16-1064

Resolution authorizing compression pay for Police Captains.

RESOLUTION

WHEREAS, the Police Captains are non-represented, exempt management positions, subject to the Employee Handbook, and

WHEREAS, due to overtime and collective bargaining provisions, Police Lieutenants covered under a collective bargaining agreement have the opportunity to exceed the annual wages of a Police Captains, and

WHEREAS, it has been demonstrated that pay compression exists between the Police Captains and Police Lieutenants, and

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

WHEREAS, the Director of Human Resources recommends a “management compression pay” be provided to the positions of Police Captain, and

WHEREAS, the “management compression pay” be a contribution made by the City to the employee’s deferred compensation account, and

WHEREAS, the “management compression pay” shall be the difference between seven percent (7%) above the average annual earnings of the Police Lieutenant group for the previous year and the previous year’s annual earnings of the individual Police Captain, and

WHEREAS, no “management compression pay” shall be due if the Police Captains annual earnings is greater than the average annual earnings of the Police Lieutenant group increased by seven percent (7%) for the previous measurement year.

NOW THEREFORE BE IT RESOLVED that the Common Council authorizes a “management compression pay” in the form of an employer contribution to the Police Captains deferred compensation account reflecting the difference between the average annual earnings of the Police Lieutenant group for the previous year increased by seven percent (7%) and the previous year’s annual earnings of the Police Captain. Management compression pay shall be paid in one contribution effective in the first full payperiod of February for eligible Police Captains.

BE IT FURTHER RESOLVED that the compression pay shall be effective beginning in 2016, for compression which occurred in the previous year.

BE IT FURTHER RESOLVED that the determination of compression pay shall be administered under the attached policy.

BE IT FUTHER RESOLVED, that 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.

BE IT FURTHER RESOLVED that the Director of Human Resources, Director of Finance and Police Chief are hereby authorized to take all necessary steps to implement the resolution. Funds for the compression pay are to come from the Police Department's annual operating budget.

Policy for Police Captain Compression Pay

1. Compression pay, if due, shall be the difference between the *average* annual earnings of Lieutenant group in the previous measurement pay year, increased by seven percent (7%), and the annual earnings of the Police Captain for the previous measurement pay year.
2. The *average* annual earnings of the Lieutenant group shall only include Lieutenants who were in a budgeted Lieutenant position for the full pay year. Temporary assignments are not included.
3. The compression pay shall be paid in the first payperiod of February for any previous year's compression. Captains who resign or are terminated from employment will *not* be eligible for compression pay.
4. Captains who *retire* prior to the first payperiod in February shall receive compression pay in the form of a cash payment minus any applicable FICA/Medicare costs paid by the City on the cash payment. The cash payment shall be made in the first payperiod in February for the previous years compression.
5. Captains in the position for less than a full year, or who take leave without pay during the measurement pay year, shall have their compression pay pro-rated based on full months in the position and actually receiving pay from the City as Captain.
6. WRS earnings are for the year in which the compression pay is paid.
7. Compression pay shall be a contribution by the City's into the established 457 deferred compensation plan for the employee. 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.

I, Teri Lehrke, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on December 8, 2016.

Teri Lehrke
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Teri Lehrke, City Clerk
City of La Crosse, Wisconsin