15-0390

Resolution authorizing compression pay for Division Chief of Fire and Assistant Fire Chief.

RESOLUTION

WHEREAS, the Division Chief of Fire, and Assistant 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 Division Chief of Fire, and

WHEREAS, it has been demonstrated that significant pay compression exists between the Division Chief of Fire, Assistant Fire Chief and Fire staff, 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 Division Chief of Suppression, Division Chief of Training, Division Chief of Inspection and Assistant Fire Chief, and

WHEREAS, the "management compression 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 earns 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 of six percent (6%) in the form of an employer contribution to the employee's deferred compensation account, as offered through the City's designated deferred compensation plan effective May 15, 2015.

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 Department's 2015 operating budget.

I, Teri Lehrke, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on May 14, 2015.

Teri Lehrke

Teri Lehrke, City Clerk
City of La Crosse, Wisconsin