

**PERSONNEL
COMMITTEE**

Monday, March 2, 2020

6:30 PM

McFarland Municipal Center
Conference Room A

AGENDA

1. CALL TO ORDER, ROLL CALL.
2. PUBLIC APPEARANCES.
3. APPROVAL OF MINUTES.
 - a. Discussion and action regarding minutes of the regular meeting held on February 3, 2020.
4. BUSINESS.
 - a. Discussion and action to make a recommendation to the Village Board to revise Chapter 7 (Holidays) within the Compensation and Benefits Manual, and Chapter 16 (Compensation) within the Personnel Policy Manual regarding on-call pay.
 - b. Discussion and action to make a recommendation to the Village Board to conduct maintenance to the pay plan for all Village positions according to Section 3.05(2).
5. SCHEDULE NEXT MEETING DATE.
 - a. Monday, April 6, 2020 at 6:30 pm.
6. ADJOURNMENT.

This meeting notice constitutes an official meeting of the above referenced group and was posted in accordance with all applicable laws related to Open Meetings Law. It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance at the above stated meeting to gather information. No action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to above in this notice. Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals. For additional information or to request this service, contact the McFarland Municipal Center at (608) 838-3153 or cassandra.suettinger@mcfarland.wi.us.

VILLAGE OF MCFARLAND
Personnel Committee Minutes

Monday, February 3, 2020 - 6:30 PM

1. CALL TO ORDER, ROLL CALL.

President Brad Czebotar called the regular meeting of the Personnel Committee to order at 6:30 PM in Conference Room A.

2. PUBLIC APPEARANCES.

Members present: Brad Czebotar, Trish Howen, Steve Kilpatrick, Ken Machtan, Peter Morehouse and Chris Spanos.

Members not present: Clair Utter.

Staff Present: Village Administrator Matt Schuenke, Police Chief Craig Sherven, and Village Clerk/Treasurer Cassandra Suettinger.

3. APPROVAL OF MINUTES.

a. Discussion and action regarding the minutes of the meeting held December 2, 2019.

The minutes of the December 2, 2019 Personnel Committee meeting were passed unanimous consent with Steve Kilpatrick and Trish Howen abstaining.

4. BUSINESS.

a. Discussion and action to make a recommendation to the Village Board to create Section 16.02 within the Compensation and Benefits Manual regarding night differential.

Motion by President Brad Czebotar, second by Trustee Ken Machtan, to make a recommendation of approval to the Village Board to create Section 16.02 within the Compensation and Benefits Manual regarding night differential with change to add "regularly scheduled shifts" to the policy. Motion carries 6 - 0 - 0 by acclamation.

b. Discussion and recommendation to the Village Board to update section 15.12 of the Village Personnel Policy regarding meals.

Motion by President Brad Czebotar, second by Peter Morehouse, to make a recommendation of approval to the Village Board to update section 15.12 of the Village Personnel Policy regarding meals. Motion carries 6 - 0 - 0 by acclamation.

c. Discussion and presentation regarding the 2019 Employee Performance Evaluations.

Village Administrator Schuenke provided an overview of the 2019 employee performance evaluations and awarding of 2019 merit pay funds.

The Committee provided feed back on the results, noting the results were higher than normal. The committee suggested looking at the tool to ensure it provides clear direction for the evaluator.

- d. Discussion regarding drafting of language regarding compensation for being on call.
Village Administrator Schuenke provided an overview of the history and past practice of employees being provided compensation for being on-call. Currently, employees are compensated for being on-call, but there is no policy for on-call pay. The Committee reviewed the issue, provided feedback, and directed staff to work with the Village Labor Attorney to bring back policy language to codify on-call pay within the Village Personnel Policy Manual.
- e. Discussion regarding the update to the Market Survey Information contained within the 2015 Classification and Compensation Study.
Village Administrator Schuenke provided an overview of the updated results of the market survey data obtained from comparables. The updated data evaluated all the comparable data by minimums, market rates, and maximums for each position. The Committee reviewed the data and provided feedback. The Committee requested staff revise the current market grid to move every position up one grade level and bring it back to the committee for discussion.

5. SCHEDULE NEXT MEETING DATE.

- a. Monday, March 2, 2020 at 6:30 pm.

The next Personnel Committee meeting will be March 2, 2020 at 6:30 p.m.

6. ADJOURNMENT.

Motion by Steve Kilpatrick, second by Peter Morehouse, to adjourn at 8:40 p.m.

Pursuant to law, written notice of this meeting was given to the public and posted on the public bulletin boards in accordance with Open Meetings Law.

Respectfully submitted,
Cassandra Suettinger
Clerk/Treasurer



VILLAGE BOARD SUMMARY SHEET

MEETING DATE: Monday, March 2, 2020

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator, Jim Hessling, Public Works Director

AGENDA ITEM: Discussion and action to make a recommendation to the Village Board to revise Chapter 7 (Holidays) within the Compensation and Benefits Manual, and Chapter 16 (Compensation) within the Personnel Policy Manual regarding on-call pay.

PREVIOUS ACTION:

ISSUE SUMMARY:

Included within your packet are policy revisions/additions to the Manuals to address On Call Pay. This type of compensation is mainly relative to the Public Works Department where someone is assigned to be "on call" throughout the year for every single day on a rotating basis within the crew. There are requirements to follow simply to be on call and compensation is provided as a reflection of this since these requirements extend beyond a typical work day. A few changes are needed and/or suggested to address this:

- **CBM Chapter 7 - Holidays:** This moves what was formerly Section 16.03(3)(b) of the PPM to what is proposed as Section 7.01(3)(D) of the CBM. Making this move aligns what it provides better with compensation and it further clarifies double time on a holiday is only paid when on call or if called in. Those are the only scenarios the manual presently affords this benefit.
- **PPM Chapter 16 - Compensation:** Section 16.03(5) is created to address On Call Pay. It establishes the following:
 - Definition under sub (a).
 - Distance and timing requirement listed under sub (b).
 - Adherence to drug and alcohol policy under sub (c).
 - Sub (d) provides that they are provided an additional hour of compensation beyond their normal 8 hour shift. This is paid at over time as 1.5 times their current rate of pay.
 - Under sub (e) if they are on call during a holiday, this additional hour is paid at double time. Furthermore, Section 16.03(4)(a) is clarified to add that those that are called in on a holiday will be paid double time. Both of these provisions are



consistent with current policy as well as the policy changes suggested above.

These changes are consistent with what was presented at the last meeting and simple enough for implementation with Village Staff for those that administer and receive. We will discuss the proposed language in our meeting on Monday and if desired, make a recommendation to the Village Board for their consideration.

FINANCIAL/BUDGET IMPACT:

VILLAGE PLAN REFERENCE:

ORDINANCE REFERENCE:

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

ATTACHMENTS:

1. CBM Chapter 7 - Holidays 02262020 mgs
2. PPM Chapter 16 - Compensation 02262020 mgs

CHAPTER 7 – HOLIDAYS

7.01 Paid Holidays

(1) Eligibility

- A. Only full-time employees and certain designated part-time employees (those who are budgeted to work at least 20 hours per week) may be eligible for pay on designated paid holidays.
- B. Eligible employees may be eligible for holiday pay for any designated paid holidays that occur after the first full day on the job.
- C. In order for an employee to be eligible for holiday pay, the employee must work the employee's regularly scheduled work day immediately preceding and following the holiday. This provision will be waived if the employee is on approved vacation or funeral leave. Employees on unpaid leave or using other leave are not eligible for holiday pay for that holiday.

(2) Designated Paid Holidays

- A. The following designated paid holidays will be observed by the Village:
 - New Year's Day
 - Martin Luther King Jr.
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Eve Day
 - Christmas Day
- B. When a designated legal paid holiday falls on a Saturday, it will normally be celebrated on the preceding Friday. When a paid holiday falls on a Sunday, it will normally be celebrated on the following Monday.
- C. Whenever a designated paid holiday falls on a full-time employee's scheduled day off, an additional floating holiday may be granted in lieu thereof.

(3) Pay

- A. Full-time employees may be entitled to eight (8) hours of pay for each designated paid holiday for which the employee is eligible for holiday pay.
- B. Part-time employees may be entitled to pay for paid holidays based on a pro-ration of their regular weekly work schedule compared to a full-time schedule. (Example: An employer who regularly works twenty-five (25) hours per week would receive five (5) hours of pay on a holiday). The Village's determination of the amount of paid time the part-time employee receives is final.
- C. Employees scheduled to work on specified paid holidays when Village offices are closed may be paid at a time and one-half (1 ½) rate and allowed a floating holiday to be used at a time approved by the Village.
- D. Employees who are called in to work or performing on call duties on the day a designated paid holiday is celebrated may be paid at two (2) times their hourly rate of pay.
- E. All unused floating holidays shall be paid out at the straight hourly rate with the second paycheck in January of the next year.

CHAPTER 16 - COMPENSATION

16.01 Time and Attendance Reporting

The time sheet for hourly employees is the primary record for reporting the hours that each employee works or is absent and for computing the amount of compensation due. It is the joint responsibility of the employee and the employee's supervisor or Department Head to truthfully and accurately report regular hours worked, overtime hours worked, and the number of hours to be charged to various kinds of absences (sick leave, vacation, holiday, etc.) for which an employee is entitled to compensation.

At the end of the last calendar day in a pay period, both the employee and the employee's supervisor or Department Head will sign the time sheet. An employee will not be expected to sign when absent from work during the entire pay period or is unable to sign the sheet because of an unexpected absence such as illness or injury. The completed, signed time sheet is to be turned in to payroll by 10:00 a.m. on the Monday before the payday, unless otherwise specified due to holidays.

16.02 Pay Period

Except as noted below, all Village employees will be paid via direct deposit bi-weekly on every other Friday. If a holiday falls on Friday, payday will be on the preceding work day. Each pay period ends at 12:00 midnight the Saturday preceding each pay day.

16.03 Overtime Pay

(1) Definition

Overtime for Fair Labor Standards Act (FLSA) non-exempt employees is defined as hours worked in excess of forty (40) hours per workweek, except for employees engaging in the performance of fire protection or law enforcement activities, wherein the Village may designate a longer work period of up to 28 calendar days, and overtime due under the law is based on time worked during that designated work period. An established work period may be changed at any time based on the needs of the Village and as permitted by law.

The Village provides certain premium rates of pay for certain hours worked when overtime is not required by law. These premium rates of pay are classified as extra compensation and are not included in the employee's regular rate of pay when determining overtime due under state and federal law. Such premium rates of pay serve as a credit against any FLSA overtime pay requirements.

(2) Eligibility

- (a) Eligibility for overtime compensation for eligible hourly employees will be determined by individual department policy and in accordance with the Fair Labor Standards Act and will be subject to approval by the Village Administrator.
- (b) Department Heads and salaried persons in exempt executive, administrative, or professional positions will be ineligible for any form of additional monetary compensation or compensatory time for additional hours worked but may be allowed to vary their work schedules to accommodate fluctuations in their work load. Exceptions to this general rule may be made by the Village Board, such as when the Village is reimbursed on a pre-arranged basis from outside sources for the overtime worked by the exempt employee.

(3) Compensation

- (a) An hourly employee will receive pay at the overtime rate of pay for hours in pay status, except for compensatory time used, which are in excess of eight (8) hours of the scheduled shift, or ten (10) hours of the scheduled shift for employees working ten-hour shifts, or in excess of forty (40) hours per workweek. For eligible hourly employees, overtime worked will be treated by granting one and one-half hours of compensation, either in the form of overtime pay or compensatory time off, for each hour of overtime worked. It will be the employee's option to select, within the limits set by Section 17.04, the form of overtime compensation to be given.

~~(b) — An hourly employee who is required to work on a holiday will be paid two (2) times their rate of pay for hours worked in addition to holiday pay.~~

(4) Minimum Call-in Pay

- (a) Any non-exempt Employee who is ordered to report to work at any time when he/she is not regularly scheduled to work may be compensated a minimum of two (2) hours at time and one half (1 ½) at their regular hourly rate of pay or for all hours worked at time-and-one-half (1 ½) at their regular hourly rate of pay, whichever is greater. Minimum Call-In Pay will be paid at two (2) times the non-exempt Employee's regular rate of pay on designated paid holidays.
- (b) Court time.
 - 1. Any non-exempt Employee who is required to report for Circuit Court duty outside of their regularly scheduled hours may be paid time and one-half (1 ½) at their regular hourly rate or accrue compensatory time at time and one-half (1 ½). A minimum of three (3) hours may be paid at a rate of time and one-half (1 ½) if Circuit Court is cancelled less than twenty-four (24) hours before the scheduled court time.

2. Any non-exempt Employee who is required to report for Municipal Court duty outside of their regularly scheduled hours may be paid time and one-half (1 ½) at their regular hourly rate or accrue compensatory time at time and one-half (1 ½). A minimum of two (2) hours may be paid at the rate of time and one-half (1 ½) if Municipal Court is cancelled less than twenty-four (24) hours before the scheduled court time.
3. Between twenty-four (24) hours and thirty-five (35) hours before the scheduled court duty, Employees shall be required to confirm with their immediate Supervisor whether Circuit Court and/or Municipal Court duty, as applicable, has been canceled or rescheduled.

(5) On Call Pay

- (a) Employees may be assigned to serve in an on call capacity to respond to an unforeseen circumstance and/or emergency situation and, if such circumstance/emergency situation arises, to report to work outside of their regularly scheduled shift(s).
- (b) Employees are expected to remain within a reasonable distance of the Village while assigned to on call duty. An Employee who is on call is to respond as quickly as possible to the unforeseen circumstance and/or emergency situation. Unless extraordinary circumstances such as weather prevent otherwise, Employees are expected to respond within 25 minutes upon receiving notification of the unforeseen circumstance and/or emergency situation that requires them to report for work.
- (c) Employees assigned to on call duty by their Supervisor are required to comply with all Village policies including the Village's drug and alcohol policy.
- (d) Any non-exempt Employee that is assigned to be on call shall be paid one (1) additional hour of compensation at time and one-half (1 ½) the Employee's regular rate of pay per 24-hour period they are assigned to be On Call. This payment shall occur regardless of whether the non-exempt Employee is actually required to report to work while assigned in an on call capacity.
- (e) Compensation shall be provided at two (2) times the non-exempt Employee regular hourly rate of pay for the one (1) additional hour of compensation paid when assigned on call if the 24-hour period falls on a holiday.

16.04 Compensatory Time

Eligible employees who receive compensatory time in lieu of cash payment for overtime worked may accumulate and use compensatory time subject to the following restrictions:

- (1) The maximum allowable accumulation of compensatory time will be forty (40) hours. Any overtime hours accumulated in excess of the maximum must be taken in the form of overtime pay unless authorized by the Administrator due to special circumstances. Compensatory time used or paid will not generate additional overtime payment to the employee and will not count as hours worked or hours paid for overtime calculation purposes.
- (2) Compensatory time must be used in the 12-month period it is earned unless authorized by the Administrator due to special circumstances. Any compensatory time that is not used by November 30 will be paid out to the employee at the rate of pay that was in effect for the last pay period of that year. The Village reserves its right to payout compensatory time at any time.
- (3) The taking of compensatory time off requires prior approval of the supervisor or Department Head. A Department Head may deny a request if the employee's absence will clearly impair the department's ability to meet its responsibilities or requires other employees to work overtime as permitted by law.
- (4) The employee will show the number of hours of compensatory time earned or taken during each payroll period on the employee's time sheet. The Administration Department will maintain records of the running compensatory time balances of each employee.

16.05 Deferred Compensation

All full-time and part-time employees in regular positions will be eligible to participate in any Deferred Compensation Program sponsored by the Village. Participants in such a program may designate a portion of their income to be deposited into a special investment account for use in retirement years. Deferred Compensation Programs offer certain tax and retirement planning advantages to participants.

16.06 Payroll Deductions

The Village will administer payroll deductions that employees authorize to be made to participating financial institutions or those deductions that are required by law.



VILLAGE BOARD SUMMARY SHEET

MEETING DATE: Monday, March 2, 2020

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator, Cassandra Suettinger, Village Clerk/Treasurer

AGENDA ITEM: Discussion and action to make a recommendation to the Village Board to conduct maintenance to the pay plan for all Village positions according to Section 3.05(2).

PREVIOUS ACTION:

The market study was recommended for approval on February 4, 2019 and subsequently approved by the Village Board on February 11, 2019.

The Personnel Committee reviewed the study results at their meeting on November 4 and December 2, 2019 as well as February 3, 2020.

ISSUE SUMMARY:

Based on our past discussions and review of the market study update, enclosed in your packet is an updated wage grid that shows each position elevated upward by one grade. The intent of this action is to recognize compatibility between our pay plan and the current market following study last year which demonstrated the range for several positions had fallen behind what the market study demonstrated. The only exception to this are the Shelves as they are at Grade 0.5 which is meant to be closer to minimum wage. In their case, the Market Rate for this grade was elevated by 6% which is consistent with the other adjustments made throughout the wage grid.

Overall, the movement of one grade higher changed the grid status for 12 positions. There were 7 individuals who were off the grid and on merit that within their higher grade are now back on the grid. This will provide at least two additional grid points for those positions to grow into before they get back to merit. There were 5 individuals who were on the grid and fell below the lowest grid point adjustment. These positions are all new hires that started at the lowest point last year and in time within their higher grade will catch up to the grid in the near future.

There are two discussion points associated with this action as we consider our final recommendation to the Village Board:

1. **Grade and Wage Adjustment** - Under this scenario, each position would be moved up one grade and each position on the grid will be aligned with their next highest grid



point. Each grade is apart by 6% and this movement moves individuals 6% lower within the overall range (i.e. 87%-113%) but within a higher grade. However, not in all cases does that movement align with the established grid points. An example...an Employee is at the Market Rate (100%) within Grade 15, and moving up one grade would put them at 94% within Grade 16. The next closest grid point is 95% which would provide that employee an additional 1% in base wage compensation under this option. There are many different examples of scenarios like that for those individuals on the grid. Those off the grid on merit would remain unchanged since they do not have corresponding grid points. The total annual cost of this action is estimated at \$22,089 but if you picked a different implementation day like April 1st it would be around \$16,567 or July 1st around \$11,045. The basis and justification for making both of these adjustments is to better align positions within grades that are more comparable to the market as well as adjust base wages to remain consistent with the established grid points.

2. **Grade Adjustment Only** - This option would only implement the adjustment to move positions up one grade within the grid without a corresponding base wage adjustment. Positions would move to the new grade and have an additional 6% to grow into that they didn't have before but their base wage rates, at least this year, would not follow the specific grid points as applicable. There is no cost to do this now or at any point this year since it doesn't also have a base wage adjustment attached to it. The base wage adjustments to align with the grid will be blended within the compensation included in the 2021 Budget which will help to keep the cost down as these increases would be included within the next round of wage adjustments. The basis and justification for making a grade adjustment for all positions is to provide both internal and external equity within our wage grid in order to be more comparable to the market.

If you adjust the grade and base under Option 1, then in 2020 at some point you have to pick up additional base wage adjustments in order to align with the grid beyond what was awarded already in 2020 and what would be approved in 2021. The problem with doing this is that the base wage adjustments provided under this option are somewhat arbitrary. They range anywhere from 0.25% to 2.1% depending on where people fall in their new range after the grade is adjusted. Leaving there base wage where it falls in the new grade without further adjustment under Option 2 can be accounted for more smoothly within the next budget cycle so that it is consistent and equitable for all involved. You would not incur the additional expense for base wage adjustments in 2020 under Option 2 since you are simply moving the positions up a grade. Whatever wage adjustments need to be made later to align with the grid can be blended with what would be approved for 2021 and not in addition to that amount.

FINANCIAL/BUDGET IMPACT:

Cost implications are outlined within the Issue Summary as part of background on available options.

VILLAGE PLAN REFERENCE:

None.



ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

It is recommended that all positions be elevated one grade within the wage grid in accordance with Option 2 of this memorandum.

ATTACHMENTS:

1. 2020 Wage Grid - Grade Adjustment

Village of McFarland Wage Grid Effective 1/1/2020

Grade	Job Title	Department	87%	90.0%	92.5%	95.0%	97.5%	Market Rate 100%	Above Avg. 106%	Maximum 113%
0.5	Shelver	Library	\$7.93	\$8.21	\$8.43	\$8.66	\$8.89	\$9.12	\$9.66	\$10.30
1			\$11.87	\$12.28	\$12.62	\$12.96	\$13.30	\$13.64	\$14.46	\$15.42
2	Nutrition Site Coordinator Shelver II Camera Operator	Senior Outreach Library Comm & Tech	\$12.58	\$13.02	\$13.38	\$13.74	\$14.10	\$14.46	\$15.33	\$16.34
3	Nutrition Site Manager Youth Services Assistant Summer Help (Seasonal)	Senior Outreach Library Public Works	\$13.34	\$13.80	\$14.18	\$14.56	\$14.95	\$15.33	\$16.25	\$17.32
4			\$14.14	\$14.63	\$15.03	\$15.44	\$15.84	\$16.25	\$17.23	\$18.36
5	Code Inspector Parks Crewperson (Seasonal)	Community Development Public Works	\$14.99	\$15.50	\$15.93	\$16.36	\$16.79	\$17.23	\$18.26	\$19.46
6	Police Clerk I (FT & PT) Utility Clerk I Clerk I AV Technician Library Assistant I	Police Public Works Administration Comm & Tech Library	\$15.89	\$16.43	\$16.89	\$17.35	\$17.80	\$18.26	\$19.35	\$20.63
7	Production Assistant Technology Services Assistant Community Development Clerk II	Comm & Tech Comm & Tech Community Development	\$16.84	\$17.42	\$17.90	\$18.39	\$18.87	\$19.35	\$20.52	\$21.87
8	Clerk II Library Assistant II	Administration Library	\$17.85	\$18.46	\$18.98	\$19.49	\$20.00	\$20.52	\$21.75	\$23.18
9	Communications Specialist Technology Specialist Tech Services Assistant	Comm & Tech Comm & Tech Library	\$18.92	\$19.57	\$20.12	\$20.66	\$21.20	\$21.75	\$23.05	\$24.57
10	Judicial Assistant/Court Clerk III Clerk III Administration Clerk III Community Development Clerk III Case Manager Confidential Administrative Assistant Clerk III	Municipal Court Public Works Administration Community Development Senior Outreach Fire and Rescue Police	\$20.05	\$20.75	\$21.32	\$21.90	\$22.47	\$23.05	\$24.43	\$26.05
11	Public Works Crewperson Confidential Administrative Assistant Deputy Clerk Parks Crewperson	Public Works Police Administration Public Works	\$21.26	\$21.99	\$22.60	\$23.21	\$23.82	\$24.43	\$25.90	\$27.61

Strikethrough notes a vacant position not presently authorized.

Village of McFarland Wage Grid Effective 1/1/2020

Grade	Job Title	Department	87%	90.0%	92.5%	95.0%	97.5%	Market Rate 100%	Above Avg. 106%	Maximum 113%
12	Mechanic Adult Services Librarian Youth Services Librarian	Public Works Library Library	\$22.53	\$23.31	\$23.96	\$24.61	\$25.25	\$25.90	\$27.45	\$29.27
13	Public Works Lead Maintenance Worker Comm & Tech Manager	Public Works Comm & Tech	\$23.89	\$24.71	\$25.40	\$26.08	\$26.77	\$27.45	\$29.10	\$31.02
14			\$25.32	\$26.19	\$26.92	\$27.65	\$28.37	\$29.10	\$30.85	\$32.88
15	Fire Inspector/Public Education Specialist Assistant Director Parks Superintendent	Fire & Rescue Library Public Works	\$26.84	\$27.76	\$28.53	\$29.31	\$30.08	\$30.85	\$32.70	\$34.86
16	Building Inspector Senior Outreach Director Assistant to the PW Director	Community Development Senior Outreach Public Works	\$28.45	\$29.43	\$30.25	\$31.06	\$31.88	\$32.70	\$34.66	\$36.95
17	Deputy Treasurer/Accountant	Administration	\$30.15	\$31.19	\$32.06	\$32.93	\$33.79	\$34.66	\$36.74	\$39.17
18	Administrative Captain Streets/Utilities Superintendent	Fire & Rescue Public Works	\$31.96	\$33.07	\$33.98	\$34.90	\$35.82	\$36.74	\$38.94	\$41.52
19	Budget Manager/Accountant Sergeant	Administration Police	\$33.88	\$35.05	\$36.02	\$37.00	\$37.97	\$38.94	\$41.28	\$44.01
20	Lieutenant Assistant Director of Public Works Library Director Clerk/Treasurer	Police Public Works Library Administration	\$35.91	\$37.15	\$38.19	\$39.22	\$40.25	\$41.28	\$43.76	\$46.65
21	Community and Economic Devel Director	Community Development	\$38.07	\$39.38	\$40.48	\$41.57	\$42.66	\$43.76	\$46.38	\$49.45
22	Finance Director	Administration	\$40.35	\$41.75	\$42.90	\$44.06	\$45.22	\$46.38	\$49.17	\$52.41
23	Fire/EMS Chief Police Chief Director of Public Works/Utilities	Fire & Rescue Police Public Works	\$42.77	\$44.25	\$45.48	\$46.71	\$47.94	\$49.17	\$52.12	\$55.56
24	Village Administrator	Administration	\$45.34	\$46.90	\$48.21	\$49.51	\$50.81	\$52.12	\$55.24	\$58.89
25			\$48.06	\$49.72	\$51.10	\$52.48	\$53.86	\$55.24	\$58.56	\$62.43