

LA CROSSE
WISCONSIN

2027 Operating Budget

BOARD OF ESTIMATES RECOMMENDED
OCTOBER 13, 2026

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PROPOSED REVENUE SOURCES & TRANSFERS
CITY OF LA CROSSE, WISCONSIN
FOR THE YEAR 2027

REVENUE CENTER	2023 Actual	2024 Actual	2025 Actual	2026 Orig. Budget	2027 Proposed	2027 vs. 2026 Inc/(Dec)
CLERK	569,268	551,537	506,387	548,417	548,850	433
POLICE	246,934	257,363	368,563	346,729	402,086	55,357
FIRE	985,059	1,284,079	595,645	175,115	345,000	169,885
PLANNING & DEVELOPMENT	65,760	7,250	946,145	695,900	778,300	82,400
ENGINEER	339,634	274,974	303,490	384,986	403,275	18,289
STREETS & REFUSE/RECYCLING	861,057	547,716	795,061	461,000	461,000	-
LIBRARY	205,428	203,947	209,760	213,468	215,553	2,085
LA CROSSE CENTER	3,661,957	4,415,889	-	-	-	-
PARKS,REC,FOREST & FACILITIES	483,998	605,064	606,642	596,000	501,100	(94,900)
TAXES & SPECIAL ASSESSMENTS	2,091,805	2,224,117	2,321,498	2,240,000	2,250,000	10,000
INTERGOVERNMENTAL REVENUE	18,027,850	18,561,637	19,926,479	21,411,277	21,697,603	286,326
NON DEPARTMENTAL	6,551,681	8,959,420	6,996,825	4,315,624	3,802,646	(512,978)
Non-Levy Revenues	**$ 34,090,431**	**$ 37,892,993**	**$ 33,576,495**	**$ 31,388,516**	**$ 31,405,413**	**$ 16,897**
Operating Budget Tax Levy	$ 37,244,128	$ 39,382,625	$ 41,582,383	$ 42,691,312	$ 45,146,989	$ 2,455,677
Total Sources of Revenue	**$ 71,334,559**	**$ 77,275,618**	**$ 75,158,878**	**$ 74,079,828**	**$ 76,552,402**	**$ 2,472,574**

PROPOSED OPERATING BUDGET FOR
CITY OF LA CROSSE, WISCONSIN
FOR THE YEAR 2027

Fiscal Year	2023	2024	2025	2026	2027	2027 vs. 2026
DEPARTMENTS	**Actual**	**Actual**	**Actual**	**Original Budget**	**Proposed**	**Inc/(Dec)**
FINANCE	1,461,254	1,516,007	1,618,019	1,713,851	1,767,014	53,163
LEGAL	642,080	747,736	865,215	886,437	885,117	(1,320)
CLERK	499,405	651,176	550,344	705,421	644,296	(61,125)
COUNCIL	180,099	168,674	173,194	176,567	176,564	(3)
MAYOR	285,959	315,496	341,202	347,201	368,469	21,268
MUNICIPAL COURT	229,512	243,144	253,991	268,256	-	(268,256)
INFORMATION SERVICES	2,509,738	2,599,663	2,538,939	2,809,073	2,886,923	77,850
HUMAN RESOURCES	492,133	510,818	613,112	653,371	617,341	(36,030)
POLICE	12,609,547	13,238,103	14,376,479	14,364,627	15,810,698	1,446,071
FIRE/COMM RISK MGMNT	13,279,688	13,798,987	14,049,440	13,687,623	14,339,839	652,216
PLANNING & DEVELOPMENT	1,156,633	1,003,431	2,013,019	2,346,328	2,368,112	21,784
ENGINEER	1,628,187	1,935,297	1,947,537	1,924,109	1,958,205	34,096
STREETS & REFUSE/RECYCLING	7,912,592	7,801,371	8,097,554	8,512,224	8,363,079	(149,145)
LIBRARY	5,013,305	4,976,398	5,362,952	5,233,704	5,048,017	(185,687)
LA CROSSE CENTER	3,661,957	4,415,889	-	-	-	-
PARKS/REC/FOREST/FACILTIES	4,750,575	4,913,370	5,021,068	5,037,785	4,740,740	(297,045)
CONTINGENCY	45,845	177,390	243,521	120,000	120,000	-
NON DEPARTMENTAL	5,758,524	5,132,537	8,950,837	6,693,251	7,607,988	914,737
Total Operating Expenses	$ 62,117,033	$ 64,145,487	$ 67,016,423	$ 65,479,828	$ 67,702,402	$ 2,222,574
Debt Service Expenses	$ 7,450,000	$ 8,650,000	$ 8,750,000	$ 8,600,000	$ 8,850,000	$ 250,000
Total Expenses	**$ 69,567,033**	**$ 72,795,487**	**$ 75,766,423**	**$ 74,079,828**	**$ 76,552,402**	**$ 2,472,574**
Total Revenue Sources	**$ (71,334,559)**	**$ (77,275,618)**	**$ (75,158,878)**	**$ (74,079,828)**	**$ (76,552,402)**	**$ 2,472,574**

Mill Rate

City of La Crosse

Year	2027			2026			2025		
	Levy	Mill Rate	% Chg.	Levy	Mill Rate	% Chg.	Levy	Mill Rate	% Chg.
City Operating Levy	$ 45,146,989	0.007824448	5.75%	$ 42,691,312	0.00745	2.67%	$ 41,582,808	0.00889	5.59%
City Tax Increment District (TID) Levy	5,090,473	0.000882232	(17.17%)	6,145,389	0.00107	3.51%	5,937,128	0.00127	(2.78%)
Total Levied by City (Rows 1+2)	$ 50,237,462	0.008706680	2.87%	$ 48,836,701	0.00853	2.77%	$ 47,519,936	0.01016	4.46%
Other Jurisdiction Tax Increment (TID) Levy	6,460,359		(19.98%)	8,073,703		8.22%	7,460,220		(11.46%)
Total Tax Increment District (TID) Levy into City from all Jurisdictions (Rows 2+4)	$ 11,550,832		(18.77%)	$ 14,219,092		6.13%	$ 13,397,348		(7.81%)

OTHER TAXING JURISDICTIONS

Year	2027			2026			2025		
	Levy ($)	Mill Rate	% Chg ($)	Levy ($)	Mill Rate	% Chg ($)	Levy	Mill Rate	% Chg ($)
La Crosse School Levy				$ 39,247,794	0.00692	10.93%	$ 35,379,320	0.00764	(4.70%)
Tax Increment District (TID) Levy to City		*Not Available Yet*		5,715,198	0.00101	11.92%	5,106,541	0.00110	(12.30%)
Total Levied by La Crosse School District				$ 44,962,992	0.00793		$ 40,485,861	0.00874	
Western Technical College Levy				$ 4,666,963	0.00081	(1.77%)	$ 4,751,018	0.00102	(1.63%)
Tax Increment District (TID) Levy to City				671,805	0.00012	(0.96%)	678,346	0.00015	(9.43%)
Total Levied by Western Tech College				$ 5,338,768	0.00093		$ 5,429,364	0.00116	
La Crosse County Levy				$ 11,717,310	0.00205	(0.14%)	$ 11,733,793	0.00251	(1.86%)
Tax Increment District (TID) Levy to City				1,686,700	0.00029	0.68%	1,675,333	0.00036	(9.64%)
Total Levied by La Crosse County				$ 13,404,010	0.00234		$ 13,409,126	0.00287	
Total Other Jurisdiction Gross Levy (sum of row a and row b)				**63,705,770**			**59,324,351**		
Less Other Jurisdiction Levies to City TID (sum of row b)-see Row 4 in Section 1				**(8,073,703)**			**(7,460,220)**		
Levy by Other Jurisdictions Net of City TID				**55,632,067**			**51,864,131**		
Less: State School Credit				**(8,664,830)**	**(0.00139)**		**(8,664,830)**	**(0.00185)**	
Total Other Jurisdition Levy net of City TID and School Credit				**$ 46,967,237**			**$ 43,199,301**		
Total Mill Rate on Annual Tax Bills					***0.018333979***			***0.02107***	

OTHER SUPPLEMENTARY INFORMATION

Tax Year	2026	% Chg.	2025	% Chg.	2024	% Chg.
EQUALIZED VALUE	6,450,555,600	8.04%	5,970,494,100	5.89%	5,638,471,900	3.24%
ASSESSED VALUE	5,769,990,500	0.73%	5,728,214,900	22.51%	4,675,879,900	(3.43%)
COMPUTER EXEMPT EQUALIZED VALUE	5,796,931,900	11.07%	5,219,193,900	5.78%	4,934,002,600	4.35%
RATIO (ASSESSED VALUE/EQUALIZED VALUE)	89.44951191%	(6.77%)	95.94205779%	15.69%	82.92814051%	(6.46%)
POPULATION	50,784		51,791		51,276	

CITY OF LA CROSSE
2027 Adopted Enterprise & Special Revenue Funds Operating Budgets

Parking Enterprise	2025 Actual	2026 Budget	2026 Projection	2027 Adopted
Operating Revenues	$ 2,549,318	$ 2,055,824	$ 2,055,824	$ 2,521,386
Operating Expenses	$ 3,907,333	$ 4,592,065	$ 4,592,065	$ 4,843,981
Nonoperating Revenue & (Expenses) & Operating Transfers	$ 825,907	$ 1,024,231	$ 1,024,231	$ 1,015,681
Net Position Change January 1,	$ 33,774,573	$ 33,242,465	$ 33,242,465	$ 31,730,455
Net Position Change December 31,	$ 33,242,465	$ 31,730,455	$ 31,730,455	$ 30,423,541

Storm Water Utility	2025 Actual	2026 Budget	2026 Projection	2027 Adopted
Operating Revenues	$ 3,814,257	$ 6,559,450	$ 6,559,450	$ 6,246,050
Operating Expenses	$ 2,796,915	$ 3,672,353	$ 3,672,353	$ 4,439,895
Nonoperating Revenue & (Expenses) & Operating Transfers	$ 317,282	$ -	$ -	$ -
Net Position Change January 1,	$ 23,613,110	$ 24,947,734	$ 24,947,734	$ 27,834,831
Net Position Change December 31,	$ 24,947,734	$ 27,834,831	$ 27,834,831	$ 29,640,986

Sanitary Sewer District #1	2025 Actual	2026 Budget	2026 Projection	2027 Adopted
Operating Revenues	$ 137,089	$ 133,702	$ 133,702	$ 139,100
Operating Expenses	$ 125,029	$ 126,702	$ 126,702	$ 137,973
Nonoperating Revenue & (Expenses) & Operating Transfers	$ 10,747	$ -	$ -	$ -
Net Position Change January 1,	$ 676,824	$ 699,631	$ 699,631	$ 706,631
Net Position Change December 31,	$ 699,631	$ 706,631	$ 706,631	$ 707,758

Water Utility	2025 Actual	2026 Budget	2026 Projection	2027 Adopted
Operating Revenues	$ 6,322,660	$ 8,633,610	$ 8,633,610	$ 9,755,400
Operating Expenses	$ 5,488,891	$ 8,206,707	$ 8,206,707	$ 9,950,914
Nonoperating Revenue & (Expenses) & Operating Transfers	$ (351,755)	$ -	$ -	$ -
Net Position Change January 1,	$ 41,420,208	$ 41,902,222	$ 41,902,222	$ 42,329,125
Net Position Change December 31,	$ 41,902,222	$ 42,329,125	$ 42,329,125	$ 42,133,611

CITY OF LA CROSSE
2027 Adopted Proprietary & Special Revenue Funds Operating Budgets

Airport Utility	2025 Actual	2026 Budget	2026 Projection	2027 Adopted
Operating Revenues	$ 2,970,291	$ 2,732,724	$ 2,732,724	$ 1,481,117
Operating Expenses	$ 5,240,792	$ 3,411,986	$ 3,411,986	$ 3,712,994
Nonoperating Revenue & (Expenses) & Operating Transfers	$ 420,930	$ -	$ -	$ -
Net Position Change January 1,	$ 78,124,734	$ 76,275,163	$ 76,275,163	$ 75,595,901
Net Position Change December 31,	$ 76,275,163	$ 75,595,901	$ 75,595,901	$ 73,364,024

Waste Water Utility	2025 Actual	2026 Budget	2026 Projection	2027 Adopted
Operating Revenues	$ 14,847,335	$ 15,876,500	$ 15,876,500	$ 14,557,500
Operating Expenses	$ 11,082,686	$ 15,489,708	$ 15,489,708	$ 16,949,111
Nonoperating Revenue & (Expenses) & Operating Transfers	$ 857,278	$ -	$ -	$ -
Net Position Change January 1,	$ 56,161,225	$ 60,783,152	$ 60,783,152	$ 61,169,944
Net Position Change December 31,	$ 60,783,152	$ 61,169,944	$ 61,169,944	$ 58,778,333

Transit Special Revenue	2025 Actual	2026 Budget	2026 Projection	2027 Adopted
Operating Revenues	$ 7,003,279	$ 6,326,264	$ 6,326,264	$ 6,500,692
Operating Expenses	$ 7,733,426	$ 7,778,581	$ 7,778,581	$ 8,151,876
Nonoperating Revenue & (Expenses) & Operating Transfers	$ 745,925	$ 1,452,317	$ 1,452,317	$ 1,645,000
Net Position Change January 1,	$ 197,086	$ 212,864	$ 212,864	$ 212,864
Net Position Change December 31,	$ 212,864	$ 212,864	$ 212,864	$ 206,680

La Crosse Center Special Revenue	2025 Actual	2026 Budget	2026 Projection	2027 Adopted
Operating Revenues	$ 6,701,966	$ 8,183,366	$ 8,183,366	$ 8,851,465
Operating Expenses	$ 7,246,451	$ 8,073,366	$ 8,073,366	$ 8,771,465
Nonoperating Revenue & (Expenses) & Operating Transfers	$ 299,474	$ (110,000)	$ (110,000)	$ (110,000)
Net Position Change January 1,	$ 317,425	$ 72,414	$ 72,414	$ 72,414
Net Position Change December 31,	$ 72,414	$ 72,414	$ 72,414	$ 42,414

CITY OF LA CROSSE
2027 Adopted Enterprise & Special Revenue Funds Operating Budgets

Combined Proprietary & Special Revenue Funds	2025 Actual	2026 Budget	2026 Projection	2027 Adopted
Operating Revenues	$ 44,346,195	$ 50,501,440	$ 50,501,440	$ 50,052,710
Operating Expenses	$ 43,621,523	$ 51,351,468	$ 51,351,468	$ 56,958,208
Nonoperating Revenue & (Expenses) & Operating Transfers	$ 3,125,788	$ 2,366,548	$ 2,366,548	$ 2,550,681
Net Position Change January 1,	$ 234,285,185	$ 238,135,645	$ 238,135,645	$ 239,652,165
Net Position Change December 31,	$ 238,135,645	$ 239,652,165	$ 239,652,165	$ 235,297,348

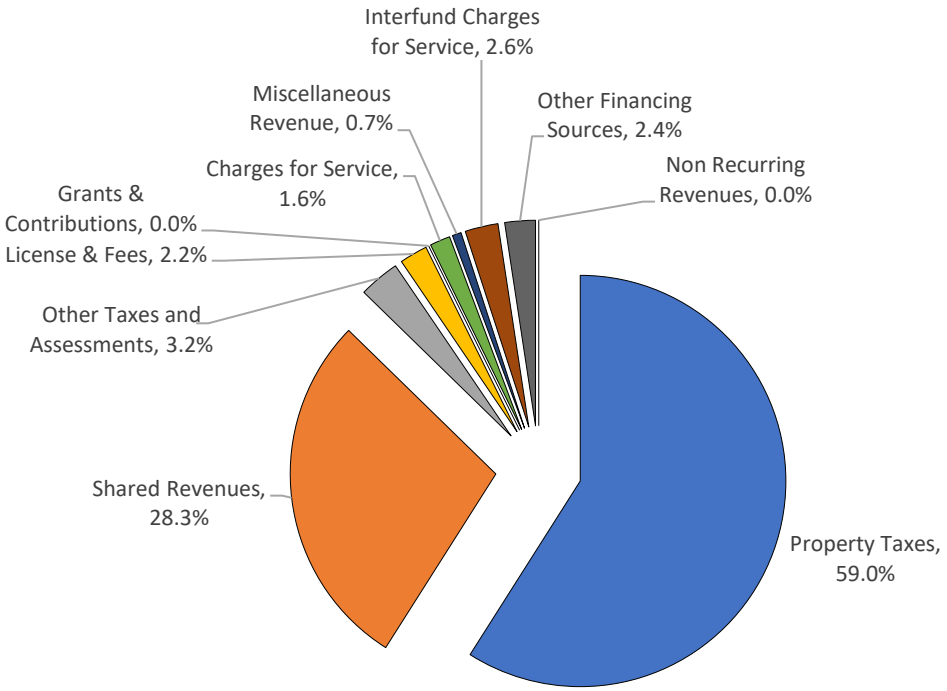
Revenue Budget Detail

General Fund Revenue Summary

Distribution of General Fund Revenues

Property Taxes	$ 45,146,989	59.0%
Shared Revenues	21,697,603	28.3
Other Taxes and Assessments	2,442,200	3.2
Licenses & Fees	1,686,805	2.2
Grants & Contributions	0	0.0
Charges for Service	1,237,942	1.6
Miscellaneous Revenue	510,622	0.7
Interfund Charges for Service	1,987,988	2.6
Other Financing Sources	1,842,253	2.4
Non-Recurring Revenues	0	0.0

Revenues

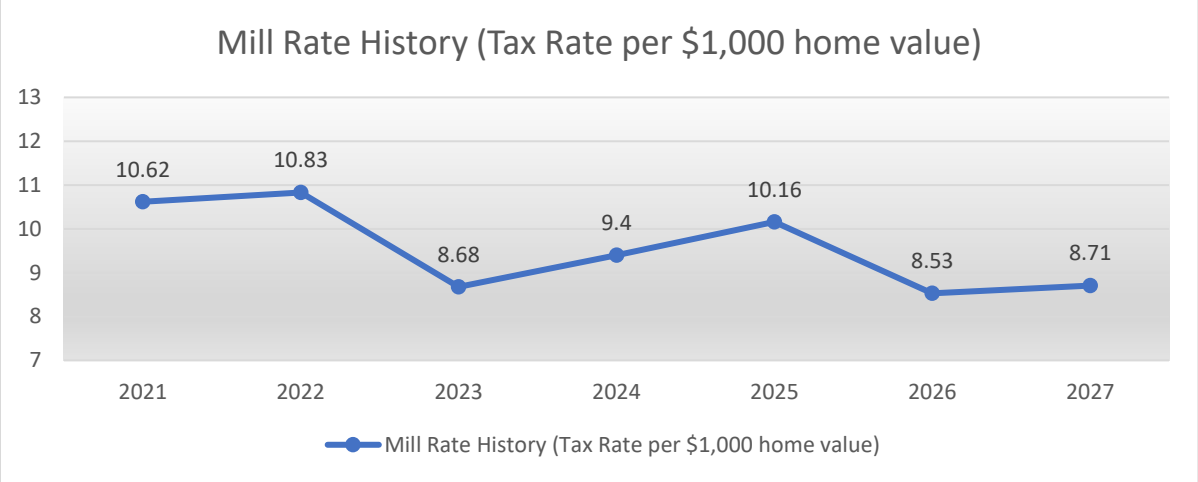


General Fund Revenue Summary

Property Tax Revenue

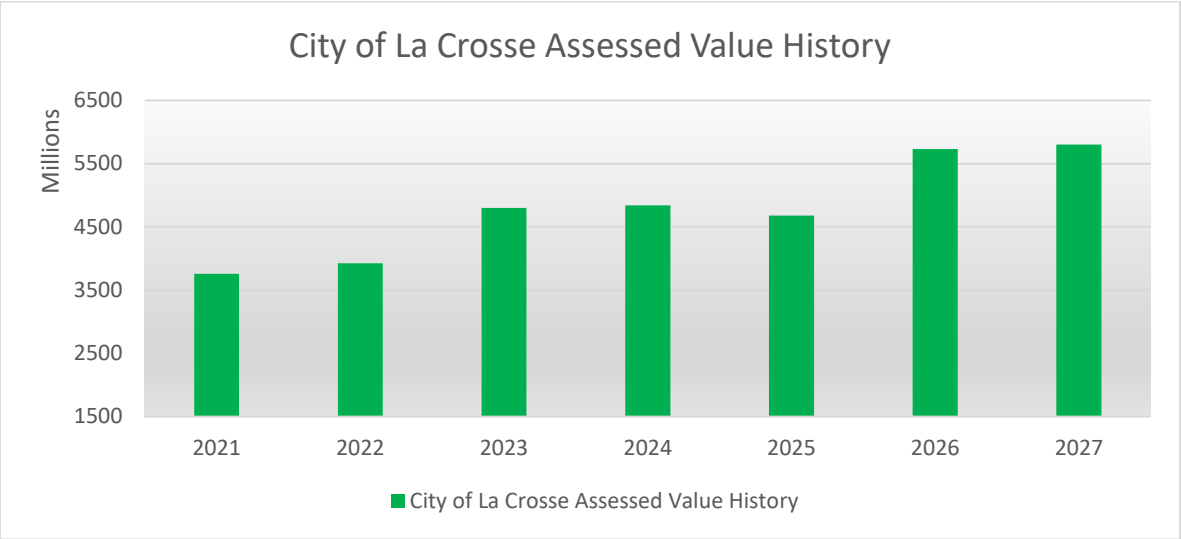
The main source of funding for the annual operating budget is the property tax levy. The property tax levy has historically accounted for roughly 50% of the total revenues received for the annual operating budget. The property tax levy has three major components; assessed value, City operating and debt levy, and the mill rate. Assessed value is determined by the municipal assessor's office and is based on the property's market value. The City operating and debt levy is the amount the City needs in order to fund its operations and debt obligations. The mill rate is a tax rate used to calculate the amount of property tax based on the assessed value of a property (Mill Rate = City Levy/Total City Assessed Value).

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Property Tax Revenue	$41,582,383	$42,691,312	$45,146,989	$2,455,677





General Fund Revenue Summary



Taxes & Special Assessments- This includes other taxes such as room tax and mobile home tax as well as PILOT payments, payments in lieu of taxes.

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Taxes & Special Assessments	$2,321,498	$2,240,000	$2,250,000	$10,000

Intergovernmental Charge Revenue- Revenue share payments from the state of Wisconsin.

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Intergovernmental Charges	$19,926,479	$21,411,277	$21,697,603	$286,326

General Fund Revenue Summary

Fire Revenue- Fire revenues consist of fire service charges to surrounding municipalities and organizations.

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Fire Revenue	$595,645	$175,115	$345,000	$169,885

Library Revenue- La Crosse County contributions and library service fees

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Library Revenues	$209,760	$213,468	$215,553	$2,085

Police Revenue- Payments from the School District for the School Resource Officers, interfund charges for security services, and sale of abandoned vehicles

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Police Revenues	$368,563	$346,729	$402,086	$55,357

Parks, Rec, Forestry, & Facilities- Park shelter reservation fees, pool admissions, recreation program fees, and building rental fees.

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Parks Revenues	$606,642	$596,000	$501,100	-$94,900

Streets & Refuse/Recycling Revenue- Interdepartmental charges of fuel and labor and revenue from damage to city property

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Streets Revenues	$795,061	$461,000	$461,000	$0

Clerk Revenue- City generated revenue from licenses and permits for various events, businesses, festivals and services provided to the public in which a permit or license is required.

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Clerk Revenues	$506,387	$548,417	$548,850	$433

General Fund Revenue Summary

Planning Revenue & Development- Housing Urban Development, design review fees, and various inspection fees and building permits

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Planning Revenues	$946,145	$695,900	$778,300	$82,400

Engineer Revenue- Revenue generated from permits related to city infrastructure; such as sidewalks, sign permits, snow shoveling, etc., with the majority of revenue generated from the enterprise funds for engineering services on capital projects.

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Engineering Revenues	$303,490	$384,986	$403,275	$18,289

Non-Departmental - Investment income, insurance dividends, Municipal Court fines, one time or non-recurring revenue transfers into the General Fund from the Carryover, Special Revenue, or funding sources.

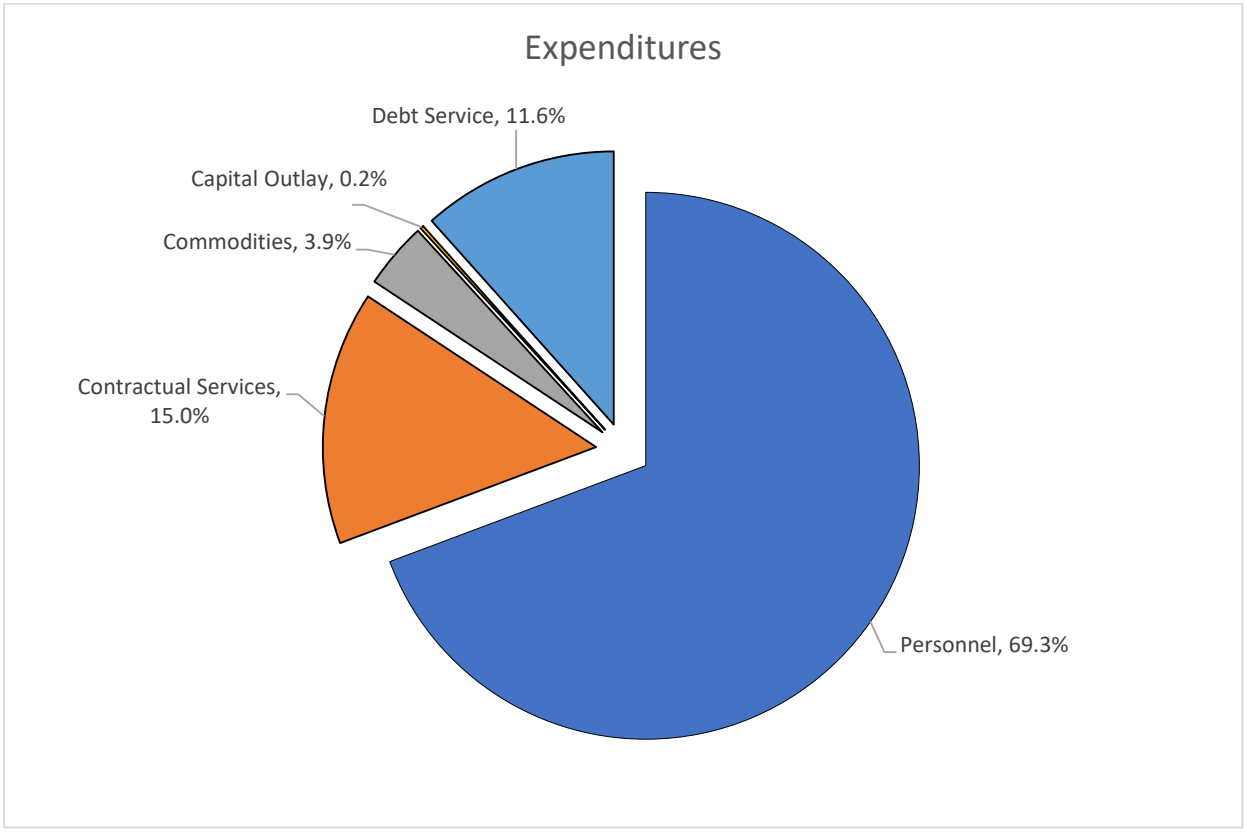
	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Non-Departmental Revenues	$6,996,825	$4,315,624	$3,802,646	-$512,978

Division Budget Detail

General Fund Expenditure Summary

Distribution of General Fund Expenditures

Personnel	$ 53,080,485	69.3%
Contractual Services	11,490,436	15.0
Commodities	2,971,781	3.9
Capital Outlay	159,700	0.2
Debt Service	8,850,000	11.6



Mayor's Office

Description

Per Wisconsin Statutes Section 62.09(8)(a), the mayor is the chief executive officer of the city and is responsible for supervising and directing the day-to-day operation of city government. As chief executive officer of the city, the mayor has a statutory duty to "take care that city ordinances and state laws are observed and enforced and that all city officers and employees discharge their duties."

2026 Accomplishments/Highlights

1. Initiated City of La Crosse rebrand.
2. Completed the first Strategic Plan for the City of La Crosse.
3. Promoted equity by streamlining the funding process for competitive grant disbursements.
4. Engaged with partner organizations to increase floodwater mitigation projects and natural infrastructure improvements.
5. Managed a high-volume schedule involving detailed communications and balanced competing priorities, enabling efficient decision-making and maximizing time devoted to strategic City initiatives.
6. Improved coordination of meetings, agendas, and follow-up actions, resulting in better accountability and the timely completion of critical projects.
7. Streamlined the tracking and processing of correspondence, invoices, and special projects, which improved service delivery, operational accuracy, and constituent engagement.
8. Increased communication between the Mayor's Office, City departments, elected officials, community partners, and residents, ensuring the prompt resolution of inquiries, requests, and concerns.
9. 200% increase in mayoral news and City updates sent directly to residents, increasing transparency and accountability.
10. Partnered with the Information Technology department to create the Travel Notices portal, which notifies residents about road closures and City street projects.
11. Coordinated 13 district forums with council members to connect with the La Crosse community.
12. Increased news and social media coverage of City programs and initiatives, including the Replacement Housing Program, 311 app, hydrant flushing, etc.

2027 Goals

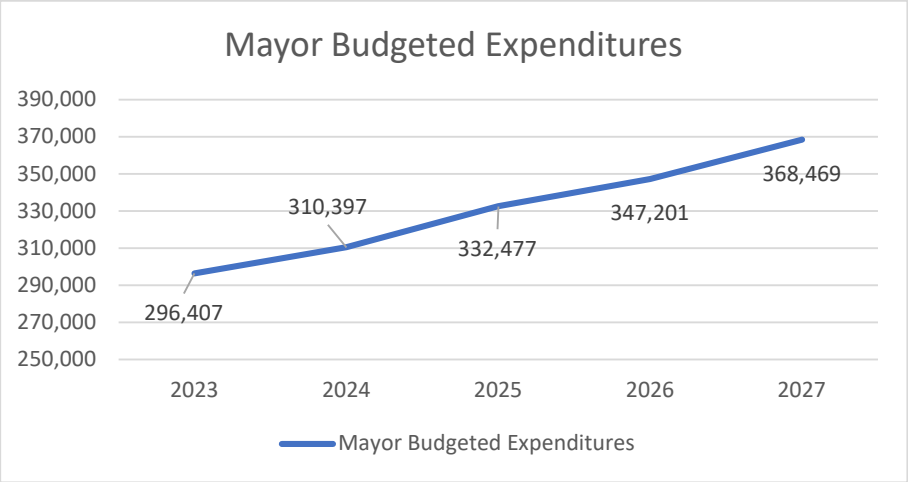
1. Finalize City of La Crosse rebrand.
2. Develop and maintain the city's first Youth Council.
3. Continue to fortify the Pathways Home plan in collaboration with La Crosse County.
4. Continue improving local business outreach and engagement.
5. Advocate at the state and federal levels for improved funding mechanisms.
6. Increase the efficiency and responsiveness of the Mayor's Office by proactively managing executive priorities, completing key initiatives, streamlining administrative processes, and strengthening communication with City departments, community partners, and residents.
7. Consolidate and streamline the City's social media pages to establish a cohesive brand identity.
8. Establish a City-wide communications plan.

Mayor's Office

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	3	3	3



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$330,851	$335,796	$357,064	$21,268
Contractual Services	$5,048	$6,100	$6,100	$0
Commodities	$5,303	$5,305	$5,305	$0
Capital Outlay	$0	$0	$0	$0
Total Expenses	**$341,202**	**$347,201**	**$368,469**	**$21,268**

Legal Department

Description / Mission

In general terms, the Legal Department's role is to serve as legal counsel for the City of La Crosse. The Legal Department advises and represents the City of La Crosse, its Mayor, Common Council, boards, commissions and departments in legal matters pertaining to their office duties and operations. As counsel for the City, the Legal Department cannot provide legal advice to members of the general public.

The Legal Department is responsible for matters that arise under civil law. The Legal Department prepares ordinances, resolutions, contracts, legal opinions and other documents as requested by City officers; assists officers and staff in compliance with the Wisconsin Public Records Law and Open Meetings Law; advises on the legal aspects of programs and policies established by the City; implements annual compliance reviews of development agreements and insurance programs; achieves compliance with municipal requirements through municipal court prosecutions and proactive public nuisance abatement in the community by guiding the Neighborhood Services Team; serves as general counsel for the Redevelopment Authority; initiates and defends civil litigation; and monitors matters assigned to contracted legal counsel.

The mission of the Legal Department is to serve the City of La Crosse by providing reliable legal services to City leaders and employees so they can lawfully perform their work and govern with the highest level of integrity.

2026 Accomplishments / Highlights

1. Prevailed in various civil litigation matters, obtaining favorable decisions for the City, including settlement, when appropriate.
2. Prosecuted municipal citations while exercising prosecutorial discretion to focus on OWI offenses.
3. Implemented annual compliance reviews of development agreements and reported to appropriate governing bodies.
4. Achieved annual review of the City's insurance products and programs, including making necessary changes.
5. Continued nuisance abatement within the community and guided the Neighborhood Services Team.
6. Provided oversight and organization of various environmental issues, including, without limitation, responses to WDNR, products liability litigation, claims management, and communication with federal, state and local governments.
7. Advised and guided local officials on various election issues and lawsuits.
8. Developed and implemented a process for maintaining an accurate Statement of Values list for the City's fixed assts.
9. Prosecuted alcohol licenses in revocation and non-renewal hearings resulting in various decisions to protect the public.
10. Corrected and updated ordinance related to terms of offices.

2027 Goals

1. Build and retain a quality team of legal professionals and support personnel.
2. Focus on specific client needs and provide legal advice to the client.
3. Protect and defend the legal interests of the City in an efficient and effective manner.
4. Organize and provide oversight to various condominium associations of the City.
5. Conduct annual compliance review of development agreements and report to appropriate governing bodies.
6. Prosecute citations in court while exercising prosecutorial discretion to focus on OWI citations.
7. Leverage and update technology to improve efficiency and conserve resources.

Performance Measures

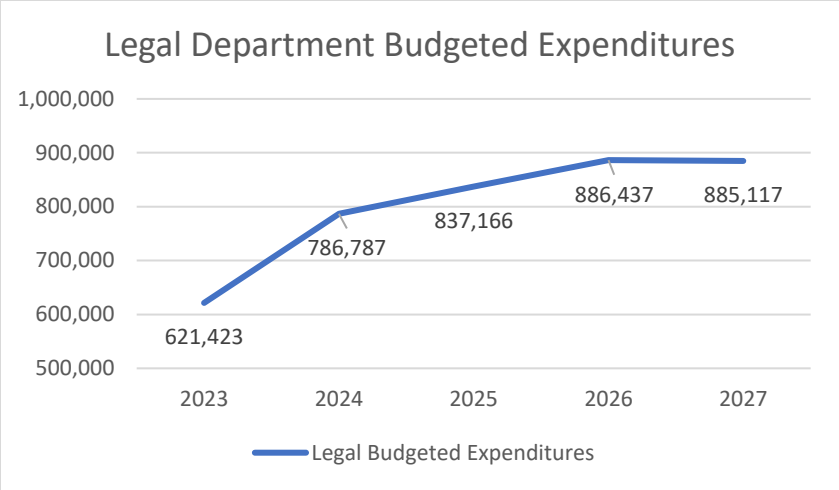
	2025 Actual	2026 Projected	2027 Goal
Number of OWIs prosecuted per year	**62**	**57**	**40**
% of OWIs prosecuted resulting in conviction	**100%**	**98%**	**95%**
% of continuing education credits taken sustainably	**90%**	**87%**	**75%**
% of liability insurance claims submitted to insurance provider within 3 business days of receipt by Legal Department	**100%**	**98%**	**95%**

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	6	6	6

Legal Department



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v -2026**
Personnel	$810,877	$836,320	$835,000	-$1,320
Contractual Services	$28,966	$32,675	$32,675	$0
Commodities	$25,373	$17,442	$17,442	$0
Capital Outlay	$0	$0	$0	$0
Total Expenses	**$865,216**	**$886,437**	**$885,117**	**-$1,320**

City Clerk

Description/Services

The City Clerk is a statutory officer of the municipality and is responsible for the care and custody of the corporate seal, the Municipal Code of Ordinances and certain records of the City. The City Clerk gives notice of all Common Council meetings, prepares and maintains the minutes of Council proceedings, preserves the permanent records of the Council and provides administrative support for the Common Council as well as other governmental meetings. The City Clerk performs all functions necessary to issue alcohol licenses and other licenses and permits and is the administrator of local election processes.

The mission of the City Clerk's Office is to provide quality service to the citizens of the City of La Crosse, to the Common Council, to City staff and to visitors of the City in an efficient, courteous and professional manner while performing the functions and duties of the Office in accordance with federal, state, county, and municipal laws.

2026 Accomplishments/Highlights

1. Automated beverage server and public vehicle operator license applications.
2. Finalized and distributed Board, Commission, Committee Member Handbook.
3. Election official recruiting and training for 2026 elections.
4. March 2026 meeting with Governor Evers regarding election processes and security.
5. Records management – record retention and converting paper files to electronic and relevant training for staff.
6. Positive customer interactions and continued cross training to ensure quality customer service and enhanced productivity.

2027 Goals

1. Transition departmental application processes to an online format to improve efficiency and accuracy, enhance customer service and potential cost savings.
2. ADA compliant webpage.
3. Community engagement initiates through news and events on City website and outreach efforts.

Performance Measures

	2025 Actual	2026 Projected	2027 Goal
Licenses Issued	1,625	1,650	1,700
Voter Registrations* (new & updated)	6,872	10,000	5,000
Absentee Ballots Returned	7,287	15,000	7,500
Records scanned for archiving	2,010	100	2,500

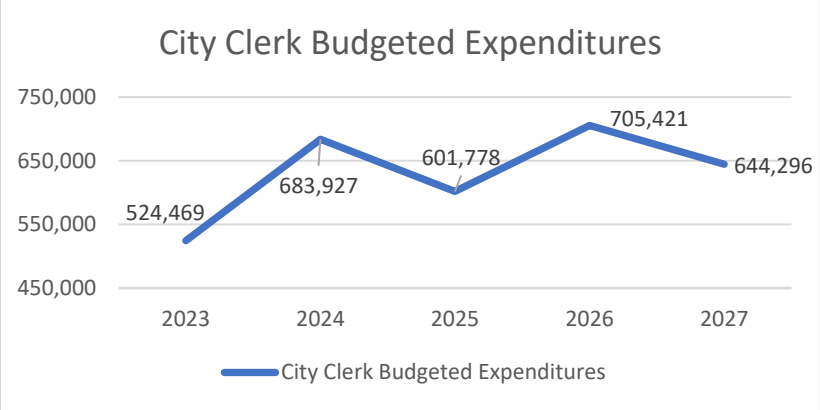
***elected related note: totals vary due to odd years 2 elections, even years 3-4 elections**

City Clerk

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	5	5	5



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$472,255	$600,321	$555,746	-$44,575
Contractual Services	$1,045	$16,550	$15,200	-$1,350
Commodities	$67,409	$78,550	$73,350	-$5,200
Capital Outlay	$9,635	$10,000	$0	-$10,000
Total Expenses	**$550,344**	**$705,421**	**$644,296**	**-$61,125**

Common Council

Description/Services

The Common Council is the legislative policy-making body of the City. Council members approve contracts, adopt regulatory ordinances and resolutions, approve the annual budget, determine the tax rate, provide direction to the Mayor, City Department Heads and other Council appointees, and provide a forum for active community participation in setting and achieving City policies, goals and objectives.

Mission Statement

The La Crosse Common Council values the importance creating a common understanding and support of the characteristics and values we wish to see in the future of our city.

Vision
La Crosse is a city of choice – a community for a lifetime – that offers the highest possible quality of life.

Mission
As elected officials, we establish policies to provide services and infrastructure, and to promote sustainable economic development, diverse cultural, recreational and educational opportunities, and public health and safety.

Core Values

Leadership: Visionary focus on the long-term, comprehensive needs of the community.

Diversity: Active welcoming of all residents, visitors and employers.

Communication: Clear, open, respectful dialog with each other, employees, citizens and other stakeholders.

Integrity: Honest, responsible, transparent actions in the best interest of the community.

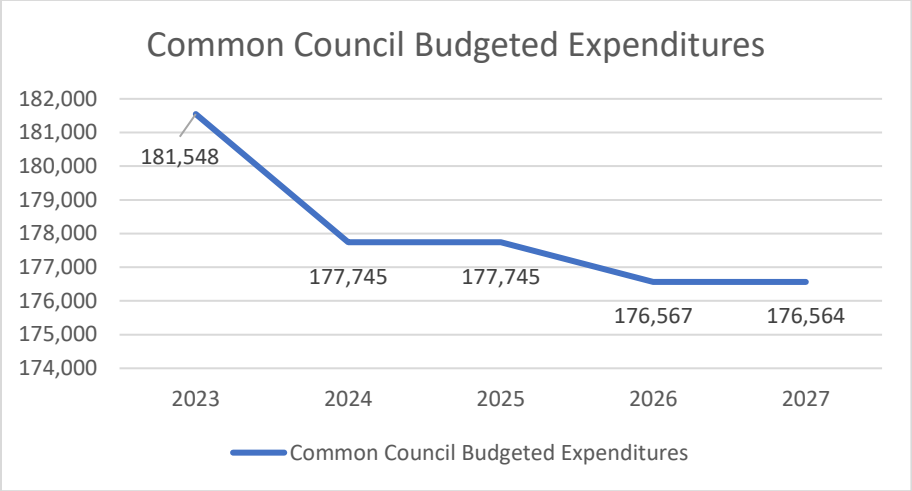
Stewardship: Judicious investment of public resources and protection of natural and cultural resources.

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	13.2	13.2	13.2

Common Council



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$169,494	$172,667	$172,664	-$3
Contractual Services	$3,451	$3,600	$3,600	$0
Commodities	$250	$300	$300	$0
Capital Outlay	$0	$0	$0	$0
Total Expenses	**$173,195**	**$176,567**	**$176,564**	**-$3**

Finance Department
Finance Division

Description/Services

The purpose of the Finance Department is to provide accounting, budget, capital improvement financing, investments, debt management, purchasing, payroll, mail and graphic services to City staff and to the citizens of La Crosse. Property tax bills comprise approximately half of the City's operating and TIF capital revenues. The Treasury division of the city prepares, mails and collects those bills to ensure adequate cash flow to fund city operations. The department manages the city's annual audit which influences its debt rating and ability to borrow to fund capital improvements.

The department is comprised of the following sections/divisions:

- Accounting/Finance/Purchasing/Payroll
- Treasury/Mail & Copy Room

2026 Accomplishments/Highlights

1. Continued updating the operating and capital budget book formats to provide more relevant and digestible information.
2. Received no material findings on the City's annual financial statement audit and single audit.
3. Facilitated the issuances of 1 debt instrument in 2026: A General Obligation Promissory Note.
4. Updated the Finance City website to provide more transparency in the budgeting process.

2027 Goals

1. Update the monthly financial statements presented to the Council and public to provide timely meaningful information to the Council and citizens of La Crosse.
2. Receive no material findings on the City's annual financial statement audit and single audit.
3. Assist in implementing an online payment portal for Municipal Court payments.
4. Establish a formal City Grant Policy.
5. Continue to update City financial policies.

Performance Measures

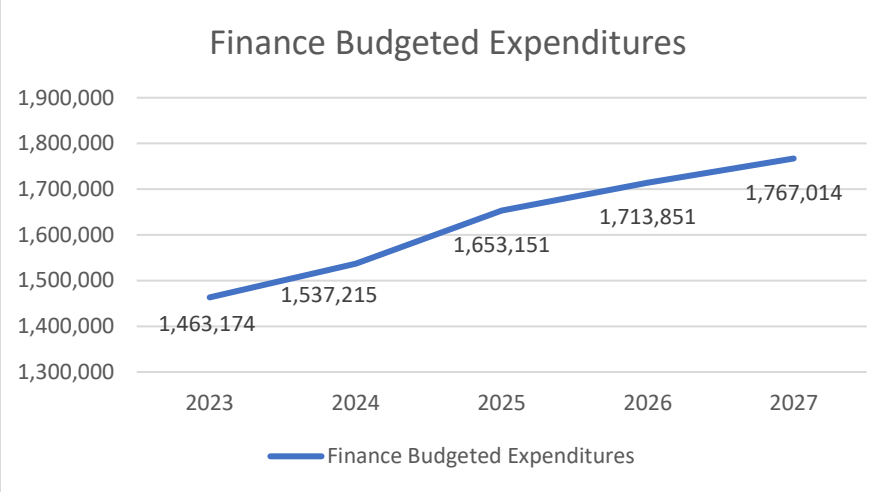
	2025 Actual	2026 Projected	2027 Goal
Receive unmodified audit opinion	**Yes**	**Yes**	**Yes**
Earn better than the 10 yr. Treasury avg. on invested cash	**Yes**	**Yes**	**Yes**
Vendors payment transactions processed as EFT vs payment by check	**48%**	**53%**	**55%**

Finance Department- Finance Division

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	16.5	16.5	16.0



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$1,505,522	$1,614,001	$1,692,614	$78,613
Contractual Services	$73,818	$74,950	$51,300	-$23,650
Commodities	$32,075	$24,900	$23,100	-$1,800
Capital Outlay	$6,605	$0	$0	$0
Total Expenses	**$1,618,020**	**$1,713,851**	**$1,767,014**	**$53,163**

Finance Department
Treasury Division

Description/Services

The Treasurer's Office is the intake point for the majority of the city's cash. Property taxes and water utility make up the bulk of the City's payments: in addition to many other payment types. This office has five primary sources of payments, which include: a walk-up window, external mail, interoffice mail, a drop box, and MTU Fares. The treasurer's office also accepts payments online through Resident Access. In addition, this division oversees the mail/machine room functions.

2026 Accomplishments/Highlights

1. Increased payments received via the new Resident Access online payment option. (see below)
2. Created and implemented an additional process to validate tax payments are accurately applied.

2027 Goals

1. Decrease the number of delinquent tax parcels at the end of tax season. (see below)
2. Add Municipal Court online citation payment system eliminating the need for another credit card vendor.

Performance Measures

Resident Access: (Payments processed by Tyler Payments online portal)

	2025 Actual	2026 Projected	2027 Goal/Benchmark
Resident Access	**1,400**	**1,900**	**2,000**

Delinquent Taxes: (Total at the time of handoff to La Crosse County)

	2026 Actual	2026 Goal	2027 Goal
Delinquent Tax Parcels	**473**	**475**	**450**

Human Resources Department

Description/Services

The City of La Crosse's Human Resources Department is responsible for the employee lifecycle which consists of (1) attraction & recruitment of diverse and qualified candidates, (2) onboarding, (3) learning and development, (4) rewards, recognition, wellness & benefits, (5) progression & performance, (6) retention, and (7) offboarding. The Human Resources department also maintains all personnel records; serves as chief negotiator for four collective bargaining agreements; completes related administrative and compliance reporting requirements; and updates and maintains records to include benefits, compensation, performance, and recruitment services. Additionally, the Human Resources department creates, modifies and enforces all City policies and procedures.

The mission of the Human Resources department is to provide quality service to the employees of the City of La Crosse, to the Common Council, and to ensure we are hiring staff that provide that highest quality service to the citizens of the City of La Crosse.

2026 Accomplishments/Highlights

1. Successfully negotiated collective bargaining agreements with the two police unions (LPPNA & LPPSA).
2. Implemented numerous changes to the Employee Handbook from suggestions made by City staff.
3. Completed training all City staff in Mental Health First Aid.
4. Completed the City's recommended review of the Pay and Class study to ensure market competitiveness per the 2022 Pay and Class Study recommendation (anticipated to be completed in December 2026.)

2027 Goals

1. Negotiate collective bargaining agreement with the fire union (IAFF).
2. Complete the Organizational Capacity & Workforce Alignment Review.
3. Continue to evaluate, research and update policies, processes and procedures for non-represented employees.
4. Conduct one (1) City-wide annual training on a topic identified by the Training Team.

Human Resources Department

Performance Measures

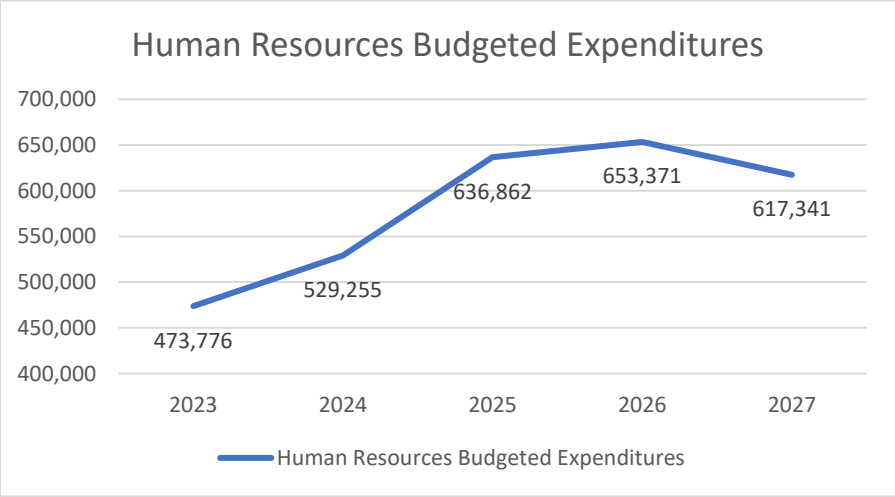
	Actual 2025	Projected 2026	2027 Goal/Benchmark
Avg. Days to Fill Vacant Position*	**116 days**	**127 days**	**110 days**
Avg. Number of Applications Per Job Vacancy	**17**	**19**	**20**
% of Female Applicants	**30%**	**31%**	**35%**
% of Black / Hispanic / Asian / Native Applicants	**17%**	**21%**	**25%**

*This includes Police and Fire positions which have longer recruiting periods.

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	7	7	6



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$508,299	$550,242	$501,286	-$48,956
Contractual Services	$96,262	$96,255	$108,755	$12,500
Commodities	$6,873	$5,174	$7,300	$2,126
Capital Outlay	$1,678	$1,700	$0	-$1,700
Total Expenses	**$613,112**	**$653,371**	**$617,341**	**-$36,030**

Information Technology

Description/Services:
The City of La Crosse Department of Information Technology is responsible for driving global operations and delivering information technology services to the City of La Crosse. This entails directing all activities related to running and maintaining the City's Information Technology Systems, including: technology infrastructure, public information systems including financial, payroll, police, fire and other key internal systems, communications systems, including emergency communications, server and desktop applications.

2026 Accomplishments/Highlights

1. Refreshed City of La Crosse website with new design, functionality and accessibility.
2. Increased communications to citizens through GovDelivery.
3. Won federal award for sustainability initiatives through the EPEAT program.
4. Assisted with interconnecting the City's traffic signals via fiber.
5. Increased the security posture of the City by investing in technology, training and physical security.
6. Expanded the use of online forms for Engineering, Utilities and Police.
7. Assisted with new La Crosse County CAD Enterprise System for LCPD and LCFD.

2027 Goals

1. Expand permit and license applications available online using EnerGov Civic Access.
2. Continue improving Asset Management, Fleet Maintenance and GIS Mapping of all City assets and infrastructure.
3. Continue adoption of additional Microsoft 365 products.
4. Continue collaboration with partners for shared fiber infrastructure.
5. Continue to increase the security posture of the City by investing in technology, training and physical security.

Performance Measures

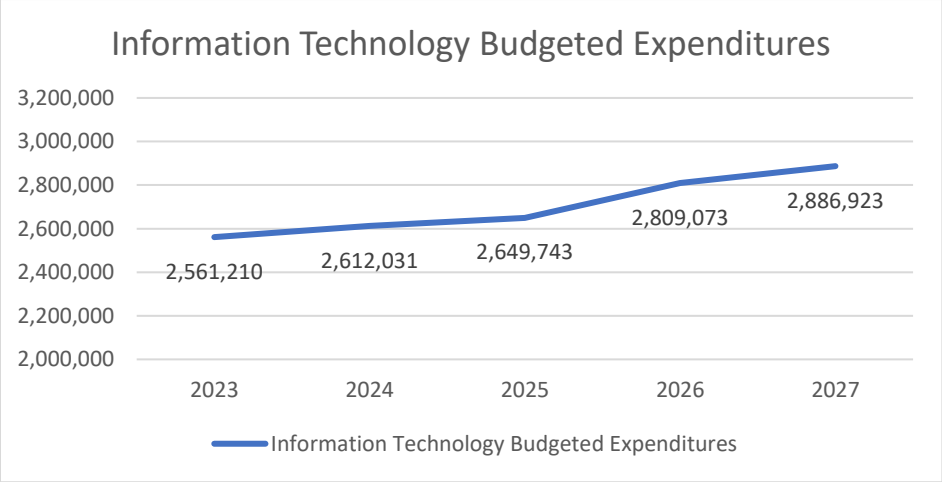
	2025 Actual	2026 Projected	2027 Goal
Average Help Desk Ticket Survey Score	**99.5%**	**99.5%**	**99%**
Percentage of users passing cybersecurity/phishing tests	**98%**	**98%**	**98%**
Scheduled Network Uptime*	**99.99%**	**99.99%**	**99.99%**
City Hosted Application Uptime**	**99.99%**	**99.99%**	**99.99%**

*99.8% equivalates to 17 hours per year on a network that requires 24x7x365 uptime
**Due to 3rd Party Software Failures

Staffing

Full Time Equivalents (FTE)

	2025	2026	2027
Full Time Equivalents	11	11	11



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$1,166,376	$1,247,798	$1,343,374	$95,576
Contractual Services	$1,369,721	$1,559,000	$1,541,149	-$17,851
Commodities	$2,842	$2,275	$2,400	$125
Capital Outlay	$0	$0	$0	$0
Total Expenses	**$2,538,939**	**$2,809,073**	**$2,886,923**	**$77,850**

Fire Department

Description/Services

The La Crosse Fire Department's mission is to promote safety, reduce risks, and respond to calls for fire suppression, emergency medical services, and all-hazards rescue. We earn the community's trust through preparedness, professionalism, and dedication to service. The Department is organized into three divisions with multiple areas of responsibility and cross-divisional coordination. Fire and Rescue Services, Community Risk Reduction, and Training comprise the divisions that serve the City of La Crosse and the Town of Medary.

2026 Accomplishment/Highlights

1. Over 23,000 training hours completed, with an average of over 20 hours per month per firefighter.
2. Over 8,000 calls for service were answered in collaboration with our community public safety professionals.
3. Five additional firefighters hired and with all completing a 6 week probationary Academy.
4. Station 3 capital improvement renovation project completed.
5. Community Risk Reduction prevention programs and activities reached nearly 8000 community members.

2027 Goals

1. Continuing to enhance community-wide risk reduction and outreach programs.
2. Improve emergency response and operational capacity through closest unit dispatching.
3. Support and improve overall employee wellness.
4. Enhance leadership development with by continuing the officer development academy.
5. Infrastructure and technology improvements through consolidation of operational, training and staffing data management platforms.

Performance Measures

	2026 YTD	2027 Goal
Unit Avg Total Response Time (minutes)	5:05	< 6:00
Total of Emergency Medical Service Calls	4,646	< 6,000
Investigated Fires	34	< 40
Fire Inspections Completed Year to Date	5,178	100%

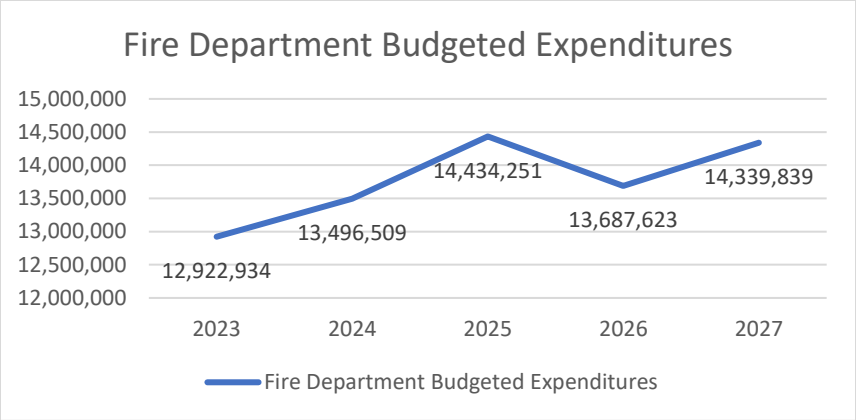
Staffing

Positions (FTE)

	2025	2026	2027
Fire	98	101	101*

*3 FTE will be unfunded in 2027

Fire Department



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$13,242,956	$12,885,695	$13,497,235	$611,540
Contractual Services	$541,586	$558,928	$591,980	$33,052
Commodities	$206,995	$173,000	$177,824	$4,824
Capital Outlay	$57,903	$70,000	$72,800	$2,800
Total Expenses	**$14,049,440**	**$13,687,623**	**$14,339,839**	**$652,216**

Police Department

Description/Services

The Police Department's mission is to be leaders in providing a safe and vibrant community. The Department is comprised of 100 sworn officers that are supplemented by 11.75 FTE civilian staff that perform clerical functions. Organizationally, the Department has four main bureaus: Administrative Services, Field Services, Investigative Services, and Professional Standards/Community Services. Captains command each bureau. The Administrative Services Bureau oversees the records division, coordinates hiring and staff movements, commands training for the sworn and civilian staff, and guides policy updates and development. The Professional Standards/Community Services Bureau commands the School Resource Officers, Community Resource Unit, media relations, social media relations, professional integrity/accountability, and oversees accreditation. The Investigative Services Bureau includes adult and juvenile crime investigators, the Neighborhood Resource Officers, the Domestic Abuse Reduction Team (DART), and the drug investigation/violent crime unit. Finally, the Field Services Bureau works 12-hour shifts delivering a full spectrum of field police services to the community. Currently, the La Crosse Police Department operates within six patrol beats. When fully staffed, average staffing levels include 10 patrol officers and 2 supervisors on each shift that are complemented by investigative and administrative personnel able to immediately respond to any incident.

2026 Accomplishments/Highlights

1. Enhanced the Unmanned Aircraft System (UAS) capability by integrating drove-deployed Personal Flotation Devices.
2. Recipient of a federal grant to fund the Domestic Abuse Reduction Team (DART), strengthening coordinated criminal justice and advocacy response for domestic abuse victims.
3. Strengthened partnerships and collaborations with state, local, and community stakeholders to expand education initiatives and enhance alcohol compliance.

2027 Goals

1. Deploy a fully staffed sworn and civilian workforce to meet the needs/calls of the community.
2. Successfully achieve Wisconsin Law Enforcement Accreditation Group (WILEAG) Re-Accreditation in 2027 to maintain the department’s 28-year standing as a benchmark accredited agency in Wisconsin.
3. Continue to develop the department’s critical incident response capability by strengthening internal tactical readiness and formalizing collaborative, proactive response protocols with community partners and district leadership within schools.

Performance Measures

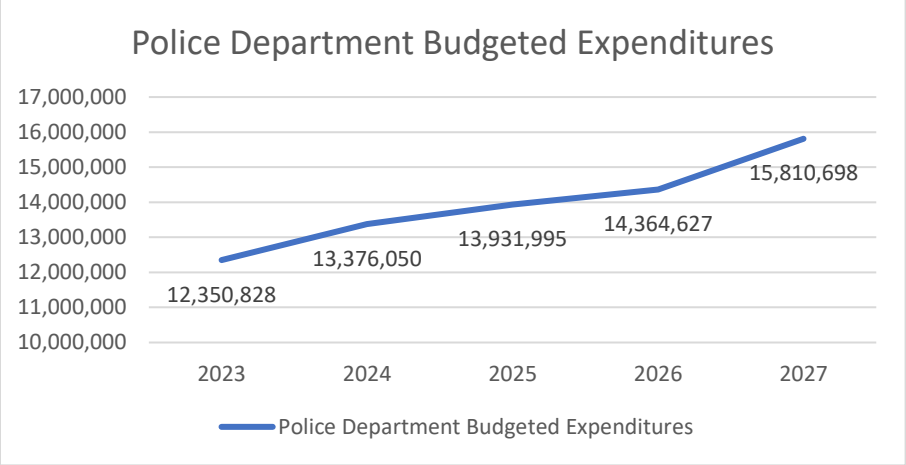
	2025 Actual 1/1/25-12/31/25	2026 YTD 1/1/26-6/30/26	2027 Projection
Annual Calls for Service	**59,149**	**30,357**	**59,000**
Average Calls for Service Per Day	**163**	**168**	**160**
Community-Oriented Policing (COP) Contacts	**2,083**	**2,022**	**2,200**
Reported Crimes/Offenses	**10,535**	**5,399**	**9,900**
Persons Arrested/Cited	**5,396**	**2,928**	**5,100**
Arrest/Citation Charges	**8,844**	**4,511**	**8,400**

Traffic Enforcement (Citations/Warnings)	**12,527**	**7,130**	**13,700**
Reported Traffic Crashes	**1,939**	**871**	**1,800**
Sworn Officer per 1,000	**1.9**	**1.9**	**1.9**

Staffing

Full Time Equivalents (FTE)

	2025	2026	2027
Sworn FTE	100	100	100
Civilian FTE	12.75	12.75	11.75



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$13,619,046	$13,512,749	$14,936,032	$1,423,283
Contractual Services	$544,325	$541,978	$585,720	$43,742
Commodities	$191,066	$196,500	$209,046	$12,546
Capital Outlay	$22,043	$113,400	$79,900	-$33,500
Total Expenses	**$14,376,480**	**$14,364,627**	**$15,810,698**	**$1,446,071**

Parks, Recreation, Forestry, & Facilities

Parks Division
Description/Services

The Parks Division maintains one of the largest municipal park systems in Wisconsin encompassing 47 parks, 18 shelters, 12 athletic fields, 70 miles of paved and natural trails, 2 beaches, 5 boat landings, 3 harbors/marinas, 36 playgrounds and 5 fishing piers. This division oversees a 1,500-acre park system, with many park improvement projects taking place. In addition, the Parks Division manages 2,400 acres of marsh and blufflands, with a strong focus to improve the recreation and habitat values of both of these areas.

2026 Accomplishments/Highlights

1. New shelter for Badger-Hickey Park.
2. Upgrades to Copeland Park Shelters.
3. Complete a new paved walking path in Veterans Freedom Park.

2027 Goals

1. Resurface Green Island Tennis Courts.
2. Improvements to Glendale Park.

Forestry Division
Description/Services

The Forestry Division is dedicated to the care of La Crosse's urban forest and has been designated a Tree City USA since 1989. The trees that line La Crosse's streets help to control storm water, improve air quality, reduce utilities expenses, increase property value, provide habitat for birds and other wildlife, and improve neighborhood aesthetics.

2026 Accomplishments/Highlights

1. Urban tree maintenance – Pruning, inspecting, and maintaining public trees along streets, in parks, and on other city properties.
2. Tree planting and replacement – Replacing removed or declining trees and expanding the urban tree canopy.
3. Tree health and disease management – Monitoring for invasive pests, tree diseases, and other threats to the city's tree population.
4. Storm response – Responding to hazardous trees, fallen limbs, and weather-related tree damage

2027 Goals

1. Community forestry education – Promoting the value of trees, proper tree care, and community involvement in urban forestry.
2. Sustainable urban forest management – Supporting long-term tree diversity, canopy preservation, and climate resilience.

Parks, Recreation, Forestry, & Facilities

Recreation Division

Description/Services

The Recreation Division strives to provide diverse opportunities, quality programs, and engaging special events for youth, adults, families, seniors, and individuals with special needs. The main objective is to enrich lives of City of La Crosse community members by offering social, active, leisure, enriching, and educational choices in safe environments. Staff is responsible for planning and implementing activities, promoting positive customer service, effectively promoting and publicizing programs, and utilizing financial resources efficiently. Not only does the Recreation Division hire numerous seasonal employees, this division is also responsible for recruiting and managing hundreds of volunteers to assist with programs and special events.

2026 Accomplishments/Highlights

1. Increase number of participants in our Adult Sports Programs.
2. Increasing demand for Senior Trips.
3. Mississippi Melodies were a huge hit bringing in members from all over the community.

2027 Goals

1. Expand Youth and Adult Pickleball programming with addition of 8 new courts at Trane Park.
2. Continue to expand and evaluate programs.
3. Continue to offer free and low-cost recreation opportunities to the City of La Crosse Residents.

Aquatics Division

Description/Services

The Aquatics Division strives to provide a safe and fun atmosphere at the three outdoor public aquatic facilities. While balancing numerous activities at the pools, the schedule is designed to accommodate individual and family schedules. Activities at the pools, in addition to open swim, include swim lessons, lap swimming, aqua fitness, log rolling, and family swim. The department recruits qualified staff by offering competitive pay, regular training, and certification.

2026 Accomplishments/Highlights

1. Pool use remained steady at Erickson and Veterans Memorial.
2. Added a Fall indoor youth swimming program at Logan High.

2027 Goals

1. Continue to revamp swimming lessons to accommodate more families.
2. Expand swimming lessons programs at Logan High.
3. Repair vessel at Veterans Memorial Pool.

Parks, Recreation, Forestry, & Facilities

Facilities Division

Description/Services

The Facilities Division operates numerous city-owned and operated locations, in addition to a number of city-owned and leased buildings/operations, City Hall serves as the hub for all City operations and business. The two Neighborhood Centers are used for department programs, city meetings, and community events, as well as being open to the public to reserve rooms for private events, parties, gatherings or meetings. Operations vary for the facilities that are leased including conservation and nature education to a cultural center.

2026 Accomplishments/Highlights

1. City Hall networking cable projects were completed.

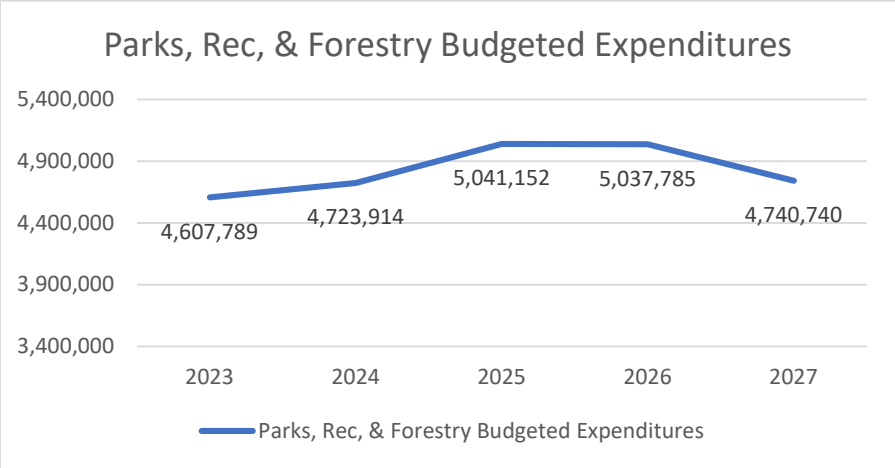
2027 Goals

1. Maintenance will continue at City Hall regarding replacement of Air Handlers and on aging plumbing infrastructure.

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	26	25	23



Parks, Recreation, Forestry, & Facilities

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$3,214,097	$3,142,826	$3,114,640	-$28,186
Contractual Services	$1,463,660	$1,584,397	$1,407,100	-$177,297
Commodities	$343,311	$310,562	$219,000	-$91,562
Capital Outlay	$0	$0	$0	$0
Total Expenses	**$5,021,068**	**$5,037,785**	**$4,740,740**	**-$297,045**

La Crosse Public Library

Description/Services

The La Crosse Public Library serves as a vibrant community hub for learning, creativity, and connection. From its Main Library location and mobile outreach services, the Library provides access to more than 300,000 print and digital materials, public computers, internet access, and a wide range of resources designed to meet the evolving needs of our community.

Through partnerships with schools, universities, local businesses, nonprofits, and community organizations, the Library offers engaging programs, educational opportunities, and services for people of all ages. Popular resources include a makerspace that inspires creativity and hands-on learning, a growing tool library, public meeting and study spaces, and essential services such as printing and copying.

Welcoming more than 230,000 visitors annually, circulating over 500,000 materials, and connecting thousands of participants through programs and events, the La Crosse Public Library remains committed to providing a welcoming, inclusive space where everyone has the opportunity to learn, explore, and connect.

Mission

The La Crosse Public Library is the hub of our community, inspiring inclusion, learning, and connection.

2026 Accomplishments/Highlights

1. The Library completed a $3.1 million dollar renovation of our downtown library, adding community spaces, meeting rooms, a classroom, and a renovated and updated Create Space. These additions have been heavily utilized providing improved service for the whole community.
2. In 2026, following the closure of the North Branch Library, Sunday hours were able to be added at the Main location, serving a broad array of patrons and making Sundays once again among our busiest days.
3. Increased leasing options, lucky day titles, and Overdrive Advantage to offer a broader caltalog that is more readily available to patrons.
4. **The 2026 La Crosse Community Read,** in which over 200 copies of *The House on Mango Street* by Sandra Cisneros were given away to the public and a wide range of programs were presented from October-December. Made possible through the partnership of and financial support from: Viterbo University's Sr. Thea Bowman Division for Cultural and Global Engagement, Pump House Regional Arts Center, Coulee Region Immigration Task Force, UWL Institute for Latin American Latino Studies, Pearl Street Books, the Maureen Freedland Social and Environmental Justice Fund of the La Crosse Community Foundation, and Latinos Organizing for Understanding and Development, among others.
5. Library staff serve on the Dolly Parton Imagination Library team, the State Superintendent Reading Advisory Council, the DPI public library standards revision committee, the Franciscan Spirituality Center board, and the 7 Rivers LGBTQ Connection Board.
6. In addition to free programs, classes, events and park passes, LPL circulated more than 400,000

physical items at an estimated savings of $9,652,677 and an additional 129,000 digital items at a combined estimated savings of $2,978,104 (avg. cost/item = $23.04) ultimately saving La Crosse community members more than $600,000 this year.

2027 Goals

1. In partnership with the La Crosse Community Foundation, continue to work toward implementation of a capital fundraising campaign for the purpose of implementing space and service enhancements at the Main Library, including devoting more space to youth and teen areas, as Phase 2 of our overall remodel of the primary library space for our community.
2. Continue to assess departmental work and priorities to align workflow with current staffing and budget constraints and evolving library services.
3. Build and expand e-offerings to meet growing demand.
4. Continue providing a responsive portfolio of materials, programs, and events which foster literacy and learning within the constraints of continued deductions in staffing.

Performance Measures

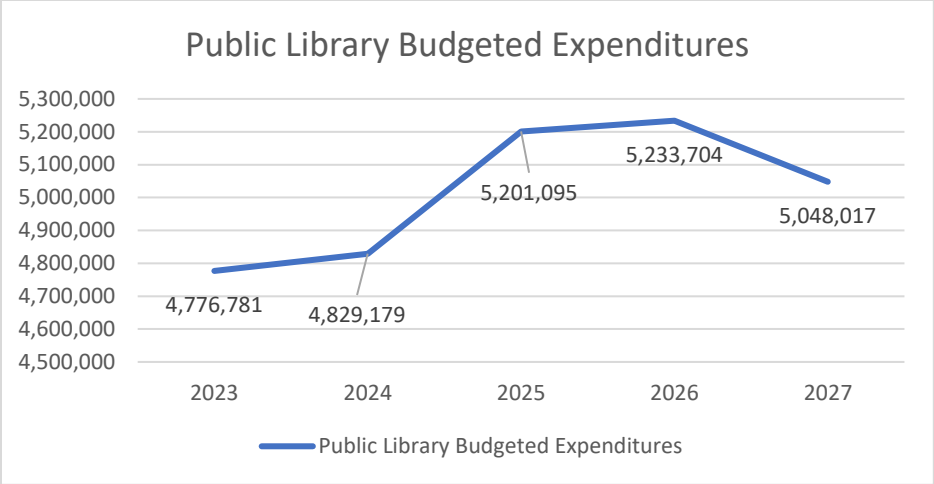
	2025 Actual	2026 Projected	2027 Goal
Total Physical Materials Borrowed	418,953	400,000	425,500
Electronic Items Checked Out	124,634	118,622	130,00
Program Attendance	31,797	32,500	35,000
New Materials Added	11,983	15,475	15,000
New Library Cardholders	2,377	2,100	2,500

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	51.75	50.75	49.5

La Crosse Public Library



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$4,215,916	$4,453,649	$4,082,367	-$371,282
Contractual Services	$623,684	$421,867	$409,950	-$11,917
Commodities	$453,113	$358,188	$555,700	$197,512
Capital Outlay	$70,239	$0	$0	$0
Total Expenses	**$5,362,952**	**$5,233,704**	**$5,048,017**	**-$185,687**

Planning & Development

Description/Services

The Planning and Development Department improves the conditions of life in La Crosse through expert advisement of economic, environmental, and social data and the delivery of high-quality programs. The Department also fosters a civic spirit that desires a condition of sustained improvement to the City for future generations.

2026 Accomplishments/Highlights

1. Successfully saw the completion of Haven on Main – 60 units of affordable housing with focus on accessibility for adults with disabilities. Many market rate developments were also completed in 2026 – 52 units at War Eagle, 24 units at C&C Residences and 29 units at Badger West. Also completed were three new affordable single family owner-occupied homes and began work on housing development in the floodplain.
2. Distributed $56,690 in City-funded facade grant programs; completed the Child Care project which significantly decreased waitlists, increased childcare slots, and raised employee wages; finalized development agreements with The Chalmers Residences (261 residential unit, mixed used project with a $42million assessed value) and completed construction of the Haven on Main project (70-unit, mixed use affordable housing project valued at $6.4million upon completion); facilitated TIF requests for other large-scale development projects, and supported additional large-scale projects in pre-development stages; completed three ARPA-funded small assistance programs, totaling $118,000, that helped in the creation and sustainability of locally owned small businesses; progress in the development of the River Point District, with occupancy status being reached for The Lofts and stabilization status being reached for Driftless Apartments; signed a development with Copper Rocks, LLC to allow the development of multiple multi-story mixed-use buildings on an underutilized site; progress is being made toward the potential construction of a public market, with $45,000 being allocated toward pre-development work beginning in January. Distributed ARPA Dollars to for the creation of specialized housing to Couleecap, Inc to allow for the acquisition of an apartment to house individuals with low to moderate case management needs.
3. Completed Phase 3 infrastructure of River Point District. Completed transfer of property to RyKey for development.
4. Celebrated milestones with Pathways Home Plan to End Homelessness – 11 out of 12 leases renewed at Collective on Fourth and five Pathways Held Leases signed. Park Lane Studios opened to provide housing to individuals with higher needs and implemented Pathways Held Leases.
5. Applied for multiple grants including a $1.5 million RAISE grant and Congressionally Directed Spending for the Wagon Wheel Trail project and Transportation Alternatives Program for Ranger Drive Cycle Track and received a $270,000 Love your Block Grant and $805,000 to complete King Street Greenway.
6. Implemented a Bicycle and Pedestrian Count Program with the Parks, Recreation and Forestry Department and worked in partnership with the La Crosse Area Planning Committee to complete the Regional Transportation Safety Action Plan.

7. Achieved sustainability and resiliency initiatives, including the 4th phase of energy-saving contract to save an average of $140,000 annually on top of the $360,000 in annual savings from earlier phases, and received a grant to conduct 350 energy audits for low-income households.
8. Granted and executed over 30 Paint and Fix Up Grant projects. -The created two new Tax Incremental Financing Districts to incentivize development in underutilized areas; Black River Beach (TID24) and West Channel (TID22).
9. Distributed $56,690 to downtown businesses to help in façade restoration.
10. Progress in the development of the River Point District, with occupancy status being reached for The Lofts and stabilization status being reached for Driftless Apartments and War Eagle.
11. Signed a development with Copper Rocks, LLC to allow the development of multiple multi-story mixed-use buildings on the underutilized site previously owned by KMart.
12. Progress is being made toward the potential construction of a public market, with $45,000 being allocated toward pre-development work beginning in January.
13. Completed drafts of updates of Chapter 113 and Chapter 115 of the municipal zoning code.

2027 Goals

1. Incentivize $1.2 million in added assessed value through investments in owner-occupied housing.
2. Sell four completed homes to income eligible households. Construct two new homes and continue to bring parcels into compliance in the floodplain - four lots currently in development and more to come in the following year. Provide approximately $1.5 million in loans and grants to increase access to quality of housing and explore options to utilize the TID Affordable Housing Extension with TID 11.
3. Facilitate the City's TIF assistance process, including finalizing multiple development agreements for current applications in the pipeline. Continue to manage the façade and A&E programs. Finalize the City's childcare project, providing lasting impact and pathway forward to continued improvement and sustainability. Finalize the implementation for small business ARPA funds. Improve TIF administration practices and processes regarding development agreement compliance, application submissions, TIF request policy, website updates, use of TIF for CIP projects and operating expenses, and files/documents overall. Fully leverage available funding through WEDC for La Crosse-based projects. Develop a strategic framework for the City's approach to economic development. Improve the administrative components of economic development-related loans.
4. Advance development of 5 additional multi-family and mixed0use projects at River Point District with completion of Phase 4 construction and facilitating new developments.
5. Continue implementation of Pathways Home collaborative plan to end homelessness with La Crosse County government with community financial support.
6. Continue to grow and make meaningful and sustainable impact with the City's childcare project.
7. Install energy efficiency and renewable energy equipment at the airport through the City's energy saving performance contract with Johnson Controls. Install infrastructure for EV chargers at several City facilities in preparation for fleet electrification. Initiate efficiency navigator program with Elevate, improving energy efficiency at low- and moderate-income multifamily residences. Incorporate Climate Action Plan zoning recommendations into the zoning code update.
8. Adopt updates of Chapter 113 and Chapter 115 of the municipal zoning code.
9. Launch the Love your Block mini grant program on the Northside of La Crosse.

Planning & Development

Performance Measures

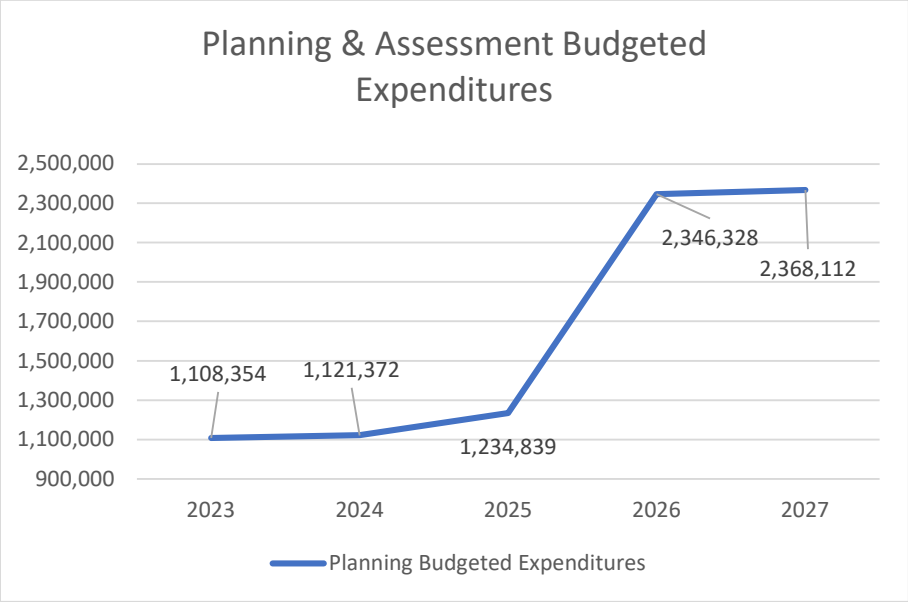
	2026 Projected	2027 Goal
New assessed value in owner-occupied housing	**$900,000 assess value for the construction of new owner-occupied housing**	**$1.2 million**
Residential housing investments (owner-occupied and rental)	**$547,416 in significant repairs made to 20 homes through City loans/grants**	**$595,000 / 17 loans or grants**
Capture value increment of TIDs	**$479M**	**$500M**

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	31*	27	27

**Inspection Dept was added to Planning & Development in 2025*



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$1,784,024	$2,182,454	$2,205,112	$22,658
Contractual Services	$176,362	$118,424	$116,050	-$2,374
Commodities	$52,633	$45,450	$46,950	$1,500
Capital Outlay	$0	$0	$0	$0
Total Expenses	**$2,013,019**	**$2,346,328**	**$2,368,112**	**$21,784**

Planning & Development
Assessment Division

Description/Services

Each year, the City of La Crosse Assessment Office is responsible for carrying out all property assessment functions as required by the Wisconsin Department of Revenue through constitutional, statutory, and administrative directives. This includes the timely completion of all state-mandated reports and workloads throughout the year.

The primary role of the Assessment Office is to discover, list, and value all taxable property within the City of La Crosse as of the statutory assessment date of January 1. The Assessment Office is committed to achieving accurate, equitable, and uniform property values, ensuring the fair distribution of the community's tax burden.

Under state law (sec 70.05(5), Wis. Stats.), each municipality must assess major classes of property within 10 percent of full value in the same year, at least once within a five-year period.

Annually, the Assessment Office strives to be a trusted source of current and precise property data. The Assessment Office is also dedicated to providing prompt, professional service to the public, local government, and the Common Council.

The City Assessor is committed to the core principle that every individual deserves to be heard, treated with courtesy and respect, and served competently. Our goal is for every resident to leave the Assessor's Office feeling confident that their concerns have been addressed in a professional and equitable manner.

2026 Accomplishments/Highlights

1. Continued in the process of incorporating the CDU Rating to phase out the use of the Effective Age component.
2. Physically reviewed, documented and valued 466 building permits.
3. Validated, physically reviewed, listed and valued 1,587 sales to prepare for the 2026 sale ratio analysis.
4. Completed all legal description work, County parcel renumbering and DOR reporting.
5. Continued in the process of physically reviewing residential properties by neighborhood/market segment as part of the revaluation cycle.

2027 Goals

1. Conduct interim market updates on residential and commercial values to reflect the market.
2. Continue to physically review commercial properties and update property records.
3. Continue to verify sales activity for the 2026 sale ratio analysis.
4. Physically review residential properties as part of the revaluation cycle.
5. Complete the valuation of all new construction, sales analysis and requested reviews.

6. Continue to mentor, cross train, and encourage staff to enroll in educational coursework.
7. Continue to incorporate the CDU rating with the existing weighted residual effective age.
8. Complete all legal description work and DOR required reporting.
9. Focus on reviewing exempt properties and updating the property record cards.

Major Class Performance Measures:

	2025 Actual	2026 Projected	2026 Goal
Residential Valuations	**94.50%**	**Not Available Yet**	**90-110%**
Commercial Valuation	**101.06%**	**Not Available Yet**	**90-110%**

Engineering Department

Description/Services

The Engineering & Public Works Department of the City of La Crosse is responsible for the preparation of plans, specifications, estimates and approval for roadway and utility projects. This includes streets, sidewalks, traffic signals, streetlighting, streetscaping, water mains and wells, storm and sanitary sewer systems, wastewater treatment plant improvements, park improvements, fiber optic and communications improvements, and miscellaneous public works projects. The Department provides supervision of construction to completion services, including field inspection, project management, and administration of professional agreements.

The Department monitors compliance with Federal regulations for federally-funded projects in the City, and coordinates local highway projects with WisDOT and La Crosse County. The Department also provides professional surveying, drafting, design, inspection, and administration services for other City departments.

It is also the Department's responsibility to maintain records of construction and surveys. These records include plats, maps, buildings, profiles, benchmarks, and the locations, sizes, and elevations of various underground utilities, such as sanitary and storm sewers, and water mains. Th Engineering Department serves the public through permitting, public Right-of-Way Code enforcement, and fulfillment of public records requests. The City Engineer and Public Works Superintendents are custodians of record for all public records within their jurisdictions.

The Department is responsible for all aspects of permanent and temporary traffic control throughout the City and represents the City's concerns for traffic functions in the surrounding area. Traffic Engineer duties include responsibility for conducting traffic studies, preparing geometric design for highway safety projects, plans and specifications for traffic control installations, review and supervision of temporary traffic control on all public projects, and providing public service and education through the media, and handle the requests and/or complaints on traffic matters.

Mission

Continually enhance the quality of life in the City of La Crosse by striving to improve the level of engineering services to other City departments that help create good jobs, tax growth, and an environment that includes all people. While striving to improve, the Engineering Department will be fiscally responsible. The Engineering Department will strive for excellence, collaborate with neighbors, recognize and reward employees, and promote the Arts and cultural diversity.

2026 Accomplishments/Highlights

Completed or are in-progress the following special 2026 Capital Improvement Plan projects:

1. #648, #626, #762, and #901 – Annual replacement programs for sidewalks and lighting.
2. #528, #967, #927, #968, #904, and #970 – various bridge projects, including approach slabs, deck patching, re-decking, annual inspections, and underwater scour repair.
3. River Point District (Phase IV).
4. Process and issue applications and permits to facilitate needs and guidance for private development, businesses, and properties working in the public Right-of-Way. Observe process for determine ways of increasing efficiency and effectiveness.
5. GIS database migration.
6. Design for new Federal/State funding for projects: Green Bay, from 9th to 14th (STP-Urban);
7. Construction for new Federal/State funding for projects: Losey Blvd, Main St traffic signal.
8. #982–Design for new Federal/State funding for projects: Losey Blvd, Mormon Coulee Rd to Ward Ave Lane reduction (HSIP).
9. #182– Design for new Federal/State funding for projects: Monitor St (STP Urban).

2027 Goals

Complete or continue the following special 2027 Capital Improvement Plan projects:

1. Construction to replace pedestrian push buttons and emergency vehicle preemption (EVP) throughout the City.
2. Design, advertise, bid, and construct other street, lighting, utility, and bridge projects approved by the Common Council in the adopted 2027-2031 Capital Improvement Plan.
3. #648, #268, #761, #762, and #901 – Annual replacement programs for: sidewalks, curb ramps, fiber optic, streetscape lighting and traffic signal replacement.
4. #982– Construction for new Federal/State funding for projects: Losey Blvd, Mormon Coulee Rd to Ward Ave lane reduction (HSIP).
5. #182 – Construction for new Federal/State funding for projects: Monitor St (STP Urban).
6. #528– various bridge annual inspections.
7. #944 -Avon St Greenway (TAP Grant)
8. #27080- 32nd St & E. Fairchild flashing beacons for pedestrians.

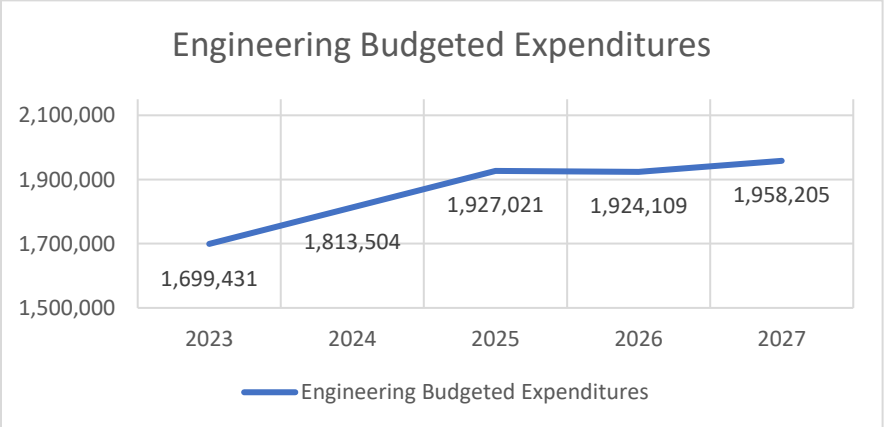
Performance Measures:

	Projected 2026	2027 Goal/Benchmark
Track construction contract costs for delivery of projects within CIP-budgeted amounts, with breakdown of costs relative to various funding sources. Comparison of construction costs after completion with original CIP estimates.	**TBD%**	**90%**
Document occurrences of change orders, per project. Track reasons for changes to determine needs for improved initial project scoping, and more accurate estimates for CIP requests.	**21**	**20**
Review output of permits issued, by category, to evaluate permitting process to better serve the public.	**500**	**500**
Performance of consultants for delivery of design and construction oversight agreements for timeliness of deliverables and costs of services	**TBD%**	**100%**
Measure performances of contractors on City of La Crosse construction sites, including instances of public infrastructure damages and complaints from the public, to report deficiencies to the Board of Public Works, including possible revocation of prequalification to bid.	**1**	**0**

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	18	18	18



Engineering Department

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$1,844,896	$1,882,337	$1,901,455	$19,118
Contractual Services	$54,204	$27,400	$35,500	$8,100
Commodities	$48,437	$14,372	$21,250	$6,878
Capital Outlay	$0	$0	$0	$0
Total Expenses	**$1,947,537**	**$1,924,109**	**$1,958,205**	**$34,096**

Streets/Recycling Department

Streets Division

Description/Services

The City of La Crosse Street Department is responsible for keeping the 226 miles of roadways, within the city limits, free of snow and debris and in good working order. We manage these tasks by doing required maintenance such as plowing and sweeping. More in depth maintenance entails other activities such as complete road and curb reconstruction, assembly, installation and maintenance of traffic signals, streetlights, and signage. We are also responsible for maintenance on most City vehicles and mechanical equipment and assisting in management of the City fuel system.

2026 Accomplishments/Highlights

1. Completed major repairs to River Valley Dr and Gillette St.
2. Chip Sealed 5.1 miles of roads within the city.
3. Paved for City departments to save money on repairs to parking lots.
4. Implemented a new product Mastic to seal roads and potholes
5. Fixed multiple heaved concrete roads around the city.
6. Established new procedures with pothole crew to save time and physical wear on employees with a new truck.
7. Reduced Concrete complaint list.
8. On task with scheduled road construction projects for Street Department.
9. Inspected and replaced lights throughout the city that were needing to be replaced.

2027 Goals

1. Do more maintenance on existing roads.
2. Mill (Zipper) more major highways for temporary repairs.
3. Chip seal to extend road life.
4. Fix cracking on main highways with new Product.
5. Pave for city departments to reduce costs.
6. Crack Seal more roads.
7. Reduce salt use in the winter and use more brine.

Performance Measures

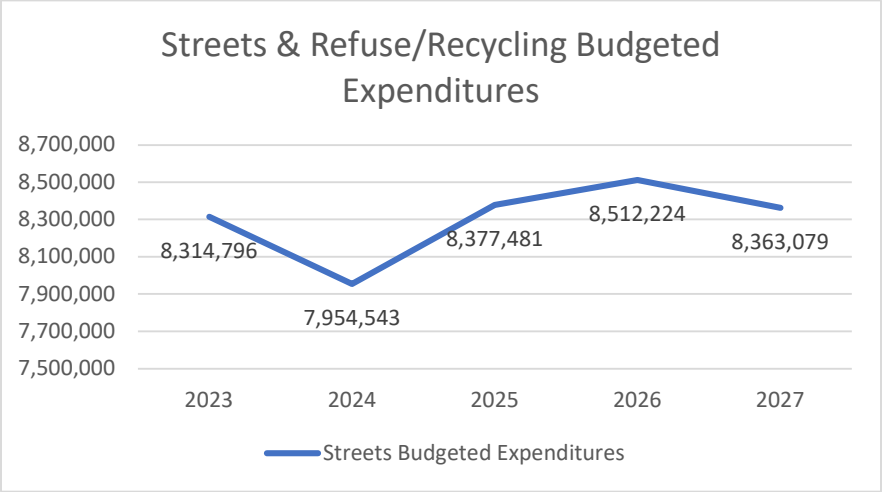
	2026 Projected	2027 Goal
Timely Rectification of Q-alerts and citizen complaints	**1-2 Days**	**1-2 Days**
Miles of streets resurfaced by the Street Dept.	**5.6**	**5**
Square yards of street maintenance	**92,000**	**75,000**
Two-year Pavement Surface Evaluation and Rating comparisons (PASAR)	**N/A**	**Complete by Aug 1**
Reduce miscellaneous curb & gutter complaint list	**TBD**	**TBD**

Streets/Recycling Department -Streets Division

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	45	42	40



Expenditures

(Streets & Refuse/Recycling)

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$3,504,694	$3,923,287	$3,847,373	-$75,914
Contractual Services	$3,066,305	$3,183,586	$3,184,900	$1,314
Commodities	$1,437,392	$1,405,351	$1,330,806	-$74,545
Capital Outlay	$89,163	$0	$0	$0
Total Expenses	**$8,097,554**	**$8,512,224**	**$8,363,079**	**-$149,145**

Streets/Recycling Department

Refuse & Recycling Division

Description/Services

The City of La Crosse Refuse & Recycling Department is responsible for managing code enforcement and organization of various collections throughout the year related to brush, leaf, and large items. We handle contracts related to residential and City facilities refuse and recycling collection and our yard waste and brush site operations. Daily activities involve assisting residents with issues related to compliance, proper disposal of various items, and maintenance of city-service carts.

2026 Accomplishments/Highlights

1. Continued updating the yard waste site.
2. Continued to increase compliance of brush and yard waste site policies by collaborating with the City of La Crosse Police Department.
3. Communicated with property owners and rental management companies during student moveout to ensure large items were taken care of for the third year in a row.
4. Continued to increase enforcement of illegal dumps throughout the City of La Crosse.
5. Utilized cameras at leaf drop off sites to curb illegal dumping while working with the La Crosse Police Department.

2027 Goals

1. Continue to update the buildings, compactors, and equipment at the waste site.
2. Monitor the leaf drop off sites with cameras throughout the city for illegal dumps and items that are prohibited.
3. Replace existing public refuse and recycling cans in the Historic Downtown and Old Towne North area.

Non-Departmental

Description/Services

The Non-Departmental cost center contains costs that are not associated with any established department and costs that have government wide benefit. These costs include contingency, retiree health insurance, liability insurance, debt service payments, and other general government expenses.

Contingency

Contingency is budgeted funds to provide cover for emergency and unforeseen expenditures for the budgeted year.

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Contingency Expenses	$243,521	$120,000	$120,000	$0

General Expenses

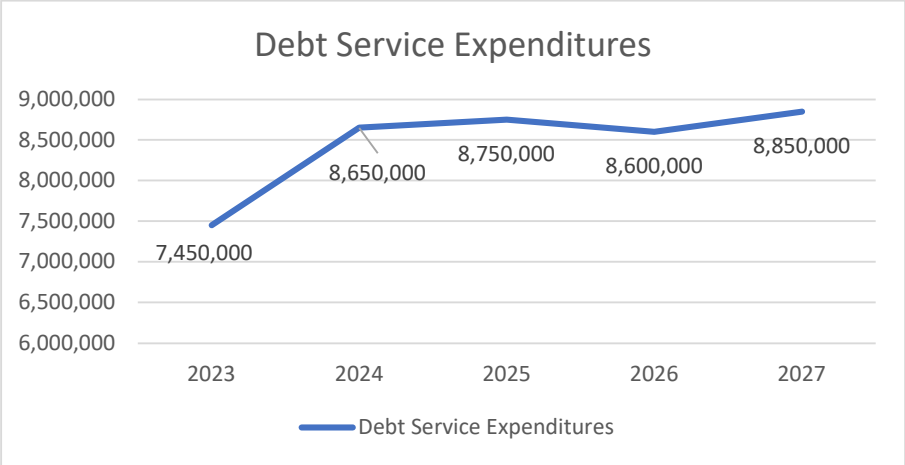
General expenses are for general governmental expenditures/programs that are for government wide purposes and not directly related to any specific department. The major budgeted expenditures include retiree health insurance, animal control, outside legal and professional services, etc.

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$4,658,297	$3,708,542	$3,766,199	$57,657
Contractual Services	$4,121,533	$2,854,362	$3,685,281	$830,919
Commodities	$135,117	$130,347	$156,508	$26,161
Capital Outlay	$35,890	$0	$0	$0
Total Expenses	**$8,950,837**	**$6,693,251**	**$7,607,988**	**$914,737**

Debt Service

Debt service is the cash that is required to satisfy the interest and principal payments on the City's general obligation debt for the budget year.



Expenditures

	2025 Actual	2026 Budget	2027Budget	**$ Change- 2027 v 2026**
General Obligation Debt Service Levy	$8,750,000	$8,600,000	$8,850,000	$250,000

La Crosse Regional Airport

Description of Purpose:
The La Crosse Regional Airport is a certified commercial air carrier airport serving the greater Coulee Region, with scheduled airline service provided by American Airlines to Chicago O'Hare International Airport and Allegiant Air to Mesa Gateway Airport, Orlando Sanford International Airport, and Punta Gorda Airport.

In addition to commercial air service, the airport is home to approximately 60 based aircraft operated by private owners who support both the business and recreational aviation needs of the community. The Airport Department is committed to maintaining a safe, secure, financially self-sufficient, and customer service focused facility that benefits its users and the community as a whole.

2026 Accomplishments/Highlights

1. Launched air service on Allegiant Air to three non-stop destinations, increasing year-over-year enplanements by 62%.
2. Secured federal and state funding for several capital improvement projects to maintain existing infrastructure and increase operational efficiency.
3. Hosted "Bonanzas to Oshkosh" event supporting over 100 general aviation aircraft travelling to the Experimental Aircraft Association's (EAA) annual AirVenture Oshkosh event.

2027 Goals

1. Establish new airline service to an additional leisure or hub destination.
2. Continue pursuing operational efficiencies to narrow the gap between operating revenues and operating expenses.
3. Expand non-aeronautical revenue opportunities to strengthen financial stability and support airport operations.

Performance Measures

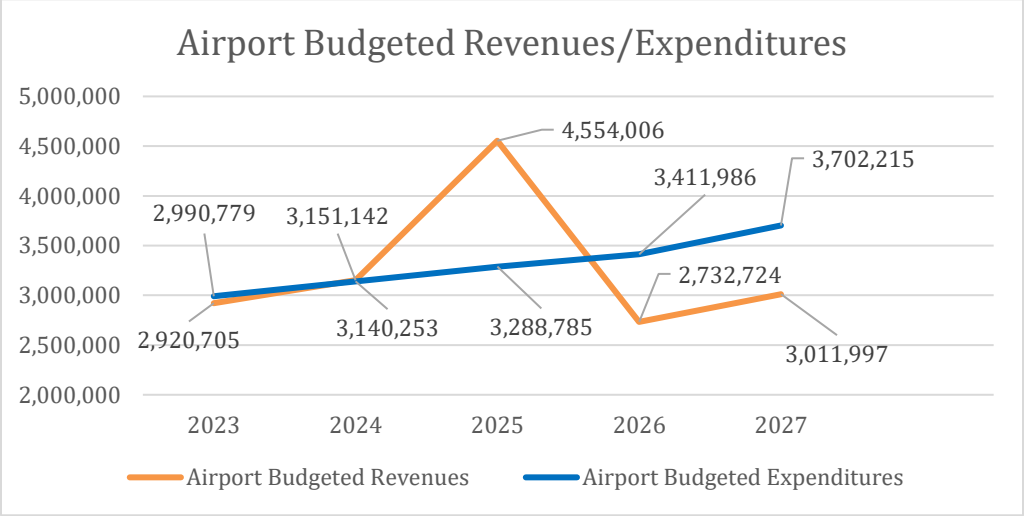
	Actual 2025	Projected 2026	2027 Goal/Benchmark
Number of passenger enplanements	**43,125**	**70,000**	**85,000**
Remain a self-sufficient enterprise fund	**Yes**	**Yes**	**Yes**
Increase total non-aeronautical revenue	**Yes**	**Yes**	**Yes**

La Crosse Regional Airport

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	17.5	17.5	17.5



Revenues

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Airport Revenues	$3,192,162	$2,732,724	$3,011,997	$279,273

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$1,932,747	$1,810,349	$1,921,641	$111,292
Contractual Services	$1,380,458	$1,396,640	$1,564,442	$167,802
Commodities	$153,859	$150,330	$168,290	$17,960
Capital Outlay	$2,528,753	$54,667	$47,842	-$6,825
Total Expenses	**$5,995,817**	**$3,411,986**	**$3,702,215**	**$290,229**

Parking Enterprise

Description/Services:

The Parking Utility is managed by a Parking Coordinator who works directly with the Assistant Police Chief. The Parking Utility has two responsibilities, the enforcement of all parking regulations within the City and the operation of all City-owned parking facilities. The enforcement division is responsible for the enforcement of all parking rules and regulations on approximately 225 miles of city streets. This work is done through a staff of Community Service Officers (CSO's) who are tasked with the enforcement of parking violations. Office support staff process data entry and revenue collections. The grounds division of the Parking Utility is responsible for the operation of all the municipally-owned ramps and surface lots. These include the Market Square Ramp with a total of 632 spaces, the La Crosse Center Ramp with a total of 893 spaces, the Main Street ramp with a total of 395 spaces, the Riverside Ramp with a total of 903 spaces, and the Pine Street ramp with a total of 606 spaces. When you add in the surface lots, the Parking Utility manages almost 4,000 parking spaces. In addition, the Parking Utility manages downtown on-street hourly parking to ensure customer turnover for downtown businesses.

2026 Accomplishments/Highlights

1. Replaced roof membranes and flashing at the La Crosse Center Ramp and Main St. Ramp.
2. Converted alley lights at Market Square to energy efficient LED fixtures.
3. Full upgrades to all enforcement vehicles due to aging equipment.
4. Addition of several 360-degree security cameras throughout the downtown ramps.
5. The PD impound lot project began to get graded, filled and resurfaced to create a larger, more efficient area.

2027 Goals

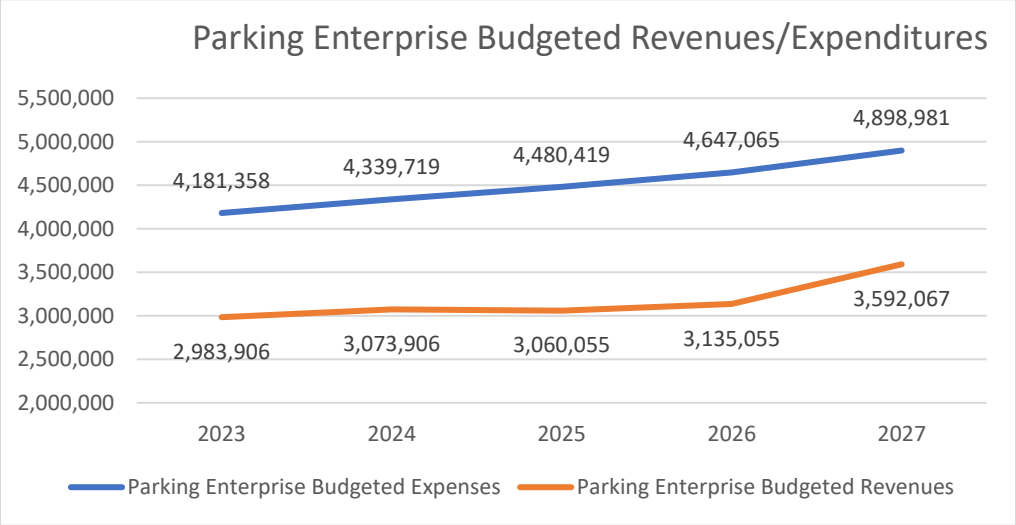
1. Complete the impound lot project, resurfacing and fence repairs.
2. Upgrade all paystation kiosk software for a better user experience.
3. Successfully complete the first phase of the Pine St. Ramp skywalk addition.
4. Install Security Cameras in the Pine St. Ramp as well as top level cameras in all ramps.
5. Replace all aging fire-rated doors and frames in the Market Square Ramp.

Performance Measures	Projected 2026	2027 Goal/Benchmark
Contactless Transactions	115,000	120,000
Pay Station Transactions	105,000	100,000
Ramp Permits	1,300	1,550
Ramp Security Cameras	135	160
Citation Collection rate	98%	99%
Enforcement Actions Taken	38,000	40,000

Parking Enterprise

Staffing

	2025	2026	2027
Full Time Equivalents	20.5	20.5	20.5



Revenues

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Parking Revenue	$3,747,102	$3,135,055	$3,592,067	$457,012

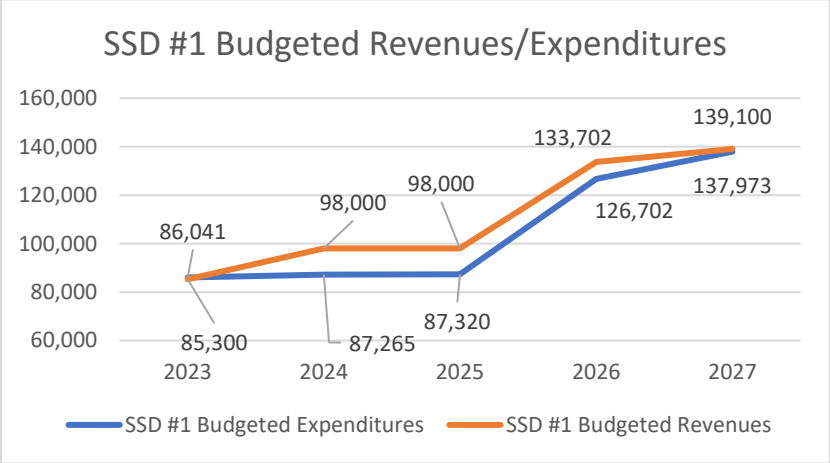
Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$1,255,406	$1,579,211	$1,684,886	$105,675
Contractual Services	$1,375,527	$1,180,318	$1,465,341	$285,023
Commodities	$47,532	$51,700	$59,700	$8,000
Capital Outlay	$1,633,368	$1,835,836	$1,689,054	-$146,782
Total Expenses	**$4,311,833**	**$4,647,065**	**$4,898,981**	**$251,916**

Sanitary Sewer District #1

Description/Services

Sanitary Sewer District #1 is a sanitary district in the Town of Shelby that the regional La Crosse treatment plants accept and treat waste from.



Revenues

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v -2026
Sanitary Sewer District #1 Revenues	$147,836	$133,702	$139,100	$5,398

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v -2026**
Salaries & Benefits	$0	$0	$0	$0
Contractual Services	$123,053	$124,516	$135,737	$11,221
Commodities	$0	$208	$258	$50
Capital Outlay	$1,978	$1,978	$1,978	$0
Total Expenses	**$125,031**	**$126,702**	**$137,973**	**$11,271**

Sanitary Sewer Utility

Description/Services

The Sanitary Sewer Utility operates and maintains the Isle la Plume wastewater treatment plant, 26 sanitary sewer lift (pumping) stations and about 205 miles of sanitary sewers that make-up the wastewater collection and conveyance system. Flows to the plant averaged about 8.76 million gallons per day (MGD). The Utility flushes and cleans about one-third of the entire sewer system every year. The same staff repairs, rebuilds and rehabilitates manholes, vaults, valves, and other sanitary sewer structures as needed. (Contracted contributing cities operate and maintain their own collection systems and are only billed a wholesale rate for sewage treatment.)

The Utility operates as a public enterprise and receives no direct tax money from the City. Revenue sources include sales of sewage treatment to residential, commercial, industrial and public authority customers billed quarterly and wholesale treatment of Sewage from Onalaska, Campbell, Shelby, and La Crescent. Rates were raised most recently on November 1, 2026.

Modern wastewater treatment is a complex process subject to a wide variety of state and federal regulations. Quality standards for effluent and biosolids leaving wastewater treatment plants continue to get more stringent. Although operation of the wastewater system is highly automated, it is essential to have skilled employees with specific knowledge related to wastewater processes. Challenges related to chemistry, hydraulics, microbiology, electronics, mechanics, control systems, computer programming, machining, pumps, protective coatings, agriculture, and specialized equipment repair all come into play at the wastewater plant and/or collection system. The utility schedules on-call personnel who are available 24 hours per day, year-round, to respond to emergencies at the plant or lift stations or related to the sewer system.

2026 Accomplishments/Highlights

1. Provide safe reliable treatment of sewage to the City of La Crosse and surrounding region.
2. Protect the environment through the production of high-quality effluent and proper management of bio-solids.
3. Construction on $68 Million Dollar WWTP upgrade was completed in 2026.
4. This year we have met our new low level phosphorus limit on our effluent of 0.10mg/L averaging 0.07mg/L with addition of filtration.
5. Class A biosolids was approved by State of Wisconsin DNR in 2026.
6. Co-Gen started up and was approved by Xcel Energy to run 24/7 to produce our own electricity and heat by burning methane gas produced from Anaerobic digesters.

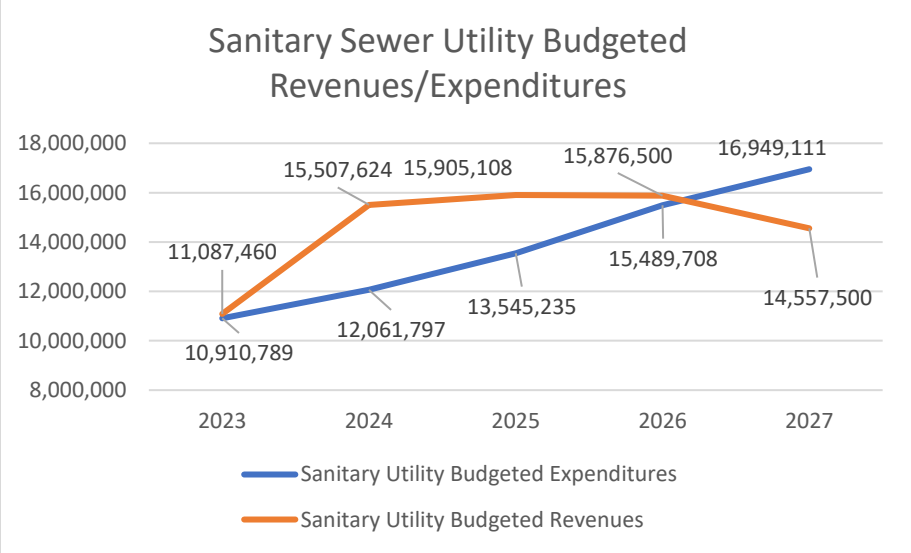
2027 Goals

1. Continue to build preventative maintenance plan for the upgraded WWTP equipment, and cost for maintenance.
2. Implement asset management system to create work orders and track assets.
3. Continue to maximize the treatment process at WWTP to maintain compliance.
4. Perform a Condition and Capacity Study of the City of La Crosse Sanitary Sewer pipe network.
5. Complete organization study of Utilities Departments.
6. Continue to closely track the true cost to operate the upgrades WWTP as we've completed a full year of operation.
7. Full implementation of the billing.

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	18	20	20



Revenues

	2025 Actual	2026 Budget	2027 Budget	$ Change- 2027 v 2026
Sanitary Sewer Revenues	$16,746,092	$15,876,500	$14,557,500	-$1,319,000

Sanitary Sewer Utility

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$2,930,905	$3,180,245	$3,522,381	$342,136
Contractual Services	$5,758,225	$5,768,963	$6,555,730	$786,767
Commodities	$1,223,544	$1,575,500	$1,849,500	$274,000
Capital Outlay	$4,636,932	$4,965,000	$5,021,500	$56,500
Total Expenses	**$14,549,606**	**$15,489,708**	**$16,949,111**	**$1,459,403**

Water Utility

Description/Services

The La Crosse Water Utility operates and maintains all the grounds, buildings, equipment and infrastructure that makes up the City's water system, including currently 10 active wells, 2 reservoirs (5-million gallon and 150,000-gallon capacities), a booster station, over 222.5 miles of watermain and the Myrick Pumping Station offices and shop. The Utility has a dual role of supplying water for both everyday use and emergency fire suppression.

The Utility operates as a public enterprise and receives no direct tax money from the city. Revenue sources include sales of water to residential, commercial, industrial and public authority customers and both private and public fire protection charges; billed quarterly.

Revenue from water sales is the major source of Utility income. The Public Service Commission (PSC) of Wisconsin establishes water rates for the Utility as deemed necessary to ensure the long-term sustainability of the Utility. Water rates last increased in October 2026.

2026 Accomplishments/Highlights

1. Additional System Flushing and Reduction of DBP's.
2. Well 27's location selected and Started the Progress to drill the new well.
3. 200 will be removed by the end of 2026.
4. The new Inventory system is chosen and implantation started.
5. The new billing system has been chosen and implantation started.
6. GPS gathering of field assets.
7. 2 miles of new 24-inch water main installed.
8. The new Large Storage Garage in use.
9. New Water rate implemented.

2027 Goals

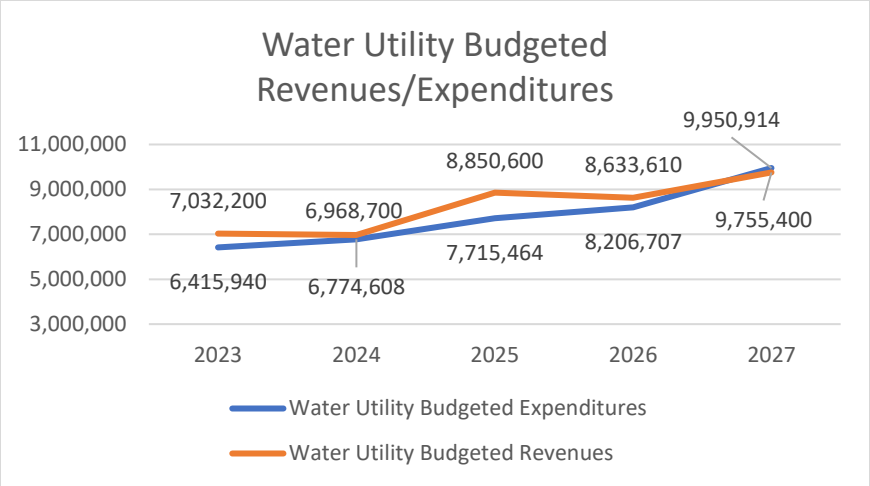
1. Full implementation of the billing system
2. Full implementation of the new inventory system.
3. Remove 200 more lead goosenecks.
4. Drill the permanent location of Well 27.
5. Update the Water Ordinance
6. Fence off Well 15
7. Contact all schools and childcare centers for Lead and Copper testing.

Staffing:

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	32	33	33

Water Utility



Revenues

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Water Revenue	$6,638,417	$8,633,610	$9,755,400	$1,121,790

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$1,895,937	$2,641,752	$2,893,059	$251,307
Contractual Services	$2,118,517	$2,698,505	$3,323,355	$624,850
Commodities	$1,099,186	$1,550,950	$2,280,500	$729,550
Capital Outlay	$4,038,695	$1,315,500	$1,754,000	$438,500
Total Expenses	**$9,152,335**	**$8,206,707**	**$9,950,914**	**$2,044,207**

Storm Sewer Utility

Description/Services

- The Stormwater Utility operates and maintains approximately 160 miles of storm sewer collection system piping, 6,500 stormwater inlets, 3,500 manholes, seven major lift stations, 16 ponds, numerous bio-cells and swales and over 360 storm water outfalls discharging to the Mississippi, La Crosse or Black Rivers, to the marsh, or into a field, ditch, or creek.
- The Stormwater utility provides street sweeping for all 266 miles of streets in La Crosse to reduce sand and sediment that reaches local waterways.
- The Stormwater Utility provides financial resources to build and maintain the City storm sewer network, to protect our natural resources by staying compliant with State MS4 Permit mandated water quality requirements and to fund storm water infrastructure upgrades by billing the properties that create stormwater through user fees

2026 Accomplishments/Highlights

1. Provided conveyance and treatment of City Storm Water run-off to protect the City and environment.
2. Finalized 2024 audit response with wDNR approval.
3. Conducted inspections on public and private BMPs.
4. Performed necessary maintenance on city-owned BMPs.
5. Gave quarterly updated to Board of Public Works regarding stormwater operations.

2027 Goals

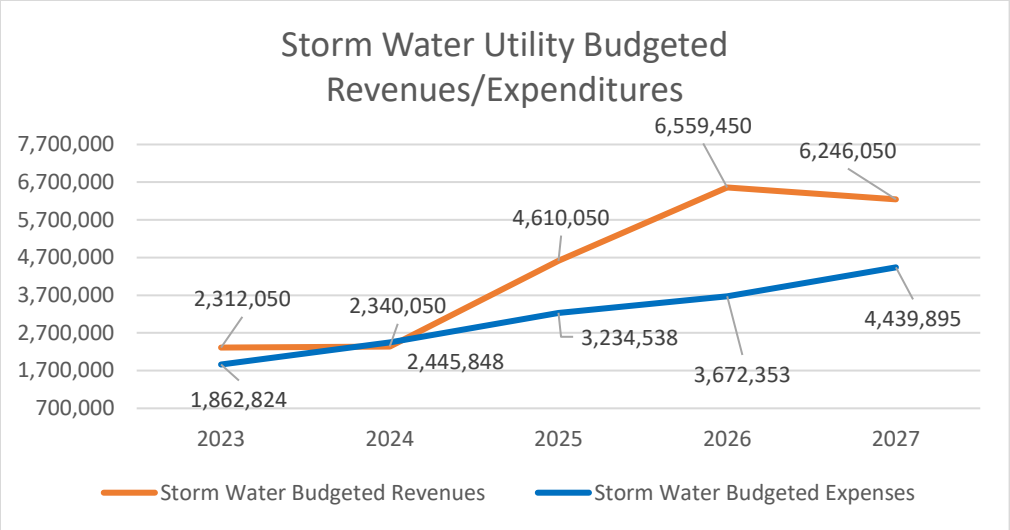
1. Find and document private storm connections and determine impacts.
2. Continue working toward meeting goals set in response to 2024 audit, specifically reaching 20% TSS reduction citywide.
3. Look into implementing a permit process for dewatering storm sewer and other low-impact discharges.
4. Work towards completion of GIS upgrades with consultant.
5. Hire consultant to update Impervious Surface area GIS layer to update billing files.
6. Full implementation of the billing system.

Staffing:

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	11	12	12

Storm Water Utility



Storm Water Utility

Revenues

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Storm Revenue	$4,215,367	$6,559,450	$6,246,050	-$313,400

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$1,079,294	$1,295,520	$1,406,955	$111,435
Contractual Services	$826,294	$1,312,333	$1,765,440	$453,107
Commodities	$339,592	$614,500	$667,500	$53,000
Capital Outlay	$2,237,300	$450,000	$600,000	$150,000
Total Expenses	**$4,482,480**	**$3,672,353**	**$4,439,895**	**$767,542**

La Crosse Center

Description/Services:

The mission of the La Crosse Center is to drive economic growth and strengthen the La Crosse community by hosting conventions, tradeshows, corporate and association meetings, and entertainment events that attract visitors and support local businesses through increased lodging, dining, and retail activity. The Center is committed to fiscal responsibility, community engagement, and socially responsible initiatives. Through job creation, exceptional customer service, and a focus on safety, quality, and affordability, the La Crosse Center strives to provide a welcoming and valuable experience for guests, event organizers, and the community while maintaining accountability to the City's elected officials and the La Crosse Center Board of Directors.

2026 Accomplishments/Highlights

1. South Hall phase two renovation of restroom remolding was completed.
2. The two-day rock event returned to the La Crosse Center for its second year successfully.
3. Expanded proactive sales initiatives to maximize utilization of the La Crosse Center.
4. Integration of interns across all departments was effective and efficient.
5. Utilization of Ticketmaster as the primary ticketing platform for the facility.

2027 Goals

1. South Hall phase three renovation.
2. Riverfront Revolt event returns to the La Crosse Center for its third year.
3. Ongoing integration of interns across all departments.
4. Continued utilization of Ticketmaster as the primary ticketing platform for the facility.
5. Increasing the sponsorships for the La Crosse Center building.
6. Increasing our teams with LTE assistance through each quarter.

Performance Measures

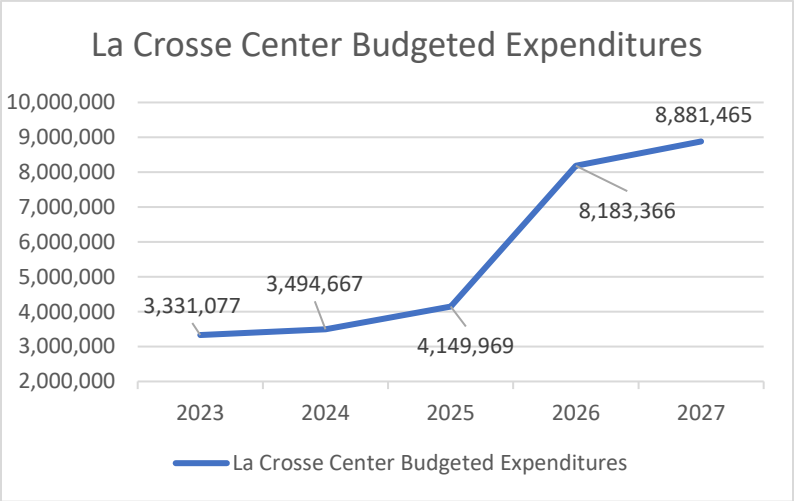
	2026 Projected	2027 Goal
Gross Revenue	**$8 M**	**$8.5 M**
# of Concerts/Family Shows/ Ticketed Events	**20**	**25**
Survey Average Scores	**8**	**8.5**
Social Media	**30 K**	**35 K**

La Crosse Center

Team Members

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	20	20	20



Revenues

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
La Crosse Center Revenue	$7,111,438	$8,183,366	$8,851,465	$668,099

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$2,479,976	$2,702,672	$2,890,450	$187,778
Contractual Services	$4,158,332	$4,681,194	$5,163,515	$482,321
Commodities	$608,141	$689,500	$717,500	$28,000
Capital Outlay	$0	$0	$0	$0
Transfers Out	$110,000	$110,000	$110,000	$0
Total Expenses	**$7,356,449**	**$8,183,366**	**$8,881,465**	**$689,099**

Municipal Transit Fund

Description/Services

The Transit Department operates the Municipal Transit Utility (MTU), which provides safe and reliable public transportation to the City of La Crosse and the surrounding municipalities. The Transit Department is responsible for the applications and disbursement of Federal, State, and local funds for general operating and capital expenses. The MTU oversees three main buildings: The transit portion of the Municipal Service Center, the Bus Holding Facility, and both the commercial and transit portions of Grand River Station.

2026 Accomplishments/Highlights

1. Increased our programing with the La Crosse School District including outlet locations
2. Launched new APC (Automated Pass Counter) software technology.
3. Negotiated successful Agreements with the three major schools – University of La Crosse, Western Technical College, Viterbo.
4. Increased outreach with community programs and events.

2027 Goals

1. Continue our Shelter Revitalization Program.
2. 2027 System analysis – including route structure and fare program
3. Establish sustainable funding at Federal, State, and local levels.

Performance Measures

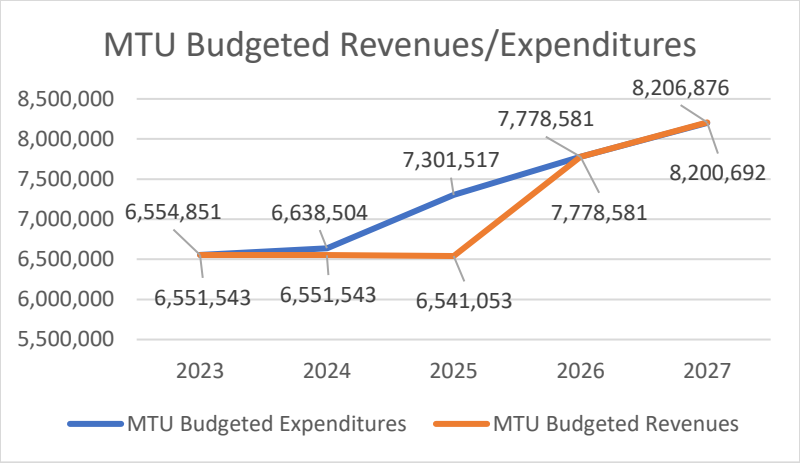
	Actual 2025	2026 Projected	2027 Goal/Benchmark
On Time Performance	**85%**	**89%**	**94%**
Miles Per Breakdown	**3,057**	**4,350**	**6,000**
Miles Per Accident	**72,962**	**74,382**	**75,000**

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	51	51	51

Municipal Transit Fund



Revenues

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
MTU Revenue	$11,186,871	$7,778,581	$8,200,692	$422,111

Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$5,229,166	$5,407,658	$5,912,999	$505,341
Contractual Services	$1,886,642	$1,883,923	$1,672,377	-$211,546
Commodities	$688,394	$487,000	$621,500	$134,500
Capital Outlay	$908,694	$0	$0	$0
Total Expenses	**$8,712,896**	**$7,778,581**	**$8,206,876**	**$428,295**

Municipal Court

Description/Services

The Municipal Court is headed by the elected Municipal Judge and staffed by Municipal Court Clerks and Judicial Assistant who assist the Municipal Judge in administering the functions of the Municipal Court. The Municipal Court has sole jurisdiction over violations of municipal ordinances for which the penalty is a forfeiture (non-criminal monetary penalty) and concurrent jurisdiction with La Crosse County Circuit Court for truancy and ordinance violations for children aged 12 and older. Court staff ensure that traffic and ordinance citations issued by the City of La Crosse Police, Inspection, and Engineering Departments are processed for adult and juvenile courts. The Municipal Judge also reviews and authorizes special inspection warrants requested by the Inspection department pursuant to Wis. Stat. Sec. 66.0119. Court personnel monitor payments on citations, process community service, respond to inquiries from defendants and the public (via phone, email, mail, and in person), prepare cases for trial, issue summonses, subpoenas, and warrants, report certain convictions to the Wisconsin Department of Transportation, suspend driving privileges of delinquent payers, refer hard-to-collect debt to the Wisconsin Department of Revenue State Debt Collection Initiative (SDC), and respond to open record requests.

2026 Accomplishments/Highlights

1. Judge Dennis Marcou, who served the City of La Crosse as Municipal Court Judge for 28 years, did not seek re-election. Judge Jessica Skemp was elected and was sworn in to the position on May 1, 2026.
2. The Municipal Court office has worked with its record management provider and the City's Information Technology Department to increase work efficiencies, such as moving toward automating conviction reporting to the Wisconsin Department of Transportation.
3. The Municipal Court team has looked for ways to improve forfeiture collection efforts consistent with the lingering financial turmoil caused by the Covid-19 pandemic.
    - **a.** We have continued the long-standing practice of giving defendants extensions to pay their forfeitures, or very modest payment plans that they felt they could manage. The Court also allows defendants to perform community service in lieu of paying the forfeitures in certain circumstances.
    - **b.** For individuals who are considered "hard-to-collects," which often consists of out of county residents, or other individuals ignoring our attempts to work with them, these debts are generally referred to SDC. Those whose debts SDC has returned to us as uncollectable have been sent warning letters to notify them of their balance and the Court issues a summons for them to appear and discuss their non-payment. Those with balances that remain unpaid are now having warrants issued and driver's licenses suspended for failure to pay.
    - **c.** We have coordinated with the City Attorney's Office to record certain judgments in La Crosse County Circuit Court before referring the debts to SDC to preserve our claims should the debt be returned as uncollectable. This also allows us to create liens on real estate owned by individuals and business entities with unpaid forfeitures.
    - **d.** We have contracted with a "skip-trace" service to obtain and verify that we have the most current and correct information before referring debt to SDC.

4. The Municipal Court has increased its use of technology in the courtroom setting by conducting hearings via Zoom technology when requested and appropriate and using the courtroom screens to display digital forms of evidence, such as police squad videos or body-worn camera footage during hearings.
5. The Municipal Court has also expanded the days and times available for hearings to better accommodate litigants' schedules and dispose of cases more efficiently.
6. We are also experimenting with a "call" docket to increase accountability by ensuring folks are following through with the Court's orders.
7. The Municipal Court judge attended two judicial education and training opportunities to increase her knowledge of municipal court practice and receive legal updates. Court staff also attended a clerk's conference, where they gained knowledge that they were able to bring back to our court and improve processes and be up to date with changes in the law.

8. The Municipal Court has shared access to its case management program to assist the Municipal Prosecutor to have the information they need to perform their duties.

2027 Goals

1. We intend to keep examining our procedures to build in efficiencies where needed.
2. We intend to continue to be diligent and as creative as possible to collect forfeitures that have gone unpaid. We will specifically be working to improve procedures to reduce the time before unpaid citations receive collection efforts.
3. We will continue our efforts to collect as many forfeitures as possible, including the "hard-to-collects" before turning them over to the SDC.
4. We will continue to utilize the docket judgment law to create liens on real estate owned by individuals and business entities with unpaid forfeitures.
5. We will increase our collaboration with the City, Police Department and appropriate service providers to support our community's work toward ending homelessness.
6. We will remain in partnership with the community's juvenile services (LCPD's School Resource Officer program, System of Care, School District staff, and County social workers) to support our youth and will establish effective methods of communicating in these confidential cases.
7. We will remain empathetic to any financial hardships experienced by our defendants.
8. We reduced our staff from 3.5 clerk positions to 2.5 in 2021 due to the unprecedented reduction in the number of citations that have been written since the start of the pandemic in 2020. We anticipated that citations would return to pre-pandemic levels so that position would be restored once citations were back to previous levels. We are monitoring the number of citations we process to see if such a return to previous staffing levels is needed.

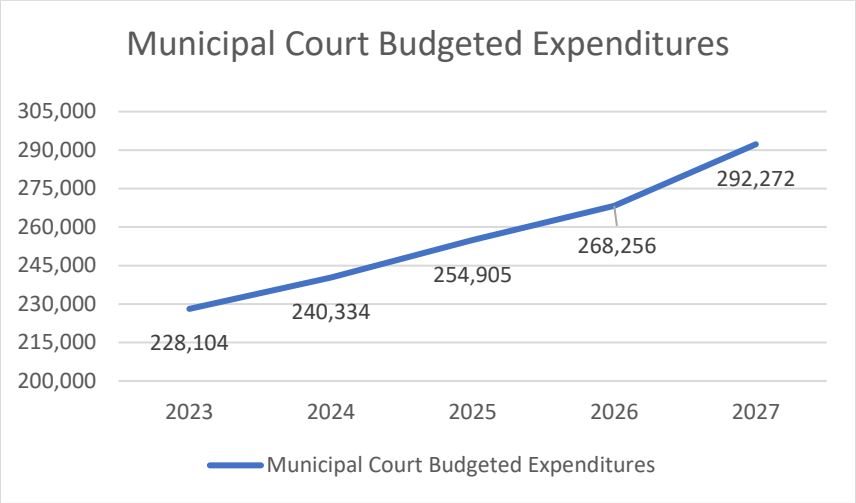
Municipal Court

Staffing

Positions (FTE)

	2025	2026	2027
Full Time Equivalents	4.5	4.5	4.5

Municipal Court



Expenditures

	2025 Actual	2026 Budget	2027 Budget	**$ Change- 2027 v 2026**
Personnel	$245,740	$257,536	$280,397	$22,861
Contractual Services	$3,730	$5,220	$6,375	$1,155
Commodities	$4,521	$5,500	$5,500	$0
Capital Outlay	$0	$0	$0	$0
Total Expenses	**$253,991**	**$268,256**	**$292,272**	**$24,016**

City of La Crosse - Personnel Schedule
Authorized Positions - FTE's
Annual Budget 2027

Airport	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Administrative Specialist - Airport	1	1	1
Airport Maintenance Manager	1	1	1
Airport Operations Coordinator	4	4	4
Airport Operations Manager	-	1	1
Business Manager - Airport	1	-	-
Custodian	2	2	2
Deputy Director - Airport	1	1	1
Director of La Crosse Regional Airport	1	1	1
Intern	0.5	0.5	0.5
Lead Maintenance Technician - Airside	1	1	1
Lead Maintenance Technician - Landside	1	1	1
Maintenance Technician - Facility/Grounds	3	3	3
Mechanic II	1	1	1
Airport Total	**17.5**	**17.5**	**17.5**

City Clerk	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
City Clerk	1	1	1
Deputy City Clerk	1	1	1
Assistant Clerk	3	3	3
City Clerk Total	**5**	**5**	**5**

City Council	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Council President	1	1	1
Council Member	12	12	12
Council Attendant	0	0	0
City Council Total	**13**	**13**	**13**

Engineering	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Director of Engineering & Public Works	1	1	1
Deputy Director - Engineering & Public Works	1	1	1
Deputy Director - Public Works & Utilities	1	1	1
Civil Engineer EIT	3	3	3
Civil Engineer PE	3	3	3
GIS/CAD Specialist	1	1	1
Office Coordiantor	1	1	1
Engineering Technician	2	2	2
Senior Engineering Technician	2	2	2
Sidewalk and ADA Coordinator	1	1	1
Public Works Locator & Code Enforcement Technician	1	1	1
City Surveyor/Construction Manager	1	1	1
	18	**18**	**18**

City of La Crosse - Personnel Schedule
Authorized Positions - FTE's
Annual Budget 2027

Finance	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Director of Finance	1	1	1
Deputy Director - Finance	1	1	1
Accounting Manager	1	1	1
Finance Analyst	1	1	1
Budget Analyst	1	1	1
Treasury Supervisor	1	1	1
Accountant	2	2	2
Accounting Assistant	2	2	2
Accounting Specialist	1	1	1
Lead Customer Service Assistant	1	1	1
Customer Service Assistant	1	1	1
Payroll Coordinator	2	2	2
Printing/Storeroom Assistant	0.5	0.5	-
Purchasing/Buyer	1	1	1
Finance Total	**16.5**	**16.5**	**16.0**

Human Resources	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Director of Human Resources	1	1	1
Employee Safety and Risk Specialist	1	1	-
Benefits Specialist	1	1	1
Wellness Coordinator	1	1	1
Senior Human Resources Generalist	-	-	2
Human Resources Generalist	2	2	-
HR Assistant	1	1	1
Human Resources Total	**7**	**7**	**6**

Community Risk Management	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Division Chief of Inspection	1	-	-
Captain Of Inspection Fire Department	2	-	-
Chief Building Inspector	1	1	1
Administrative Specialist - Inspections	1	1	1
Ordinance Technician/Floodplain Coordinator	1	1	1
Code Enforcement Technician	2	2	2
CRR Specialist	1	-	-
Inspector II - Electrical	1	1	1
Inspector II - Housing	4	4	4
Inspector II - Plumbing	1	1	1
Community Risk Management Total	**15**	**11**	**11**

City of La Crosse - Personnel Schedule
Authorized Positions - FTE's
Annual Budget 2027

Fire	2025 FTE's	2026 FTEs	2027 FTES
Fire Chief	1	1	1
Assistant Fire Chief	1	1	1
Division Chief of Training	1	1	1
Division Chief of Inspection	-	1	1
Captain Fire Department	15	15	15
Captain of Inspection - Fire Department	-	1	1
Lt of Fire Department*	12	12	12
Battalion Chief	4	4	4
Fire Engineer	24	24	24
Firefighter	26	26	26
Fire Assistant Mechanic	3	3	3
Logistics, Fleet, Facility Officer	1	1	1
Computer Trainer-Fire	3	3	3
Squad Driver	3	3	3
Administrative Specialist - Fire	1	1	1
CRR Specialist	-	1	1
EMS Trainer	3	3	3
Fire Total	**98**	**101**	**101**

**3 FTE Lieutenant - Fire positions will be unfunded in 2027*

Information Technology	2025 FTE's	2026 FTEs	2027 FTES
Director of Information Technology	1	1	1
Deputy Director of IT/ Cyber Security Coordinator	1	1	1
IST Assistant	1	1	1
IT Helpdesk Manager	1	1	1
IT Business Analyst	1	1	1
IT Helpdesk/Administrative Specialist	1	1	1
Network Specialist	1	1	1
Senior Support Technician	3	3	3
Systems Analyst & IT Training Coordinator	1	1	1
Information Technology Total	**11**	**11**	**11**

City Attorney	2025 FTE's	2026 FTEs	2027 FTES
Legal Assistant	1	1	1
Assistant City Attorney	2	2	2
City Attorney	1	1	1
Deputy City Attorney	1	1	1
Paralegal	1	1	1
City Attorney Total	**6**	**6**	**6**

La Crosse Center	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Business Manager - La Crosse Center	1	1	1
Sales & Marketing Manager	1	1	1
Operations Manager	1	1	1
Sales & Event Coordinator	2	2	2
Box Office Supervisor	1	1	1
Assistant Supervisor - Food & Beverage	2	2	2
Food and Beverage Manager	1	1	1
Banquet Cook	1	1	1
Assistant Supervisor - Building Operations	2	2	2
Maintenance Technician - Facility/Grounds	1	1	1
Building Representative	7	7	7
La Crosse Center Total	**20**	**20**	**20**

Library	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Library Director	1	1	1
Deputy Director - Library	1	1	1
Business Services Supervisor	1	1	1
Facilities Supervisor	1	1	1
Custodial & Maintenance Worker	2	2	2
Infrastructure Manager	1	1	1
IT and Network Supervisor	1	1	1
Public Services Manager*	1	1	1
Public Experiences Supervisor*	1	1	1
Outreach and Marketing Supervisor	1	1	1
Operations Manager	1	1	-
Frontline Supervisor	1	1	1
Resource Management Supervisor	1	1	1
Archives Supervisor	1	1	1
Librarian I	5	6	7
Library Assistant I	9.5	10.5	9.5
Library Assistant II	2	1	1
Library Clerk	3.5	3.5	3
Associate Librarian I	13.5	13.5	13
Associate Librarian II	1	1	2
Library Total	**51.75**	**50.75**	**49.50**

** Public Services Manager and Public Experiences Supervisor are unfunded for 2027*

Mayor	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Mayor	1	1	1
Executive Assistant to the Mayor	1	1	1
Communications Coordinator	1	1	1
Mayor Total	**3**	**3**	**3**

Municipal Court	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Municipal Judge	1	1	1
Deputy Court Clerk**	2.5	2.5	2.5
Municipal Court Clerk	1	1	1
Municipal Court Total	**4.5**	**4.5**	**4.5**

***2.5 FTE Authorized with 1.5 FTE budgeted*

Parks, Recreation and Forestry	2025 FTE's	2026 FTEs	2027 FTES
Administrative Assistant	1	1	1
Arborist	1	1	1
Certified Arborist	2	2	2
Deputy Director - Recreation and La Crosse Center	1	1	1
Deputy Director - Parks, Forestry and Facilities	1	1	1
Director of Parks & Recreation	1	1	1
Equipment Operator I	1	1	1
Equipment Operator II	1	1	1
Facilities and Marine Operations Manager	1	1	1
Inclusive Recreation Coordinator	1	1	1
Maintenance Technician - Parks	1	1	1
Maintenance Worker - Parks	3	3	3
Office Coordinator	1	1	1
Outdoor Recreation Coordinator	2	2	-
Parks, Forestry, and Natural Resources Manager	1	1	1
Crew Leader - Parks	1	-	-
Parks Foresty Supervisor	-	-	1
Recreation and Community Enrichment Manager	1	1	1
Recreation Program Coordinator	2	2	2
Parks, Recreation and Forestry Total	**23**	**22**	**21**

Grounds & Buildings	2025 FTE's	2026 FTEs	2027 FTES
Custodian	1	1	1
Custodial & Maintenance Worker	1	1	-
Maintenance Technician - Facility/Grounds	1	1	1
Grounds & Buildings Total	**3**	**3**	**2**

Planning, Economic and Community Development	2025 FTE's	2026 FTEs	2027 FTES
Planner	2	2	2
Community Development Manager	1	1	1
Director of Planning and Development	1	1	1
Deputy Director - Planning and Development	1	1	1
Economic Development Coordinator	1	1	1
Homeless Services Coordinator	1	1	1
Housing Specialist	1	1	1
Neighborhood Housing Development Coordinator	1	1	1
Administrative Specialist	1	1	1
Program Compliance Specialist	1	1	1
Planning, Economic and Community Development Total	**11**	**11**	**11**

Assessor	2025 FTE's	2026 FTEs	2027 FTES
Appraiser I	1	1	1
Appraiser II	2	2	2
Chief Assessor	1	1	1
Deputy City Assessor	1	1	1
Assessor Total	**5**	**5**	**5**

City of La Crosse - Personnel Schedule
Authorized Positions - FTE's
Annual Budget 2027

Police	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Police Chief	1	1	1
Assistant Police Chief	1	1	1
Executive Assistant to the Chief	1	1	1
Animal Control Technician	1	1	1
Customer Service Assistant	0.50	0.50	0.50
Crime Analyst	1	1	-
Police Captain	4	4	4
Police Lieutenant	6	6	6
Police Sergeant	12	12	12
Investigator	7	7	7
Police Officer*	69	69	69
Police Records Specialist	4	4	4
Police Records Manager	1	1	1
Property Room Technician	1	1	1
Civilian Aid	2.75	2.75	2.75
Clerical-Part time	0.5	0.5	0.5
Police Total	**112.75**	**112.75**	**111.75**

**5 FTEs will be unfunded in 2027*

Parking Utility	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Police Records Specialist	3	3	3
Maintenance Technician - Facility/Grounds	1	1	1
Parking Utility Supervisor	1	1	1
Custodian	2.5	2.5	2.5
Community Service Officer	12	12	12
Maintenance Worker - Parking	1	1	1
Parking Utility Total	**20.5**	**20.5**	**20.5**

Highways & Streets	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Streets Superintendent	1	1	1
Accounting Assistant - Streets	1	1	1
Accounting Assistant - Recycling	1	1	1
Mechanic I	1	-	-
Crew Leader - Sweeper	1	1	1
Crew Leader - Streets	2	2	2
Equipment Operator I	3	14	12
Equipment Operator II	7	7	7
Mechanic II	4	4	5
Lead Electrician	1	1	1
Electrician	1	1	1
Maintenance Worker - Streets	12	-	-
Maintenance Worker - Streets & Recycling	1	-	-
Utility Opening Worker	1	1	-
Crew Leader - Sign Shop	1	1	1
Inventory/Parts Technician	2	2	2
Crew Leader - Utility Opening	2	2	2
Assistant Superintendent - Streets	1	1	1
Fleet & Maintenance Manager - PW	1	1	1
Streets Supervisor/Recycling Coordinator	1	1	1
Highways & Streets Total	**45**	**42**	**40**

City of La Crosse - Personnel Schedule
Authorized Positions - FTE's
Annual Budget 2027

Transit	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Transit Operations Manager	1	1	1
Deputy Director - Transit	1	1	1
Director of Transit	1	1	1
Transit Service Representative	1	1	1
Transit Supervisor	1.5	1.5	1.5
Fleet and Maintenance Manager - Transit	1	1	1
Bus Operator	34	34	34
Bus Technician	3	3	3
Bus Driver - Part Time	3	3	3
Service Worker Transit	4.5	4.5	4.5
Transit Total	**51**	**51**	**51**

Water Utility	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Utilities Finance & Compliance Manager	1	1	1
Water Superintendent	1	1	1
Assistant Superintendent of Water - Distribution	1	1	1
Assistant Superintendent of Water - Supply	1	1	1
Project Specialist - Utilities	1	1	1
Utilities Accounting Analyst	1	1	1
Accounting Specialist - Utilities	5	5	5
Utility Locator	1	1	1
Utilities GIS/Asset Specialist	1	1	1
Water Distribution Specialist	7	7	7
Crew Leader - Water Utility	2	2	2
Water Supply Specialist	4	4	4
Maintenance Worker - Water	2	2	2
Meter & Service Technician	3	3	3
Vac Truck Operator	1	1	1
Water Maintenance Specialist	-	1	1
Water Utility Total	**32**	**33**	**33**

Waste Water Utility	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Assistant Superintendent - WWTP	1	1	1
Accounting Specialist - Utilities	1	1	1
WWT/Sewer Superintendent	1	1	1
Custodial & Maintenance Worker	1	1	1
Crew Leader - Operations	1	1	1
Crew Leader - Utility Mechanic	1	1	1
Equipment Operator I	-	1	1
Electrician	1	1	1
Lab Specialist	2	2	2
Special Projects Coordinator	1	1	1
Industrial & Operations Specialist	1	1	1
Utilities Maintenance Mechanic	5	6	6
WWT Operator	2	2	2
Waste Water Utility Total	**18**	**20**	**20**

City of La Crosse - Personnel Schedule
Authorized Positions - FTE's
Annual Budget 2027

Storm Utility	**2025 FTE's**	**2026 FTEs**	**2027 FTES**
Assistant Superintendent - Sewer	1	1	1
Crew Leader - Sewer	1	1	1
Equipment Operator I	3	4	4
Equipment Operator II	3	3	3
Crew Leader - Vac Truck	1	1	1
Utility Locator	1	1	1
Stormwater Coordinator	1	1	1
Sewer Utility Total	**11**	**12**	**12**
Total FTE's	**618.7**	**616.7**	**609.0**

Pay Grades and Steps for Positions Under the Non-Represented Handbook

(excludes Police Represented, Fire Represented and Transit Represented)

Grade 1

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Library Clerk	**1**	$ 38,272.00	$ 18.40
	2	$ 39,332.80	$ 18.91
	3	$ 40,414.40	$ 19.43
	4	$ 41,516.80	$ 19.96
	5	$ 42,660.80	$ 20.51
	6	$ 43,833.50	$ 21.07
	7	$ 45,032.00	$ 21.65
	8	$ 46,280.00	$ 22.25
	9	$ 47,548.80	$ 22.86
	10	$ 48,859.20	$ 23.49
	11	$ 50,211.20	$ 24.14

Grade 2

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
	1	$ 40,955.20	$ 19.69
	2	$ 42,078.40	$ 20.23
	3	$ 43,243.20	$ 20.79
	4	$ 44,428.80	$ 21.36
	5	$ 45,656.00	$ 21.95
	6	$ 46,904.00	$ 22.55
	7	$ 48,193.60	$ 23.17
	8	$ 49,524.80	$ 23.81
	9	$ 50,876.80	$ 24.46
	10	$ 52,270.40	$ 25.13
	11	$ 53,705.60	$ 25.82

Grade 3

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Banquet Cook	**1**	$ 43,804.80	$ 21.06
Community Service Officer	**2**	$ 45,011.20	$ 21.64
Custodian	**3**	$ 46,259.20	$ 22.24
Customer Service Assistant	**4**	$ 47,528.00	$ 22.85
	5	$ 48,838.40	$ 23.48
	6	$ 50,190.40	$ 24.13
	7	$ 51,563.20	$ 24.79
	8	$ 52,977.60	$ 25.47
	9	$ 54,433.60	$ 26.17
	10	$ 55,931.20	$ 26.89
	11	$ 57,470.40	$ 27.63

Grade 4

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Administrative Assistant	1	$ 46,904.00	$ 22.55
Assistant Clerk	2	$ 48,193.60	$ 23.17
Custodial & Maintenance Worker	3	$ 49,524.80	$ 23.81
Lead Customer Service Assistant	4	$ 50,876.80	$ 24.46
Library Assistant I	5	$ 52,270.40	$ 25.13
Printing / Storeroom Assistant	6	$ 53,705.60	$ 25.82
Purchasing Assistant	7	$ 55,182.40	$ 26.53
	8	$ 56,700.80	$ 27.26
	9	$ 58,260.80	$ 28.01
	10	$ 59,862.40	$ 28.78
	11	$ 61,505.60	$ 29.57

Grade 5

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Accountant Assistant - Finance	1	$ 51,584.00	$ 24.80
Accounting Assistant - Recycling	2	$ 52,998.40	$ 25.48
Accounting Assistant - Streets	3	$ 54,454.40	$ 26.18
Administrative Specialist	4	$ 55,952.00	$ 26.90
Building Representative	5	$ 57,491.20	$ 27.64
Deputy Court Clerk	6	$ 59,072.00	$ 28.40
HR Assistant	7	$ 60,694.40	$ 29.18
Inventory/Parts Technician	8	$ 62,358.40	$ 29.98
Library Assistant II	9	$ 64,064.00	$ 30.80
Maintenance Worker - Parking	10	$ 65,832.00	$ 31.65
Maintenance Worker - Parks	11	$ 67,641.60	$ 32.52
Maintenance Worker - Streets & Recylcing			
Maintenance Worker - Water			
Police Records Specialist			

Grade 6

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Accounting Specialist	1	$ 55,203.20	$ 26.54
Accounting Specialist - Utilities	2	$ 56,721.60	$ 27.27
Arborist	3	$ 58,281.60	$ 28.02
Associate Librarian I	4	$ 59,883.20	$ 28.79
Equipment Operator I	5	$ 61,526.40	$ 29.58
Executive Assistant to the Chief	6	$ 63,211.20	$ 30.39
IT Helpdesk/Administrative Specialist	7	$ 64,958.40	$ 31.23
Legal Assistant	8	$ 66,747.20	$ 32.09
Mechanic I	9	$ 68,577.60	$ 32.97
Meter and Service Technician	10	$ 70,470.40	$ 33.88
Water Distribution Specialist	11	$ 72,404.80	$ 34.81

Grade 7

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Airport Operations Coordinator	1	$ 59,072.00	$ 28.40
Associate Librarian II	2	$ 60,694.40	$ 29.18
Equipment Operator II	3	$ 62,358.40	$ 29.98
Industrial & Operations Specialist	4	$ 64,064.00	$ 30.80
Lab Specialist	5	$ 65,832.00	$ 31.65
Maintenance Technician - Facility/Grounds	6	$ 67,641.60	$ 32.52
Maintenance Technician - Parks	7	$ 69,492.80	$ 33.41
Municipal Court Clerk	8	$ 71,406.40	$ 34.33
Office Coordinator	9	$ 73,361.60	$ 35.27
Property Room Technician	10	$ 75,379.20	$ 36.24
Public Works Locator & Code Enforcement Technician	11	$ 77,459.20	$ 37.24
Purchasing/Buyer			
Utilities Maintenance Mechanic			
Utility Locator			
Vac Truck Operator			
Water Supply Specialist			
WWT Operator			

Grade 8

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Accountant	1	$ 63,190.40	$ 30.38
Animal Control Technician	2	$ 64,937.60	$ 31.22
Certified Arborist	3	$ 66,726.40	$ 32.08
Code Enforcement Technician	4	$ 68,556.80	$ 32.96
Crew Leader - Operations	5	$ 70,449.60	$ 33.87
Crew Leader - Parks	6	$ 72,384.00	$ 34.80
Crew Leader - Sewer	7	$ 74,380.80	$ 35.76
Crew Leader - Sign Shop	8	$ 76,419.20	$ 36.74
Crew Leader - Streets	9	$ 78,520.00	$ 37.75
Crew Leader - Sweeper	10	$ 80,683.20	$ 38.79
Crew Leader - Utility Mechanic	11	$ 82,908.80	$ 39.86
Crew Leader - Utility Opening			
Crew Leader - Vac Truck			
Crew Leader - Water Utility			
Engineering Technician			
Executive Assistant to the Mayor			
Inclusive Recreation Coordinator			
Lead Maintenance Technician - Landside			
Mechanic II			
Outdoor Recreation Coordinator			
Payroll Coordinator			
Recreation Program Coordinator			
Special Projects Coordinator			
Water Maintenance Specialist			
Wellness Coordinator			

Grade 9

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Appraiser I	**1**	$ 65,728.00	$ 31.60
Assistant Supervisor - Building Operations	**2**	$ 67,537.60	$ 32.47
Assistant Supervisor - Food & Beverage	**3**	$ 69,388.80	$ 33.36
Box Office Supervisor	**4**	$ 71,302.40	$ 34.28
Deputy City Clerk	**5**	$ 73,257.60	$ 35.22
Homeless Services Coordinator	**6**	$ 75,275.20	$ 36.19
Librarian I	**7**	$ 77,355.20	$ 37.19
Ordinance Technician/Floodplain Coordinator	**8**	$ 79,476.80	$ 38.21
Paralegal	**9**	$ 81,660.80	$ 39.26
Parking Utility Supervisor	**10**	$ 83,907.20	$ 40.34
Planner	**11**	$ 86,216.00	$ 41.45
Program Compliance Specialist			
Senior Support Technician			
Sr. Human Resources Generalist			
Stormwater Coordinator			
Transit Supervisor			

Grade 10

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Appraiser II	**1**	$ 70,304.00	$ 33.80
Benefits Specialist	**2**	$ 72,238.40	$ 34.73
CRR Specialist	**3**	$ 74,235.20	$ 35.69
Electrician	**4**	$ 76,273.60	$ 36.67
GIS/CAD Specialist	**5**	$ 78,374.40	$ 37.68
Housing Specialist	**6**	$ 80,537.60	$ 38.72
Lead Maintenance Technician - Airside	**7**	$ 82,742.40	$ 39.78
Neighborhood Housing Development Coordinator	**8**	$ 85,009.60	$ 40.87
Senior Engineering Technician	**9**	$ 87,339.20	$ 41.99
Sidewalk and ADA Coordinator	**10**	$ 89,731.20	$ 43.14
Treasury Supervisor	**11**	$ 92,206.40	$ 44.33
Utilities Accounting Analyst			
Utilities GIS/Asset Specialist			

Grade 11

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Airport Maintenance Manager	1	$ 75,254.40	$ 36.18
Archives Supervisor - Library	2	$ 77,313.60	$ 37.17
Budget Analyst	3	$ 79,435.20	$ 38.19
Building Inspector - Electrical	4	$ 81,619.20	$ 39.24
Building Inspector - Housing	5	$ 83,865.60	$ 40.32
Building Inspector - Plumbing	6	$ 86,174.40	$ 41.43
Business Services Supervisor - Library	7	$ 88,545.60	$ 42.57
Communications Coordinator	8	$ 90,979.20	$ 43.74
Crime Analyst	9	$ 93,475.20	$ 44.94
Facilities Supervisor - Library	10	$ 96,054.40	$ 46.18
Finance Analyst	11	$ 98,696.00	$ 47.45
Fleet and Maintenance Manager - PW			
Fleet and Maintenance Manager - Transit			
Frontline Supervisor			
IT and Network Supervisor - Library			
IT Business Analyst			
Outreach and Marketing Supervisor			
Project Specialist - Utilities			
Public Experiences Supervisor			
Resource Management Supervisor			
Streets Supervisor/Recycling Coordinator			

Grade 12

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Accounting Manager	1	$ 80,537.60	$ 38.72
Assistant Superintendent - Sewer	2	$ 82,742.40	$ 39.78
Assistant Superintendent - Streets	3	$ 85,009.60	$ 40.87
Assistant Superintendent - WWTP	4	$ 87,339.20	$ 41.99
Assistant Superintendent of Water - Distribution	5	$ 89,731.20	$ 43.14
Assistant Superintendent of Water - Supply	6	$ 92,206.40	$ 44.33
Business Manager - Airport	7	$ 94,744.00	$ 45.55
Business Manager - La Crosse Center	8	$ 97,344.00	$ 46.80
Civil Engineer EIT	9	$ 100,027.20	$ 48.09
Food and Beverage Manager	10	$ 102,772.80	$ 49.41
IT Helpdesk Manager	11	$ 105,601.60	$ 50.77
Lead Electrician			
Network Specialist			
Police Records Manager			
Sales & Marketing Manager			
Systems Analyst & IT Training Coordinator			
Transit Operations Manager			

Grade 13

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
City Surveyor/Construction Manager	1	$ 86,132.80	$ 41.41
Economic Development Coordinator	2	$ 88,504.00	$ 42.55
Facilities and Marine Operations Manager	3	$ 90,937.60	$ 43.72
Operations Manager	4	$ 93,433.60	$ 44.92
Parks, Forestry and Natural Resources Manager	5	$ 96,012.80	$ 46.16
Public Services Manager - Library	6	$ 98,654.40	$ 47.43
Recreation and Community Enrichment Manager	7	$ 101,358.40	$ 48.73
	8	$ 104,145.60	$ 50.07
	9	$ 107,016.00	$ 51.45
	10	$ 109,948.80	$ 52.86
	11	$ 112,964.80	$ 54.31

Grade 14

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Civil Engineer PE	1	$ 92,164.80	$ 44.31
Community Development Manager	2	$ 94,702.40	$ 45.53
Deputy City Assessor	3	$ 97,302.40	$ 46.78
Streets Superintendent	4	$ 99,985.60	$ 48.07
Utilities Finance & Compliance Manager	5	$ 102,731.20	$ 49.39
Water Superintendent	6	$ 105,560.00	$ 50.75
WWT/Sewer Superintendent	7	$ 108,472.00	$ 52.15
	8	$ 111,446.40	$ 53.58
	9	$ 114,504.00	$ 55.05
	10	$ 117,644.80	$ 56.56
	11	$ 120,889.60	$ 58.12

Grade 15

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Assistant City Attorney	1	$ 98,633.60	$ 47.42
Chief Assessor	2	$ 101,337.60	$ 48.72
Chief Building Inspector	3	$ 104,124.80	$ 50.06
Deputy Director - Airport	4	$ 106,995.20	$ 51.44
Deputy Director - Library	5	$ 109,928.00	$ 52.85
Deputy Director - Parks, Forestry and Facilities	6	$ 112,944.00	$ 54.30
Deputy Director - Planning & Development	7	$ 116,043.20	$ 55.79
Deputy Director - Recreation and La Crosse Center	8	$ 119,225.60	$ 57.32
Deputy Director - Transit	9	$ 122,512.00	$ 58.90
	10	$ 125,881.60	$ 60.52
	11	$ 129,334.40	$ 62.18

Grade 16

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Battalion Chief	1	$ 105,539.20	$ 50.74
City Clerk	2	$ 108,451.20	$ 52.14
Deputy Director - Engineering & Public Works	3	$ 111,425.60	$ 53.57
Deputy Director - Finance	4	$ 114,483.20	$ 55.04
Deputy Director - IT / Cyber Security Coordinator	5	$ 117,624.00	$ 56.55
Deputy Director - Public Works & Utilities	6	$ 120,848.00	$ 58.10
Division Chief	7	$ 124,176.00	$ 59.70
Infrastructure Manager - Library	8	$ 127,587.20	$ 61.34
Police Captain	9	$ 131,102.40	$ 63.03
	10	$ 134,700.80	$ 64.76
	11	$ 138,403.20	$ 66.54

Grade 17

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Assistant Fire Chief	1	$ 112,923.20	$ 54.29
Assistant Police Chief	2	$ 116,022.40	$ 55.78
Deputy City Attorney	3	$ 119,204.80	$ 57.31
	4	$ 122,491.20	$ 58.89
	5	$ 125,860.80	$ 60.51
	6	$ 129,313.60	$ 62.17
	7	$ 132,870.40	$ 63.88
	8	$ 136,531.20	$ 65.64
	9	$ 140,296.00	$ 67.45
	10	$ 144,144.00	$ 69.30
	11	$ 148,116.80	$ 71.21

Grade 18

Authorized Positions	Step	Annual-2080 Hrs. Calc	Hourly
Director of Human Resources	1	$ 120,806.40	$ 58.08
Director of Information Technology	2	$ 124,134.40	$ 59.68
Director of Library	3	$ 127,545.60	$ 61.32
Director of Transit	4	$ 131,060.80	$ 63.01
	5	$ 134,659.20	$ 64.74
	6	$ 138,361.60	$ 66.52
	7	$ 142,168.00	$ 68.35
	8	$ 146,078.40	$ 70.23
	9	$ 150,092.80	$ 72.16
	10	$ 154,211.20	$ 74.14
	11	$ 158,454.40	$ 76.18

Grade 19

Authorized Positions

City Attorney
Director of Engineering & Public Works
Director of Finance
Director of La Crosse Regional Airport
Director of Parks & Recreation
Director of Planning & Development
Fire Chief
Police Chief

Step	Annual-2080 Hrs. Calc	Hourly
1	$ 129,272.00	$ 62.15
2	$ 132,828.80	$ 63.86
3	$ 136,489.60	$ 65.62
4	$ 140,233.60	$ 67.42
5	$ 144,081.60	$ 69.27
6	$ 148,054.40	$ 71.18
7	$ 152,131.20	$ 73.14
8	$ 156,312.00	$ 75.15
9	$ 160,617.60	$ 77.22
10	$ 165,027.20	$ 79.34
11	$ 169,561.60	$ 81.52

Grade 20

Authorized Positions

Step	Annual-2080 Hrs. Calc	Hourly
1	$ 138,320.00	$ 66.50
2	$ 142,126.40	$ 68.33
3	$ 146,036.80	$ 70.21
4	$ 150,051.20	$ 72.14
5	$ 154,169.60	$ 74.12
6	$ 158,412.80	$ 76.16
7	$ 162,760.00	$ 78.25
8	$ 167,232.00	$ 80.40
9	$ 171,828.80	$ 82.61
10	$ 176,550.40	$ 84.88
11	$ 181,396.80	$ 87.21

Fire Association Wage Table

BASE WAGE RATES - FIREFIGHTER / EMT
EFFECTIVE JANUARY 1, 2027

112 HOUR BIWEEKLY WAGE SCHEDULE

	BASE RATE				LONGEVITY				
YEARS	START	ONE	TWO	THREE	FIVE	TEN	FIFTEEN	TWENTY	TWENTY-EIGHT
STEP	A	B	C	D	E	F	G	H	I
CAPTAIN	$31.74	$31.74	$31.74	$31.74	$32.70	$33.65	$34.60	$35.55	$36.50
FACILITIES MAINT MECH	$31.74	$31.74	$31.74	$31.74	$32.70	$33.65	$34.60	$35.55	$36.50
LIEUTENANT	$30.46	$30.46	$30.46	$30.46	$31.38	$32.29	$33.21	$34.12	$35.03
ASSISTANT MECHANIC	$29.44	$29.44	$29.44	$29.44	$30.33	$31.21	$32.09	$32.98	$33.86
COMPUTER TRAINER	$28.87	$28.87	$28.87	$29.44	$30.32	$31.21	$32.09	$32.97	$33.86
EMS TRAINER	$28.87	$28.87	$28.87	$29.44	$30.32	$31.21	$32.09	$32.97	$33.86
SQUAD DRIVER	$26.21	$26.66	$27.21	$28.34	$29.19	$30.04	$30.89	$31.74	$32.59
ENGINEER	$25.80	$26.32	$26.86	$27.89	$28.73	$29.57	$30.40	$31.24	$32.08
FIREFIGHTER	$22.43	$22.93	$24.81	$26.27	$27.06	$27.85	$28.63	$29.42	$30.21

80 HOUR BIWEEKLY WAGE SCHEDULE

	BASE RATE				LONGEVITY				
YEARS	START	ONE	TWO	THREE	FIVE	TEN	FIFTEEN	TWENTY	TWENTY-EIGHT
STEP	A	B	C	D	E	F	G	H	I
CAPTAIN	$44.53	$44.53	$44.53	$44.53	$45.87	$47.21	$48.54	$49.88	$51.21
FAC. MAINT. MECHANIC	$44.53	$44.53	$44.53	$44.53	$45.87	$47.21	$48.54	$49.88	$51.21
LIEUTENANT OF INSPECTION	$44.47	$44.47	$44.47	$44.47	$45.81	$47.14	$48.48	$49.81	$51.14
LIEUTENANT	$42.57	$42.57	$42.57	$42.57	$43.84	$45.12	$46.40	$47.67	$48.95
ASSISTANT MECHANIC	$41.19	$41.19	$41.19	$41.19	$42.42	$43.66	$44.90	$46.13	$47.37
COMPUTER TRAINER	$40.43	$40.43	$40.43	$41.19	$42.42	$43.66	$44.89	$46.13	$47.37
EMS TRAINER	$40.43	$40.43	$40.43	$41.19	$42.42	$43.66	$44.89	$46.13	$47.37
SQUAD DRIVER	$36.70	$37.44	$38.14	$39.66	$40.85	$42.04	$43.23	$44.42	$45.61
ENGINEER	$36.02	$36.86	$37.54	$39.11	$40.28	$41.46	$42.63	$43.80	$44.98
FIREFIGHTER	$31.34	$32.08	$34.68	$36.80	$37.90	$39.01	$40.11	$41.21	$42.32

Police Supervisors Association Wage Table

Wage Schedule "A"
Effective January 1, 2027
4% Wage Increase
Base Rate and Longevity

SERGEANT

		Base Rate				
Step	**Years**	**<1 Year in Grade**	**1 Year in Grade**	**3 Years in Grade**	**5 Years in Grade**	**8 years in Grade**
A	Base Rate	$ 46.44	$ 46.96	$ 47.39	$ 48.29	$ 49.24
B	7	$ 47.83	$ 48.36	$ 48.82	$ 49.73	$ 50.72
C	10	$ 49.22	$ 49.77	$ 50.23	$ 51.19	$ 52.20
D	15	$ 50.62	$ 51.18	$ 51.66	$ 52.63	$ 53.67
E	20	$ 52.01	$ 52.59	$ 53.08	$ 54.08	$ 55.15
F	25	$ 53.40	$ 54.00	$ 54.51	$ 55.53	$ 56.63

LIEUTENANT

		Base Rate				
Step	**Position**	**<1 Year in Grade**	**1 Year in Grade**	**3 Years in Grade**	**5 Years in Grade**	**8 years in Grade**
A	Base Rate	$ 50.77	$ 51.26	$ 51.76	$ 52.83	$ 53.87
B	7	$ 52.29	$ 52.80	$ 53.31	$ 54.41	$ 55.48
C	10	$ 53.82	$ 54.34	$ 54.87	$ 56.00	$ 57.11
D	15	$ 55.34	$ 55.88	$ 56.42	$ 57.58	$ 58.72
E	20	$ 56.87	$ 57.41	$ 57.97	$ 59.18	$ 60.34
F	25	$ 58.39	$ 58.95	$ 59.53	$ 60.76	$ 61.95

Police Non-Supervisors Association Wage Table

Wage Schedule "A"
Base Wage Rates - Patrol Officers
Effective January 1, 2027

1 2 3 4 5 6 7 8 9

80 HOUR BI WEEKLY SCHEDULE

Step	A	B	C	D	E	F	G	H	I
Class	*4th*	*3rd*	*2nd*	*1st*	*1st*	*1st*	*1st*	*1st*	*1st*
Years	0	1	2	3	7	10	15	20	25
Hourly Rate	$ 34.58	$ 35.32	$ 36.06	$ 41.56	$ 42.81	$ 44.05	$ 45.30	$ 46.55	$ 47.79

Wage Schedule "A"
Base Wage Rates - Police Investigators
Effective January 1, 2027

1 2 3 4 5 6

80 HOUR BI WEEKLY SCHEDULE

Step	A	B	C	D	E	F
Years	0	7	10	15	20	25
Hourly Rate	$ 45.39	$ 46.75	$ 48.11	$ 49.47	$ 50.84	$ 52.20

CITY OF LA CROSSE
2027 TRANSIT WAGE SCHEDULE FOR EMPLOYEES

Exhibit B – 2027 TRANSIT WAGE SCHEDULE FOR PART-TIME & FULL – TIME EMPLOYEES

Effective
January 11, 2027

Position	Service	Hourly Rate
Operator	0 -12 months	$25.59
	12+ - 24 months	$26.53
	24+ - 36 months	$27.49
	36+ - 48 months	$31.11
	48+ months	$33.12
Bus Technician	Base Rate	$32.20
Service Technician	0 -12 months	$24.56
	12+ - 24 months	$25.50
	24+ - 36 months	$26.50
	36+ - 48 months	$30.21
	48+ months	$32.33
Transit Service Representative	0 -12 months	$22.90
	12+ - 24 months	$23.54
	24+ - 36 months	$24.21
	36+ - 48 months	$25.59
	48+ - 60 months	$27.03
	60+ - 72 months	$28.55
	72+ months	$30.14

Position	Service	Hourly Rate
Part-Time	Step 1 – New Hires	$22.12
	Step 2 – Completion of 1040 cumulative hours of MTU Driving	$23.49
	Step 3 – Completion of 2080 cumulative hours of MTU Driving	$24.77
	Step 4 – Completion of 3120 cumulative hours of MTU Driving	$26.12

City of La Crosse

2027 Operating Budget

Department Head Salaries as of January 1, 2027

Airport Director	$	128,960
Attorney	$	164,632
City Clerk	$	114,192
Engineering & Public Works Director	$	143,749
Finance Director	$	125,507
Fire Chief	$	155,938
Human Resources Director	$	138,050
Information Technology Director	$	153,899
Library Director	$	127,254
Mayor	$	89,000
Municipal Court Judge	$	37,407
Parks, Recreation, Forestry, Facilities & Grounds Director	$	143,749
Planning, Development & Assessment Director	$	139,901
Police Chief	$	164,632
Director of Transit	$	141,856

**Salary Amounts are prior to any pay increases scheduled for 2027.*