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-xxx-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** _____