CITY OF LA CROSSE

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LEGISLATION STAFF REPORT FOR COUNCIL

File ID: 26-0150

Caption: Resolution amending the compression pay for Police Captains, Assistant Chief of Police and Chief of Police.

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 Assistant Police Chief and Police Chief as eligible positions for compression pay.

Background

In 2016, resolution 16-1064 "Resolution authorizing compression pay for Police Captains" was approved. This resolution authorized a 7% compression payment to the eligible employees 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. In 2025 an analysis was done by the HR Director on this compression pay and found that two issues existed: (1) the Fire management compression pay program included the Assistant Fire Chief, but the Police compression pay program did not include the Assistant Police Chief, (2) as staff are promoted and move positions, wages start to become compressed. This resolution will address both concerns by aligning our police and fire management to have similar compensation structures and it will help ensure that we are proactively addressing potential compression issues with wages rather than reactively addressing.

Fiscal Impact

There will be no fiscal impact in 2026.

Staff Recommendation

Adopt