CITY OF LA CROSSE

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LEGISLATION STAFF REPORT FOR COUNCIL

File ID 26-0128

Caption Resolution amending the compression pay for Battalion Chiefs, Assistant Fire Chief and Fire Chief.

Staff/Department Responsible for Legislation

Rebecca Franzen, Director of Human Resources

Requestor of Legislation

Rebecca Franzen, Director of Human Resources

Location, if applicable

Summary/Purpose

The purpose of this request is to add the position of Fire Chief as an eligible position for compression pay. All other provisions of the resolution remain the same.

Background

In 2015, resolution 15-0390 "Resolution authorizing compression pay for Division Chief of Fire and Assistant Fire Chief" was approved by the Common Council. This resolution approved a 6% contribution to the authorized employees deferred compensation account bi-weekly.

In 2025, an analysis was done by the Human Resources Director and found that the wages between the Assistant Fire Chief and Fire Chief were becoming compressed. This resolution would ensure there is at least a 6% difference in earnings between the Assistant Fire Chief and Fire Chief.

Fiscal Impact

The anticipated fiscal impact in 2026 is approximately $8,000. This funding will come from the Fire departments operating budget.

Staff Recommendation

Adopt