

**Resolution approving a wage increase effective January 2, 2015 and July 3, 2015 for specific positions covered under the Employee Handbook.**

## **SECOND AMENDED RESOLUTION**

**WHEREAS**, the approved 2015 Operating Budget has budgeted a wage increase for employees/positions covered under the Employee Handbook; and

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

**WHEREAS**, the Employee Handbook covers exempt and non-exempt positions, including those previously identified as SEIU; and

**WHEREAS**, SEIU has filed a Petition for Regular Annual Certification Election with the Wisconsin Employment Relations Commission for 2015; and

**WHEREAS**, subject to a successful election in 2015, SEIU has requested to bargain for 2015 total base wages for positions under SEIU with the knowledge that the negotiated wage increase cannot exceed the CPI per state law; and

**WHEREAS**, the Director of Human Resources recommends that while SEIU is pursuing the regular annual certification election the City should not delay the budgeted wage increase for other employees; and

**WHEREAS**, the Director of Human Resources recommends the budgeted wage increase be provided to the established wage table for all exempt positions, and to the following non-exempt positions not ~~previously~~ identified as SEIU: Administrative Assistant – Municipal Court, ~~Code Enforcement Technician~~, Administrative Services Specialist – Police, Administrative Assistant – Legal, Administrative Assistant – Police, ~~Federal Programs Accounting Technician~~, Human Resources Assistant, Computer Specialist, ~~Flood Plain/Sidewalk Program Coordinator~~, ~~Neighborhood Housing Development Associate~~, and Paralegal; and

WHEREAS, implementation and eligibility for the budgeted wage increase shall be in accordance with the Classification and Compensation Plan; 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, 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 2015 Operating Budget had budgeted for a one percent increase for a full year, and a one percent increase mid-year.

**NOW THEREFORE BE IT RESOLVED** by the Common Council of the City of La Crosse that exempt positions and non-exempt positions identified within this resolution receive a wage increase of 1% to the established wage table effective January 2, 2015, and 1% effective July 3, 2015.

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 2, 2015 and, if applicable, July 3, 2015.

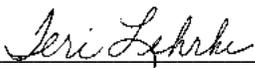
BE IT FURTHER RESOLVED, that any employee whose wage rate previously exceeded the established maximum rate for their position, but following the budgeted increase to the wage table their wage rate is now within the pay range, be placed in a step in accordance with the Classification and Compensation 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 2, 2015 and if applicable, July 3, 2015.

**BE IT FURTHER RESOLVED** that funding is appropriated from the 2015 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 attached wage tables and wage stipends reflecting this resolution.

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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 February 12, 2015.

  
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Teri Lehrke, City Clerk  
City of La Crosse, Wisconsin