

Resolution authorizing reclassification and reorganization of various positions within the departments of Finance, Human Resources, and Engineering/Public Works.

## RESOLUTION

WHEREAS, the Mayor and City department heads may request reorganizations of their departmental staffing and related position reclassifications; and

WHEREAS, the Classification and Compensation Plan contains a provision for Department Heads to request a position reclassification due to increased or decreased complexity and/or responsibility within the respective position; and

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

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of La Crosse that the change in position classifications, organizational structure, job titles and compensation listed below is hereby approved as follows:

- RESTRUCTURE the position of Director of Engineering and Public Works so the position will manage and coordinate the activities, projects and personnel of the following additional departments: Streets Department, Refuse/Recycling Department, and Utilities Department. This position will remain a Grade 19 and the position will remain exempt and be designated as a City Executive. Change will be effective xx/xx/xxxx.
- RETITLE the position of Director of Finance and Human Resources to Director of Finance. RECLASSIFY this position from a Grade 20 (wage range \$53.03/hr to \$69.56/hr) to a Grade 19 (wage range \$49.56/hr to \$65.01/hr). This position will remain exempt and be designated a City Executive. Change will be effective January 12, 2022.
- RETITLE the position of Deputy Director of Human Resources to Director of Human Resources. RECLASSIFY the position from a Grade 16, Step 7 (hourly wage \$47.61) to a Grade 18, Step 4 (hourly wage \$50.25). Position will remain exempt and be designated as a City Executive. Change will be effective January 12, 2022.

BE IT FURTHER RESOLVED that the Director of Human Resources, the Mayor and respective Department Heads are hereby authorized and directed to take all necessary steps to implement this resolution.