Resolution authorizing compression pay for Battalion Chiefs, Assistant Fire Chief and Fire Chief.

RESOLUTION

WHEREAS, the Battalion Chief, Division Chief, Assistant Fire Chief and Fire Chief are non-represented, exempt management positions, subject to the Employee Handbook, and

WHEREAS, due to overtime and collective bargaining provisions, Fire employees covered under a collective bargaining agreement have the opportunity to exceed the annual wages of the Battalion Chiefs and Division Chiefs, and

WHEREAS, it has been demonstrated that significant pay compression exists between the Battalion Chief, Division Chief, Assistant Fire Chief and Fire Chief and

WHEREAS, the City recommends the recognizes that resolution 15-0390 *Resolution authorizing compression pay for Division Chief of Fire and Assistant Fire Chief* has been in place for ten years, and

WHEREAS, the City recommends continuing with the practice outline below and add the position of Fire Chief to compression pay plan, and

WHEREAS, the City recommends the compression be addressed to acknowledge our Fire management staff and maintain the ability to attract and hire top qualified staff for future Fire management positions, and

WHEREAS, the Director of Human Resources recommends a “management compression pay” be provided to the positions of Battalion Chief, Division Chief, Assistant Fire Chief and Fire Chief, and

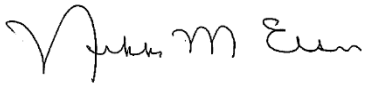
WHEREAS, the “management compress pay” be a bi-weekly contribution made by the City to the employee’s deferred compensation account, in the amount of six percent (6%) of the employees bi-weekly earnings less uniform allowance, and

WHEREAS, the provider for the deferred compensation plan shall be the same provider as that of the City-wide plan, and as selected by the City.

NOW THEREFORE BE IT RESOLVED that the Common Council authorizes a management compression pay for six percent (6%) in the form of an employer contribution to the employee’s compensation plan effective March 13, 2026.

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. Funds are to come from the Fire Departments operating budget.

I, Nikki M. Elsen, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on March 12, 2026.



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Nikki M. Elsen, WCMC, City Clerk
City of La Crosse, Wisconsin