

Resolution approving a wage increase effective January 1, 2017 for non-represented positions covered under the Employee Handbook and Library positions.

#### RESOLUTION

WHEREAS, the approved 2017 Operating Budget has budgeted a one percent (1%) wage increase for employees/positions covered under the Employee Handbook, and Library employees, and

WHEREAS, Resolution # 14-1149 adopted a Classification and Compensation Plan for employees covered under the Employee Handbook; and

WHEREAS, the Director of Human Resources recommends the budgeted wage increase be provided to the established wage table, and

WHEREAS, implementation and eligibility for the budgeted wage increase shall be in accordance with the respective Classification and Compensation Plans for non-represented and Library employees, and

WHEREAS, due to the transition to the pay and class table some employees were identified with wages exceeding the established maximum rate for their position, and

WHEREAS, it is recommended that the City provide some wage adjustment to those employees whose wage rate exceeds the established maximum rate for their position.

WHEREAS, the 2017 Operating Budget budgeted a one percent (1%) increase for a full year.

NOW THEREFORE BE IT RESOLVED by the Common Council of the City of La Crosse that positions identified within this resolution receive a wage increase of one percent (1%) to the established wage tables, in accordance with the Classification and Compensation Plans, effective January 1, 2017.

BE IT FURTHER RESOLVED, that any employee whose wage rate exceeds the established maximum rate for their position shall receive a stipend of one percent (1%) not to exceed \$500, effective January 1, 2017.

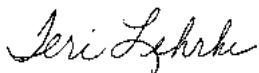
BE IT FURTHER RESOLVED, that any employee, whose wage rate previously exceeded the established maximum rate for their position, but following the budgeted increase to the wage table their wage rate is now within the pay range, be placed in a step in accordance with the Classification and Compensation Plan. If placement in a step does not represent the lesser of one percent (1%) or \$500, said employee shall receive a stipend reflecting the difference to equal the lesser of one percent (1%) or \$500, effective January 1, 2017.

BE IT FURTHER RESOLVED that funding is appropriated from the 2017 General Expense Salary Increase account.

BE IT FURTHER RESOLVED that the Director of Finance and Director of Human Resources are hereby authorized to take all necessary steps to implement the wage increase and wage stipends reflecting this resolution.

---

*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.*



Teri Lehrke, City Clerk  
City of La Crosse, Wisconsin