



RESOLUTION # 44-3/26

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 3-12

BOARD ACTION

Adopted: ✓
For: 36
Against: 3
Abstain: 0
Abs/Excd: 1
Vote Req: 1
Other Action: —

EXECUTIVE COMMITTEE ACTION

Adopted: ✓
For: 1
Against: 0
Abstain: 0
Abs/Excd: 1

RE: ADOPTION OF COMPENSATION PLAN

WHEREAS, in August of 2024, the La Crosse County Board of Supervisors adopted a strategic plan which includes an outcome measure for the Strategic Direction of "Investing in Staff and Growing Future Leaders" of having wages "at or above market rate for all positions by 2029"; and

WHEREAS, in April of 2025, the Executive Committee approved a request for proposal and contract with Segal, a national consulting firm, to provide a compensation market study; and

WHEREAS, over the intervening months, Segal has analyzed job descriptions and questionnaires submitted by all staff; conducted reviews to develop internal and external consistency in job titles and families; identified comparable employers in the public and private sector; and compared and analyzed market data; and

WHEREAS, Segal has presented their findings along with the budgetary impact and designed a recommended salary schedule, recommended job titles and recommended pay grade assignments ["Compensation Matrix" attached]; and

WHEREAS, upon adoption of the proposed Compensation Matrix all employees will be at market rate, with a mechanism for market data to be considered and reviewed on an annual basis to ensure wages remain competitive; and

WHEREAS, the Compensation Matrix provides many benefits and improvements including: exempt and non-exempt employees are now on one matrix; pay scales and steps are consistent across the matrix; a consistent process for updating pay scales and addressing issues of salary compression;

NOW THEREFORE BE IT RESOLVED that the County Board of Supervisors hereby approves the attached Compensation Matrix;

BE IT FURTHER RESOLVED that the County Board of Supervisors also approves a one-time supplement in pay for individuals employed on April 26, 2026 at the following amounts: \$1,000 for full time staff, \$800 for part time staff, and \$200 for those employed less than part time but are not part of the following categories: County Board, Administrator, Elected Officials, Seasonal, State Employees, and the Drug Task Coordinator (MEG) as the pay for these employees is determined outside of the compensation matrix;

BE IT FURTHER RESOLVED that the Finance and Human Resources Department are authorized to take the necessary actions and appropriate budget adjustments to implement the newly adopted Compensation Matrix effective April 13, 2026.

FISCAL NOTE: The estimated salary and fringe cost for 2026 is \$2,392,322. The 2026 budget is sufficient to cover this expense. 2026 budgeted personnel costs total \$95,251,915.

Date: 3/11/26

Date: 3-11-26

[Signature]

[Signature]

EXECUTIVE COMMITTEE CHAIR

RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended
Co. Admin.	<u>[Signature]</u>	<u>[Signature]</u>	_____
Fin. Director	<u>[Signature]</u>	_____	_____
Corp. Counsel	<u>[Signature]</u>	_____	_____
Board Chair	_____	_____	_____

Requested By: County Administrator
Date Requested: March 4, 2026
Drafted By: Corporation Counsel

Adopted by the La Crosse County Board this 19 Day of March, 2026

STATE OF WISCONSIN
COUNTY OF LA CROSSE

I, Ginny Dankmeyer, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 19th day of March 2026.

[Signature]
Ginny Dankmeyer, La Crosse County Clerk