138(e)(5) , Sec. 103-169(d)(4), Sec. 103-229(e)(5) and Sec. 105-28(b).

BE IT FURTHER RESOLVED that all other fees included within Appendix C remain unchanged.

BE IT FURTHER RESOLVED that City staff is authorized to take any and all steps necessary to effectuate this resolution.



# ***CITY OF LA CROSSE***

400 La Crosse Street  
La Crosse, Wisconsin 54601  
(608) 789-CITY  
[www.cityoflacrosse.org](http://www.cityoflacrosse.org)

## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0128

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

Resolution authorizing compression pay for Battalion Chiefs, Assistant Fire Chief and Fire Chief.

#### RESOLUTION

WHEREAS, the Battalion Chief, Division Chief, Assistant Fire Chief and Fire Chief are non-represented, exempt management positions, subject to the Employee Handbook, and

WHEREAS, due to overtime and collective bargaining provisions, Fire employees covered under a collective bargaining agreement have the opportunity to exceed the annual wages of the Battalion Chiefs and Division Chiefs, and

WHEREAS, it has been demonstrated that significant pay compression exists between the Battalion Chief, Division Chief, Assistant Fire Chief and Fire Chief and

WHEREAS, the City recommends the recognizes that resolution 15-0390 *Resolution authorizing compression pay for Division Chief of Fire and Assistant Fire Chief* has been in place for ten years, and

WHEREAS, the City recommends continuing with the practice outline below and add the position of Fire Chief to compression pay plan, and

WHEREAS, the City recommends the compression be addressed to acknowledge our Fire management staff and maintain the ability to attract and hire top qualified staff for future Fire management positions, and

WHEREAS, the Director of Human Resources recommends a “management compression pay” be provided to the positions of Battalion Chief, Division Chief, Assistant Fire Chief and Fire Chief, and

WHEREAS, the “management compress pay” be a bi-weekly contribution made by the City to the employee’s deferred compensation account, in the amount of six percent (6%) of the employees bi-weekly earnings less uniform allowance, and

WHEREAS, the provider for the deferred compensation plan shall be the same provider as that of the City-wide plan, and as selected by the City.

NOW THEREFORE BE IT RESOLVED that the Common Council authorizes a management compression pay for six percent (6%) in the form of an employer contribution to the employee’s compensation plan effective March 13, 2026.

BE IT FURTHER RESOLVED that the Director of Human Resources and the Director of Finance are hereby authorized to take all necessary steps to implement the resolution. Funds are to come from the Fire Departments operating budget.

Resolution authorizing compression pay for Division Chief of Fire and Assistant Fire Chief.

**RESOLUTION**

WHEREAS, the Division Chief of Fire, and Assistant Fire Chief are non-represented, exempt management positions, subject to the Employee Handbook, and

WHEREAS, due to overtime and collective bargaining provisions, Fire employees covered under a collective bargaining agreement have the opportunity to exceed the annual wages of the Division Chief of Fire, and

WHEREAS, it has been demonstrated that significant pay compression exists between the Division Chief of Fire, Assistant Fire Chief and Fire staff, and

WHEREAS, the City recommends the compression be addressed to acknowledge our Fire management staff and maintain the ability to attract and hire top qualified staff for future Fire management positions, and

WHEREAS, the Director of Human Resources recommends a "management compression pay" be provided to the positions of Division Chief of Suppression, Division Chief of Training, Division Chief of Inspection and Assistant Fire Chief, and

WHEREAS, the "management compression pay" be a bi-weekly contribution made by the City to the employee's deferred compensation account, in the amount of six percent (6%) of the employees bi-weekly earns less uniform allowance, and

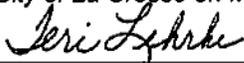
WHEREAS, the provider for the deferred compensation plan shall be the same provider as that of the City wide plan, and as selected by the City.

NOW THEREFORE BE IT RESOLVED that the Common Council authorizes a management compression pay of six percent (6%) in the form of an employer contribution to the employee's deferred compensation account, as offered through the City's designated deferred compensation plan effective May 15, 2015.

BE IT FURTHER RESOLVED that the Director of Human Resources and the Director of Finance are hereby authorized to take all necessary steps to implement the resolution. Funds are to come from the Fire Department's 2015 operating budget.

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*I, Teri Lehrke, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on May 14, 2015.*

  
\_\_\_\_\_  
Teri Lehrke, City Clerk  
City of La Crosse, Wisconsin



# ***CITY OF LA CROSSE***

400 La Crosse Street  
La Crosse, Wisconsin 54601  
(608) 789-CITY  
[www.cityoflacrosse.org](http://www.cityoflacrosse.org)

## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0146

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

**Agenda Number:**

Resolution approving First Amendment to development agreements with The Chalmers, LLC, a multi-family housing development located at 215 Pine Street and 401 3rd Street North.

RESOLUTION

WHEREAS, Developer and City entered into three (3) separate development agreements effective August 11, 2025, known as the Chalmers Phase 1 Development Agreement, the Chalmers Phase 2 Development Agreement, and the Chalmers Phase 3 Development Agreement; and

WHEREAS, the Developer desires to combine the Agreements into one (1) single agreement under the Phase 1 Agreement due to building code changes.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of La Crosse that it hereby approves the attached First Amendment to Development Agreement: The Chalmers.

BE IT FURTHER RESOLVED by the Common Council of the City of La Crosse that it hereby authorizes the City Attorney, Director of Finance, Director of Planning and Development, Mayor and City Clerk to execute said agreement.

BE IT FURTHER RESOLVED that City staff is hereby authorized to take any and all steps necessary to effectuate this resolution.

**FIRST AMENDMENT TO DEVELOPMENT AGREEMENT  
-THE CHALMERS-**

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This “**First Amendment**” is made and entered into by and between **The Chalmers Residences, LLC (“Developer”)** and **the City of La Crosse, Wisconsin (“City”)** with respect to the certain real property located in La Crosse, Wisconsin as of the date this First Amendment has been signed by both Developer and City. Developer and City individually are each sometimes referred to as a “**Party**” and together are referred to as the “**Parties.**”

**RECITALS**

WHEREAS, Developer and City entered into three (3) separate development agreements effective August 11, 2025, known as the Chalmers Phase 1 Development Agreement (“**Phase 1 Agreement**”), the Chalmers Phase 2 Development Agreement (“**Phase 2 Agreement**”), and the Chalmers Phase 3 Development Agreement (“**Phase 3 Agreement**”) (collectively the “**Agreements**”);

WHEREAS, the parties desire to combine the Agreements into one (1) single agreement under the Phase 1 Agreement due to building code changes;

WHEREAS, the parties desire to amend the Agreements accordingly on the terms herein.

**AGREEMENT**

NOW THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the undersigned parties agree hereto as follow:

- I. **Phase 2 and Phase 3 Agreements.** The Parties hereby release and terminate the Phase 2 Agreement and Phase 3 Agreement in their entirety.
  
- II. **Phase 1 Agreement.** The Phase 1 Agreement shall be amended as follows:
  - A. **Recitals.** The first recital is hereby amended whereby the reference to “82 general occupancy rental units” is replaced with “260 general occupancy rental units and 4,403 sq. ft. of commercial space”.
  
  - B. **Definitions.** The following definitions under Section 1.3 of the Phase 1 Agreement shall be amended and restated as follows:
    1. **Monetary Obligation.** Sections 1.3(g) and 1.3(g)(1) are hereby amended whereby the references to “one million five hundred thirty-five thousand dollars (\$1,535,000)” are replaced with “five million seven hundred ninety-five thousand two hundred thirty-six dollars (\$5,795,236)”.

2. Project. Section 1.3(i) is hereby amended whereby the reference to “82 general occupancy rental units” is replaced with “260 general occupancy rental units and 4,403 sq. ft. of commercial space”.

C. **Exhibits.** The following exhibits of the Phase 1 Agreement shall be replaced with the exhibits attached to this First Amendment:

- Exhibit B – Description of Project
- Exhibit E – Project Cost Breakdown
- Exhibit F – Construction Schedule
- Exhibit G – Monetary Obligation Example
- Exhibit H – Pro Forma Financial Statement
- Exhibit I – Sample Look Back Calculation

**D. Developer Obligations.**

1. Construction Schedule. Section 2.2(b) is hereby amended whereby the references to “October 1, 2025” and “March 31, 2027” are replaced with “December 31, 2026” and “November 30, 2028” respectively.
2. Guaranty of Minimum Construction Costs. Section 2.2(c) is hereby amended whereby the reference to “seventeen million two hundred twenty thousand dollars (\$17,220,000.00)” is replaced with “fifty-two million dollars (\$52,000,000)”.
3. Taxes.
  - i. Minimum Assessment. Section 2.6(b) is hereby amended whereby the reference to “twelve million six hundred twenty-two thousand dollars (\$12,622,000.00)” is replaced with “forty-one million six hundred fifty-nine thousand six hundred dollars (\$41,659,600)” and the reference to “tax year 2028” is replaced with “tax year 2029”.
  - ii. Deficiency PILOT. Section 2.6(c) is hereby amended whereby the reference to “January 1, 2028” is replaced with “January 1, 2029”. In addition, a sentence is added to the end of Section 2.6(c), stating, “The Developer’s default of the Minimum Assessment for a particular tax year is deemed cured upon Developer’s timely payment of the Deficiency PILOT for the same tax year.”

**E. City Obligations.**

1. Project Assistance and Pay-As-You-Go Payment Schedule. Section 3.1 and 3.1(a) are hereby amended whereby the reference to “one million five hundred thirty-five thousand dollars (\$1,535,000.00)” is replaced with “five million seven hundred ninety-five thousand two hundred thirty-six dollars (\$5,795,236)”.

**F. Conditions Precedent to City Obligations.**

1. Article IV is hereby amended whereby the reference “December 31, 2026” is replaced with “December 31, 2027”.
2. Financing Commitment. Section 4.4 is hereby amended whereby the reference to “seventeen million two hundred twenty thousand dollars (\$17,220,000.00)” is replaced with “fifty-two million dollars (\$52,000,000)”.

**G. Developer’s Default – Remedies.** Section 7.1(a) is hereby amended to add the following underlined language to the second sentence therein: “In addition, and without limitation, except as specifically provided otherwise herein, the City shall have the following specific rights and remedies:”

III. **Effect of Extensions.** Developer and City each acknowledge that the extensions under this First Amendment preclude any claim of breach under the original terms of the any of the Agreements prior to this First Amendment amending and restating such terms as identified above.

IV. **Counterparts.** This First Amendment may be executed in one or more counterparts, and the several counterparts together shall constitute a single instrument. An electronically transmitted signature by facsimile or pdf software shall have the same full force and effect as an original signature.

V. **Interpretation.** All capitalized terms in this First Amendment that are not defined in this First Amendment shall have the same meanings affixed in the Agreements. All other terms and provisions of the Agreements not specifically amended herein shall remain in full force and effect.

VI. **Effect of Amendment.** In case of discrepancy between the terms of this First Amendment and the Agreements, the terms of this First Amendment shall govern.

[Signature page follows]

IN WITNESS WHEREOF, this First Amendment is executed as of the date it is signed by both Developer and City.

**DEVELOPER:**

**THE CHALMERS RESIDENCES, LLC**

By: \_\_\_\_\_  
Terrence R. Wall, President of  
T. Wall Enterprises Manager, LLC, its Manager

Dated: \_\_\_\_\_

**CITY:**

**CITY OF LA CROSSE**

By: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Dated: \_\_\_\_\_

## EXHIBIT B

### Description of Project

The Chalmers Residences is proposing a 4-story multifamily development that will take advantage of the vacant lot on 215 Pine Street and the former and now blighted La Crosse Tribune building. The proposal includes 1 level of underground parking, approximately 260 apartment units, and +/-4,403 sq ft of commercial space. The Chalmers intends to revitalize the site by demolishing the underutilized/blighted Tribune building to make way for The Chalmers redevelopment.

The Chalmers will serve as a hub for the community, providing gathering and retail spaces. In alignment with the City's Comprehensive Plan, the goal is to create a compact and well-designed mixed-use center that encompasses shopping, employment, housing, recreation, and community gathering opportunities.

The intent is for this development to allow residents access to amenities, resources, and community spaces that cater to all different age groups. The project aims to stimulate revitalization, promote efficient land use, support the employment base, upgrade neighborhoods, increase property value and tax base, attract businesses, and create a vibrant mixed-use community.

The Chalmers is planning one story of underground-parking accommodating approximately 153 stalls. Additionally, the developer intends to construct a skywalk over Pine Street that would connect The Chalmers to the Pine Street Parking Ramp, where The Chalmers plans to lease approximately 120-160 stalls from the City.

In addition to the sky walk, The Chalmers will include bike storage lockers and bike parking stalls for residents in addition to a bike work/repair station for pumping tires, fixing/oiling chains, etc. As noted below, the developer also plans to include bike charging stations for residents who own electric bikes.

#### **Green/Sustainable Building Features:**

- Electric vehicle charging stations
  - 10% of parking stalls will have electric vehicle charging stations while 100% of covered parking stalls will be wired to accommodate electric vehicle charging stations in the future
- Recycling and Reuse plan for demolition of existing Tribune building
- Regionally sourced materials where possible
- Bike and scooter charging stations
- Energy efficient appliances
- High efficiency glass
- LED lighting

# Exhibit E



## The Chalmers City of La Crosse Sources and Uses

260 Apartments and 4,403 s.f. Retail

<b>SOURCES</b>				
<b>Debt</b>		<b>Amount</b>	<b>Percent</b>	<b>Per Unit</b>
Debt A:	First Mortgage	49,616,479	66.9%	190,833
Debt B:	TIF Mortgage	3,441,118	4.6%	13,235
		<b>53,057,597</b>	<b>71.6%</b>	<b>204,068</b>
<b>Other Sources</b>		<b>Amount</b>	<b>Percent</b>	<b>Per Unit</b>
<b>Category</b>	<b>Sources</b>			
Equity	Developer Cash	21,060,728	28.4%	81,003
		<b>21,060,728</b>	<b>28.4%</b>	<b>81,003</b>
<b>TOTAL SOURCES</b>		<b>74,118,325</b>	<b>100.0%</b>	<b>285,070</b>

<b>USES</b>				
		<b>Amount</b>	<b>% of Cost</b>	<b>Per Unit</b>
<b>ACQUISITION COSTS</b>		<b>2,800,000</b>	<b>3.8%</b>	<b>10,769</b>
Land Cost		2,800,000	3.8%	10,769
<b>CONSTRUCTION COSTS</b>		<b>58,027,521</b>	<b>78.3%</b>	<b>223,183</b>
Residential Building		53,300,000	71.9%	205,000
Tenant Improvements: 1. Comm Space \$100.00		440,300	0.6%	1,693
Landscaping		75,000	0.1%	288
Construction Contingency		3,812,221	7.1%	14,662
Skywalk to Parking Garage		400,000	0.5%	1,538
<b>PERMITS/FEES</b>		<b>551,018</b>	<b>0.7%</b>	<b>2,119</b>
City Fees - Total		551,018	0.7%	2,119
<b>PROFESSIONAL SERVICES</b>		<b>2,551,075</b>	<b>3.4%</b>	<b>9,812</b>
Appraisals		7,000	0.0%	27
Architectural & Engineering Fees		1,052,750	1.4%	4,049
Consultants		87,500	0.1%	337
FF&E		160,000	0.2%	615
Marketing/Leasing		95,000	0.1%	365
Soft Cost Contingency		753,571	1.0%	2,898
Signage		85,000	0.1%	327
Miscellaneous		310,254	0.4%	1,193
<b>FINANCING COSTS</b>		<b>6,410,920</b>	<b>8.6%</b>	<b>24,657</b>
Construction Period Interest		3,473,154	4.7%	13,358
Inspections - Lenders		6,000	0.0%	23
Lender Legal		15,000	0.0%	58
Loan Origination Fees		265,288	0.4%	1,020
Due Diligence		49,950	0.1%	192
Real Estate Taxes During Construction		87,666	0.1%	337
Equity Raising		2,077,772	2.8%	7,991
TIF Interest		428,090	0.6%	1,647
Draw Fees		8,000	0.0%	31
<b>DEVELOPER FEE</b>		<b>2,955,757</b>	<b>4.0%</b>	<b>11,368</b>
Developer Fee		2,955,757	4.0%	11,368
<b>CASH ACCOUNTS/ESCROWS/RESERVES</b>		<b>822,034</b>	<b>1.1%</b>	<b>3,162</b>
Operating Reserves		822,034	1.1%	3,162
<b>TOTAL USES</b>		<b>74,118,325</b>	<b>100%</b>	<b>285,070</b>

**EXHIBIT F**  
Construction Schedule

July 1, 2025: Target Date to Acquire Property

Aug 15, 2025: Target Date for Architectural and Design Approvals Completed

December 31, 2026: Target Date to Construction

By November 30, 2028: Substantial Construction Completion

By February 28, 2030: Fully Stabilized

Exhibit H



**The Chalmers**  
**City of La Crosse**  
 260 Market Rate Apartments; 4,403 (sf) Commercial Space  
**Multi-Year Operating Proforma**

		2028	2029	2030	2031	2032	2033	2034	2035	2036	2037
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
<b>Income</b>											
<b>Rental Income</b>	Inflator										
Gross Potential Rent	2.0%	5,944,295	6,063,181	6,184,444	6,308,133	6,434,296	6,562,982	6,694,241	6,828,126	6,964,689	7,103,983
Less: 5.0% Stabilized Vacancy		(297,215)	(303,159)	(309,222)	(315,407)	(321,715)	(328,149)	(334,712)	(341,406)	(348,234)	(355,199)
Less: Additional Pre-stabilization Vacancy											
<b>Total Rental Income</b>		<b>5,647,080</b>	<b>5,760,022</b>	<b>5,875,222</b>	<b>5,992,727</b>	<b>6,112,581</b>	<b>6,234,833</b>	<b>6,359,529</b>	<b>6,486,720</b>	<b>6,616,454</b>	<b>6,748,783</b>
<b>Other Residential Income</b>											
	Vacancy Rate										
	Inflator										
Parking	5.0%	187,272	191,017	194,838	198,735	202,709	206,763	210,899	215,117	219,419	223,807
Pine Street Garage	5.0%	169,830	173,227	176,691	180,225	183,829	187,506	191,256	195,081	198,983	202,963
Pet Rent	5.0%	14,994	15,294	15,600	15,912	16,230	16,555	16,886	17,223	17,568	17,919
Storage	5.0%	14,688	14,982	15,281	15,587	15,899	16,217	16,541	16,872	17,209	17,554
Utility Chargeback	5.0%	107,152	109,295	111,481	113,711	115,985	118,304	120,671	123,084	125,546	128,057
Less: Vacancy		(24,697)	(25,191)	(25,695)	(26,208)	(26,733)	(27,267)	(27,813)	(28,369)	(28,936)	(29,515)
Less: Additional Pre-stabilization Vacancy											
<b>Total Other Residential Income</b>		<b>469,239</b>	<b>478,624</b>	<b>488,196</b>	<b>497,960</b>	<b>507,920</b>	<b>518,078</b>	<b>528,440</b>	<b>539,008</b>	<b>549,789</b>	<b>560,784</b>
<b>Net Residential Income (NRI)</b>		<b>6,116,319</b>	<b>6,238,646</b>	<b>6,363,419</b>	<b>6,490,687</b>	<b>6,620,501</b>	<b>6,752,911</b>	<b>6,887,969</b>	<b>7,025,728</b>	<b>7,166,243</b>	<b>7,309,568</b>
<b>Commercial Income</b>											
	Inflator										
	Every Year @										
	2.0%	130,241	132,846	135,502	138,213	140,977	143,796	146,672	149,606	152,598	155,650
Less: Commercial Vacancy - 8.0%		(10,419)	(10,628)	(10,840)	(11,057)	(11,278)	(11,504)	(11,734)	(11,968)	(12,208)	(12,452)
Less: Expense on Commercial Vacancy	Every Year @	0	0	0	0	0	0	0	0	0	0
Less: Additional Pre-stabilization Loss	0.0%										
<b>Net Commercial Income</b>		<b>119,821</b>	<b>122,218</b>	<b>124,662</b>	<b>127,156</b>	<b>129,699</b>	<b>132,293</b>	<b>134,938</b>	<b>137,637</b>	<b>140,390</b>	<b>143,198</b>
<b>Effective Gross Income (EGI)</b>		<b>6,236,141</b>	<b>6,360,864</b>	<b>6,488,081</b>	<b>6,617,842</b>	<b>6,750,199</b>	<b>6,885,203</b>	<b>7,022,907</b>	<b>7,163,366</b>	<b>7,306,633</b>	<b>7,452,765</b>
<b>Expenses</b>											
<b>Rental Unit Expenses</b>	Inflator										
	2.0%										
Operating Expenses		785,435	801,143	817,166	833,510	850,180	867,183	884,527	902,218	920,262	938,667
Management Fee: 4.0% of EGI	Fixed to EGI	244,555	254,435	259,524	264,714	270,008	275,409	280,917	286,535	292,266	298,111
Property Taxes	2.0%	895,734	913,648	931,921	950,560	969,571	988,962	1,008,742	1,028,916	1,049,495	1,070,485
Reserves: \$200 PUPY	Every Year @	52,000	53,040	54,101	55,183	56,286	57,412	58,560	59,732	60,926	62,145
Modified Rental Expense During Stabilization											
<b>Total Rental Unit Expenses</b>		<b>1,977,723</b>	<b>2,022,267</b>	<b>2,062,712</b>	<b>2,103,966</b>	<b>2,146,046</b>	<b>2,188,967</b>	<b>2,232,746</b>	<b>2,277,401</b>	<b>2,322,949</b>	<b>2,369,408</b>
<b>Total Expenses</b>		<b>1,977,723</b>	<b>2,022,267</b>	<b>2,062,712</b>	<b>2,103,966</b>	<b>2,146,046</b>	<b>2,188,967</b>	<b>2,232,746</b>	<b>2,277,401</b>	<b>2,322,949</b>	<b>2,369,408</b>
<b>NET OPERATING INCOME</b>		<b>4,258,417</b>	<b>4,338,597</b>	<b>4,425,369</b>	<b>4,513,876</b>	<b>4,604,154</b>	<b>4,696,237</b>	<b>4,790,161</b>	<b>4,885,965</b>	<b>4,983,684</b>	<b>5,083,358</b>
<b>Tax Increment Financing Revenue</b>	Inflator: 0%	<b>0</b>	<b>330,225</b>	<b>721,831</b>	<b>740,667</b>	<b>759,966</b>	<b>779,741</b>	<b>800,004</b>	<b>820,765</b>	<b>842,037</b>	<b>0</b>
<b>ADJUSTED NET OPERATING INCOME</b>		<b>4,258,417</b>	<b>4,668,822</b>	<b>5,147,200</b>	<b>5,254,543</b>	<b>5,364,120</b>	<b>5,475,978</b>	<b>5,590,165</b>	<b>5,706,729</b>	<b>5,825,721</b>	<b>5,083,358</b>
<b>Debt Service</b>											
	Debt Terms										
Debt A: First Mortgage	30 yr amortization @ 6.00%	3,569,710	3,569,710	3,569,710	3,569,710	3,569,710	3,569,710	3,569,710	3,569,710	3,569,710	3,569,710
Debt B: TIF Mortgage	30 yr amortization @ 6.00%	247,575	247,575	247,575	247,575	247,575	247,575	247,575	247,575	247,575	247,575
Debt C: Other Loan		0	0	0	0	0	0	0	0	0	0
<b>Total Debt Service</b>		<b>3,817,285</b>									
Debt Coverage	Calc Method										
	Debt A	119%	131%	144%	147%	150%	153%	157%	160%	163%	142%
Debt Coverage w/o Tax Increment Financing	Debt A	119%	122%	124%	126%	129%	132%	134%	137%	140%	142%
<b>NET CASH FLOW</b>		<b>441,132</b>	<b>851,537</b>	<b>1,329,914</b>	<b>1,437,258</b>	<b>1,546,835</b>	<b>1,658,693</b>	<b>1,772,880</b>	<b>1,889,444</b>	<b>2,008,436</b>	<b>1,266,072</b>
<b>Returns Analysis</b>											
Net Cash to Developer		441,132	851,537	1,329,914	1,437,258	1,546,835	1,658,693	1,772,880	1,889,444	2,008,436	1,266,072
Net Cash to Developer (w/o assistance)		441,132	521,312	608,084	696,591	786,868	878,952	972,876	1,068,679	1,166,399	1,266,072
<b>Yield on Cost Annual Return</b>	Cumulative										
	Goal 8.00%										
Yield on Cost Average Annual Return	Start From: Year 1	5.7%	6.3%	6.9%	7.1%	7.2%	7.4%	7.5%	7.7%	7.9%	6.9%
<b>Yield on Cost Annual Return (w/o TIF assistance)</b>		5.7%	5.9%	6.0%	6.1%	6.2%	6.3%	6.5%	6.6%	6.7%	6.9%
Yield on Cost Average Annual Return (w/o TIF assistance)		5.7%	5.8%	5.9%	5.9%	6.0%	6.0%	6.1%	6.2%	6.2%	6.3%

# Exhibit G



## City of La Crosse, Wisconsin

### The Chalmers (TID #17)

#### Exhibit G - Monetary Obligation Example

Monetary Obligation Details	
Maximum Monetary Obligation Amount	5,795,236
First Payment Date	9/1/2029
Final Payment Date	9/1/2036
Developer Pay-As-You-Go (PAYGO) Payment Percentage	85.0%

Estimated Fair Market Value (Equalized Value)	
Assessed Value per Assessor	41,659,600
Units	260
Value per Unit	192,508

Variables	
Projected Annual Change in Assessed Value	2.46%
Projected Annual Change in Tax Rate	0.00%
Construction Year (Base Year)	2026
Year 1 Completion Percentage	50%
Year 2 Completion Percentage	100%
Base Year Value	2,399,700.00
Initial Change to Tax Rates (Assessed and Equalized)	100.0%

Property Tax Estimate	
Estimated Fair Market Value (Equalized Value)	50,052,082
<a href="#">Aggregate Ratio (WI DOR, aka Assess. Ratio)</a>	0.83232502
Assessed Value (Equalized Value x Agg Ratio)	41,659,600
Assessed Tax Rate (Net Mill Rate)	0.021079662
Property Taxes (Assessed Value x Net Mill Rate)	878,170

PID or PIDs and Street Address	
PID: 17-20009-110	

No.	Construction Year	Valuation Year	Revenue Year	Base Value	Assessed Value	Value Increment	Assessed Tax Rate	Gross TIF	City Share: 15%		Developer PAYGO Share: 85%	
									Annual TIF	Annual TIF	Annual TIF	Cumm. TIF
0	2025	2026	2027					-	-	-	-	-
1	2026	2027	2028	2,399,700	20,829,800	18,430,100	21.08	388,500	58,275	330,225	330,225	330,225
2	2027	2028	2029	2,399,700	42,685,576	40,285,876	21.08	849,213	127,382	721,831	1,052,056	1,052,056
3	2028	2029	2030	2,399,700	43,736,819	41,337,119	21.08	871,373	130,706	740,667	1,792,723	1,792,723
4	2029	2030	2031	2,399,700	44,813,952	42,414,252	21.08	894,078	134,112	759,966	2,552,689	2,552,689
5	2030	2031	2032	2,399,700	45,917,612	43,517,912	21.08	917,343	137,601	779,741	3,332,430	3,332,430
6	2031	2032	2033	2,399,700	47,048,453	44,648,753	21.08	941,181	141,177	800,004	4,132,434	4,132,434
7	2032	2033	2034	2,399,700	48,207,143	45,807,443	21.08	965,605	144,841	820,765	4,953,199	4,953,199
8	2033	2034	2035	2,399,700	49,394,370	46,994,670	21.08	990,632	148,595	842,037	5,795,236	5,795,236

## Exhibit I

Page 1 of 2

### Sample Lookback Calculation - The Chalmers

			2028	2029	2030	2031	2032	2033	2034		
			Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7		
<b>1. Pro Forma Financial Statement - Return Analysis</b>											
<b>NET OPERATING INCOME</b>			4,258,417	4,338,597	4,425,369	4,513,876	4,604,154	4,696,237	4,790,161		
<b>Tax Increment Financing Revenue</b>			0	330,225	721,831	740,667	759,966	779,741	800,004		
<b>ADJUSTED NET OPERATING INCOME</b>			4,258,417	4,668,822	5,147,200	5,254,543	5,364,120	5,475,978	5,590,165		
<b>Yield on Cost Annual Return</b>			Average Annual	Goal 8.00%	5.75%	6.30%	6.94%	7.09%	7.24%	7.39%	7.54%
Yield on Cost Average Annual Return			Start From:	Year 1	5.75%	6.02%	6.33%	6.52%	6.66%	6.78%	6.89%

<b>Total Estimated Project Cost (Used for Initial Yield on Cost)</b>	<b>74,118,325</b>
<b>Actual Total Project Cost (Used for Lookback Yield on Cost)</b>	<b>72,000,000</b>

			2028	2029	2030	2031	2032	2033	2034		
			Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7		
<b>2. Lookback Adjustment Example</b>											
<b>NET OPERATING INCOME</b>			4,258,417	4,471,338	4,694,905	4,929,650	5,176,133	5,434,940	5,706,687		
<b>Tax Increment Financing Revenue</b>			0	330,225	721,831	740,667	759,966	779,741	800,004		
<b>ADJUSTED NET OPERATING INCOME</b>			4,258,417	4,801,563	5,416,736	5,670,317	5,936,099	6,214,681	6,506,690		
<b>Yield on Cost Annual Return</b>				5.91%	6.67%	7.52%	7.88%	8.24%	8.63%	9.04%	
Yield on Cost Average Annual Return			Start From:	Year 1	5.91%	6.29%	6.70%	7.00%	7.25%	7.48%	7.70%

			2028	2029	2030	2031	2032	2033	2034
			Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
<b>3. TIF Note (Present Value) Calculation</b>									
<b>Tax Increment Financing Revenue</b>			0	330,225	721,831	740,667	759,966	779,741	800,004
<b>Annual Present Value (Semi-Annual)</b>			0	330,225	1,052,056	1,792,723	2,552,689	3,332,430	4,132,434

<b>TIF Note (Present Value) Difference</b>	
Original TIF Term	8
Current TIF Term to reach average 8.00% YoC	7
Principal Amt. of Original TIF Note	\$ 5,795,236
Principal Amt. (Present Value) of TIF in Year 7	\$ 4,953,199
<b>Difference</b>	<b>\$ 842,037</b>
<b>50% Difference</b>	<b>\$ 421,019</b>
PV of TIF in Year 7	\$ 4,953,199
Plus 50% Difference	\$ 421,019
<b>New Principal Amount of TIF Note (PV)</b>	<b>\$ 5,374,217</b>
<b>Estimated Revised TIF Note Term by Year</b>	<b>7</b>

<b>Original PAYGO</b>	
Total PAYGO Collections	5,795,236
NPV	5,795,236
Rate for NPV	0.00%

## Exhibit I

Page 2 of 2

### Sample Lookback Calculation - The Chalmers

				2035	2036	2037	2038	2039
				Year 8	Year 9	Year 10	Year 11	Year 12
1. Pro Forma Financial Statement - Return Analysis								
<b>NET OPERATING INCOME</b>				4,885,965	4,983,684	5,083,358	0	0
Tax Increment Financing Revenue				820,765	842,037	0	0	0
<i>Inflator:</i> 0%								
<b>ADJUSTED NET OPERATING INCOME</b>				5,706,729	5,825,721	5,083,358	0	0
<b>Yield on Cost Annual Return</b>		<i>Average Annual</i>	<i>Goal 8.00%</i>	7.70%	7.86%	6.86%	0.00%	0.00%
Yield on Cost Average Annual Return		<i>Start From:</i>	<i>Year 1</i>	6.99%	7.09%	7.07%	6.42%	5.89%

<b>Total Estimated Project Cost (Used for Initial Yield on Cost)</b>	<b>74,118,325</b>
<b>Actual Total Project Cost (Used for Lookback Yield on Cost)</b>	<b>72,000,000</b>

				2035	2036	2037	2038	2039
				Year 8	Year 9	Year 10	Year 11	Year 12
2. Lookback Adjustment Example								
<b>NET OPERATING INCOME</b>				5,992,021	6,291,622	6,606,203	6,936,513	7,283,339
Tax Increment Financing Revenue				820,765	0	0	0	0
<i>Inflator:</i> 2.46%								
<b>ADJUSTED NET OPERATING INCOME</b>				6,812,786	6,291,622	6,606,203	6,936,513	7,283,339
<b>Yield on Cost Annual Return</b>				9.46%	8.74%	9.18%	9.63%	10.12%
Yield on Cost Average Annual Return		<i>Start From:</i>	<i>Year 1</i>	7.92%	8.01%	8.13%	8.26%	8.42%

				2035	2036	2037	2038	2039
				Year 8	Year 9	Year 10	Year 11	Year 12
3. TIF Note (Present Value) Calculation								
Tax Increment Financing Revenue				820,765	0	0	0	0
<i>Payment Date</i>								
<b>Annual Present Value (Semi-Annual)</b>				4,953,199	4,953,199	4,953,199	4,953,199	4,953,199
<i>0.00% Interest Rate</i>								

TIF Note (Present Value) Difference	
Original TIF Term	8
Current TIF Term to reach average 8.00% YoC	7
Principal Amt. of Original TIF Note	\$ 5,795,236
Principal Amt. (Present Value) of TIF in Year 7	\$ 4,953,199
<b>Difference</b>	<b>\$ 842,037</b>
<b>50% Difference</b>	<b>\$ 421,019</b>
PV of TIF in Year 7	\$ 4,953,199
Plus 50% Difference	\$ 421,019
<b>New Principal Amount of TIF Note (PV)</b>	<b>\$ 5,374,217</b>
<b>Estimated Revised TIF Note Term by Year</b>	<b>7</b>



# CITY OF LA CROSSE

400 La Crosse Street  
La Crosse, Wisconsin 54601  
(608) 789-CITY  
www.cityoflacrosse.org

## LEGISLATION STAFF REPORT FOR COUNCIL

File ID	24-0146	Caption	Resolution approving First Amendment to development agreements with The Chalmers, LLC, a multi-family housing development located at 215 Pine Street and 401 3rd Street North.
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### Staff/Department Responsible for Legislation

Julie Emslie, Planning & Development

### Requestor of Legislation

T Wall Enterprises, developer for The Chalmers, LLC

### Location, if applicable

215 Pine Street and 401 3rd Street North

### Summary/Purpose

The Chalmers LLC is requesting an amendment to the 3 separate development agreements adopted by Council in July 2025. This amendment seeks to combine the 3 development agreements into one and adjusts the overall timeline for the project. The existing development agreements include a Oct 1, 2025 construction start date and overall substantial completion date of March 31, 2031. This amendment would compress the timeline, by amending the construction start deadline to December 31, 2026 and substantial completion to November 30, 2028.

### Background

The developer is requesting this amendment as a result of recent building code changes adopted by the State of Wisconsin. Further details are outlined in the "Cover Letter to Council" attached with this item.

### Fiscal Impact

No fiscal change from the previously adopted development agreements: The project is estimated to have an assessed valued of \$41.7million upon completion, with \$39.2million as new taxable increment. The TIF assistance totals approximately \$5.8million.

### Staff Recommendation

Approval



T. Wall Enterprises  
Mgt LLC

March 12, 2026

City of La Crosse Common Council  
400 La Crosse St.  
La Crosse, WI 54601

**RE: The Chalmers Residences Development Agreement Extension Request**

Dear Council Members:

**REQUEST:** The Chalmers Residences, LLC is seeking approval to consolidate the development into a single phase rather than 3 separate phases.

**WHY:** Due to building code changes in the State of Wisconsin, it would add a tremendous expense if the development were constructed in 3 phases rather than a single phase.

**BACKGROUND:** The Chalmers Residences was going to be developed in three phases to avoid flooding the La Crosse market with too many apartments at once. Phasing a project allows for better absorption and faster lease-up of that phase while reducing carrying costs.

Chalmers received approval for all 3 phases of the development under the 2015 International Building Code (IBC) standards. However, the State of Wisconsin Department of Safety and Professional Services adopted the 2021 International Building Code (IBC), replacing the 2015 IBC under which The Chalmers Residences was originally approved.

The current approval under the 2015 IBC expires if construction has not started by April 2027. If the development were phased then that would mean the first phase would be under the 2015 code and phases 2 and 3 would be under the 2021 code.

If Phase I were constructed under the 2015 IBC and the subsequent phases required to comply with the 2021 IBC, the project would incur significant redesign costs and introduce additional complexity with different portions of the same building under different building codes.

For these reasons, completely out of the Developer's control, additional time is needed to prepare the development for commencement, but the good news is that the development would be completed sooner.

Creating Places Where People Interact®

P.O. Box 620037 Middleton, WI 53562 608-345-0701 [terrence@twallenterprises.com](mailto:terrence@twallenterprises.com)



**T. Wall Enterprises**  
Mgt LLC

Target Date to Commence Construction	December 31, 2026
Substantial Construction Completion	November 30, 2028
Fully Stabilized	February 28, 2030

We greatly appreciate your time and consideration with this request.

Thank you for your consideration,

**The Chalmers Residences, LLC**

By: 

Terrence R. Wall, President of  
T. Wall Enterprises Manager, LLC, Its Manager

Creating Places Where People Interact®

P.O. Box 620037 Middleton, WI 53562 608-345-0701 [terrence@twallenterprises.com](mailto:terrence@twallenterprises.com)



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0149

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

Resolution approving a reorganization to the table of positions and classifications for the Parks and Recreation department.

### RESOLUTION

WHEREAS, City Department Heads may request reorganization of their departmental staffing and position reclassifications for their personnel; and

WHEREAS, the Director of Parks and Recreation has determined a need to add and remove positions within the department to continue to meet the needs of City operations.

NOW, THEREFORE BE IT RESOLVED that the changes in position classification, job title and compensation listed below is hereby approved as follows:

- REMOVE the position of Outdoor Recreation Coordinator, non-exempt, Grade 8, Step 4 \$32.00/hr. and move the employee from the removed position to the vacant position of Parks, Forestry and Natural Resources Manager, exempt, Grade 13, Step 1, \$83,616.00 annually effective March 13, 2026.
- RECLASSIFY the position of Crew Leader – Parks, non-exempt, Grade 8, Step 4 \$32.00/hr. to the new position of Parks Forestry Supervisor, non-exempt, Grade 11, Step 1, \$35.11/hr. effective March 13, 2026.

BE IT FURTHER RESOLVED that the savings of the reclassification of positions be reallocated to the Limited Term Employee (“LTE”) salary budget for the Parks and Recreation department for fiscal year 2026.

BE IT FURTHER RESOLVED that the position title and classification identified herein are hereby approved effective the dates listed above, and the Director of Human Resources and the Director of Parks and Recreation are hereby authorized and directed to take all necessary steps to implement this resolution.

# LA CROSSE WISCONSIN

<b>Name</b>			
<b>Position Title</b>	Parks Forestry Supervisor	<b>Department</b>	Parks and Recreation
<b>FLSA</b>	Non-Exempt	<b>Reports To</b>	Deputy Director – Parks, Forestry and Facilities
<b>Pay Grade</b>	11	<b>Unit</b>	Non-represented

## **Purpose of Position**

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The purpose of Parks and Forestry Supervisor position is to plan, manage, supervise, direct, and evaluate the City’s Parks and Forestry system operations, budgets, and personnel. This position serves as a strategic division manager with hands-on operational oversight. The Parks and Forestry Supervisor implements long and short-range planning objectives, organizes daily operations, dispatches staff for after-hours and emergency work, and monitors the Parks and Forestry budget.

This position requires a high degree of professional expertise, initiative, independent judgement, and decision-making to ensure high-quality service delivery and community satisfaction.

## **Essential Duties & Responsibilities**

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*The following duties are normal for this position. The duties and responsibilities are not to be construed as exclusive or all-inclusive. Other duties may be required and/or assigned.*

- Manages and monitors a variety of operations to ensure the successful implementation of City and departmental objectives.
- Directs personnel and activities of one or more divisions related to Parks and Forestry.
- Administers and manages service contracts and related documents pertinent to municipal parks and forestry operations.
- Establishes and maintains effective working relationships with staff, volunteers, City Council, Commissions and Committees, community organizations, individual citizens, contractors, and vendors.
- Responsible for the training, supervision, and evaluation of full-time staff within the Parks and Forestry divisions.
- Supervises the operations and maintenance of parks and forestry assets.
- Supervises program and facility staff, including scheduling, training, evaluations, and hiring.
- Prepares and monitors compliance with division budgets.
- Maintains construction and safety standards.
- Inspects and monitors all major programs, services, staff, and facilities regularly to evaluate quality, efficiency, and compliance with operational standards.
- Administers operational budgets and forecasts departmental revenues and expenditures.
- Assists in identifying and accessing resources to improve overall service delivery effectiveness.
- Develops and oversees the implementation of long-range goals and strategies addressing the need for parks and recreational facilities, including planning for facility establishment and maintenance.
- Implements and updates the Comprehensive Urban Forest Management Plan.
- Prepares crews and equipment and directs response and mitigation efforts for severe storm events.
- Directs snow removal and ice control operations.
- Receives Parks and Forestry–related after-hours calls and supervises staff responding to emergencies.
- Coordinates internal resources and third-party vendors to ensure projects are completed on time, within scope, and within budget.
- Assists in scheduling projects, prepares work orders, allocates personnel and equipment, monitors work in progress, and inspects completed projects.
- Operates, maintains, and directs all work associated with swimming pools and splash pads.

- Negotiates and monitors third-party vendor and concession contracts and operations.
- Maintains regular and predictable on-site attendance.
- Maintains confidentiality of all proprietary department information, participant personal data, and personnel matters, including medical information.
- Performs other duties as assigned or required.

### **Additional Duties & Responsibilities**

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*While the following tasks are necessary for the work of the department, they are not an essential part of the purpose of this position and may also be performed by other department staff.*

- Interpreting and applying City policies and procedures
- Promoting and enforcing safe work practices
- Speaking to large groups of the public regarding Parks and Forestry matters
- Attending training as assigned
- Preparing reports and spreadsheets
- Attending meetings as required
- Maintaining required certifications

### **Minimum Training & Experience Requirements**

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- Bachelor's degree in Parks and Recreation Management or a related field from an accredited college
- Three (3) years of related supervisory experience, or an equivalent combination of education and experience
- Minimum of three (3) years of professional urban forestry supervisory experience
- Valid Commercial Driver's License (CDL) Class A
- Valid motor vehicle operator's license
- Ability to obtain Aquatic Facility Operator (AFO) certification within six (6) months of hire
- Ability to obtain Certified Playground Safety Inspector certification within six (6) months of hire
- First Aid, CPR, and confined space entry certifications required
- Proficiency in computer applications and software

### **Physical & Mental Requirements**

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#### **Language Ability and Interpersonal Communication**

- Ability to analyze, categorize, classify, compute, and tabulate data and information.
- Ability to utilize a wide variety of descriptive and technical data, including blueprints, equipment manuals, MSDS information, safety manuals, maintenance records, and public health regulations.
- Ability to counsel, mediate, supervise, train, persuade, and advise others.
- Ability to interpret and apply policies, procedures, and standards to specific situations.
- Ability to utilize advisory information such as budgets, payroll records, safety policies, personnel records, financial reports, grant applications, maps, environmental regulations, facility use requests, and technical manuals.

#### **Mathematical Ability**

- Ability to add, subtract, multiply, divide, and calculate percentages, fractions, and decimals.
- Ability to interpret basic statistical reports and apply principles of algebra, geometry, and accounting.

#### **Judgement and Situational Reasoning Ability**

- Ability to exercise sound judgment, decisiveness, creativity, and leadership in supervisory and management functions.
- Ability to maintain professionalism, integrity, and credibility in confrontational or high-pressure situations.

### **Physical Ability**

- Ability to operate vehicles, machinery, tools, computer terminals, and office equipment requiring continuous but routine adjustments.
- Ability to coordinate eyes, hands, feet, and limbs in movements requiring moderate skill.
- Ability to exert occasional moderate physical effort, including climbing, balancing, stooping, kneeling, crouching, crawling, lifting, carrying, pushing, and pulling.
- Ability to recognize and distinguish colors, shapes, sounds, odors, and textures related to job tasks.

### **Environmental Adaptability**

- Ability to work under generally safe conditions with occasional exposure to environmental factors such as inclement weather, machinery, disease, irate individuals, or intimidation, which may cause discomfort or limited risk of injury.

*The City of La Crosse is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.*



# ***CITY OF LA CROSSE***

400 La Crosse Street  
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(608) 789-CITY  
[www.cityoflacrosse.org](http://www.cityoflacrosse.org)

## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0150

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

Resolution amending compression pay for Police Captains, Assistant Chief of Police and Police Chief.

RESOLUTION

WHEREAS, in December 2016, resolution 16-1064 authorizing compression pay for Police Captains was adopted by Common Council, and

WHEREAS, the below resolution seeks to keep the Police Captain compression pay program in place with the modification of adding the positions of Assistant Police Chief and Police Chief as eligible positions, and

WHEREAS, the Police Captains, Assistant Police Chief and Police Chief are non-represented, exempt management positions, subject to the employee handbook, and

WHEREAS, due to overtime and collective bargaining provisions, Police Lieutenants covered under a collective bargaining agreement have the opportunity to exceed the annual wages of a Police Captain, and

WHEREAS, it has been demonstrated that pay compression exists between the Police Chief, Assistant Police Chief, Police Captains and the Police Lieutenants, and

WHEREAS, the Director of Human Resources recommends a "management compression pay" be provided to the positions of Police Chief, Assistant Chief of Police and Police Captains, and

WHEREAS, the "management compression pay" be a contribution made by the City to the employee's deferred compensation account, and

WHEREAS, the "management compression pay" shall be the difference between seven percent (7%) above the annual earnings of the Police Lieutenant group for the previous calendar years annual earnings of the individual Police Captains, and

WHEREAS, the "management compression pay" shall be the difference between seven percent (7%) above the annual earnings of the Police Captains group for the previous calendar years annual earnings of the Assistant Police Chief, and

WHEREAS, the "management compression pay" shall be the difference between fourteen percent (14%) above the annual earnings of the Assistant Police Chief for the previous calendar year annual earnings of the Police Chief, and

WHEREAS, no "management compression pay" shall be due if the Police Captains annual earnings is greater than the average annual earnings of the Police Lieutenant group increased by seven percent (7%) for the previous management year, and

WHEREAS, no “management compression pay” shall be due if the Assistant Police Chief’s annual earnings is greater than the average annual earnings of the Police Captain increased by seven percent (7%) for the previous management year, and

WHEREAS, no “management compression pay” shall be due if the Police Chief’s annual earnings is greater than the average annual earnings of the Assistant Police Chief increased by fourteen percent (14%) for the previous management year.

NOW THEREFORE BE IT RESOLVED that the Common Council authorizes a “management compression pay” in the form of an employer contribution to the deferred compensation account of the authorized positions reflecting the difference as outlined above. Management compression pay shall be paid in one contribution effective in the first full pay period in February for eligible positions.

BE IT FURTHER RESOLVED that the compression pay shall be effective beginning in 2026, for the compression which occurred in the previous calendar year.

BE IT FURTHER RESOLVED that the provider for the deferred compensation plan shall be the same provider as that of the City wide plan, and as selected by the City.

BE IT FURTHER RESOLVED that the Director of Human Resources and Director of Finance are hereby authorized to take all necessary steps to implement the resolution. Funds for the compression pay are to come from the Police department’s annual operating budget.

## Police for Police Management Compression Pay

1. Compression pay, if due, shall be the difference between the *average* annual gross earnings of the Lieutenant group in the previous measurement pay year increased by seven percent (7%), and the annual gross earnings of the Police Captains for the previous management pay year.
2. Compression pay, if due, shall be the difference between the *average* annual gross earnings (minus the previous years compression pay; if applicable) of the Police Captains group in the previous management pay year increased by seven percent (7%), and the annual earnings of the Assistant Police Chief for the previous management pay year.
3. Compression pay, if due, shall be the difference between the annual earnings (minus the previous year's compression pay; if applicable) of the Assistant Police Chief in the previous management pay year increased by seven percent (7%), and the annual earnings of the Police Chief for the previous management pay year.
4. The average annual earnings of the Lieutenant group shall only include Lieutenants who were in a budgeted Lieutenant position for the full pay year. Temporary assignments are not included.
5. The compression pay shall be paid in the first pay period in February for any previous year's compression. Captains, Assistant Police Chief and Police Chief who resign or are terminated from employment will not be eligible for compression pay.
6. Captains, Assistant Police Chief and Police Chief who retire prior to the first pay period in February shall receive compression pay in the form of a cash payment minus any applicable FICA/Medicare costs paid by the City on the cash payment. The cash payment shall be made in the first pay period in February for the previous year's compression.
7. Captains, Assistant Police Chief and Police Chief in the position for less than a full year, or who take leave without pay during the measurement pay year, shall have their compression pay pro-rated based on full months in the position and actually receiving pay from the City as a Captain, Assistant Police Chief or Police Chief.
8. WRS earnings are for the year in which the compression pay is paid.
9. Compression pay shall be a contribution by the City to the established 457 deferred compensation plan for the employee. The provider for the deferred compensation plan shall be the same provider as that of the City-wide plan, and as selected by the City.
10. The payment will be managed by the Director of Human Resources.

Resolution authorizing compression pay for Police Captains.

RESOLUTION

WHEREAS, the Police Captains are non-represented, exempt management positions, subject to the Employee Handbook, and

WHEREAS, due to overtime and collective bargaining provisions, Police Lieutenants covered under a collective bargaining agreement have the opportunity to exceed the annual wages of a Police Captains, and

WHEREAS, it has been demonstrated that pay compression exists between the Police Captains and Police Lieutenants, and

WHEREAS, the City recommends the compression be addressed to acknowledge our Police Captains and maintain the ability to attract and hire top qualified staff for future Police management positions, and

WHEREAS, the Director of Human Resources recommends a “management compression pay” be provided to the positions of Police Captain, and

WHEREAS, the “management compression pay” be a contribution made by the City to the employee’s deferred compensation account, and

WHEREAS, the “management compression pay” shall be the difference between seven percent (7%) above the average annual earnings of the Police Lieutenant group for the previous year and the previous year’s annual earnings of the individual Police Captain, and

WHEREAS, no “management compression pay” shall be due if the Police Captains annual earnings is greater than the average annual earnings of the Police Lieutenant group increased by seven percent (7%) for the previous measurement year.

NOW THEREFORE BE IT RESOLVED that the Common Council authorizes a “management compression pay” in the form of an employer contribution to the Police Captains deferred compensation account reflecting the difference between the average annual earnings of the Police Lieutenant group for the previous year increased by seven percent (7%) and the previous year’s annual earnings of the Police Captain. Management compression pay shall be paid in one contribution effective in the first full payperiod of February for eligible Police Captains.

BE IT FURTHER RESOLVED that the compression pay shall be effective beginning in 2016, for compression which occurred in the previous year.

BE IT FURTHER RESOLVED that the determination of compression pay shall be administered under the attached policy.

BE IT FUTHER RESOLVED, that the provider for the deferred compensation plan shall be the same provider as that of the City wide plan, and as selected by the City.

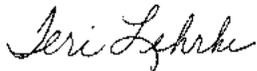
BE IT FURTHER RESOLVED that the Director of Human Resources, Director of Finance and Police Chief are hereby authorized to take all necessary steps to implement the resolution. Funds for the compression pay are to come from the Police Department's annual operating budget.

#### Policy for Police Captain Compression Pay

1. Compression pay, if due, shall be the difference between the *average* annual earnings of Lieutenant group in the previous measurement pay year, increased by seven percent (7%), and the annual earnings of the Police Captain for the previous measurement pay year.
2. The *average* annual earnings of the Lieutenant group shall only include Lieutenants who were in a budgeted Lieutenant position for the full pay year. Temporary assignments are not included.
3. The compression pay shall be paid in the first payperiod of February for any previous year's compression. Captains who resign or are terminated from employment will *not* be eligible for compression pay.
4. Captains who *retire* prior to the first payperiod in February shall receive compression pay in the form of a cash payment minus any applicable FICA/Medicare costs paid by the City on the cash payment. The cash payment shall be made in the first payperiod in February for the previous years compression.
5. Captains in the position for less than a full year, or who take leave without pay during the measurement pay year, shall have their compression pay pro-rated based on full months in the position and actually receiving pay from the City as Captain.
6. WRS earnings are for the year in which the compression pay is paid.
7. Compression pay shall be a contribution by the City's into the established 457 deferred compensation plan for the employee. The provider for the deferred compensation plan shall be the same provider as that of the City wide plan, and as selected by the City.

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*I, Teri Lehrke, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on December 8, 2016.*



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Teri Lehrke, City Clerk  
City of La Crosse, Wisconsin



# ***CITY OF LA CROSSE***

400 La Crosse Street  
La Crosse, Wisconsin 54601  
(608) 789-CITY  
[www.cityoflacrosse.org](http://www.cityoflacrosse.org)

## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0173

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

Resolution creating and appropriating funds for Capital Improvement design for the La Crosse City Hall Sixth Floor Remodeling project.

### RESOLUTION

WHEREAS, the Capital Improvement Budget for 2026-2030 approved equipment and project requests by various departments, as adopted by the Common Council as Resolution 25-0637 on August 14, 2025; and

WHEREAS, Section 2-360(c) of the Code of Ordinances states: *Unanticipated projects/equipment*. Any Capital Project and Capital Equipment item not previously listed in the adopted Capital Budget requiring immediate funding from the Capital Budget will require a two-thirds vote of the Common Council members present at the meeting; and

WHEREAS, the four (4) departments currently on the sixth (6<sup>th</sup>) floor recently met to discuss the possibility of a remodeling project to best utilize the space due to changing needs; and

WHEREAS, Building and Grounds staff have identified River Architects to conduct architectural and engineering services for the City Hall Sixth Floor Remodeling, with design in 2026 and construction in 2027 (New CIP #); and

WHEREAS, it is unknown at this time the construction costs needed for 2027 until design is completed; and

WHEREAS, creation of such projects requires funding, as approved by the Common Council, with unused funds from completed projects that were previously approved by past CIP Budgets; and

NOW, THEREFORE, BE IT RESOLVED, by the Common Council of the City of La Crosse that it hereby authorizes creation of the public improvement project as noted above.

BE IT FURTHER RESOLVED that said project is approved with funding source and amount as provided herein:

Unappropriated Note Funds (40202\*\*-588000) or (4830210-)      \$32,200

BE IT FURTHER RESOLVED that City staff are hereby authorized to take required steps to effectuate and implement this resolution.

BE IT FURTHER RESOLVED that the construction be referred to future Capital Improvement Program budgets for funding of construction.



# ***CITY OF LA CROSSE***

400 La Crosse Street  
La Crosse, Wisconsin 54601  
(608) 789-CITY  
[www.cityoflacrosse.org](http://www.cityoflacrosse.org)

## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0197

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

Resolution amending Appendix C Fee Schedule of the La Crosse Municipal Code to include a fee for late renewal of alcohol beverage and cigarette, tobacco and vaping device applications.

RESOLUTION

WHEREAS, on November 15, 2011, the Common Council of the City of La Crosse adopted Ordinance 4640 creating a fee schedule; and

WHEREAS, the fee schedule is amended from time to time to incorporate fees authorized by ordinance.

WHEREAS, it is necessary to create a late filing fee for renewal applications submitted after the filing deadline to cover the costs for the expedited processing of late applications.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of La Crosse that it hereby approves the following change to Appendix C.

4-72(c)	Late Fee, renewal application for intoxicating liquor	<u>2026</u>	<u>\$50.00</u>
4-142(c)	Late Fee, renewal application for fermented malt beverage	<u>2026</u>	<u>\$50.00</u>
10-171(f)(2)	Late Fee, renewal application for cigarette, tobacco and vaping device	<u>2026</u>	<u>\$50.00</u>

BE IT FURTHER RESOLVED that all other fees included within Appendix C remain unchanged.

BE IT FURTHER RESOLVED that City staff is authorized to take any and all steps necessary to effectuate this resolution.



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## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0209

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

**Agenda Number:**

Resolution requesting TID 11 funds for Downtown Beautification Project.

## RESOLUTION

WHEREAS, the City of La Crosse has established Tax Incremental District No. 11 (TID 11) for the purpose of redevelopment, strengthening property values, encouraging private investment, and enhancing economic vitality within the downtown district; and

WHEREAS, the Capital Improvement Budget for 2026-2030 approved equipment and project requests by various departments, as adopted by the Common Council as Resolution 25-0637 on August 14, 2025; and

WHEREAS, Section 2-360(c) of the Code of Ordinances states: Unanticipated project/equipment. Any Capital Project and Capital Equipment item not previously listed in the adopted Capital Budget requiring immediate funding from the Capital Budget will require a two-thirds vote of the Common Council members present at the meeting; and

WHEREAS, the downtown area serves as the civic, cultural, and economic heart of the community and plays a critical role in supporting local businesses, tourism, workforce attraction and overall quality of life; and

WHEREAS, strategic beautification efforts including the installation of new planters and high-quality trash receptacles contribute to a clean, welcoming and vibrant streetscape, improve pedestrian experience, promote walking ability and reinforce downtown as a destination for residents, visitors and investors, and

WHEREAS, enhanced streetscape amenities help create a clean, attractive and cohesive urban environment that supports business recruitment and retention, increases foot traffic, strengthens commercial activity, and contributes to long term property value growth within TID 11; and

WHEREAS, these improvements are consistent with and advance the objectives of TID 11 by fostering reinvestment, stimulating economic development, and enhancing the overall competitiveness of the downtown district, and

WHEREAS, the proposed Downtown Mainstreet Beautification Project aligns with the City's Comprehensive Plan and Imagine 2040 Downtown Master Plan by supporting placemaking strategies, enhancing public spaces, promoting sustainable and livable neighborhoods, encouraging economic resilience, and reinforcing downtown as a regional center of activity, and

WHEREAS, Downtown Mainstreet, Inc has demonstrated its commitment to downsize enhancement and is willing to partner with the City of La Crosse to implement and maintain these improvements, and

WHEREAS, Downtown Mainstreet Inc, and the City of La Crosse desire to enter into a Memorandum of Understanding (MOU) outlining responsibilities for the ongoing maintenance, watering, seasonal upkeep of the installed planters and relayed beautification elements to ensure their long-term sustainability and visual impact.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of La Crosse that it hereby approves the allocation of \$120,000 from TID 11 for the purchase and installation of decorative planters and trash receptacles as part of the Downtown Beautification Project.

BE IT FURTHER RESOLVED that the project is hereby determined to be consistent with the economic development objectives of TID 11 and the adopted Imagine 2040 Plan.

BE IT FURTHER RESOLVED that City staff is hereby authorized to negotiate and execute a memorandum of understanding between DMI and the City of La Crosse specifying maintenance, operational responsibilities and any cost sharing arrangements for the planters and associated improvements.

BE IT FURTHER RESOLVED that project expenditures shall comply with all applicable TID 11 guidelines, Wisconsin statutes governing tax incremental financing, and city procurement requirements.

BE IT FURTHER RESOLVED that City staff is hereby directed to take all steps necessary to effectuate this resolution.



# ***CITY OF LA CROSSE***

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La Crosse, Wisconsin 54601  
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## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0213

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

Resolution to re-allocate unused funds from completed Capital purchases and/or projects to newly requested capital equipment purchases for the Water Utility.

RESOLUTION

WHEREAS, the La Crosse Water Utility has a budgeted capital equipment purchase in 2026, with unused funds due to reassessment of the current equipment, and said funds may be reduced and re-allocated toward other capital equipment needs; and

WHEREAS, the Common Council has previously approved the use of budgeted utility cash for use on capital equipment with reassessed needs, subject to Common Council approval.

WHEREAS, Section 2-360(c) of the Code of Ordinances states *Unanticipated projects/equipment*. Any Capital Project and Capital Equipment item not previously listed in the adopted Capital Budget requiring immediate funding from the Capital Budget will require a two-thirds vote of the Common Council members present at the meeting.

WHEREAS, the following previously approved budgets have been purchased or cancelled and have utility funds available:

2026 #E296 – Miller Welder	\$20,000.00
Total unused funds	\$20,000.00

WHEREAS, due to ongoing assessment of equipment needs, the utility requests re-appropriating and reduce unused funds to the following new equipment requests:

2026 New #1 – Backhoe Compactor Attachment	\$10,000.00
Total required funds for new immediate capital equipment needs	\$10,000.00

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of La Crosse that it hereby approves the re-allocation and reduction of \$20,000.00 in canceled funds from the above-mentioned capital equipment, to fund the reassessed equipment needs of \$10,000.00.

BE IT FURTHER RESOLVED that City departments and staff are hereby authorized to take required steps to effectuate and implement this resolution.



# ***CITY OF LA CROSSE***

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## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0214

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

**Agenda Number:**

Resolution approving Amendment No. 1 to the City of La Crosse Refuse and Recycling Services for City Buildings and Facilities 2022-2026 Contract by and between Hilltopper Refuse & Recycling Services and the City of La Crosse.

RESOLUTION

BE IT RESOLVED by the Common Council of the City of La Crosse that it hereby approves the attached Amendment No. 1 to the City of La Crosse Refuse and Recycling Services for City Buildings and Facilities 2022-2026 Contract by and between Hilltopper Refuse & Recycling Services and the City of La Crosse.

BE IT FURTHER RESOLVED that the Mayor and City Clerk are hereby authorized to execute the same.

BE IT FURTHER RESOLVED that City staff is hereby authorized to take any and all steps necessary to effectuate this resolution.

AMENDMENT NO. 1  
TO THE CITY OF LA CROSSE REFUSE AND RECYCLING SERVICES  
FOR CITY BUILDINGS AND FACILITIES 202-2026 CONTRACT  
BY AND BETWEEN  
HILLTOPPER REFUSE & RECYCLING SERVICES  
AND  
CITY OF LA CROSSE

This Amendment ("Amendment") is effective March 12, 2026 between Hilltopper Refuse & Recycling Services ("Contractor") and the City of La Crosse, Wisconsin ("City"). Contractor and City are parties to an Agreement entitled City of La Crosse Refuse and Recycling Services for City Buildings and Facilities 2022-2026 effective 2022. The Contractor and the City now agree to amend the Agreement as follows:

1. The term of contract located in Section C, Paragraph 2 of the Agreement shall be amended to: "The term of this contract shall be for six years beginning January 1, 2022 and ending December 31, 2027. City may renew this Agreement for up to two (2) additional one-year terms. City must invoke the renewal term by delivering written notice to the Contractor no later than three (3) months prior to expiring agreement term."
2. This Amendment supersedes any contrary or inconsistent provisions of the Agreement. All terms and conditions of the Agreement continue in full force and effect unless expressly modified herein.

IN WITNESS WHEREOF, intending to be legally bound hereby, Contractor and City have executed this Amendment as of the date and year first above mentioned.

WITNESS: HILLTOPPER REFUSE & RECYCLING SERVICES

\_\_\_\_\_  
\_\_\_\_\_  
By:

\_\_\_\_\_  
\_\_\_\_\_  
By:

CITY OF LA CROSSE

\_\_\_\_\_  
\_\_\_\_\_  
By: Shaundel Washington-Spivey, Mayor

\_\_\_\_\_  
\_\_\_\_\_  
By:

Nikki Elsen, City Clerk



# ***CITY OF LA CROSSE***

400 La Crosse Street  
La Crosse, Wisconsin 54601  
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[www.cityoflacrosse.org](http://www.cityoflacrosse.org)

## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0220

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

**Agenda Number:**

Resolution amending a Vacation Conversion Memorandum of Understanding (MOU) between the City of La Crosse and the International Association of Firefighters, Local #127.

#### RESOLUTION

WHEREAS the City of La Crosse ("City") and the International Association of Firefighters ("IAFF"), Local #127 negotiated a collective bargaining agreement ("CBA") that is effective January 1, 2025 – December 31, 2027

WHEREAS in late 2025, the IAFF notified the Fire Chief of a potential issue with how vacation was converted when employees transfer from day shift and platoon shift, and from platoon shift to day shift.

WHEREAS, the City and the IAFF met and agreed that there was an error occurring when transferring employees between schedules.

WHEREAS, the vacation schedule for day shift employees will be changed from listing vacation accrual in weeks to hours.

WHEREAS, the City and the IAFF have reached a mutually agreeable conversion factor for how vacation will be converted when employees transfer from day shift to platoon shift or from platoon shift to day shift.

WHEREAS, on December 12, 2025 the Common Council approved a memorandum of understanding approving a practice for converting vacation time.

WHEREAS, it was discovered that the memorandum of understanding failed to include a vacation schedule for calendar year 2023.

NOW THEREFORE BE IT RESOLVED by the Common Council of the City of La Crosse that effective March 12, 2026, it hereby approves the amended memorandum of understanding for the conversion rate and the lookback period for payroll corrections as outlined in the attached Memorandum of Understanding.

BE IT FURTHER RESOLVED that funding shall come from the operating budget of the Fire department.

BE IT FURTHER RESOLVED that the Director of Human Resources, and Fire Chief are hereby authorized to implement this resolution.



# CITY OF LA CROSSE

400 La Crosse Street  
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## LEGISLATION STAFF REPORT FOR COUNCIL

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# Human Resources

400 La Crosse St., La Crosse, WI 54601 • Tel: (608) 789-7595 • Fax: (608) 789-7598  
www.cityoflacrosse.org HR@cityoflacrosse.org

## Memorandum of Understanding #6 Vacation Conversion Day to Shift & Shift to Day

Between the City of La Crosse (“City”) and the International Association of Firefighters (“IAFF”)

**RE:** Vacation Conversation Upon Transfer from Day to Shift OR Shift to Day

The City and the IAFF have discovered a discrepancy in the way accrued vacation time is converted when an employee transfers from day shift to platoon shift and from platoon shift to day shift.

The City and IAFF agree to use the conversation factor of 1.4 when employees are transferred from day shift to platoon shift (i.e. multiply) and platoon shift to day shift (i.e. divide) effective December 12, 2025.

Additionally, to ease in the conversion of vacation time when an employee transfers from day to shift or shift to days, the vacation schedule in the CBA will be changed from weeks to hours.

2025 – 2027 CBA Vacation Schedule for day employees:

- Two (2) weeks after one (1) year of continuous service.
- Three (3) weeks after three (3) years of continuous service.
- Four (4) weeks after seven (7) years of continuous service.
- Five (5) weeks after fourteen (14) years of continuous service.
- Six (6) weeks after twenty (20) years of continuous service.
- Seven (7) weeks after twenty-six (26) years of continuous service.

Amended 2025-2027 CBA Vacation Schedule for day employees:

- One hundred three (103) hours after one (1) year of continuous service.
- One hundred thirty-seven (137) hours after (3) years of continuous service.
- Two hundred six (206) hours after seven (7) years of continuous service.
- Two hundred forty (240) hours after fourteen (14) years of continuous service.
- Two hundred seventy-four (274) hours after sixteen (16) years of continuous service
- Three hundred nine (309) hours after twenty (20) years of continuous service.
- Three hundred forty-three (343) hours after twenty-six (26) years of continuous service.

The City and the IAFF agree to a non-precedent setting lookback from January 1, 2023 – January 1, 2025 for corrections.

The conversion rate and vacation schedule identified above will automatically be added into the successor agreement in Article 15 at the next contract opener.

**Rebecca A. Franzen, SHRM-CP**  
Director of Human Resources  
**Angela R. Leisso**  
Employee Benefits Specialist

**Gwendolyn A. Benish**  
Human Resources Generalist  
**Megan Ihrke**  
Human Resources Generalist

**Sheila K. Becker**  
Employee Safety & Risk Specialist  
**Heidi L. Stein**  
Wellness Coordinator

**Angela M. Berget**  
Human Resources Assistant

Due to the timing of this MOU, the Fire Chief and Director of Human Resources agree to allow employees affected by this MOU to carry over up to two weeks (80 hours) of vacation into calendar year 2026, by prior council resolution, those hours must be used by March 31<sup>st</sup>, 2026.

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Rebecca Franzen, SHRM-CP, CLRP  
Director of Human Resources

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Brandon Gritt  
President, IAFF, Local #127



# Human Resources

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## Memorandum of Understanding Vacation Conversion Day to Shift & Shift to Day

Between the City of La Crosse (“City”) and the International Association of Firefighters (“IAFF”)

**RE:** Vacation Conversation Upon Transfer from Day to Shift OR Shift to Day

The City and the IAFF have discovered a discrepancy in the way accrued vacation time is converted when an employee transfers from day shift to platoon shift and from platoon shift to day shift.

The City and IAFF agree to use the conversation factor of 1.4 when employees are transferred from day shift to platoon shift (i.e. multiply) and platoon shift to day shift (i.e. divide) effective December 12, 2025. Additionally, to ease in the conversion of vacation time when an employee transfers from day to shift or shift to days, the vacation schedule in the CBA will be changed from weeks to hours.

2025 – 2027 CBA Vacation Schedule for day employees:

- Two (2) weeks after one (1) year of continuous service.
- Three (3) weeks after three (3) years of continuous service.
- Four (4) weeks after seven (7) years of continuous service.
- Five (5) weeks after fourteen (14) years of continuous service.
- Six (6) weeks after twenty (20) years of continuous service.
- Seven (7) weeks after twenty-six (26) years of continuous service.

Amended 2025-2027 CBA Vacation Schedule for day employees:

- One hundred three (103) hours after one (1) year of continuous service.
- One hundred thirty-seven (137) hours after (3) years of continuous service.
- Two hundred six (206) hours after seven (7) years of continuous service.
- Two hundred forty (240) hours after fourteen (14) years of continuous service.
- Two hundred seventy-four (274) hours after sixteen (16) years of continuous service
- Three hundred nine (309) hours after twenty (20) years of continuous service.
- Three hundred forty-three (343) hours after twenty-six (26) years of continuous service.

Amended 2023-2024 CBA Vacation Schedule for day employees

- Fifty-One (51) hours after one (1) year of continuous service.
- One hundred, three (103) hours after (3) years of continuous service.
- One hundred fifty-five (154) hours after (7) years of continuous service.
- Two hundred six (206) hours after (14) years of continuous service.
- Two hundred fifty-seven (257) hours after (20) years of continuous service.
- Two hundred seventy-four (274) hours after (26) years of continuous service.
- Two hundred ninety-one (291) hours after (28) years of continuous service.
- Three hundred and nine (309) hours after (30) years of continuous service.

**Rebecca A. Franzen, SHRM-CP**  
Director of Human Resources  
**Angela R. Leisso**  
Employee Benefits Specialist

**Gwendolyn A. Benish**  
Human Resources Generalist  
**Megan Ihrke**  
Human Resources Generalist

**Sheila K. Becker**  
Employee Safety & Risk Specialist  
**Heidi L. Stein**  
Wellness Coordinator

**Angela M. Berget**  
Human Resources Assistant

The City and the IAFF agree to a non-precedent setting lookback from January 1, 2023 – January 1, 2025, for corrections. Corrections will be in the form of direct compensation to current and past employees that fall within the time frame of the look back and under the wage structure at the time of correction.

The conversion rate and vacation schedule identified above will automatically be added into the successor agreement in Article 15 at the next contract opener.

Due to the timing of this MOU, the Fire Chief and Director of Human Resources agree to allow employees affected by this MOU to carry over up to two weeks (80 hours) of vacation into calendar year 2026, by prior council resolution, those hours must be used by March 31<sup>st</sup>, 2026.

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Rebecca Franzen, SHRM-CP, CLRP  
Director of Human Resources

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Brandon Gritt  
President, IAFF, Local #127



OFFICE OF THE MAYOR  
LA CROSSE

26-0220

March 2, 2026

I hereby approve the submitting of the attached Resolution amending a vacation conversion memorandum of understanding ("MOU") between the City of La Crosse and the International Association of Firefighters, Local #127. to be considered at the Finance & Personnel Committee meeting. This approval is given due to the time element necessitating consideration of the attached Resolution at the earliest possible date.

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Mayor Shaundel



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0221

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Resolution

**Agenda Number:**

Resolution approving a Memorandum of Understanding (MOU) for Tri-State Ambulance Employee Leased Agreement Operational and Compensation Changes between the City of La Crosse and the International Association of Firefighters, Local #127.

#### RESOLUTION

WHEREAS, the City and the Union agree that a recent amendment to the current Leased Employee Agreement(s) with Tri-State Ambulance will create a change in working conditions.

WHEREAS, IAFF bargaining unit members assigned to practice as a paramedic by the Chief, approved by the Medical Director, and work under the provisions of the leased employee agreement will receive additional compensation.

WHEREAS, IAFF bargaining unit members assigned to practice as an EMT by the Chief, approved by the Medical Director, and work under the provisions of the leased employee agreement will receive additional compensation.

WHEREAS, this proposal is supported by the International Association of Firefighters, Local #127, Director of Human Resources, and the Fire Chief.

NOW THEREFORE BE IT RESOLVED by the Common Council of the City of La Crosse that effective March 13, 2026, it hereby approves the addition of the language in the Memorandum of Understanding: Tri-State Ambulance Employee Leased Agreement Operational and Compensation Changes.

BE IT FURTHER RESOLVED that the Director of Human Resources, and Fire Chief are hereby authorized to implement this resolution.



# ***CITY OF LA CROSSE***

400 La Crosse Street  
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(608) 789-CITY  
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## **LEGISLATION STAFF REPORT FOR COUNCIL**

File ID                      Caption

Staff/Department Responsible for Legislation

Requestor of Legislation

Location, if applicable

Summary/Purpose

Background

Fiscal Impact

Staff Recommendation



# Human Resources

400 La Crosse St., La Crosse, WI 54601 • Tel: (608) 789-7595 • Fax: (608) 789-7598  
www.cityoflacrosse.org HR@cityoflacrosse.org

## Memorandum of Understanding #8 Tri-State Ambulance Employee Leased Agreement Operational and Compensation Changes

Between the City of La Crosse (“City”) and the International Association of Firefighters (“IAFF”)

### RE: Structural compensation of amended leased employee agreement with Tri-state Ambulance (TSA)

The City and IAFF have agreed that a recent amendment to the current Leased Employee Agreement(s) with TSA will create a change in working conditions that require structured compensation language. Duty day language is also necessary due to anticipated increased call and workload volume associated with a 24/7 transport operation.

2025 – 2027 CBA:  
Article 14 Wages and Salary Schedule for Transport Ambulance

Bargaining unit members assigned to practice as a paramedic by the Chief, approved by the Medical Director, and work under the provisions of the Tri State Ambulance leased employee agreement, shall receive an additional (6) % of the base wage rate. Bargaining unit members assigned will be required to work a minimum of 48 hours per month if assigned to platoon shift, and 24 hours per month on average if assigned to day shift.

Bargaining unit members assigned to practice as an EMT by the Chief, approved by Medical Director, and work under the provisions of the leased employee agreement, shall receive an additional (1) % of the base wage rate. Bargaining unit members assigned will be required to work a minimum of 48 hours per month if assigned to platoon shift, and 24 hours per month on average if assigned to day shift.

Bargaining unit members assigned as EMT’s and Paramedics that reach 10 years cumulative service meeting the minimum hours per month, will have a reduced minimum of 24 hours per month average but will retain respective % of base wage.

Bargaining unit members assigned as EMT’s and Paramedics that reach 15 years of cumulative service meeting the minimum hours per month, will have no minimum service requirement and will continue to retain respective % of base wage.

Bargaining unit members that have been active in the Leased Employee Program established on April 20<sup>th</sup>, 2021, will have individual years of service in the program credited to cumulative years of service in this agreement.

Bargaining unit members active in the program will not be subject to the adopted duty day language while working on the ambulance, unless mandatory training is required for medical licensure and/or mandated by the Medical Director.

A ride stipend for EMT will be established at \$60.00 per 24-hour shift. \$30.00 for 12-hour shift.  
A ride stipend for Paramedic will be established at \$80 per 24-hour shift. \$40.00 for 12-hour shift.

**Rebecca A. Franzen, SHRM-CP**  
Director of Human Resources  
**Angela R. Leisso**  
Employee Benefits Specialist

**Gwendolyn A. Benish**  
Human Resources Generalist  
**Megan Ihrke**  
Human Resources Generalist

**Sheila K. Becker**  
Employee Safety & Risk Specialist  
**Heidi L. Stein**  
Wellness Coordinator

**Angela M. Berget**  
Human Resources Assistant

Bargaining unit members must work at least 4 hours to receive any stipend amount and only one stipend paid per day, for each of the respective 12- or 24-hour shifts should they be split.

A short notice order in activation for ordered or directed service on the ambulance for both EMT's and medics will be established at an additional \$60.00 per shift. This situation applies when bargaining unit members are given less than 24 hours' notice to work on the ambulance. This instance could potentially occur for both on duty and off duty personnel.

All Bargaining Unit members hired after January 1<sup>st</sup>, 2027, may be required as a condition of employment to work as a paramedic or EMT on an EMS transport unit.

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Rebecca Franzen, SHRM-CP, CLRP  
Director of Human Resources

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Brandon Gritt  
President, IAFF, Local #127



OFFICE OF THE MAYOR  
LA CROSSE

26-0221

March 2, 2026

I hereby approve the submitting of the attached Resolution approving a Memorandum of Understanding (MOU) for Tri-State Ambulance Employee Leased Agreement Operational and Compensation Changes between the City of La Crosse and the International Association of Firefighters, Local #127 to be considered at the Finance & Personnel Committee meeting. This approval is given due to the time element necessitating consideration of the attached Resolution at the earliest possible date.

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Mayor Shaundel



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Text File

File Number: 26-0001

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**Agenda Date:** 3/5/2026

**Version:** 1

**Status:** New Business

**In Control:** Finance & Personnel Committee

**File Type:** Status Update