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

RESOLUTION

WHEREAS, in December 2016, resolution 16-1064 authorizing compression pay for Police Captains was adopted by Common Council, and

WHEREAS, the below resolution seeks to keep the Police Captain compression pay program in place with the modification of adding the positions of Assistant Police Chief and Police Chief as eligible positions, and

WHEREAS, the Police Captains, Assistant Police Chief and Police Chief 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 Captain, and

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

WHEREAS, the Director of Human Resources recommends a “management compression pay” be provided to the positions of Police Chief, Assistant Chief of Police and Police Captains, 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 annual earnings of the Police Lieutenant group for the previous calendar years annual earnings of the individual Police Captains, and

WHEREAS, the “management compression pay” shall be the difference between seven percent (7%) above the annual earnings of the Police Captains group for the previous calendar years annual earnings of the Assistant Police Chief, and

WHEREAS, the “management compression pay” shall be the difference between fourteen percent (14%) above the annual earnings of the Assistant Police Chief for the previous calendar year annual earnings of the Police Chief, 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 management year, and

WHEREAS, no “management compression pay” shall be due if the Assistant Police Chief’s annual earnings is greater than the average annual earnings of the Police Captain increased by seven percent (7%) for the previous management year, and

WHEREAS, no “management compression pay” shall be due if the Police Chief’s annual earnings is greater than the average annual earnings of the Assistant Police Chief increased by fourteen percent (14%) for the previous management year.

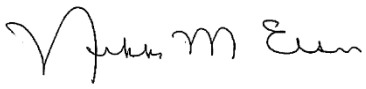
NOW THEREFORE BE IT RESOLVED that the Common Council authorizes a “management compression pay” in the form of an employer contribution to the deferred compensation account of the authorized positions reflecting the difference as outlined above. Management compression pay shall be paid in one contribution effective in the first full pay period in February for eligible positions.

BE IT FURTHER RESOLVED that the compression pay shall be effective beginning in 2026, for the compression which occurred in the previous calendar year.

BE IT FURTHER 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 and Director of Finance 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.

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.



_____

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

Police for Police Management Compression Pay

1. Compression pay, if due, shall be the difference between the *average* annual gross earnings of the Lieutenant group in the previous measurement pay year increased by seven percent (7%), and the annual gross earnings of the Police Captains for the previous management pay year.

2. Compression pay, if due, shall be the difference between the *average* annual gross earnings (minus the previous years compression pay; if applicable) of the Police Captains group in the previous management pay year increased by seven percent (7%), and the annual earnings of the Assistant Police Chief for the previous management pay year.

3. Compression pay, if due, shall be the difference between the annual earnings (minus the previous year's compression pay; if applicable) of the Assistant Police Chief in the previous management pay year increased by seven percent (7%), and the annual earnings of the Police Chief for the previous management pay year.

4. 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.

5. The compression pay shall be paid in the first pay period in February for any previous year's compression. Captains, Assistant Police Chief and Police Chief who resign or are terminated from employment will not be eligible for compression pay.

6. Captains, Assistant Police Chief and Police Chief who retire prior to the first pay period 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 pay period in February for the previous year's compression.

7. Captains, Assistant Police Chief and Police Chief 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 a Captain, Assistant Police Chief or Police Chief.

8. WRS earnings are for the year in which the compression pay is paid.

9. Compression pay shall be a contribution by the City to 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.

10. The payment will be managed by the Director of Human Resources.