

Resolution approving a reorganization to the table of positions and classifications for various Departments in the City of La Crosse.

## RESOLUTION

WHEREAS, a Classification and Compensation Plan has been adopted by the City to ensure proper pay classifications; and

WHEREAS, the Classification and Compensation Plan contains a provision for Department Heads to request a position be reclassified to higher classification grade due to increased complexity and/or responsibility within the respective position; and

WHEREAS, all reclassification requests are subject to a review by the Deputy Director of Human Resources, and if justified, the Deputy Director of Human Resources must provide a recommendation to Common Council.

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

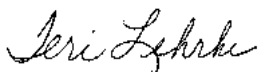
- Retitle the incumbent Human Resources Assistant II to Senior Human Resources Generalist. Reclassify the incumbent's position from a pay grade 7, step 11, hourly rate \$28.86 to a pay grade 8, step 9, hourly rate of \$29.25;
- Retitle the incumbent Human Resources Assistant I to Human Resources Generalist;
- Reclassify the incumbent's position of Human Resources Clerk from a pay grade 2, step 4, hourly rate \$17.01 to a pay grade 3, step 2, hourly rate of \$17.24;
- Retitle the incumbent Assistant Fire Chief - Fire Prevention and Building Safety to Assistant Fire Chief – Community Risk Management. Reclassify the incumbent's position from a pay grade 16, step 10, hourly rate \$51.64 to a pay grade 17, step 8, hourly rate of \$52.34;
- Retitle the incumbent Assistant Fire Chief to Assistant Fire Chief – Fire Rescue Operations. Reclassify the incumbent's position from a pay grade 16, step 10, hourly rate \$51.64 to a pay grade 17, step 8, hourly rate of \$52.34;
- Retitle the incumbent Division Chief of Training to Division Chief – Training & Professional Standards;
- Retitle the position Accountant/Bookkeeper – Finance to Accountant Assistant. Reclassify one incumbent position from a pay grade 4, step 8, hourly rate \$21.71 to a pay grade 5, step 6, hourly rate of \$22.01. Reclassify second incumbent from a pay grade 4, step 7, hourly rate \$21.13 to a pay grade 5, step 5, hourly rate of \$21.42.
- Retitle the incumbent Accounting Technician to Accounting Specialist;
- Retitle one incumbent Cashier to Cashier II. Reclassify the incumbent's position from a pay grade 3, step 2, hourly rate \$17.24 to a pay grade 4, step 1, hourly rate of \$17.96;
- Retitle the other incumbent Cashier to Cashier I;
- Retitle the position of Clerk Steno III (Planning) to Planning and Development Assistant.

BE IT FURTHER RESOLVED that the resulting pay and title reclassifications dollar costs shall be absorbed within the corresponding department's 2020 operating budgets.

BE IT FURTHER RESOLVED that the position titles, classifications and salaries identified herein are hereby approved, effective as of September 18, 2020, and the Director of Finance and Human Resources and the respective Department Heads are hereby authorized and directed to take all necessary steps to implement 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 September 10, 2020.*




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*Teri Lehrke, City Clerk  
City of La Crosse, Wisconsin*