

Resolution amending the Classification and Compensation Plan for employees covered under the employee handbook.

RESOLUTION

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

WHEREAS, the Classification and Compensation Plan restricts wage offers for promotions to exempt positions to four percent for one grade movement, and eight percent for two grade movement, and

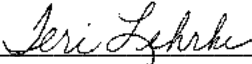
WHEREAS, the Director of Human Resources recommends amending the Plan to allow the Director of Human Resources more flexibility in the wage offer for promotions to exempt positions on an exception basis.

NOW THEREFORE BE IT RESOLVED by the Common Council that effective January 1, 2015 the Classification and Compensation Plan for employees covered under the Employee Handbook be amended, as attached, to allow Human Resources flexibility on an exception basis when extending wage offers for internal promotions to exempt positions.

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.

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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 March 12, 2015.*

  
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Teri Lehrke, City Clerk  
City of La Crosse, Wisconsin

Section 8      Salary Adjustments

d.      Promotion: The salary of an employee promoted, or assigned an interim appointment, to an exempt professional position classification with a higher salary grade, shall receive a minimum of four percent (4%) increase for one grade, or eight percent (8%) for two grades or more, provided the employee meets the minimum requirements of the position as determined by the Department Head, subject to review and approval by the Director of Human Resources. The employee shall be placed at the pay step which provides the minimum of four percent (4%) or eight percent (8%) increase. On an exception basis, the Director of Human Resources may offer one additional step increase beyond the four percent (4%) for one grade, or eight percent (8%) for two grades or more. Consideration for an exception shall include current market of qualified candidates for the position and delayed eligibility for step increase of more than 16 months. The new salary must fall within the range of the new position classification, and be an established step within the salary grade. If the four percent (4%) or eight percent (8%) is less than step one of the salary grade, the employee will be placed at step one. Promotion or interim assignment may only occur when a position is vacated. At the completion of the interim assignment the employee would return to their former position, at the step they would have been placed at had they remained in the position.