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:

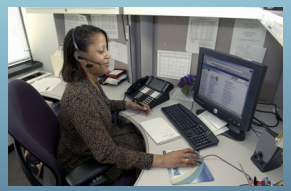
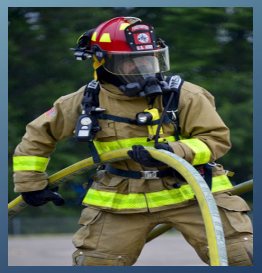
WE DO NOT VALUE OUR EXISTING STAFF THAT ARE NOT PAID AT MARKET

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