CITY OF STOUGHTON, 207 S FORREST ST, STOUGHTON, WISCONSIN

RESOLUTION OF THE COMMON COUNCIL		
Amend 2023 adopted budget for city employee market adjustments		
Committee Action:	Finance Committee recommended approval ___ on 01/24/2023 TIME SENSITIVE ITEM	
Fiscal Impact:	Expenditures/expenses increased by $291,781	
File Number:	R-13-2023	**Date 01/24/23**

The City of Stoughton, Wisconsin, Common Council does proclaim as follows:

RECITALS:

WHEREAS, the Human Resources & Risk Management Department reviewed the compensation plan for Stoughton Utilities to ensure the compensation plan reflects the current salary ranges and stays competitive; and,

WHEREAS, the City of Stoughton Common Council approved the Stoughton Utilities re-alignment and compensation plan changes with R-178-2022 approved on August 23, 2022; and,

WHEREAS, the proposed contract with the Stoughton Professional Police Association included an additional 5% pay increase for budget year 2023 due to existing market conditions in law enforcement throughout the State of Wisconsin; and,

WHEREAS, the Director of Human Resources and Risk Management has worked with department heads to look at current market conditions for the remaining city employees; and,

WHEREAS, the Director of Human Resources and Risk Management, Director of Finance/Comptroller and Mayor also looked at salary compression issues, consistency between departments for similar positions, employee retention/satisfaction and areas where recruiting qualified applicants has been difficult; and,

WHEREAS, the Director of Finance/Comptroller looked for sustainable revenue sources within the city in order to implement market adjustments where applicable for the remaining city employees; and,

WHEREAS, the Director of Human Resources and Risk Management, Director of Finance/Comptroller and Mayor recommend starting the pay increase to be effective January 1, 2023,

WHEREAS, the Personnel Committee reviewed the proposed market adjustments at their meeting on January 19, 2023 and recommended approval of the proposed market adjustments with an implementation date of January 1, 2023 to the Finance Committee with a vote of 5-0;

NOW THEREFORE BE IT RESOLVED, that the 2023 adopted budget for each department shall be adjusted as indicated on the attached chart with total expenditures/expenses for the City of Stoughton increasing by $291,781; and

BE IT FURTHER RESOLVED, that the pay rate for applicable employees shall increase effective Sunday, January 01, 2023.

Fiscal notes:

A. *Those departments within both the General Fund and Library fund are receiving a Transfer In from General Revenues in order to maintain balanced budgets for each department.*

B. *Sustainable revenue source - The annual Payment in Lieu of Taxes (PILOT) from Stoughton Utilities is no longer being used to pay for capital purchases.*

C. *Sustainable revenue source – The annual charges to nearby towns for their share of Fire Department capital outlay is no longer being used to pay for capital purchases. The debt service allocation of the town charges will continue to remain in the Debt Service Fund so as not to affect the levy limit calculations.*

Budget amendments require approval by nine (9) members elected.

Council Action: ☐ **Adopted** ☐ **Failed** **Vote** _____

Mayoral Action: ☐ **Accept** ☐ **Veto**

_____

Mayor Tim Swadley Date

Council Action: _____ ☐ **Override** **Vote** _____

City of Stoughton
Positional Market Adjustments
January 24, 2023

Department	Allocation	Account Description	Account Number	Budget Ledger			
				Revenues		Expenditures	
				Increase	Decrease	Increase	Decrease
General Fund							
Municipal Court		Wages	100-51200-50120			$ 9,830	
Municipal Court		FICA taxes	100-51200-50160			$ 752	
Municipal Court		WRS - General	100-51200-50161			$ 668	
Municipal Court		Intrafund transfer - wages	100-51200-49205	$ 11,250			
City Clerk		Salaries	100-51420-50110			$ 834	
City Clerk		Wages	100-51420-50120			$ 3,300	
City Clerk		FICA taxes	100-51420-50160			$ 316	
City Clerk		WRS - General	100-51420-50161			$ 281	
City Clerk		Intrafund transfer - wages	100-51420-49205	$ 4,731			
Finance		Salaries	100-51510-50110			$ 14,222	
Finance		FICA taxes	100-51510-50160			$ 1,088	
Finance		WRS - General	100-51510-50161			$ 967	
Finance		Intrafund transfer - wages	100-51510-49205	$ 16,277			
Human Resources / Risk Mgmt		Salaries	100-51550-50110			$ 15,000	
Human Resources / Risk Mgmt		Wages	100-51550-50120			$ 4,855	
Human Resources / Risk Mgmt		FICA taxes	100-51550-50160			$ 1,519	
Human Resources / Risk Mgmt		WRS - General	100-51550-50161			$ 1,350	
Human Resources / Risk Mgmt		Intrafund transfer - wages	100-51550-49205	$ 22,724			
Police		Salaries	100-52100-50110			$ 8,187	
Police		Wages	100-52100-50120			$ 6,377	
Police		FICA taxes	100-52100-50160			$ 1,114	
Police		WRS - Protective	100-52100-50162			$ 1,922	
Police		Intrafund transfer - wages	100-52100-49205	$ 17,600			
Fire		Salaries	100-52200-50110			$ 13,987	
Fire		Wages	100-52200-50120			$ 10,000	
Fire		FICA taxes	100-52200-50160			$ 1,835	
Fire		WRS - Protective	100-52200-50162			$ 3,166	
Fire		Intrafund transfer - wages	100-52200-49205	$ 28,988			
Public Works	Streets	Salaries	100-53300-50110			$ 8,125	
Public Works	Streets	Wages	100-53300-50120			$ 27,616	
Public Works	Streets	Seasonal	100-55300-50128			$ 3,329	
Public Works	Streets	FICA taxes	100-53300-50160			$ 2,989	
Public Works	Streets	WRS - General	100-53300-50161			$ 2,430	
Public Works	Streets	Intrafund transfer - wages	100-53300-49205	$ 44,489			
Public Works	Parks	Salaries	100-55200-50110			$ 1,016	
Public Works	Parks	Wages	100-55200-50120			$ 7,897	
Public Works	Parks	Seasonal	100-55200-50128			$ 11,502	
Public Works	Parks	FICA taxes	100-55200-50160			$ 1,562	
Public Works	Parks	WRS - General	100-55200-50161			$ 606	
Public Works	Parks	Intrafund transfer - wages	100-55200-49205	$ 22,583			
Senior Center		Salaries	100-52200-50110			$ 9,000	
Senior Center		Wages	100-52200-50120			$ 16,390	
Senior Center		FICA taxes	100-52200-50160			$ 1,942	
Senior Center		WRS - General	100-52200-50161			$ 1,727	

City of Stoughton
Positional Market Adjustments
January 24, 2023

Department	Allocation	Account Description	Account Number	Budget Ledger			
				Revenues		Expenditures	
				Increase	Decrease	Increase	Decrease
Senior Center		Intrafund transfer - wages	100-52200-49205	$ 29,059			
Recreation	Rec Programs	Salaries	100-55300-50110			$ 1,606	
Recreation	Rec Programs	Wages	100-55300-50120			$ 2,435	
Recreation	Rec Programs	Wages - part time	100-55300-50127			$ 6,325	
Recreation	Rec Programs	FICA taxes	100-55300-50160			$ 793	
Recreation	Rec Programs	WRS - General	100-55300-50161			$ 705	
Recreation	Rec Programs	Intrafund transfer - wages	100-55300-49205	$ 11,864			
Recreation	Youth Center	Salaries	100-55400-50110			$ 294	
Recreation	Youth Center	FICA taxes	100-55400-50160			$ 22	
Recreation	Youth Center	WRS - General	100-55400-50161			$ 20	
Recreation	Youth Center	Intrafund transfer - wages	100-55400-49205	$ 336			
Planning	Planning	Salaries	100-56300-50110			$ 3,297	
Planning	Planning	Wages	100-56300-50120			$ 1,359	
Planning	Planning	FICA taxes	100-56300-50160			$ 356	
Planning	Planning	WRS - General	100-56300-50161			$ 317	
Planning	Planning	Intrafund transfer - wages	100-56300-49205	$ 5,329			
Planning	Inspection	Wages	100-52400-50120			$ 10,000	
Planning	Inspection	FICA taxes	100-52400-50160			$ 765	
Planning	Inspection	WRS - General	100-52400-50161			$ 680	
Planning	Inspection	Intrafund transfer - wages	100-52400-49205	$ 11,445			
Planning	City Buildings	Wages	100-53200-50120			$ 9,315	
Planning	City Buildings	FICA taxes	100-53200-50160			$ 713	
Planning	City Buildings	WRS - General	100-53200-50161			$ 633	
Planning	City Buildings	Intrafund transfer - wages	100-53200-49205	$ 10,661			
Info Technology		Salaries	100-55500-50110			$ 5,000	
Info Technology		Wages	100-55500-50120			$ 11,803	
Info Technology		Wages - part time	100-55500-50127			$ 370	
Info Technology		FICA taxes	100-55500-50160			$ 1,314	
Info Technology		WRS - General	100-55500-50161			$ 1,143	
Info Technology		Intrafund transfer - wages	100-55500-49205	$ 19,630			
General Revenues		PILT - ELECTRIC UTILITY	100-88888-41310	$ 59,369			
General Revenues		PILT - WATER UTILITY	100-88888-41312	$ 59,368			
General Revenues		TOWN FIRE CHARGES	100-88888-47323	$ 31,742			
General Revenues		TOWN FIRE CHARGES	100-88888-47323	$ 113,121			
General Revenues		FUND BAL APPLIED - TAX LEVY	100-88888-49910		$ (248,737)		
General Revenues		RETENTION INITIATIVE	100-88888-50135				$ (248,737)
General Revenues		Intrafund transfer - wages	100-88888-50925			$ 256,966	
General Revenues		Transfer to other fund	100-88888-50930			$ 6,634	
Balance Sheet		Primary checking	100-00000-11100				
		Fund totals		**$271,829**		**$271,829**	
Library Fund							
Library		Primary checking	215-00000-11100				
Library		Wages	215-55110-50120			$ 4,714	
Library		Wages - part time	215-55110-50127			$ 1,150	
Library		FICA taxes	215-55110-50160			$ 449	

City of Stoughton
Positional Market Adjustments
January 24, 2023

Department	Allocation	Account Description	Account Number	Budget Ledger			
				Revenues		Expenditures	
				Increase	Decrease	Increase	Decrease
Library		WRS - General	215-55110-50161			$ 321	
Library		Transfer In - General Fund	215-55110-49210	$ 6,634			
		Fund totals		**$6,634**		**$6,634**	
Storm Sewer Fund							
Public Works	Storm Sewer	Salaries	224-53300-50110			$ 3,125	
Public Works	Storm Sewer	Wages	224-53300-50120			$ 6,806	
Public Works	Storm Sewer	Seasonal	224-53300-50128			$ 1,196	
Public Works	Storm Sewer	FICA taxes	224-53300-50160			$ 851	
Public Works	Storm Sewer	WRS - General	224-53300-50161			$ 596	
Public Works	Storm Sewer	Net position applied	224-53300-49950	$ 12,574			
Planning	Storm Sewer	Salaries	224-56300-50110			$ 326	
Planning	Storm Sewer	FICA taxes	224-56300-50160			$ 25	
Planning	Storm Sewer	WRS - General	224-56300-50161			$ 22	
Planning	Storm Sewer	Net position applied	224-56300-49950	$ 373			
		Fund totals		**$12,947**		**$12,947**	
Refuse Fund							
Public Works	Refuse	Salaries	249-53620-50110			$ 234	
Public Works	Refuse	Wages	249-53620-50120			$ 73	
Public Works	Refuse	FICA taxes	249-53620-50160			$ 23	
Public Works	Refuse	WRS - General	249-53620-50161			$ 41	
Public Works	Refuse	Fund balance applied	249-53620-49930	$ 371			
		Fund totals		**$371**		**$371**	
Capital Outlay Fund							
Capital Outlay Fund		TOWN FIRE CHARGES	410-00000-47323		$ (113,121)		
Capital Outlay Fund		FUND BAL APPLIED - TAX LEVY	410-00000-49910	$ 113,121			
		Fund totals		**$0**		**$0**	
Equipment Replacement Fund							
Equipment Replacement Fund		PILT - ELECTRIC UTILITY	412-88888-41310		$ (59,369)		
Equipment Replacement Fund		PILT - WATER UTILITY	412-88888-41312		$ (59,368)		
Equipment Replacement Fund		TOWN FIRE CHARGES	412-52200-47323		$ (31,742)		
Equipment Replacement Fund		FUND BAL APPLIED - TAX LEVY	412-88888-49910	$ 150,479			
		Fund totals		**$0**		**$0**	
		City wide totals		**$291,781**		**$291,781**	

RESOLUTION OF THE COMMON COUNCIL	
Authorizing and directing the proper city official(s) to approve the Utilities Re-alignment. Committee Action: Personnel Committee recommends approval 4-0	
File Number: R-178-2022	**Date Introduced:** August 23, 2022

WHEREAS, Stoughton Utilities Re-alignment includes changes to the reporting structure, position descriptions and compensation. The Re-alignment creates an efficient and effective way for the Utility to operate as well as retain and attract staff. The organization chart has been updated, new and updated position descriptions have been completed as well as a new compensation plan. The 2021 Utilities Budget was approved to cover the compensation changes. This funding was approved to be carried into the 2022 Budget as the re-alignment was not completed in 2021. The compensation plan will be reviewed annually by Human Resources to ensure the compensation plan reflects the current salary ranges and stays competitive, and

WHEREAS, the Personnel Committee met on Tuesday, August 16, 2022, and the entire re-alignment was presented to them, and

WHEREAS, the Personnel Committee recommends approval (4-0) of the re-alignment now therefore,

BE IT RESOLVED by the Common Council of the City of Stoughton that the proper city official(s) be hereby authorized and directed to approve the Utilities Re-alignment.

Council Action: ☑ **Adopted** ☐ **Failed** **Vote** 12-0

Mayoral Action: ☑ **Accept** ☐ **Veto**

Tim Swadley

Timothy Swadley, Mayor

8-24-22

Date

Council Action: _____ ☐ **Override** **Vote** _____

RESOLUTION OF THE COMMON COUNCIL

Authorizing and directing the proper City official(s) to approve the Police Department 2023-2024 Union Contract and related budget amendment.

The contract applies to sworn officers, detectives and agreed upon me-too clause for the non-union members holding the position of sergeant and lieutenant.

Committee action:	Personnel Committee recommended approval 5-0 on 12/06/2022 Finance Committee recommended approval 7-0 on 12/13/2022 TIME SENSITIVE ITEM
Fiscal impact:	$101,463

File Number:	R-220-2022	**Date Introduced:**	December 13, 2022

WHEREAS, the Director of Human Resources & Risk Management received a tentative agreement from the Stoughton Professional Police Association seeking ratification for the 2023-2024 Union Contract; and,

WHEREAS, the proposed union contract includes a nine percent (9%) wage increase; and,

WHEREAS, the adopted budget included a wage increase of four percent (4%) for all employees in each department budget excluding Stoughton Utilities; and,

WHEREAS, the additional five percent (5%) is calculated at $101,463 including wages, overtime, step increases, Social Security taxes and pension contributions; and,

WHEREAS, the adopted budget set aside sufficient funds in General Revenues for Retention Incentives (A/C 100-88888-50135) in anticipation of the approval of the union contract; and,

NOW THEREFORE BE IT RESOLVED, that the proper city official(s) of the City of Stoughton are hereby authorized and directed to approve the Police Department 2023-2024 Union Contract; and,

BE IT FURTHER RESOLVED, that the adopted 2023 be amended as per the following table to increase the authorized budget for the City of Stoughton Police Department:

Account description	Account number	Revenues Increase	Revenues Decrease		Expenditures Increase	Expenditures Decrease
General Revenues						
PILT - Electric Utility	100-88888-41310	50,631		A		
PILT - Water Utility	100-88888-41312	50,632		B		
Fund balance applied	100-88888-49910		(101,263)	C		
Retention incentive	100-88888-50135			D		(101,263)
Intrafund transfer out	100-88888-50920			E	101,263	
Department subtotals		0			0	
Police Department						
Intrafund transfer in	100-52100-49204	101,263		E		
Wages	100-52100-50120				77,643	
Overtime	100-52100-50126				6,150	
FICA taxes	100-52100-50160				6,410	
WRS - Protective	100-52100-50162				11,060	
Department subtotals		101,263		D	101,263	
K-9 Fund						
Fund balance applied	252-52100-49910	200				
Wages	252-52100-50120				165	
FICA taxes	252-52100-50160				13	
WRS - Protective	252-52100-50162				22	
Department subtotals		200			200	
Equipment Replacement Fund						
PILT - Electric Utility	412-88888-41310		(50,631)	A		
PILT - Water Utility	412-88888-41312		(50,632)	B		
Fund balance applied	412-88888-49910	101,263		C		
Fund subtotal		0			0	
City totals		101,463			101,463	

Fiscal note: Total expenditures increased due to intrafund transfers between General Revenues and Police Department. The K-9 Officer is allocated 95.2% to the General Fund and 4.8% to the K-9 Fund. The adopted budget for the Equipment Replacement Fund included a surplus of $251,742.

Council Action: [✓] **Adopted** [ ] **Failed** **Vote** 10 - 0

Mayoral Action: [✓] **Accept** [ ] **Veto**

Tim Swadley

Tim Swadley, Mayor

12/13/22

Date

Council Action: _____ [ ] **Override** **Vote** _____

Position	Annual Hours	Current hr	Current gross	Market	Wages 2023	2023 hourly
Four (4) elected		$ -	$ 43,200.00		$ 43,200.00	
Court Clerk	1,664.00	$ 17.32	$ 28,820.48	$ 9,830.00	$ 39,803.00	$ 23.92
CITY CLERK	2,080.00	$ 35.21	$ 73,236.80	$ 834.00	$ 77,000.00	$ 37.02
DEPUTY CLERK	2,080.00	$ 21.24	$ 44,179.20	Okay	$ 45,946.00	$ 22.09
ADMINISTRATIVE ASST	1,170.00	$ 17.00	$ 19,890.00	$ 3,300.00	$ 23,986.00	$ 20.50
FINANCE DIRECTOR/COMPTROLLER	2,080.00	$ 57.22	$ 119,017.60	$ 14,222.00	$ 138,000.00	$ 66.35
CITY TREASURER	2,080.00	$ 32.07	$ 66,705.60	Okay	$ 69,374.00	$ 33.35
ACCOUNTING SPECIALIST	2,080.00	$ 23.40	$ 48,672.00	Okay	$ 50,619.00	$ 24.34
HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR	2,080.00	$ 47.00	$ 97,760.00	$ 15,000.00	$ 120,000.00	$ 57.69
HUMAN RESOURCES & RISK MANAGEMENT GENERALIST	2,080.00	$ 22.50	$ 46,800.00	$ 2,075.00	$ 51,995.00	$ 25.00
HR & RM ADMIN ASSISTANT	1,560.00	$ 18.00	$ 28,080.00	$ 2,780.00	$ 31,983.00	$ 20.50
Police Chief	2,080.00	$ 54.00	$ 112,320.00	$ 8,187.00	$ 125,000.00	$ 60.10
POLICE LIEUTENANT	2,080.00	$ 43.50	$ 90,480.00	$ 6,377.00	$ 105,000.00	$ 50.48
POLICE SERGEANT	1,946.88	$ 38.00	$ 73,981.44	Jenks okayed	$ 80,640.00	$ 41.42
POLICE SERGEANT	1,946.88	$ 40.34	$ 78,537.14	Jenks okayed	$ 85,605.00	$ 43.97
POLICE SERGEANT	1,946.88	$ 40.34	$ 78,537.14	Jenks okayed	$ 85,605.00	$ 43.97
POLICE SERGEANT	1,946.88	$ 38.00	$ 73,981.44	Jenks okayed	$ 80,640.00	$ 41.42
CIVILIAN SERVICE EMPLOYEE	1,040.00	$ 22.09	$ 22,973.60	Okay	$ 23,893.00	$ 22.97
PD OFFICE MANAGER	2,080.00	$ 30.00	$ 62,400.00	Okay	$ 64,896.00	$ 31.20
DISPATCHER	2,080.00	$ 24.31	$ 50,564.80	No change	$ 52,587.00	$ 25.28
DISPATCHER	2,080.00	$ 24.00	$ 49,920.00	No change	$ 51,917.00	$ 24.96
DISPATCHER	2,080.00	$ 21.00	$ 43,680.00	No change	$ 45,427.00	$ 21.84
DISPATCHER	2,080.00	$ 24.31	$ 50,564.80	No change	$ 52,587.00	$ 25.28
DISPATCHER	2,080.00	$ 24.00	$ 49,920.00	No change	$ 51,917.00	$ 24.96
DISPATCHER	5,607.16	$ 22.48	$ 126,048.96	No change	$ 131,091.00	$ 23.38
DISPATCHER	0.00		$ 11,500.00	No change	$ 11,960.00	
Crossing Guards	Pool		$ 20,600.00		$ 21,424.00	
FIRE CHIEF	2,080.00	$ 43.46	$ 90,396.80	$ 13,987.00	$ 108,000.00	$ 51.92
DEP CHIEF/FIRE MARSH	2,080.00	$ 33.75	$ 70,200.00	$ 10,000.00	$ 85,000.00	$ 40.87
EQUIPMENT SUPPORT TECHNICIAN	2,080.00	$ 25.75	$ 53,560.00	okay	$ 55,702.00	$ 26.78
Fire volunteers	0.00		$ 100,000.00		$ 104,000.00	
DIRECTOR PUBLIC WORKS DEPT	1,352.00	$ 44.32	$ 59,920.64	$ 8,125.00	$ 73,125.00	$ 54.09
DIRECTOR PUBLIC WORKS DEPT	169.00	$ 44.32	$ 7,490.08	$ 1,015.63	$ 9,140.00	$ 54.08
DIRECTOR PUBLIC WORKS DEPT	520.00	$ 44.32	$ 23,046.40	$ 3,125.00	$ 28,125.00	$ 54.09
DIRECTOR PUBLIC WORKS DEPT	39.00	$ 44.32	$ 1,728.48	$ 234.38	$ 2,110.00	$ 54.10
ADMINISTRATIVE ASST	1,690.00	$ 20.78	$ 35,118.20	$ 4,780.60	$ 41,304.00	$ 24.44

Position	Annual Hours	Current hr	Current gross	Market	Wages 2023	2023 hourly
ADMINISTRATIVE ASST	52.00	$ 20.78	$ 1,080.56	$ 146.88	$ 1,271.00	$ 24.44
ADMINISTRATIVE ASST	312.00	$ 20.78	$ 6,483.36	$ 882.28	$ 7,625.00	$ 24.44
ADMINISTRATIVE ASST	26.00	$ 20.78	$ 540.28	$ 73.44	$ 635.00	$ 24.42
STREETS SUPERVISOR	1,664.00	$ 35.12	$ 58,439.68	$ 5,615.00	$ 68,000.00	$ 40.87
STREETS SUPERVISOR	416.00	$ 35.12	$ 14,609.92	$ 1,404.00	$ 17,000.00	$ 40.87
FLEET MAINTENANCE MANAGER	1,911.00	$ 35.21	$ 67,286.31	$ 3,522.00	$ 73,500.00	$ 38.46
FLEET MAINTENANCE MANAGER	169.00	$ 35.21	$ 5,950.49	$ 311.00	$ 6,500.00	$ 38.46
MACHINE OPERATOR	1,560.00	$ 26.27	$ 40,981.20	$ 1,060.00	$ 43,680.00	$ 28.00
MACHINE OPERATOR	520.00	$ 26.27	$ 13,660.40	$ 352.00	$ 14,559.00	$ 28.00
MACHINE OPERATOR	312.00	$ 26.27	$ 8,196.24	$ 212.00	$ 9,204.00	$ 29.50
MACHINE OPERATOR	1,664.00	$ 26.27	$ 43,713.28	$ 1,138.00	$ 49,096.00	$ 29.50
MACHINE OPERATOR	104.00	$ 26.27	$ 2,732.08	$ 71.00	$ 3,068.00	$ 29.50
MACHINE OPERATOR	1,560.00	$ 26.27	$ 40,981.20	$ 1,060.00	$ 43,680.00	$ 28.00
MACHINE OPERATOR	520.00	$ 26.27	$ 13,660.40	$ 352.00	$ 14,559.00	$ 28.00
MACHINE OPERATOR	1,560.00	$ 26.27	$ 40,981.20	$ 1,060.00	$ 43,680.00	$ 28.00
MACHINE OPERATOR	520.00	$ 26.27	$ 13,660.40	$ 352.00	$ 14,559.00	$ 28.00
MACHINE OPERATOR	1,560.00	$ 26.27	$ 40,981.20	$ 1,060.00	$ 43,680.00	$ 28.00
MACHINE OPERATOR	520.00	$ 26.27	$ 13,660.40	$ 352.00	$ 14,559.00	$ 28.00
MACHINE OPERATOR	1,560.00	$ 26.27	$ 40,981.20	$ 1,060.00	$ 46,020.00	$ 29.50
MACHINE OPERATOR	520.00	$ 26.27	$ 13,660.40	$ 355.00	$ 15,342.00	$ 29.50
MACHINE OPERATOR	1,560.00	$ 26.27	$ 40,981.20	$ 1,060.00	$ 43,680.00	$ 28.00
MACHINE OPERATOR	520.00	$ 26.27	$ 13,660.40	$ 352.00	$ 14,559.00	$ 28.00
MECHANIC	1,911.00	$ 29.55	$ 56,470.05	$ 3,746.00	$ 62,475.00	$ 32.69
MECHANIC	169.00	$ 29.55	$ 4,993.95	$ 331.00	$ 5,525.00	$ 32.69
PARKS MAINTENANCE SUPERVISOR	312.00	$ 30.85	$ 9,625.20	$ 1,240.00	$ 11,250.00	$ 36.06
PARKS MAINTENANCE SUPERVISOR	1,664.00	$ 30.85	$ 51,334.40	$ 6,612.00	$ 60,000.00	$ 36.06
PARKS MAINTENANCE SUPERVISOR	104.00	$ 30.85	$ 3,208.40	$ 413.00	$ 3,750.00	$ 36.06
Streets overtime	0.00		$ 25,000.00		$ 26,000.00	
Long term Parks maintenance - seasonal	120.12	$ 16.00	$ 1,921.92	$ 403.00	$ 2,402.00	$ 20.00
Long term Parks maintenance - seasonal	1,019.20	$ 16.00	$ 16,307.20	$ 3,420.00	$ 20,379.00	$ 20.00
Long term Parks maintenance - seasonal	59.80	$ 16.00	$ 956.80	$ 201.00	$ 1,196.00	$ 20.00
Long term Parks maintenance - seasonal	120.12	$ 16.00	$ 1,921.92	$ 403.00	$ 2,402.00	$ 20.00
Long term Parks maintenance - seasonal	1,019.20	$ 16.00	$ 16,307.20	$ 3,420.00	$ 20,379.00	$ 20.00
Long term Parks maintenance - seasonal	59.80	$ 16.00	$ 956.80	$ 201.00	$ 1,196.00	$ 20.00
Long term Parks maintenance - seasonal	120.12	$ 16.00	$ 1,921.92	$ 403.00	$ 2,402.00	$ 20.00
Long term Parks maintenance - seasonal	1,019.20	$ 16.00	$ 16,307.20	$ 3,420.00	$ 20,379.00	$ 20.00
Long term Parks maintenance - seasonal	59.80	$ 16.00	$ 956.80	$ 201.00	$ 1,196.00	$ 20.00
Short term Parks maintenance - seasonal	509.08	$ 16.00	$ 8,145.28		$ 8,471.00	$ 16.64
Short term Parks maintenance - seasonal	89.96	$ 16.00	$ 1,439.36		$ 1,497.00	$ 16.64
Short term Parks maintenance - seasonal	509.08	$ 16.00	$ 8,145.28		$ 8,471.00	$ 16.64
Short term Parks maintenance - seasonal	89.96	$ 16.00	$ 1,439.36		$ 1,497.00	$ 16.64
Short term Parks maintenance - seasonal	509.08	$ 16.00	$ 8,145.28		$ 8,471.00	$ 16.64
Short term Parks maintenance - seasonal	89.96	$ 16.00	$ 1,439.36		$ 1,497.00	$ 16.64
Short term Parks maintenance - seasonal	509.08	$ 16.00	$ 8,145.28		$ 8,471.00	$ 16.64

Position	Annual Hours	Current hr	Current gross	Market	Wages 2023	2023 hourly
Short term Parks maintenance - seasonal	89.96	$ 16.00	$ 1,439.36		$ 1,497.00	$ 16.64
4 hours per weekend X 20 weekends X $0.50/hr				$ 40.00	$ 40.00	
YARD WASTE ATTENDENT	374.92	$ 13.00	$ 4,873.96	$ 1,168.00	$ 6,237.00	$ 16.64
CITY FORESTER	1,976.00	$ 27.82	$ 54,972.32	$ 2,100.00	$ 59,271.00	$ 30.00
CITY FORESTER	104.00	$ 27.82	$ 2,893.28	$ 111.00	$ 3,120.00	$ 30.00
DOWNTOWN HORTICULTURE SEASONAL	509.08	$ 14.00	$ 7,127.12	$ 1,241.66	$ 8,654.00	$ 17.00
DOWNTOWN HORTICULTURE SEASONAL	89.96	$ 14.00	$ 1,259.44	$ 219.33	$ 1,529.00	$ 17.00
FORESTRY INTERN	509.08	$ 12.00	$ 6,108.96	$ 2,120.00	$ 8,473.00	$ 16.64
FORESTRY INTERN	89.96	$ 12.00	$ 1,079.52	$ 374.00	$ 1,497.00	$ 16.64
SENIOR CTR DIRECTOR	2,080.00	$ 37.22	$ 77,417.60	$ 9,000.00	$ 90,000.00	$ 43.27
ASST DIRECTOR	2,080.00	$ 27.27	$ 56,721.60	$ 6,250.00	$ 66,570.00	$ 32.00
RECEPTIONIST	1,456.00	$ 18.51	$ 26,950.56	$ 1,820.00	$ 29,849.00	$ 20.50
NUTRITION SITE MANAGER	2,080.00	$ 22.03	$ 45,822.40	$ 8,320.00	$ 58,240.00	$ 28.00
CASE MANAGER	2,080.00	$ 24.74	$ 51,459.20	okay	$ 53,518.00	$ 25.73
CASE MANAGER	1,040.00	$ 22.91	$ 23,826.40	okay	$ 24,960.00	$ 24.00
CASE MANAGER	2,080.00	$ 23.82	$ 49,545.60	okay	$ 52,000.00	$ 25.00
TOWNSHIP CASE MANAGER	520.00	$ 14.75	$ 7,670.00	okay	$ 10,000.00	$ 19.23
VOLUNTEER/PROGRAM CO-ORDINATOR	1,664.00	$ 17.53	$ 29,169.92	okay	$ 30,337.00	$ 18.23
RECREATION DIRECTOR	1,757.60	$ 35.78	$ 62,886.93	$ 1,606.00	$ 67,600.00	$ 38.46
RECREATION DIRECTOR	322.40	$ 35.78	$ 11,535.47	$ 294.00	$ 12,400.00	$ 38.46
RECREATION SUPERVISOR	2,080.00	$ 28.36	$ 58,988.80	$ 2,435.00	$ 65,000.00	$ 31.25
Open administrative position	1,300.00	$ 15.03	$ 19,539.00	$ 6,325.48	$ 26,646.00	$ 20.50
Seasonal/temporary			$ 49,272.00		$ 51,243.00	
YOUTH CENTER MANAGER	2,080.00	$ 40.46	$ 84,156.80	Okay	$ 87,523.00	$ 42.08
Youth Center part-time			$ 17,000.00		$ 17,680.00	
PLANNING DIRECTOR	1,892.80	$ 56.11	$ 106,205.01	$ 3,297.00	$ 113,750.00	$ 60.10
PLANNING DIRECTOR	187.20	$ 56.11	$ 10,503.79	$ 326.00	$ 11,250.00	$ 60.10
ASSISTANT PLANNER	2,080.00	$ 37.26	$ 77,500.80	okay	$ 80,601.00	$ 38.75
BUILDING INSPECTOR	2,080.00	$ 33.17	$ 68,993.60	$ 10,000.00	$ 93,000.00	$ 44.71
ADMIN ASST	1,040.00	$ 18.45	$ 19,188.00	$ 1,359.00	$ 21,315.00	$ 20.50
BUILDING MAINTENANCE	2,080.00	$ 28.95	$ 60,216.00	$ 4,375.00	$ 67,000.00	$ 32.21
CUSTODIAN FT	2,080.00	$ 20.36	$ 42,348.80	$ 1,720.00	$ 45,763.00	$ 22.00
CUSTODIAN PT	1,040.00	$ 16.25	$ 16,900.00	$ 3,220.00	$ 20,796.00	$ 20.00
ENGINEERING TECHNICIAN	2,080.00	$ 28.71	$ 59,716.80	okay	$ 62,105.00	$ 29.86
IT/MEDIA SERVICES DIRECTOR	2,080.00	$ 50.48	$ 104,998.40	$ 5,000.00	$ 115,000.00	$ 55.29
COMMUNICATIONS MANAGER AND IT OPERATIONS SPECIALIS	2,080.00	$ 26.82	$ 55,785.60	okay	$ 58,017.00	$ 27.89
SENIOR NETWORK ADMINISTRATOR	2,080.00	$ 38.46	$ 79,996.80	$ 11,803.00	$ 95,000.00	$ 45.67
Media Technician	186.68	$ 15.00	$ 2,800.20	$ 74.00	$ 2,986.00	$ 16.00
Media Technician	186.68	$ 15.00	$ 2,800.20	$ 74.00	$ 2,986.00	$ 16.00
Media Technician	186.68	$ 15.00	$ 2,800.20	$ 74.00	$ 2,986.00	$ 16.00

Position	Annual Hours	Current hr	Current gross	Market	Wages 2023	2023 hourly
Media Operator	186.68	$ 15.00	$ 2,800.20	$ 74.00	$ 2,986.00	$ 16.00
Media Technician	186.68	$ 15.00	$ 2,800.20	$ 74.00	$ 2,986.00	$ 16.00
LIBRARY DIRECTOR	2,080.00	$ 41.71	$ 86,756.80	okay	$ 90,227.00	$ 43.38
CIRCULATION SUPERVIS	1,560.00	$ 22.17	$ 34,585.20	okay	$ 35,969.00	$ 23.06
ADULT SERVICES LIB	2,080.00	$ 30.37	$ 63,169.60	$ 4,304.00	$ 70,000.00	$ 33.65
TECH SERVICES SUPERVISOR	2,080.00	$ 23.88	$ 49,670.40	$ 1,393.23	$ 53,050.00	$ 25.50
YOUTH SERVICES ASSISTANT	1,248.00	$ 22.42	$ 27,980.16	okay	$ 29,099.00	$ 23.32
YOUTH/CIRCULATION SERVICES ASSISTANT	2,080.00	$ 21.15	$ 43,992.00	okay	$ 45,752.00	$ 22.00
LIBRARY CUSTODIAN	1,300.00	$ 18.19	$ 23,647.00	okay	$ 24,593.00	$ 18.92
CIRCULATION ASST-LIB	1,040.00	$ 17.98	$ 18,699.20	okay	$ 19,447.00	$ 18.70
YOUTH SERVICES LIBRARIAN	2,080.00	$ 27.84	$ 57,907.20	okay	$ 60,223.00	$ 28.95
ADULT SERVICES ASSISTANT	1,248.00	$ 20.83	$ 25,995.84	$ 410.00	$ 28,750.00	$ 23.04
CIRCULATION ASST-LIB	1,040.00	$ 17.70	$ 18,408.00	okay	$ 19,144.00	$ 18.41
TECH SERVICES ASSISTANT	1,040.00	$ 17.70	$ 18,408.00	okay	$ 19,144.00	$ 18.41
ADULT SERVICES ASSISTANT	1,144.00	$ 22.15	$ 25,339.60	okay	$ 26,353.00	$ 23.04
ADMINISTRATIVE ASST	936.00	$ 18.53	$ 17,344.08	$ 1,150.00	$ 19,188.00	$ 20.50
SHELVER	3,500.00	$ 10.00	$ 35,000.00		$ 36,400.00	$ 10.40
LIBRARY SUBSTITUTE	1,400.00	$ 12.88	$ 18,032.00		$ 18,753.00	$ 13.40
Adult/Teen Services Intern	240.00	$ 15.85	$ 3,804.00	okay	$ 3,956.00	$ 16.48
Seasonal/Sunday hours (with WRS)			$ 8,500.00		$ 8,840.00	
OPERA HOUSE DIRECTOR	2,080.00	$ 40.29	$ 83,803.20	okay	$ 87,155.00	$ 41.90
BOX OFFICE MANAGER/VOLUNTEER COORDINATOR	2,080.00	$ 24.74	$ 51,459.20	okay	$ 53,518.00	$ 25.73
HOUSE MANAGER	2,080.00	$ 24.74	$ 51,459.20	okay	$ 53,518.00	$ 25.73
OPERA HOUSE ADMIN ASSISTANT	666.64	$ 15.00	$ 9,999.60	$ 3,264.00	$ 13,664.00	$ 20.50
EMS DIRECTOR	2,080.00	$ 41.83	$ 87,006.40	okay	$ 90,487.00	$ 43.50
OPERATIONS SUPPORT SPECIALIST	2,080.00	$ 21.99	$ 45,739.20	okay	$ 47,569.00	$ 22.87

CITY OF STOUGHTON
2023 MARKET ADJUSTMENTS

A LITTLE HISTORY

- 2014 The Springsted Study was started
- Springsted Study was never implemented due to no funding mechanism
- Salaries fell behind as increases were not equivalent to COLA- (**C**ost **O**f **L**iving **Adjustments)** and market adjustments were not made.
- Neighboring communities, Dane County and State jobs can be way more attractive as we have not made any effort to correct pay other than when someone leaves or has an offer.

TODAY'S ENVIRONMENT

EMPLOYEES LEAVE DUE TO COMPENSATION NOT BEING COMPETITIVE

NEW HIRES MAY MAKE MORE THAN THE INCUMBENT

NEW HIRES MAY MAKE MORE THAN EXISTING STAFF

MESSAGE THIS SENDS:

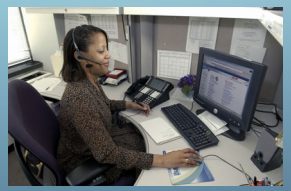
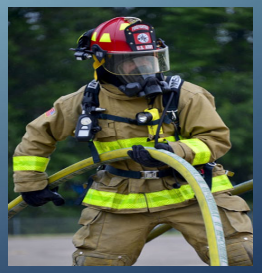
WE DO NOT VALUE OUR EXISTING STAFF THAT ARE NOT PAID AT MARKET

UTILITIES COMPENSATION WAS REVIEWED AND CORRECTED IN 2022, WILL THE CITY DO ANYTHING? THE CITY STATES THEY NEVER HAVE ENOUGH FUNDING TO PROVIDE MARKET CORRECTIONS AND COLA.

WHY SHOULD I STAY WORKING HERE WHEN THERE ARE OTHER JOBS THAT PAY AT MARKET?

OUR GREATEST ASSET- OUR STAFF

- EMPLOYEES RECEIVED 4% ON 1/1/2023- THE LARGEST INCREASE IN 9+ YEARS
  - Note COLA 8.7% for 2023
- THIS IS A ONE TIME ADJUSTMENT TO MOVE THOSE NOT AT MARKET TO MARKET COMPENSATION
- TO RETAIN STAFF WE NEED TO HAVE A COMPETITIVE PACKAGE THAT INCLUDES COMPENSATION

RESOURCES USED

- Dane County Cities and Villages Report
- Neo Gov
- Human Resources Contacted neighboring communities
  - Middleton, Monona, Verona, Sun Prairie, Oregon, Cottage Grove, McFarland
- Positions that are Private and Public (IT, HR& RM, Finance, Planning etc.)

INFORMATION GATHERED FROM NEIGHBORING COMMUNITIES

HRS	2022 Position	DEPT	Middleton	Monona	Verona	Sun Prairie	Oregon	Cottage Grove	McFarland	Notes STGHT
FT	32.93 CITY MAYOR	MAYOR						Left Message 11/7		
32	23 COURT CLERK	COURT	$44,609.25- $57,992.02	$20.00 - $22.00	$53,020.19	$38,148.00	$27.15		$24,559.78	
FT	47 HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR	HR	$84,681.67-$110,086.17		$65.43	$78,113.89				No R/M, Cert & 25+
FT	22.5 HUMAN RESOURCES & RISK MANAGEMENT GENERALIST	HR				$58,260.00 - $63,400.00				No prior experience or degree
30	18 HR ADMIN ASSISTANT	HR				$16.12 - $16.93				
FT	21.24 DEPUTY CLERK	CLERK	$55,132.32 - $69,069.42	$47,600.00 - $53,480.00	$37,597.42 - $47,591.20	$42,889.40 - $45,198	$27.15		$22,594.40-$26,260.60	No prior Experience
FT	32.07 TREASURER	FIN	(finance director)		(Finance director)	(Finance Director)				
FT	23.4 ACCOUNT SPECIALIST	FIN	$64,797.76- $84,237.09			$49,669.40				
FT	57.22 FINANCE DIRECTOR/COMPTROLLER	FIN			$96,496.00 - $97,522.00	$75,512.22	$56.19		$111,235.40	CTY & 25+
FT	28.93 BUILDING MAINTENANCE	PLAN		$18.00 - $21.50	$66,936.83	$70,000.00 - $75,000.00				
FT	27.85 ENGINEERING TECHNICIAN	PLAN				$56,080.00 - $63,400.00				
FT	33.17 BUILDING INSPECTOR	PLAN				$65,610 $76,000.00 - $85,000.00				25+ years and certs
FT	56.11 PLANNING DIRECTOR	PLAN	$95,168.32 - $120,690.60			$106,687.00 $90,000.00 - $100,000.00			$85,739.11	
FT	37.26 ASSISTANT PLANNER	PLAN	$59,697.23-$77,606.40	$50,000.00 - $66,000.00	$58,773.96 - $75,019.42	$60,000.00 - $68,000.00				
20	18.45 PLANNING ADMIN ASSISTANT	PLAN				$38,148.00				
FT	25.75 FIRE EQUIPMENT SUPPORT TECHNICAIN	FIRE	N/A			N/A				
FT	33.75 DEP CHIEF/FIRE MARSH	FIRE	N/A			$100,687.13-$115	N/A		$67,808.00-$88,088.00	*Fire Inspector/ Public Education Specialist $56,929.60- $69,763.20
FT	43.46 FIRE CHIEF	FIRE	$113,532 Private Dept	*		$119,875.69 $110,669	$98,500		$90,750.40- $117,873.60	
FT	21.99 OPERATIONS SUPPORT SPECIALIST	EMS				$45,353.00				
FT	41.83 EMS DIRECTOR	EMS	$89,762.57 - $116,691.34			$92,628.90	$82,400			
FT	35.21 FLEET MAINTENANCE MANAGER	PW				$68,491.66			$	Certs
FT	26.27 MACHINE OPERATOR	PW	$50,122.95 - $65,159.83	$27.47-$28.80		$45,194.00 $23.77 - $32.09	$54,080 ($26 hour)			CDL
FT	30.85 PARKS MAINTENANCE SUPERVISOR	PW				$89,576.59			$56,929.60-$65,436.80	Prior Director & Certs
FT	29.55 MECHANIC	PW	$56,318.16 - $72,213.89		$32.86 (lead) $31.24	$29.18 $29.18 - $37.52			$47,798.40-$62,088.00	20+
FT	35.12 STREETS SUPERVISOR	PW	$63,279.07 - $82,262.79		$25.65 - $41.81	$43.43			$67,808.00-$88,088.00	
FT	44.32 DIRECTOR PUBLIC WORKS DEPT	PW	$100,807.22 - $131,114.39			$119,875.69 $56.78	$56.78		$90,750.40- $117,873.60	
FT	27.82 CITY FORESTER	PW	$55,132.32 - $69,069.42	$20.30 - $22.70	$70,000.74 - $86,967.07				$58,837.09	
FT	20.78 ADMINISTRATIVE ASST- Office Manager *	PW	$57,675.00 - $66,320.00	N/A	N/A	$18.62 - $25.14 (PW) N/A				
FT	35.78 RECREATION DIRECTOR	REC	$86,714.00 - $112,728.00			$79,722.86 $78,113.89			$74,836.84	Cert, 4+ Dir
FT	40.46 YOUTH CENTER MANAGER	REC	$56,318.16 - $72,213.89							
FT	28.36 RECREATION SUPERVISOR	REC	$59,697.23 - $77,606.40		$55,740.72 - $66,438.43					Program Exp.
30	22.17 CIRCULATION SUPERVISOR	LIB	$55,132.93 - $66,109.83		$42,600.00		$25.49			
FT	30.37 YOUTH SERVICES LIBRARIAN	LIB	$61,130.00-$79,469.00	$66,000.00 - $67,000.00	$84,506.21	$52,627.00	35.17			
FT	23.88 CIRCULATION SUPERVISOR	LIB	$55,132.93 - $66,109.83		$42,600.00		$22.93			
24	22.42 YOUTH SERVICES ASSISTANT	LIB					$25.49			
25	18.19 LIBRARY CUSTODIAN	LIB								
FT	21.15 YOUTH/CIRCULATION SERVICES ASSISTANT	LIB				$17.47	$25.49			
22	22.84 ADULT SERVICES ASSISTANT	LIB								
20	17.98 CIRCULATION ASST-LIB	LIB			$16.90		$22.89			
FT	27.84 YOUTH SERVICES LIBRARIAN	LIB							$47,798.40-$62,088.00	
FT	41.71 LIBRARY DIRECTOR	LIB	$85,109.00 - $99,326.00	$66,000.00 - $75,000.00	$94,951.18	$86,122.77	$43.43		$76,190.40-$98,966.40	
24	20.83 ADULT SERVICES ASSISTANT	LIB				$15.09				
20	17.7 CIRCULATION ASST-LIB	LIB				$15.09	$20.03-$21.17			
20	17.7 TECH SERVICES ASSISTANT	LIB			$16.90					
FT	24.74 CASE MANAGER	SC	$22.73 - $29.55		$42,237.20 - $49,983.40		$29.18-$30.85			
FT	27.27 ASST DIRECTOR	SC					$32.93			
32	17.53 PROGRAM & VOLUTEER COORDINATOR	SC	$22.73 - $29.55 Hourly	$15.00 - $18.00	$36,080.00 - $42,314.00		$29.18-$30.85			
20	22.91 CASE MANAGER	SC	$22,604.20 - $30,733.00		$42,237.20 - $49,983.40		$29.18-$30.85			
23.82	CASE MANAGER	SC			$42,237.20 - $49,983.40		$29.18-$30.85			
FT	37.22 SENIOR CTR DIRECTOR	SC	$71,100.36 - $92,430.47			$79,722.86	$42.92			25+
28	18.51 RECEPTIONIST	SC	$22,308.00 - $28,999.20	$22,308.00 - $28,999.20	$17.54 - $21.79		$20.03			S/b Admin Asst.
FT	22.03 NUTRITION SITE MANAGER	SC			$16.89 - $15.29		$28.92		$28,288.40-$36,753.360	
FT	26.82 COMMUNICATIONS MANAGER &	IT/MEDIA		$49,104.80 - $68,766.00						
FT	50.48 IT/MEDIA SERVICES DIRECTOR	IT	$67,075.81 - $87,198.55	$100,000.00 - $110,000.00	Contract out	$101,567- $132,057	(Contract out)		$50,668.80-$65,811.20	
FT	38.46 SENIOR NETWORK ADMINISTRATOR	IT		$61,000.00 - $67,000.00		$69,519- $93,850				
FT	40.29 OPERA HOUSE DIRECTOR	CH								
FT	24.74 BOX OFFICE MANAGER/VOLUNTEER COORDINATOR	CH								
FT	24.74 HOUSE MANAGER	CH								
FT	30 PD OFFICE MANAGER	PD	$56,318.16 - $72,213.89			$56,368.23 - $76,070.11			$45,094.40-$58,572.80	
FT	24.31 PT DISPATCHER	PD	$21.96 - $28.55		$23.36	$30.62 - $37.85				
	*Admin Assistant/ Various Departments		$20.30 - $22.70		$76,000.00	$50,019.30 $18.62 - $25.14 (PW)	$47,500			
	Fire Chief/ EMS Director			$90,000.00 - $110,000.00						
	Cost of living increase				2.50%					

PROCESS

- Began by evaluating each position and did not take into consideration how much money was available to ensure a fair process.
- Current Compensation and PD's were compared to the data provided
- Considered years of applicable experience
- Many employees have hybrid positions-comp's reviewed
- Met with each Director to review the process and each position adjustment

END RESULTS

- After all of the market adjustments were made and discussions with the Department Heads we were around 25K over-Dave found the funding.
- 84 employees out of 94 were identified for a market adjustment
- Those that were not identified were more recent hires, had position changes/adjustment or by chance they were in range
- REMEMBER- this is about the POSITION, not the PERSON!

FUNDING- DIRECTOR EHLINGER

QUESTIONS?

PLEASE SHOW YOUR SUPPORT FOR OUR EMPLOYEES BY PAYING THEM A FAIR WAGE