

Monday, February 22, 2021

Village Board
7:00 PM

McFarland Municipal Center
Community Room

AGENDA

You are invited to this meeting through a Zoom webinar. The Public is strongly encouraged to watch and participate in these meetings remotely through either the webinar or telephone options listed below.

PLEASE CLICK THE LINK BELOW TO JOIN THE ZOOM WEBINAR:

<https://us02web.zoom.us/j/81094650494>

Or by Telephone: +1 (312) 626-6799

Webinar ID: 810 9465 0494

1. CALL TO ORDER.
2. ATTENDANCE/ROLL CALL.
3. PUBLIC ANNOUNCEMENTS AND COMMUNICATIONS.
 - a. Public Announcements
 - b. Public Communications
4. CONSENT AGENDA.
 - a. Motion to approve the minutes of the February 8, 2021 Village Board meeting.
 - b. Motion to approve the minutes of the February 9, 2021 Village Board meeting.
 - c. Motion to approve Checks in the amount of \$5,700,705.55.
5. PUBLIC APPEARANCES.
 - a. This is an opportunity for members of the public to address the Village Board. Please remember this is a virtual meeting conducted through the Zoom online meeting platform. Zoom meeting attendees wishing to address the board may do so using the Question and Answer feature within the Zoom online meeting platform. You may state your name, address, and provide your comments to the board for their consideration. Members of the public who are present in person and wish to address the board should fill out a public comment form and turn into the meeting chairperson. Members of the public may speak during public appearances or during their selected agenda item as they designate on the public comment form. Please adhere to the 3-minute time limit. Additionally, you may send your public comments to cassandra.suettinger@mcfarland.wi.us to be included as part of the meeting.
6. BUSINESS.

- a. Public Utilities Committee (Trustees Kryzenske & Clow)
Public Works Committee (Trustees Clow & Rupert)
 - 1) Discussion and action to make a recommendation to the Village Board regarding the award of contract for the County Highway MN project.
- b. Discussion and action regarding an agreement with Dane County for the design, reconstruction, and jurisdictional transfer of CTH MN within the Village of McFarland.
- c. Discussion and action on entering into an agreement with Wisconsin Rebound for injury rehabilitation assistance services for Village employees.
- d. Discussion and action regarding a Master Services Agreement with Baker Tilly for the study of impact fees.
- e. Discussion regarding a Multi-Community Wage Study prepared by GovHR USA on behalf of the Dane County Cities and Villages Association.
- f. Authority, Board, Commission, and Committee agenda item requests, referrals, and updates.

7. 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

Village Board Minutes

Monday, February 8, 2021 - 7:00 PM

1. CALL TO ORDER.

Village President Czebotar called the regular meeting of the McFarland Village Board to order at 7:00 pm in the Community Room of the McFarland Municipal Center.

2. ATTENDANCE/ROLL CALL.

Village Board members present: Village Trustee Stephanie Brassington, Village Trustee Carolyn Clow, Village President Brad Czebotar, Village Trustee Michael Flaherty, Village Trustee Eric Kryzenske, Village Trustee Justin Rupert, Village Trustee Clair Utter

Village Board members not present: None.

Staff Present: Administrator Matt Schuenke, Clerk/Treasurer Cassandra Suettinger, Public Works Director Jim Hessling, Fire/EMS Director Chris Dennis, and Communications & Technology Director Stephanie Miller.

3. PUBLIC ANNOUNCEMENTS AND COMMUNICATIONS.

a. Public Announcements

1) February 16, 2021 - Spring Primary - 7 am to 8 pm

Clerk/Treasurer Suettinger provided a report on the upcoming February 16, 2021 Spring Primary.

b. Public Communications

4. CONSENT AGENDA.

a. Motion to approve the minutes of the January 25, 2021 Village Board meeting.

b. Motion to approve Checks in the amount of \$1,987,874.51.

c. Motion to approve an event permit for the McFarland Lions Club to hold the food cart frenzy event on May 19th, June 16, July 21, August 18th, and September 15th and to approve a request for waiver of the event permit fee.

Motion by Village President Brad Czebotar, second by Village Trustee Carolyn Clow, to approve the consent agenda as presented. Motion carries 7 - 0 - 0 by acclamation.

5. PUBLIC APPEARANCES.

a. This is an opportunity for members of the public to address the Village Board. Please remember this is a virtual meeting conducted through the Zoom online meeting platform. Zoom meeting attendees wishing to address the board may do so using the Question and Answer feature within the Zoom online meeting platform. You may state your name, address, and provide your comments to the board for their consideration. Members of the public who are present in person and wish to address the board should fill out a public comment form and turn into the meeting chairperson. Members of the

public may speak during public appearances or during their selected agenda item as they designate on the public comment form. Please adhere to the 3-minute time limit. Additionally, you may send your public comments to cassandra.suettinger@mcfarland.wi.us to be included as part of the meeting.

None.

6. PUBLIC HEARING.

- a. On the proposed Resolution #2021-05: a resolution levying deferred special assessments under Municipal Police Powers pursuant to §66.0701, Stats. and §47-246 of the McFarland Municipal Code for Construction of an Eastside Sanitary Sewer Interceptor.

President Czebotar opened the public hearing at 7:08 p.m.

Village Administrator Schuenke provided an overview of the proposal and background behind the special assessment. He noted the proposed special assessment charge is deferred and is not due until the property is developed.

Anna Kopp - 3471 Siggelkow Road, spoke to inquire as to whether they could retain their private well if they hooked up to the sanitary sewer.

Hillary Marino - 3355 Siggelkow Road, spoke to inquire if they had to opt out, or if that would be automatic.

President Czebotar closed the public hearing at 7:16 p.m.

7. BUSINESS.

- a. Finance Committee (Trustees Flaherty & Kryzenske)

- 1) Discussion and action regarding Resolution #2021-04: a resolution authorizing entry into an intergovernmental cooperation agreement relating to the "Wisconsin Investment Series Cooperative" and authorizing participation in the investment programs of the fund.

Village Administrator Schuenke provided an overview of the proposal to enter into an intergovernmental cooperation agreement with the Wisconsin Investment Series Cooperative for investment services.

Sara Schoor, representative of Wisconsin Investment Series Cooperative, presented on the services offered by Wisconsin Investment Series Cooperative. She reported the initial proposed would be to make investments with the \$14,000,000 bond proceeds for the Public Safety Center. Because the project will span over a year and half, funds can be invested over the course of the project.

Motion by Village Trustee Michael Flaherty, second by Village Trustee Eric Kryzenske, to approve Resolution #2021-04: a resolution authorizing entry into an intergovernmental cooperation agreement relating to the "Wisconsin Investment Series

Cooperative" and authorizing participation in the investment programs of the fund.
Motion carries 7 - 0 - 0 by acclamation.

- b. Discussion and action regarding Resolution #2021-06: a resolution awarding the sale of \$14,000,000 General Obligation Public Safety Center Bonds; providing the form of the bonds; and levying a tax in connection therewith.

Carol Wirth, representative of Wisconsin Public Finance Professionals, presented the result of the sale of the \$14,000,000 GO Bonds for the Public Safety Center. She reported the final sale of the bonds came at a lower interest rate than initially projected. The initial projection was 1.67% and the actual award will be for 1.49%, which will yield savings of approximately \$325,000 over the life of the loan.

Motion by Village Trustee Carolyn Clow, second by Village Trustee Stephanie Brassington, to approve Resolution #2021-06: a resolution awarding the sale of \$14,000,000 General Obligation Public Safety Center Bonds; providing the form of the bonds; and levying a tax in connection therewith on the report provided from Wisconsin Public Finance Professionals. Motion carries 6 - 1 - 0 by acclamation with Trustee Clair Utter voting nay.

- c. Discussion and action regarding Resolution #2021-07: a resolution authorizing the issuance and awarding the sale of \$3,215,000 General Obligation Promissory Notes; providing the form of the notes; and levying a tax in connection therewith.

Carol Wirth, representative of Wisconsin Public Finance Professionals, presented on the final sale of the promissory notes. 1.05% projected, actual award was for .89%

Carol Wirth, representative of Wisconsin Public Finance Professionals, presented the result of the sale of the \$3,215,000 GO Promissory Notes. She reported the final sale of the bonds came at a lower interest rate than initially projected. The initial projection was 1.05% and the actual award will be for .89%.

Motion by Trustee Carolyn Clow, second by Trustee Stephanie Brassington, to approve Resolution #2021-07: a resolution authorizing the issuance and awarding the sale of \$3,215,000 General Obligation Promissory Notes; providing the form of the notes; and levying a tax in connection therewith on the reported provided from Wisconsin Public Finance Professionals. Motion carries 6 - 1 - 0 by acclamation with Trustee Clair Utter voting nay.

- d. Police and Fire Commission (PFC President Stransky)

- 1) Discussion and action regarding revisions to the job description and authorization to fill the vacancy for the Police Chief position within the Police Department.

Village Administrator Schuenke provided an overview of the agenda item to revise the job description and authorize the filling of the vacancy for the Police Chief position within the Police Department. He reported the process to date has included several listening sessions with the public and various Village Committees including the Diversity, Equity & Inclusion Committee, the Personnel Committee, and the Police & Fire Commission to review the job description. The Police & Fire Commission is the final entity that has provided the current draft job description and their recommendation

for approval.

Motion by Village President Brad Czebotar, second by Village Trustee Clair Utter, to approve revisions to the job description and authorization to fill the vacancy for the Police Chief position within the Police Department. Motion carries 7 - 0 - 0 by acclamation.

e. Parks, Recreation, and Natural Resources Committee (Trustees Clow & Utter)

1) Discussion and action to accept the Inclusive Playground Master Plan.

Trustee Carolyn Clow provided an overview of the plan and the referral from the PRNR committee to accept the Inclusive Playground Master Plan. She noted this paves the way for an Inclusive Playground and inclusive amenities within the Village's parks in the future.

Motion by Village Trustee Carolyn Clow, second by Village Trustee Clair Utter, to accept the Inclusive Playground Master Plan. Motion carries 7 - 0 - 0 by acclamation.

f. Public Utilities Committee (Trustees Kryzenske & Clow)

1) Discussion and action regarding Resolution #2021-05: a resolution levying deferred special assessments under Municipal Police Powers pursuant to §66.0701, Stats. and §47-246 of the McFarland Municipal Code for Construction of an Eastside Sanitary Sewer Interceptor.

Trustee Kryzenske provided an overview the Resolution. This follows through with the process to approve the assessments being levied over the property. The Committee recommended the Village be cautious with when special assessments are levied, so it does not become a common practice.

Motion by Village Trustee Eric Kryzenske, second by Village Trustee Carolyn Clow, to approve Resolution #2021-05: a resolution levying deferred special assessments under Municipal Police Powers pursuant to §66.0701, Stats. and §47-246 of the McFarland Municipal Code for Construction of an Eastside Sanitary Sewer Interceptor. Motion carries 6 - 1 - 0 by acclamation, with Clair Utter voting nay.

g. Discussion and action regarding the demolition of 5817 Milwaukee Street.

Village Administrator Schuenke provided an overview of the proposal and the recommendation to select Gausmann Trenching for \$14,800 for the demolition of 5817 Milwaukee St. He reported while they are not the lowest bidder, the lowest bidder, did not include the full scope of work that is necessary to fully restore the site after demolition.

Motion by Village President Brad Czebotar, second by Village Trustee Justin Rupert, to approve Gausmann Trenching for demolition of 5817 Milwaukee Street in an amount not to exceed \$14,800. Motion carries 6 - 1 - 0 by acclamation with Trustee Clair Utter voting nay.

h. Authority, Board, Commission, and Committee agenda item requests, referrals, and updates.

None.

8. ADJOURNMENT.

Motion by Village Trustee Michael Flaherty, second by Village Trustee Justin Rupert, to adjourn at 8:24 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
Village Clerk/Treasurer

VILLAGE OF MCFARLAND

Village Board Minutes

Tuesday, February 9, 2021 - 5:30 PM

1. CALL TO ORDER.

Village President Czebotar called the special meeting of the McFarland Village Board to order at 5:32 pm in the Community Room of the McFarland Municipal Center.

2. ATTENDANCE/ROLL CALL.

Village Board members present: Village President Brad Czebotar; Village Trustee Stephanie Brassington, Carolyn Clow, Michael Flaherty (arrived at 5:33 pm), Eric Kryzenske, Justin Rupert, and Clair Utter.

Village Board members not present: None.

Staff Present: Administrator Matt Schuenke, and Communications & Technology Director Stephanie Miller.

3. PUBLIC APPEARANCES.

- a. *This is an opportunity for members of the public to address the Village Board. Please remember this is a virtual meeting conducted through the Zoom online meeting platform. Zoom meeting attendees wishing to address the board may do so using the Question and Answer feature within the Zoom online meeting platform. You may state your name, address, and provide your comments to the board for their consideration. Members of the public who are present in person and wish to address the board should fill out a public comment form and turn into the meeting chairperson. Members of the public may speak during public appearances or during their selected agenda item as they designate on the public comment form. Please adhere to the 3-minute time limit. Additionally, you may send your public comments to cassandra.suettinger@mcfarland.wi.us to be included as part of the meeting.*
- None.

4. CLOSED SESSION.

- a. *Discussion and action on entering into Closed Session in accordance with Wis. Stats. 19.85(1)(c) to consider employment, promotion, compensation, or other performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, specifically to consider 2020 performance evaluation data and employment contract for the Village Administrator position.*

A motion was made by President Czebotar, seconded by Trustee Clow, for the Village Board to enter into Closed Session in accordance with Wis. Stats. 19.85(1)(c) to consider employment, promotion, compensation, or other performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, specifically to consider 2020 performance evaluation data and employment contract for the Village Administrator position. A roll call vote is required. Yes - Brassington, Clow, Czebotar, Flaherty, Kryzenske, Rupert, and Utter. No - None. Motion carried 7 - 0.

A motion was made by President Czebotar, seconded by Trustee Clow, and

unanimously carried by the Village Board to reconvene into Open Session at 7:29 pm.

5. RECONVENE INTO OPEN SESSION.

a. Discussion and action regarding the 2020 Performance Evaluation for the Village Administrator position.

A motion was made by President Czebotar, seconded by Trustee Flaherty, for the Village Board to approve a wage adjustment for the Village Administrator based upon 2020 Performance Evaluation in an amount of 2.0% of the base wage for an Across the Board wage adjustment and then an additional 2.0% as a merit based wage adjustment effective as of January 1, 2021. Motion carries 7 - 0 - 0 by acclamation.

6. ADJOURNMENT.

The meeting was adjourned by unanimous consent at 7:34 pm.

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,
Matthew G. Schuenke
Village Administrator

Report Criteria:

Detail report type printed

Vendor Number	Name	Invoice Number	Description	Seq	Invoice Date	Invoice Amount	Discount Amount	Check Amount	Check Issue Date
30	ALLIANT ENERGY/WP&L	020921	MUNICIPAL CENTER	1	02/09/2021	3,643.71	.00	3,643.71	02/19/2021
		020921	LIBRARY	2	02/09/2021	2,199.04	.00	2,199.04	02/19/2021
		020921	WELL #4	3	02/09/2021	1,635.06	.00	1,635.06	02/19/2021
		020921	SOCCER FIELD - 4820 M	4	02/09/2021	262.99	.00	262.99	02/19/2021
		020921	FLOOD LIGHT - 2860 HID	5	02/09/2021	27.78	.00	27.78	02/19/2021
Total 30:						7,768.58	.00	7,768.58	
74	BAKER & TAYLOR BOOK	2035691886	JUVENILE BOOKS	1	02/03/2021	160.77	.00	160.77	02/19/2021
		2035728340	JUVENILE BOOKS	1	01/20/2021	116.53	.00	116.53	02/19/2021
		2035745131	ADULT BOOKS	1	01/29/2021	515.03	.00	515.03	02/19/2021
		2035747424	JUVENILE BOOKS	1	01/27/2021	40.81	.00	40.81	02/19/2021
		2035750313	JUVENILE BOOKS	1	02/08/2021	701.91	.00	701.91	02/19/2021
		2035758862	ADULT BOOKS	1	02/05/2021	427.31	.00	427.31	02/19/2021
		2035767994	ADULT BOOKS	1	02/13/2021	250.53	.00	250.53	02/19/2021
		5016695562	ADULT BOOKS	1	01/19/2021	57.09	.00	57.09	02/19/2021
Total 74:						2,269.98	.00	2,269.98	
158	CHARTER COMMUNICATI	0003261020	CHARTER CABLE	1	02/01/2021	99.20	.00	99.20	02/12/2021
Total 158:						99.20	.00	99.20	
225	DANE CO HIGHWAY	28664	SALT BRINE	1	01/31/2021	1,350.00	.00	1,350.00	02/19/2021
Total 225:						1,350.00	.00	1,350.00	
227	DANE CO CHIEFS' OF PO	2021-MFPD	DCCOPA DUES FOR CHI	1	02/16/2021	80.00	.00	80.00	02/19/2021
Total 227:						80.00	.00	80.00	
234	DANE CO EMERGENCY	10235	ANNUAL SUPPORT FEE -	1	02/12/2021	525.23	.00	525.23	02/19/2021
Total 234:						525.23	.00	525.23	
247	DANE CO TREASURER	021121	FEB TAX SETTLEMENT	1	02/11/2021	1,071,306.	.00	1,071,306.	02/12/2021
		154-020221	JAIL & SURCHARGES - J	1	02/02/2021	1,562.58	.00	1,562.58	02/19/2021
		2020TAXPAY	P WALKINGTON 0710-344	1	02/19/2021	8,923.56	.00	8,923.56	02/19/2021
		2020TAXPAY	E NIELSEN 0610-031-226	2	02/19/2021	2,118.04	.00	2,118.04	02/19/2021
Total 247:						1,083,910.	.00	1,083,910.	
274	DEPT OF ADMINISTRATI	505-0000055	JOB POSTING	1	02/03/2021	175.00	.00	175.00	02/19/2021
Total 274:						175.00	.00	175.00	
281	DIGGERS HOTLINE INC	210 2 37601	SEWER LOCATES - PREP	1	02/08/2021	1,632.00	.00	1,632.00	02/19/2021
		210 2 37601	WATER LOCATES-PREPA	2	02/08/2021	1,632.00	.00	1,632.00	02/19/2021
Total 281:						3,264.00	.00	3,264.00	
361	FIRST SUPPLY LLC MADI	12574387-00	WATER MAIN REPAIR PA	1	02/08/2021	329.12	.00	329.12	02/19/2021
		12578432-00	WATER MAIN REPAIR PA	1	02/08/2021	25.48	.00	25.48	02/19/2021
		12583252-00	YOUTH CENTER REPAIR	1	02/11/2021	506.79	.00	506.79	02/19/2021

Vendor Number	Name	Invoice Number	Description	Seq	Invoice Date	Invoice Amount	Discount Amount	Check Amount	Check Issue Date
		12590512-00	SEWER REPAIR SUPPLIE	1	02/16/2021	136.90	.00	136.90	02/19/2021
	Total 361:					998.29	.00	998.29	
372	FOX VALLEY TECH COLL	TPB0000622	REIMER - TRAINING	1	02/08/2021	265.00	.00	265.00	02/19/2021
	Total 372:					265.00	.00	265.00	
408	GRAINGER INC	9794787458	SURGE PROTECTOR	1	02/03/2021	21.04	.00	21.04	02/19/2021
		9796179506	CORD REEL FOR WATER	1	02/04/2021	25.73	.00	25.73	02/19/2021
		9796179506	CORD REEL FOR WATER	2	02/04/2021	7.02	.00	7.02	02/19/2021
		9796179506	CORD REEL FOR WATER	3	02/04/2021	7.02	.00	7.02	02/19/2021
		9796179506	CORD REEL FOR WATER	4	02/04/2021	7.02	.00	7.02	02/19/2021
		9797556108	STORAGE SHELVING	1	02/05/2021	75.75	.00	75.75	02/19/2021
		9798468576	CONNECTOR & PLUG	1	02/08/2021	123.92	.00	123.92	02/19/2021
		9803220061	VEHICLE MAINTENANCE	1	02/11/2021	103.42	.00	103.42	02/19/2021
		9803220061	VEHICLE MAINTENANCE	2	02/11/2021	28.20	.00	28.20	02/19/2021
		9803220061	VEHICLE MAINTENANCE	3	02/11/2021	28.20	.00	28.20	02/19/2021
		9803220061	VEHICLE MAINTENANCE	4	02/11/2021	28.20	.00	28.20	02/19/2021
	Total 408:					455.52	.00	455.52	
439	HJ PERTZBORN	50884	PW SPRINKLER REPAIR	1	02/10/2021	78.22	.00	78.22	02/19/2021
		50884	PW SPRINKLER REPAIR	2	02/10/2021	78.22	.00	78.22	02/19/2021
		50884	PW SPRINKLER REPAIR	3	02/10/2021	78.22	.00	78.22	02/19/2021
		50884	PW SPRINKLER REPAIR	4	02/10/2021	286.81	.00	286.81	02/19/2021
	Total 439:					521.47	.00	521.47	
452	HYDRITE CHEMICAL	02438076	WATER CHEMICALS	1	02/12/2021	675.12	.00	675.12	02/19/2021
	Total 452:					675.12	.00	675.12	
476	JEFFERSON FIRE & SAF	IN126585	BREATH COMPRESSOR	1	02/11/2021	502.50	.00	502.50	02/19/2021
	Total 476:					502.50	.00	502.50	
516	KWIK TRIP INC	00176007-02	PD FUEL	1	02/02/2021	52.96	.00	52.96	02/19/2021
	Total 516:					52.96	.00	52.96	
563	LW ALLEN LLC	106257	SCADA - PW GENERATO	1	02/10/2021	1,749.00	.00	1,749.00	02/19/2021
		106257	SCADA - PW GENERATO	2	02/10/2021	477.00	.00	477.00	02/19/2021
		106257	SCADA - PW GENERATO	3	02/10/2021	477.00	.00	477.00	02/19/2021
		106257	SCADA - PW GENERATO	4	02/10/2021	477.00	.00	477.00	02/19/2021
		106257	SCADA - MC GENERATO	5	02/10/2021	10,663.00	.00	10,663.00	02/19/2021
		106288	SCADA REPAIR PUMP #1	1	02/10/2021	181.70	.00	181.70	02/19/2021
	Total 563:					14,024.70	.00	14,024.70	
581	MADISON TRUCK EQUIP	2-95129	TRUCK MAINTENANCE	1	02/05/2021	168.71	.00	168.71	02/19/2021
		2-95129	TRUCK MAINTENANCE	2	02/05/2021	46.01	.00	46.01	02/19/2021
		2-95129	TRUCK MAINTENANCE	3	02/05/2021	46.01	.00	46.01	02/19/2021
		2-95129	TRUCK MAINTENANCE	4	02/05/2021	46.01	.00	46.01	02/19/2021
		2-95137	TRUCK MAINTENANCE	1	02/05/2021	23.78	.00	23.78	02/19/2021
		2-95137	TRUCK MAINTENANCE	2	02/05/2021	6.48	.00	6.48	02/19/2021
		2-95137	TRUCK MAINTENANCE	3	02/05/2021	6.48	.00	6.48	02/19/2021

Vendor Number	Name	Invoice Number	Description	Seq	Invoice Date	Invoice Amount	Discount Amount	Check Amount	Check Issue Date
		2-95137	TRUCK MAINTENANCE	4	02/05/2021	6.48	.00	6.48	02/19/2021
		2-95148	TRUCK MAINTENANCE	1	02/08/2021	7.15	.00	7.15	02/19/2021
		2-95148	TRUCK MAINTENANCE	2	02/08/2021	1.95	.00	1.95	02/19/2021
		2-95148	TRUCK MAINTENANCE	3	02/08/2021	1.95	.00	1.95	02/19/2021
		2-95148	TRUCK MAINTENANCE	4	02/08/2021	1.95	.00	1.95	02/19/2021
		2-95231	TRUCK PARTS	1	02/10/2021	6.45	.00	6.45	02/19/2021
		2-95231	TRUCK PARTS	2	02/10/2021	6.45	.00	6.45	02/19/2021
		2-95231	TRUCK PARTS	3	02/10/2021	6.45	.00	6.45	02/19/2021
		2-95231	TRUCK PARTS	4	02/10/2021	23.65	.00	23.65	02/19/2021
Total 581:						405.96	.00	405.96	
613	MCFARLAND SCHOOL DI	021121	FEB TAX SETTLEMENT	1	02/11/2021	4,107,270.	.00	4,107,270.	02/12/2021
Total 613:						4,107,270.	.00	4,107,270.	
634	MENARDS - MONONA	7679	TOOL BOX FOR WATER V	1	02/04/2021	269.49	.00	269.49	02/19/2021
		7679	TOOL BOX FOR WATER V	2	02/04/2021	73.50	.00	73.50	02/19/2021
		7679	TOOL BOX FOR WATER V	3	02/04/2021	73.50	.00	73.50	02/19/2021
		7679	TOOL BOX FOR WATER V	4	02/04/2021	73.50	.00	73.50	02/19/2021
		7680	TOOL BOX FOR WATER V	1	02/04/2021	269.49-	.00	269.49-	02/19/2021
		7680	TOOL BOX FOR WATER V	2	02/04/2021	73.50-	.00	73.50-	02/19/2021
		7680	TOOL BOX FOR WATER V	3	02/04/2021	73.50-	.00	73.50-	02/19/2021
		7680	TOOL BOX FOR WATER V	4	02/04/2021	73.50-	.00	73.50-	02/19/2021
		7681	TOOL BOX FOR WATER V	1	02/04/2021	81.26	.00	81.26	02/19/2021
		7681	TOOL BOX FOR WATER V	2	02/04/2021	22.16	.00	22.16	02/19/2021
		7681	TOOL BOX FOR WATER V	3	02/04/2021	22.16	.00	22.16	02/19/2021
		7681	TOOL BOX FOR WATER V	4	02/04/2021	22.17	.00	22.17	02/19/2021
		7951	YOUTH CENTER	1	02/10/2021	9.44	.00	9.44	02/19/2021
		8011	YOUTH CENTER	1	02/11/2021	3.68	.00	3.68	02/19/2021
		8179	PW SHOP-WATER SUPPL	1	02/15/2021	29.98	.00	29.98	02/19/2021
Total 634:						190.85	.00	190.85	
640	MGE	11299443-02	STREET LIGHTS	1	02/01/2021	733.72	.00	733.72	02/12/2021
Total 640:						733.72	.00	733.72	
765	LEGAL SHIELD	0108629-FE	LEGAL SHIELD	1	02/15/2021	365.85	.00	365.85	02/19/2021
Total 765:						365.85	.00	365.85	
775	PUBLIC SERVICE COMM	2101-I-03490	PSC FEE FOR RATE CAS	1	02/18/2021	857.14	.00	857.14	02/19/2021
Total 775:						857.14	.00	857.14	
800	RELIANT FIRE APPARAT	CI002704	ADAPTER HOSE	1	02/04/2021	14.86	.00	14.86	02/19/2021
Total 800:						14.86	.00	14.86	
904	STOLARIK, TONI	021621	ELECTION WORKER	1	02/16/2021	34.00	.00	34.00	02/19/2021
Total 904:						34.00	.00	34.00	
911	STREICHER'S	I1479598	UNIFORM ALLOWANCE-	1	01/25/2021	17.98	.00	17.98	02/19/2021

Vendor Number	Name	Invoice Number	Description	Seq	Invoice Date	Invoice Amount	Discount Amount	Check Amount	Check Issue Date
Total 911:						17.98	.00	17.98	
958	TOWN & COUNTRY ENGI	22019	2020 SUMP PUMP - MC16	1	09/10/2020	2,887.10	.00	2,887.10	02/19/2021
		22021	5611/5613 LAKE EDGE ES	1	09/10/2020	145.00	.00	145.00	02/19/2021
		22473	EXCHANGE ST PRELIM E	1	02/12/2021	6,098.75	.00	6,098.75	02/19/2021
		22474	EAST SIDE SEWER EXTE	1	02/12/2021	6,377.90	.00	6,377.90	02/19/2021
		22475	ROSEWOOD/VERIDIAN -	1	02/12/2021	435.00	.00	435.00	02/19/2021
		22476	2021 BROADHEAD/CTH	1	02/12/2021	13,271.38	.00	13,271.38	02/19/2021
		22477	CF INVESTMENTS - MC1	1	02/12/2021	170.00	.00	170.00	02/19/2021
		22478	2021 STREET & STORM S	1	02/12/2021	2,564.25	.00	2,564.25	02/19/2021
		22479	2021 STORMWATER SUP	1	02/12/2021	557.50	.00	557.50	02/19/2021
Total 958:						32,506.88	.00	32,506.88	
1005	VANNGUARD UTILITY PA	8730	LOCATES	1	02/02/2021	82.50	.00	82.50	02/19/2021
Total 1005:						82.50	.00	82.50	
1128	ZARNOTH BRUSH WORK	0183237-IN	STORMWATER FLEET	1	02/02/2021	724.25	.00	724.25	02/19/2021
Total 1128:						724.25	.00	724.25	
1245	PROFESSIONAL PEST C	501695	PW PEST CONTROL	1	02/15/2021	21.45	.00	21.45	02/19/2021
		501695	PW PEST CONTROL	2	02/15/2021	5.85	.00	5.85	02/19/2021
		501695	PW PEST CONTROL	3	02/15/2021	5.85	.00	5.85	02/19/2021
		501695	PW PEST CONTROL	4	02/15/2021	5.85	.00	5.85	02/19/2021
		501696	MC PEST CONTROL	1	02/15/2021	6.90	.00	6.90	02/19/2021
		501696	MC PEST CONTROL	2	02/15/2021	6.90	.00	6.90	02/19/2021
		501696	MC PEST CONTROL	3	02/15/2021	6.90	.00	6.90	02/19/2021
		501696	MC PEST CONTROL	4	02/15/2021	25.30	.00	25.30	02/19/2021
Total 1245:						85.00	.00	85.00	
1256	BOUND TREE MEDICAL,	83944414	EMS - SUPPLIES	1	02/05/2021	25.17	.00	25.17	02/19/2021
		83946577	EMS MEDICAL SUPPLIES	1	02/08/2021	194.36	.00	194.36	02/19/2021
Total 1256:						219.53	.00	219.53	
1264	BARNES INC	141637	DROPOFF SITE - INSTAL	1	08/31/2020	13,000.00	.00	13,000.00	02/19/2021
		141637	DROPOFF SITE - INSTAL	2	08/31/2020	13,000.00	.00	13,000.00	02/19/2021
Total 1264:						26,000.00	.00	26,000.00	
1709	VON BRIESEN & ROPER	345077	PERSONNEL ISSUES	1	02/09/2021	2,222.00	.00	2,222.00	02/19/2021
Total 1709:						2,222.00	.00	2,222.00	
1738	STATE OF WI TREASURE	154-020221	MONTHLY COURT FEES -	1	02/02/2021	2,853.88	.00	2,853.88	02/19/2021
Total 1738:						2,853.88	.00	2,853.88	
1896	NAPAAUTO PARTS	760327	MOWER PARTS	1	02/08/2021	2.88	.00	2.88	02/19/2021
		760327	MOWER PARTS	2	02/08/2021	2.88	.00	2.88	02/19/2021
		760327	MOWER PARTS	3	02/08/2021	2.88	.00	2.88	02/19/2021
		760327	MOWER PARTS	4	02/08/2021	10.58	.00	10.58	02/19/2021
		760328	VEHICLE PARTS	1	02/08/2021	3.11	.00	3.11	02/19/2021

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		760328	VEHICLE PARTS	2	02/08/2021	3.11	.00	3.11	02/19/2021
		760328	VEHICLE PARTS	3	02/08/2021	3.11	.00	3.11	02/19/2021
		760328	VEHICLE PARTS	4	02/08/2021	11.41	.00	11.41	02/19/2021
		760754	VEHICLE PARTS	1	02/10/2021	8.88	.00	8.88	02/19/2021
		760754	VEHICLE PARTS	2	02/10/2021	8.88	.00	8.88	02/19/2021
		760754	VEHICLE PARTS	3	02/10/2021	8.88	.00	8.88	02/19/2021
		760754	VEHICLE PARTS	4	02/10/2021	32.53	.00	32.53	02/19/2021
Total 1896:						99.13	.00	99.13	
1904	HUMPHREY SERVICE PA	1233052	SHOP SUPPLIES	1	02/04/2021	103.20	.00	103.20	02/19/2021
		1233052	SHOP SUPPLIES	2	02/04/2021	28.14	.00	28.14	02/19/2021
		1233052	SHOP SUPPLIES	3	02/04/2021	28.14	.00	28.14	02/19/2021
		1233052	SHOP SUPPLIES	4	02/04/2021	28.14	.00	28.14	02/19/2021
		1233297	SHOP SUPPLIES	1	02/09/2021	10.80	.00	10.80	02/19/2021
		1233297	SHOP SUPPLIES	2	02/09/2021	2.95	.00	2.95	02/19/2021
		1233297	SHOP SUPPLIES	3	02/09/2021	2.95	.00	2.95	02/19/2021
		1233297	SHOP SUPPLIES	4	02/09/2021	2.94	.00	2.94	02/19/2021
Total 1904:						207.26	.00	207.26	
1910	ZURBUCHEN OIL INC	249805	DYED DIESEL FUEL	1	02/12/2021	589.60	.00	589.60	02/19/2021
Total 1910:						589.60	.00	589.60	
1917	ULINE SHIPPING SUPPLY	129242093	PW RENOVATIONS	1	01/21/2021	545.45	.00	545.45	02/19/2021
Total 1917:						545.45	.00	545.45	
1989	CORPORATE BUSINESS	28732213	PW COPIER & PROP TAX	1	02/08/2021	46.41	.00	46.41	02/12/2021
		28732213	PW COPIER & PROP TAX	2	02/08/2021	46.41	.00	46.41	02/12/2021
		28732213	PW COPIER & PROP TAX	3	02/08/2021	46.41	.00	46.41	02/12/2021
		28744264	COPIER	1	02/09/2021	203.65	.00	203.65	02/19/2021
Total 1989:						342.88	.00	342.88	
2042	THOMSON REUTERS	843795128	WEST INFORMATION CH	1	02/01/2021	185.96	.00	185.96	02/19/2021
Total 2042:						185.96	.00	185.96	
2070	KKS PROPERTY	021521	2020 TRUE UP PAYMENT	1	02/15/2021	469.81	.00	469.81	02/19/2021
Total 2070:						469.81	.00	469.81	
2082	NASSCO INC	S2611047.00	MC SUPPLIES	1	02/17/2021	83.40	.00	83.40	02/19/2021
		S2718477.00	CLEANING SUPPLIES	1	02/03/2021	118.91	.00	118.91	02/19/2021
		S2723289.00	PARK CLEANING SUPPLI	1	02/16/2021	499.00	.00	499.00	02/19/2021
		S2723815.00	MC SUPPLIES	1	02/17/2021	127.18	.00	127.18	02/19/2021
Total 2082:						828.49	.00	828.49	
2089	MIDWEST METER INC	0129150-IN	METER ERT	1	02/12/2021	111.30	.00	111.30	02/19/2021
Total 2089:						111.30	.00	111.30	
2150	SCHRADER, MARV	021621	ELECTION INSPECTOR	1	02/16/2021	38.00	.00	38.00	02/19/2021

Vendor Number	Name	Invoice Number	Description	Seq	Invoice Date	Invoice Amount	Discount Amount	Check Amount	Check Issue Date
Total 2150:						38.00	.00	38.00	
2215	WINTER EQUIPMENT CO	IV46597	RAZOR SYSTEMS	1	01/13/2021	2,817.12	.00	2,817.12	02/19/2021
		IV46597	RAZOR SYSTEMS	2	01/13/2021	768.30	.00	768.30	02/19/2021
		IV46597	RAZOR SYSTEMS	3	01/13/2021	768.30	.00	768.30	02/19/2021
		IV46597	RAZOR SYSTEMS	4	01/13/2021	768.30	.00	768.30	02/19/2021
		IV46860	UNIVERSAL GUARD	1	02/01/2021	198.52	.00	198.52	02/19/2021
		IV46860	UNIVERSAL GUARD	2	02/01/2021	54.14	.00	54.14	02/19/2021
		IV46860	UNIVERSAL GUARD	3	02/01/2021	54.14	.00	54.14	02/19/2021
		IV46860	UNIVERSAL GUARD	4	02/01/2021	54.14	.00	54.14	02/19/2021
		SO45830	UNIVERSAL GUARD	1	01/29/2021	50.40	.00	50.40	02/19/2021
		SO45830	UNIVERSAL GUARD	2	01/29/2021	50.40	.00	50.40	02/19/2021
		SO45830	UNIVERSAL GUARD	3	01/29/2021	50.40	.00	50.40	02/19/2021
		SO45830	UNIVERSAL GUARD	4	01/29/2021	184.80	.00	184.80	02/19/2021
Total 2215:						5,818.96	.00	5,818.96	
2216	ANDRES MEDICAL	250959	JANUARY COLLECTIONS	1	02/10/2021	694.80	.00	694.80	02/19/2021
Total 2216:						694.80	.00	694.80	
2237	MADISON COLLEGE	021121	FEB TAX SETTLEMENT	1	02/11/2021	322,895.16	.00	322,895.16	02/12/2021
Total 2237:						322,895.16	.00	322,895.16	
2270	UNITY POINT HEALTH	020521	SUSPECT BLOODWORK	1	02/05/2021	37.97	.00	37.97	02/19/2021
Total 2270:						37.97	.00	37.97	
2311	RING, TREVOR	021621	ELECTION INSPECTOR &	1	02/16/2021	79.00	.00	79.00	02/19/2021
Total 2311:						79.00	.00	79.00	
9137	RICOH USA INC	5061319816	RICOH COPIER EXTRA	1	02/01/2021	40.14	.00	40.14	02/19/2021
Total 9137:						40.14	.00	40.14	
9140	TRITECH FORENSICS IN	401613	INVESTIGATION SUPPLIE	1	02/09/2021	244.90	.00	244.90	02/19/2021
Total 9140:						244.90	.00	244.90	
16181	WILS	494149	NYT SUBSCRIPTION	1	02/16/2021	234.78	.00	234.78	02/19/2021
Total 16181:						234.78	.00	234.78	
16241	WI DEPT OF JUSTICE	L1373T-0131	HIRING BACKGROUND C	1	01/31/2021	7.00	.00	7.00	02/19/2021
		L1373T-0131	BACKGROUND CHECKS	2	01/31/2021	7.00	.00	7.00	02/19/2021
Total 16241:						14.00	.00	14.00	
16247	CITY TREASURER	07100600-02	STORMWATER FEES	1	02/05/2021	46.84	.00	46.84	02/12/2021
Total 16247:						46.84	.00	46.84	
16296	DANE CO DEPT OF HUM	DEC2020-2	MEALSITE DONATION - C	1	02/11/2021	567.00	.00	567.00	02/19/2021
		DEC2020-2	MEALSITE DONATION - M	2	02/11/2021	3,378.00	.00	3,378.00	02/19/2021

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Total 16296:						3,945.00	.00	3,945.00	
16319	DANE CO TREASURER	39361	DANECOM COSTS JUL-D	1	02/02/2021	1,587.33	.00	1,587.33	02/19/2021
		39361	DANECOM COSTS JUL-D	2	02/02/2021	1,587.33	.00	1,587.33	02/19/2021
		39361	DANECOM COSTS JUL-D	3	02/02/2021	1,587.34	.00	1,587.34	02/19/2021
Total 16319:						4,762.00	.00	4,762.00	
16322	STRYKER SALES CORP	3285437M	STRYKER COTS & LOAD	1	02/01/2021	4,539.36	.00	4,539.36	02/19/2021
Total 16322:						4,539.36	.00	4,539.36	
16421	HALEY, MARY	021621	ELECTION WORKER	1	02/16/2021	34.00	.00	34.00	02/19/2021
Total 16421:						34.00	.00	34.00	
16545	DEPT OF SAFETY AND P	013121	FIRE SPRINKLER PLAN R	1	01/31/2021	270.00	.00	270.00	02/19/2021
Total 16545:						270.00	.00	270.00	
16640	TOP PACK DEFENSE LLC	5619	MAURER - UNIFORM ALL	1	02/06/2021	127.48	.00	127.48	02/19/2021
		5638	UNIFORM ALLOWANCE -	1	02/03/2021	10.00	.00	10.00	02/19/2021
Total 16640:						137.48	.00	137.48	
16712	LIFE-ASSIST, INC	1073756	N95 RESP - AFG	1	02/08/2021	734.80	.00	734.80	02/19/2021
Total 16712:						734.80	.00	734.80	
16776	CIVICPLUS	209771	WEBSITE REBUILD	1	02/09/2021	17,438.22	.00	17,438.22	02/19/2021
Total 16776:						17,438.22	.00	17,438.22	
16782	MADISON EMERGENCY	INV1018	MEDICAL DIRECTION FE	1	02/08/2021	700.00	.00	700.00	02/19/2021
Total 16782:						700.00	.00	700.00	
16787	TOWNS, JACOB	JT021121	UNIFORM ALLOW - TOW	1	02/11/2021	64.34	.00	64.34	02/19/2021
Total 16787:						64.34	.00	64.34	
16829	REUTER, WHITISH & EVA	67578	PROSECUTIONS	1	02/04/2021	1,506.00	.00	1,506.00	02/19/2021
		67580	MSP ESCROW	1	02/04/2021	280.50	.00	280.50	02/19/2021
		67585	PROSECUTIONS	1	02/04/2021	272.00	.00	272.00	02/19/2021
		67586	PROSECUTIONS	1	02/04/2021	128.00	.00	128.00	02/19/2021
		67588	GENERAL LEGAL	1	02/04/2021	1,771.00	.00	1,771.00	02/19/2021
		67588	GENERAL LEGAL	2	02/04/2021	2,257.00	.00	2,257.00	02/19/2021
		67588	GENERAL LEGAL	3	02/04/2021	48.00	.00	48.00	02/19/2021
		67588	GENERAL LEGAL	4	02/04/2021	2,607.00	.00	2,607.00	02/19/2021
Total 16829:						8,869.50	.00	8,869.50	
16834	WROLSTAD, DEBRA	021621	ELECTION INSPECTOR	1	02/16/2021	44.00	.00	44.00	02/19/2021
Total 16834:						44.00	.00	44.00	

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16851	SCHIMELPFENIG, LUKE	LS050718	OVERPAYMENT ON CITA	1	05/07/2018	280.21	.00	280.21	Multiple
		LS060718	OVERPAYMENT ON CITA	1	06/07/2018	186.24	.00	186.24	Multiple
Total 16851:						466.45	.00	466.45	
16890	PIRTEK MADISON	MA-T000027	VEHICLE MAINTENANCE	1	02/05/2021	48.98	.00	48.98	02/19/2021
		MA-T000027	VEHICLE MAINTENANCE	2	02/05/2021	13.35	.00	13.35	02/19/2021
		MA-T000027	VEHICLE MAINTENANCE	3	02/05/2021	13.35	.00	13.35	02/19/2021
		MA-T000027	VEHICLE MAINTENANCE	4	02/05/2021	13.35	.00	13.35	02/19/2021
Total 16890:						89.03	.00	89.03	
16930	DIETZEL, JERRY	021621	ELECTION WORKER	1	02/16/2021	42.00	.00	42.00	02/19/2021
Total 16930:						42.00	.00	42.00	
16931	DIETZEL, SUSAN	021621	ELECTION WORKER	1	02/16/2021	42.00	.00	42.00	02/19/2021
Total 16931:						42.00	.00	42.00	
16974	KYSER, ELLIE	021621	ELECTION INSPECTOR	1	02/16/2021	42.00	.00	42.00	02/19/2021
Total 16974:						42.00	.00	42.00	
16976	WYATT, COURTNEY	021621	CHIEF INSPECTOR	1	02/16/2021	67.50	.00	67.50	02/19/2021
Total 16976:						67.50	.00	67.50	
17045	DETROIT SALT COMPAN	SI21-03562	ROAD SALT	1	01/29/2021	13,542.34	.00	13,542.34	02/19/2021
Total 17045:						13,542.34	.00	13,542.34	
17051	UW HEALTH - EEC	9529	BLS RENEWAL COURSE	1	02/17/2021	15.00	.00	15.00	02/19/2021
Total 17051:						15.00	.00	15.00	
17076	SHARPEE TRUCKING, LL	23203	HAULING SALT BRINE	1	02/09/2021	350.00	.00	350.00	02/19/2021
Total 17076:						350.00	.00	350.00	
17084	AMAZON CAPITAL SERVI	14Y1-YQ61-	DVDS & CDS	1	02/09/2021	95.52	.00	95.52	02/19/2021
		17Y9-L9JN-T	PROGRAM SUPPLIES	1	02/16/2021	115.61	.00	115.61	02/19/2021
		1JJJ-V77G-N	LAPTOP	1	02/12/2021	697.98	.00	697.98	02/19/2021
		1MLW-CCTD	JUVENILE BOOKS	1	02/17/2021	29.16	.00	29.16	02/19/2021
		1TFD-TJ67-D	OFFICE SUPPLIES	1	02/09/2021	4.35	.00	4.35	02/19/2021
		1TFD-TJ67-D	OFFICE SUPPLIES	2	02/09/2021	15.93	.00	15.93	02/19/2021
		1TFD-TJ67-D	OFFICE SUPPLIES	3	02/09/2021	4.35	.00	4.35	02/19/2021
		1TFD-TJ67-D	OFFICE SUPPLIES	4	02/09/2021	4.35	.00	4.35	02/19/2021
		1WJ3-CRLJ-	PROGRAM SUPPLIES	1	02/18/2021	141.60	.00	141.60	02/19/2021
		1XCC-4777-	OFFICE SUPPLIES	1	02/07/2021	5.09	.00	5.09	02/19/2021
		1XCC-4777-	OFFICE SUPPLIES	2	02/07/2021	5.09	.00	5.09	02/19/2021
		1XCC-4777-	OFFICE SUPPLIES	3	02/07/2021	5.09	.00	5.09	02/19/2021
		1XCC-4777-	OFFICE SUPPLIES	4	02/07/2021	18.67	.00	18.67	02/19/2021
Total 17084:						1,142.79	.00	1,142.79	
17187	B&H PHOTO	184570415	COURT COMPUTER REP	1	02/07/2021	592.02	.00	592.02	02/19/2021

Vendor Number	Name	Invoice Number	Description	Seq	Invoice Date	Invoice Amount	Discount Amount	Check Amount	Check Issue Date
		184885188	CAMERA CASE	1	02/14/2021	74.96	.00	74.96	02/19/2021
		184959081	CAMERA AND AUDIO GE	1	02/15/2021	2,503.48	.00	2,503.48	02/19/2021
	Total 17187:					3,170.46	.00	3,170.46	
17205	THE MCFARLAND THISTL	MNA-192419	1 YR SUBSCRIPTION TO	1	02/03/2021	68.95	.00	68.95	02/19/2021
	Total 17205:					68.95	.00	68.95	
17332	WILCKE, JULIE	021621	ELECTION INSPECTOR	1	02/16/2021	44.00	.00	44.00	02/19/2021
	Total 17332:					44.00	.00	44.00	
17419	WORK TRUCK STUFF	43004	UTILITY VAN PARTS	1	02/08/2021	58.70	.00	58.70	02/19/2021
		43004	UTILITY VAN PARTS	2	02/08/2021	16.00	.00	16.00	02/19/2021
		43004	UTILITY VAN PARTS	3	02/08/2021	16.00	.00	16.00	02/19/2021
		43004	UTILITY VAN PARTS	4	02/08/2021	16.00	.00	16.00	02/19/2021
	Total 17419:					106.70	.00	106.70	
17483	CINDYS CUSTOM INTERI	5262BALAN	PW RENOVATIONS	1	12/23/2020	2,085.52	.00	2,085.52	02/19/2021
	Total 17483:					2,085.52	.00	2,085.52	
17484	FEARING'S AUDIO-VIDEO	63596	HEARING LOOP	1	02/08/2021	1,564.75	.00	1,564.75	02/19/2021
	Total 17484:					1,564.75	.00	1,564.75	
17518	WITMER PUBLIC SAFETY	E2033921	FIRE BOOTS (2020)	1	01/30/2021	582.36	.00	582.36	02/19/2021
	Total 17518:					582.36	.00	582.36	
17526	HOERTER, TODD	012921	REIMBURSE POSTAGE F	1	01/29/2021	15.50	.00	15.50	02/19/2021
	Total 17526:					15.50	.00	15.50	
17556	VOIANCE LANGUAGE SE	1277288	INTERPRETATION SERVI	1	01/31/2021	11.43	.00	11.43	02/19/2021
	Total 17556:					11.43	.00	11.43	
17557	HOWEN, MICKEY & PATR	020521	SALT SAVER REBATE PR	1	02/05/2021	200.00	.00	200.00	02/19/2021
	Total 17557:					200.00	.00	200.00	
17558	JACOBS, GREGORY & C	020521	SALT SAVER REBATE PR	1	02/05/2021	200.00	.00	200.00	02/19/2021
	Total 17558:					200.00	.00	200.00	
17559	KLUBERTANZ, MATT	020521	SALT SAVER REBATE PR	1	02/05/2021	200.00	.00	200.00	02/19/2021
	Total 17559:					200.00	.00	200.00	
17560	LISTON, MICHAEL & JES	020521	SALT SAVER REBATE PR	1	02/05/2021	200.00	.00	200.00	02/19/2021
	Total 17560:					200.00	.00	200.00	
17561	ANDERSON, CONNIE	020521	REFUND OF OVERPAYM	1	02/05/2021	82.28	.00	82.28	02/19/2021

Vendor Number	Name	Invoice Number	Description	Seq	Invoice Date	Invoice Amount	Discount Amount	Check Amount	Check Issue Date
Total 17561:						82.28	.00	82.28	
17562	ELSNER, JESSICA	020821	REFUND ON OVERPAYM	1	02/08/2021	119.21	.00	119.21	02/19/2021
Total 17562:						119.21	.00	119.21	
17563	NET OF MCFARLAND LLC	020821	REFUND OF OVERPAYM	1	02/08/2021	108.76	.00	108.76	02/19/2021
Total 17563:						108.76	.00	108.76	
17564	WISCONSIN TIBETAN AS	305	PROGRAM FEE	1	02/11/2021	100.00	.00	100.00	02/19/2021
Total 17564:						100.00	.00	100.00	
17565	ADAMS, RUTH	021021	LOST BOOK REFUND	1	02/10/2021	23.00	.00	23.00	02/19/2021
Total 17565:						23.00	.00	23.00	
17566	POLLEN, ASHIA	020321	LOST BOOK REFUND	1	02/03/2021	27.00	.00	27.00	02/19/2021
Total 17566:						27.00	.00	27.00	
17567	KOWALKE, DELILAH	020921	OVERPAYMENT ON CITA	1	02/09/2021	50.00	.00	50.00	02/19/2021
Total 17567:						50.00	.00	50.00	
17568	ALLPAID	021221	REFUND OF PMT REC'D	1	02/12/2021	3,145.99	.00	3,145.99	02/19/2021
Total 17568:						3,145.99	.00	3,145.99	
17569	MCFARLAND ACE HARD	000008/1	PW SHOP SUPPLIES	1	02/15/2021	16.34	.00	16.34	02/19/2021
		000008/1	PW SHOP SUPPLIES	2	02/15/2021	4.45	.00	4.45	02/19/2021
		000008/1	PW SHOP SUPPLIES	3	02/15/2021	4.45	.00	4.45	02/19/2021
		000008/1	PW SHOP SUPPLIES	4	02/15/2021	4.45	.00	4.45	02/19/2021
		000010/1	DOG PARK SUPPLIES	1	02/15/2021	13.94	.00	13.94	02/19/2021
		000019/1	MUNICIPAL CENTER BUI	1	02/16/2021	2.01	.00	2.01	02/19/2021
		000019/1	MUNICIPAL CENTER BUI	2	02/16/2021	.55	.00	.55	02/19/2021
		000019/1	MUNICIPAL CENTER BUI	3	02/16/2021	.55	.00	.55	02/19/2021
		000019/1	MUNICIPAL CENTER BUI	4	02/16/2021	.55	.00	.55	02/19/2021
		000020/1	MUNICIPAL CENTER BUI	1	02/16/2021	1.66	.00	1.66	02/19/2021
		000020/1	MUNICIPAL CENTER BUI	2	02/16/2021	.46	.00	.46	02/19/2021
		000020/1	MUNICIPAL CENTER BUI	3	02/16/2021	.46	.00	.46	02/19/2021
		000020/1	MUNICIPAL CENTER BUI	4	02/16/2021	.46	.00	.46	02/19/2021
		000037/1	PUBLIC WORKS SUPPLIE	1	02/17/2021	3.95	.00	3.95	02/19/2021
		000037/1	PUBLIC WORKS SUPPLIE	2	02/17/2021	1.08	.00	1.08	02/19/2021
		000037/1	PUBLIC WORKS SUPPLIE	3	02/17/2021	1.08	.00	1.08	02/19/2021
		000037/1	PUBLIC WORKS SUPPLIE	4	02/17/2021	1.08	.00	1.08	02/19/2021
		000038/1	FIRE DEPT BUILDING MA	1	02/17/2021	.59	.00	.59	02/19/2021
		000043/1	MUNICIPAL CENTER BUI	1	02/17/2021	2.36	.00	2.36	02/19/2021
		000043/1	MUNICIPAL CENTER BUI	2	02/17/2021	.65	.00	.65	02/19/2021
		000043/1	MUNICIPAL CENTER BUI	3	02/17/2021	.65	.00	.65	02/19/2021
		000043/1	MUNICIPAL CENTER BUI	4	02/17/2021	.65	.00	.65	02/19/2021
		000064/1	PW SHOP--WATER UTILIT	1	02/18/2021	20.13	.00	20.13	02/19/2021
Total 17569:						82.55	.00	82.55	

Vendor Number	Name	Invoice Number	Description	Seq	Invoice Date	Invoice Amount	Discount Amount	Check Amount	Check Issue Date
17570	NATIONAL MINORITY UP	9232076	EMPLOYMENT ADD	1	02/12/2021	195.00	.00	195.00	02/19/2021
Total 17570:						195.00	.00	195.00	
17571	STREET COP TRAINING	32679-396-1-	WALLACE - TRAINING	1	02/15/2021	299.00	.00	299.00	02/19/2021
Total 17571:						299.00	.00	299.00	
17572	THOMPSON CUSTOM BU	021221	REFUND OF FEES - 5618	1	02/12/2021	1,099.65	.00	1,099.65	02/19/2021
		021221	REFUND OF FEES - 5618	2	02/12/2021	650.00	.00	650.00	02/19/2021
		021221	REFUND OF FEES - 5618	3	02/12/2021	710.00	.00	710.00	02/19/2021
Total 17572:						2,459.65	.00	2,459.65	
17573	RAPTOR EDUCATION GR	003-21	PROGRAM FEE	1	02/16/2021	125.00	.00	125.00	02/19/2021
Total 17573:						125.00	.00	125.00	
17574	SPECIALIZED ELECTRIC,	22963-PE	MUNICIPAL CENTER ELE	1	02/15/2021	948.75	.00	948.75	02/19/2021
		22963-PE	MUNICIPAL CENTER ELE	2	02/15/2021	258.75	.00	258.75	02/19/2021
		22963-PE	MUNICIPAL CENTER ELE	3	02/15/2021	258.75	.00	258.75	02/19/2021
		22963-PE	MUNICIPAL CENTER ELE	4	02/15/2021	258.75	.00	258.75	02/19/2021
		22964-PE	PUBLIC WORKS ELECTRI	1	02/15/2021	563.75	.00	563.75	02/19/2021
		22964-PE	PUBLIC WORKS ELECTRI	2	02/15/2021	153.75	.00	153.75	02/19/2021
		22964-PE	PUBLIC WORKS ELECTRI	3	02/15/2021	153.75	.00	153.75	02/19/2021
		22964-PE	PUBLIC WORKS ELECTRI	4	02/15/2021	153.75	.00	153.75	02/19/2021
Total 17574:						2,750.00	.00	2,750.00	
Grand Totals:						5,700,402.	.00	5,700,402.	

Report Criteria:

Detail report type printed

Pay Period Date	Journal Code	Check Issue Date	Check Number	Payee	Payee ID	Amount
02/13/2021	CDPT	02/19/2021		FIRE FIGHTERS LOCAL 3	8	95.47
02/13/2021	CDPT	02/19/2021		WI SCTF	5	207.69

PAYROLL RELATED

\$303.16

**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, February 22, 2021

SECTION: Business

DEPARTMENT: Public Works

CONTACT: Jim Hessling, Public Works Director

AGENDA ITEM: Discussion and action to make a recommendation to the Village Board regarding the award of contract for the County Highway MN project.

PREVIOUS ACTION:

The Public Works Committee reviewed the final design plans and recommended authorization to bid the project at its meeting on November 10, 2020.

The Village Board considered the recommendation from committee at their meeting on November 23, 2020, and granted authorization to bid the project.

Sealed bids were opened by the Village Engineer on February 11, 2021.

A joint meeting of the Public Utilities Committee and Public Works Committee was held on February 16, 2021 where both groups reviewed the bids and recommended approval of the award of project as enclosed.

ISSUE SUMMARY:

The County Highway MN project for 2021 will be phase 4 of the Highway MN projects. The previous phases, 1 through 3, ran from US Highway 51 to Holscher Road. Phase 4 will run from Holscher Road to the east just past North Peninsula Way. The final design plans were reviewed by the Public Works Committee and authorized the project for bidding on November 10, 2020.

Town & Country Engineering received 31 requested sets of plans, specifications and bidding documents from general contractors, subcontractors and material suppliers. Ten contractors submitted bids. Of the bids received, the low bidder for the base bid only is S & L Underground, Inc. Depending on the alternates selected, the low bidder would change. Bid results and alternates were reviewed by Town & Country and Village Staff. Our recommendation would be to award contract to S & L Underground Inc for the base bid, plus Alternate No. 1, Alternate No. 3 and Supplemental with a contingency factor of 10%.

FINANCIAL/BUDGET IMPACT:

Total project costs are as follows:

- \$432,864 Base Bid
- \$58,000 Alternate No. 1 (Pedestrian RRFBS)
- \$19,036 Alternate No. 3 (Parking Areas)



- \$500 Supplemental
- \$31,679 Design Engineering
- \$49,500 Bidding and Construction Administration
- \$31,167 Inspection/Project Management
- \$51,000 Contingency (~10%)
- \$4 Rounding
- \$673,750 Total Expense

Total project costs are offset by the following project revenues:

- \$311,000 Dane County - Funding 50% of the road, stormwater improvements, pedestrian enhancements, and engineering costs.
- \$125,000 Fund 400 (2020) - Borrowed money provided last year for design services.
- \$170,000 Fund 400 (2021) - Borrowed money provided this year for construction.
- \$50,000 Fund 605 (2021) - Reserves applied from Stormwater Utility fund to pay for related improvements.
- \$100,000 Prairie Place Subdivision - Paid for the by the Developer to fund their share of adjoining road improvements.
- \$756,000 Total Revenue

The project as bid with the alternates as recommended remains under budget by approximately \$82,250. Proceeds not expended can go towards other road work needs in 2021.

VILLAGE PLAN REFERENCE:

2020-2024 Capital Improvement Plan

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Committee recommends approval to the Village to award contract to S & L Underground, Inc. of Lodi in an amount of \$510,401.17 including the base bid, Alternate No. 1, Alternate No. 3 and Supplemental and approving total project costs of \$673,750 which includes a 10% contingency.

ATTACHMENTS:

1. Recommendation Ltr- on Letterhead
2. MC174 Current Set

February 11, 2021

Village of McFarland
5915 Milwaukee Street
McFarland, WI 53558

Attention: Mr. Matthew Schuenke, Village Administrator

Subject: Analysis of Bids and Recommendation for Award of Contracts; 2021 CTH MN/Broadhead Street Utility and Street Improvements; Village of McFarland

Bid Deadline: February 11, 2021 at 10:00 a.m. local time

Ladies and Gentlemen:

The purpose of this letter is to analyze the bids received for the 2021 CTH MN/Broadhead Street Utility and Street Improvements project and to recommend award of a contract. This project involves full street reconstruction for the entire project limits, including the conversion of the street cross-section from an urban section to a rural section and the installation of new sidewalk on the south side of the road. Alternate bids include pedestrian RRFBS, new HDPE force main and parking areas and future communications conduit, and a supplemental bid item for property corner replacement.

The pre-bid estimate for the base bid was \$504,076.80. Thirty-one general contractors, subcontractors, and material suppliers requested sets of the plans, specifications and bidding documents. Ten contractors submitted bids.

A summary of the bids is as follows:

	Base Bid	Alternate Bid 1- Pedestrian RRFBS	Alternate Bid 2- New HDPE Force Main	Alternate Bid 3- Parking Areas	Alternate Bid 4- Future Communications Conduit
S & L Underground, Inc.	\$432,864.37	\$58,000.00	\$19,380.00	\$19,036.80	\$11,272.00
Raymond P. Cattell Inc.	\$435,488.75	\$55,925.00	\$16,320.00	\$19,150.80	\$9,804.00
Parisi Construction Co. Inc.	\$435,575.08	\$62,000.00	\$14,892.00	\$20,056.20	\$10,546.00
G-Pro Excavating LLC	\$436,120.35	\$56,000.00	\$14,280.00	\$19,303.50	\$10,988.00
Wolf Paving	\$436,789.83	\$55,925.00	\$28,090.80	\$17,191.80	\$9,804.00
Ptaschinski Const, Inc.	\$468,738.20	\$55,925.00	\$31,824.00	\$20,056.68	\$9,804.00
Badgerland Excavating Corp.	\$485,720.53	\$56,000.00	\$21,216.00	\$20,358.00	\$9,804.00
Jl Construction LLC	\$507,978.25	\$56,000.00	\$21,828.00	\$20,545.50	\$14,824.00
Speedway Sand & Gravel Inc.	\$518,344.75	\$55,925.00	\$24,798.24	\$20,204.40	\$9,804.00

R.G. Huston Company, Inc.	\$527,605.78	\$56,489.92	\$14,280.00	\$23,019.00	\$9,902.40
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All of the bids were properly submitted.

The low bidder, using the base bid only is S & L Underground, Inc. of Lodi, Wisconsin. However, depending on the alternates selected, there are instances where Raymond P. Cattell Inc., Parisi Construction Co. Inc., G-Pro Excavating LLC, or Wolf Paving would be the low bidder. These contractors are experienced utility and street contractors that have completed many similar projects for municipalities in Dane County.

A tabulated breakout of possible base bid, alternate bid, and supplemental bid combinations is attached to this letter. The low bidder for various combinations of bids is highlighted for each combination scenario. The low bidder does change depending on the combination selected and the Village has the ability to determine award based on the low bidder for a selected combination of items.

The bid prices are lower than the original budget, likely due to healthy market competition and lower than anticipated unit pricing for some items. We recommend that S & L Underground, Inc. be awarded a contract for the base bid, plus Alternate No. 1, Alternate No. 3, and the Supplemental, if the budgets allow, for a total of \$510,401.17.

This will be a unit price contract. That is, the contractor will be paid for the work actually performed on the basis on the unit prices bid. This means that the final line item costs could be either greater than or less than the bid totals. Also, unexpected conditions are sometimes encountered which result in increased project costs. Therefore, it would be wise to continue to carry the recommended 10% contingency.

If you have any questions with respect to our thoughts on this matter, I am available at your convenience to discuss them with you.

Very truly yours,
TOWN & COUNTRY ENGINEERING, INC.

Tim Stieve, P.E.
Project Engineer

TS:sai

J:\JOB#S\McFarland\MC-174-M4 2021 Broadhead Street-CTH MN\Bidding\Recommendation Ltr.docx

BID TABULATION

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Project: 2021 CTH MN/Broadhead Street Utility and Street Improvements; Village of McFarland
 Engineer's Project Number: MC 174 Bid Deadline: February 11, 2021 at 10:00 a.m. local time

ITEM NO.	DESCRIPTION OF WORK	BID		PRE-BID ESTIMATE		S & L Underground, Inc.		Raymond P. Cattell Inc.		Parisi Construction Co. Inc.	
		QUANT.	UNITS	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
BASE BID											
Utility Work											
1.	18" RCP CL III Storm Sewer	502	lin. ft.	\$ 65.00	\$ 32,630.00	\$ 80.70	\$ 40,511.40	\$ 50.00	\$ 25,100.00	\$ 58.00	\$ 29,116.00
2.	12" RCP CL III Storm Sewer	112	lin. ft.	\$ 60.00	\$ 6,720.00	\$ 73.50	\$ 8,232.00	\$ 48.00	\$ 5,376.00	\$ 69.00	\$ 7,728.00
3.	Precast Rectangular Curb Catch Basins	3	each	\$ 2,600.00	\$ 7,800.00	\$ 2,160.00	\$ 6,480.00	\$ 1,950.00	\$ 5,850.00	\$ 2,500.00	\$ 7,500.00
4.	Precast Manhole-Type Curb Catch Basin Inlets	4	each	\$ 3,000.00	\$ 12,000.00	\$ 2,718.00	\$ 10,872.00	\$ 3,500.00	\$ 14,000.00	\$ 4,300.00	\$ 17,200.00
5.	Relocate Existing Hydrant	1	each	\$ 3,000.00	\$ 3,000.00	\$ 1,436.00	\$ 1,436.00	\$ 2,500.00	\$ 2,500.00	\$ 1,100.00	\$ 1,100.00
Street Work											
6.	Pulverizing and Grading or Removal of Existing Asphalt	3,174.8	sq. yds.	\$ 3.50	\$ 11,111.80	\$ 0.56	\$ 1,777.89	\$ 2.00	\$ 6,349.60	\$ 0.60	\$ 1,904.88
7.	Excavation to Plan Subgrade	1	lump sum	\$ 35,000.00	\$ 35,000.00	\$ 37,154.00	\$ 37,154.00	\$ 56,000.00	\$ 56,000.00	\$ 46,000.00	\$ 46,000.00
8.	Truncated Dome Panels	54	sq. ft.	\$ 45.00	\$ 2,430.00	\$ 30.00	\$ 1,620.00	\$ 30.00	\$ 1,620.00	\$ 43.75	\$ 2,362.50
9.	Deleted			-		\$ -		\$ -		\$ -	
9a.	7" Thick Concrete Sidewalk and Aprons	2,786	sq. ft.	\$ 7.50	\$ 20,895.00	\$ 5.60	\$ 15,601.60	\$ 5.60	\$ 15,601.60	\$ 5.80	\$ 16,158.80
9b.	5" Thick Concrete Sidewalk	5,454	sq. ft.	\$ 6.50	\$ 35,451.00	\$ 4.40	\$ 23,997.60	\$ 4.40	\$ 23,997.60	\$ 4.00	\$ 21,816.00
10.	Concrete Medians	242	sq. ft.	\$ 12.00	\$ 2,904.00	\$ 10.50	\$ 2,541.00	\$ 10.50	\$ 2,541.00	\$ 12.75	\$ 3,085.50
11.	New 30" Concrete Curb & Gutter	2,030	lin. ft.	\$ 15.00	\$ 30,450.00	\$ 14.30	\$ 29,029.00	\$ 14.30	\$ 29,029.00	\$ 11.75	\$ 23,852.50
12.	1.5" Hot Mix Asphalt Surface Course, Type 5 LT	409	ton	\$ 72.00	\$ 29,448.00	\$ 69.19	\$ 28,298.71	\$ 69.25	\$ 28,323.25	\$ 71.00	\$ 29,039.00
13.	3" Hot Mix Asphalt Lower Course, Type 4 LT	817	ton	\$ 69.00	\$ 56,373.00	\$ 66.16	\$ 54,052.72	\$ 66.25	\$ 54,126.25	\$ 68.00	\$ 55,556.00
14.	1.25" Crushed Aggregate Base Course	2,573	ton	\$ 16.00	\$ 41,168.00	\$ 14.25	\$ 36,665.25	\$ 15.00	\$ 38,595.00	\$ 14.00	\$ 36,022.00
15.	3" Breaker Run	3,405	ton	\$ 16.00	\$ 54,480.00	\$ 13.35	\$ 45,456.75	\$ 12.00	\$ 40,860.00	\$ 13.50	\$ 45,967.50
16.	Clean & Tack	4,303	sq. yds.	\$ 0.50	\$ 2,151.50	\$ 0.15	\$ 645.45	\$ 0.15	\$ 645.45	\$ 0.15	\$ 645.45
17.	Excavation and Disposal of Base Subbase Below Subgrade	425	cu. yds.	\$ 22.00	\$ 9,350.00	\$ 11.20	\$ 4,760.00	\$ 15.00	\$ 6,375.00	\$ 14.75	\$ 6,268.75
18.	Deleted					\$ -		\$ -		\$ -	
19.	Modular Concrete Retaining Wall	546	face square ft.	\$ 55.00	\$ 30,030.00	\$ 32.00	\$ 17,472.00	\$ 40.00	\$ 21,840.00	\$ 40.00	\$ 21,840.00
20.	42-Inch High Painted Steel Railing	182	lin. ft.	\$ 125.00	\$ 22,750.00	\$ 110.00	\$ 20,020.00	\$ 75.00	\$ 13,650.00	\$ 140.00	\$ 25,480.00
21.	Permanent Signage	1	lump sum	\$ 2,500.00	\$ 2,500.00	\$ 1,800.00	\$ 1,800.00	\$ 2,000.00	\$ 2,000.00	\$ 1,900.00	\$ 1,900.00
22.	Permanent Pavement Markings	1	lump sum	\$ 15,000.00	\$ 15,000.00	\$ 11,325.00	\$ 11,325.00	\$ 11,325.00	\$ 11,325.00	\$ 11,700.00	\$ 11,700.00
23.	Sawcutting Existing Concrete and Asphalt Pavements	267	lin. ft.	\$ 3.50	\$ 934.50	\$ 2.00	\$ 534.00	\$ 2.00	\$ 534.00	\$ 4.10	\$ 1,094.70
24.	Topsoil Restoration, Seeding, Fertilizing & Mulching	3,250	sq. yds.	\$ 6.00	\$ 19,500.00	\$ 5.80	\$ 18,850.00	\$ 5.00	\$ 16,250.00	\$ 4.75	\$ 15,437.50
25.	Erosion Control	1	lump sum	\$ 10,000.00	\$ 10,000.00	\$ 9,232.00	\$ 9,232.00	\$ 6,500.00	\$ 6,500.00	\$ 2,500.00	\$ 2,500.00
26.	Traffic Control	1	lump sum	\$ 10,000.00	\$ 10,000.00	\$ 4,500.00	\$ 4,500.00	\$ 6,500.00	\$ 6,500.00	\$ 4,300.00	\$ 4,300.00
	TOTAL BASE BID				\$ 504,076.80		\$ 432,864.37		\$ 435,488.75		\$ 435,575.08

BID TABULATION

PAGE 2 OF 6

Project: 2021 CTH MN/Broadhead Street Utility and Street Improvements; Village of McFarland
 Engineer's Project Number: MC 174 Bid Deadline: February 11, 2021 at 10:00 a.m. local time

ITEM NO.	DESCRIPTION OF WORK	BID QUANT.	UNITS	PRE-BID ESTIMATE UNIT PRICE AMOUNT		S & L Underground, Inc. UNIT PRICE AMOUNT		Raymond P. Cattell Inc. UNIT PRICE AMOUNT		Parisi Construction Co. Inc. UNIT PRICE AMOUNT	
ALTERNATE BID 1- PEDESTRIAN RRFBS											
A1.1	Rapid Rectangular Flashing Beacon System with 18' Mast Arm Arrangement	4	each	\$ 12,000.00	\$ 48,000.00	\$ 14,500.00	\$ 58,000.00	\$ 13,981.25	\$ 55,925.00	\$ 15,500.00	\$ 62,000.00
ALTERNATE BID 2- NEW HDPE FORCE MAIN											
A2.1	2" HDPE Force Main	408	lin. ft.	\$ 45.00	\$ 18,360.00	\$ 47.50	\$ 19,380.00	\$ 40.00	\$ 16,320.00	\$ 36.50	\$ 14,892.00
ALTERNATE BID 3- PARKING AREAS											
A3.1a	Deleted					\$ -		\$ -		\$ -	
A3.1b	7" Thick Concrete Sidewalk and Aprons	3,018	sq. ft.	\$ 7.00	\$ 21,126.00	\$ 5.60	\$ 16,900.80	\$ 5.60	\$ 16,900.80	\$ 5.90	\$ 17,806.20
A3.2	1.25" Crushed Aggregate Base Course	150	tons	\$ 16.00	\$ 2,400.00	\$ 14.24	\$ 2,136.00	\$ 15.00	\$ 2,250.00	\$ 15.00	\$ 2,250.00
	TOTAL ALTERNATE BID 3				\$ 23,526.00		\$ 19,036.80		\$ 19,150.80		\$ 20,056.20
ALTERNATE BID 4- FUTURE COMMUNICATIONS CONDUIT											
A4.1	PVC Conduit	1,034	lin. ft.	\$ 9.00	\$ 9,306.00	\$ 8.00	\$ 8,272.00	\$ 6.00	\$ 6,204.00	\$ 6.50	\$ 6,721.00
A4.2	Conduit Handhole	3	each	\$ 1,500.00	\$ 4,500.00	\$ 1,000.00	\$ 3,000.00	\$ 1,200.00	\$ 3,600.00	\$ 1,275.00	\$ 3,825.00
	TOTAL ALTERNATE BID 4				\$ 13,806.00		\$ 11,272.00		\$ 9,804.00		\$ 10,546.00
SUPPLEMENTAL BID ITEMS											
S1.	Property Corner Replacement	1	each	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 770.00	\$ 770.00

BID TABULATION

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Project: 2021 CTH MN/Broadhead Street Utility and Street Improvements; Village of McFarland
 Engineer's Project Number: MC 174 Bid Deadline: February 11, 2021 at 10:00 a.m. local time

ITEM NO.	DESCRIPTION OF WORK	BID QUANT.	UNITS	G-Pro Excavating LLC		Wolf Paving		Ptaschinski Const, Inc.		Badgerland Excavating Corp.	
				UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
BASE BID											
Utility Work											
1.	18" RCP CL III Storm Sewer	502	lin. ft.	\$ 49.00	\$ 24,598.00	\$ 65.84	\$ 33,051.68	\$ 50.25	\$ 25,225.50	\$ 42.00	\$ 21,084.00
2.	12" RCP CL III Storm Sewer	112	lin. ft.	\$ 42.00	\$ 4,704.00	\$ 54.24	\$ 6,074.88	\$ 45.00	\$ 5,040.00	\$ 38.00	\$ 4,256.00
3.	Precast Rectangular Curb Catch Basins	3	each	\$ 2,010.00	\$ 6,030.00	\$ 3,481.21	\$ 10,443.63	\$ 2,000.00	\$ 6,000.00	\$ 1,800.00	\$ 5,400.00
4.	Precast Manhole-Type Curb Catch Basin Inlets	4	each	\$ 1,700.00	\$ 6,800.00	\$ 2,337.35	\$ 9,349.40	\$ 2,200.00	\$ 8,800.00	\$ 2,200.00	\$ 8,800.00
5.	Relocate Existing Hydrant	1	each	\$ 1,200.00	\$ 1,200.00	\$ 4,679.20	\$ 4,679.20	\$ 4,500.00	\$ 4,500.00	\$ 1,800.00	\$ 1,800.00
Street Work											
6.	Pulverizing and Grading or Removal of Existing Asphalt	3,174.8	sq. yds.	\$ 5.50	\$ 17,461.40	\$ 1.25	\$ 3,968.50	\$ 1.25	\$ 3,968.50	\$ 0.85	\$ 2,698.58
7.	Excavation to Plan Subgrade	1	lump sum	\$ 43,350.00	\$ 43,350.00	\$ 54,000.00	\$ 54,000.00	\$ 49,500.00	\$ 49,500.00	\$ 98,000.00	\$ 98,000.00
8.	Truncated Dome Panels	54	sq. ft.	\$ 30.00	\$ 1,620.00	\$ 31.25	\$ 1,687.50	\$ 32.00	\$ 1,728.00	\$ 35.00	\$ 1,890.00
9.	Deleted			\$ -		\$ -		\$ -		\$ -	
9a.	7" Thick Concrete Sidewalk and Aprons	2,786	sq. ft.	\$ 5.75	\$ 16,019.50	\$ 5.10	\$ 14,208.60	\$ 5.76	\$ 16,047.36	\$ 7.00	\$ 19,502.00
9b.	5" Thick Concrete Sidewalk	5,454	sq. ft.	\$ 4.50	\$ 24,543.00	\$ 4.58	\$ 24,979.32	\$ 5.11	\$ 27,869.94	\$ 5.50	\$ 29,997.00
10.	Concrete Medians	242	sq. ft.	\$ 11.00	\$ 2,662.00	\$ 10.46	\$ 2,531.32	\$ 10.00	\$ 2,420.00	\$ 14.00	\$ 3,388.00
11.	New 30" Concrete Curb & Gutter	2,030	lin. ft.	\$ 15.00	\$ 30,450.00	\$ 12.65	\$ 25,679.50	\$ 14.02	\$ 28,460.60	\$ 18.00	\$ 36,540.00
12.	1.5" Hot Mix Asphalt Surface Course, Type 5 LT	409	ton	\$ 68.50	\$ 28,016.50	\$ 64.50	\$ 26,380.50	\$ 69.19	\$ 28,298.71	\$ 70.00	\$ 28,630.00
13.	3" Hot Mix Asphalt Lower Course, Type 4 LT	817	ton	\$ 65.50	\$ 53,513.50	\$ 59.00	\$ 48,203.00	\$ 69.19	\$ 56,528.23	\$ 64.50	\$ 52,696.50
14.	1.25" Crushed Aggregate Base Course	2,573	ton	\$ 13.00	\$ 33,449.00	\$ 12.00	\$ 30,876.00	\$ 17.82	\$ 45,850.86	\$ 14.00	\$ 36,022.00
15.	3" Breaker Run	3,405	ton	\$ 13.00	\$ 44,265.00	\$ 12.00	\$ 40,860.00	\$ 17.28	\$ 58,838.40	\$ 13.00	\$ 44,265.00
16.	Clean & Tack	4,303	sq. yds.	\$ 0.15	\$ 645.45	\$ 0.10	\$ 430.30	\$ 0.15	\$ 645.45	\$ 0.15	\$ 645.45
17.	Excavation and Disposal of Base Subbase Below Subgrade	425	cu. yds.	\$ 16.00	\$ 6,800.00	\$ 14.50	\$ 6,162.50	\$ 13.21	\$ 5,614.25	\$ 12.00	\$ 5,100.00
18.	Deleted			\$ -		\$ -		\$ -		\$ -	
19.	Modular Concrete Retaining Wall	546	face square ft.	\$ 31.00	\$ 16,926.00	\$ 34.75	\$ 18,973.50	\$ 38.90	\$ 21,239.40	\$ 32.00	\$ 17,472.00
20.	36-Inch High Painted Steel Railing	182	lin. ft.	\$ 138.00	\$ 25,116.00	\$ 118.00	\$ 21,476.00	\$ 137.00	\$ 24,934.00	\$ 125.00	\$ 22,750.00
21.	Permanent Signage	1	lump sum	\$ 1,950.00	\$ 1,950.00	\$ 2,180.00	\$ 2,180.00	\$ 1,800.00	\$ 1,800.00	\$ 2,500.00	\$ 2,500.00
22.	Permanent Pavement Markings	1	lump sum	\$ 11,400.00	\$ 11,400.00	\$ 11,325.00	\$ 11,325.00	\$ 11,325.00	\$ 11,325.00	\$ 12,500.00	\$ 12,500.00
23.	Sawcutting Existing Concrete and Asphalt Pavements	267	lin. ft.	\$ 3.00	\$ 801.00	\$ 3.50	\$ 934.50	\$ 2.00	\$ 534.00	\$ 2.00	\$ 534.00
24.	Topsoil Restoration, Seeding, Fertilizing & Mulching	3,250	sq. yds.	\$ 6.00	\$ 19,500.00	\$ 6.50	\$ 21,125.00	\$ 5.40	\$ 17,550.00	\$ 5.00	\$ 16,250.00
25.	Erosion Control	1	lump sum	\$ 5,300.00	\$ 5,300.00	\$ 9,750.00	\$ 9,750.00	\$ 5,000.00	\$ 5,000.00	\$ 4,000.00	\$ 4,000.00
26.	Traffic Control	1	lump sum	\$ 9,000.00	\$ 9,000.00	\$ 7,460.00	\$ 7,460.00	\$ 11,020.00	\$ 11,020.00	\$ 9,000.00	\$ 9,000.00
	TOTAL BASE BID				\$ 436,120.35		\$ 436,789.83		\$ 468,738.20		\$ 485,720.53

BID TABULATION

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Project: 2021 CTH MN/Broadhead Street Utility and Street Improvements; Village of McFarland
 Engineer's Project Number: MC 174 Bid Deadline: February 11, 2021 at 10:00 a.m. local time

ITEM NO.	DESCRIPTION OF WORK	BID QUANT.	UNITS	G-Pro Excavating LLC		Wolf Paving		Ptaschinski Const, Inc.		Badgerland Excavating Corp.	
				UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
ALTERNATE BID 1- PEDESTRIAN RRFBS											
A1.1	Rapid Rectangular Flashing Beacon System with 18' Mast Arm Arrangement	4	each	\$ 14,000.00	\$ 56,000.00	\$ 13,981.25	\$ 55,925.00	\$ 13,981.25	\$ 55,925.00	\$ 14,000.00	\$ 56,000.00
ALTERNATE BID 2- NEW HDPE FORCE MAIN											
A2.1	2" HDPE Force Main	408	lin. ft.	\$ 35.00	\$ 14,280.00	\$ 68.85	\$ 28,090.80	\$ 78.00	\$ 31,824.00	\$ 52.00	\$ 21,216.00
ALTERNATE BID 3- PARKING AREAS											
A3.1a	Deleted			\$ -		\$ -		\$ -		\$ -	
A3.1b	7" Thick Concrete Sidewalk and Aprons	3,018	sq. ft.	\$ 5.75	\$ 17,353.50	\$ 5.10	\$ 15,391.80	\$ 5.76	\$ 17,383.68	\$ 6.00	\$ 18,108.00
A3.2	1.25" Crushed Aggregate Base Course	150	tons	\$ 13.00	\$ 1,950.00	\$ 12.00	\$ 1,800.00	\$ 17.82	\$ 2,673.00	\$ 15.00	\$ 2,250.00
	TOTAL ALTERNATE BID 3				\$ 19,303.50		\$ 17,191.80		\$ 20,056.68		\$ 20,358.00
ALTERNATE BID 4- FUTURE COMMUNICATIONS CONDUIT											
A4.1	PVC Conduit	1,034	lin. ft.	\$ 7.00	\$ 7,238.00	\$ 6.00	\$ 6,204.00	\$ 6.00	\$ 6,204.00	\$ 6.00	\$ 6,204.00
A4.2	Conduit Handhole	3	each	\$ 1,250.00	\$ 3,750.00	\$ 1,200.00	\$ 3,600.00	\$ 1,200.00	\$ 3,600.00	\$ 1,200.00	\$ 3,600.00
	TOTAL ALTERNATE BID 4				\$ 10,988.00		\$ 9,804.00		\$ 9,804.00		\$ 9,804.00
SUPPLEMENTAL BID ITEMS											
S1.	Property Corner Replacement	1	each	\$ 500.00	\$ 500.00	\$ 750.00	\$ 750.00	\$ 500.00	\$ 500.00	\$ 100.00	\$ 100.00

BID TABULATION

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Project: 2021 CTH MN/Broadhead Street Utility and Street Improvements; Village of McFarland
 Engineer's Project Number: MC 174 Bid Deadline: February 11, 2021 at 10:00 a.m. local time

ITEM NO.	DESCRIPTION OF WORK	BID QUANT.	UNITS	J1 Construction LLC UNIT PRICE	AMOUNT	Speedway Sand & Gravel Inc. UNIT PRICE	AMOUNT	R.G. Huston Company, Inc. UNIT PRICE	AMOUNT		
BASE BID											
Utility Work											
1.	18" RCP CL III Storm Sewer	502	lin. ft.	\$ 82.00	\$ 41,164.00	\$ 47.14	\$ 23,664.28	\$ 69.00	\$ 34,638.00		
2.	12" RCP CL III Storm Sewer	112	lin. ft.	\$ 77.00	\$ 8,624.00	\$ 56.88	\$ 6,370.56	\$ 72.00	\$ 8,064.00		
3.	Precast Rectangular Curb Catch Basins	3	each	\$ 1,600.00	\$ 4,800.00	\$ 2,488.78	\$ 7,466.34	\$ 2,070.00	\$ 6,210.00		
4.	Precast Manhole-Type Curb Catch Basin Inlets	4	each	\$ 1,900.00	\$ 7,600.00	\$ 2,952.94	\$ 11,811.76	\$ 2,640.00	\$ 10,560.00		
5.	Relocate Existing Hydrant	1	each	\$ 2,700.00	\$ 2,700.00	\$ 2,860.00	\$ 2,860.00	\$ 2,260.00	\$ 2,260.00		
Street Work											
6.	Pulverizing and Grading or Removal of Existing Asphalt	3,174.8	sq. yds.	\$ 4.75	\$ 15,080.30	\$ 4.25	\$ 13,492.90	\$ 2.60	\$ 8,254.48		
7.	Excavation to Plan Subgrade	1	lump sum	\$ 35,000.00	\$ 35,000.00	\$ 71,550.00	\$ 71,550.00	\$ 78,399.00	\$ 78,399.00		
8.	Truncated Dome Panels	54	sq. ft.	\$ 52.00	\$ 2,808.00	\$ 37.00	\$ 1,998.00	\$ 30.30	\$ 1,636.20		
9.	Deleted			\$ -		\$ -		\$ -			
9a.	7" Thick Concrete Sidewalk and Aprons	2,786	sq. ft.	\$ 8.00	\$ 22,288.00	\$ 5.80	\$ 16,158.80	\$ 6.75	\$ 18,805.50		
9b.	5" Thick Concrete Sidewalk	5,454	sq. ft.	\$ 7.50	\$ 40,905.00	\$ 5.05	\$ 27,542.70	\$ 6.50	\$ 35,451.00		
10.	Concrete Medians	242	sq. ft.	\$ 6.00	\$ 1,452.00	\$ 14.53	\$ 3,516.26	\$ 10.61	\$ 2,567.62		
11.	New 30" Concrete Curb & Gutter	2,030	lin. ft.	\$ 14.50	\$ 29,435.00	\$ 20.31	\$ 41,229.30	\$ 16.36	\$ 33,210.80		
12.	1.5" Hot Mix Asphalt Surface Course, Type 5 LT	409	ton	\$ 70.00	\$ 28,630.00	\$ 68.50	\$ 28,016.50	\$ 69.19	\$ 28,298.71		
13.	3" Hot Mix Asphalt Lower Course, Type 4 LT	817	ton	\$ 74.50	\$ 60,866.50	\$ 65.50	\$ 53,513.50	\$ 66.16	\$ 54,052.72		
14.	1.25" Crushed Aggregate Base Course	2,573	ton	\$ 16.25	\$ 41,811.25	\$ 18.00	\$ 46,314.00	\$ 17.65	\$ 45,413.45		
15.	3" Breaker Run	3,405	ton	\$ 16.25	\$ 55,331.25	\$ 16.40	\$ 55,842.00	\$ 14.15	\$ 48,180.75		
16.	Clean & Tack	4,303	sq. yds.	\$ 0.15	\$ 645.45	\$ 0.15	\$ 645.45	\$ 0.15	\$ 645.45		
17.	Excavation and Disposal of Base Subbase Below Subgrade	425	cu. yds.	\$ 17.00	\$ 7,225.00	\$ 33.50	\$ 14,237.50	\$ 20.55	\$ 8,733.75		
18.	Deleted			\$ -		\$ -		\$ -			
19.	Modular Concrete Retaining Wall	546	face square ft.	\$ 44.00	\$ 24,024.00	\$ 42.00	\$ 22,932.00	\$ 46.85	\$ 25,580.10		
20.	36-Inch High Painted Steel Railing	182	lin. ft.	\$ 128.00	\$ 23,296.00	\$ 148.70	\$ 27,063.40	\$ 138.00	\$ 25,116.00		
21.	Permanent Signage	1	lump sum	\$ 4,000.00	\$ 4,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,340.00	\$ 2,340.00		
22.	Permanent Pavement Markings	1	lump sum	\$ 11,325.00	\$ 11,325.00	\$ 11,325.00	\$ 11,325.00	\$ 11,325.00	\$ 11,325.00		
23.	Sawcutting Existing Concrete and Asphalt Pavements	267	lin. ft.	\$ 2.50	\$ 667.50	\$ 3.50	\$ 934.50	\$ 2.25	\$ 600.75		
24.	Topsoil Restoration, Seeding, Fertilizing & Mulching	3,250	sq. yds.	\$ 7.00	\$ 22,750.00	\$ 3.08	\$ 10,010.00	\$ 5.45	\$ 17,712.50		
25.	Erosion Control	1	lump sum	\$ 6,800.00	\$ 6,800.00	\$ 9,100.00	\$ 9,100.00	\$ 10,800.00	\$ 10,800.00		
26.	Traffic Control	1	lump sum	\$ 8,750.00	\$ 8,750.00	\$ 8,750.00	\$ 8,750.00	\$ 8,750.00	\$ 8,750.00		
TOTAL BASE BID					\$ 507,978.25		\$ 518,344.75		\$ 527,605.78		

BID TABULATION

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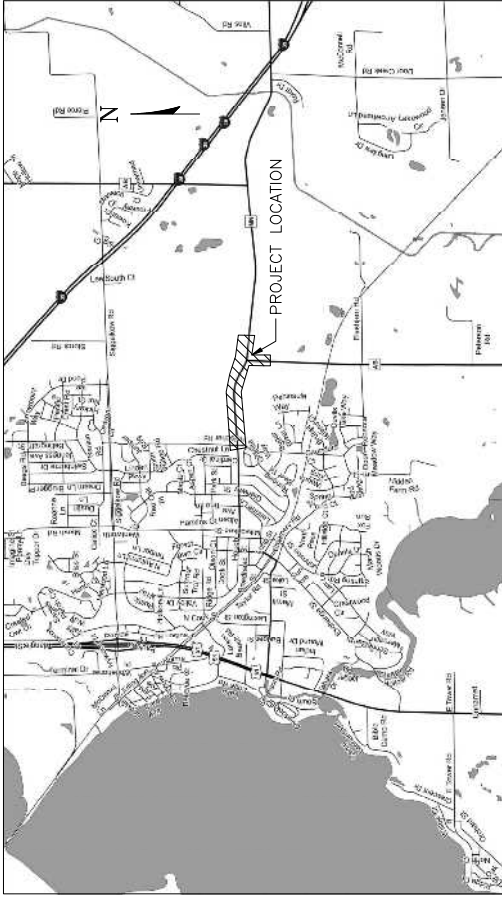
Project: 2021 CTH MN/Broadhead Street Utility and Street Improvements; Village of McFarland
 Engineer's Project Number: MC 174 Bid Deadline: February 11, 2021 at 10:00 a.m. local time

ITEM NO.	DESCRIPTION OF WORK	BID QUANT.	UNITS	JI Construction LLC UNIT PRICE	AMOUNT	Speedway Sand & Gravel Inc. UNIT PRICE	AMOUNT	R.G. Huston Company, Inc. UNIT PRICE	AMOUNT		
ALTERNATE BID 1- PEDESTRIAN RRFBS											
A1.1	Rapid Rectangular Flashing Beacon System with 18' Mast Arm Arrangement	4	each	\$ 14,000.00	\$ 56,000.00	\$ 13,981.25	\$ 55,925.00	\$ 14,122.48	\$ 56,489.92		
ALTERNATE BID 2- NEW HDPE FORCE MAIN											
A2.1	2" HDPE Force Main	408	lin. ft.	\$ 53.50	\$ 21,828.00	\$ 60.78	\$ 24,798.24	\$ 35.00	\$ 14,280.00		
ALTERNATE BID 3- PARKING AREAS											
A3.1a	Deleted			\$ -		\$ -		\$ -			
A3.1b	7" Thick Concrete Sidewalk and Aprons	3,018	sq. ft.	\$ 6.00	\$ 18,108.00	\$ 5.80	\$ 17,504.40	\$ 6.75	\$ 20,371.50		
A3.2	1.25" Crushed Aggregate Base Course	150	tons	\$ 16.25	\$ 2,437.50	\$ 18.00	\$ 2,700.00	\$ 17.65	\$ 2,647.50		
	TOTAL ALTERNATE BID 3				\$ 20,545.50		\$ 20,204.40		\$ 23,019.00		
ALTERNATE BID 4- FUTURE COMMUNICATIONS CONDUIT											
A4.1	PVC Conduit	1,034	lin. ft.	\$ 11.00	\$ 11,374.00	\$ 6.00	\$ 6,204.00	\$ 6.06	\$ 6,266.04		
A4.2	Conduit Handhole	3	each	\$ 1,150.00	\$ 3,450.00	\$ 1,200.00	\$ 3,600.00	\$ 1,212.12	\$ 3,636.36		
	TOTAL ALTERNATE BID 4				\$ 14,824.00		\$ 9,804.00		\$ 9,902.40		
SUPPLEMENTAL BID ITEMS											
S1.	Property Corner Replacement	1	each	\$ 700.00	\$ 700.00	\$ 280.00	\$ 280.00	\$ 500.00	\$ 500.00		

2021 CTH MN/Broadhead Street Utility and Street Improvements Village of McFarland Bid Alternate Combination Breakout										
	S & L Underground, Inc.	Raymond P. Cattell Inc.	Parisi Construction Co. Inc.	G-Pro Excavating LLC	Wolf Paving	Plaschinski Const, Inc.	Badgerland Excavating Corp.	Jl Construction LLC	Speedway Sand & Gravel Inc.	R.G. Huston Company, Inc.
Bid Section Totals										
Base Bid (B)	\$ 432,864.37	\$ 435,488.75	\$ 435,575.08	\$ 436,120.35	\$ 436,789.83	\$ 468,738.20	\$ 485,720.53	\$ 507,978.25	\$ 518,344.75	\$ 527,605.78
Alt Bid 1- RRFBS (A1)	\$ 58,000.00	\$ 55,925.00	\$ 62,000.00	\$ 56,000.00	\$ 55,925.00	\$ 55,925.00	\$ 56,000.00	\$ 56,000.00	\$ 55,925.00	\$ 56,489.92
Alt Bid 2- New HDPE FM (A2)	\$ 19,380.00	\$ 16,320.00	\$ 14,892.00	\$ 14,280.00	\$ 28,090.80	\$ 31,824.00	\$ 21,216.00	\$ 21,828.00	\$ 24,798.24	\$ 14,280.00
Alt Bid 3- Parking Areas (A3)	\$ 19,036.80	\$ 19,150.80	\$ 20,056.20	\$ 19,303.50	\$ 17,191.80	\$ 20,056.68	\$ 20,358.00	\$ 20,545.50	\$ 20,204.40	\$ 23,019.00
Alt Bid 4- Future Communications Conduit (A4)	\$ 11,272.00	\$ 9,804.00	\$ 10,546.00	\$ 10,988.00	\$ 9,804.00	\$ 9,804.00	\$ 9,804.00	\$ 14,824.00	\$ 9,804.00	\$ 9,902.40
Supplemental Bid Items (S)	\$ 500.00	\$ 500.00	\$ 770.00	\$ 500.00	\$ 750.00	\$ 500.00	\$ 100.00	\$ 700.00	\$ 280.00	\$ 500.00
Bid Alternate Combinations										
B+A1	\$ 490,864.37	\$ 491,413.75	\$ 497,575.08	\$ 492,120.35	\$ 492,714.83	\$ 524,663.20	\$ 541,720.53	\$ 563,978.25	\$ 574,269.75	\$ 584,095.70
B+A1+A2	\$ 510,244.37	\$ 507,733.75	\$ 512,467.08	\$ 506,400.35	\$ 520,805.63	\$ 556,487.20	\$ 562,936.53	\$ 585,806.25	\$ 599,067.99	\$ 598,375.70
B+A1+A2+A3	\$ 529,281.17	\$ 526,884.55	\$ 532,523.28	\$ 525,703.85	\$ 537,997.43	\$ 576,543.88	\$ 583,294.53	\$ 606,351.75	\$ 619,272.39	\$ 621,394.70
B+A1+A2+A4	\$ 521,516.37	\$ 517,537.75	\$ 523,013.08	\$ 517,388.35	\$ 530,609.63	\$ 566,291.20	\$ 572,740.53	\$ 600,630.25	\$ 608,871.99	\$ 608,278.10
B+A1+A2+A3+A4	\$ 540,553.17	\$ 536,688.55	\$ 543,069.28	\$ 536,691.85	\$ 547,801.43	\$ 586,347.88	\$ 593,098.53	\$ 621,175.75	\$ 629,076.39	\$ 631,297.10
B+A1+A3	\$ 509,901.17	\$ 510,564.55	\$ 517,631.28	\$ 511,423.85	\$ 509,906.63	\$ 544,719.88	\$ 562,078.53	\$ 584,523.75	\$ 594,474.15	\$ 607,114.70
B+A1+A3+A4	\$ 521,173.17	\$ 520,368.55	\$ 528,177.28	\$ 522,411.85	\$ 519,710.63	\$ 554,523.88	\$ 571,882.53	\$ 599,347.75	\$ 604,278.15	\$ 617,017.10
B+A1+A4	\$ 502,136.37	\$ 501,217.75	\$ 508,121.08	\$ 503,108.35	\$ 502,518.83	\$ 534,467.20	\$ 551,524.53	\$ 578,802.25	\$ 584,073.75	\$ 593,998.10
B+A2	\$ 452,244.37	\$ 451,808.75	\$ 450,467.08	\$ 450,400.35	\$ 464,880.63	\$ 500,562.20	\$ 506,936.53	\$ 529,806.25	\$ 543,142.99	\$ 541,885.78
B+A2+A3	\$ 471,281.17	\$ 470,959.55	\$ 470,523.28	\$ 469,703.85	\$ 482,072.43	\$ 520,618.88	\$ 527,294.53	\$ 550,351.75	\$ 563,347.39	\$ 564,904.78
B+A2+A3+A4	\$ 482,553.17	\$ 480,763.55	\$ 481,069.28	\$ 480,691.85	\$ 491,876.43	\$ 530,422.88	\$ 537,098.53	\$ 565,175.75	\$ 573,151.39	\$ 574,807.18
B+A2+A4	\$ 463,516.37	\$ 461,612.75	\$ 461,013.08	\$ 461,388.35	\$ 474,684.63	\$ 510,366.20	\$ 516,740.53	\$ 544,630.25	\$ 552,946.99	\$ 551,788.18
B+A3	\$ 451,901.17	\$ 454,639.55	\$ 455,631.28	\$ 455,423.85	\$ 453,981.63	\$ 488,794.88	\$ 506,078.53	\$ 528,523.75	\$ 538,549.15	\$ 550,624.78
B+A3+A4	\$ 463,173.17	\$ 464,443.55	\$ 466,177.28	\$ 466,411.85	\$ 463,785.63	\$ 498,598.88	\$ 515,882.53	\$ 543,347.75	\$ 548,353.15	\$ 560,527.18
B+A4	\$ 444,136.37	\$ 445,292.75	\$ 446,121.08	\$ 447,108.35	\$ 446,593.83	\$ 478,542.20	\$ 495,524.53	\$ 522,802.25	\$ 528,148.75	\$ 537,508.18
B+A1+S	\$ 491,364.37	\$ 491,913.75	\$ 498,345.08	\$ 492,620.35	\$ 493,464.83	\$ 525,163.20	\$ 541,820.53	\$ 564,678.25	\$ 574,549.75	\$ 584,595.70
B+A1+A2+S	\$ 510,744.37	\$ 508,233.75	\$ 513,237.08	\$ 506,900.35	\$ 521,555.63	\$ 556,987.20	\$ 563,036.53	\$ 586,506.25	\$ 599,347.99	\$ 598,875.70
B+A1+A2+A3+S	\$ 529,781.17	\$ 527,384.55	\$ 533,293.28	\$ 526,203.85	\$ 538,747.43	\$ 577,043.88	\$ 583,394.53	\$ 607,051.75	\$ 619,552.39	\$ 621,894.70
B+A1+A2+A4+S	\$ 522,016.37	\$ 518,037.75	\$ 523,783.08	\$ 517,888.35	\$ 531,359.63	\$ 566,791.20	\$ 572,840.53	\$ 601,330.25	\$ 609,151.99	\$ 608,778.10
B+A1+A2+A3+A4+S	\$ 541,053.17	\$ 537,188.55	\$ 543,839.28	\$ 537,191.85	\$ 548,551.43	\$ 586,847.88	\$ 593,198.53	\$ 621,875.75	\$ 629,356.39	\$ 631,797.10
B+A1+A3+S	\$ 510,401.17	\$ 511,064.55	\$ 518,401.28	\$ 511,923.85	\$ 510,656.63	\$ 545,219.88	\$ 562,178.53	\$ 585,223.75	\$ 594,754.15	\$ 607,614.70
B+A1+A3+A4+S	\$ 521,673.17	\$ 520,868.55	\$ 528,947.28	\$ 522,911.85	\$ 520,460.63	\$ 555,023.88	\$ 571,982.53	\$ 600,047.75	\$ 604,558.15	\$ 617,517.10
B+A1+A4+S	\$ 502,636.37	\$ 501,717.75	\$ 508,891.08	\$ 503,608.35	\$ 503,268.83	\$ 534,967.20	\$ 551,624.53	\$ 579,502.25	\$ 584,353.75	\$ 594,498.10
B+A2+S	\$ 452,744.37	\$ 452,308.75	\$ 451,237.08	\$ 450,900.35	\$ 465,630.63	\$ 501,062.20	\$ 507,036.53	\$ 530,506.25	\$ 543,422.99	\$ 542,385.78
B+A2+A3+S	\$ 471,781.17	\$ 471,459.55	\$ 471,293.28	\$ 470,203.85	\$ 482,822.43	\$ 521,118.88	\$ 527,394.53	\$ 551,051.75	\$ 563,627.39	\$ 565,404.78
B+A2+A3+A4+S	\$ 483,053.17	\$ 481,263.55	\$ 481,839.28	\$ 481,191.85	\$ 492,626.43	\$ 530,922.88	\$ 537,198.53	\$ 565,875.75	\$ 573,431.39	\$ 575,307.18
B+A2+A4+S	\$ 464,016.37	\$ 462,112.75	\$ 461,783.08	\$ 461,888.35	\$ 475,434.63	\$ 510,866.20	\$ 516,840.53	\$ 545,330.25	\$ 553,226.99	\$ 552,288.18
B+A3+S	\$ 452,401.17	\$ 455,139.55	\$ 456,401.28	\$ 455,923.85	\$ 454,731.63	\$ 489,294.88	\$ 506,178.53	\$ 529,223.75	\$ 538,829.15	\$ 551,124.78
B+A3+A4+S	\$ 463,673.17	\$ 464,943.55	\$ 466,947.28	\$ 466,911.85	\$ 464,535.63	\$ 499,098.88	\$ 515,982.53	\$ 544,047.75	\$ 548,633.15	\$ 561,027.18
B+A4+S	\$ 444,636.37	\$ 445,792.75	\$ 446,891.08	\$ 447,608.35	\$ 447,343.83	\$ 479,042.20	\$ 495,624.53	\$ 523,502.25	\$ 528,428.75	\$ 538,008.18

Village of McFarland, Wisconsin

SHEET INDEX	
SHEET NO.	SHEET DESCRIPTION
1	EROSION CONTROL PLAN AND GENERAL NOTES
2	EROSION CONTROL – STANDARD CONSTRUCTION DETAILS
SANITARY SEWER, WATER MAIN, AND STORM SEWER	
A1	PLAN & PROFILE – CTH MN STATION 11+20 TO STATION 17+20
A2	PLAN & PROFILE – CTH MN STATION 16+80 TO STATION 22+80
A3	SANITARY SEWER – STANDARD CONSTRUCTION DETAILS
A4	WATER MAIN – STANDARD CONSTRUCTION DETAILS
A5	STORM SEWER – STANDARD CONSTRUCTION DETAILS
A6	STREET IMPROVEMENTS – STANDARD CONSTRUCTION DETAILS
B1	PLAN & PROFILE – CTH MN STATION 11+20 TO STATION 17+20
B2	PLAN & PROFILE – CTH MN STATION 16+80 TO STATION 22+80
X1	CROSS SECTIONS – CTH MN STATION XX+XX TO STATION XX+XX
X2	CROSS SECTIONS – CTH MN STATION XX+XX TO STATION XX+XX
X3	CROSS SECTIONS – CTH MN STATION XX+XX TO STATION XX+XX
X4	CROSS SECTIONS – CTH MN STATION XX+XX TO STATION XX+XX
X5	CROSS SECTIONS – CTH MN STATION XX+XX TO STATION XX+XX



NO SCALE

SHEET INDEX

SHEET NO.	SHEET DESCRIPTION
1	EROSION CONTROL PLAN AND GENERAL NOTES
2	EROSION CONTROL – STANDARD CONSTRUCTION DETAILS
	SANITARY SEWER, WATER MAIN, AND STORM SEWER
A1	PLAN & PROFILE – CTH MN STATION 11+20 TO STATION 17+20
A2	PLAN & PROFILE – CTH MN STATION 16+60 TO STATION 22+80
A3	SANITARY SEWER – STANDARD CONSTRUCTION DETAILS
A4	WATER MAIN – STANDARD CONSTRUCTION DETAILS
A5	STORM SEWER – STANDARD CONSTRUCTION DETAILS
A6	STREET IMPROVEMENTS – STANDARD CONSTRUCTION DETAILS
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X3	CROSS SECTIONS – CTH MN STATION XX+XX TO STATION XX+XX
X4	CROSS SECTIONS – CTH MN STATION XX+XX TO STATION XX+XX
X5	CROSS SECTIONS – CTH MN STATION XX+XX TO STATION XX+XX

SHEET	REVISIONS	BY	DATE

2021 CTH MN/BROADHEAD STREET
UTILITY AND STREET IMPROVEMENTS
Village of McFarland, Wisconsin

PROJECT NO.:	MC 174	DRAWN BY:	J.R.K.
DRAWING FILE:	MC 174 DETAILS.DWG	CHECKED BY:	N.R.B.
DATE:	10-29-20	REV. DATE:	

NOTES: 1.) EXISTING FEATURES AND LABELS ARE SHOWN WITH SCREENED, LIGHTER LINES.
2.) NEW CONCRETE IS SHOWN SHADED IN PLAN VIEWS
3.) CONCRETE REMOVALS ARE SHOWN BY CROSS-HATCHING

TO OBTAIN LOCATION OF PARTICIPANTS' UNDERGROUND FACILITIES BEFORE YOU DIG IN WISCONSIN

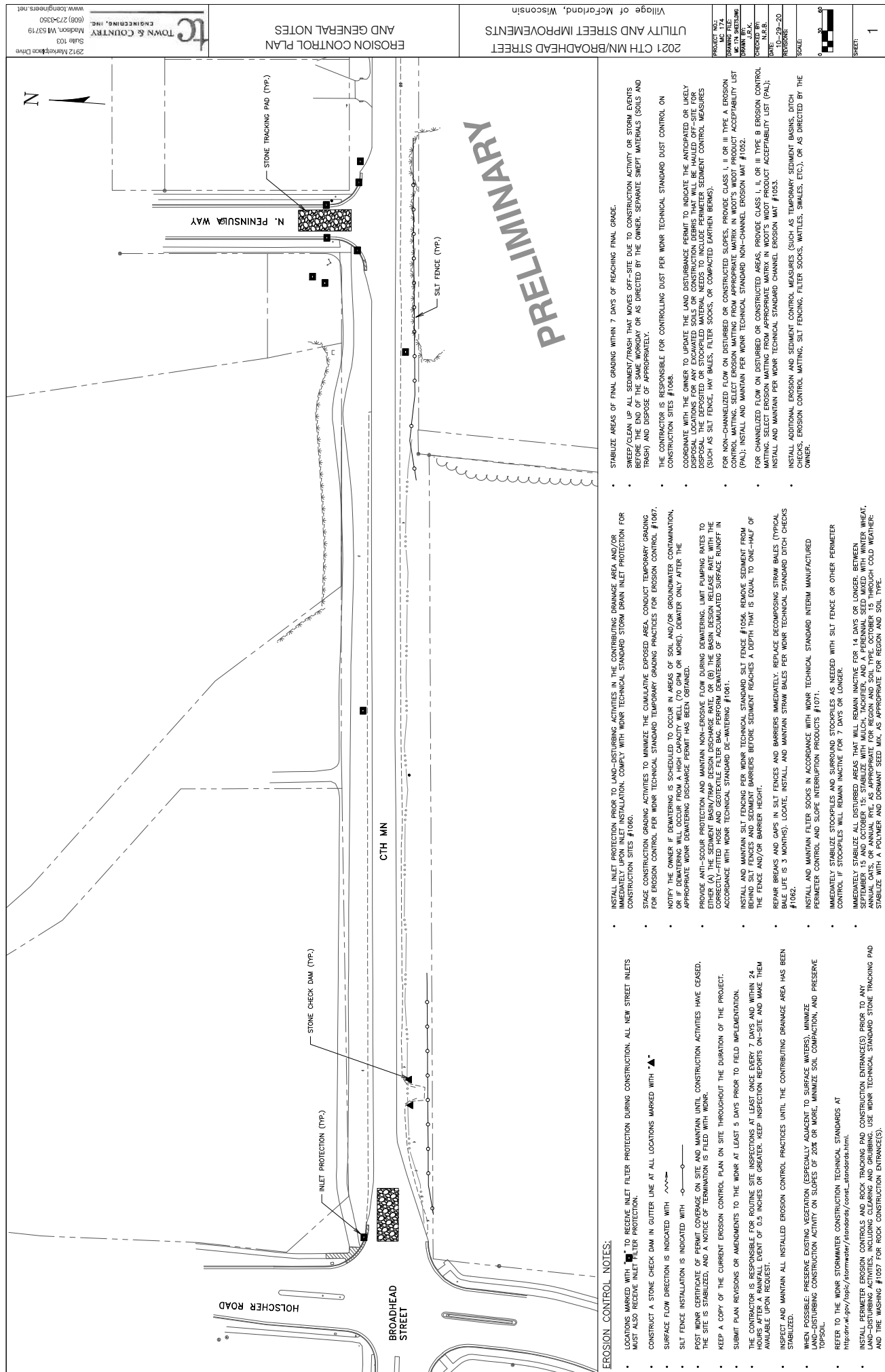
CALL DIGGERS HOTLINE
1-800-242-8511
TOLL FREE

WIS. STATUTE 182.0175 (1974)
REQUIRES MIN. OF 3 WORK DAYS
NOTICE BEFORE YOU EXCAVATE.

LEGEND

[illegible]

NOTES: 1.) EXISTING FEATURES AND LABELS ARE SHOWN WITH SCREENED, LIGHTER LINES.
2.) NEW CONCRETE IS SHOWN SHADED IN PLAN VIEWS
3.) CONCRETE REMOVALS ARE SHOWN BY CROSS-HATCHING

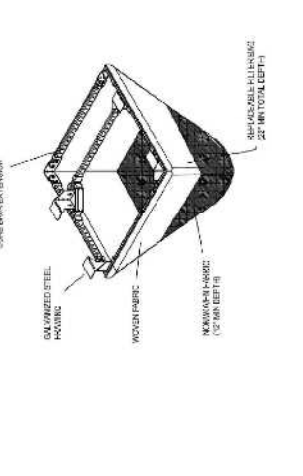
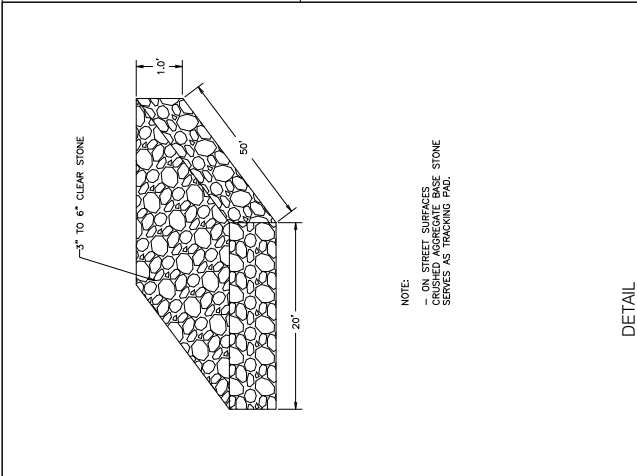
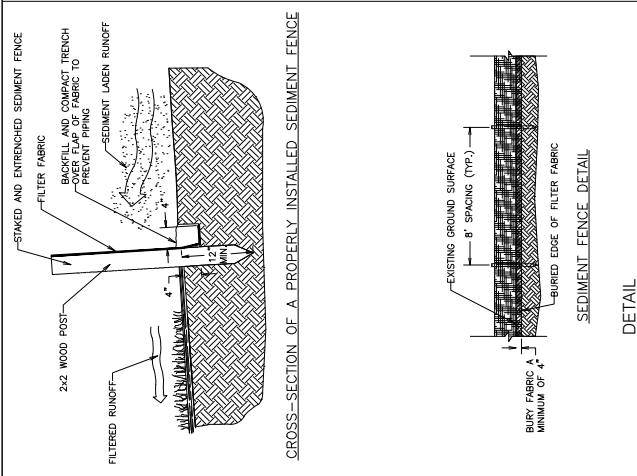
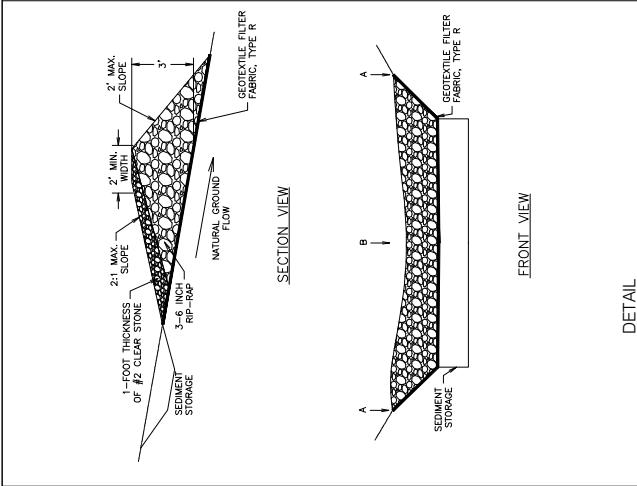


STANDARD CONSTRUCTION DETAILS
EROSION CONTROL

2021 CTH MN/BROADHEAD STREET
UTILITY AND STREET IMPROVEMENTS
Village of McFarland, Wisconsin

PROJECT NO.:
DATE:
DRAWN BY:
CHECKED BY:
DATE:
SCALE:
N.T.S.

SHEET:
2

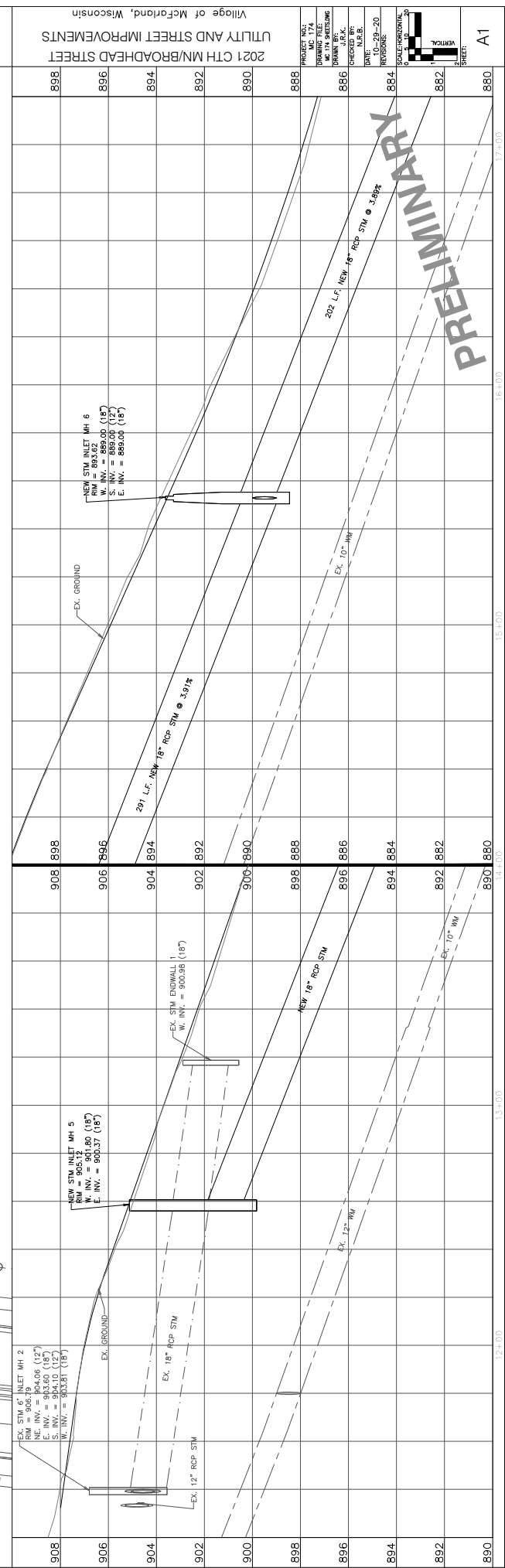
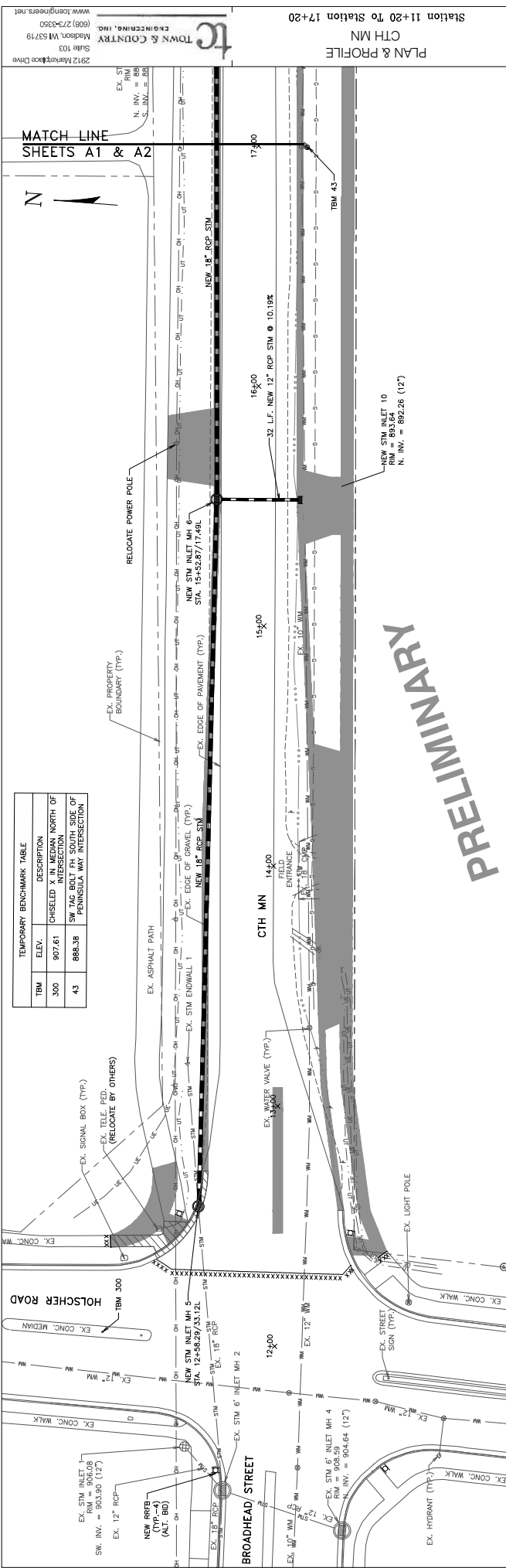


GENERAL NOTES:
WHEN WORKING ON MAINTAINING INLET PROTECTION, CARE
SHALL BE TAKEN SO THAT THE SEDIMENT TRAPPED IN THE
GEOTEXTILE FABRIC DOES NOT FALL INTO THE INLET. ANY
SEDIMENT FALLING INTO THE INLET SHALL BE REMOVED
IMMEDIATELY.
FRAMED INLET PROTECTION SHALL BE COMPLIANT WITH ALL
ASTM STANDARD D8057-17 REQUIREMENTS, INCLUDING:
A. BYPASS OVERFLOW THAT MEETS OR EXCEEDS INLET
FRAME AND BAG STRONG ENOUGH TO HANDLE FULL
SEDIMENT LOAD.

INSTALLATION NOTES:
NO PART OF INLET PROTECTION SHALL BE PROJECTING ABOVE THE
GRADE.
FOR COMBINATION INLETS, PROTECTION SHALL CAPTURE RUNOFF
ENTERING BOTH GRADE AND CURB OPENING.
A DUAL FABRIC FILTER BAG, WITH NON-WOVEN BOTTOM AND WOVEN TOP
SHALL BE USED.
THE INSTALLED BAG SHALL HAVE A MINIMUM SIDE CLEARANCE, BETWEEN
THE INLET WALLS AND THE BAG, MEASURED AT THE BOTTOM OF THE
OVERFLOW HOLES, OF 3". WHERE NECESSARY THE CONTRAST SHALL
BE MAINTAINED TO PREVENT SEDIMENT FROM ACCUMULATING IN THE
CLEARANCE. THE TIES SHALL BE PLACED AT A MINIMUM OF 4" FROM
THE BOTTOM OF THE BAG.

DETAIL
INLET PROTECTION - FRAMED (w/ CURB BOX)

PRELIMINARY



TEMPORARY BENCHMARK TABLE

TBM	ELEV.	DESCRIPTION
300	907.61	CHESELED X IN MEDIAN NORTH OF PENNSILVANIA ROAD
43	895.38	SW TAG BOLT FOR CONN. SIDE OF PENNSILVANIA WAY INTERSECTION

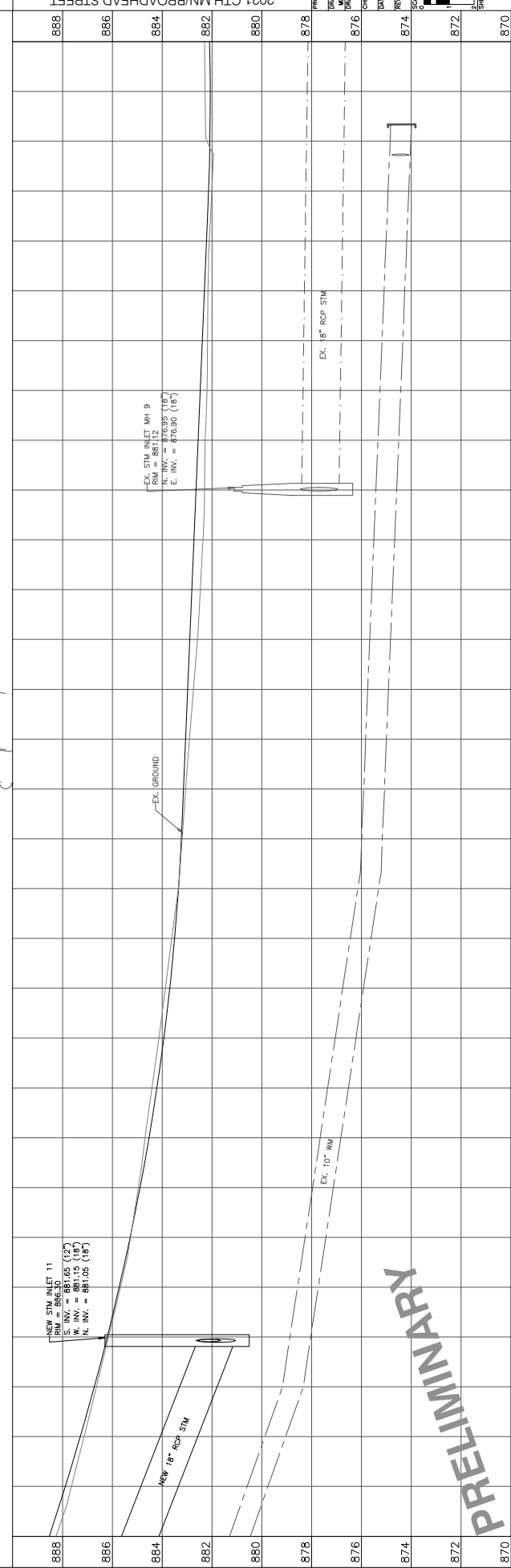
29172 Main Street Drive
Suite 103
Madison, WI 53719
(608) 273-9350
www.townandcountryinc.com

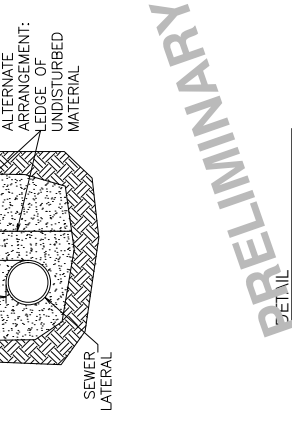
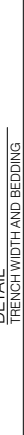
PLAN & PROFILE
CTH MN
Station 11+00 to Station 17+20
Village of McFarland, Wisconsin
UTILITY AND STREET IMPROVEMENTS

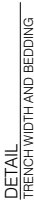
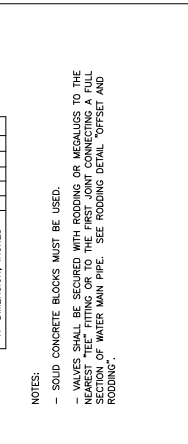
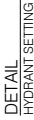
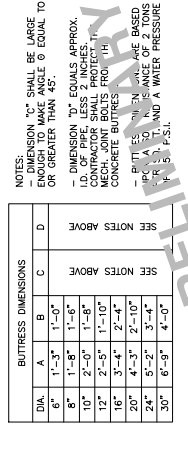
PROJECT NO.:
DRAWN BY:
CHECKED BY:
DATE: 10-29-20
REVISIONS:

VERTICAL
SHEET
A1

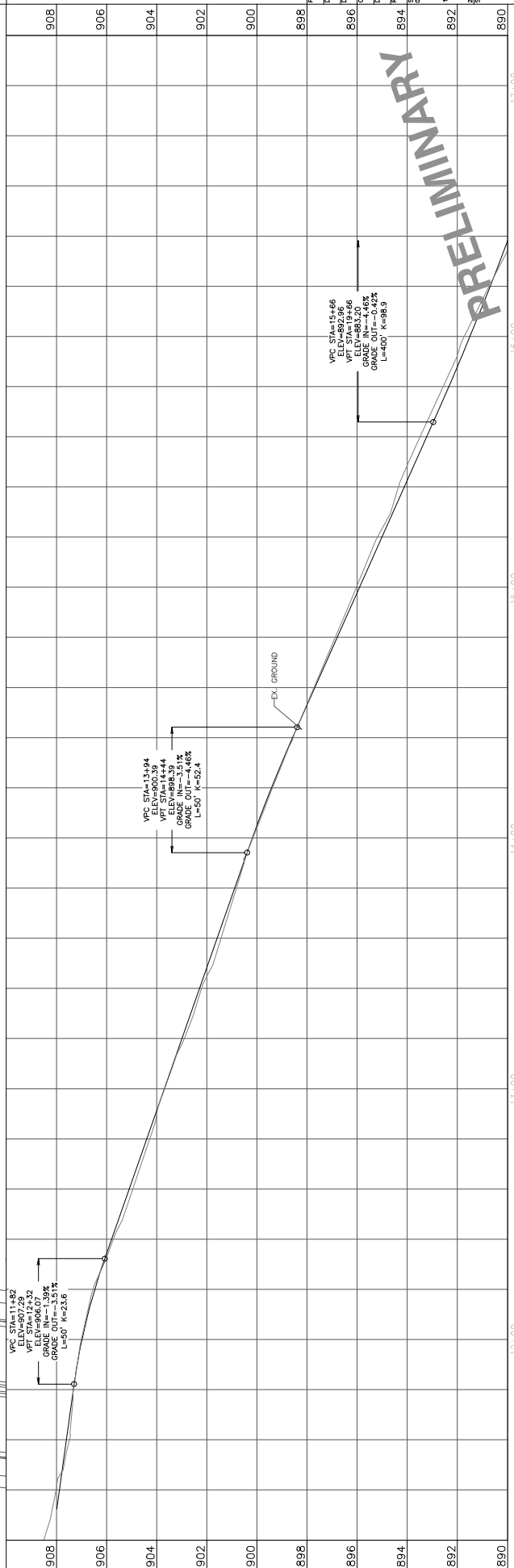
PRELIMINARY

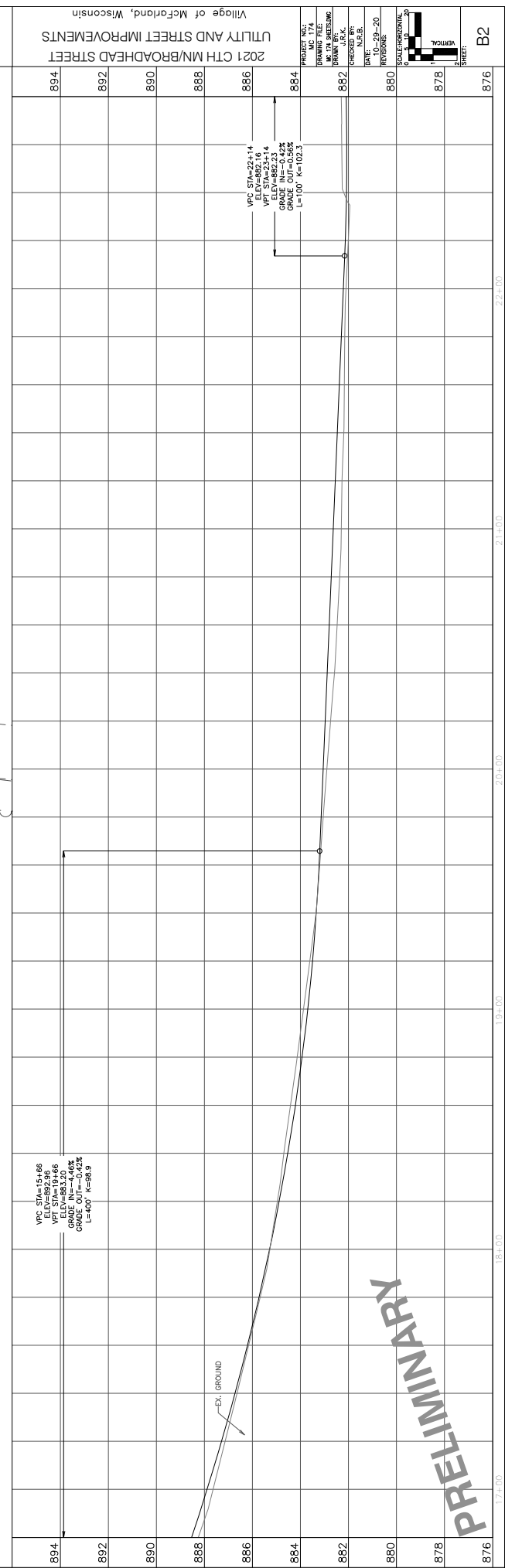
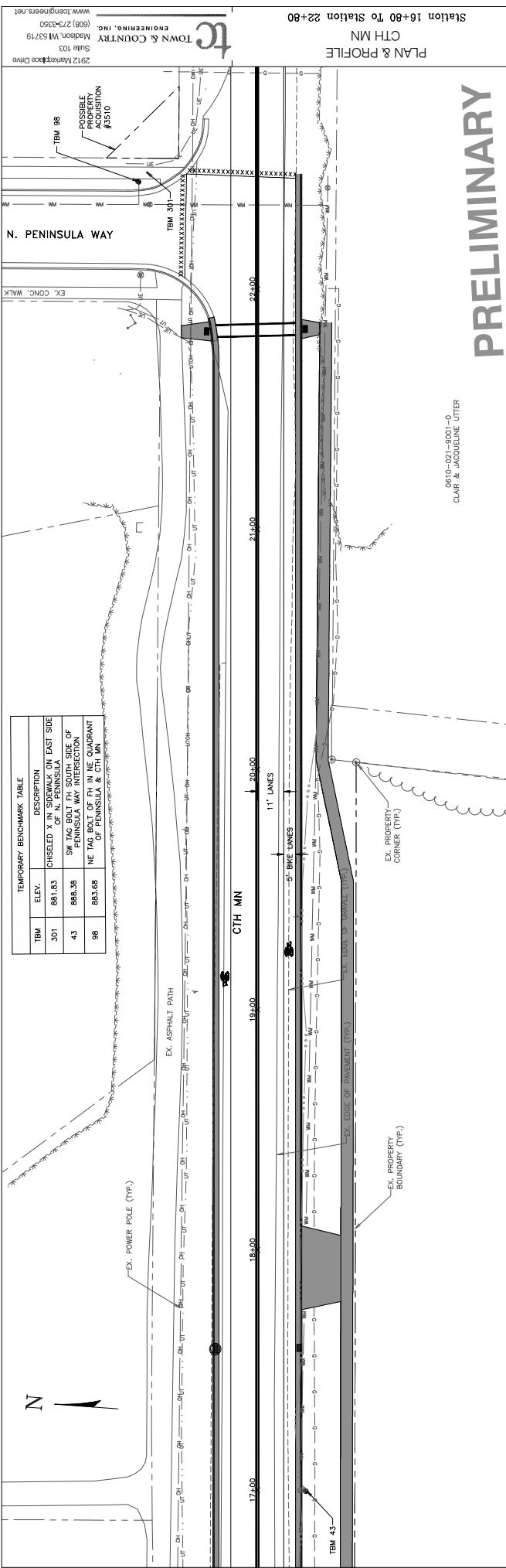












2912 Main Street
 Suite 103
 Madison, WI 53719
 (608) 273-0500
 www.townandcountryinc.com

TOWN & COUNTRY
 ENGINEERING, INC.

PLAN & PROFILE
 CTH MN
 Station 16+80 To Station 22+80

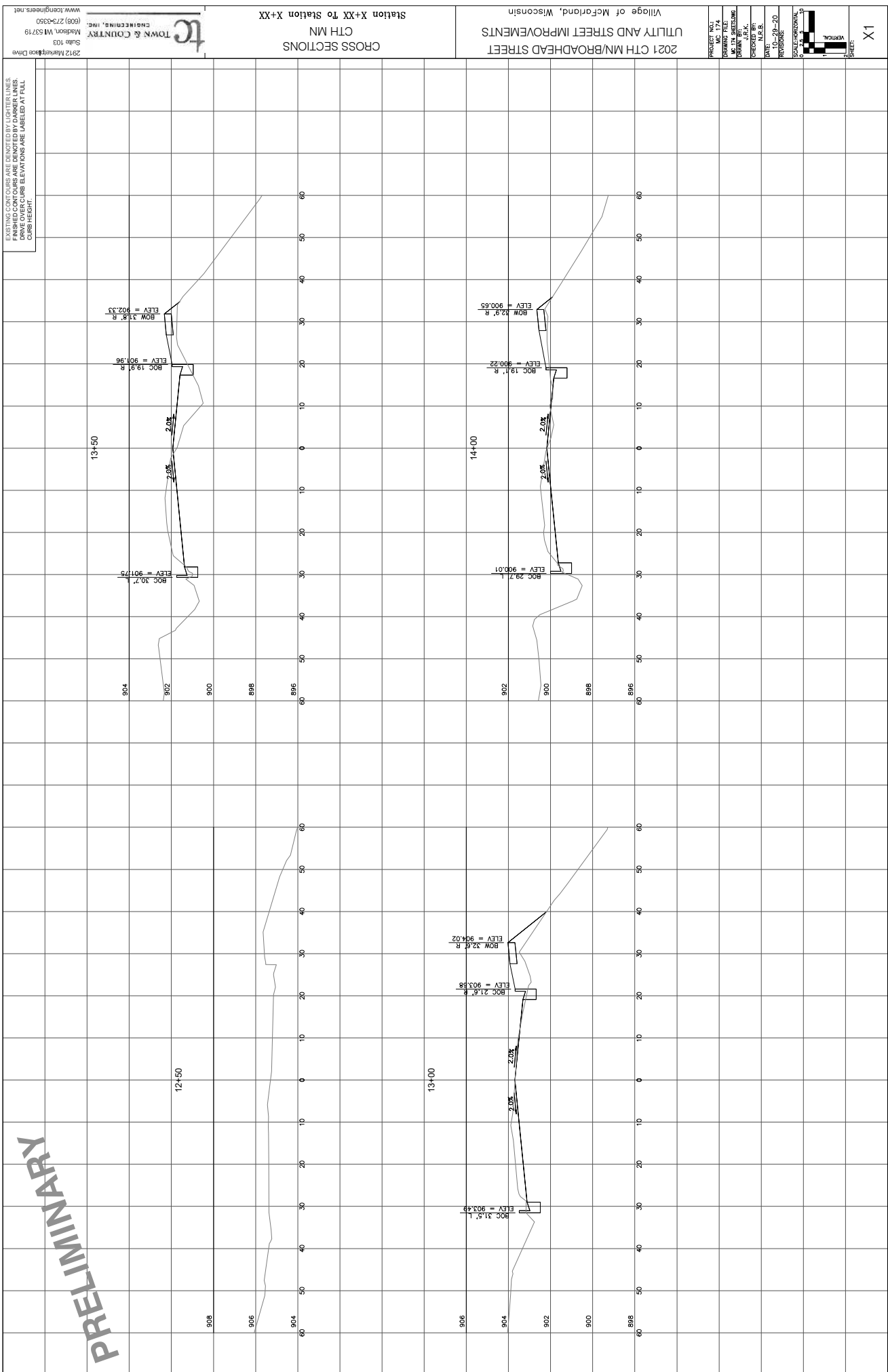
2021 CTH MN/BROADHEAD STREET
 UTILITY AND STREET IMPROVEMENTS
 Village of McFarland, Wisconsin

PROJECT NO.:
 DRAWING TITLE:
 DRAWN BY:
 CHECKED BY:
 DATE:
 REVISIONS:

DATE: 10-28-20
 REVISIONS:

VERTICAL
 SHEET: B2

PRELIMINARY



X2

SHEET



PROJECT NO.: 2021 CTH MN/BROADHEAD STREET
DRAWN BY: J. L. HARRIS
CHECKED BY: J. L. HARRIS
DATE: 10-28-20
REVISIONS:
SCALE: HORIZONTAL = 1"=40'
VERTICAL = 1"=10'

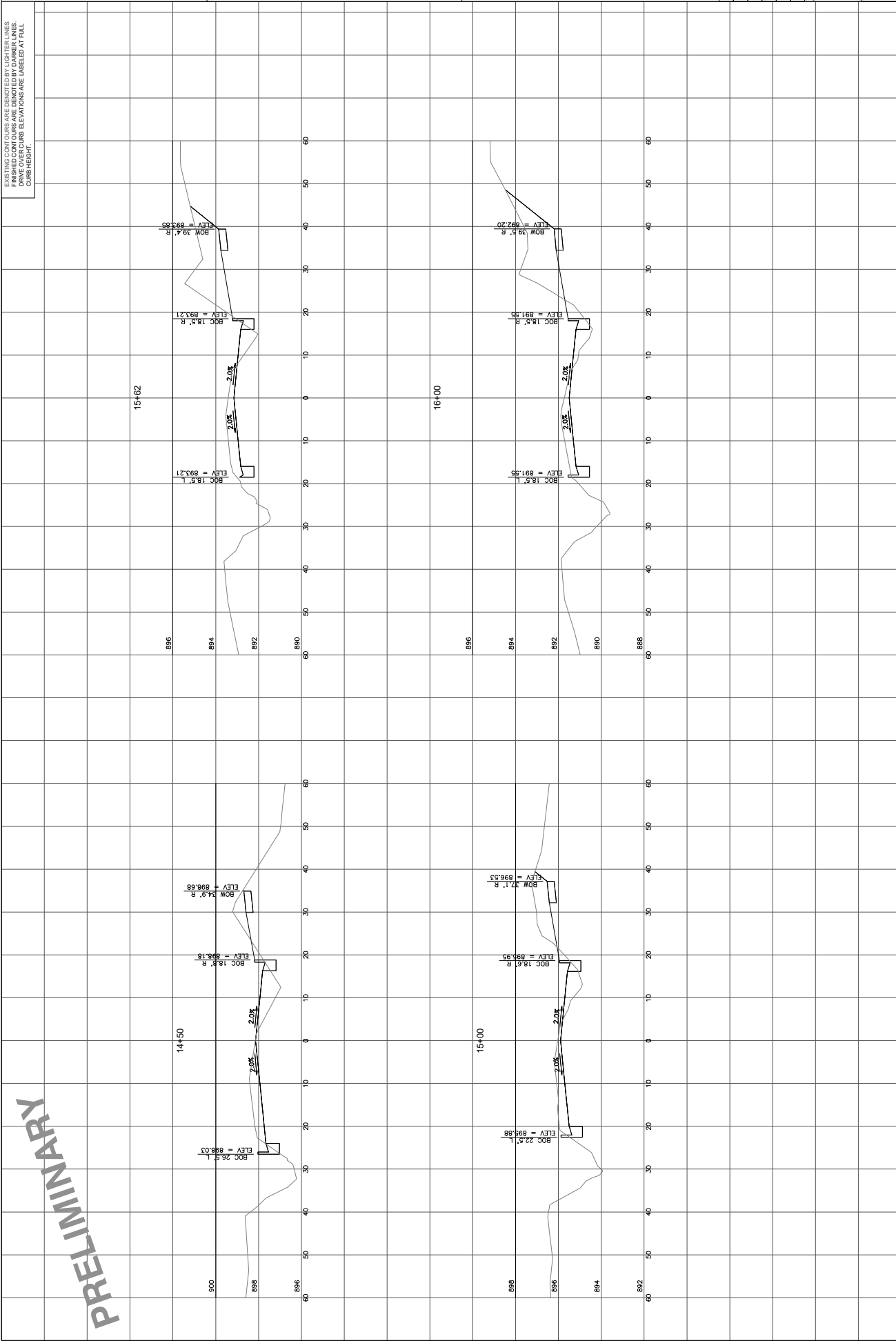
UTILITY AND STREET IMPROVEMENTS
Village of McFarland, Wisconsin

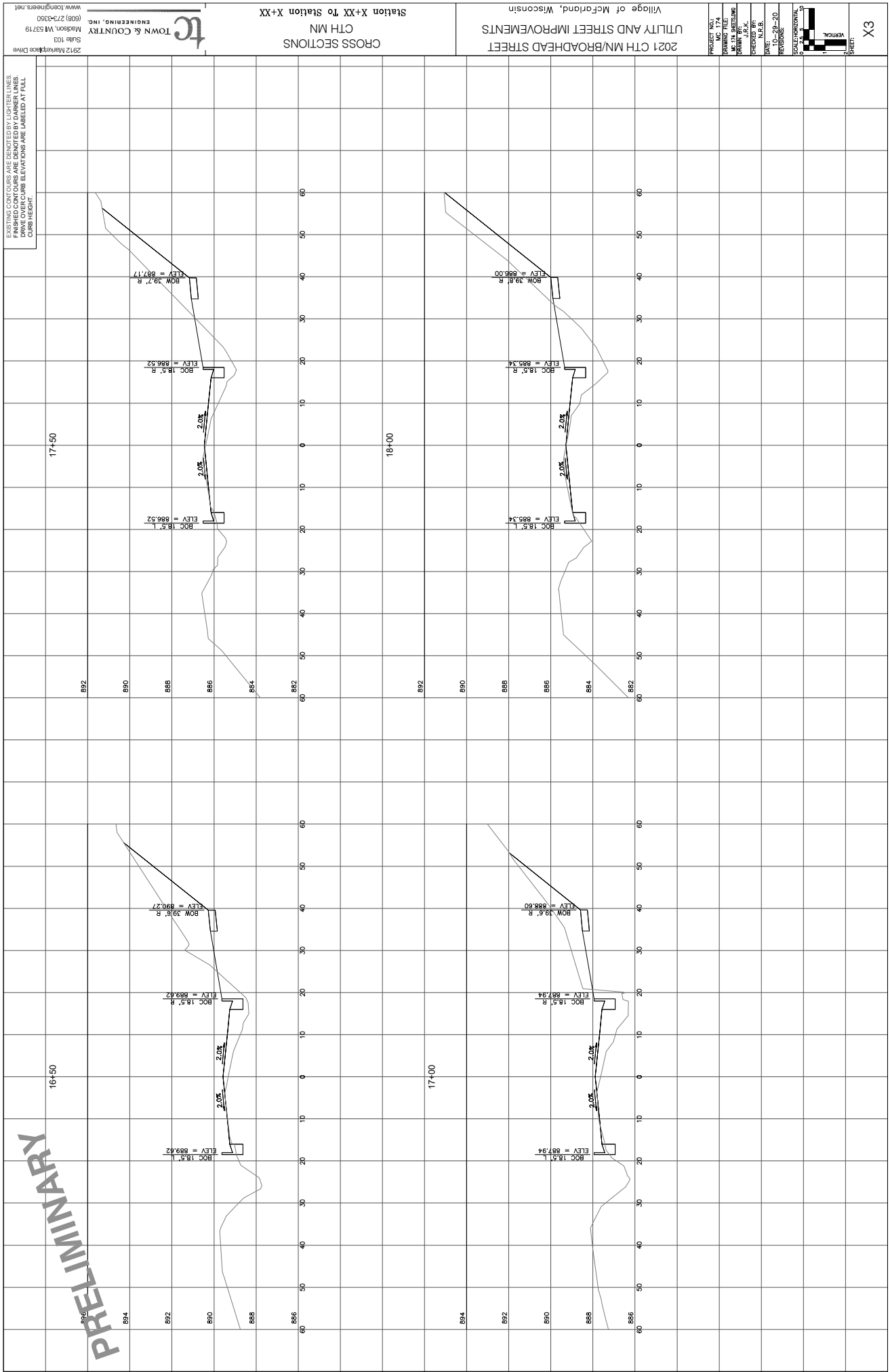
CROSS SECTIONS
CTH MN
Station X+XX To Station X+XX

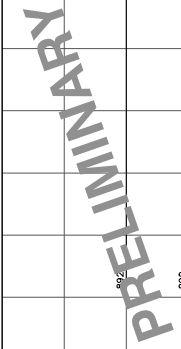
2912 Main Street
Suite 103
Madison, WI 53719
TOWN & COUNTRY
ENGINEERING, INC.
(608) 273-9350
www.townandcountryinc.com

EXISTING CONTOURS ARE DENOTED BY LIGHTER LINES.
FINISHED CONTOURS ARE DENOTED BY DARKER LINES.
VERTICAL CURVE DATA AND ELEVATIONS ARE LABELED AT FULL
CURB HEIGHT.

PRELIMINARY







McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 22, 2021

SECTION: Business

DEPARTMENT: Public Works

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and action regarding an agreement with Dane County for the design, reconstruction, and jurisdictional transfer of CTH MN within the Village of McFarland.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

As with previous phases, an agreement is required with Dane County on the jurisdictional transfer of the road from the County to the Village. Phases 1 - 3 have been agreed to in this fashion, and as we reconstruct the road from a rural cross section to urban it is proposed this fourth phase follow the same agreement. This provides for 50% of the costs for the road, sidewalks, stormwater, engineering, and pedestrian enhancements within Alternate #1. In accepting the jurisdictional transfer, we will also be able to count this towards our highway aid through the State of Wisconsin. The only other option that the County provides for in these situations is what they refer to as a hybrid agreement in which they do not make the transfer but we are still responsible for road maintenance over its life until it is reconstructed again. In that situation the Village is not able to count it towards our highway aid calculation but again is still responsible for maintenance. The Village Attorney has reviewed the agreement and finds its terms agreeable subject to the board's discretion.

FINANCIAL/BUDGET IMPACT:

Cost implications are addressed in the previous agenda item for the capital improvement.

Ongoing maintenance will be provided for the street as part of our normal program as has been done on the previous three phases.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Recommended to approve the agreement with Dane County for the design, reconstruction, and jurisdictional transfer of CTH MN within the Village of McFarland.



ATTACHMENTS:

1. CTH MN agmt 2021 Final 021721

**AGREEMENT FOR THE DESIGN, RECONSTRUCTION AND JURISDICTIONAL
TRANSFER OF CTH MN IN THE VILLAGE OF MCFARLAND**

THIS AGREEMENT ("Agreement") is made and entered into by and between the County of Dane, a quasi-municipal corporation in the State of Wisconsin (hereinafter referred to as "COUNTY"), and the Village of McFarland, a municipal corporation in the State of Wisconsin (hereinafter referred to as "VILLAGE")

WITNESSETH:

WHEREAS VILLAGE and COUNTY have determined that County Trunk Highway ("CTH") MN from Holscher Road to Peninsula Way, is in need of reconstruction ("the Project"), which will require contributions from VILLAGE and COUNTY; and

WHEREAS the Project will be financed by a combination of COUNTY and VILLAGE funds; and

WHEREAS funding is to be accomplished in accordance with county policies and past practices of cost sharing on similar CTH projects; and

WHEREAS, VILLAGE and COUNTY wish to formalize the transfer of jurisdiction of the portion of CTH MN, from Holscher Road easterly 822 feet, within the village corporate limits from COUNTY to VILLAGE; and

WHEREAS, COUNTY has obtained consent of the VILLAGE as required by Wis. Stat. 83.025(1)(a) to delete this portion of CTH MN from the county trunk highway system. VILLAGE consent was obtained _____ at a meeting of the Village Board; and

WHEREAS, COUNTY obtained the consent of the Department as required by Wis. Stat. 83.025(1)(a) to delete this portion of CTH MN from the county trunk highway system on 01/19/2021 and

WHEREAS pursuant to Section 66.0301 Wis. Stats. VILLAGE and COUNTY wish to formalize arrangements for the Project's cost;

NOW, THEREFORE, in consideration of the above premises and the mutual covenants of the parties hereinafter set forth, the receipt and sufficiency of which is acknowledged by each party for itself, VILLAGE and COUNTY do agree as follows:

1. The Project shall consist of the design and reconstruction of CTH MN, from Holscher Road to Peninsula Way.
2. The project will be fully completed in 2021.

3. The jurisdictional transfer of CTH MN, full right-of-way of Broadhead Street/CTH MN commencing at the intersection of Broadhead Street/CTH MN and Holscher Road (also being the northwest corner of the SW ¼ of the NE ¼ of Section 2, T.6N – R.10E. in the Town of Dunn, Dane County, Wisconsin) and also being the point of beginning; thence easterly along the centerline of Broadhead Street/CTH MN for 822.0 feet, more or less; from COUNTY to VILLAGE shall occur on November 1, 2021.
4. COUNTY and VILLAGE agree to joint financial participation in those construction costs for the Project, as set forth in this Agreement and the Dane County Dept. of Public Works, Highway and Transportation's Policy on Joint Projects with Municipalities.
5. COUNTY's total obligations under this agreement, for design and construction, shall not exceed \$311,000.
6. VILLAGE'S total obligations under this agreement, for design and construction, shall not exceed \$338,000. VILLAGE shall be responsible for all costs associated with the Project not covered by COUNTY pursuant to this Agreement.
7. VILLAGE shall bill COUNTY within 60 days after invoices are received. COUNTY shall reimburse VILLAGE within 60 days of billing for completed services according to the responsibilities stated herein. All invoices shall be submitted within one year of completion of the Project for payment to be considered.
8. During the term of this Agreement, VILLAGE and COUNTY, each for itself, agree to abide by its own equal employment and nondiscrimination policies and affirmative action plan and, in doing so, to make all employment and service related decisions without regard to age, race, ethnicity, religion, color, gender, disability, marital status, sexual orientation, national origin, cultural differences, ancestry, physical appearance, arrest record or conviction record, military participation or membership in the national guard, state defense force or any other reserve component of the military forces of the United States, or political beliefs and to provide equal opportunity including but not limited to the following: employment, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, training, rates of pay, or any other form of compensation. VILLAGE agrees to post in conspicuous places, available to all employees and applicants for employment, notices setting forth the provisions of this Agreement as they relate to affirmative action and nondiscrimination. This listing of prohibited bases for discrimination shall not be construed to amend in any fashion state or federal law setting forth additional bases, and exceptions shall be permitted only to the extent allowable in state or federal law.
9. Each party shall be responsible for the consequences of its own acts, errors, or omissions and those of its employees, boards, commissions, agencies, officers,

and representatives and shall be responsible for any losses, claims, and liabilities which are attributable to such acts, errors, or omissions including providing its own defense. In situations including joint liability, each party shall be responsible for the consequences of its own acts, errors, or omissions and those of its employees, agents, boards, commissions, agencies, officers and representatives. It is not the intent of the parties to impose liability beyond that imposed by state statutes. The obligations of the parties under this paragraph shall survive the expiration or termination of this Agreement.

10. Each party warrants for itself that it has complied with all applicable statutes, rules, orders, ordinances, requirements and regulations to execute this Agreement and that the person executing this Agreement on its behalf is authorized to do so.
11. Any amendment to this Agreement shall be by written consent of the parties.
12. The parties may evidence their agreement to the foregoing upon one or several counterparts of this instrument, which together shall constitute a single instrument.
13. COUNTY shall provide a written copy of this signed agreement to the State of Wisconsin for registration.

FOR THE COUNTY:

Date Signed: _____
Joe Parisi, Dane County Executive

Date Signed: _____
Scott McDonell, Dane County Clerk

FOR THE VILLAGE OF MCFARLAND:

Date Signed: _____
Brad Czebotar, Village President

Date Signed: _____
Cassandra Suettinger, Village Clerk

McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 22, 2021

SECTION: Business

DEPARTMENT: Administration

CONTACT: Cassandra Suettinger, Village Clerk/Treasurer

AGENDA ITEM: Discussion and action on entering into an agreement with Wisconsin Rebound for injury rehabilitation assistance services for Village employees.

PREVIOUS ACTION:

ISSUE SUMMARY:

The Village has become aware of a great opportunity through our insurance company the League of Wisconsin Municipalities Mutual Insurance. Our insurance company is offering to provide services through Wisconsin Rebound free of charge for all of their customer's. Wisconsin Rebound is a company that offers services to employees for both on-duty and off-duty related injuries. Their goal is to assist employees in working through the rehabilitation process from start to finish, and expedite the employee through the health care system. We often see professional athletes are able to return from injuries much quicker than most of us. Professional athletes have access to world class doctor's from the moment they are injured. This the same process Rebound tries to offer for public safety employees and their immediate family. Rebound's goal is to have an employee in to see a doctor within 48 hours, and in most cases 24 hours, to begin diagnosing the injury and creating a plan for recovery. It's also important to note, Rebound works within each employee's respective health care plans. Obviously the human body heals at the same rate no matter what with an injury, but Rebound is able to get employees into doctor's and physical therapy to start the healing process faster. For longer term injuries, Rebound is able to reduce time off work or on light duty by three months. This is a tremendous benefit to the employee and the benefits by potentially alleviating overtime required for employees who are out and having a positive effect on our worker's compensation premiums.

The service was created and targeted for Public Safety workers. Obviously due to the nature of those positions, we tend to see more injuries to those employees due to the work they do. The quote provided from Rebound is based on providing service for all employees within the Police, Fire & Rescue, and Public Works Department. In addition, Rebound has agreed to cover all Village employees at no additional cost per employee. The first two years Rebound is offering a discounted rate for LWMMI of \$225 per employee that will increase to \$325 per employee. The only thing required is for the Village to enter into an agreement with Rebound, pay the premiums, and submit the invoice for reimbursement to LWMMI. It is also important to note, this service would be available to all Village employees and their immediate family; however, it would be their choice whether to utilize the service.



FINANCIAL/BUDGET IMPACT:

No financial impact as LWMMI will reimburse the Village for the service cost.

VILLAGE PLAN REFERENCE:

N/A

ORDINANCE REFERENCE:

N/A

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Staff recommends approval of entering into an agreement with Wisconsin Rebound for injury recovery services.

ATTACHMENTS:

1. Village of McFarland WI (LWMMI) Proposal SOW 04FEB21
2. Rebound Core Flyer Generic
3. Rebound Introduction-Public Safety
4. LWMMI - Rebound Reimbursement Letter



PROPOSAL/ STATEMENT OF WORK (SOW)

by and between

Tactical Athlete Health and Performance Institute LLC, a Delaware limited liability company doing business in Wisconsin as Rebound (“Rebound”) and Village of McFarland, Wisconsin (“Client”) (LWMMI)

Dated: February 4, 2021

Introduction. Rebound, *Core* is dedicated to creating an integrated, comprehensive, and personalized health and performance program for Client. Rebound’s innovative solutions will add value to the job for Client’s employees through implementation of programs targeting job preparation and recovery as well as provide resources and initiatives that support an improved process of management and prevention of injury. Rebound’s research and clinical expertise will create integrated single-source service solutions for Client that will help reduce injury-related costs, streamline the management of injury treatment and rehabilitation, and lead to the implementation of a sustainable and efficient evidence-based health, fitness, and performance programming. This innovative program will lead to the discovery of new information, knowledge, and possibly tools that provide data and outcome driven metrics to improve the quality of life for a city worker, both during his/her career and post-retirement.

Project Description. The strategic phases of this project will begin with an initial period of consultative assessment that will inform the development of strategic research initiatives and implementation of targeted programs and practices. Our short-term goals include (a) creating an awareness and understanding for the added value that Rebound brings to the individual employee, (b) identifying gaps in knowledge and practices that, if closed, will improve health of Client’s employees, and (c) establish an injury management system that rewards the employee and employer through efficiency, reduced costs, and reduced time lost.

Specific Aims/Milestones. Rebound will provide a team of experts and professionals who are licensed as physical therapists and athletic trainers, credentialed in advanced assessment of movement and strength and conditioning, trained in cutting edge technology and software, and established educators and researchers. The Rebound team will work with Client to:

1. Establish and implement a network-based system for management of the treatment orthopedic injury. Achieving this milestone will involve:
 - a. Full Assessment and determination of best practice for implementation of the Network based on workers compensation laws, HIPAA, and practice acts in the State of Wisconsin.
 - b. Selection of physicians (orthopedic and primary care) and physical therapists or athletic trainers for the Network;
 - c. Implementation of Rebound software for current employees; and
 - d. Access to the Rebound Network will be allowed for Client’s employees, current and future retired employees, and their immediate family members.
2. Development of outcome metrics. Achieving this milestone will involve:
 - a. Rebound will work with the Client Representative (as identified below) to obtain data necessary to build a metric model (i.e., days lost, # of injuries, body part, injury type, dollars spent on health claims, dollars spent on “backfill”, participation in healthy initiatives); and
 - b. Develop predictive/proprietary algorithm(s) for determination of # of injuries/lost days and the cost benefits of the collective and individual programs (such models and algorithms may require three (3) years of data in order to obtain a sample size large enough to create a valid and reliable metric).

Implementation Timeline. Access to the Rebound Provider Network and advocacy services shall commence on or around April 1, 2021 an initial one (1) month build-out. The Training and Integration Process shall commence on or around April 1, 2021.

Fees.

Initial Term – Year 1. Total Fees due and payable for the Services performed during the initial term of April 1, 2021 to March 31, 2022 will be Eight Thousand Five Hundred Fifty Dollars and 00/100 Cents (\$8,550 = \$225 x 38 total members) payable on April 1, 2021.

Year 2. Total Fees due and payable for the Services performed during the term of April 1, 2022 to March 31, 2023 will be Eight Thousand Five Hundred Fifty Dollars and 00/100 Cents (\$8,550 = \$225 x 38 total members) payable on April 1, 2022.

Year 3. Total Fees due and payable for the Services performed during the term of April 1, 2023 to March 31, 2024 will be Twelve Thousand Three Hundred Fifty Dollars and 00/100 Cents (\$12,350 = \$325 x 38 total members) payable on April 1, 2023.

Extension Term(s) - Years. If exercised by Client, the Fees due and payable for services performed during each Extension Term are as follows:

- (a) Total Fees for each Extension Term, if any, commencing after Year 3 shall be subject to a ten percent (10%) increase of the then-current Fees paid in the preceding Term

Client Representative.

Name: _____

Email: _____

Telephone Number: _____

Client Entities:

Terms and Conditions. This SOW adopts and incorporates by reference Rebound’s standard terms and conditions, available at <https://justrebound.com/terms-conditions/>. Notwithstanding anything to the contrary contained in or incorporated into any other document executed between the parties, the terms and conditions shall apply to this SOW and any subsequent orders, agreements, or SOWs and shall govern the relationship between the parties, unless there is a specific exception to the terms and conditions outlined in such SOW. By accepting this SOW, Client confirms Client has read and accepts the terms and conditions.

[Signature Page Follows]

IN WITNESS WHEREOF, the parties hereto have caused this SOW to be executed on the day and year of the first above written. No portion of this SOW may be reproduced, duplicated, or revealed in any manner without the prior written consent of REBOUND.

REBOUND:

Tactical Athlete Health and Performance Institute LLC

By: _____

Luis Rivera, Founder and CEO

CLIENT:

By: _____

Name: _____

Title: _____

Address: _____



Every day, public safety workers get hurt on and off the job.

When that happens, Rebound is here to help.

We guide workers through a complex healthcare system to heal more quickly, which saves time and money for all stakeholders.



First responders get better. Faster.

Our sole mission is to assist public safety workers in bouncing back to good health. Here's how we do it:

EASE OF USE

Rebound's 24/7 hotline is answered by **licensed athletic trainers** who connect injured workers with the best specialist in their area for their injury type. Correct triage is critical.

EXPEDITED & EXCEPTIONAL CARE

Our network of **sports medicine trained doctors and therapists** understand how to treat first responders, and they promise to **see our members within 24-48** hours of calling us.

CONCIERGE SUPPORT

From the moment an employee calls Rebound, we are **advocating for their care** and helping them **navigate the complex healthcare system**. And we keep all stakeholders informed until the worker is back to full duty at 100%.



"Rebound has literally done everything they said they would do, as well as go above and beyond. Budgets are getting hit hard, and injuries are a big part of that. When you have Rebound in your corner, helping you get people back to the job faster, that is huge for us from a daily staffing perspective and a budgetary standpoint."

**Battalion Chief
Robbie Franks
Memphis Fire Department**



Want more information?

Contact us

hello@justrebound.com
justrebound.com



Back to full duty. Faster.



If you're struggling with staffing shortages in these unprecedented times, we are here to help.

Rebound's sole mission is to assist your injured employees back to good health and back to full duty more quickly. And the best part? They'll thank you for Rebound, too, because the care and attention they receive during their recovery is second to none. Instead of fighting the healthcare system at every turn, your employees receive VIP treatment, which they deserve.

It's the right thing to do.

We are helping hundreds of departments just like yours across the country save millions in backfill costs while delivering a level of healthcare to your employees that often leaves them astonished and always grateful.

I look forward to talking to you about how Rebound can help your injured employees get better ... faster.

Sincerely,

A handwritten signature in blue ink that reads "Luis Rivera".

Luis Rivera
Rebound Founder



Employees return to work **30% faster** after an injury with Rebound's injury management model.



Departments countrywide report that our program **pays for itself within 10 weeks** through backfill overtime savings.



Support from our staff and treatment from our elite network of providers means **employees feel cared for and valued.**

The Rebound Difference.

When public safety employees get injured, their absence has a profound impact on a department's morale, budgets and staffing.

Rebound uses the principles of sports medicine to quickly bring your valuable team members "back to the field," just like professional sports injury management. On average, our treatment approach will return your employees to good health and work three months faster than a traditional treatment approach.

Here's how we do it:



Our **Navigators** are athletic trainers whose careers were forged in the assessment, treatment and rehabilitation of injuries in collegiate and professional sports. We bring this same expertise to your injured workers who put their bodies to the test every day.

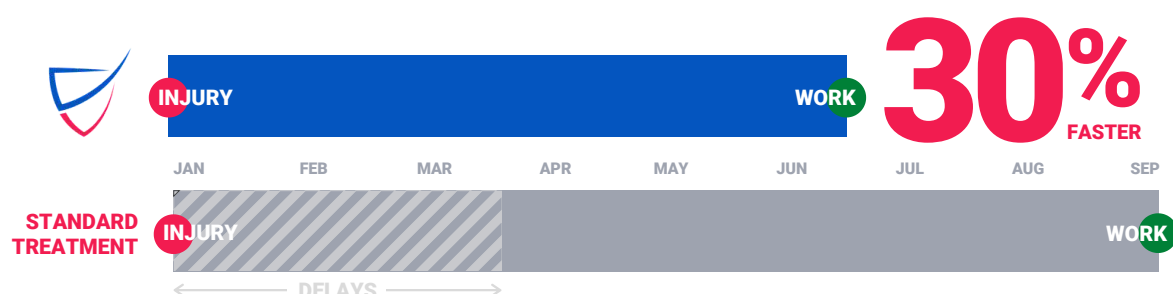


Rebound **Advocates** assist employees every step of the way in their injury recovery. They eliminate healthcare roadblocks so that workers concentrate on just one thing: getting better. They follow up after every doctor's appointment and keep all stakeholders informed.



Our network of **clinicians and therapists** are experts at treating patients with physically demanding jobs. They are dedicated to giving your workers priority scheduling and procedures, and they take training to further understanding our members' needs.

REBOUND VS. STANDARD TREATMENT



Why we do what we do.



Bouncing back to health

Firefighter Tom M. shares his priority care following a harrowing work injury.



Revolutionizing healthcare

How Rebound is improving healthcare for first responders - because it's the right thing to do.



Providers who are honored to treat you

Hear firsthand why clinicians and therapists in our network want to offer the best care possible



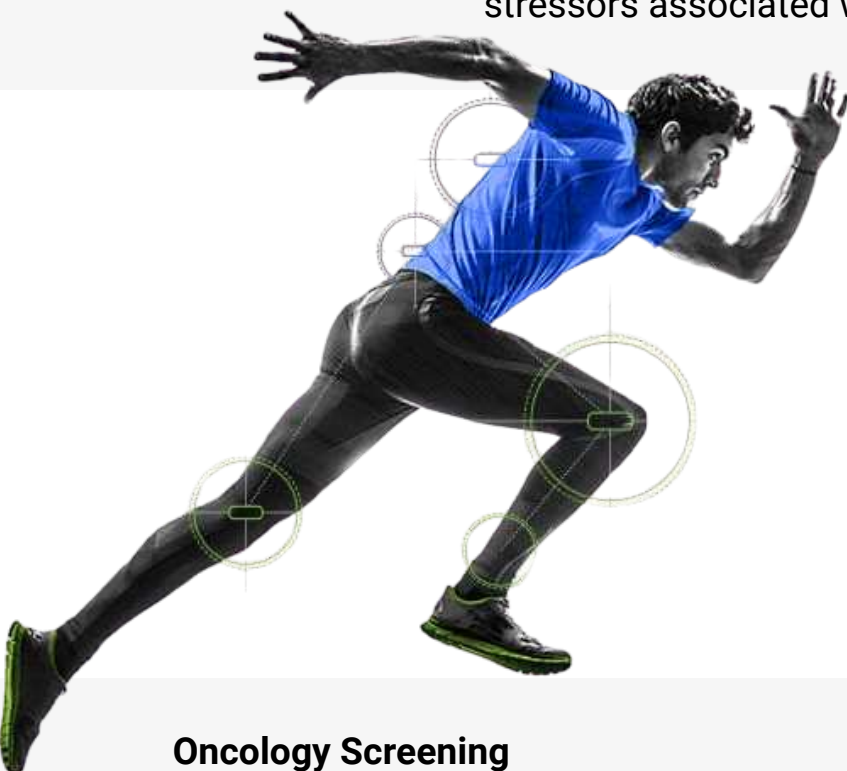
Getting healthier. Staying healthier.

Our new **Vitality Division** harnesses the power of technology, data and VIP-level services to safeguard your employees' well-being. Vitality services are forward thinking and focused on identifying factors that put members at risk for disease, pathology or musculoskeletal injury.



Safe Movement and Recovery

- 3D Movement Analysis to accurately assess risk of injury
- Virtual Movement Coaching with an athletic trainer
- Muscle Recovery utilizing Hyperice and Normatec to reduce stressors associated with public safety jobs



Cardiology Screening & Nutrition

- Proprietary Rebound Blood Test to assess risk of disease
- Cardiologist referral, if needed, based on algorithms and tests
- Eat Love nutrition app to help meet personal goals

Oncology Screening

- Proprietary Rebound Oncology blood test to identify risks
- Oncologist referral, if needed, based on algorithms and blood test, as well as our partnership with Cancer Treatment Centers of America



What we believe.

Our Mission

Every day, public safety employees get injured working their demanding jobs. Rebound delivers expedited, top-notch healthcare to injured public safety workers across the country, helping them return to good health and get back to their busy lives as well as their challenging and important work far more quickly than a traditional healthcare model.



Our Purpose

We take great pride in establishing trustworthy, transparent and mutually beneficial partnerships with municipalities, insurance companies, healthcare providers, and the members we serve. Together, we are committed to serve and protect public safety employees and their families, and pledge to lead them through the complexities of the traditional healthcare system, help them heal when injured so they get back to work quickly, and more important, guide them to live healthy and happy lives.

Our Values

People-centered



Collaborative



Reliable & trustworthy



Empathetic



Responsive & timely



Authentic & transparent



Unafraid



We get it. We've been there.

Our team is led by sports medicine trained therapists, experienced first responders and caring advocates who uniquely understand the challenges your employees face.

We protect those who protect us.

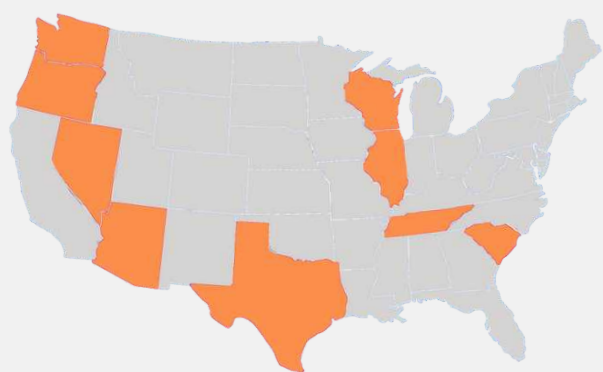
100+ YEARS

expertise in sports medicine and
patient healthcare advocacy

90+ YEARS

combined in law enforcement,
firefighting and education

Rebound: By the Numbers



9
States
(and expanding)



48,000+

Lives Protected
(and growing)



165

Municipalities
(and building)

10+

Years' Experience

MINORITY OWNED BUSINESS

with proven
track record



(800) 781-2320

hello@justrebound.com

www.justrebound.com

2505 N Oakland Ave, Milwaukee WI 53211



League of Wisconsin Municipalities Mutual Insurance

Re: Rebound

LWMMI is committed to helping the employees in our communities achieve the best outcome after an injury. To make this happen, we have entered into an exclusive partnership with Rebound who specializes in getting our injured employees to the best physicians and physical therapists in your area. Quick access to these top providers improves the quality of care, achieves a better outcome, and accelerates the return to a normal work and family life.

LWMMI believes this is an important service and is beneficial to the employee, municipality, and the program. As such, we have agreed to pay for the cost of this service based on the contract each municipality has signed with Rebound. Our only expectation is that when injuries do happen that the services of Rebound are utilized.

We are excited to offer this service and believe it speaks to the core values of our program. And that is to put our members first. Feel free to reach out to me or your agent with any questions.

Thanks.

Matt Becker
CEO
LWMMI
630-247-1370
matt@lwmmi.org

McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 22, 2021

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and action regarding a Master Services Agreement with Baker Tilly for the study of impact fees.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

The 2021 Budget provides for the study of the Library Impact Fee. This impact fee was created in 2006 and meant to pay back the construction of the library retrospectively through new growth. Final payments on the construction of the library are coming to an end and new study would need to be commissioned to establish the fee looking into the future and then beyond.

Included in your packet is the study for reference from 2006. The methodology would be reviewed and updated by the Auditor in conformance with State statutes. This would be a similar undertaking to what was done last year when the parks impact fee study was updated.

Our intentions are to enter into a master services agreement with the Auditor and then attach this study as a new task order to complete. The Village Attorney has reviewed this document and provided some changes that are under review by the Auditor.

Additionally, while reviewing the library study it was considered whether or not an impact fee could be created for the Public Safety Center. State law does allow for impact fees to be established to support facility development for police, fire, and ems of which our Public Safety Center would qualify. We would like to pursue a second task order for this purpose in 2021 to consider creating such a fee that when implemented would be charged to new construction and offset future tax levy support for debt payments. Similar concept to what was created in 2006 for the Library. Given that there was not a study in place previously, this item might take a little bit more to bring together as they are starting from scratch. There are enough funds in 2021 Budget to complete both and in doing so would aid in funding these facility projects.

FINANCIAL/BUDGET IMPACT:

The 2021 Budget provides for \$20,000 of borrowed money in the Capital Projects Fund. The Library Study is projected at a lower range needing likely half of those funds. The remaining funds can be dedicated to the Public Safety Impact Fee Study and any overage could be charged against the facilities line item for support services also within capital or just through reserves.

VILLAGE PLAN REFERENCE:

None.

**ORDINANCE REFERENCE:**

Impact fees in order to be created need to be established by Village Ordinance. Section 8-465 defines the current Public Library Impact Fees and makes reference to Appendix A for their fee schedule. A new ordinance would need to be created to amend this as well as to create a Public Safety Center Impact Fee if desired upon conclusion of the study. The Village Attorney will be involved to an extent to make sure these ordinance changes are drafted in accordance with Wisconsin Law.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Recommend approval of the Master Services Agreement with Baker Tilley and the included task orders to complete impact fee studies subject to final approval on the language by the Village Attorney.

ATTACHMENTS:

1. 2021-02-08 Final McFarland Impact Fee Study MSA
2. library impact fees

February 09, 2021

Mr. Matt Schuenke, Administrator
Village of McFarland
5915 Milwaukee Street
McFarland, WI 53558

Baker Tilly US, LLP
4807 Innovate Ln; PO Box 7398
Madison, WI 53707-7398
United States of America

T: +1 (608) 249 6622
F: +1 (608) 249 8532

bakertilly.com

RE: Engagement Letter Agreement Related to Services

This letter agreement (the "Engagement Letter") is to confirm our understanding of the basis upon which Baker Tilly US, LLP ("Baker Tilly") and its affiliates are being engaged by the Village of McFarland, Wisconsin (the "Client") to assist the Client with advisory services.

Scope, Objectives and Approach

It is anticipated that projects undertaken in accordance with this Engagement Letter will be at the request of the Client. The scope of services, additional terms and associated fee for individual engagements will be contained in a Scope Appendix or Appendices to this Engagement Letter. Authorization to provide services will commence upon execution and return of this Engagement Letter and one or more Appendices.

Management's Responsibilities

It is understood that Baker Tilly will serve in an advisory capacity with the Client. The Client is responsible for management decisions and functions, and for designating an individual with suitable skill, knowledge, or experience to oversee the services we provide. The Client is responsible for evaluating the adequacy and results of the services performed and accepting responsibility for such services. The Client is responsible for establishing and maintaining internal controls, including monitoring ongoing activities.

The procedures we perform in our engagement will be heavily influenced by the representations that we receive from Client personnel. Accordingly, false representations could cause material errors to go undetected. The Client, therefore, agrees that Baker Tilly will have no liability in connection with claims based upon our failure to detect material errors resulting from false representations made to us by any Client personnel and our failure to provide an acceptable level of service due to those false representations.

The ability to provide service according to timelines established and at fees indicated will rely in part on receiving timely responses from the Client. The Client will provide information and responses to deliverables within the timeframes established in a Scope Appendix unless subsequently agreed otherwise in writing.

The responsibility for auditing the records of the Client rests with the Client's separately retained auditor and the work performed by Baker Tilly shall not include an audit or review of the records or the expression of an opinion on financial data.

Ownership of IP

Unless otherwise stated in a specific Scope Appendix, subject to Baker Tilly's rights in Baker Tilly's Knowledge (as defined below), Client shall own all intellectual property rights in the deliverables developed under the applicable Scope Appendix or Appendices ("Deliverables"). Notwithstanding the foregoing, Baker Tilly will maintain all ownership right, title and interest to all Baker Tilly's Knowledge. For purposes of this Agreement "Baker Tilly's Knowledge" means Baker Tilly's proprietary programs, modules, products, inventions, designs, data, or other information, including all copyright, patent, trademark and other intellectual property rights related thereto, that are (1) owned or developed by Contractor prior to the Effective Date of this Agreement or the applicable Scope Appendix or Appendices ("Baker Tilly's Preexisting Knowledge") (2) developed or obtained by Baker Tilly after the Effective Date, that are reusable from client to client and project to project, where Client has not paid for such development; and (3) extensions, enhancements, or modifications of Baker Tilly's Preexisting Knowledge which do not include or incorporate Client's confidential information. To the extent that any Baker Tilly Knowledge is incorporated into the Deliverables, Baker Tilly grants to Client a non-exclusive, paid up, perpetual royalty-free worldwide license to use such Baker Tilly Knowledge in connection with the Deliverables, and for no other purpose without the prior written consent of Baker Tilly. Additionally, Baker Tilly may maintain copies of its work papers for a period of time and for use in a manner sufficient to satisfy any applicable legal or regulatory requirements for records retention.

Timing and Fees

Specific services will commence upon execution and return of a Scope Appendix to this Engagement Letter and our professional fees will be based on the rates outlined in such Scope Appendix.

Unless otherwise stated, in addition to the fees described in a Scope Appendix the Client will pay all of Baker Tilly's reasonable out-of-pocket expenses incurred in connection with the engagement. All out of pocket costs will be passed through at cost and will be in addition to the professional fee.

Dispute Resolution

Except for disputes related to confidentiality or intellectual property rights, all disputes and controversies between the parties hereto of every kind and nature arising out of or in connection with this Engagement Letter or the applicable Scope Appendix or Appendices as to the existence, construction, validity, interpretation or meaning, performance, nonperformance, enforcement, operation, breach, continuation, or termination of this Agreement or the applicable Scope Appendix or Appendices as shall be resolved as set forth in this section using the following procedure: In the unlikely event that differences concerning the services or fees provided by Baker Tilly should arise that are not resolved by mutual agreement, both parties agree to attempt in good faith to settle the dispute by engaging in mediation administered by the American Arbitration Association under its mediation rules for professional accounting and related services disputes before resorting to litigation or any other dispute resolution procedure. Each party shall bear their own expenses from mediation and the fees and expenses of the mediator shall be shared equally by the parties. If the dispute is not resolved by mediation, then the parties agree to expressly waive trial by jury in any judicial proceeding involving directly or indirectly, any matter (whether sounding in tort, contract, or otherwise) in any way arising out of, related to, or connected with this Agreement or the applicable Scope Appendix or Appendices as or the relationship of the parties established hereunder.

Because a breach of any the provisions of this Engagement Letter or the applicable Scope Appendix or Appendices as concerning confidentiality or intellectual property rights will irreparably harm the non-breaching party, Client and Baker Tilly agree that if a party breaches any of its obligations thereunder, the non-breaching party shall, without limiting its other rights or remedies, be entitled to seek equitable relief (including, but not limited to, injunctive relief) to enforce its rights thereunder, including without limitation protection of its proprietary rights. The parties agree that the parties need not invoke the mediation procedures set forth in this section in order to seek injunctive or declaratory relief.

Limitation on Damages

To the extent allowed under applicable law, the aggregate liability (including attorney's fees and all other costs) of either party and its present or former partners, principals, agents or employees to the other party related to the services performed under an applicable Scope Appendix or Appendices shall not exceed the fees paid to Baker Tilly under the applicable Scope Appendix or Appendices to which the claim relates, except to the extent finally determined to have resulted from the gross negligence, willful misconduct or fraudulent behavior of the at-fault party. Additionally, in no event shall either party be liable for any lost profits, lost business opportunity, lost data, consequential, special, incidental, exemplary or punitive damages, delays or interruptions arising out of or related to this Engagement Letter or the applicable Scope Appendix or Appendices as even if the other party has been advised of the possibility of such damages.

Each party recognizes and agrees that the warranty disclaimers and liability and remedy limitations in this Engagement Letter are material bargained for bases of this Engagement Letter and that they have been taken into account and reflected in determining the consideration to be given by each party under this Engagement Letter and in the decision by each party to enter into this Engagement Letter.

The terms of this section shall apply regardless of the nature of any claim asserted (including, but not limited to, contract, tort or any form of negligence, whether of you, Baker Tilly or others), but these terms shall not apply to the extent finally determined to be contrary to the applicable law or regulation. These terms shall also continue to apply after any termination of this Engagement Letter.

You accept and acknowledge that any legal proceedings arising from or in conjunction with the services provided under this Engagement Letter must be commenced within twelve (12) months after the performance of the services for which the action is brought, without consideration as to the time of discovery of any claim.

Other Matters

In the event Baker Tilly is requested by the Client; or required by government regulation, subpoena, or other legal process to produce our engagement working papers or its personnel as witnesses with respect to its Services rendered for the Client, so long as Baker Tilly is not a party to the proceeding in which the information is sought, Client will reimburse Baker Tilly for its professional time and expenses, as well as the fees and legal expenses incurred in responding to such a request.

Neither this Engagement Letter, any claim, nor any rights or licenses granted hereunder may be assigned, delegated, or subcontracted by either party without the written consent of the other party. Either party may assign and transfer this Engagement Letter to any successor that acquires all or substantially all of the business or assets of such party by way of merger, consolidation, other business reorganization, or the sale of interest or assets, provided that the party notifies the other party in writing of such assignment and the successor agrees in writing to be bound by the terms and conditions of this Engagement Letter.

Mr. Matt Schuenke, Administrator
Village of McFarland

February 9, 2021
Page 4

In the event that any provision of this Engagement Letter or statement of work contained in a Scope Appendix hereto is held by a court of competent jurisdiction to be unenforceable because it is invalid or in conflict with any law of any relevant jurisdiction, the validity of the remaining provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Engagement Letter or statement of work did not contain the particular provisions held to be unenforceable. The unenforceable provisions shall be replaced by mutually acceptable provisions which, being valid, legal, and enforceable, come closest to the intention of the parties underlying the invalid or unenforceable provision. If the Services should become subject to the independence rules of the U.S. Securities and Exchange Commission with respect to Client, such that any provision of this Engagement Letter would impair Baker Tilly's independence under its rules, such provision(s) shall be of no effect.

Termination

Both the Client and Baker Tilly have the right to terminate this Engagement Letter or any work being done under an individual Scope Appendix at any time after reasonable advance written notice. On termination, all fees and charges incurred prior to termination shall be paid promptly. Unless otherwise agreed to by the Client and Baker Tilly, the scope of services provided in a Scope Appendix will terminate 60 days after completion of the services in such Appendix.

This Engagement Letter, including the attached Disclosures as updated from time to time, comprises the complete and exclusive statement of the agreement between the parties, superseding all proposals, oral or written, and all other communications between the parties. Both parties acknowledge that work performed pursuant to the Engagement Letter will be done through Scope Appendices executed and made a part of this document.

Any rights and duties of the parties that by their nature extend beyond the expiration or termination of this Engagement Letter shall survive the expiration or termination of this Engagement Letter or any statement of work contained in a Scope Appendix hereto.

If this Engagement Letter is acceptable, please sign below and return one copy to us for our files.

Sincerely,

A handwritten signature in dark ink, appearing to read "Carla A. Gogin", written in a cursive style.

Carla A. Gogin, CPA
Partner

Mr. Matt Schuenke, Administrator
Village of McFarland

February 9, 2021
Page 5

Signature Section:

The terms as set forth in this Engagement Letter are agreed to on behalf of the Client by:

Name: _____

Title: _____

Date: _____

RE: Library Impact Fee Update Study

DATE: February 9, 2021

This Scope Appendix is attached by reference to the above named engagement letter (the “Engagement Letter”) between the Village of McFarland, Wisconsin (the “Client”) and Baker Tilly US, LLP and relates to services to be provided by Baker Tilly US, LLP.

Scope of Work

Baker Tilly US, LLP (“BTUS”) will perform the following services:

The purpose of this study is to update the Village of McFarland's library impact fee in accordance with Wisconsin Statutes. The process will include a needs assessment using national, regional, or local standards to determine service levels. Cost estimates for needed projects will be generated in consultation with the Village's architects and / or consultants. The standards applied, and the system used to update impact fees are intended to withstand scrutiny in public deliberation processes as provided for in the law.

Task 1 Review Background Information

- Review background information and assumptions for development of the Needs Assessment study:
 - o Existing library impact fee methodology
 - o Existing fees and charges related to new development
 - o Existing needs assessments related to library
 - o Historical capital expenditures for the existing library to provide a moderate standard level according to DPI standards
 - o Village's 2017 Facilities Master Plan
 - Current and projected land use
 - Projected growth and development
 - Capital improvements/facilities that will be required within the Village
 - Anticipated funding sources to support the planned growth and development.
- Any known factors that could affect future growth and development
- Village's Zoning Ordinance
- Village's Capital Improvement Plan including current funding practices, funding sources and other policies for financing capital improvements
- Base-line information related to the provision of providing library services permitted under the State law:
 - o Current service level standards
 - o Current status of facilities
 - o Plans for construction/additions/improvements
 - o Plans for extension of services to undeveloped areas
- Current demographic information
 - o Population, households and property values
- Historical trends in population and households, nonresidential development, residential and nonresidential property values
- Past impact fees revenues and accrued interest

Task 2 Develop Preliminary Needs Assessment

- Prepare an inventory of existing library assets
- Using the Village's current level of service standards, develop a needs assessment for the library impact fee
 - o Determine the percentage of facilities attributable to serving existing development and the percentage needed for future development
- Work with the Village's architect and / or consultants to establish the cost of any identified capital needs
- Review preliminary needs assessment with Village management and make adjustments as appropriate

Task 3 Develop Recommended Library Impact Fee

- Determine the recommended costs to be recovered through impact fees from future development
- Identify and discuss alternatives for determining eligible costs
 - o Including treatment of past impact fee revenues and accrued interest earnings
- Schedule of recommended impact fees for residential and group quarters depending on Village's current methodology
- Impact on housing affordability

Task 4 Legal Review of Recommended Impact Fees

- Village to submit recommended library impact fee to the Village Attorney for review and comment. Based on this legal review, Baker Tilly will modify the impact fees incorporating the changes recommended by the Village Attorney.

Task 5 Prepare and Review Recommended Impact Fees

- Baker Tilly will prepare and present a Recommended Impact Fees Report to the Village Administrator and appropriate staff for their review and comment.
- Following this review, Baker Tilly will modify the recommended impact fees report incorporating the Village staff comments into final report as appropriate

Task 6 Present Final Recommended Impact Fees Report

- Baker Tilly will present the final recommended impact fee report to the Village

Deliverables

The deliverable will be a recommended Library Impact Fee Report

**SCOPE APPENDIX A to
Engagement Letter dated: February 9, 2021
Between the Village of McFarland, Wisconsin and
Baker Tilly US, LLP**

Project Team

Each client draws on the talents of many members of our staff. We assign a specific client service team to ensure primary responsibility for each project. The staff assigned to this project is experienced in local government management and operations including impact fees.

Project Partner	Carla A. Gogin, CPA, Partner
	Carla specializes in serving the financial needs of state and local government clients. Carla has more than 28 years of experience overseeing municipal financial and single audits. Carla has been directly involved in assisting Wisconsin municipalities with creating and updating their impact fees and fees in lieu of land dedication under Wisconsin state statutes. Carla is the leader of the Wisconsin state and local government audit team. She is active in several industry associations, including the Government Finance Officers Association (GFOA), Wisconsin Institute of Certified Public Accountants (WICPA), Wisconsin Government Finance Officers Association (WGFOA), and the American Institute of Certified Public Accountants (AICPA). She holds a Bachelor of Business Administration in accounting degree from the University of Wisconsin - Madison.
Project Manager	Nicholas Dragisich, P.E., Firm Director
	Qualifications: Nick is team leader for BTUS' Public Sector financial management practice. He has more than 30 years of management experience, including service as a city administrator, assistant city manager and city engineer. As the Assistant City Manager – Operations for Spokane, Washington, his departments included Capital Programs Planning/G.I.S., Engineering Services, Real Estate, Building Codes, Environmental Programs, General Services, Planning, Solid Waste Collection and Recycling, Transportation, Wastewater and Stormwater Management, and Water and Hydroelectricity. He joined Baker Tilly in 2000 and became the management consulting services practice group leader in 2003. Nick has been directly responsible for or involved in numerous cost allocation analyses, impact fee studies, utility rate studies, long-range financial planning models, organizational management studies, staffing analyses, fiscal impact studies, as well as developing many Excel®-based computer models for clients in California, Iowa, Illinois, Indiana, Kansas, Maryland, Minnesota, Montana, Missouri, Nebraska, New York, North Carolina, North Dakota, Texas, Utah, Virginia, Washington and Wisconsin. He holds a Master of Business Administration, a bachelor's degree in civil engineering and is a licensed professional engineer in Minnesota and Washington. Nick is also MSRB Municipal Advisor Series 50 Qualified.
Project Support	Patty Kettles, Director
	Patty has more than 24 years of experience working with BTUS clients on various projects, including performing utility rate analyses and financial feasibilities, impact fees, financing options, capital improvement programming and debt management. Patty holds a Master of Business Administration from the University of St. Thomas and a Bachelor of Science degree in Finance from the University of Minnesota. She is also MSRB Municipal Advisor Series 50 Qualified.

Client Responsibilities

To conduct this study, the Village will need to designate a staff member to serve as a project manager. This person will be responsible for assisting BTUS with gathering accurate and timely data needed to complete the project and to assist in arranging for required meetings. At a minimum, the following information will be needed to complete the study:

- Existing impact fees and/or impact fee calculations (BTUS has a copy)
- Existing fees and charges related to new development
- Existing needs assessments related to impact fees (BTUS has a copy)
- Historical capital expenditures for public facilities required to provide basic services
- Village's 2017 Facilities Master Plan (the Village has already provided a link)
- Current and projected land use
- Projected growth and development
- Library improvements/facilities that will be required within the Village
- Anticipated funding sources to support the planned growth and development.
- Any known factors that could affect future growth and development
- Village's Zoning Ordinance
- Circulation allocation between the Village and outside communities
- Village's Capital Improvement Plan including current funding practices, funding sources and other policies for financing capital improvements
- Base-line information related to the provision of the services
- Past impact fee revenues and accrued interest and the spend down analysis for these revenues
- Other relevant data needed for the study
- Understand the work will be performed as appropriate for the type of work being performed subject to the current COVID 19 restrictions and guidelines of both the Village and Baker Tilly

Nonattest Services

This is a nonttest service. For purposes of the Engagement Letter and this Scope Appendix, nonattest services include services that the *Government Auditing Standards* refers to as nonaudit services.

We will not perform any management functions or make management decisions on your behalf with respect to any nonattest services we provide.

In connection with our performance of any nonattest services, you agree that you will:

- Continue to make all management decisions and perform all management functions.
- Designate an employee with suitable skill, knowledge, and/or experience, preferably within senior management, to oversee the services we perform.
- Evaluate the adequacy and results of the nonattest services we perform.
- Accept responsibility for the results of our nonattest services.
- Establish and maintain internal controls, including monitoring ongoing activities related to the nonattest function.

Anticipated Schedule

We anticipate completing this project within twelve to sixteen weeks of receiving the notice to proceed provided we receive information from the Client and provided the Client is available for required meetings and feedback as required by the schedule.

**SCOPE APPENDIX A to
Engagement Letter dated: February 9, 2021
Between the Village of McFarland, Wisconsin and
Baker Tilly US, LLP**

Compensation and Invoicing

BTUS proposes to assist Client with this impact fee study as described in Tasks 1 through Task 3 and Task 5 and Task 6 in this scope appendix for an estimated fee in the range of \$7,500 to \$12,000 which includes all direct and indirect costs. The Cost of the Village Attorney review in Task 4 would be paid for by the Village.

If additional work is requested and authorized by the Client that is outside of the scope of services or required due to situations discussed herein, Client will be notified and it will be invoiced at either our standard hourly rates shown below or at an agreed upon fee based on the additional scope requested.

Title	Hourly Rate
Principal and Partner	\$350
Director and Senior Manager	\$270
Manager and Senior Staff	\$225
Staff	\$165
Associates	\$80

Remote work



For Baker Tilly, the safety of our people is paramount. We are committed to playing our part in containing COVID-19 by practicing responsible social distancing. In most cases, our firm has directed all professionals to work remotely for the time being. We are prepared to deliver exceptional client service through remote means.

The Client's engagement team has various tools enabling them to assist you from any location – including Zoom, WebEx, and Microsoft Teams – to quickly set up online meetings.

We can either share information via email or we use Huddle, a secure cloud collaboration software, to work together anywhere, anytime and on any device. Huddle provides a platform to share files, assign tasks, and track activity in a secure environment. Using Huddle allows for the accumulation of documents in one place. It also enables real-time communication. We also use Microsoft Teams, which can be used to facilitate easier communication and project management.

Termination

This Scope Appendix will terminate according to the terms of the Engagement Letter.

**SCOPE APPENDIX A to
Engagement Letter dated: February 9, 2021
Between the Village of McFarland, Wisconsin and
Baker Tilly US, LLP**

If this Scope Appendix is acceptable, please sign below and return one copy to us for our files. We look forward to working with you on this important project.

Sincerely,



Carla A. Gogin, CPA
Partner

Signature Section:

The services and terms as set forth in this Scope Appendix are agreed to on behalf of the Client by:

Name: _____

Title: _____

Date: _____

**RE: Fire Protection, Law Enforcement, Emergency Medical Facilities (“Public Safety”)
Impact Fee Study**

DATE: February 9, 2021

This Scope Appendix is attached by reference to the above named engagement letter (the “Engagement Letter”) between the Village of McFarland, Wisconsin (the “Client”) and Baker Tilly US, LLP and relates to services to be provided by Baker Tilly US, LLP.

Scope of Work

Baker Tilly US, LLP (“BTUS”) will perform the following services:

The purpose of this study is to develop public safety impact fees in accordance with Wisconsin Statutes. The process will include a needs assessment using national, regional, or local standards to determine service levels. Cost estimates for needed projects will be generated in consultation with the Village's architects, engineers and / or other consultants. The standards applied to create public safety impact fees is intended to withstand scrutiny in public deliberation processes as provided for in the law.

Task 1 Review Background Information

- Review background information and assumptions for development of the Needs Assessment study:
 - o Existing documentation related to the future Public Safety Center
 - o Existing standards related to public safety (fire, police, EMS)
 - o Village's 2017 Facilities Master Plan
 - Current and projected land use
 - Projected growth and development
 - Capital improvements/facilities that will be required within the Village
 - Anticipated funding sources to support the planned growth and development.
- Any known factors that could affect future growth and development
- Village's Zoning Ordinance
- Village's Capital Improvement Plan including current funding practices, funding sources and other policies for financing capital improvements
- Base-line information related to the provision of providing police, fire and ambulance services permitted under the State law:
 - o Current service level standards
 - o Review current facilities
 - o Review plans related to the new Public Safety Center
 - o Plans for extension of services to undeveloped areas
 - o Plan to serve non-Village properties
- Current demographic information
 - o Population, households and property values
- Historical trends in population and households, nonresidential development, residential and nonresidential property values

Task 2 Develop Preliminary Needs Assessment

- Prepare an inventory of existing public safety capital assets
- Using the Village's current level of service standards, develop a needs assessment for the public safety impact fee
 - o Determine the percentage of facilities attributable to serving existing development and the percentage needed for future development
- Work with the Village's architect and / or consultants to analyze the costs of the new Public Safety Center
- Review preliminary needs assessment with Village management and make adjustments as appropriate

Task 3 Develop Recommended Public Safety Impact Fee

- Determine the recommended costs to be recovered through impact fees from future development
- Identify and discuss alternatives for determining eligible costs
- Schedule of recommended impact fees for residential, non-residential and group quarters
- Impact on housing affordability

Task 4 Legal Review of Recommended Impact Fees

- Village to submit recommended public safety impact fee to the Village Attorney for review and comment. Based on this legal review, Baker Tilly will modify the impact fees incorporating the changes recommended by the Village Attorney.

Task 5 Prepare and Review Recommended Impact Fees

- Baker Tilly will prepare and present a Recommended Impact Fees Report to the Village Administrator and appropriate staff for their review and comment.
- Following this review, Baker Tilly will modify the recommended impact fees report incorporating the Village staff comments into final report as appropriate

Task 6 Present Final Recommended Impact Fees Report

- Baker Tilly will present the final recommended impact fees report to the Village

Deliverables

The deliverable will be a recommended Public Safety Impact Fee Report

**SCOPE APPENDIX B to
Engagement Letter dated: February 9, 2021
Between the Village of McFarland, Wisconsin and
Baker Tilly US, LLP**

Project Team

Each client draws on the talents of many members of our staff. We assign a specific client service team to ensure primary responsibility for each project. The staff assigned to this project is experienced in local government management and operations including impact fees.

Project Partner	Carla A. Gogin, CPA, Partner
	Carla specializes in serving the financial needs of state and local government clients. Carla has more than 28 years of experience overseeing municipal financial and single audits. Carla has been directly involved in assisting Wisconsin municipalities with creating and updating their impact fees and fees in lieu of land dedication under Wisconsin state statutes. Carla is the leader of the Wisconsin state and local government audit team. She is active in several industry associations, including the Government Finance Officers Association (GFOA), Wisconsin Institute of Certified Public Accountants (WICPA), Wisconsin Government Finance Officers Association (WGFOA), and the American Institute of Certified Public Accountants (AICPA). She holds a Bachelor of Business Administration in accounting degree from the University of Wisconsin - Madison.
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- Existing fees and charges related to new development
- Historical capital expenditures for public safety to provide services
- Village's 2017 Facilities Master Plan (the Village has already provided a link)
- Current and projected land use
- Projected growth and development
- Detailed costs related to the new Public Safety Center
- Anticipated funding sources to support the planned growth and development.
- Any known factors that could affect future growth and development
- Village's Zoning Ordinance
- Existing public safety standards
- Village's Capital Improvement Plan including current funding practices, funding sources and other policies for financing capital improvements
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**SCOPE APPENDIX B to
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Sincerely,



Carla A. Gogin, CPA
Partner

Signature Section:

The services and terms as set forth in this Scope Appendix are agreed to on behalf of the Client by:

Name: _____

Title: _____

Date: _____

McFARLAND PUBLIC LIBRARY
McFarland, Wisconsin

REPORT ON LIBRARY IMPACT FEES
AND
PUBLIC FACILITIES NEEDS ASSESSMENT

Approved by V.B.
4/24/06

Virchow, Krause & Company, LLP
Ten Terrace Court
P.O Box 7398
Madison, WI 53707-7398
608.249,6622

Dated: March 7, 2006

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MCFARLAND PUBLIC LIBRARY

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MCFARLAND PUBLIC LIBRARY

Library Impact Fees Executive Summary and Introduction

EXECUTIVE SUMMARY

The Village of McFarland is expected to continue to experience steady growth over the next two decades. This anticipated growth has required the Village to expand its library facilities. A library impact fee will assist in financing the capital costs associated with these facility additions.

This document serves to establish the basis for such impact fees in accordance with Wisconsin Statute 66.0617. In addition to developing the fee structure, this document also satisfies the statutory obligation to produce a public facility needs assessment.

A portion of the capital costs attributable to the library facilities will be paid by new development through impact fees. The library impact fee will be charged only to residential units in the Village of McFarland. The Village does not have statutory authority to charge the impact fee to non-residents. In addition, the impact fee will not be charged non-residential units (commercial, industrial) within the Village limits as their usage of the library is minimal.

All aspects of the Wisconsin statute governing impact fees (66.0617) have been considered in the preparation of this report. The primary resources used to prepare this document include the Service and Space Needs Summary from the Wisconsin Division for Libraries and Community Learning and cost data from Dimension IV – Madison. This information should be used in conjunction with this report.

INTRODUCTION

It is anticipated the Village will experience continued growth. Per U.S. Census Data, the population of the Village of McFarland was 6,350 in 2000. Per Village management, the Village's population is estimated at 7,051 in 2005. The average growth equates to 170 persons per year resulting in an estimated Village population of 8,755 in 2015.

Per management, the library has a current service population of approximately 10,846. Of this total, 7,051 or 65% represents village residents and 3,795 or 35% represents nonresidents.

Planning responsibly for new growth within a community is one of many challenges facing local governments. Effective accommodation of this development requires the construction and upgrading of public facilities and infrastructure needed to serve new residents.

It is common that during the construction and upgrade of public infrastructure, the majority of residents and businesses that will occupy the newly developed areas of the community may not yet be present. Development of land precedes the inhabiting of the property. While this may be an obvious fact, it holds important consequence for the public financing of new development. In order to apportion the public costs of new development fairly and responsibly, some measure must be undertaken to ensure that the entire cost of accommodating new development is not born solely by the current residents of the municipality. One such measure to accomplish this goal is the use of an impact fee on the new development to offset the initial cost to local taxpayers of satisfying the additional demand on the public infrastructure.

VILLAGE OF MCFARLAND

Library Impact Fees Section A – Impact Fee Statutory Requirements

SECTION A – IMPACT FEE STATUTORY REQUIREMENTS

Wisconsin's Impact Fee Statute 66.0617 clarified the previous uncertainty surrounding charging capital costs to developers. Largely sought by developers, this law prescribes the types of public infrastructure for which an impact fee may be charged, the costs which may be included in developing an impact fee, as well as the obligations on the part of the issuing municipality prior to and subsequent to the fee charged. These obligations are detailed below.

Wisconsin State Statute Section 66.0617(6) – Standards for Impact Fees:

This report adheres to what an impact fee should reflect according to Wisconsin State Statute 66.0617(6). The requirements are as follows:

- *Per Subsection (6)(a), shall bear a rational relationship to the need for new, expanded or improved public facilities that are required to serve land development.*

The impact fees found herein are for new, expanded or improved library facilities that are required to serve future developed land and the service demands that development creates.

- *Per Subsection (6)(b), may not exceed the proportionate share of the capital costs that are required to serve land development, as compared to existing uses of land within the political subdivision.*

The capital costs which form the basis for the impact fees developed as part of this study include the proportional share of the newly constructed and improved facilities to accommodate future growth.

- *Per Subsection (6)(c), shall be based upon actual capital costs or reasonable estimates of capital costs for new, expanded or improved public facilities.*

The costs used in this study are based on actual or reasonable estimates of capital costs.

- *Per Subsection (6)(d), shall be reduced to compensate for other capital costs imposed by the political subdivision with respect to land development to provide or pay for public facilities, including special assessments, special charges, land dedications or fees in lieu of land dedications under Chapter 236 or any other items of value.*

The other financing sources listed above were taken into consideration as a part of the impact fee computation.

It is estimated the Village will receive \$500,000 of fundraising monies and \$500,000 in proceeds from the sale of the current library. These monies will first be used to offset the cost of furnishings and equipment. Any remaining funds will be used to offset construction costs on the portion of the library attributable to current residents rather than future residents. Therefore, these monies were not included in calculating the proposed library impact fee.

VILLAGE OF MCFARLAND

Library Impact Fees Section A – Impact Fee Statutory Requirements

SECTION A – IMPACT FEE STATUTORY REQUIREMENTS (cont.)

Wisconsin State Statute Section 66.0617(6) – Standards for Impact Fees (cont.):

- *Per Subsection (6)(e), shall be reduced to compensate for moneys received from the federal or state government specifically to provide or pay for the public facilities for which the impact fees are imposed.*

Village staff has determined that state and federal grant funds can not be relied upon to fund library construction projects. Therefore, the fees have not been reduced for such funds. Grant funds received in the future will be factored in future impact fee calculations.

- *Per Subsection (6)(f), may not include amounts necessary to address existing deficiencies in public facilities.*

The capital costs included in the impact fee computations are not related to curing existing deficiencies.

The McFarland Public Library staff and the Space Needs Analysis supplied the forecasted costs and determined the allocation between future growth and existing deficiencies. This allocation is required since statutes only allow impact fees for future growth; facility deficiencies are not recoverable in impact fees.

- *Per Subsection (6)(g) shall be payable by the developer to the political subdivision, either in full or in installment payments that are approved by the political subdivision, before a building permit may be issued or other required approval may be given by the political subdivision.*

Payment of the impact fee is addressed in Section D of this report which is located on page 7.

Wisconsin State Statute Section 66.0617(1) Definitions:

The following definitions as outlined in Wisconsin State Statute 66.0617(1) have been addressed in the fee computation. The requirements are as follows:

- *Per Subsection(1)(a), Capital costs means the capital costs to construct, expand or improve public facilities, including the cost of land, and including legal, engineering and design costs to construct, expand or improve public facilities, except that not more than 10% of capital costs may consist of legal, engineering and design costs unless the political subdivision can demonstrate that its legal, engineering and design costs which relate directly to the public improvement for which the impact fees were imposed exceed 10% of capital costs.*

Based on the definition above, only allowable capital costs are included in the impact fee computation.

- *Per Subsection (1)(f), "Public Facilities" means....libraries.*

The library project included in the impact fee computation meets this definition.

VILLAGE OF MCFARLAND

Library Impact Fees Section A – Impact Fee Statutory Requirements

SECTION A – IMPACT FEE STATUTORY REQUIREMENTS (cont.)

Wisconsin State Statute Section 66.0617(1) Definitions (cont.):

- *Per Subsection (1)(g), "Service area" means geographical area delineated by a political subdivision within which there are public facilities.*

For purposes of the library needs analysis, the service area is defined as the Village of McFarland as well as outside communities using the library facilities

Schedule A calculates the cost of library replacement per person, regardless of whether or not the user is a resident of the Village of McFarland. It is assumed that the costs related to non-residents are not recoverable unless the McFarland Public Library negotiates an agreement involving non-resident use of the facility.

- *Per Subsection (1)(h), "Service Standard" means a certain quantity or quality of public facilities relative to a certain number of persons, parcels of land or other appropriate measure, as specified by the political subdivision.*

The Village has established its level of service in Section B, page 5.

Wisconsin State Statute Section 66.0617(6) – Needs Assessment:

In addition to these requirements, the Impact Fee Statute also requires that a municipality prepare a public facility needs assessment for which it is anticipated that impact fees may be imposed. This document serves as the needs assessment for the Village of McFarland in the consideration of a library impact fee. In accordance with the statute, it provides each of the following required elements of the assessment:

1. *An inventory of existing public facilities, including an identification of existing deficiencies in the quantity or quality of those public facilities, for which it is anticipated that the impact fee may be imposed.*
 - An inventory of the Village's library facilities is reflected in Section B on page 5.
2. *An identification of new public facilities, or improvements and expansions of existing public facilities that will be required because of the new land development. This identification shall be based upon an explicitly identified level of service.*
 - The future improvements and expansions are identified in Appendix A on page 10. The level of service is identified in Section B on page 5.
3. *A detailed estimate of the capital costs of providing the new public facilities or improvements and expansions previously mentioned, including an estimate of the effect of imposing impact fees on the availability of affordable housing within the political subdivision*
 - Appendix A lists average cost estimates provided by the Village for library facilities. A statement of the effect on affordable housing is contained in Section D on page 7.

VILLAGE OF MCFARLAND

Library Impact Fees Section B – Inventory of Proposed Facilities

SECTION B – INVENTORY OF PROPOSED FACILITIES

Inventory of Existing Library Facilities

In 2000, the village purchased a 4,000 square foot building to house the village library. This library was serving a circulation population of 10,846. However, according to DPI standards this facility was not meeting the needs of the existing population.

The village is completing construction on a new 17,820 square foot facility and has vacated the old library building. The new facility will accommodate a 2025 service population of 15,744.

This information fulfills the obligation under the Impact Fee Statute to give an inventory of the existing public infrastructure prior to development and the imposition of impact fees.

Service Standard - Library

The levels of service related to the library are part of the Public Library Standards issued by the Wisconsin Department of Public Instruction. The four levels are Basic, Moderate, Enhanced and Excellent based on either municipal population or service population. The standards are met by meeting specific criteria as follows:

- Full time equivalent staff per 1,000 population
- Volumes held per capita (print)
- Periodical titles received per 1,000 population (print)
- Audit recordings held per capita
- Video recordings held per capita
- Hours open
- Materials expenditures per capita
- Collection size (print, audio and video) per capita

The proposed facility has been sized to accommodate the specific amount of items which will allow the library to meet the Moderate level of collection size. Since the library is designed to meet a service population of 15,744 by the year 2025, the Moderate standard is met as follows according to DPI standards:

• Full time equivalent staff per 1,000 population	.50
• Volumes held per capita (print)	3.40
• Periodical titles received per 1,000 population (print)	9.70
• Audit recordings held per capita	.16
• Video recordings held per capita	.22
• Hours open	59
• Materials expenditures per capita	\$4.50
• Collection size (print, audio and video) per capita	3.80

VILLAGE OF MCFARLAND

Library Impact Fees Section C – Impact Fee Methodology and Computation

SECTION C – IMPACT FEE METHODOLOGY AND COMPUTATION

Impact Fee Methodology

The proposed impact fee examined in this report is intended for the partial recovery of public costs associated with expansion and improvements to the Village's library facilities. These improvements will be required as a result of proceeding with the development of the area. The Impact Fee Statute requires the proposed fee to bear a rational relationship to capital costs as well as to be proportional to the use of the added infrastructure.

The total amount to be collected through impact fees is calculated based on the proportional share of the increase in library facilities generated by the new growth in the Village.

Impact Fee Computation

The details of the impact fee computation can be found in Appendix A.

VILLAGE OF MCFARLAND
Library Impact Fees
Section D – Impact Fee Collection

SECTION D – IMPACT FEE COLLECTION

Low Cost Housing

In general, the level of the fee in relation to average housing cost should not impede the affordability of low-cost housing. For example, including the proposed single family impact fee of \$710 in a typical 30 year mortgage at 6% interest would equate to an additional monthly payment of \$4.26. That is less than one half of one percent on the median monthly mortgage payment of \$1,313 for the Village of McFarland per the United States 2000 Census. In addition, if the owner of a multifamily dwelling were to include the proposed library multi-family fee of \$431 in a mortgage with the same terms, the additional monthly payment would be \$2.58. This also equates to less than one half of one percent of the Village of McFarland's median monthly rent of \$571 per the United States 2000 Census. However, the Village will review projects that qualify for low cost housing on an individual basis.

The impact fee statute allows for waived or reduced fees on new development that is approved for affordable housing. If a portion of the project has been approved for affordable housing, then the fee may be adjusted accordingly at the discretion of the Village Council.

Impact Fee Collection

Accounting

Revenues from impact fees shall be placed in a segregated interest bearing account separate from the other funds of the Village. Impact fee revenues and interest may be expended only for capital costs for which the impact fees were imposed. Impact fees that are collected, but not used within the time period specified in the impact fee ordinance for the capital costs, for which they were imposed, shall be refunded to the current owner of the property.

Imposition of the Fee

All impact fees will be due at either the time of building permit issuance or at the time of platting.

Updates to the Report

This study should be updated on a periodic basis. This will allow for changes in growth, project costs, estimates or other projects to be incorporated into the fee.

VILLAGE OF MCFARLAND

Library Impact Fees

Section E – Compliance with Wisconsin Impact Fee Requirements

SECTION E – COMPLIANCE WITH WISCONSIN IMPACT FEE REQUIREMENTS

The process followed and information utilized in developing the fees included in this study pursuant to Wisconsin Statutes includes the following steps and documents:

- Requires a Public Hearing:
 - Class 1 notice
 - Provide copy of proposed ordinances
 - Provide public facilities needs assessment
- Based on a Public Facilities Needs Assessment:
 - (for facilities included in the impact fee calculation)
 - Inventory of existing facilities, including deficiencies
 - Identification of new public facilities
 - Estimated (or actual) capital cost of new public facilities
 - Effect of recovering capital costs on affordable housing
 - Available for public inspection 20 days before hearing
- Follow Impact Fee Standards:
 - Rational relationship to the need for new facilities
 - Proportionality
 - Actual costs or reasonable estimates
 - Net of other charges
 - Net of grants
 - Must exclude improvements to address deficiencies
 - Payable to the Village before a building permit is issued
- Establish Accounting Requirements:
 - Use of funds restricted
 - Subject to refund
- Specify Appeal Procedure

APPENDIX A

CALCULATION OF IMPACT FEES

VILLAGE OF MCFARLAND
Impact Fee Calculation
Summary

Appendix A
Schedule 1

Summary of Library Facilities - Impact Fee Calculations

Single Family	\$ 710
---------------	--------

Multi Family <i>two family</i>	\$ 431
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Dwelling Unit Type	Persons per HH	Cost per Person	Fee
Single Family (Owner Occupied)	2.90	\$ 244.70	\$ 709.62
<i>Two-family</i> Multi Family (Renter Occupied)	1.76	\$ 244.70	\$ 430.66

Cost Recovery	Phase I.	Oversizing
Construction Cost	\$ 3,779,143 ¹	\$ 144,300 ⁴
Design service population	15,755 ²	29,901 ⁵
Cost per person	\$ 239.87 ³	\$ 4.83

¹ Construction contract award amount per January 5, 2006 summary completed by Dimension IV - Madison. Cost summary as follows:

Site Acquisition	\$ 595,000
Abatement	8,547
Building construction	2,886,769
Other - Electrical, Fixtures, Signage	194,821
Contingency - 2% on construction	28,306
Professional design fees	210,000
Subtotal	3,923,443
Less: Oversizing	(144,300) ⁴
Total - Phase One	\$ 3,779,143

² Per the January 5, 2006 Dimension IV - Madison space needs estimate noting a 2025 services population of 15,570. The size of the new library will be 17,820 square feet and is based upon the service area population to the year 2025.

³ The Village's population is estimated at 7,051 for 2005. Assuming maintaining the annual growth rate of 170 - 175 people per year, the Village's 2025 population is projected to be approximately 10,451. However, as noted above, the library will serve both the City and outside communities. The village makes up 65% of the total circulation. 35% of the circulation is made up of outside communities.

2025 Service Population:

McFarland Residents	10,451	66.33%
Non-residents	5,304	33.67%
Total	15,755	

⁴ Overbuild - the library expended the following amounts during the current construction phase to accommodate a future second story of 16,000 square feet. This future phase is expected in 2035.

Construct elevator shaft walls and pit	\$ 4,500
Oversize footing and foundation	8,500
Galvanized roof decking	2,300
Oversize support columns, beams, and roof joists	105,000
Oversize public restroom (1 fixture each)	24,000
Total Oversizing Costs	\$ 144,300

⁵ **Standard - square foot per person:**

Total Square Feet	17,820
Total Service Population	15,755
Square Foot Per Person	1.1311

Design Population for Overbuild:

Total Square Feet	16,000
Standard: Square Foot Per Person	1.1311
Design Population - Overbuild Portion	14,146
Design Population 2005 - 2025	15,755
Total Design Population - Overbuild	29,901

ORDINANCE NO. 2006-10

**AN ORDINANCE TO ESTABLISH PUBLIC LIBRARY
IMPACT FEES IN THE VILLAGE OF MCFARLAND**

Purpose: The Village of McFarland's steady growth in the past fifteen (15) years and anticipated growth over the next two decades has required the Village to expand its public library. A library impact fee will assist in financing the capital costs associated with the construction of the new library. Pursuant to Wis. Stats. § 66.0617, the Village has directed the preparation of a Public Facilities Needs Assessment for the library by Virchow Krause & Company, LLP. This assessment included, among other things, a description of the existing public library and a discussion concerning the existing deficiencies in the quality of the existing public library; identification of the new public library that is required because of land development, a detailed estimate of the capital costs in providing the new and improved public library, including an estimate of the effect of recovering these capital costs through impact fees on the availability of affordable housing in the Village of McFarland. The Village Board of the Village of McFarland has concluded that the impact fees supported by the Public Facilities Needs Assessment are reasonable and in the public interest.

Sponsor: Library Board

Recommended Referral: Already reviewed by Library Board

Public Hearing: Required; preceded by publication of a Class 1 Notice and placing of the Public Facilities Needs Assessment and this proposed Ordinance in the Village Clerk's Office at least 20 days prior to the public hearing.

The Village Board of the Village of McFarland do hereby ordain as follows:

1. Section 3-2-2(b)(3) of the McFarland Municipal Code is hereby created to read as follows:

“(3) Public library impact fees pursuant to Section 15-1-24 of the McFarland Municipal Code.”

2. Section 3-2-2(c)(1)(D) of the McFarland Municipal Code is hereby created to read as follows:

“(D) Public Facilities Needs Assessment for Public Library impact fees prepared by Virchow Krause & Company, LLP dated March 7, 2006.”

3. Section 3-2-2(e)(3) of the McFarland Municipal Code is hereby created to read as follows:

“(3) Public Library: 7 years”

4. Section 15-1-24 of the McFarland Municipal Code is hereby created to read as follows:

“SECTION 15-1-24 PUBLIC LIBRARY IMPACT FEE.

(a) At the time a Building Permit is issued for construction of new single family, two family or multi family residential dwelling units for lots or condominium units, an impact fee shall be collected.

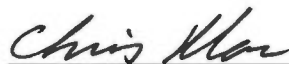
(b) The fee shall be calculated as follows:

(1) <u>Type of Development</u>	<u>Impact Fee</u>
Single family	\$710.00
Two family or Multi-family (per dwelling unit)	\$431.00.”

5. Effective Date. This Ordinance shall take effect upon publication.

The above and foregoing Ordinance was duly adopted at a regular meeting of the McFarland Village Board on the 24th day of April, 2006.

APPROVED:



Chris Klar, Village President

ATTEST:



Deb Neal, Village Clerk

ORDINANCE 2006-10

MOTIONED	SECONDED
Heaton-Amrhein	Kensgaard
ACTION	DATE

Adopted	4-24-06
Referred	
Tabled	
Withdrawn	
Defeated	
Published	

INDIVIDUAL VOTING RECORD			
Havlik	No	Kushner	Aye
Heaton-Amrhein	Aye	Miles	Aye
Kensgaard	Aye	Wernet	Aye
Klar	Aye		

VOTING RESULTS	
Motion Carried:	6-1
Motion	
Defeated:	

PROOF OF PUBLICATION

STATE OF WISCONSIN }
DANE COUNTY } ss.

Wayne Toske, being duly sworn, both depose and say that he is the general manager of the McFarland Thistle, a newspaper published at the Village of McFarland, in the County of Dane, State of Wisconsin, and that an advertisement of which the annexed is a true copy, taken from said paper, was published therein on

May 11, 2006

(Signed)

Wayne P. Toske
General Manager

Subscribed and sworn before me this 11th day of

May, 2006
Joan E. Squires
Notary Public, State of Wisconsin

My Commission expires 6-14, 2009

No. Lines 108 No. Times 1 Affidavit Fees \$ 1.00

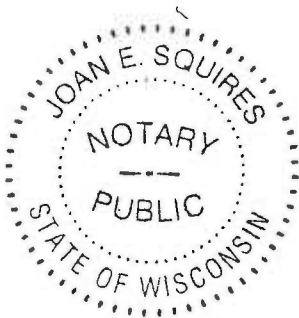
Printers Fees \$ 49.30

Total \$ 50.30

ORDINANCE NO. 2006-10
AN ORDINANCE TO ESTABLISH
PUBLIC LIBRARY
IMPACT FEES IN THE
VILLAGE OF MCFARLAND

Purpose: The Village of McFarland's steady growth in the past fifteen (15) years and anticipated growth over the next two decades has required the Village to expand its public library. A library impact fee will assist in financing the capital costs associated with the construction of the new library. Pursuant to Wis. Stats. § 66.0617, the Village has directed the preparation of a Public Facilities Needs Assessment for the library by Virchow Krause & Company, LLP. This assessment included, among other things, a description of the existing public library and a discussion concerning the existing deficiencies in the quality of the existing public library; identification of the new public library that is required because of land development, a detailed estimate of the capital costs in providing the new and improved public library, including an estimate of the effect of recovering these capital costs through impact fees on the availability of affordable housing in the Village of McFarland. The Village Board of the Village of McFarland has concluded that the impact fees supported by the Public Facilities Needs Assessment are reasonable and in the public interest.

Sponsor: Library Board
Recommended Referral: Already reviewed by Library Board
Public Hearing: Required: preceded by



VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, February 22, 2021

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion regarding a Multi-Community Wage Study prepared by GovHR USA on behalf of the Dane County Cities and Villages Association.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Included within your packet is a Multi-Community Wage Study that was completed through a Consultant by the Dane County Cities and Villages Association. The Village President worked with DCCVA to prepare this work on behalf of all the member communities and requested it be included at this meeting to share with the board and discuss as needed.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed for this agenda item.

ATTACHMENTS:

1. FINAL REPORT DCCVA -Multi-Community Wage Study - Final 02.11.2021
2. FINAL DCCVA Multi-Community Wage Study Analysis



Dane County
Cities & Villages Association

DANE COUNTY CITIES AND VILLAGES ASSOCIATION

Multi-Community Wage Study

FINAL REPORT

February 2021



I. INTRODUCTION

GovHR USA, LLC (GovHR) is pleased to have had the opportunity to work with the Dane County Cities' and Villages' Association (DCCVA) on this Multi-Community Wage Study. Human resource management is a significant concern as governmental services continue to increase in cost and complexity, and the resources to fund local governments are constrained. Day-to-day operations present challenging administrative problems in planning, organizing, and directing human resource functions in order to achieve maximum efficiency and effectiveness in the delivery of municipal services.

A properly developed and administered Compensation Plan forms the foundation for meeting these challenges. It helps to ensure that the communities in Dane County can not only recruit the best and brightest employees but can also retain those employees, even in a competitive marketplace. By retaining qualified, experienced employees the communities in Dane County avoid the costs of re-recruitments and lost productivity, while maximizing the benefits of the investments they have made in employees and the institutional and community knowledge acquired by those employees over their tenures. GovHR understands the high expectations that have been established in all communities in Dane County for service delivery and competitiveness in recruiting and retaining excellent employees.

Scope of Work

The scope of work called for GovHR to carry out the following:

I. Meetings and Salary Survey

Below is a list of tasks included in this component of the Study (listed in the order that the work was performed):

- **Study preparation and project meetings.** Met with the DCCVA project team to discuss Study methods and expectations; answered questions and reviewed the scope and schedule of work.
- **Determined comparable communities and collected compensation data.** GovHR, along with the DCCVA project team, determined a logical survey sample of "like" communities that impact the compensation market of Dane County. Then, GovHR designed and sent out the survey for the positions covered in the Study.

II. Salary Survey

- Tabulated, summarized, and analyzed comparative compensation information obtained from the survey. Prepared pay tabulations that compared the salary ranges of the communities in Dane County to the salary ranges of its comparable communities. Prepared comparison calculations at the 50th, 60th, 65th, 75th and 80th percentiles. Displayed data for each jurisdiction and for each position and summarized the data in table form.

III. Draft and Final Report

- A preliminary analysis of the data was shared with the DCCVA project team. Feedback from the project team was reviewed and incorporated into the recommendations.
- This report has been prepared by the Consultant and sent electronically to the DCCVA.

II. SALARY DATA

The DCCVA initiated this Multi-Community Wage Study to ensure that communities within Dane County are informed about the various pay rates for positions within Dane County and outside of Dane County. To achieve external competitiveness, a market survey of comparable jurisdictions was conducted. The market analysis provides information to Dane County communities that will allow them to remain externally competitive in the marketplace. The following explains the labor market review and collection of salary data.

Selection of Comparable Jurisdictions for Data Purposes

Selecting jurisdictions for the comparison group is an important element in a Wage Study. When selecting jurisdictions to serve as comparables, it is important to use particular criteria to evaluate the other jurisdictions to assure that those chosen as comparables will be the most similar to a specific group of communities within Dane County.

The communities in Dane County were broken down into seven (7) different groups, based on population. The groups are shown below:

Group 1: Rockdale

Group 2: Black Earth
Blue Mounds
Brooklyn
Cambridge
Dane
Maple Bluff
Mazomanie

Group 3: Belleville
Cross Plains
Deerfield
Marshall
Shorewood Hills

Group 4: Cottage Grove
Edgerton
McFarland
Monona
Mount Herob
Windsor

Group 5: Deforest
Oregon
Stoughton
Verona
Waunakee

Group 6: Fitchburg
Middleton
Sun Prairie

Group 7: Madison

For Groups 1 – 6, GovHR first considered all cities and villages in Brown, Columbia, Dodge, Green, Iowa, Jefferson, Kewaunee, Lafayette, Milwaukee, Oconto, Outagamie, Ozaukee, Rock, Sauk, Washington, Waukesha, and Winnebago counties with varying population requirements per group. For instance, for Group 6, GovHR considered all villages and cities in the counties listed with a population between 13,793 and 55,170. Then, within each of these groups the following criteria was applied:

<u>Criterion</u>	<u>Total Possible Points</u>	<u>Factor Weight</u>
1. Population	20	20%
2. Income Per Tax Return	20	20%
3. Equalized Value	20	20%
4. Property Tax Levy Per Capita	20	20%
<u>5. Basic Spending Per Capita</u>	<u>20</u>	<u>20%</u>
	100	100%

Groups 1-6 all had the same initial screening criteria and same five (5) criterion applied. There were a couple of small additions to some of the initial screening criteria for a couple of groups. For instance, Group 5 included the counties listed above and cities and villages with a population between 6,000 and 20,000 and with a income per capita between \$57,000 and \$128,000.

Within each of the five (5) categories, ranges of compatibility were established. For example, the closer a community was to matching the group's average estimated population, the closer the community would be to receiving the maximum of twenty (20) points. A community whose population was significantly larger or smaller than a group's population would receive fewer or even zero (0) points. Thus, a municipality achieving a total of one hundred (100) points would be considered most comparable to the group of communities in Dane County. A community with zero (0) points was therefore determined to be the least comparable to a group of communities in Dane County.

For Groups 2 – 6 a cutoff of ninety-five (95) points was established to select the communities most similar to the group across the five (5) categories. For Group 1 a cut-off of eighty-five (85) was established.

For Group 7 (Madison), the criteria used to select comparable communities was different due to their size. The initial screen for this group was Midwestern cities (Illinois, Indiana, Iowa, Kansas, Michigan,

Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin) with populations between approximately 173,000 and 390,000. Then the following four (4) criteria were applied:

<u>Criterion</u>	<u>Total Possible Points</u>	<u>Factor Weight</u>
1. Population	25	25%
2. Per Capita Income	25	25%
3. Full Time Equivalents	25	25%
4. Full Time Payroll	25	25%
	100	100%

For Group 7 a cut-off of eighty-five (85) points was established to select the communities most similar to Madison across the four (4) criteria. Appendix A details the comparable analysis for each group.

Selection of Positions for Survey Purposes

When developing the salary survey, it is important to select positions that are likely to have data available from the surveyed municipalities. These positions are referred to as benchmark positions. Based on the size of the Study and number of positions in the communities, GovHR worked with the DCCVA on selecting twenty-four (24) positions for the in-county survey that would only be sent to Dane County communities. For the external survey, GovHR and DCCVA focused on ten (10) higher-level/managerial positions that were most common in most communities. A list of all positions surveyed are noted below. The positions with an asterisk are the positions included in the external comparable survey.

City/Village Administrator*	Building Inspector*
City/Village Clerk*	Building Maintenance Supervisor
Office Mgr/Admin Services Dir.	Public Works Director*
Administrative Assistant	Streets Supervisor
Finance Director*	Public Works Crew Member
Account Clerk/Finance Assistant	Parks Director*
IT Director	Parks Crew Member
IT Technician	Recreation Supervisor
Police Chief*	Library Director*
Police Captain/Lieutenant	Librarian
Police Sergeant	Library Assistant
Fire Chief*	City/Village Planner*

Salary Survey

After identifying the positions, the Consultants then prepared and distributed a salary survey to the comparable communities inside and outside of Dane County. The detailed salary survey data for each position is contained in Appendix B. It is important to make a few of observations regarding Appendix B.

- 1) The salary data is information that was available as of November 2020 – January 2021.
- 2) Some of the comparable municipalities provided salary range minimums and maximums for comparison purposes, while others (those that don't utilize salary ranges as part of their pay plans) provided actual salaries for surveyed positions. The salary range minimums and maximums and actuals were analyzed to determine the 50th, 60th, 65th, 70th and 80th percentiles to identify wage ranges for "average" and "above average" payers. Salary ranges are a better gauge of market salaries than an actual salary and are thus preferred to conduct analysis.
- 3) Salary ranges associated with positions that have been reclassified may not be consistent with other salary ranges in a particular Grade.
- 4) Data contained within Appendix B has been thoroughly reviewed.

Appraisal and Use of Salary Data

While comparing your community's current salaries to those paid by other employers in the comparable communities, it must be noted that variations in compensation may be due to several factors, including:

- 1) Organizational size and economic conditions can have an impact on positions. In smaller organizations, employees are often asked to "wear many hats" and therefore take on more duties and responsibilities than would normally be required of a certain position. In addition, the economic downturn forced organizations to "do more with less", compelling staff to take on more duties and responsibilities than they have in the past. Therefore, it becomes increasingly harder to compare "like" positions within organizations.
- 2) Some employers place a different relative worth on certain groups of employees. For example, some employers are forced to place a higher value on certain employees or groups of employees because of the market, and therefore, pay them more. Overall, the policies and value judgments of different employers in compensating the same kind of work can vary widely. There is rarely a single prevailing rate for any particular kind of work, even within the same labor market.
- 3) It can be difficult to make exact comparisons among the different employers of the duties and responsibilities of ostensibly similar jobs.

Nevertheless, comparative salary data is widely recognized as a good measure of the appropriate compensation rates with respect to the prevailing market. This data is also useful as an indication of prevailing opinions concerning the compensation relationships that should exist among different classifications of work. The Study only looked at base compensation. The compensation associated with longevity or other fringe benefits was not analyzed.

III. COMPENSATION PLAN OPTIONS

A basic element in any human resources management program is adequate and equitable employee compensation. A compensation plan of this nature is essential if qualified employees are to be recruited and retained. The primary function of a compensation plan is to provide a structure that will enable the communities in Dane County to recruit and retain competent employees. The plan should:

- 1) Provide for equal compensation for work of equivalent job content and responsibility.
- 2) Facilitate adjustments to compensation levels based on changing economic and employment conditions that impact these interrelationships.
- 3) Establish compensation ranges that compare favorably with those of other equivalent jurisdictions within the appropriate labor market.

Communities have different compensation structures based on their organizational needs. Below is a summary of two (2) plan options:

A Defined Increment Plan is a pay plan that has salary ranges with a minimum and a maximum with defined percentage increments (e.g., 2%) in between. If an employee has a satisfactory performance evaluation, he/she systematically advances through their pay range. This performance evaluation, and resulting salary increment increase, occurs annually.

An Open Range Merit Plan also has salary ranges with minimums and maximums, but without defined percentage increments in between. Employees are advanced through the pay range based on annual satisfactory performance evaluation, with the “percentage” of their increase determined by their supervisors.

Some communities have also successfully incorporated a **Blended Pay Plan**, which uses components from both the defined increment and open range. An important component in the process of developing

a compensation plan is first understanding and applying the pay philosophy of the community (50th, 60th percentile, etc.).

Appreciation

GovHR has appreciated the opportunity to work with the Dane County Cities and Villages Association on this Multi-Community Wage Study. GovHR is available to answer questions provide insight and information to the DCCVA member communities on this Multi-Community Wage Study. A special thank you to Ann Gryphan and the Project Team for their and support dedicated to the project. The Project Team members are listed below:

Ann Gryphan
Association Manager
Dane County Cities and Villages Association

Bill Burns
Finance Director
City of Middleton

Brad Czebotar
Village President
Village of McFarland

Bryan Gadow
Administrator
City of Monona

APPENDIX A

Groups	Municipality	Population
GROUP 7	Madison	252,546
GROUP 6 Population = 27500 * 1.5+/-	Sun Prairie	33,966
	Fitchburg	28,316
	Middleton	20,472
	AVG.	27,585
GROUP 5 Population = 12000 * 1.25+/-	Waunakee	13,675
	Stoughton	12,854
	Verona	12,384
	DeForest	10,221
	Oregon	10,078
	AVG.	11,842
GROUP 4 Population = 7000 * 1.25 +/-	McFarland	8,527
	Monona	7,801
	Windsor	7,795
	Mount Horeb	7,240
	Cottage Grove	6,661
	Edgerton	5,613
	AVG.	7,273
GROUP 3 Population = 3000 * 1.5+/-	Cross Plains	3,974
	Marshall	3,856
	Deerfield	2,472
	Belleville	2,401
	Shorewood Hills	2,238
	AVG.	2,988
GROUP 2 Population = 1300 * 1.5+/-	Mazomanie	1,664
	Cambridge	1,519
	Brooklyn	1,427
	Black Earth	1,397
	Maple Bluff	1,299
	Dane	1,099
	Blue Mounds	961
	AVG.	1,338
GROUP 1	Rockdale	214

GROUP 1

1. 2018 Population: Maximum 15 Points						
214						
Factor	Minimum Range			Maximum Range		Points
1.50	143	214		214	321	
2.00	107	142		322	428	
2.50	86	106		429	535	
3.00	71	85		536	642	
All Others						0
2. 2018 Income Per Tax Return: Maximum 20 Points						
\$58,000						
Factor	Minimum Range			Maximum Range		Points
1.50	\$38,667	\$58,000		\$58,000	\$87,000	
2.00	\$29,000	\$38,666		\$87,001	\$116,000	
2.50	\$23,200	\$28,999		\$116,001	\$145,000	
3.00	\$19,333	\$23,199		\$145,001	\$174,000	
All Others						0
3. 2019 Equalized Value: Maximum 20 Points						
\$16 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	11	16		16	24	
2.00	8	10		25	32	
2.50	6	7		33	40	
3.00	5	5		41	48	
All Others						0
4. 2019 Property Tax Levy Per Capita: Maximum 20 Points						
\$316						
Factor	Minimum Range			Maximum Range		Points
1.50	211	316		316	474	
2.00	158	210		475	632	
2.50	126	157		633	790	
3.00	105	125		791	948	
All Others						0
5. 2018 Basic Spending Per Capita: Maximum 15 Points						
\$262						
Factor	Minimum Range			Maximum Range		Points
1.50	175	262		262	393	
2.00	131	174		394	524	
2.50	105	130		525	655	
3.00	87	104		656	786	
All Others						0

Initial Screen:

All cities and villages in Brown, Columbia, Dodge, Green, Iowa, Jefferson, Kewaunee, Lafayette, Milwaukee, Oconto, Outagamie, Ozaukee, Rock, Sauk, Washington and Waukesha and Winnebago Counties with Population less than 600.

Sources:

(1) Wisconsin Policy Forum's Municipal Data Tool for Population, Income Per Tax Return, Equalized Value, Property Tax Levy and Basic Spending Per Capita: <https://wispolicyforum.org/research/municipal-datatool-examining-and-comparing-wisconsin-cities-and-villages/>

(2) Google Maps: Proximity to Approximate Center of Dane County (Represented by City of Madison)

Note:

Each of the five criterion contain ranges to assess comparability with the Group's average data. For example, each of the four ranges for the Group's average population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 20 (most similar to the Group), the Group's average population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The Group's average population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points").

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Rockdale	214	20	58,000	20	16	20	316	20	262	20		100
Hollandale	283	20	46,000	20	15	20	299	20	586	10	39	90
Lowell	329	15	44,000	20	14	20	350	20	501	15	39	90
Loganville	287	20	46,000	20	15	20	521	15	475	15	51	90
Friesland	350	15	46,000	20	22	20	229	20	427	15	49	90
Ironton	255	20	41,000	20	8	15	188	15	209	20	62	90
Nichols	271	20	45,000	20	9	15	188	15	387	20	127	90
Rock Springs	303	20	40,000	20	23	20	549	15	629	10	48	85
La Valle	348	15	45,000	20	16	20	393	20	578	10	62	85
Gratiot	227	20	41,000	20	8	15	361	20	565	10	56	85
Clyman	413	15	49,000	20	21	20	584	15	506	15	44	85
Rewey	287	20	40,000	20	9	15	179	15	446	15	63	85
Browntown	279	20	41,000	20	14	20	152	10	612	10	49	80
South Wayne	485	10	48,000	20	20	20	379	20	609	10	53	80
Cazenovia	318	20	37,000	5	16	20	386	20	407	15	67	80
Cobb	467	10	48,000	20	28	15	345	20	398	15	54	80
Doylestown	292	20	46,000	20	16	20	85	0	308	20	32	80
Linden	538	5	43,000	20	20	20	177	15	486	15	54	75
Lime Ridge	153	20	41,000	20	10	15	91	0	200	20	60	75
Casco	598	5	58,000	20	34	10	260	20	333	20	161	75
Neosho	569	5	65,000	20	42	5	326	20	344	20	55	70
Suring	521	10	34,000	15	22	20	516	15	639	10	159	70
Lena	552	5	45,000	20	32	15	430	20	656	5	165	65
Merrimac	423	15	66,000	20	79	0	559	15	613	10	36	60
Bear Creek	443	10	44,000	20	17	20	50	0	643	10	125	60
Kekoskee	158	20	56,000	20	91	0	-181	0	616	10	59	50
Brownsville	594	5	110,000	15	92	0	674	10	575	10	67	40
Lac la Belle	296	20	219,000	0	120	0	1,822	0	882	0	51	20
Chenequa	593	5	1,002,000	0	492	0	3,328	0	3,330	0	58	5
Oconomowoc Lake	596	5	437,000	0	366	0	2,467	0	2,142	0	53	5

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Rockdale	214	20	58,000	20	16	20	316	20	262	20		100
Hollandale	283	20	46,000	20	15	20	299	20	586	10	39	90
Lowell	329	15	44,000	20	14	20	350	20	501	15	39	90
Loganville	287	20	46,000	20	15	20	521	15	475	15	51	90
Friesland	350	15	46,000	20	22	20	229	20	427	15	49	90
Ironton	255	20	41,000	20	8	15	188	15	209	20	62	90
Nichols	271	20	45,000	20	9	15	188	15	387	20	127	90
Rock Springs	303	20	40,000	20	23	20	549	15	629	10	48	85
La Valle	348	15	45,000	20	16	20	393	20	578	10	62	85
Gratiot	227	20	41,000	20	8	15	361	20	565	10	56	85
Clyman	413	15	49,000	20	21	20	584	15	506	15	44	85
Rewey	287	20	40,000	20	9	15	179	15	446	15	63	85
Browntown	279	20	41,000	20	14	20	152	10	612	10	49	80
South Wayne	485	10	48,000	20	20	20	379	20	609	10	53	80
Cazenovia	318	20	37,000	5	16	20	386	20	407	15	67	80
Cobb	467	10	48,000	20	28	15	345	20	398	15	54	80
Doylestown	292	20	46,000	20	16	20	85	0	308	20	32	80

GROUP 2

1. 2018 Population: Maximum 15 Points						
1,397						
Factor	Minimum Range			Maximum Range		Points
1.50	931	1,397		1,397	2,096	
2.00	699	930		2,097	2,794	
2.50	559	698		2,795	3,493	
3.00	466	558		3,494	4,191	
All Others						0
2. 2018 Income Per Tax Return: Maximum 20 Points						
\$75,000						
Factor	Minimum Range			Maximum Range		Points
1.50	\$50,000	\$75,000		\$75,000	\$112,500	
2.00	\$37,500	\$49,999		\$112,501	\$150,000	
2.50	\$30,000	\$37,499		\$150,001	\$187,500	
3.00	\$25,000	\$29,999		\$187,501	\$225,000	
All Others						0
3. 2019 Equalized Value: Maximum 20 Points						
\$131 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	87	131		131	197	
2.00	66	86		198	262	
2.50	52	65		263	328	
3.00	44	51		329	393	
All Others						0
4. 2019 Property Tax Levy Per Capita: Maximum 20 Points						
\$623						
Factor	Minimum Range			Maximum Range		Points
1.50	415	623		623	935	
2.00	312	414		936	1246	
2.50	249	311		1247	1558	
3.00	208	248		1559	1869	
All Others						0
5. 2018 Basic Spending Per Capita: Maximum 15 Points						
\$625						
Factor	Minimum Range			Maximum Range		Points
1.50	417	625		625	938	
2.00	313	416		939	1,250	
2.50	250	312		1,251	1,563	
3.00	208	249		1,564	1,875	
All Others						0

Initial Screen:

All cities and villages in Brown, Columbia, Dodge, Green, Iowa, Jefferson, Kewaunee, Lafayette, Milwaukee, Oconto, Outagamie, Ozaukee, Rock, Sauk, Washington, Waukesha and Winnebago Counties with Population between 800 and 2,500 and Income Per Tax Return between \$45,000 and \$170,000.

Sources:

(1) Wisconsin Policy Forum's Municipal Data Tool for Population, Income Per Tax Return, Equalized Value, Property Tax Levy and Basic Spending Per Capita: <https://wispolicyforum.org/research/municipal-datatool-examining-and-comparing-wisconsin-cities-and-villages/>

(2) Google Maps: Proximity to Approximate Center of Dane County (Represented by City of Madison)

Note:

Each of the five criterion contain ranges to assess comparability with the Group's average data. For example, each of the four ranges for the Group's average population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 20 (most similar to the Group), the Group's average population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The Group's average population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points").

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Mazomanie	1,664		56,000		173		675		626			
Cambridge	1,519		62,000		173		788		625			
Brooklyn	1,427		75,000		111		623		607			
Black Earth	1,397		76,000		131		573		729			
Maple Bluff	1,299		337,000		470		2,038		1,295			
Dane	1,099		96,000		104		604		479			
Blue Mounds	961		65,000		83		538		479			
MEDIAN	1,397	20	75,000	20	131	20	623	20	625	20		100
Spring Green	1,630	20	60,000	20	174	20	719	20	532	20	38	100
Newburg	1,253	20	56,000	20	88	20	517	20	438	20	82	100
Fall River	1,754	20	55,000	20	159	20	435	20	418	20	30	100
Big Bend	1,423	20	65,000	20	187	20	985	15	757	20	74	95
Fox Lake	1,503	20	49,000	15	90	20	559	20	670	20	48	95
Palmyra	1,757	20	46,000	15	130	20	618	20	592	20	49	95
Clinton	2,120	15	50,000	20	130	20	438	20	553	20	54	95
Lannon	1,204	20	54,000	20	141	20	346	15	536	20	72	95
Randolph	1,792	20	48,000	15	104	20	504	20	482	20	43	95
Eagle	2,014	20	65,000	20	196	20	381	15	467	20	55	95
Monticello	1,218	20	48,000	15	89	20	669	20	419	20	30	95
West Baraboo	1,581	20	48,000	15	128	20	558	20	418	20	41	95
Hustisford	1,115	20	50,000	15	78	15	634	20	543	20	49	90
Mineral Point	2,488	15	54,000	20	217	15	670	20	534	20	51	90
New Glarus	2,173	15	69,000	20	207	15	708	20	525	20	25	90
Orfordville	1,440	20	46,000	15	79	15	423	20	494	20	34	90
Nashotah	1,357	20	137,000	15	204	15	541	20	490	20	56	90
Belmont	1,000	20	70,000	20	77	15	317	15	451	20	63	90
Dousman	2,336	15	64,000	20	216	15	535	20	439	20	54	90
Fredonia	2,201	15	63,000	20	184	20	418	20	392	15	88	90
Barneveld	1,258	20	63,000	20	147	20	561	20	270	10	28	90
Winneconne	2,447	15	67,000	20	223	15	661	20	488	20	96	90
Rio	1,059	20	48,000	15	68	15	414	15	507	20	32	85
Arlington	829	15	62,000	20	83	15	519	20	414	15	23	85
Pardeeville	2,096	20	47,000	15	146	20	344	15	384	15	34	85
Lomira	2,491	15	53,000	20	176	20	391	15	369	15	71	85
North Prairie	2,214	15	74,000	20	254	15	419	20	322	15	58	85
Denmark	2,216	15	56,000	20	174	20	370	15	344	15	137	85
Black Creek	1,309	20	48,000	15	72	15	387	15	519	20	119	85
Hazel Green	1,261	20	52,000	20	63	10	260	10	519	20	83	80
Arena	830	15	52,000	20	50	5	527	20	498	20	29	80

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Iron Ridge	928	15	51,000	20	55	10	317	15	443	20	56	80
Cuba City	2,100	15	49,000	15	135	20	450	20	300	10	76	80
Belgium	2,374	15	65,000	20	207	15	429	20	205	0	95	70
Shiocton	928	15	62,000	20	42	0	347	15	505	20	121	70
Theresa	1,252	20	52,000	20	60	10	176	0	416	15	63	65
Argyle	842	15	46,000	15	39	0	255	10	497	20	42	60
Highland	837	15	48,000	15	42	0	213	5	441	20	59	55
Benton	957	20	48,000	15	47	5	160	0	391	15	77	55

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Mazomanie	1,664		56,000		173		675		626			
Cambridge	1,519		62,000		173		788		625			
Brooklyn	1,427		75,000		111		623		607			
Black Earth	1,397		76,000		131		573		729			
Maple Bluff	1,299		337,000		470		2,038		1,295			
Dane	1,099		96,000		104		604		479			
Blue Mounds	961		65,000		83		538		479			
MEDIAN	1,397	20	75,000	20	131	20	623	20	625	20		100
Spring Green	1,630	20	60,000	20	174	20	719	20	532	20	38	100
Newburg	1,253	20	56,000	20	88	20	517	20	438	20	82	100
Fall River	1,754	20	55,000	20	159	20	435	20	418	20	30	100
Big Bend	1,423	20	65,000	20	187	20	985	15	757	20	74	95
Fox Lake	1,503	20	49,000	15	90	20	559	20	670	20	48	95
Palmyra	1,757	20	46,000	15	130	20	618	20	592	20	49	95
Clinton	2,120	15	50,000	20	130	20	438	20	553	20	54	95
Lannon	1,204	20	54,000	20	141	20	346	15	536	20	72	95
Randolph	1,792	20	48,000	15	104	20	504	20	482	20	43	95
Eagle	2,014	20	65,000	20	196	20	381	15	467	20	55	95
Monticello	1,218	20	48,000	15	89	20	669	20	419	20	30	95
West Baraboo	1,581	20	48,000	15	128	20	558	20	418	20	41	95

GROUP 3

1. 2018 Population: Maximum 20 Points						
2,988						
Factor	Minimum Range			Maximum Range		Points
1.50	1,992	2,988		2,988	4,482	
2.00	1,494	1,991		4,483	5,976	
2.50	1,195	1,493		5,977	7,471	
3.00	996	1,194		7,472	8,965	
All Others						0
2. 2018 Income Per Tax Return: Maximum 20 Points						
\$87,600						
Factor	Minimum Range			Maximum Range		Points
1.50	\$58,400	\$87,600		\$87,600	\$131,400	
2.00	\$43,800	\$58,399		\$131,401	\$175,200	
2.50	\$35,040	\$43,799		\$175,201	\$219,000	
3.00	\$29,200	\$35,039		\$219,001	\$262,800	
All Others						0
3. 2019 Equalized Value: Maximum 20 Points						
\$354 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	236	354		354	531	
2.00	177	235		532	708	
2.50	142	176		709	885	
3.00	118	141		886	1,061	
All Others						0
4. 2019 Property Tax Levy Per Capita: Maximum 20 Points						
\$800						
Factor	Minimum Range			Maximum Range		Points
1.50	533	800		800	1200	
2.00	400	532		1201	1600	
2.50	320	399		1601	2001	
3.00	267	319		2002	2401	
All Others						0
5. 2018 Basic Spending Per Capita: Maximum 20 Points						
\$600						
Factor	Minimum Range			Maximum Range		Points
1.50	400	600		600	900	
2.00	300	399		901	1,200	
2.50	240	299		1,201	1,500	
3.00	200	239		1,501	1,800	
All Others						0

Initial Screen:

All cities and villages in Brown, Columbia, Dodge, Green, Iowa, Jefferson, Kewaunee, Lafayette, Milwaukee, Oconto, Outagamie, Ozaukee, Rock, Sauk, Washington, Waukesha and Winnebago Counties with Population between 1,600 and 5,800 and Income Per Tax Return between \$45,000 and \$170,000.

Sources:

(1) Wisconsin Policy Forum's Municipal Data Tool for Population, Income Per Tax Return, Equalized Value, Property Tax Levy and Basic Spending Per Capita: <https://wispolicyforum.org/research/municipal-datatool-examining-and-comparing-wisconsin-cities-and-villages/>

(2) Google Maps: Proximity to Approximate Center of Dane County (Represented by City of Madison)

Note:

Each of the five criterion contain ranges to assess comparability with the Group's average data. For example, each of the four ranges for the Group's average population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 20 (most similar to the Group), the Group's average population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The Group's average population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points").

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Cross Plains	3,974		78,000		423		768		432			
Marshall	3,856		57,000		235		503		424			
Deerfield	2,472		67,000		241		502		438			
Belleville	2,401		66,000		235		876		664			
Shorewood Hills	2,238		170,000		635		1,352		1,042			
AVERAGE	2,988	20	87,600	20	354	20	800	20	600	20		100
Thiensville	3,192	20	70,000	20	375	20	745	20	782	20	87	100
Lodi	3,092	20	68,000	20	280	20	642	20	531	20	24	100
Prairie du Sac	4,152	20	64,000	20	450	20	638	20	472	20	26	100
Wrightstown	2,925	20	72,000	20	294	20	760	20	545	20	119	100
Horicon	3,721	20	48,000	15	269	20	644	20	632	20	51	95
Saukville	4,429	20	57,000	15	462	20	673	20	600	20	87	95
Columbus	5,127	15	59,000	20	476	20	648	20	552	20	28	95
Johnson Creek	2,997	20	64,000	20	373	20	465	15	536	20	35	95
Poynette	2,528	20	60,000	20	187	15	636	20	533	20	25	95
New Glarus	2,173	20	69,000	20	207	15	708	20	525	20	25	95
Sauk City	3,436	20	54,000	15	375	20	624	20	470	20	24	95
Milton	5,546	15	62,000	20	427	20	616	20	459	20	36	95
Dousman	2,336	20	64,000	20	216	15	535	20	439	20	54	95
Kewaskum	4,071	20	61,000	20	343	20	530	15	414	20	76	95
Hortonville	2,744	20	72,000	20	219	15	579	20	631	20	110	95
Winneconne	2,447	20	67,000	20	223	15	661	20	488	20	96	95
Waterloo	3,362	20	52,000	15	234	15	590	20	617	20	25	90
Dodgeville	4,700	15	53,000	15	401	20	688	20	540	20	44	90
Mineral Point	2,488	20	54,000	15	217	15	670	20	534	20	51	90
Slinger	5,559	15	72,000	20	627	15	566	20	515	20	66	90
Brodhead	3,274	20	46,000	15	191	15	571	20	508	20	35	90
North Prairie	2,214	20	74,000	20	254	20	419	15	322	15	58	90
Pulaski	3,552	20	52,000	15	236	20	487	15	576	20	149	90
Combined Locks	3,525	20	76,000	20	321	20	421	15	343	15	110	90
Evansville	5,317	15	57,000	15	437	20	519	15	575	20	22	85
Mayville	5,063	15	53,000	15	376	20	525	15	544	20	57	85
Spring Green	1,630	15	60,000	20	174	10	719	20	532	20	38	85
Eagle	2,014	20	65,000	20	196	15	381	10	467	20	55	85
Fredonia	2,201	20	63,000	20	184	15	418	15	392	15	88	85
Wales	2,566	20	90,000	20	415	20	510	15	280	10	58	85
Kewaunee	2,906	20	53,000	15	172	10	564	20	683	20	159	85
Omro	3,559	20	53,000	15	200	15	522	15	496	20	90	85
Seymour	3,443	20	53,000	15	220	15	469	15	589	20	126	85

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Merton	3,629	20	116,000	20	474	20	391	10	267	10	64	80
Oconto Falls	2,823	20	45,000	15	175	10	489	15	581	20	163	80
Palmyra	1,757	15	46,000	15	130	5	618	20	592	20	49	75
Darlington	2,391	20	45,000	15	135	5	517	15	560	20	56	75
Clinton	2,120	20	50,000	15	130	5	438	15	553	20	54	75
Fall River	1,754	15	55,000	15	159	10	435	15	418	20	30	75
Belgium	2,374	20	65,000	20	207	15	429	15	205	5	95	75
Oconto	4,587	15	52,000	15	227	15	382	10	721	20	166	75
Summit	4,754	15	150,000	15	1,090	0	567	20	448	20	51	70
Pardeeville	2,096	20	47,000	15	146	10	344	10	384	15	34	70
Lomira	2,491	20	53,000	15	176	10	391	10	369	15	71	70
Cuba City	2,100	20	49,000	15	135	5	450	15	300	15	76	70
Luxemburg	2,596	20	59,000	20	200	15	262	0	308	15	157	70
Denmark	2,216	20	56,000	15	174	10	370	10	344	15	137	70
Juneau	2,724	20	48,000	15	116	0	344	10	510	20	46	65
Randolph	1,792	15	48,000	15	104	0	504	15	482	20	43	65
Lake Delton	2,919	20	52,000	15	1,584	0	1,239	15	1,832	0	50	50

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Cross Plains	3,974		78,000		423		768		432			
Marshall	3,856		57,000		235		503		424			
Deerfield	2,472		67,000		241		502		438			
Belleville	2,401		66,000		235		876		664			
Shorewood Hills	2,238		170,000		635		1,352		1,042			
AVERAGE	2,988		87,600		354		800		600			
Thiensville	3,192	20	70,000	20	375	20	745	20	782	20	87	100
Lodi	3,092	20	68,000	20	280	20	642	20	531	20	24	100
Prairie du Sac	4,152	20	64,000	20	450	20	638	20	472	20	26	100
Wrightstown	2,925	20	72,000	20	294	20	760	20	545	20	119	100
Horicon	3,721	20	48,000	15	269	20	644	20	632	20	51	95
Saukville	4,429	20	57,000	15	462	20	673	20	600	20	87	95
Columbus	5,127	15	59,000	20	476	20	648	20	552	20	28	95
Johnson Creek	2,997	20	64,000	20	373	20	465	15	536	20	35	95
Poynette	2,528	20	60,000	20	187	15	636	20	533	20	25	95
New Glarus	2,173	20	69,000	20	207	15	708	20	525	20	25	95
Sauk City	3,436	20	54,000	15	375	20	624	20	470	20	24	95
Milton	5,546	15	62,000	20	427	20	616	20	459	20	36	95
Dousman	2,336	20	64,000	20	216	15	535	20	439	20	54	95
Kewaskum	4,071	20	61,000	20	343	20	530	15	414	20	76	95
Hortonville	2,744	20	72,000	20	219	15	579	20	631	20	110	95
Winneconne	2,447	20	67,000	20	223	15	661	20	488	20	96	95

GROUP 4

1. 2018 Population: Maximum 15 Points						
7,273						
Factor	Minimum Range			Maximum Range		Points
1.50	4,849	7,273		7,273	10,909	20
2.00	3,636	4,848		10,910	14,546	15
2.50	2,909	3,635		14,547	18,182	10
3.00	2,424	2,908		18,183	21,819	5
All Others						0
2. 2018 Income Per Tax Return: Maximum 20 Points						
\$77,000						
Factor	Minimum Range			Maximum Range		Points
1.50	\$51,333	\$77,000		\$77,000	\$115,500	20
2.00	\$38,500	\$51,332		\$115,501	\$154,000	15
2.50	\$30,800	\$38,499		\$154,001	\$192,500	10
3.00	\$25,667	\$30,799		\$192,501	\$231,000	5
All Others						0
3. 2019 Equalized Value: Maximum 20 Points						
\$909 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	606	909		909	1,364	20
2.00	455	605		1,365	1,818	15
2.50	364	454		1,819	2,273	10
3.00	303	363		2,274	2,728	5
All Others						0
4. 2019 Property Tax Levy Per Capita: Maximum 20 Points						
\$683						
Factor	Minimum Range			Maximum Range		Points
1.50	456	683		683	1025	20
2.00	342	455		1026	1367	15
2.50	273	341		1368	1708	10
3.00	228	272		1709	2050	5
All Others						0
5. 2018 Basic Spending Per Capita: Maximum 15 Points						
\$470						
Factor	Minimum Range			Maximum Range		Points
1.50	313	470		470	705	20
2.00	235	312		706	940	15
2.50	188	234		941	1,175	10
3.00	157	187		1,176	1,410	5
All Others						0

Initial Screen:

All cities and villages in Brown, Columbia, Dodge, Green, Iowa, Jefferson, Kewaunee, Lafayette, Milwaukee, Oconto, Outagamie, Ozaukee, Rock, Sauk, Washington, Waukesha and Winnebago Counties with Population between 3,500 and 14,000 and Income Per Tax Return between \$37,000 and \$148,000.

Sources:

(1) Wisconsin Policy Forum's Municipal Data Tool for Population, Income Per Tax Return, Equalized Value, Property Tax Levy and Basic Spending Per Capita: <https://wispolicyforum.org/research/municipal-datatool-examining-and-comparing-wisconsin-cities-and-villages/>

(2) Google Maps: Proximity to Approximate Center of Dane County (Represented by City of Madison)

Note:

Each of the five criterion contain ranges to assess comparability with the Group's average data. For example, each of the four ranges for the Group's average population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 20 (most similar to the Group), the Group's average population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The Group's average population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points").

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
McFarland	8,527		91,000		1,056		732		563			
Monona	7,801		79,000		1,386		1,025		635			
Windsor	7,795		85,000		1,000		491		287			
Mount Horeb	7,240		71,000		794		749		439			
Cottage Grove	6,661		81,000		799		628		471			
Edgerton	5,613		55,000		420		475		424			
AVERAGE	7,273	20	77,000	20	909	20	683	20	470	20		100
Monroe	10,684	20	53,000	20	793	20	699	20	629	20	41	100
Hales Corners	7,622	20	60,000	20	728	20	711	20	620	20	79	100
Mukwonago	8,057	20	68,000	20	926	20	756	20	589	20	62	100
Pewaukee (v)	7,983	20	78,000	20	1,060	20	626	20	584	20	63	100
Slinger	5,559	20	72,000	20	627	20	566	20	515	20	66	100
Jackson	7,035	20	65,000	20	732	20	676	20	413	20	72	100
Portage	10,211	20	45,000	15	681	20	588	20	609	20	39	95
Hartland	9,293	20	109,000	20	1,398	15	673	20	584	20	59	95
Reedsburg	9,475	20	46,000	15	662	20	595	20	572	20	55	95
Port Washington	11,713	15	62,000	20	1,113	20	516	20	553	20	89	95
Columbus	5,127	20	59,000	20	476	15	648	20	552	20	28	95
Jefferson	7,967	20	57,000	20	573	15	564	20	515	20	33	95
Lake Mills	5,953	20	63,000	20	601	15	734	20	507	20	28	95
Fort Atkinson	12,390	15	51,000	20	994	20	608	20	466	20	33	95
Allouez	13,757	15	70,000	20	1,057	20	472	20	319	20	134	95
St. Francis	9,434	20	49,000	15	652	20	650	20	774	15	84	90
Shorewood	13,315	15	101,000	20	1,755	15	864	20	676	20	84	90
Delafield	7,176	20	123,000	15	1,552	15	876	20	650	20	54	90
Baraboo	12,017	15	46,000	15	866	20	731	20	642	20	42	90
Grafton	11,803	15	72,000	20	1,491	15	658	20	629	20	83	90
Saukville	4,429	15	57,000	20	462	15	673	20	600	20	87	90
Cedarburg	11,628	15	93,000	20	1,433	15	861	20	584	20	82	90
Evansville	5,317	20	57,000	20	437	10	519	20	575	20	22	90
Mayville	5,063	20	53,000	20	376	10	525	20	544	20	57	90
Milton	5,546	20	62,000	20	427	10	616	20	459	20	36	90
Sussex	11,114	15	72,000	20	1,430	15	685	20	438	20	69	90
Little Chute	11,120	15	58,000	20	952	20	436	15	353	20	112	90
Kimberly	6,686	20	50,000	15	562	15	487	20	422	20	109	90
Brown Deer	12,346	15	49,000	15	1,006	20	709	20	709	15	87	85
Dodgeville	4,700	15	53,000	20	401	10	688	20	540	20	44	85
Prairie du Sac	4,152	15	64,000	20	450	10	638	20	472	20	26	85
Hobart	9,261	20	93,000	20	972	20	312	10	264	15	132	85

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
New London	7,466	20	44,000	15	407	10	491	20	546	20	115	85
Kewaskum	4,071	15	61,000	20	343	5	530	20	414	20	76	80
Suamico	12,676	15	98,000	20	1,416	15	409	15	267	15	143	80
Waupun	11,591	15	50,000	15	476	15	279	10	424	20	55	75
Glendale	12,587	15	73,000	20	2,052	10	1,037	15	1,033	10	86	70
Horicon	3,721	15	48,000	15	269	0	644	20	632	20	51	70
Merton	3,629	10	116,000	15	474	15	391	15	267	15	64	70
Pulaski	3,552	10	52,000	20	236	0	487	20	576	20	149	70
Omro	3,559	10	53,000	20	200	0	522	20	496	20	90	70
Combined Locks	3,525	10	76,000	20	321	5	421	15	343	20	110	70
West Milwaukee	4,159	15	40,000	15	376	10	1,025	20	1,353	5	77	65
Richfield	11,703	15	105,000	20	1,832	10	287	10	202	10	78	65
Oconto	4,587	15	52,000	20	227	0	382	15	721	15	166	65
Harrison	12,786	15	86,000	20	1,213	20	271	5	162	5	103	65

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
McFarland	8,527		91,000		1,056		732		563			
Monona	7,801		79,000		1,386		1,025		635			
Windsor	7,795		85,000		1,000		491		287			
Mount Horeb	7,240		71,000		794		749		439			
Cottage Grove	6,661		81,000		799		628		471			
Edgerton	5,613		55,000		420		475		424			
AVERAGE	7,273	20	77,000	20	909	20	683	20	470	20		100
Monroe	10,684	20	53,000	20	793	20	699	20	629	20	41	100
Hales Corners	7,622	20	60,000	20	728	20	711	20	620	20	79	100
Mukwonago	8,057	20	68,000	20	926	20	756	20	589	20	62	100
Pewaukee (v)	7,983	20	78,000	20	1,060	20	626	20	584	20	63	100
Slinger	5,559	20	72,000	20	627	20	566	20	515	20	66	100
Jackson	7,035	20	65,000	20	732	20	676	20	413	20	72	100
Portage	10,211	20	45,000	15	681	20	588	20	609	20	39	95
Hartland	9,293	20	109,000	20	1,398	15	673	20	584	20	59	95
Reedsburg	9,475	20	46,000	15	662	20	595	20	572	20	55	95
Port Washington	11,713	15	62,000	20	1,113	20	516	20	553	20	89	95
Columbus	5,127	20	59,000	20	476	15	648	20	552	20	28	95
Jefferson	7,967	20	57,000	20	573	15	564	20	515	20	33	95
Lake Mills	5,953	20	63,000	20	601	15	734	20	507	20	28	95
Fort Atkinson	12,390	15	51,000	20	994	20	608	20	466	20	33	95
Allouez	13,757	15	70,000	20	1,057	20	472	20	319	20	134	95

GROUP 5

1. 2018 Population: Maximum 20 Points						
11,842						
Factor	Minimum Range			Maximum Range		Points
1.50	7,895	11,842		11,842	17,764	20
2.00	5,921	7,894		17,765	23,685	15
2.50	4,737	5,920		23,686	29,606	10
3.00	3,947	4,736		29,607	35,527	5
All Others						0
2. 2018 Income Per Tax Return: Maximum 20 Points						
\$85,800						
Factor	Minimum Range			Maximum Range		Points
1.50	\$57,200	\$85,800		\$85,800	\$128,700	20
2.00	\$42,900	\$57,199		\$128,701	\$171,600	15
2.50	\$34,320	\$42,899		\$171,601	\$214,500	10
3.00	\$28,600	\$34,319		\$214,501	\$257,400	5
All Others						0
3. 2019 Equalized Value: Maximum 20 Points						
\$1,778 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	1,185	1,778		1,778	2,667	20
2.00	889	1,184		2,668	3,556	15
2.50	711	888		3,557	4,446	10
3.00	593	710		4,447	5,335	5
All Others						0
4. 2019 Property Tax Levy Per Capita: Maximum 20 Points						
\$806						
Factor	Minimum Range			Maximum Range		Points
1.50	537	806		806	1208	20
2.00	403	536		1209	1611	15
2.50	322	402		1612	2014	10
3.00	269	321		2015	2417	5
All Others						0
5. 2018 Basic Spending Per Capita: Maximum 20 Points						
\$493						
Factor	Minimum Range			Maximum Range		Points
1.50	329	493		493	740	20
2.00	247	328		741	986	15
2.50	197	246		987	1,233	10
3.00	164	196		1,234	1,480	5
All Others						0

Initial Screen:

All cities and villages in Brown, Columbia, Dodge, Green, Iowa, Jefferson, Kewaunee, Lafayette, Milwaukee, Oconto, Outagamie, Ozaukee, Rock, Sauk, Washington, Waukesha and Winnebago Counties with Population between 6,000 and 20,000 and Income Per Capita between \$57,000 and \$128,000.

Sources:

(1) Wisconsin Policy Forum's Municipal Data Tool for Population, Income Per Tax Return, Equalized Value, Property Tax Levy and Basic Spending Per Capita: <https://wispolicyforum.org/research/municipal-datatool-examining-and-comparing-wisconsin-cities-and-villages/>

(2) Google Maps: Proximity to Approximate Center of Dane County (Represented by City of Madison)

Note:

Each of the five criterion contain ranges to assess comparability with the Group's average data. For example, each of the four ranges for the Group's average population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 20 (most similar to the Group), the Group's average population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The Group's average population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points").

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Waunakee	13,675		107,000		2,017		786		432		0	
Stoughton	12,854		62,000		1,234		727		473		0	
Verona	12,384		111,000		3,072		1,121		654		0	
DeForest	10,221		67,000		1,336		746		435		0	
Oregon	10,078		82,000		1,232		648		472		0	
AVERAGE	11,842	20	85,800	20	1,778	20	806	20	493	20		100
Hartland	9,293	20	109,000	20	1,398	20	673	20	584	20	59	100
Shorewood	13,315	20	101,000	20	1,755	20	864	20	676	20	84	100
Cedarburg	11,628	20	93,000	20	1,433	20	861	20	584	20	82	100
Oconomowoc	16,889	20	93,000	20	2,444	20	690	20	531	20	50	100
Grafton	11,803	20	72,000	20	1,491	20	658	20	629	20	83	100
Sussex	11,114	20	72,000	20	1,430	20	685	20	438	20	69	100
Greendale	14,345	20	66,000	20	1,568	20	702	20	672	20	81	100
Ashwaubenon	16,795	20	64,000	20	2,587	20	744	20	684	20	132	100
Delafield	7,176	15	123,000	20	1,552	20	876	20	650	20	54	95
Pewaukee (c)	14,436	20	104,000	20	3,333	15	663	20	623	20	63	95
Pewaukee (v)	7,983	20	78,000	20	1,060	15	626	20	584	20	63	95
Mukwonago	8,057	20	68,000	20	926	15	756	20	589	20	62	95
Hartford	15,384	20	64,000	20	1,443	20	515	15	407	20	61	95
Kaukauna	16,049	20	58,000	20	1,154	15	570	20	619	20	113	95
Germantown	20,183	15	79,000	20	2,808	15	630	20	505	20	79	90
Glendale	12,587	20	73,000	20	2,052	20	1,037	20	1,033	10	86	90
Port Washington	11,713	20	62,000	20	1,113	15	516	15	553	20	89	90
Suamico	12,676	20	98,000	20	1,416	20	409	15	267	15	143	90
Fox Crossing	19,029	15	64,000	20	1,820	20	462	15	435	20	102	90
Little Chute	11,120	20	58,000	20	952	15	436	15	353	20	112	90
Jackson	7,035	15	65,000	20	732	10	676	20	413	20	72	85
Hales Corners	7,622	15	60,000	20	728	10	711	20	620	20	79	85
Allouez	13,757	20	70,000	20	1,057	15	472	15	319	15	134	85
Howard	19,508	15	65,000	20	1,918	20	353	10	284	15	138	80
Richfield	11,703	20	105,000	20	1,832	20	287	5	202	10	78	75
Jefferson	7,967	20	57,000	15	573	0	564	20	515	20	33	75
Hobart	9,261	20	93,000	20	972	15	312	5	264	15	132	75
Bellevue	15,423	20	65,000	20	1,429	20	243	0	245	10	137	70
Harrison	12,786	20	86,000	20	1,213	20	271	5	162	0	103	65

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Waunakee	13,675		107,000		2,017		786		432			
Stoughton	12,854		62,000		1,234		727		473			
Verona	12,384		111,000		3,072		1,121		654			
DeForest	10,221		67,000		1,336		746		435			
Oregon	10,078		82,000		1,232		648		472			
AVERAGE	11,842	20	85,800	20	1,778	20	806	20	493	20		100
Hartland	9,293	20	109,000	20	1,398	20	673	20	584	20	59	100
Shorewood	13,315	20	101,000	20	1,755	20	864	20	676	20	84	100
Cedarburg	11,628	20	93,000	20	1,433	20	861	20	584	20	82	100
Oconomowoc	16,889	20	93,000	20	2,444	20	690	20	531	20	50	100
Grafton	11,803	20	72,000	20	1,491	20	658	20	629	20	83	100
Sussex	11,114	20	72,000	20	1,430	20	685	20	438	20	69	100
Greendale	14,345	20	66,000	20	1,568	20	702	20	672	20	81	100
Ashwaubenon	16,795	20	64,000	20	2,587	20	744	20	684	20	132	100
Delafield	7,176	15	123,000	20	1,552	20	876	20	650	20	54	95
Pewaukee (c)	14,436	20	104,000	20	3,333	15	663	20	623	20	63	95
Pewaukee (v)	7,983	20	78,000	20	1,060	15	626	20	584	20	63	95
Mukwonago	8,057	20	68,000	20	926	15	756	20	589	20	62	95
Hartford	15,384	20	64,000	20	1,443	20	515	15	407	20	61	95
Kaukauna	16,049	20	58,000	20	1,154	15	570	20	619	20	113	95

GROUP 6

1. 2018 Population: Maximum 20 Points

27,585

Factor	Minimum Range		Maximum Range		Points
1.50	18,390	27,585	27,585	41,378	20
2.00	13,793	18,389	41,379	55,170	15
2.50	11,034	13,792	55,171	68,963	10
3.00	9,195	11,033	68,964	82,755	5
All Others					0

2. 2018 Income Per Tax Return: Maximum 20 Points

\$86,333

Factor	Minimum Range		Maximum Range		Points
1.50	\$57,555	\$86,333	\$86,333	\$129,500	20
2.00	\$43,167	\$57,554	\$129,501	\$172,666	15
2.50	\$34,533	\$43,166	\$172,667	\$215,833	10
3.00	\$28,778	\$34,532	\$215,834	\$258,999	5
All Others					0

3. 2019 Equalized Value: Maximum 20 Points

\$3,628 Million

Factor	Minimum Range		Maximum Range		Points
1.50	2,419	3,628	3,628	5,442	20
2.00	1,814	2,418	5,443	7,256	15
2.50	1,451	1,813	7,257	9,070	10
79.88	1,209	1,450	9,071	10,884	5
All Others					0

4. 2019 Property Tax Levy Per Capita: Maximum 20 Points

\$768

Factor	Minimum Range		Maximum Range		Points
1.50	512	768	768	1152	20
2.00	384	511	1153	1536	15
2.50	307	383	1537	1920	10
3.00	256	306	1921	2304	5
All Others					0

5. 2018 Basic Spending Per Capita: Maximum 20 Points

\$581

Factor	Minimum Range		Maximum Range		Points
1.50	387	581	581	872	20
2.00	291	386	873	1,162	15
2.50	232	290	1,163	1,453	10
3.00	194	231	1,454	1,743	5
All Others					0

Initial Screen:

All cities and villages in Brown, Columbia, Dodge, Green, Iowa, Jefferson, Kewaunee, Lafayette, Milwaukee, Oconto, Outagamie, Ozaukee, Rock, Sauk, Washington, Waukesha and Winnebago Counties with a population between 13,793 and 55,170.

Sources:

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Note:

Each of the five criterion contain ranges to assess comparability with the Group's average data. For example, each of the four ranges for the Group's average population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 20 (most similar to the Group), the Group's average population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The Group's average population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points").

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Sun Prairie	33,966		70,000		3,634		703		554			
Fitchburg	28,316		86,000		3,419		813		537			
Middleton	20,472		103,000		3,830		788		652			
AVERAGE	27,585	20	86,333	20	3,628	20	768	20	581	20		100
Oak Creek	35,739	20	63,000	20	3,831	20	601	20	788	20	91	100
Menomonee Falls	37,574	20	80,000	20	5,290	20	632	20	601	20	75	100
Franklin	35,779	20	80,000	20	4,360	20	604	20	590	20	82	100
West Bend	31,881	20	58,000	20	2,957	20	635	20	563	20	75	100
Germantown	20,183	20	79,000	20	2,808	20	630	20	505	20	79	100
Muskego	24,812	20	84,000	20	3,302	20	518	20	433	20	77	100
Oconomowoc	16,889	15	93,000	20	2,444	20	690	20	531	20	50	95
Greenfield	36,366	20	53,000	15	3,277	20	719	20	697	20	78	95
Pewaukee (c)	14,436	15	104,000	20	3,333	20	663	20	623	20	63	95
New Berlin	40,349	20	82,000	20	5,714	15	655	20	574	20	72	95
De Pere	24,699	20	82,000	20	2,210	15	554	20	459	20	131	95
Ashwaubenon	16,795	15	64,000	20	2,587	20	744	20	684	20	132	95
Neenah	26,137	20	66,000	20	2,374	15	657	20	651	20	99	95
Brookfield	39,323	20	118,000	20	7,537	10	989	20	821	20	70	90
Wauwatosa	47,781	15	85,000	20	6,543	15	914	20	795	20	75	90
Mequon	23,950	20	190,000	10	5,049	20	903	20	540	20	87	90
Fox Crossing	19,029	20	64,000	20	1,820	15	462	15	435	20	102	90
Watertown	23,945	20	49,000	15	1,574	10	581	20	462	20	43	85
Greendale	14,345	15	66,000	20	1,568	10	702	20	672	20	81	85
South Milwaukee	20,882	20	47,000	15	1,310	5	556	20	609	20	90	80
Whitefish Bay	14,199	15	175,000	10	2,408	15	822	20	535	20	84	80
Hartford	15,384	15	64,000	20	1,443	5	515	20	407	20	61	80
Beloit	36,683	20	40,000	10	1,786	10	437	15	728	20	49	75
Beaver Dam	16,861	15	48,000	15	1,234	5	642	20	589	20	41	75
Cudahy	18,208	15	44,000	15	1,234	5	543	20	622	20	86	75
Howard	19,508	20	65,000	20	1,918	15	353	10	284	10	138	75
Kaukauna	16,049	15	58,000	20	1,154	0	570	20	619	20	113	75
Menasha	17,713	15	54,000	15	1,197	0	586	20	604	20	103	70
Whitewater	14,804	15	46,000	15	697	0	267	5	400	20	43	55
Bellevue	15,423	15	65,000	20	1,429	5	243	0	245	10	137	50

Municipality	Population	Max. Points	Income Per Tax Return	Max. Points	Eq. Value (millions)	Max. Points	Prop. Tax Levy Per Capita	Max. Points	Basic Spending Per Capita	Max. Points	Proximity to Dane County	Total Points
Sun Prairie	33,966		70,000		3,634		703		554			
Fitchburg	28,316		86,000		3,419		813		537			
Middleton	20,472		103,000		3,830		788		652			
AVERAGE	27,585	20	86,333	20	3,628	20	768	20	581	20		100
Oak Creek	35,739	20	63,000	20	3,831	20	601	20	788	20	91	100
Menomonee Falls	37,574	20	80,000	20	5,290	20	632	20	601	20	75	100
Franklin	35,779	20	80,000	20	4,360	20	604	20	590	20	82	100
West Bend	31,881	20	58,000	20	2,957	20	635	20	563	20	75	100
Germantown	20,183	20	79,000	20	2,808	20	630	20	505	20	79	100
Muskego	24,812	20	84,000	20	3,302	20	518	20	433	20	77	100
Oconomowoc	16,889	15	93,000	20	2,444	20	690	20	531	20	50	95
Greenfield	36,366	20	53,000	15	3,277	20	719	20	697	20	78	95
Pewaukee (c)	14,436	15	104,000	20	3,333	20	663	20	623	20	63	95
New Berlin	40,349	20	82,000	20	5,714	15	655	20	574	20	72	95
De Pere	24,699	20	82,000	20	2,210	15	554	20	459	20	131	95
Ashwaubenon	16,795	15	64,000	20	2,587	20	744	20	684	20	132	95
Neenah	26,137	20	66,000	20	2,374	15	657	20	651	20	99	95

GROUP 7

1. 2019 Population: Maximum 25 points						
259,680						
Factor	Minimum Range			Maximum Range		Points
1.50	173,120	259,680		259,680	389,520	25
2.00	129,840	173,119		389,521	519,360	20
2.50	103,872	129,839		519,361	649,200	15
3.00	86,560	103,871		649,201	779,040	5
All Others						0
2. 2018 Per Capita Income: Maximum 25 Points						
36,372						
Factor	Minimum Range			Maximum Range		Points
1.50	24,248	36,372		36,372	54,558	25
2.00	18,186	24,247		54,559	72,744	20
2.50	14,549	18,185		72,745	90,930	15
3.00	12,124	14,548		90,931	109,116	5
All Others						0
3. 2018 Full-time Equivalent Employees: Maximum 25 Points						
2811						
Factor	Minimum Range			Maximum Range		Points
1.50	1,874	2,811		2,811	4,217	25
2.00	1,406	1,873		4,218	5,622	20
2.50	1,124	1,405		5,623	7,028	15
3.00	937	1,123		7,029	8,433	5
All Others						0
4. 2018 Full-time Payroll: Maximum 25 Points						
13,147,903 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	8,765,269	13,147,903		13,147,903	19,721,855	25
2.00	6,573,952	8,765,268		19,721,856	26,295,806	20
2.50	5,259,161	6,573,951		26,295,807	32,869,758	15
3.00	4,382,634	5,259,160		32,869,759	39,443,709	5
All Others						0
Midwestern cities (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin) with populations between approximately 173,000 and 390,000						
Data Sources:						
Population and Per Capita Income: https://www.census.gov/quickfacts/fact/table/US/PST045219						
FTEs and Full-time Payroll: https://www.census.gov/programs-surveys/apcs/data/datasetstables.2018.html						
Note:						
Each of the four criterion contain ranges to assess comparability with the City's data. For example, each of the four factor ranges for City population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 25 (most similar to the City), the City's population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The City's population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points")						

City	State	Population	Max. Points	Per Capita Income	Max. Points	Full-time Equiv. Emps.	Max. Points	Full-time Payroll	Max. Points	Total Points
Madison	WI	259,680	25	\$36,372	25	2811	25	\$13,147,903	25	100
St. Paul*	MN	308,096	25	30,036	25	3087	25	18,673,021	25	100
Lincoln*	NE	289,102	25	30,013	25	2642	25	15,253,743	25	100
Des Moines*	IA	214,237	25	27,325	25	1947	25	12,532,906	25	100
Fort Wayne	IN	270,042	25	26,213	25	1912	25	9,434,078	25	100
Wichita	KS	389,938	20	27,723	25	3002	25	15,207,643	25	95
Toledo	OH	272,779	25	21,949	20	2636	25	13,580,585	25	95
Aurora	IL	197,757	25	29,752	25	1445	20	9,270,911	25	95
Akron	OH	197,597	25	23,430	20	2096	25	8,876,983	25	95
Grand Rapids	MI	201,013	25	24,852	25	1573	20	8,626,079	20	90
Sioux Falls	SD	183,793	25	31,802	25	1316	15	6,607,974	20	85
St. Louis	MO	300,576	25	28,478	25	6745	15	30,960,679	15	80
Cincinnati	OH	303,940	25	29,156	25	5734	15	33,121,255	5	70
Cleveland	OH	381,009	25	20,085	20	7390	5	37,133,889	5	55
Overland Park	KS	195,494	25	46,122	25	1112	5	3,165,056	0	55

City	State	Population	Max. Points	Per Capita Income	Max. Points	Full-time Equiv. Emps.	Max. Points	Full-time Payroll	Max. Points	Total Points
Madison	WI	259,680	25	\$36,372	25	2811	25	\$13,147,903	25	100
St. Paul*	MN	308,096	25	30,036	25	3087	25	18,673,021	25	100
Lincoln*	NE	289,102	25	30,013	25	2642	25	15,253,743	25	100
Des Moines*	IA	214,237	25	27,325	25	1947	25	12,532,906	25	100
Fort Wayne	IN	270,042	25	26,213	25	1912	25	9,434,078	25	100
Wichita	KS	389,938	20	27,723	25	3002	25	15,207,643	25	95
Toledo	OH	272,779	25	21,949	20	2636	25	13,580,585	25	95
Aurora	IL	197,757	25	29,752	25	1445	20	9,270,911	25	95
Akron	OH	197,597	25	23,430	20	2096	25	8,876,983	25	95
Grand Rapids	MI	201,013	25	24,852	25	1573	20	8,626,079	20	90
Sioux Falls	SD	183,793	25	31,802	25	1316	15	6,607,974	20	85

*Capital cities

APPENDIX B

In-County Survey

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Administrator				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie			148,052.79	8.00	Receives add'l retirement contribution 4.9%
	Fitchburg			150,425.60	5.00	
	Middleton	120,123.00	156,154.00	129,563.00		
5	Waunakee			127,961.00	10.00	VA/Economic Dev. Director. Contract
	Stoughton			63,918.00	3.00	Mayor (Full-time, Elected)
	Verona	112,568.80	139,853.29	132,467.40	2.00	
	Deforest			140,004.44	18.00	Village Administrator/Finance Director
	Oregon	113,300.00	126,114.00	126,107.00	21.00	
4	McFarland	94,307.20	122,491.20	115,523.20	4.00	
	Monona			104,806.00	2.00	City Administrator/ED Director
	Windsor			93,636.00	12.00	
	Mount Horeb	93,519.78	140,279.67	111,300.80	5.00	
	Cottage Grove			130,795.00	9.00	
	Edgerton			91,020.80		
3	Cross Plains			87,000.00	1.50	Village Administrator/Clerk
	Marshall			84,000.00	20.00	
	Belleville			83,330.00	4.00	Village Administrator/Clerk/Treasurer
	Shorewood Hills			121,284.80	16.00	Performs some functions of Finance Director
2	Cambridge			61,000.00	2.00	Administrator/Clerk/Treasurer
	Brooklyn					N/A
	Black Earth			68,600.00	17.00	Administrator/Clerk/Treasurer
	Dane			58,000.00	8.00	Clerk-Treasurer/Work is Administrator
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		106,763.76	136,978.43	106,133.13	8.82	
50th Percentile		112,568.80	139,853.29	111,300.80		
60th Percentile		112,861.28	140,023.84	121,284.80		
65th Percentile		113,007.52	140,109.12	126,107.00		
70th Percentile		113,153.76	140,194.39	127,961.00		
80th Percentile		114,664.60	143,454.54	130,795.00		
Actual Data						
Average		84,906.51	127,359.76			
50th Percentile		89,040.64	133,560.96			
60th Percentile		97,027.84	145,541.76			
65th Percentile		100,885.60	151,328.40			
70th Percentile		102,368.80	153,553.20			
80th Percentile		104,636.00	156,954.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Clerk				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			121,768.00	4.00	7.75 hrs/day
	Sun Prairie	48,491.63	92,463.70	80,363.46	3.00	
6	Fitchburg	72,009.60	102,856.00	74,048.00	1.00	
	Middleton	67,076.00	87,199.00	71,144.00	17.00	
	Waunakee	87,900.80	112,486.40	94,640.00	2.00	Dep. VA/Village Clerk. Also serves as HR Mgr.
	Stoughton	63,460.80	83,824.00	69,638.00	2.00	Does not handle HR activities.
5	Verona	59,299.84	73,672.98	69,782.18	5.00	
	Deforest			87,000.00	15.00	Deputy Administrator/Village Clerk
	Oregon	66,881.00	88,591.00	72,450.00	7.00	Village Clerk/Deputy Treasurer
	McFarland	74,692.80	97,032.00	80,995.20	4.00	Clerk/Treasurer - lots of financial duties.
	Monona			69,543.00	19.00	City Clerk. Also does Accounts Payable
4	Windsor			70,000.00	10.00	
	Mount Horeb	53,065.64	79,598.45	62,400.00	8.00	
	Cottage Grove			75,361.00	5.00	
	Edgerton			66,664.00		Clerk/Treasurer
	Cross Plains					See Village Administrator
3	Marshall			47,300.00	6.00	Village Clerk/Clerk of Courts/Utility Clerk
	Belleville					See Village Administrator
	Shorewood Hills	57,324.80	73,715.20	67,163.20	3.00	Also performs Rec., Fin & Office Mgr.
	Cambridge			61,000.00	15.00	Administrator/Clerk/Treasurer
2	Brooklyn			46,488.00	5.00	4 10-hour days
	Black Earth	50,000.00		68,600.00	17.00	Administrator/Clerk/Treasurer
	Dane			58,000.00	8.00	Clerk/Treasurer
	Blue Mounds			45,884.00	7.00	Clerk/Treasurer. Also all HR duties
1	Rockdale	29,328.00	42,660.80	31,990.40	0.50	15 hrs/wk. - converted to hrs/wk.
Range Data						
Average		60,794.24	84,918.14	69,227.06	7.43	
50th Percentile		61,380.32	87,199.00	69,638.00		
60th Percentile		65,512.92	88,591.00	70,228.80		
65th Percentile		66,910.25	90,527.35	71,535.80		
70th Percentile		67,017.50	92,463.70	73,089.20		
80th Percentile		71,022.88	97,032.00	78,362.48		
Actual Data						
Average		55,381.65	83,072.48			
50th Percentile		55,710.40	83,565.60			
60th Percentile		56,183.04	84,274.56			
65th Percentile		57,228.64	85,842.96			
70th Percentile		58,471.36	87,707.04			
80th Percentile		62,689.98	94,034.97			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Office Manager/Administrative Services Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison	55,413.00	63,187.00	61,393.00	1.00	Admin. Supervisor. 7.75 hrs/day, 13 people
	Sun Prairie	59,165.64	79,873.62	72,683.54	17.00	Police Records Bureau Manager
6	Fitchburg	60,091.20	85,862.40	72,072.00	9.00	Police or Fire Admin. Services Manager
	Middleton	106,909.00	119,257.00	116,918.00	4.00	Assistant City Administrator/Finance Dtr.
5	Waunakee	49,738.80	63,148.80	54,506.40	20.00	Office Manager. 2 FTEs in this position
	Stoughton					N/A
	Verona	59,299.84	73,672.98	73,672.98	10.00	Exec. Admin. Asst., supervises Records Clerks
	Deforest					Role performed by Dep. Administrator/Clerk
	Oregon			63,356.80	2.00	Dtr. of Admin. Svcs./Dep. Clerk/Dep. Treas.
4	McFarland					N/A
	Monona			68,865.00	8.00	ASD - HR & payroll and oversees IT contract
	Windsor					N/A
	Mount Horeb	53,065.64	79,598.45	64,916.80	1.00	Human Resource Manager
	Cottage Grove					N/A
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	57,324.80	73,715.20	67,163.20	3.00	Administrative Services Manager
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		62,625.99	79,789.43	71,554.77	7.50	
50th Percentile		58,245.22	76,656.83	68,014.10		
60th Percentile		59,192.48	79,653.48	70,147.80		
65th Percentile		59,239.45	79,749.79	71,590.95		
70th Percentile		59,286.42	79,846.10	72,255.46		
80th Percentile		59,774.66	83,466.89	72,881.43		
Actual Data						
Average		57,243.82	85,865.73			
50th Percentile		54,411.28	81,616.92			
60th Percentile		56,118.24	84,177.36			
65th Percentile		57,272.76	85,909.14			
70th Percentile		57,804.37	86,706.55			
80th Percentile		58,305.14	87,457.71			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Administrative Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison	47,147.00	53,010.00	51,804.00	3.00	Admin. Clerk I. 7.75 hrs/day, 30 people
6	Sun Prairie	38,163.84	51,521.18	43,939.17	9.00	Average of multiples
	Fitchburg	44,241.60	63,211.20	48,672.00	2.50	
	Middleton	44,609.00	53,165.00		4.00	Actual varies within the range.
	Waunakee	46,820.80	59,904.00	46,820.80	1.00	Exec. Asst. + several PT AAs \$14.04-\$17.96
	Stoughton	35,443.20	46,800.00	41,100.00	16.00	Department Admin Assistant
	5 Verona	37,205.46	48,223.33	42,660.80	3.00	Actual salary is average of 2 incumbents
	Deforest			45,177.60	3.00	Actual & yrs. is average of 3 incumbents
	Oregon			38,500.80	1.00	Receptionist/Clerk Assistant III
	4	McFarland	41,704.00	54,184.00	43,867.20	3.33
Monona				45,000.00	7.00	Dep. Clerk/Receptionist/information Clerk
Windsor				31,200.00	10.00	
Mount Horeb		37,771.07	56,656.61	43,284.80	2.00	Office Coordinator
Cottage Grove				46,000.00	3.00	Average of 4 similar positions
Edgerton				45,635.20		Admin Assistant-Account/Utility Clerk
3	Cross Plains			43,000.00	32.00	Deputy Clerk-Treasurer
	Marshall					N/A
	Belleville			40,164.80	6.00	Part-time 25 hrs/wk. converted to 40 hrs/wk.
	Shorewood Hills	37,648.00	48,422.40	48,422.40	3.00	Also performs Account Clerk duties
2	Cambridge	35,360.00	39,520.00			Hiring in coming months as new position.
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		40,555.82	52,237.97	43,838.21	6.40	
50th Percentile		38,163.84	53,010.00	43,939.17		
60th Percentile		41,704.00	53,165.00	45,106.56		
65th Percentile		42,972.80	53,674.50	45,360.64		
70th Percentile		44,241.60	54,184.00	45,708.16		
80th Percentile		44,609.00	56,656.61	46,656.64		
Actual Data						
Average		35,070.57	52,605.85			
50th Percentile		35,151.33	52,727.00			
60th Percentile		36,085.25	54,127.87			
65th Percentile		36,288.51	54,432.77			
70th Percentile		36,566.53	54,849.79			
80th Percentile		37,325.31	55,987.97			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Finance Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			174,925.00	6.00	7.75 hrs/day
6	Sun Prairie	75,512.02	101,941.23	93,177.15	6.00	
	Fitchburg	91,811.20	131,164.80	114,088.00	6.00	
	Middleton	106,909.00	119,257.00	116,918.00	4.00	Assistant City Administrator/Finance Dtr.
5	Waunakee	99,632.00	127,524.80	112,715.20	4.00	
	Stoughton	84,905.60	112,132.80	113,963.00		Resp. for both City and Utility finances
	Verona	84,117.95	104,506.52	104,506.52	4.00	Finance Dtr/Treasurer
	Deforest					Included in VA/Finance Director position
	Oregon	78,585.00	102,556.00	99,733.00	8.00	Finance Director/Treasurer
4	McFarland					N/A
	Monona			101,808.00	16.00	
	Windsor					N/A
	Mount Horeb	83,499.80	125,249.71	102,960.00	3.00	
	Cottage Grove			80,005.00	11.00	Treasurer
	Edgerton					N/A
3	Cross Plains			68,200.00	4.00	
	Marshall					N/A
	Belleville					See Village Administrator/Clerk/Treasurer
	Shorewood Hills					Performed by VA, Clerk, DC/ASM
2	Cambridge			51,500.00		Deputy Clerk/Treasurer/Administrator.
	Brooklyn					N/A
	Black Earth					Finance is combined with A/C/T
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		88,121.57	115,541.61	102,653.76	6.55	
50th Percentile		84,511.78	115,694.90	102,960.00		
60th Percentile		86,286.72	120,455.54	106,148.26		
65th Percentile		88,703.68	122,552.99	111,073.46		
70th Percentile		91,120.64	124,650.44	113,214.32		
80th Percentile		96,503.68	126,614.76	114,038.00		
Actual Data						
Average		82,123.01	123,184.51			
50th Percentile		82,368.00	123,552.00			
60th Percentile		84,918.60	127,377.91			
65th Percentile		88,858.77	133,288.16			
70th Percentile		90,571.46	135,857.18			
80th Percentile		91,230.40	136,845.60			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Account Clerk/Finance Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	51,143.25	69,043.31	58,320.70	3.00	Accountant. Average of 2 employees
	Fitchburg	44,241.60	63,211.20	58,375.20	21.00	Accounting Clerk II
	Middleton	53,130.00	69,069.00	55,743.00	8.00	Deputy City Clerk/Finance Assistant
5	Waunakee	46,820.80	59,904.00	50,377.60	4.00	Account Clerk II
	Stoughton	37,544.00	49,608.00	47,528.00	11.00	Account Specialist
	Verona	39,437.76	48,996.68	43,958.16	4.00	Accounting Assistant
	Deforest			51,521.60	6.00	Accountant/Deputy Treasurer
	Oregon			51,521.60	2.00	Account Clerk III
4	McFarland	62,712.00	81,473.60	64,604.80	2.00	Accountant - Resp for accounting & entries.
	Monona			42,976.00	10.00	Utility Billing Clerk. No A/P or payroll
	Windsor			35,880.00	7.00	Treasurer
	Mount Horeb	37,771.07	56,656.61	44,553.60	8.00	Office Assistant II
	Cottage Grove					N/A
	Edgerton			45,635.20		Admin Assistant-Account/Utility Clerk
3	Cross Plains					N/A
	Marshall			48,672.00	12.00	Village Treasurer/Deputy Clerk
	Belleville					N/A
	Shorewood Hills					Duties performed by Clerk, Deputy Clerk/ASM
2	Cambridge					N/A
	Brooklyn			38,147.20	4.00	Deputy Clerk/Treasurer. 4 10-hr days
	Black Earth					A/C/T does this work
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		46,600.06	62,245.30	49,187.64	7.29	
50th Percentile		45,531.20	61,557.60	48,672.00		
60th Percentile		47,685.29	64,377.62	50,835.20		
65th Percentile		49,198.15	66,418.86	51,521.60		
70th Percentile		50,711.00	68,460.10	51,521.60		
80th Percentile		52,335.30	69,058.72	56,258.54		
Actual Data						
Average		39,350.12	59,025.17			
50th Percentile		38,937.60	58,406.40			
60th Percentile		40,668.16	61,002.24			
65th Percentile		41,217.28	61,825.92			
70th Percentile		41,217.28	61,825.92			
80th Percentile		45,006.83	67,510.25			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		IT Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			143,918.00	2.00	7.75 hrs/day
6	Sun Prairie	96,374.61	130,105.73	124,235.98	1.00	
	Fitchburg	87,880.00	125,528.00	114,441.60	5.00	
	Middleton	75,336.00	79,560.00	78,000.00	16.00	IT Manager
	Waunakee					N/A
5	Stoughton	63,460.80	83,824.00	99,840.00	3.00	Have own TV Station, also under IT Director
	Verona					IT Services contracted out
	Deforest					Contracted. DA/VC handles day-to-day
	Oregon					Contracted
4	McFarland	49,691.20	64,521.60	49,836.80	1.00	Comm. & Tech. Director
	Monona					Contracted w/ Lantech Services
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					Contracted
2	Cambridge					Contracted
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		74,548.52	96,707.87	101,712.06	4.67	
50th Percentile		75,336.00	83,824.00	107,140.80		
60th Percentile		80,353.60	100,505.60	114,441.60		
65th Percentile		82,862.40	108,846.40	116,890.20		
70th Percentile		85,371.20	117,187.20	119,338.79		
80th Percentile		89,578.92	126,443.55	124,235.98		
Actual Data						
Average		81,369.65	122,054.48			
50th Percentile		85,712.64	128,568.96			
60th Percentile		91,553.28	137,329.92			
65th Percentile		93,512.16	140,268.23			
70th Percentile		95,471.03	143,206.55			
80th Percentile		99,388.78	149,083.18			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		IT Technician				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison	60,836.00	71,630.00	64,742.00	1.00	IT Specialist I. 7.75 hrs/day, 2 people
6	Sun Prairie	56,348.24	76,070.18	63,500.11	1.00	IT Support Specialist
	Fitchburg	52,166.40	74,526.40	62,628.80	2.00	IT Specialist
	Middleton	56,318.00	73,214.00	61,025.00	10.00	
5	Waunakee					N/A
	Stoughton	56,451.20	74,568.00	60,528.00	5.00	Comms. Mgr. & IT Specialist
	Verona					IT services contracted out
	Deforest					Contracted out. DA/VC handles day-to-day
4	Oregon					N/A
	McFarland	39,353.60	51,105.60	41,600.00	1.00	Technology Specialist
	Monona					Contracted w/ Lantech Services
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					N/A
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		53,578.91	70,185.70	59,003.99	3.33	
50th Percentile		56,333.12	73,870.20	61,826.90		
60th Percentile		56,348.24	74,526.40	62,628.80		
65th Percentile		56,373.98	74,536.80	62,846.63		
70th Percentile		56,399.72	74,547.20	63,064.46		
80th Percentile		56,451.20	74,568.00	63,500.11		
Actual Data						
Average		47,203.19	70,804.78			
50th Percentile		49,461.52	74,192.28			
60th Percentile		50,103.04	75,154.56			
65th Percentile		50,277.30	75,415.95			
70th Percentile		50,451.56	75,677.35			
80th Percentile		50,800.09	76,200.13			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Police Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			151,460.00	1.00	7.5 hrs/day
6	Sun Prairie	101,193.35	136,611.02	130,050.00	1.00	
	Fitchburg	99,715.20	142,459.20	142,417.60	2.00	
	Middleton	100,857.00	131,114.00	128,401.00	20.00	
5	Waunakee	102,564.80	131,289.60	115,003.20	0.50	Incumbent has worked for Vllg. for 15+ yrs.
	Stoughton	84,905.60	112,132.80	106,642.00	10.00	
	Verona	96,641.52	120,065.53	120,065.53	20.00	
	Deforest			113,025.00	1.00	
	Oregon	86,640.00	113,068.00	109,513.00	0.50	
4	McFarland	88,961.60	115,564.80	104,790.40	10.00	
	Monona			110,059.00	16.00	Current Chief retiring December 2020
	Windsor					N/A
	Mount Horeb	83,499.80	125,249.71	96,886.40	1.00	
	Cottage Grove			101,722.00	5.00	
	Edgerton			84,156.80		
3	Cross Plains			76,000.00	1.00	
	Marshall			80,167.00	15.00	
	Belleville			71,630.00	9.00	
	Shorewood Hills			100,630.40	3.00	
2	Cambridge					N/A - Contracts with Dane Co. Sheriff
	Brooklyn			64,667.20	2.50	
	Black Earth					N/A - Contracts with Dane Co. Sheriff
	Dane					N/A
	Blue Mounds			64,001.00	2.00	
1	Rockdale					N/A
Range Data						
Average		93,886.54	125,283.85	103,564.38	6.34	
50th Percentile		96,641.52	125,249.71	105,716.20		
60th Percentile		99,100.46	129,941.14	109,731.40		
65th Percentile		99,943.56	131,149.12	111,097.10		
70th Percentile		100,400.28	131,219.36	113,618.46		
80th Percentile		100,991.54	133,418.17	121,732.62		
Actual Data						
Average		82,851.50	124,277.25			
50th Percentile		84,572.96	126,859.44			
60th Percentile		87,785.12	131,677.68			
65th Percentile		88,877.68	133,316.52			
70th Percentile		90,894.77	136,342.15			
80th Percentile		97,386.10	146,079.15			

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*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Police Captain/Lieutenant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	83,252.01	112,390.21	102,001.67	4.00	Lieutenant. Average of 3
	Fitchburg	75,961.60	108,534.40	107,712.80	2.00	
	Middleton	89,763.00	116,691.00	105,498.00	15.00	
5	Waunakee	87,900.80	116,251.20	94,640.00	0.50	2 FTE, recently promoted, avg. tenure 19 yrs.
	Stoughton	71,302.40	94,161.60	87,797.00	10.00	
	Verona	81,142.09	100,809.34	100,809.34	15.00	2 people in position
	Deforest			91,190.63	13.50	Average of 2 Lieutenants
	Oregon	76,423.00	99,349.00	91,543.00	0.50	
4	McFarland	74,692.80	97,032.00	91,540.80	13.00	
	Monona			96,731.00	9.00	2 Lieutenant positions
	Windsor					N/A
	Mount Horeb	66,535.53	99,868.30	80,620.80	1.00	
	Cottage Grove			80,055.00	3.00	
	Edgerton			66,986.40		
3	Cross Plains			59,000.00	4.00	Police Lieutenant/Detective
	Marshall			69,040.00	8.00	
	Belleville					N/A
	Shorewood Hills	57,324.80	73,715.20	65,520.00	0.50	
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		76,429.80	101,880.23	86,917.90	6.60	
50th Percentile		76,192.30	100,338.82	91,365.72		
60th Percentile		78,310.64	103,899.36	91,543.00		
65th Percentile		80,434.23	107,375.64	93,865.75		
70th Percentile		81,775.07	109,691.14	95,685.50		
80th Percentile		84,181.77	113,162.41	100,809.34		
Actual Data						
Average		69,534.32	104,301.48			
50th Percentile		73,092.57	109,638.86			
60th Percentile		73,234.40	109,851.60			
65th Percentile		75,092.60	112,638.90			
70th Percentile		76,548.40	114,822.60			
80th Percentile		80,647.47	120,971.21			

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*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Police Sergeant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			72,553.00	4.00	7.5 hrs/day. 45 staff in position
6	Sun Prairie	75,512.02	101,941.23	90,567.40	4.00	Average of 9. Sergeants receive OT
	Fitchburg	63,765.00	91,084.50	88,959.00	4.00	1950 hrs/yr., salary is listed as such
	Middleton	77,277.00	100,460.00	87,736.00		
5	Waunakee	79,081.60	101,212.80	82,087.20	1.00	4 FTE. 2 w. tenure < 1 yr., 1 w. 1 yr. & 1 w. 3 yr
	Stoughton	59,862.40	79,060.80	79,788.80	8.00	
	Verona	68,128.46	84,641.48	84,641.48	10.00	
	Deforest			81,146.67	11.30	Average of 3 Sergeants
	Oregon	68,795.00	88,248.00	78,800.00	5.00	Average
	McFarland	66,066.00	85,819.50	80,476.50	7.33	Actual salary is an average
4	Monona			84,555.00	8.00	3 Sergeant positions
	Windsor					N/A
	Mount Horeb	59,433.51	89,150.27	76,377.60	1.00	
	Cottage Grove			64,525.00	10.00	
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall			62,850.00	5.00	Rate is 2021 union contract
	Belleville			59,479.00	3.00	
	Shorewood Hills	54,537.60	70,116.80	70,116.80	2.00	Eligible for OT
2	Cambridge					N/A
	Brooklyn			50,710.40	1.50	
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		67,245.86	89,173.54	76,198.23	5.32	
50th Percentile		67,097.23	88,699.14	79,788.80		
60th Percentile		68,395.08	89,923.96	80,878.60		
65th Percentile		68,695.02	90,794.37	81,522.88		
70th Percentile		70,810.11	93,897.15	82,580.76		
80th Percentile		75,865.02	100,610.56	84,624.18		
Actual Data						
Average		60,958.58	91,437.87			
50th Percentile		63,831.04	95,746.56			
60th Percentile		64,702.88	97,054.32			
65th Percentile		65,218.31	97,827.46			
70th Percentile		66,064.61	99,096.91			
80th Percentile		67,699.35	101,549.02			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Fire Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			162,159.00	6.00	8 hrs/day
	Sun Prairie					N/A
6	Fitchburg	91,811.20	131,164.80	122,200.00	4.00	Fire Chief & Emergency Management Director
	Middleton					
	Waunakee	s.				N/A
	Stoughton	75,587.20	99,819.20	85,946.00	1.00	
5	Verona	89,165.04	110,776.91	107,812.08	1.00	Had 5+ yrs. of Deputy exp. before promotion
	Deforest					Separate entity; do not have access to data
	Oregon					Fire District - not Village employee
	McFarland	88,961.60	115,564.80	100,609.60	4.00	Fire & Rescue Chief (also over Rescue/EMT)
	Monona			98,000.00	0.50	Fire Chief/EMS Director
4	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted, non-profit volunteer dept.
	Edgerton					N/A
	Cross Plains					N/A
3	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					Contracted
	Cambridge					Part of a commission with volunteers
	Brooklyn					Volunteer
2	Black Earth					N/A - volunteer fire department
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
	Average	86,381.26	114,331.43	112,787.78	2.75	
	50th Percentile	89,063.32	113,170.86	104,210.84		
	60th Percentile	89,124.35	114,607.22	107,812.08		
	65th Percentile	89,154.87	115,325.41	111,409.06		
	70th Percentile	89,429.66	117,124.80	115,006.04		
	80th Percentile	90,223.50	121,804.80	122,200.00		
Actual Data						
	Average	90,230.22	135,345.34			
	50th Percentile	83,368.67	125,053.01			
	60th Percentile	86,249.66	129,374.50			
	65th Percentile	89,127.25	133,690.87			
	70th Percentile	92,004.83	138,007.25			
	80th Percentile	97,760.00	146,640.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Building Inspector				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	75,512.02	101,941.23	94,987.33	4.00	Director of Building Inspection
	Fitchburg	52,166.40	74,526.40	64,500.80	1.00	Code Inspector II
	Middleton	84,682.00	110,086.00	90,000.00	1.00	Building Inspector Manager
5	Waunakee					N/A
	Stoughton	53,289.60	70,366.40	65,603.00	2.00	
	Verona	62,857.82	78,093.34	78,093.34	3.00	Had previous experience before Verona
	Deforest					Contracted
	Oregon					Contracted
4	McFarland					N/A
	Monona					Contracted
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					Contracted
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					N/A - contracted out; \$41.63/inspection
2	Cambridge					Contracted
	Brooklyn					Contracted
	Black Earth					Contracted
	Dane					Contracted
	Blue Mounds					Contracted position. \$50/inspection
1	Rockdale					N/A
Range Data						
Average		65,701.57	87,002.67	78,636.89	2.20	
50th Percentile		62,857.82	78,093.34	78,093.34		
60th Percentile		67,919.50	87,632.50	82,856.00		
65th Percentile		70,450.34	92,402.07	85,237.34		
70th Percentile		72,981.18	97,171.65	87,618.67		
80th Percentile		77,346.02	103,570.18	90,997.47		
Actual Data						
Average		62,909.52	94,364.27			
50th Percentile		62,474.67	93,712.01			
60th Percentile		66,284.80	99,427.20			
65th Percentile		68,189.87	102,284.80			
70th Percentile		70,094.93	105,142.40			
80th Percentile		72,797.97	109,196.96			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Building Maintenance Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	59,165.64	79,873.62	69,574.04	5.00	
	Fitchburg	64,064.00	91,520.00	74,520.80	6.00	Building & Grounds Manager
	Middleton					
5	Waunakee	58,552.00	74,942.40	61,578.40	4.50	2 FTEs - 1 for Library & 1 for Comm. Center
	Stoughton	47,424.00	62,628.80	57,262.00	4.00	Does not manage people
	Verona	49,789.29	61,857.24	61,857.24	5.00	Building Facilities Manager
	Deforest					Parks Sup/Public Services Project Coor.
	Oregon					N/A
	McFarland					N/A
4	Monona			45,720.00	1.50	Bldg Maint Leadworker. Does not supervise.
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					N/A
	Edgerton					N/A
	Cross Plains					N/A
3	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	63,211.20	81,265.60	65,000.00	0.50	DPW Crew Chief
	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
2	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		57,034.36	75,347.94	60,064.06	3.69	
50th Percentile		58,858.82	77,408.01	61,717.82		
60th Percentile		59,165.64	79,873.62	62,485.79		
65th Percentile		60,177.03	80,221.62	63,585.76		
70th Percentile		61,188.42	80,569.61	64,685.72		
80th Percentile		63,211.20	81,265.60	67,744.42		
Actual Data						
Average		48,051.25	72,076.87			
50th Percentile		49,374.26	74,061.38			
60th Percentile		49,988.63	74,982.95			
65th Percentile		50,868.61	76,302.91			
70th Percentile		51,748.58	77,622.87			
80th Percentile		54,195.54	81,293.31			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Public Works Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	79,287.63	107,038.30	82,459.14	1.00	Public Works Operations Manager
	Fitchburg	99,715.20	142,459.20	105,414.40	1.00	
	Middleton	100,857.00	116,045.00	113,770.00	26.00	Public Works Director/City Engineer
5	Waunakee	102,564.80	131,289.60	124,966.40	25.00	Director of PW/Village Engineer
	Stoughton	75,587.20	99,819.20	87,672.00	5.00	
	Verona	94,514.94	110,776.91	107,812.09	5.00	
	Deforest			96,585.00	14.00	Public Service Director
	Oregon	86,640.00	113,068.00	108,657.00	5.00	
4	McFarland	88,961.60	115,564.80	96,470.40	2.00	
	Monona			98,171.00	9.50	
	Windsor			80,000.00		
	Mount Horeb	74,533.40	111,830.09	85,300.80	4.00	Public Services Director
	Cottage Grove			93,354.00	6.00	
	Edgerton			89,003.20		Municipal Services Director
3	Cross Plains			77,000.00	27.00	Public Facilities Director
	Marshall			73,535.00	25.00	
	Belleville			70,073.00	7.00	
	Shorewood Hills			65,000.00	0.50	DPW Crew Chief
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn			64,563.20	2.50	
	Black Earth	50,000.00	65,000.00	60,000.00	4.00	
	Dane	52,000.00	83,200.00	56,160.00	3.00	
	Blue Mounds			53,872.00	11.00	Superintendent of Water & Sewer
1	Rockdale					N/A
Range Data						
Average		82,241.98	108,735.55	84,123.42	8.88	
50th Percentile		86,640.00	111,830.09	85,300.80		
60th Percentile		88,961.60	113,068.00	89,873.36		
65th Percentile		91,738.27	114,316.40	94,288.92		
70th Percentile		94,514.94	115,564.80	96,516.24		
80th Percentile		99,715.20	116,045.00	102,517.04		
Actual Data						
Average		67,298.73	100,948.10			
50th Percentile		68,240.64	102,360.96			
60th Percentile		71,898.69	107,848.03			
65th Percentile		75,431.14	113,146.70			
70th Percentile		77,212.99	115,819.49			
80th Percentile		82,013.63	123,020.45			

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*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Streets Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	62,123.93	83,867.30	72,680.82	6.00	Public Works Supervisor
	Fitchburg	64,064.00	91,520.00	84,032.00	11.00	
	Middleton	63,279.00	82,236.00	70,400.00		Street Foreman
5	Waunakee	79,081.60	101,212.80	93,995.20	7.00	PW/Parks Supt. 22+ yrs. with Village
	Stoughton	59,862.40	79,060.80	69,451.00	5.00	
	Verona	66,629.30	82,778.95	74,266.43	10.00	
	Deforest			80,963.79	25.00	Public Works & Utilities Supervisor
	Oregon	66,140.00	85,982.00	82,719.00	41.00	Assistant Public Works Director
4	McFarland	66,476.80	86,361.60	80,995.20	1.00	Streets/Utilities Superintendent
	Monona			73,620.00	2.00	PW Operations Supervisor
	Windsor					N/A
	Mount Horeb	47,380.03	71,070.05	60,028.80	21.00	Public Services Mechanic/Foreman
	Cottage Grove			65,176.00	15.00	Public Works Foreman
	Edgerton					N/A
3	Cross Plains			45,300.00	3.00	Public Facilities I
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills			65,000.00	0.50	DPW Crew Chief
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn			56,097.60	2.50	Public Works Assistant Director
	Black Earth					N/A
	Dane					N/A
	Blue Mounds			43,430.00	7.00	Superintendent of Streets & Parks
1	Rockdale					N/A
Range Data						
Average		63,893.01	84,898.83	68,420.93	10.00	
50th Percentile		64,064.00	83,867.30	70,400.00		
60th Percentile		65,724.80	85,559.06	73,244.33		
65th Percentile		66,207.36	86,057.92	73,878.57		
70th Percentile		66,342.08	86,209.76	75,605.90		
80th Percentile		66,537.80	88,424.96	80,988.92		
Actual Data						
Average		54,736.75	82,105.12			
50th Percentile		56,320.00	84,480.00			
60th Percentile		58,595.46	87,893.19			
65th Percentile		59,102.86	88,654.29			
70th Percentile		60,484.72	90,727.08			
80th Percentile		64,791.13	97,186.70			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Public Works Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	42,075.70	56,802.30	49,732.80	7.00	Maintenance Worker. Average of 16 people.
	Fitchburg	40,268.80	57,532.80	53,310.40	8.00	Public Works Maintenance Worker
	Middleton	50,213.00	65,150.00	55,000.00		Streets Maintenance Worker
5	Waunakee	46,820.80	59,904.00	52,608.40	8.00	9 FTEs w. tenures from 2 to 20 yrs.
	Stoughton	42,203.20	55,744.00	51,958.00	9.00	Machine Operator
	Verona	46,971.03	58,355.89	55,355.89	15.00	Avg years of service.
	Deforest			54,336.53	7.00	Average of 6 out of 9 crew members
	Oregon			50,107.20	15.50	Average
4	McFarland	44,220.80	57,428.80	50,752.00	12.50	Actual salary is an average
	Monona	49,920.00	56,596.80		14.40	PW Crew
	Windsor			48,748.00	8.00	
	Mount Horeb	37,771.07	56,656.61	49,774.40	2.00	Public Services Crewperson
	Cottage Grove			50,000.00	8.00	PW Tech. Avg. of 5 comparable positions
	Edgerton			48,186.67		Public Works Operator
3	Cross Plains	39,894.40	41,100.80		5.00	Public Facilities II
	Marshall	42,432.00	45,032.00		3.00	
	Belleville	41,184.00	54,787.20		9.00	Public Works Operator
	Shorewood Hills	42,785.60	55,016.00	48,921.60	5.00	Also II at \$19-\$25; Mech. \$21-\$27
2	Cambridge			36,000.00	0.50	One person on staff in this position
	Brooklyn	33,280.00		41,464.80	11.25	2 incumbs.: \$21.54/20 yrs. & \$18.33/2.5 yrs.
	Black Earth	39,520.00	58,240.00	41,600.00	6.00	
	Dane	43,680.00		47,840.00	2.00	
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		42,702.52	55,596.23	49,205.37	7.81	
50th Percentile		42,317.60	56,729.46	49,887.20		
60th Percentile		42,785.60	57,303.50	50,236.16		
65th Percentile		43,456.40	57,475.60	50,812.30		
70th Percentile		43,950.40	57,603.52	51,837.40		
80th Percentile		46,820.80	58,286.36	53,029.60		
Actual Data						
Average		39,364.30	59,046.45			
50th Percentile		39,909.76	59,864.64			
60th Percentile		40,188.93	60,283.39			
65th Percentile		40,649.84	60,974.76			
70th Percentile		41,469.92	62,204.88			
80th Percentile		42,423.68	63,635.52			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Parks Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			149,138.00	6.00	Parks Superintendent. 7.75 hrs/day
6	Sun Prairie	62,123.93	83,867.30	69,000.00	1.00	Parks & Forestry Division
	Fitchburg	75,961.60	108,534.40	92,123.20	13.00	Parks & Recreation Director
	Middleton	84,682.00	110,086.00	85,925.00	4.00	Director of Public Lands, Rec & Forestry
	Waunakee					N/A
5	Stoughton	56,451.20	74,568.00	61,006.00	4.00	Parks Supervisor. Reports to DPW Director
	Verona	66,629.30	82,778.95	82,778.95	20.00	Parks & Urban Forestry Director
	Deforest			74,048.00	16.00	Parks Supervisor/Public Services Proj. Coord.
	Oregon					N/A
4	McFarland	55,827.20	72,508.80	57,512.00	1.00	Parks Supt. Reports to DPW Dtr
	Monona			75,276.00	13.00	Parks & Recreation Director
	Windsor					N/A
	Mount Horeb					Role filled by Public Services Director
	Cottage Grove			64,988.00	7.00	Director of Parks, Recreation & Forestry
	Edgerton					Parks maintenance under Muni. Svcs. Dtr.
3	Cross Plains			70,000.00	14.00	Parks & Recreation Director
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	47,112.00	60,569.60	61,796.80	17.00	Forester. Hourly, eligible for OT
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn					N/A
	Black Earth					Combined with Public Works Director
	Dane					N/A
	Blue Mounds					See Supt. of Streets and Parks
1	Rockdale					N/A
Range Data						
Average		64,112.46	84,701.86	76,045.53	9.15	
50th Percentile		62,123.93	82,778.95	70,000.00		
60th Percentile		64,827.15	83,431.96	74,293.60		
65th Percentile		66,178.76	83,758.47	75,030.40		
70th Percentile		68,495.76	88,800.72	78,277.18		
80th Percentile		74,095.14	103,600.98	84,666.58		
Actual Data						
Average		60,836.43	91,254.64			
50th Percentile		56,000.00	84,000.00			
60th Percentile		59,434.88	89,152.32			
65th Percentile		60,024.32	90,036.48			
70th Percentile		62,621.74	93,932.62			
80th Percentile		67,733.26	101,599.90			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Parks Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			34,486.00	1.00	6 hrs/day, 5 staff, position is PT
6	Sun Prairie					See Maintenance Worker under PW
	Fitchburg	40,268.80	57,532.80	53,310.40		Same as PW Maintenance Worker
	Middleton	47,286.00	61,472.00	48,000.00	2.00	Parks Maintenance Worker
5	Waunakee					N/A
	Stoughton					No full-time, all seasonal
	Verona	44,312.30	55,052.75	51,292.80		4 staff total, 2 w. < 5 yrs. exp. & 2 w. > 10 yrs.
4	Deforest			50,204.27	11.60	Average of 3 Public Service Crewmembers
	Oregon					Park of Public Works Crewman
	McFarland	44,220.80	57,428.80	46,737.60	3.00	
	Monona	40,414.40	42,536.00		1.25	Parks Maintenance Worker. 2 employees
	Windsor					N/A
	Mount Horeb					Role filled by Public Services Crewperson
	Cottage Grove			57,432.00	2.00	Parks Operations Foreman
3	Edgerton					
	Cross Plains			40,310.40	3.00	Parks Maintenance
	Marshall					N/A
	Belleville					N/A
2	Shorewood Hills	34,424.00	44,262.40	35,401.60	2.00	Forestry Assistant. Hourly, eligible for OT
	Cambridge			36,000.00		Same person as PW Worker
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
1	Blue Mounds	27,040.00				Part-time mower
	Rockdale					N/A
Range Data						
Average		39,709.47	53,047.46	45,317.51	3.23	
50th Percentile		40,414.40	56,240.78	47,368.80		
60th Percentile		42,698.24	57,428.80	48,881.71		
65th Percentile		43,840.16	57,454.80	49,873.63		
70th Percentile		44,239.10	57,480.80	50,530.83		
80th Percentile		44,294.00	57,532.80	51,696.32		
Actual Data						
Average		36,254.01	54,381.01			
50th Percentile		37,895.04	56,842.56			
60th Percentile		39,105.37	58,658.05			
65th Percentile		39,898.90	59,848.36			
70th Percentile		40,424.66	60,636.99			
80th Percentile		41,357.06	62,035.58			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Recreation Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	59,165.64	79,873.62	66,997.24	6.00	
	Fitchburg	60,091.20	85,862.40	76,585.60	12.00	Community Center & Recreation Director
	Middleton	59,697.00	77,606.00	59,697.00	4.00	
5	Waunakee	93,766.40	120,016.00	108,700.80	20.00	Oversees Comm. Ctr. & rec. programs
	Stoughton	63,460.80	83,824.00	70,761.00	5.00	Parks & Recreation Director
	Verona	59,299.84	73,672.98	76,672.98	20.00	Recreation Director
	Deforest			55,000.00	2.00	Recreation & Community Enrichment Dtr.
	Oregon					N/A
4	McFarland					N/A
	Monona			52,535.00	9.00	Aquatic Director/Recreation Supervisor
	Windsor					N/A
	Mount Horeb	53,065.64	79,598.45	62,420.80	10.00	Recreation Director
	Cottage Grove			48,000.00	1.00	
	Edgerton					Recreation/Aquatics Director -seasonal
3	Cross Plains	33,600.00	39,000.00		3.00	Recreation Coordinator
	Marshall			50,070.00	6.00	Recreation Director. Also oversees Parks
	Belleville					N/A
	Shorewood Hills					N/A
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		60,268.32	79,931.68	66,130.95	8.17	
50th Percentile		59,498.42	79,736.04	62,420.80		
60th Percentile		59,775.84	80,663.70	66,997.24		
65th Percentile		59,913.81	82,046.33	68,879.12		
70th Percentile		60,051.78	83,428.96	70,761.00		
80th Percentile		62,112.96	85,047.04	76,585.60		
Actual Data						
Average		52,904.76	79,357.14			
50th Percentile		49,936.64	74,904.96			
60th Percentile		53,597.79	80,396.69			
65th Percentile		55,103.30	82,654.94			
70th Percentile		56,608.80	84,913.20			
80th Percentile		61,268.48	91,902.72			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Library Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			150,788.00	6.00	7.75 hrs/wk.
6	Sun Prairie	87,414.61	118,009.72	97,405.95	5.00	
	Fitchburg	79,913.60	114,171.20	103,833.60	10.00	
	Middleton	89,763.00	116,045.00	90,623.00		
5	Waunakee	76,148.80	96,969.60	90,500.80	4.00	
	Stoughton	75,587.20	99,819.20	78,562.00	2.00	
	Verona	70,627.05	87,745.68	87,745.68	15.00	
	Deforest			83,824.00	32.00	
	Oregon	69,189.00	98,325.00	79,314.00	2.00	
4	McFarland	74,692.80	97,032.00	86,590.40	8.00	
	Monona			71,274.00	3.50	
	Windsor					N/A
	Mount Horeb			63,294.40	13.00	
	Cottage Grove					N/A
	Edgerton			52,936.00		
3	Cross Plains			67,500.00		
	Marshall			49,628.00	10.00	
	Belleville			55,099.00	10.00	
	Shorewood Hills					N/A
2	Cambridge			47,000.00	25.00	
	Brooklyn					N/A
	Black Earth			48,000.00	14.00	
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		77,917.01	103,514.68	77,995.49	10.63	
50th Percentile		75,868.00	99,072.10	78,938.00		
60th Percentile		76,901.76	102,689.60	84,377.28		
65th Percentile		78,219.44	107,712.80	86,648.16		
70th Percentile		79,537.12	112,736.00	87,630.15		
80th Percentile		84,414.21	115,295.48	90,574.12		
Actual Data						
Average		62,396.39	93,594.59			
50th Percentile		63,150.40	94,725.60			
60th Percentile		67,501.82	101,252.74			
65th Percentile		69,318.53	103,977.80			
70th Percentile		70,104.12	105,156.18			
80th Percentile		72,459.30	108,688.94			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Librarian				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	53,665.04	72,447.65	59,414.99	3.00	Average of 3
	Fitchburg	56,118.40	80,163.20	64,417.60	3.00	Outreach, Reference, Teen or Youth Svcs. Lib.
	Middleton	59,697.00	77,606.00	60,000.00		
5	Waunakee	55,598.40	71,156.80	60,642.40	4.50	2 FTEs
	Stoughton	50,252.80	66,372.80	58,323.00	7.00	
	Verona	52,776.64	65,568.67	53,397.76	6.00	
	Deforest			34,476.00	8.00	Circulation Manager
	Oregon	43,222.40	67,288.00	57,283.20	8.00	2 Positions
	McFarland	46,862.40	60,881.60	48,692.80	2.00	
4	Monona			47,546.00	2.50	Technical Svcs. Coord./Adult Svcs. Coord.
	Windsor					N/A
	Mount Horeb			46,280.00	7.00	
	Cottage Grove					N/A
	Edgerton					N/A
3	Cross Plains			37,000.00		
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					N/A
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth	27,040.00	37,440.00	37,440.00	8.00	
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		49,470.34	66,547.19	51,147.21	5.36	
50th Percentile		52,776.64	67,288.00	53,397.76		
60th Percentile		53,487.36	70,383.04	57,491.16		
65th Percentile		54,051.71	71,414.97	58,115.04		
70th Percentile		54,825.06	71,931.31	58,759.80		
80th Percentile		55,806.40	74,510.99	59,766.00		
Actual Data						
Average		40,917.77	61,376.65			
50th Percentile		42,718.21	64,077.31			
60th Percentile		45,992.93	68,989.39			
65th Percentile		46,492.03	69,738.05			
70th Percentile		47,007.84	70,511.76			
80th Percentile		47,812.80	71,719.20			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Library Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	42,075.70	56,802.30	47,153.60	16.00	Assistant Tech. Services Librarian
	Fitchburg					Position was included with Admin. Asst.
	Middleton	37,455.00	48,691.00	Varies		Library Ambassador
5	Waunakee					Asst. I, II & III. Range varies on class
	Stoughton	35,443.20	46,800.00	41,829.00	17.00	
	Verona	35,099.47	43,606.68	39,343.20	5.00	Most are part-time
	Deforest			35,542.00	1.00	Assistant Library Director
	Oregon	45,489.60	80,641.60	54,579.20	34.00	Assistant Director/Tech. Svcs. Supervisor
	McFarland	55,827.20	72,508.80	55,827.20	1.00	Assistant Library Director
4	Monona	30,617.60	38,604.80		12.00	
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					N/A
	Edgerton			32,025.07		
3	Cross Plains			44,000.00		Assistant Director
	Marshall					N/A
	Belleville			25,428.00	7.00	
	Shorewood Hills					N/A
2	Cambridge	22,880.00	31,678.40		5.00	Multiple part-time positions
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		38,110.97	52,416.70	41,747.47	10.89	
50th Percentile		36,449.10	47,745.50	41,829.00		
60th Percentile		38,379.14	50,313.26	43,565.80		
65th Percentile		39,996.38	53,152.22	44,630.72		
70th Percentile		41,613.63	55,991.17	45,892.16		
80th Percentile		44,124.04	66,226.20	50,123.84		
Actual Data						
Average		33,397.98	50,096.97			
50th Percentile		33,463.20	50,194.80			
60th Percentile		34,852.64	52,278.96			
65th Percentile		35,704.58	53,556.86			
70th Percentile		36,713.73	55,070.59			
80th Percentile		40,099.07	60,148.61			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Planner				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	75,512.02	101,941.23	92,311.04	2.00	Planning Director
	Fitchburg	87,880.00	125,528.00	97,905.60	2.00	City Planner & Zoning Administrator
	Middleton	95,148.00	123,693.00	95,148.00	13.00	Dir of Planning & Community Development
5	Waunakee					N/A
	Stoughton	84,905.60	112,132.80	110,968.00	21.00	Director of Planning & Development
	Verona	79,356.57	98,591.05	Vacant		Planning Director. Currently vacant
	Deforest					Contracted
	Oregon	74,842.00	97,671.00	80,629.00	1.00	Director of Planning & Zoning Administrator
	McFarland	79,185.60	102,856.00	85,862.40	1.00	DH position w. Economic Dev. resp., too
4	Monona			61,350.00	1.50	
	Windsor			85,312.00	3.00	Deputy Administrator/Dtr. of Economic Dev.
	Mount Horeb					N/A
	Cottage Grove			74,808.00	6.00	
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					Duties performed by VA. Contracted services
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					Contracted
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		82,404.26	108,916.15	87,143.78	5.61	
50th Percentile		79,356.57	102,856.00	85,862.40		
60th Percentile		82,685.99	108,422.08	91,021.31		
65th Percentile		84,350.70	111,205.12	92,878.43		
70th Percentile		85,500.48	114,444.84	94,013.22		
80th Percentile		87,285.12	121,380.96	96,251.04		
Actual Data						
Average		69,715.03	104,572.54			
50th Percentile		68,689.92	103,034.88			
60th Percentile		72,817.05	109,225.57			
65th Percentile		74,302.75	111,454.12			
70th Percentile		75,210.57	112,815.86			
80th Percentile		77,000.83	115,501.25			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

GROUP 1

Dane County Cities and Villages Association
Detailed Salary Data - Group 1

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Browntown	37,440.00	52,000.00	37,440.00	40.00	
Clyman			38,376.00	36.00	Clerk/Treasurer
Doylestown					Hours Vary - Pay is \$817/month
South Wayne			48,006.40	20.00	Converted to 40 hrs/wk
Rockdale	29,328.00	42,660.80	31,990.40	15.00	Converted to 40 hrs/wk
Range Data					
Average	37,440.00	52,000.00	41,274.13		
50th Percentile	37,440.00	52,000.00	38,376.00		
60th Percentile	37,440.00	52,000.00	40,302.08		
65th Percentile	37,440.00	52,000.00	41,265.12		
70th Percentile	37,440.00	52,000.00	42,228.16		
80th Percentile	37,440.00	52,000.00	44,154.24		
Actual Data					
Average	37,146.72	45,401.55			
50th Percentile	30,700.80	46,051.20			
60th Percentile	32,241.66	48,362.50			
65th Percentile	33,012.10	49,518.14			
70th Percentile	33,782.53	50,673.79			
80th Percentile	35,323.39	52,985.09			

The following communities did not respond: Cazenovia, Cobb, Doylestown, Friesland, Gratiot, Hollandale, Ironton, La Valle, Loganville, Lowell, Nichols, Rewey, and Rock Springs.

GROUP 2

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend					N/A
Black Earth			68,600.00	40.00	Administrator/Clerk/Treasurer
Blue Mounds					N/A
Brooklyn					N/A
Cambridge			61,000.00	40.00	Administrator/Clerk/Treasurer
Dane			58,000.00	40.00	Clerk-Treasurer/Work is Administrator
Randolph					Village President
Spring Green					N/A
West Baraboo			58,000.00	40.00	Clerk/Treasurer/Administrator
Range Data					
Average			61,400.00		
50th Percentile			59,500.00		
60th Percentile			60,400.00		
65th Percentile			60,850.00		
70th Percentile			61,760.00		
80th Percentile			64,040.00		
Actual Data					
Average	55,260.00	67,540.00			
50th Percentile	47,600.00	71,400.00			
60th Percentile	48,320.00	72,480.00			
65th Percentile	48,680.00	73,020.00			
70th Percentile	49,408.00	74,112.00			
80th Percentile	51,232.00	76,848.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	55,000.00	57,750.00	55,000.00	40.00	Village Clerk/Treasurer
Black Earth			68,600.00	40.00	Administrator/Clerk/Treasurer
Blue Mounds			45,884.00	40.00	Clerk/Treasurer. Also all HR duties
Brooklyn			46,488.00	40.00	
Cambridge			61,000.00	40.00	Administrator/Clerk/Treasurer
Dane			58,000.00	40.00	Clerk/Treasurer
Randolph	33,280.00	41,600.00	41,600.00	40.00	Village Clerk/Treasurer
Spring Green			64,450.00	40.00	Clerk/Treasurer
West Baraboo					Combined with C/T/A position
Range Data					
Average	44,140.00	49,675.00	55,127.75		
50th Percentile	44,140.00	49,675.00	56,500.00		
60th Percentile	46,312.00	51,290.00	58,600.00		
65th Percentile	47,398.00	52,097.50	59,650.00		
70th Percentile	48,484.00	52,905.00	60,700.00		
80th Percentile	50,656.00	54,520.00	63,070.00		
Actual Data					
Average	49,614.98	60,640.53			
50th Percentile	45,200.00	67,800.00			
60th Percentile	46,880.00	70,320.00			
65th Percentile	47,720.00	71,580.00			
70th Percentile	48,560.00	72,840.00			
80th Percentile	50,456.00	75,684.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	41,600.00	43,680.00	41,600.00	20.00	Deputy Clerk/Treasurer. PT converted to FT
Black Earth				40.00	Finance is combined with A/C/T
Blue Mounds					N/A
Brooklyn					N/A
Cambridge			51,500.00	40.00	Deputy Clerk/Treasurer/Administrator
Dane					N/A
Randolph					Village Clerk/Treasurer & Accountant
Spring Green					Combined Clerk/Treasurer position
West Baraboo					Combined with C/T/A position
Range Data					
Average	41,600.00	43,680.00	46,550.00		
50th Percentile	41,600.00	43,680.00	46,550.00		
60th Percentile	41,600.00	43,680.00	47,540.00		
65th Percentile	41,600.00	43,680.00	48,035.00		
70th Percentile	41,600.00	43,680.00	48,530.00		
80th Percentile	41,600.00	43,680.00	49,520.00		
Actual Data					
Average	41,895.00	51,205.00			
50th Percentile	37,240.00	55,860.00			
60th Percentile	38,032.00	57,048.00			
65th Percentile	38,428.00	57,642.00			
70th Percentile	38,824.00	58,236.00			
80th Percentile	39,616.00	59,424.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	84,870.00	89,166.00	86,991.00	40.00	
Black Earth				40.00	N/A - Contracts with Dane Co. Sheriff
Blue Mounds			64,001.00	40.00	
Brooklyn			64,667.20	40.00	
Cambridge					N/A - Contracts with Dane Co. Sheriff
Dane					N/A
Randolph	41,600.00	62,400.00	58,864.00	40.00	
Spring Green			31,100.00		Part-time position
West Baraboo					N/A
Range Data					
Average	63,235.00	75,783.00	61,124.64		
50th Percentile	63,235.00	75,783.00	64,001.00		
60th Percentile	67,562.00	78,459.60	64,267.48		
65th Percentile	69,725.50	79,797.90	64,400.72		
70th Percentile	71,889.00	81,136.20	64,533.96		
80th Percentile	76,216.00	83,812.80	69,131.96		
Actual Data					
Average	55,012.18	67,237.10			
50th Percentile	51,200.80	76,801.20			
60th Percentile	51,413.98	77,120.98			
65th Percentile	51,520.58	77,280.86			
70th Percentile	51,627.17	77,440.75			
80th Percentile	55,305.57	82,958.35			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend			14,076.00	12.00	Salaried position, part-time, min. 12 hrs/wk
Black Earth				40.00	Volunteer
Blue Mounds					N/A
Brooklyn					Volunteer
Cambridge					Part of a commission with volunteers
Dane					N/A
Randolph					Based upon calls plus \$525.00 / Month
Spring Green					N/A
West Baraboo					N/A
Range Data					
Average			14,076.00		
50th Percentile			14,076.00		
60th Percentile			14,076.00		
65th Percentile			14,076.00		
70th Percentile			14,076.00		
80th Percentile			14,076.00		
Actual Data					
Average	12,668.40	15,483.60			
50th Percentile	11,260.80	16,891.20			
60th Percentile	11,260.80	16,891.20			
65th Percentile	11,260.80	16,891.20			
70th Percentile	11,260.80	16,891.20			
80th Percentile	11,260.80	16,891.20			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend					Contracted
Black Earth					Contracted
Blue Mounds					Contracted \$50/inspection
Brooklyn					Contracted
Cambridge					Contracted
Dane					Contracted
Randolph					Privately contracted
Spring Green					N/A
West Baraboo					Hourly contract through engineering MSA
Range Data					
Average					
50th Percentile					
60th Percentile					
65th Percentile					
70th Percentile					
80th Percentile					
Actual Data					
Average					
50th Percentile					
60th Percentile					
65th Percentile					
70th Percentile					
80th Percentile					

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	55,125.00	56,779.00	55,125.00		Public Works Superintendent. Salaried
Black Earth	50,000.00	65,000.00	60,000.00	40.00	
Blue Mounds			53,872.00	40.00	Superintendent of Water & Sewer
Brooklyn			64,563.20	40.00	
Cambridge			45,000.00	40.00	PW Supt. Oversees building, parks & roads
Dane	52,000.00	83,200.00	56,160.00	40.00	
Randolph	37,440.00	52,000.00		40.00	Street Dept Superintendent
Spring Green			66,700.00	40.00	Overtime/comp time available
West Baraboo			64,000.00	40.00	
Range Data					
Average	48,641.25	64,244.75	58,177.53		
50th Percentile	51,000.00	60,889.50	58,080.00		
60th Percentile	51,600.00	63,355.80	60,800.00		
65th Percentile	51,900.00	64,588.95	62,200.00		
70th Percentile	52,312.50	66,820.00	63,600.00		
80th Percentile	53,250.00	72,280.00	64,337.92		
Actual Data					
Average	52,359.77	63,995.28			
50th Percentile	46,464.00	69,696.00			
60th Percentile	48,640.00	72,960.00			
65th Percentile	49,760.00	74,640.00			
70th Percentile	50,880.00	76,320.00			
80th Percentile	51,470.34	77,205.50			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend					Combined with Public Works
Black Earth					Combined with Public Works Director
Blue Mounds					See Superintendent of Streets and Parks
Brooklyn					N/A
Cambridge			45,000.00	40.00	PW Supt. Oversees building, parks & roads
Dane					N/A
Randolph					Park Board (multiple people)
Spring Green					N/A
West Baraboo					Combined with PW Director
Range Data					
Average			45,000.00		
50th Percentile			45,000.00		
60th Percentile			45,000.00		
65th Percentile			45,000.00		
70th Percentile			45,000.00		
80th Percentile			45,000.00		
Actual Data					
Average	40,500.00	49,500.00			
50th Percentile	36,000.00	54,000.00			
60th Percentile	36,000.00	54,000.00			
65th Percentile	36,000.00	54,000.00			
70th Percentile	36,000.00	54,000.00			
80th Percentile	36,000.00	54,000.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	21,000.00	21,630.00	21,000.00		Part-time
Black Earth			48,000.00	40.00	
Blue Mounds					N/A
Brooklyn					N/A
Cambridge			47,000.00	40.00	
Dane					N/A
Randolph	18/hr	25+/hr		40.00	
Spring Green			45,000.00	40.00	
West Baraboo					N/A
Range Data					
Average	21,000.00	21,630.00	40,250.00		
50th Percentile	21,000.00	21,630.00	46,000.00		
60th Percentile	21,000.00	21,630.00	46,600.00		
65th Percentile	21,000.00	21,630.00	46,900.00		
70th Percentile	21,000.00	21,630.00	47,100.00		
80th Percentile	21,000.00	21,630.00	47,400.00		
Actual Data					
Average	36,225.00	44,275.00			
50th Percentile	36,800.00	55,200.00			
60th Percentile	37,280.00	55,920.00			
65th Percentile	37,520.00	56,280.00			
70th Percentile	37,680.00	56,520.00			
80th Percentile	37,920.00	56,880.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
 Detailed Salary Data - Group 2

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend					Contracted
Black Earth					Contracted
Blue Mounds					N/A
Brooklyn					N/A
Cambridge					N/A
Dane					N/A
Randolph					Planning Board/Economic Development
Spring Green					N/A
West Baraboo					N/A
Range Data					
Average					
50th Percentile					
60th Percentile					
65th Percentile					
70th Percentile					
80th Percentile					
Actual Data					
Average					
50th Percentile					
60th Percentile					
65th Percentile					
70th Percentile					
80th Percentile					

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

GROUP 3

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville			83,330.00	40.00	Village Administrator/Clerk/Treasurer
Columbus	82,000.00	95,000.00	94,000.00	40.00	City Administrator/Treasurer
Cross Plains			87,000.00	40.00	Village Administrator/Clerk
Horicon					N/A
Hortonville	60,000.00	75,000.00	60,000.00	40.00	
Kewaskum	83,724.00	98,154.00	94,350.00	40.00	Village Administrator
Lodi	78,077.00	101,500.00	84,926.00	40.00	Director of Administration
Marshall			84,000.00		
Milton			93,683.20	40.00	
Poynette			83,491.00	40.00	Village Administrator; no set range
Prairie du Sac			118,376.00	40.00	
Sauk City			94,970.00	40.00	
Shorewood Hills			121,284.80	40.00	Performs some functions of Finance Director
Thiensville			96,500.00	40.00	No set range
Winneconne			81,040.00	40.00	
Range Data					
Average	75,950.25	92,413.50	91,210.79		
50th Percentile	80,038.50	96,577.00	90,341.60		
60th Percentile	81,215.40	97,523.20	93,936.64		
65th Percentile	81,803.85	97,996.30	94,157.50		
70th Percentile	82,172.40	98,488.60	94,412.00		
80th Percentile	82,689.60	99,492.40	95,582.00		
Actual Data					
Average	82,089.71	100,331.86			
50th Percentile	72,273.28	108,409.92			
60th Percentile	75,149.31	112,723.97			
65th Percentile	75,326.00	112,989.00			
70th Percentile	75,529.60	113,294.40			
80th Percentile	76,465.60	114,698.40			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					See Village Administrator
Columbus			56,180.00	40.00	
Cross Plains					See Village Administrator
Horicon			66,283.44	40.00	
Hortonville	50,000.00	65,000.00	60,000.00	40.00	Clerk-Treasurer
Kewaskum	53,206.40	62,400.00	53,206.40	40.00	Village Clerk/Deputy Treasurer
Lodi	61,652.00	80,148.00	70,013.00	40.00	
Marshall			47,300.00		Village Clerk/Clerk of Courts/Utility Clerk
Milton			51,724.40	35.00	Hours fluctuate depending on time of year.
Poynette			59,030.00	40.00	Village Clerk/Treasurer; no set range
Prairie du Sac			64,937.00	40.00	
Sauk City			75,000.00	40.00	
Shorewood Hills	57,324.80	73,715.20	67,163.20	40.00	Also performs Rec., Fin & Office Mgr
Thiensville			55,000.00	40.00	Village Clerk/Deputy Treasurer
Winneconne			52,000.00	40.00	Village Clerk/Treasurer (combined position)
Range Data					
Average	55,545.80	70,315.80	59,833.65		
50th Percentile	55,265.60	69,357.60	59,030.00		
60th Percentile	56,501.12	71,972.16	60,987.40		
65th Percentile	57,118.88	73,279.44	63,949.60		
70th Percentile	57,757.52	74,358.48	65,475.58		
80th Percentile	59,055.68	76,288.32	66,811.30		
Actual Data					
Average	53,850.28	65,817.01			
50th Percentile	47,224.00	70,836.00			
60th Percentile	48,789.92	73,184.88			
65th Percentile	51,159.68	76,739.52			
70th Percentile	52,380.46	78,570.69			
80th Percentile	53,449.04	80,173.56			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					See Village Administrator/Clerk/Treasurer
Columbus	55,000.00	67,000.00	61,000.00	40.00	Finance Director
Cross Plains			68,200.00	40.00	
Horicon					
Hortonville					None. (See Clerk position)
Kewaskum	53,206.40	62,400.00	59,259.20	40.00	Village Treasurer/Deputy Clerk
Lodi	61,652.00	80,148.00	65,624.00	40.00	Accounting Manager/Treasurer
Marshall					N/A
Milton			91,353.60	40.00	
Poynette					See Village Clerk/Treasurer
Prairie du Sac					Combined with Village Clerk
Sauk City					
Shorewood Hills					Performed by VA, Clerk, DC/ASM
Thiensville					Position is combined w/ Village Admin
Winneconne			52,000.00	40.00	Village Clerk/Treasurer (combined position)
Range Data					
Average	56,619.47	69,849.33	66,239.47		
50th Percentile	55,000.00	67,000.00	63,312.00		
60th Percentile	56,330.40	69,629.60	65,624.00		
65th Percentile	56,995.60	70,944.40	66,268.00		
70th Percentile	57,660.80	72,259.20	66,912.00		
80th Percentile	58,991.20	74,888.80	68,200.00		
Actual Data					
Average	59,615.52	72,863.41			
50th Percentile	50,649.60	75,974.40			
60th Percentile	52,499.20	78,748.80			
65th Percentile	53,014.40	79,521.60			
70th Percentile	53,529.60	80,294.40			
80th Percentile	54,560.00	81,840.00			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville			71,630.00	40.00	
Columbus			82,000.00	40.00	
Cross Plains			76,000.00	40.00	
Horicon			70,817.76	40.00	
Hortonville	65,000.00	75,000.00	71,379.00	40.00	
Kewaskum	70,979.00	83,177.00	83,177.00	40.00	
Lodi	72,630.00	94,419.00	89,773.00	40.00	
Marshall			80,167.00		
Milton			95,014.40	40.00	
Poynette			73,507.00	40.00	No set range
Prairie du Sac			103,000.00	40.00	Police is joint dept. w/ Village of Sauk City
Sauk City					Joint police department with Prairie du Sac
Shorewood Hills			100,630.40	40.00	
Thiensville			87,750.00	40.00	
Winneconne			69,157.00	40.00	
Range Data					
Average	69,536.33	84,198.67	82,428.75		
50th Percentile	70,979.00	83,177.00	81,083.50		
60th Percentile	71,309.20	85,425.40	82,941.60		
65th Percentile	71,474.30	86,549.60	85,234.85		
70th Percentile	71,639.40	87,673.80	87,952.30		
80th Percentile	71,969.60	89,922.20	91,869.56		
Actual Data					
Average	74,185.88	90,671.63			
50th Percentile	64,866.80	97,300.20			
60th Percentile	66,353.28	99,529.92			
65th Percentile	68,187.88	102,281.82			
70th Percentile	70,361.84	105,542.76			
80th Percentile	73,495.65	110,243.47			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					N/A
Columbus			31,800.00		
Cross Plains					
Horicon			4,700.00		Part-time position & dept. Paid on call
Hortonville					N/A
Kewaskum	64,472.00	75,571.00	74,089.00	40.00	
Lodi					N/A
Marshall					N/A
Milton					The City of Janesville's chief is Milton's Chief.
Poynette					Volunteer department/Fire District
Prairie du Sac			5,000.00		Volunteer Fire Department
Sauk City					Part of a Joint Fire District with 7 Townships
Shorewood Hills					Contracted
Thiensville			19,145.00	Part-time	
Winneconne					Volunteer Fire Department
Range Data					
Average	64,472.00	75,571.00	26,946.80		
50th Percentile	64,472.00	75,571.00	19,145.00		
60th Percentile	64,472.00	75,571.00	24,207.00		
65th Percentile	64,472.00	75,571.00	26,738.00		
70th Percentile	64,472.00	75,571.00	29,269.00		
80th Percentile	64,472.00	75,571.00	40,257.80		
Actual Data					
Average	24,252.12	29,641.48			
50th Percentile	15,316.00	22,974.00			
60th Percentile	19,365.60	29,048.40			
65th Percentile	21,390.40	32,085.60			
70th Percentile	23,415.20	35,122.80			
80th Percentile	32,206.24	48,309.36			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					N/A
Columbus					N/A, contracted out
Cross Plains					N/A
Horicon					Contracted service
Hortonville					N/A
Kewaskum					Contracted out to City of West Bend
Lodi					N/A
Marshall					N/A
Milton			93,246.40	40.00	PW Dir - Contracted Commercial Bldg Insp.
Poynette					Contracted service
Prairie du Sac					Contracted service
Sauk City					Contracted service
Shorewood Hills					Contracted - \$41.63/inspection
Thiensville					Contract service
Winneconne					Contract service
Range Data					
Average			93,246.40		
50th Percentile			93,246.40		
60th Percentile			93,246.40		
65th Percentile			93,246.40		
70th Percentile			93,246.40		
80th Percentile			93,246.40		
Actual Data					
Average	83,921.76	102,571.04			
50th Percentile	74,597.12	111,895.68			
60th Percentile	74,597.12	111,895.68			
65th Percentile	74,597.12	111,895.68			
70th Percentile	74,597.12	111,895.68			
80th Percentile	74,597.12	111,895.68			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville			70,073.00	40.00	
Columbus	60,000.00	70,000.00		40.00	Currently vacant
Cross Plains			77,000.00	40.00	Public Facilities Director
Horicon			80,000.00	40.00	Director of Public Work-Utilities
Hortonville	55,000.00	75,000.00	75,000.00	40.00	Public Works Director
Kewaskum	58,572.80	68,868.80	67,516.80	40.00	Public Works Working Foreman
Lodi	78,077.00	101,500.00	83,013.00	40.00	Director of Operations
Marshall			73,535.00		
Milton					See response to previous questions
Poynette			63,856.00	40.00	Director of Public Works; no set range
Prairie du Sac			102,995.00	40.00	Also oversees public electric utility
Sauk City			96,090.00	40.00	
Shorewood Hills			65,000.00	40.00	DPW Crew Chief
Thiensville			87,300.00	40.00	Director of Community Svcs. & Public Works
Winneconne			64,265.00	40.00	
Range Data					
Average	62,912.45	78,842.20	77,357.22		
50th Percentile	59,286.40	72,500.00	75,000.00		
60th Percentile	59,714.56	74,000.00	77,600.00		
65th Percentile	59,928.64	74,750.00	79,400.00		
70th Percentile	61,807.70	77,650.00	81,205.20		
80th Percentile	67,230.80	85,600.00	85,585.20		
Actual Data					
Average	69,621.49	85,092.94			
50th Percentile	60,000.00	90,000.00			
60th Percentile	62,080.00	93,120.00			
65th Percentile	63,520.00	95,280.00			
70th Percentile	64,964.16	97,446.24			
80th Percentile	68,468.16	102,702.24			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					N/A
Columbus					Falls under DPW Director position
Cross Plains			70,000.00	40.00	
Horicon					
Hortonville					N/A
Kewaskum					See Public Works Working Foreman
Lodi					N/A
Marshall					N/A
Milton					This function is managed by the PW Dir.
Poynette					Handled by DPW & Parks Commission
Prairie du Sac					N/A
Sauk City					Part of DPW Director duties
Shorewood Hills	47,112.00	60,569.60	61,796.80	40.00	Forester. Hourly, eligible for OT
Thiensville					Included in Dtr-Comm. Svcs. & PW position
Winneconne					Public Works Director oversees parks
Range Data					
Average	47,112.00	60,569.60	65,898.40		
50th Percentile	47,112.00	60,569.60	65,898.40		
60th Percentile	47,112.00	60,569.60	66,718.72		
65th Percentile	47,112.00	60,569.60	67,128.88		
70th Percentile	47,112.00	60,569.60	67,539.04		
80th Percentile	47,112.00	60,569.60	68,359.36		
Actual Data					
Average	59,308.56	72,488.24			
50th Percentile	52,718.72	79,078.08			
60th Percentile	53,374.98	80,062.46			
65th Percentile	53,703.10	80,554.66			
70th Percentile	54,031.23	81,046.85			
80th Percentile	54,687.49	82,031.23			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville			55,099.00	40.00	
Columbus			58,000.00	40.00	
Cross Plains			67,500.00	40.00	
Horicon			50,752.00	40.00	
Hortonville	36,000.00	50,000.00	42,000.00	40.00	
Kewaskum	49,036.00	56,661.00	56,661.00	40.00	
Lodi	53,611.00	69,694.00	55,078.00	40.00	
Marshall			49,628.00		
Milton			62,129.60	40.00	Library Director/Teen Librarian
Poynette			45,000.00	40.00	No set range
Prairie du Sac			55,620.00	40.00	
Sauk City			51,915.00	40.00	
Shorewood Hills					N/A
Thiensville					N/A
Winneconne	41,000.00	47,000.00	41,000.00	40.00	
Range Data					
Average	44,911.75	55,838.75	53,106.35		
50th Percentile	45,018.00	53,330.50	55,078.00		
60th Percentile	47,428.80	55,328.80	55,203.20		
65th Percentile	48,634.20	56,327.95	55,515.80		
70th Percentile	49,493.50	57,964.30	56,036.40		
80th Percentile	50,866.00	61,874.20	57,464.40		
Actual Data					
Average	47,795.72	58,416.99			
50th Percentile	44,062.40	66,093.60			
60th Percentile	44,162.56	66,243.84			
65th Percentile	44,412.64	66,618.96			
70th Percentile	44,829.12	67,243.68			
80th Percentile	45,971.52	68,957.28			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					N/A
Columbus			62,425.00	40.00	Director of Planning & Development
Cross Plains					N/A
Horicon					N/A
Hortonville					
Kewaskum					N/A
Lodi					N/A
Marshall					N/A
Milton					Duties performed by other staff.
Poynette					Contracted service
Prairie du Sac					Contracted service
Sauk City					Contracted service
Shorewood Hills					Duties performed by VA. Contracted services
Thiensville					Contracted service
Winneconne					Village Administrator performs functions
Range Data					
Average	#DIV/0!	#DIV/0!	62,425.00		
50th Percentile	#NUM!	#NUM!	62,425.00		
60th Percentile	#NUM!	#NUM!	62,425.00		
65th Percentile	#NUM!	#NUM!	62,425.00		
70th Percentile	#NUM!	#NUM!	62,425.00		
80th Percentile	#NUM!	#NUM!	62,425.00		
Actual Data					
Average	56,182.50	68,667.50			
50th Percentile	49,940.00	74,910.00			
60th Percentile	49,940.00	74,910.00			
65th Percentile	49,940.00	74,910.00			
70th Percentile	49,940.00	74,910.00			
80th Percentile	49,940.00	74,910.00			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

GROUP 4

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	94,000.00	127,700.00	107,000.00	40.00	
Columbus	82,000.00	95,000.00	94,000.00	40.00	City Administrator/Treasurer
Cottage Grove			130,795.00	40.00	
Edgerton			91,020.80		
Hales Corners	114,457.00	138,493.00	114,457.00	40.00	Village Admin./Clerk/Treas.
Hartland			120,000.00	40.00	Village Administrator
Lake Mills			99,404.42	40.00	City Manager
McFarland	94,307.20	122,491.20	115,523.20	40.00	
Monona			104,806.00	40.00	City Administrator/ED Director
Mount Herob	93,519.78	140,279.67	111,300.80		
Mukwonago	88,037.00	118,849.00	106,118.00	40.00	
Port Washington	108,671.00	125,752.00	114,500.00	40.00	
Portage	88,913.00	133,370.00	117,539.00	40.00	2021 Rates
Reedsburg			130,385.00	40.00	
Slinger			90,045.00	40.00	Village Administrator
Windsor			93,636.00	40.00	
Range Data					
Average	95,488.12	125,241.86	108,783.14		
50th Percentile	93,759.89	126,726.00	109,150.40		
60th Percentile	94,061.44	128,834.00	114,457.00		
65th Percentile	94,168.96	130,818.50	114,489.25		
70th Percentile	94,276.48	132,803.00	115,011.60		
80th Percentile	102,925.48	136,443.80	117,539.00		
Actual Data					
Average	97,904.82	119,661.45			
50th Percentile	87,320.32	130,980.48			
60th Percentile	91,565.60	137,348.40			
65th Percentile	91,591.40	137,387.10			
70th Percentile	92,009.28	138,013.92			
80th Percentile	94,031.20	141,046.80			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	57,000.00	77,400.00	64,000.00	40.00	Treasurer. Recently re-elected Clerk 1/1/21
Columbus			56,180.00	40.00	
Cottage Grove			75,361.00	40.00	
Edgerton			66,664.00		Clerk/Treasurer
Hales Corners					Combined VA/C/T position
Hartland					N/A
Lake Mills			58,981.78	40.00	
McFarland	74,692.80	97,032.00	80,995.20	40.00	Clerk/Treasurer - lots of financial duties.
Monona			69,543.00	40.00	City Clerk. Also does Accounts Payable
Mount Herob	53,065.64	79,598.45	62,400.00		
Mukwonago	62,625.00	84,541.00	81,120.00	40.00	Clerk/Treasurer
Port Washington	69,404.00	87,824.00	76,888.00	40.00	
Portage	59,710.00	89,572.00	82,740.00	40.00	2021 Rates
Reedsburg			96,107.00	40.00	City Clerk-Treasurer/Finance Director
Slinger	52,915.00	76,142.00	58,489.00	40.00	Village Clerk
Windsor			70,000.00	40.00	
Range Data					
Average	61,344.63	84,587.06	71,390.64		
50th Percentile	59,710.00	84,541.00	69,771.50		
60th Percentile	61,459.00	86,510.80	74,288.80		
65th Percentile	62,333.50	87,495.70	76,048.15		
70th Percentile	63,980.80	88,173.60	77,298.72		
80th Percentile	68,048.20	89,222.40	81,045.12		
Actual Data					
Average	64,251.58	78,529.71			
50th Percentile	55,817.20	83,725.80			
60th Percentile	59,431.04	89,146.56			
65th Percentile	60,838.52	91,257.78			
70th Percentile	61,838.98	92,758.46			
80th Percentile	64,836.10	97,254.14			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	83,000.00	113,000.00	102,000.00	40.00	Finance Director
Columbus	55,000.00	67,000.00	61,000.00	40.00	Finance Director
Cottage Grove			80,005.00	40.00	Treasurer
Edgerton					N/A
Hales Corners					Combined VA/C/T position
Hartland			92,000.00	40.00	Finance Director
Lake Mills			74,532.30	40.00	
McFarland					N/A
Monona			101,808.00	40.00	
Mount Herob	83,499.80	125,249.71	102,960.00		
Mukwonago	73,097.00	98,681.00	90,515.00	40.00	
Port Washington	78,076.00	98,789.00	84,809.00	40.00	
Portage	70,023.00	105,035.00	92,215.00	40.00	2021 Rates
Reedsburg					Combined C-T/Finance Director position
Slinger	61,056.00	82,817.00	66,622.00	40.00	Treasurer/Deputy Clerk
Windsor				40.00	N/A
Range Data					
Average	71,964.54	98,653.10	86,224.21		
50th Percentile	73,097.00	98,789.00	90,515.00		
60th Percentile	76,084.40	102,536.60	92,000.00		
65th Percentile	77,578.10	104,410.40	92,107.50		
70th Percentile	79,060.80	106,628.00	92,215.00		
80th Percentile	82,015.20	111,407.00	101,808.00		
Actual Data					
Average	77,601.79	94,846.63			
50th Percentile	72,412.00	108,618.00			
60th Percentile	73,600.00	110,400.00			
65th Percentile	73,686.00	110,529.00			
70th Percentile	73,772.00	110,658.00			
80th Percentile	81,446.40	122,169.60			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez					Outsourced
Columbus			82,000.00	40.00	
Cottage Grove			101,722.00	40.00	
Edgerton			84,156.80		
Hales Corners	86,080.00	103,296.00	103,085.00	40.00	13 years as Chief
Hartland			112,000.00	40.00	
Lake Mills			81,200.00	40.00	
McFarland	88,961.60	115,564.80	104,790.40	40.00	
Monona			110,059.00	40.00	
Mount Herob	83,499.80	125,249.71	96,886.40		
Mukwonago	80,407.00	108,549.00	102,000.00	40.00	
Port Washington	98,789.00	114,319.00	105,838.00	40.00	
Portage	75,164.00	112,766.00	95,305.00	40.00	2021 Rates
Reedsburg			100,610.00	40.00	
Slinger	81,408.00	104,304.00	100,027.00	40.00	
Windsor				40.00	
Range Data					
Average	84,901.34	112,006.93	98,548.54		
50th Percentile	83,499.80	112,766.00	101,166.00		
60th Percentile	85,047.92	113,697.80	101,944.40		
65th Percentile	85,821.98	114,163.70	102,488.25		
70th Percentile	86,656.32	114,568.16	103,255.54		
80th Percentile	88,385.28	115,315.64	105,209.44		
Actual Data					
Average	88,693.69	108,403.40			
50th Percentile	80,932.80	121,399.20			
60th Percentile	81,555.52	122,333.28			
65th Percentile	81,990.60	122,985.90			
70th Percentile	82,604.43	123,906.65			
80th Percentile	84,167.55	126,251.33			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez					Outsourced
Columbus			31,800.00		
Cottage Grove					Contracted, non-profit volunteer dept.
Edgerton					N/A
Hales Corners	86,080.00	103,296.00	101,234.00	40.00	Near retirement
Hartland			88,000.00	40.00	
Lake Mills			81,200.00	40.00	
McFarland	88,961.60	115,564.80	100,609.60	40.00	Fire & Rescue Chief (also over Rescue/EMT)
Monona			98,000.00	40.00	Fire Chief/EMS Director
Mount Herob					N/A
Mukwonago	80,407.00	108,549.00	94,530.00	40.00	
Port Washington	87,824.00	106,556.00	99,822.00	40.00	
Portage	63,148.00	94,733.00	88,500.00	40.00	2021 Rates
Reedsburg			10,000.00		Part-time
Slinger					N/A
Windsor					N/A
Range Data					
Average	81,284.12	105,739.76	79,369.56		
50th Percentile	86,080.00	106,556.00	91,515.00		
60th Percentile	86,777.60	107,353.20	95,918.00		
65th Percentile	87,126.40	107,751.80	97,479.50		
70th Percentile	87,475.20	108,150.40	98,546.60		
80th Percentile	88,051.52	109,952.16	99,979.52		
Actual Data					
Average	71,432.60	87,306.52			
50th Percentile	73,212.00	109,818.00			
60th Percentile	76,734.40	115,101.60			
65th Percentile	77,983.60	116,975.40			
70th Percentile	78,837.28	118,255.92			
80th Percentile	79,983.62	119,975.42			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	57,000.00	77,400.00	62,700.00	40.00	
Columbus					Contracted
Cottage Grove					Contracted
Edgerton					Contracted
Hales Corners					N/A
Hartland					
Lake Mills					Contracted
McFarland					N/A
Monona					Contracted
Mount Herob					N/A
Mukwonago	51,755.00	69,869.00	59,001.00	40.00	
Port Washington	69,404.00	87,824.00	76,648.00	40.00	
Portage					Position is contracted
Reedsburg			71,292.00	40.00	Planning/Zoning Administrator
Slinger					Contracted
Windsor					N/A
Range Data					
Average	59,386.33	78,364.33	67,410.25		
50th Percentile	57,000.00	77,400.00	66,996.00		
60th Percentile	59,480.80	79,484.80	69,573.60		
65th Percentile	60,721.20	80,527.20	70,862.40		
70th Percentile	61,961.60	81,569.60	71,827.60		
80th Percentile	64,442.40	83,654.40	73,434.40		
Actual Data					
Average	60,669.23	74,151.28			
50th Percentile	53,596.80	80,395.20			
60th Percentile	55,658.88	83,488.32			
65th Percentile	56,689.92	85,034.88			
70th Percentile	57,462.08	86,193.12			
80th Percentile	58,747.52	88,121.28			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	86,700.00	117,300.00	101,800.00	40.00	
Columbus	60,000.00	70,000.00		40.00	Currently vacant
Cottage Grove			93,354.00	40.00	
Edgerton			89,003.20		Municipal Services Director
Hales Corners	77,060.00	92,473.00	90,147.00	40.00	20+ years
Hartland					
Lake Mills			91,581.15	40.00	Public Works and Utility
McFarland	88,961.60	115,564.80	96,470.40	40.00	
Monona			98,171.00	40.00	
Mount Herob	74,533.40	111,830.09	85,300.80		Public Services Director
Mukwonago	73,097.00	98,681.00	80,170.00	40.00	
Port Washington	98,789.00	114,319.00	104,899.00	40.00	
Portage	75,164.00	112,766.00	101,601.00	40.00	Dtr. of Public Works/City Engineer - 2021
Reedsburg			107,110.00	40.00	
Slinger	75,201.00	99,089.00	93,558.00	40.00	Village Engineer/Public Works Director
Windsor			80,000.00	40.00	
Range Data					
Average	78,834.00	103,558.10	93,797.54		
50th Percentile	75,201.00	111,830.09	93,456.00		
60th Percentile	76,688.20	112,578.82	95,887.92		
65th Percentile	78,988.00	113,076.60	97,235.67		
70th Percentile	82,844.00	113,697.80	98,514.00		
80th Percentile	87,604.64	114,817.32	101,680.60		
Actual Data					
Average	84,417.79	103,177.29			
50th Percentile	74,764.80	112,147.20			
60th Percentile	76,710.34	115,065.50			
65th Percentile	77,788.54	116,682.80			
70th Percentile	78,811.20	118,216.80			
80th Percentile	81,344.48	122,016.72			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	66,850.00	90,000.00	77,100.00	40.00	
Columbus					Falls under DPW Director position
Cottage Grove			64,988.00	40.00	Director of Parks, Recreation & Forestry
Edgerton					Parks maintenance under Muni. Svcs. Dtr.
Hales Corners					N/A
Hartland					
Lake Mills			67,596.22	40.00	
McFarland	55,827.20	72,508.80	57,512.00	40.00	Parks Supt. Reports to DPW Dtr
Monona			75,276.00	40.00	Parks & Recreation Director
Mount Herob					Role filled by Public Services Director
Mukwonago					N/A
Port Washington	61,658.00	78,076.00	63,500.00	40.00	
Portage	59,700.00	89,572.00	64,521.00	40.00	Manager of Parks & Recreation - 2021 rates
Reedsburg			76,898.00	40.00	
Slinger	61,056.00	82,400.00	73,895.00	40.00	Park, Recreation & Forestry Director
Windsor					N/A
Range Data					
Average	61,018.24	82,511.36	69,031.80		
50th Percentile	61,056.00	82,400.00	67,596.22		
60th Percentile	61,296.80	85,268.80	72,635.24		
65th Percentile	61,417.20	86,703.20	74,171.20		
70th Percentile	61,537.60	88,137.60	74,723.60		
80th Percentile	62,696.40	89,657.60	75,924.80		
Actual Data					
Average	62,128.62	75,934.98			
50th Percentile	54,076.98	81,115.46			
60th Percentile	58,108.20	87,162.29			
65th Percentile	59,336.96	89,005.44			
70th Percentile	59,778.88	89,668.32			
80th Percentile	60,739.84	91,109.76			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez					N/A
Columbus			58,000.00	40.00	
Cottage Grove					N/A - do not have a library
Edgerton			52,936.00		
Hales Corners	71,930.00	86,316.00	72,280.00	40.00	
Hartland					
Lake Mills			62,823.41	40.00	
McFarland	74,692.80	97,032.00	86,590.40	40.00	
Monona			71,274.00	40.00	
Mount Herob			63,294.40		
Mukwonago	60,000.00	84,000.00	77,941.00	40.00	
Port Washington	69,404.00	874,824.00	78,049.00	40.00	
Portage	66,575.00	99,874.00	79,268.00	40.00	2021 Rates
Reedsburg			68,224.00	40.00	
Slinger			52,790.00	40.00	
Windsor					N/A
Range Data					
Average	68,520.36	248,409.20	68,622.52		
50th Percentile	69,404.00	97,032.00	69,749.00		
60th Percentile	70,414.40	98,168.80	71,877.60		
65th Percentile	70,919.60	98,737.20	73,129.15		
70th Percentile	71,424.80	99,305.60	76,242.70		
80th Percentile	72,482.56	254,864.00	78,027.40		
Actual Data					
Average	61,760.27	75,484.77			
50th Percentile	55,799.20	83,698.80			
60th Percentile	57,502.08	86,253.12			
65th Percentile	58,503.32	87,754.98			
70th Percentile	60,994.16	91,491.24			
80th Percentile	62,421.92	93,632.88			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez			70,000.00	40.00	Dtr. of Planning & Community Development
Columbus			62,425.00	40.00	Director of Planning & Development
Cottage Grove			74,808.00	40.00	
Edgerton					N/A
Hales Corners					
Hartland					
Lake Mills					Contracted
McFarland	79,185.60	102,856.00	85,862.40	40.00	DH position w. Economic Dev. resp., too
Monona			61,350.00	40.00	
Mount Herob					N/A
Mukwonago	62,625.00	84,541.00	78,000.00	40.00	
Port Washington	78,076.00	98,789.00	85,072.00	40.00	
Portage	59,700.00	89,572.00	70,759.00	40.00	Dtr. of Development & Planning - 2021 rates
Reedsburg			71,292.00	40.00	Planning/Zoning Administrator
Slinger					Contracted
Windsor			85,312.00	40.00	Deputy Administrator/Dtr. of Economic Dev.
Range Data					
Average	69,896.65	93,939.50	74,488.04		
50th Percentile	70,350.50	94,180.50	73,050.00		
60th Percentile	74,985.80	96,945.60	76,084.80		
65th Percentile	77,303.45	98,328.15	77,521.20		
70th Percentile	78,186.96	99,195.70	80,121.60		
80th Percentile	78,519.84	100,415.80	85,120.00		
Actual Data					
Average	67,039.24	81,936.84			
50th Percentile	58,440.00	87,660.00			
60th Percentile	60,867.84	91,301.76			
65th Percentile	62,016.96	93,025.44			
70th Percentile	64,097.28	96,145.92			
80th Percentile	68,096.00	102,144.00			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

GROUP 5

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	104,000.00	125,000.00	105,000.00	40.00	
Deforest			140,004.44	40.00	Village Administrator/Finance Director
Delafield			135,349.00	40.00	City Administrator/Director of Public Works
Grafton			111,761.33	40.00	Position doesn't have a pay scale
Hartford			125,000.00	40.00	
Hartland			120,000.00	40.00	Village Administrator
Mukwonago	88,037.00	118,849.00	106,118.00	40.00	
Oregon	113,300.00	126,114.00	126,107.00	40.00	
Pewaukee (c)			107,640.00	40.00	Position is on contract
Pewaukee (v)	95,543.16	127,633.26	103,209.60	40.00	Village Administrator
Shorewood	124,841.60	140,462.40	130,520.00	40.00	Village Manager
Stoughton			63,918.00	40.00	Mayor (Full-time, Elected)
Sussex	109,402.00	139,000.00	138,500.00	40.00	Village Administrator
Verona	112,568.80	139,853.29	132,467.40	40.00	
Waunakee			127,961.00	40.00	VA/Economic Dev. Director. Contract
Range Data					
Average	106,813.22	130,987.42	118,237.05		
50th Percentile	109,402.00	127,633.26	125,000.00		
60th Percentile	111,302.08	134,453.30	126,848.60		
65th Percentile	112,252.12	137,863.33	128,216.90		
70th Percentile	112,715.04	139,170.66	130,008.20		
80th Percentile	113,153.76	139,682.63	133,043.72		
Actual Data					
Average	106,413.35	130,060.76			
50th Percentile	100,000.00	150,000.00			
60th Percentile	101,478.88	152,218.32			
65th Percentile	102,573.52	153,860.28			
70th Percentile	104,006.56	156,009.84			
80th Percentile	106,434.98	159,652.46			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	69,000.00	89,000.00	72,000.00	40.00	
Deforest			87,000.00	40.00	Deputy Administrator/Village Clerk
Delafield			70,000.00	40.00	
Grafton	57,660.00	77,968.00	68,102.65	40.00	Director of Administrative Services
Hartford			71,323.00	40.00	
Hartland					
Mukwonago	62,625.00	84,541.00	81,120.00	40.00	Clerk/Treasurer
Oregon	66,881.00	88,591.00	72,450.00	40.00	Village Clerk/Deputy Treasurer
Pewaukee (c)	73,902.00	101,358.00	89,630.00	40.00	Clerk/Treasurer
Pewaukee (v)	59,217.55	80,078.69	59,317.55	40.00	
Shorewood	61,380.80	74,900.80	72,155.20	40.00	Village Clerk
Stoughton	63,460.80	83,824.00	69,638.00	40.00	Does not handle HR activities.
Sussex	81,673.00	99,456.00	83,659.00	40.00	Administrative Services Director
Verona	59,299.84	73,672.98	69,782.18	40.00	
Waunakee	87,900.80	112,486.40	94,640.00	40.00	Dep. VA/Village Clerk. Also serves as HR Mgr.
Range Data					
Average	67,545.53	87,806.99	75,772.68		
50th Percentile	63,460.80	84,541.00	72,077.60		
60th Percentile	66,881.00	88,591.00	72,391.04		
65th Percentile	67,940.50	88,795.50	76,351.50		
70th Percentile	69,000.00	89,000.00	81,373.90		
80th Percentile	73,902.00	99,456.00	84,995.40		
Actual Data					
Average	68,195.42	83,349.95			
50th Percentile	57,662.08	86,493.12			
60th Percentile	57,912.83	86,869.25			
65th Percentile	61,081.20	91,621.80			
70th Percentile	65,099.12	97,648.68			
80th Percentile	67,996.32	101,994.48			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	80,000.00	100,000.00	99,000.00	40.00	
Deforest					Included in VA/Finance Director position
Delafield			50,375.00		PT, salary equates out to \$31/hour
Grafton	73,510.00	99,402.00	91,051.73	40.00	Director of Administrative Services
Hartford			91,541.00	40.00	
Hartland			92,000.00	40.00	Finance Director
Mukwonago	73,097.00	98,681.00	90,515.00	40.00	
Oregon	78,585.00	102,556.00	99,733.00	40.00	
Pewaukee (c)					Combined C/T position
Pewaukee (v)	62,876.60	84,883.41	70,000.00	40.00	Village Treasurer
Shorewood	83,033.60	99,632.00	93,579.20	40.00	Finance Director/Treasurer
Stoughton	84,905.60	112,132.80	113,963.00	40.00	Resp. for both City and Utility finances
Sussex	96,929.00	113,415.00	106,526.00	40.00	
Verona	84,117.95	104,506.52	104,506.52	40.00	
Waunakee	99,632.00	127,524.80	112,715.20	40.00	
Range Data					
Average	81,668.68	104,273.35	93,500.43		
50th Percentile	81,516.80	101,278.00	93,579.20		
60th Percentile	83,467.34	103,336.21	99,146.60		
65th Percentile	83,955.30	104,213.94	99,586.40		
70th Percentile	84,354.25	106,794.40	101,642.41		
80th Percentile	87,310.28	112,389.24	105,718.21		
Actual Data					
Average	84,150.39	102,850.48			
50th Percentile	74,863.36	112,295.04			
60th Percentile	79,317.28	118,975.92			
65th Percentile	79,669.12	119,503.68			
70th Percentile	81,313.93	121,970.89			
80th Percentile	84,574.57	126,861.85			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 5*

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	100,000.00	120,000.00	115,000.00	40.00	
Deforest			113,025.00	40.00	
Delafield			109,595.00	40.00	
Grafton	81,052.00	109,623.00	105,000.00	40.00	
Hartford			107,016.00	40.00	
Hartland			112,000.00	40.00	
Mukwonago	80,407.00	108,549.00	102,000.00	40.00	
Oregon	86,640.00	113,068.00	109,513.00	40.00	
Pewaukee (c)					Contract with County
Pewaukee (v)	62,876.60	84,883.41	70,000.00	40.00	
Shorewood	102,440.00	118,268.80	118,268.80	40.00	
Stoughton	84,905.60	112,132.80	106,642.00	40.00	
Sussex					Contracted police svcs. thru Waukesha Co.
Verona	96,641.52	120,065.53	120,065.53	40.00	
Waunakee	102,564.80	131,289.60	115,003.20	40.00	
Range Data					
Average	88,614.17	113,097.79	107,932.96		
50th Percentile	86,640.00	113,068.00	109,595.00		
60th Percentile	94,641.22	117,228.64	112,205.00		
65th Percentile	97,313.22	118,615.04	112,820.00		
70th Percentile	98,656.61	119,307.52	113,815.00		
80th Percentile	100,976.00	120,026.21	115,001.92		
Actual Data					
Average	97,139.67	118,726.26			
50th Percentile	87,676.00	131,514.00			
60th Percentile	89,764.00	134,646.00			
65th Percentile	90,256.00	135,384.00			
70th Percentile	91,052.00	136,578.00			
80th Percentile	92,001.54	138,002.30			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 5*

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg			55,000.00	Part-time	Fire Chief - Part-time
Deforest					Separate entity; do not have access to data
Delafield					N/A, City is a member of Lake Country Fire
Grafton	81,052.00	109,625.00	103,000.00	40.00	
Hartford			98,925.00	40.00	
Hartland			88,000.00	40.00	
Mukwonago	80,407.00	108,549.00	94,530.00	40.00	
Oregon					Fire District - not Village employee
Pewaukee (c)	93,330.00	127,982.00	125,660.00	40.00	
Pewaukee (v)	84,143.07	113,593.15	109,400.00	40.00	
Shorewood					Shared service with North Shore communities
Stoughton	75,587.20	99,819.20	85,946.00	40.00	
Sussex	92,508.00	104,982.00	92,588.00	40.00	
Verona	89,165.04	110,776.91	107,812.08	40.00	
Waunakee					N/A
Range Data					
Average	85,170.33	110,761.04	96,086.11		
50th Percentile	84,143.07	109,625.00	96,727.50		
60th Percentile	87,156.25	110,316.15	100,555.00		
65th Percentile	88,662.84	110,661.72	102,388.75		
70th Percentile	89,833.63	111,340.16	104,443.62		
80th Percentile	91,839.41	113,029.90	108,129.66		
Actual Data					
Average	86,477.50	105,694.72			
50th Percentile	77,382.00	116,073.00			
60th Percentile	80,444.00	120,666.00			
65th Percentile	81,911.00	122,866.50			
70th Percentile	83,554.90	125,332.35			
80th Percentile	86,503.73	129,755.60			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 5*

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	62,000.00	82,000.00	69,000.00	40.00	
Deforest					Contracted
Delafield					Contracted out; 75% of building permit fee
Grafton	65,697.00	88,843.00	81,844.82	40.00	
Hartford			85,446.00	32.00	
Hartland					
Mukwonago	51,755.00	69,869.00	59,001.00	40.00	
Oregon					Contracted
Pewaukee (c)	55,224.00	75,732.00	63,284.00	40.00	Average of Inspectors
Pewaukee (v)					
Shorewood	59,404.80	76,377.60	68,702.40	40.00	Lead Building Inspector
Stoughton	53,289.60	70,366.40	65,603.00	40.00	
Sussex					Shared services with two other communities.
Verona	62,857.82	78,093.34	78,093.34	40.00	
Waunakee					N/A
Range Data					
Average	58,604.03	77,325.91	71,371.82		
50th Percentile	59,404.80	76,377.60	68,851.20		
60th Percentile	60,961.92	77,407.04	70,818.67		
65th Percentile	61,740.48	77,921.77	74,001.34		
70th Percentile	62,171.56	78,874.67	77,184.01		
80th Percentile	62,686.26	81,218.67	80,344.23		
Actual Data					
Average	64,234.64	78,509.00			
50th Percentile	55,080.96	82,621.44			
60th Percentile	56,654.93	84,982.40			
65th Percentile	59,201.07	88,801.60			
70th Percentile	61,747.20	92,620.81			
80th Percentile	64,275.38	96,413.07			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 5*

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	94,000.00	114,000.00	114,000.00	40.00	City Engineer/Public Works Director
Deforest			96,585.00	40.00	Public Service Director
Delafield					Combined City Administrator/DPW Dtr
Grafton	81,052.00	109,623.00	100,285.92	40.00	Director of Public Works/Engineer. Also the Ut
Hartford			83,575.00	40.00	
Hartland					
Mukwonago	73,097.00	98,681.00	80,170.00	40.00	
Oregon	86,640.00	113,068.00	108,657.00	40.00	
Pewaukee (c)	88,046.00	120,744.00	113,281.00	40.00	DPW Director/City Engineer
Pewaukee (v)	84,143.07	113,593.15	101,717.20	40.00	Director of Public Works/Engineer
Shorewood	80,454.40	100,880.00	99,008.00	40.00	
Stoughton	75,587.20	99,819.20	87,672.00	40.00	
Sussex	96,929.00	113,415.00	109,098.00	40.00	Village Engineer & Public Works Director
Verona	94,514.94	110,776.91	107,812.09	40.00	
Waunakee	102,564.80	131,289.60	124,966.40	40.00	Director of PW/Village Engineer
Range Data					
Average	87,002.58	111,444.53	102,063.66		
50th Percentile	86,640.00	113,068.00	101,717.20		
60th Percentile	88,046.00	113,415.00	107,981.07		
65th Percentile	91,023.00	113,504.08	108,488.02		
70th Percentile	94,000.00	113,593.15	108,833.40		
80th Percentile	94,514.94	114,000.00	111,607.80		
Actual Data					
Average	91,857.30	112,270.03			
50th Percentile	81,373.76	122,060.64			
60th Percentile	86,384.86	129,577.29			
65th Percentile	86,790.41	130,185.62			
70th Percentile	87,066.72	130,600.08			
80th Percentile	89,286.24	133,929.36			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	69,000.00	89,000.00	69,000.00	40.00	
Deforest			74,048.00	40.00	Parks Supervisor/Public Services Proj. Coord.
Delafield					Under direction of CA/DPW Dtr. position
Grafton	61,712.00	83,462.00	64,000.00	40.00	Director of Parks & Recreation
Hartford			84,718.00	40.00	
Hartland					
Mukwonago					N/A
Oregon					N/A
Pewaukee (c)	73,902.00	101,358.00	80,062.00	40.00	Parks & Recreation Director
Pewaukee (v)					
Shorewood	71,364.80	89,793.60	87,193.60	40.00	Assistant Director of Public Works
Stoughton	56,451.20	74,568.00	61,006.00	40.00	Parks Supervisor. Reports to DPW Director
Sussex	70,783.00	87,119.00	75,381.00	40.00	Parks and Recreation Director
Verona	66,629.30	82,778.95	82,778.95	40.00	Parks & Urban Forestry Director
Waunakee					N/A
Range Data					
Average	67,120.33	86,868.51	75,354.17		
50th Percentile	69,000.00	87,119.00	75,381.00		
60th Percentile	70,069.80	88,247.60	79,125.80		
65th Percentile	70,604.70	88,811.90	80,605.39		
70th Percentile	70,899.36	89,158.72	81,692.17		
80th Percentile	71,248.44	89,634.88	83,554.57		
Actual Data					
Average	67,818.76	82,889.59			
50th Percentile	60,304.80	90,457.20			
60th Percentile	63,300.64	94,950.96			
65th Percentile	64,484.31	96,726.47			
70th Percentile	65,353.74	98,030.60			
80th Percentile	66,843.66	100,265.48			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 5*

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	75,000.00	95,000.00	84,000.00	40.00	
Deforest			83,824.00	40.00	
Delafield			72,030.00	40.00	
Grafton	61,712.00	83,462.00	84,264.00	40.00	
Hartford			72,862.00	40.00	
Hartland					
Mukwonago	60,000.00	84,000.00	77,941.00	40.00	
Oregon	69,189.00	98,325.00	79,314.00	40.00	
Pewaukee (c)					N/A - Village employee
Pewaukee (v)					
Shorewood	69,076.80	96,699.20	75,753.60	40.00	Library Director
Stoughton	75,587.20	99,819.20	78,562.00	40.00	
Sussex					Library is a separate entity
Verona	70,627.05	87,745.68	87,745.68	40.00	
Waunakee	76,148.80	96,969.60	90,500.80	40.00	
Range Data					
Average	69,667.61	92,752.59	80,617.92		
50th Percentile	69,908.03	95,849.60	79,314.00		
60th Percentile	71,501.64	96,753.28	83,824.00		
65th Percentile	73,032.17	96,847.92	83,912.00		
70th Percentile	74,562.71	96,942.56	84,000.00		
80th Percentile	75,352.32	97,782.84	84,264.00		
Actual Data					
Average	72,556.12	88,679.71			
50th Percentile	63,451.20	95,176.80			
60th Percentile	67,059.20	100,588.80			
65th Percentile	67,129.60	100,694.40			
70th Percentile	67,200.00	100,800.00			
80th Percentile	67,411.20	101,116.80			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg					Contracted
Deforest					Contracted
Delafield					Contracted
Grafton	77,360.00	104,603.00	98,955.42	40.00	Community Development Director
Hartford			95,118.00	40.00	
Hartland					
Mukwonago	62,625.00	84,541.00	78,000.00	40.00	
Oregon	74,842.00	97,671.00	80,629.00	40.00	Director of Planning & Zoning Administrator
Pewaukee (c)	83,033.00	113,880.00	105,574.00	40.00	Community Development Director
Pewaukee (v)					Contracted
Shorewood	63,835.20	81,140.80	78,416.00	40.00	Planning & Development Director
Stoughton	84,905.60	112,132.80	110,968.00	40.00	Director of Planning & Development
Sussex	51,743.00	67,678.00	49,945.00	40.00	Asst. Development Dtr Salary is for 32 hrs/wk
Verona	79,356.57	98,591.05		40.00	Planning Director. Currently vacant
Waunakee					N/A
Range Data					
Average	72,212.55	95,029.71	87,200.68		
50th Percentile	76,101.00	98,131.03	87,873.50		
60th Percentile	77,759.31	99,793.44	95,885.48		
65th Percentile	78,458.11	101,897.62	97,228.58		
70th Percentile	79,156.91	104,001.81	98,571.68		
80th Percentile	81,562.43	109,120.88	102,926.57		
Actual Data					
Average	78,480.61	95,920.75			
50th Percentile	70,298.80	105,448.20			
60th Percentile	76,708.39	115,062.58			
65th Percentile	77,782.86	116,674.30			
70th Percentile	78,857.34	118,286.01			
80th Percentile	82,341.25	123,511.88			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

GROUP 6

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere			152,000.00	40.00	City Administrator
Fitchburg			150,425.00	40.00	
Greenfield			94,115.00	40.00	Mayor
Menomonee Falls			176,700.00	40.00	Village Manager. Approved by Village Board
Middleton	120,123.00	156,154.00	129,563.00	40.00	
New Berlin	90,546.00	122,235.00	115,000.00	40.00	Director of Administrative Services
Oak Creek			138,008.00	40.00	
Pewaukee (c)			107,640.00	40.00	Position is on contract
Sun Prairie			148,052.79	40.00	Receives an add'l retirement cont. 4.9%
Range Data					
Average	105,334.50	139,194.50	134,611.53		
50th Percentile	105,334.50	139,194.50	138,008.00		
60th Percentile	108,292.20	142,586.40	146,043.83		
65th Percentile	109,771.05	144,282.35	148,527.23		
70th Percentile	111,249.90	145,978.30	149,476.12		
80th Percentile	114,207.60	149,370.20	151,055.00		
Actual Data					
Average	121,150.38	148,072.69			
50th Percentile	110,406.40	165,609.60			
60th Percentile	116,835.07	175,252.60			
65th Percentile	118,821.79	178,232.68			
70th Percentile	119,580.89	179,371.34			
80th Percentile	120,844.00	181,266.00			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	69,097.60	94,702.40	73,028.80	40.00	City Clerk
Fitchburg	72,009.60	102,856.00	74,048.00	40.00	
Greenfield	84,930.00	97,461.00	97,461.00	40.00	City Clerk
Menomonee Falls			115,500.00	40.00	Village Clerk/Treasurer
Middleton	67,076.00	87,199.00	71,144.00	40.00	
New Berlin	76,024.00	102,632.00	77,384.00	40.00	City Clerk
Oak Creek			75,619.00	40.00	Appointed Position
Pewaukee (c)	73,902.00	101,358.00	89,630.00	40.00	Clerk/Treasurer
Sun Prairie	48,491.63	92,463.70	80,363.46	40.00	
Range Data					
Average	70,218.69	96,953.16	83,797.58		
50th Percentile	72,009.60	97,461.00	77,384.00		
60th Percentile	73,145.04	99,799.20	79,767.57		
65th Percentile	73,712.76	100,968.30	82,216.77		
70th Percentile	74,326.40	101,612.80	85,923.38		
80th Percentile	75,599.60	102,377.20	92,762.40		
Actual Data					
Average	75,417.83	92,177.34			
50th Percentile	61,907.20	92,860.80			
60th Percentile	63,814.05	95,721.08			
65th Percentile	65,773.41	98,660.12			
70th Percentile	68,738.71	103,108.06			
80th Percentile	74,209.92	111,314.88			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	96,928.00	132,932.80	110,760.00	40.00	
Fitchburg	91,811.20	131,164.80	114,088.00	40.00	
Greenfield	89,786.00	105,196.00	105,196.00	40.00	Finance Director
Menomonee Falls			106,800.00	40.00	Finance Director
Middleton	106,909.00	119,257.00	116,918.00	40.00	
New Berlin	85,420.00	115,318.00	107,469.00	40.00	
Oak Creek			75,619.00	40.00	Treasurer - appointed
Pewaukee (c)					Combined C/T position
Sun Prairie	75,512.02	101,941.23	93,177.15	40.00	
Range Data					
Average	91,061.04	117,634.97	103,753.39		
50th Percentile	90,798.60	117,287.50	107,134.50		
60th Percentile	91,811.20	119,257.00	108,127.20		
65th Percentile	93,090.40	122,233.95	109,279.05		
70th Percentile	94,369.60	125,210.90	110,430.90		
80th Percentile	96,928.00	131,164.80	112,756.80		
Actual Data					
Average	93,378.05	114,128.73			
50th Percentile	85,707.60	128,561.40			
60th Percentile	86,501.76	129,752.64			
65th Percentile	87,423.24	131,134.86			
70th Percentile	88,344.72	132,517.08			
80th Percentile	90,205.44	135,308.16			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	96,928.00	132,932.80	114,212.80	40.00	
Fitchburg	99,715.20	142,459.20	142,417.60	40.00	
Greenfield			126,565.00	40.00	
Menomonee Falls			132,100.00	40.00	
Middleton	100,857.00	131,114.00	128,401.00	40.00	
New Berlin	95,979.00	129,572.00	124,649.00	40.00	
Oak Creek	104,902.00	118,874.00	117,574.00	40.00	2% EMT add-on not included
Pewaukee (c)					Contract with County
Sun Prairie	101,193.35	136,611.02	130,050.00	40.00	
Range Data					
Average	99,929.09	131,927.17	126,996.18		
50th Percentile	100,286.10	132,023.40	127,483.00		
60th Percentile	100,857.00	132,932.80	128,730.80		
65th Percentile	100,941.09	133,852.36	129,307.95		
70th Percentile	101,025.18	134,771.91	129,885.10		
80th Percentile	101,193.35	136,611.02	131,280.00		
Actual Data					
Average	114,296.56	139,695.79			
50th Percentile	101,986.40	152,979.60			
60th Percentile	102,984.64	154,476.96			
65th Percentile	103,446.36	155,169.54			
70th Percentile	103,908.08	155,862.12			
80th Percentile	105,024.00	157,536.00			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	96,928.00	132,932.80	110,760.00	40.00	
Fitchburg	91,811.20	131,164.80	122,200.00	40.00	Fire Chief and Emergency Management Dir.
Greenfield			128,301.00	40.00	
Menomonee Falls			128,800.00	40.00	
Middleton					N/A
New Berlin	95,979.00	129,572.00	127,000.00	40.00	
Oak Creek	104,902.00	118,874.00	117,574.00	40.00	Gun allowance not included
Pewaukee (c)	93,330.00	127,982.00	125,660.00	40.00	
Sun Prairie					N/A
Range Data					
Average	96,590.04	128,105.12	122,899.29		
50th Percentile	95,979.00	129,572.00	125,660.00		
60th Percentile	96,358.60	130,209.12	126,464.00		
65th Percentile	96,548.40	130,527.68	126,866.00		
70th Percentile	96,738.20	130,846.24	127,260.20		
80th Percentile	98,522.80	131,518.40	128,040.80		
Actual Data					
Average	110,609.36	135,189.21			
50th Percentile	100,528.00	150,792.00			
60th Percentile	101,171.20	151,756.80			
65th Percentile	101,492.80	152,239.20			
70th Percentile	101,808.16	152,712.24			
80th Percentile	102,432.64	153,648.96			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	64,792.00	88,836.80	77,563.20	40.00	Senior Building Inspector
Fitchburg	52,166.40	74,526.40	64,500.80	40.00	Code Inspector II
Greenfield	68,224.00	83,033.60	73,091.20	40.00	Min of Rate I - Max of Rate III
Menomonee Falls					N/A - hired consultants
Middleton	75,512.02	101,941.23	94,987.33	40.00	Building Inspector Manager
New Berlin	72,211.00	97,485.00	88,141.00	40.00	Lead Inspector
Oak Creek	81,865.00	90,823.00	84,634.00	40.00	Inspection Supervisor
Pewaukee (c)	55,224.00	75,732.00	63,284.00	40.00	Average of Inspectors
Sun Prairie	84,682.00	110,086.00	90,000.00	40.00	Director of Building Inspection
Range Data					
Average	69,334.55	90,308.00	79,525.19		
50th Percentile	70,217.50	89,829.90	81,098.60		
60th Percentile	72,871.20	92,155.40	85,335.40		
65th Percentile	74,026.56	94,487.10	86,562.85		
70th Percentile	75,181.92	96,818.80	87,790.30		
80th Percentile	79,323.81	100,158.74	89,256.40		
Actual Data					
Average	71,572.67	87,477.71			
50th Percentile	64,878.88	97,318.32			
60th Percentile	68,268.32	102,402.48			
65th Percentile	69,250.28	103,875.42			
70th Percentile	70,232.24	105,348.36			
80th Percentile	71,405.12	107,107.68			

the following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and Westland.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	102,003.20	138,902.40	122,595.20	40.00	
Fitchburg	99,715.20	142,459.20	105,414.40	40.00	
Greenfield	97,501.00	111,884.00	111,884.00	40.00	Director of Neighborhood Services
Menomonee Falls			137,500.00	40.00	PW Director - Assistant Village Manager
Middleton	100,857.00	116,045.00	113,770.00	40.00	Pubic Works Dir/City Engineer
New Berlin	90,546.00	122,235.00	109,777.00	40.00	
Oak Creek	88,680.00	99,056.00	99,056.00	40.00	
Pewaukee (c)	88,046.00	120,744.00	113,281.00	40.00	DPW Director/City Engineer
Sun Prairie	79,287.63	107,038.30	82,459.14	40.00	Public Works Operations Manager
Range Data					
Average	93,329.50	119,795.49	110,637.42		
50th Percentile	94,023.50	118,394.50	111,884.00		
60th Percentile	97,943.84	121,042.20	113,001.60		
65th Percentile	98,718.81	121,564.05	113,378.80		
70th Percentile	99,493.78	122,085.90	113,574.40		
80th Percentile	100,400.28	132,235.44	117,300.08		
Actual Data					
Average	99,573.67	121,701.16			
50th Percentile	89,507.20	134,260.80			
60th Percentile	90,401.28	135,601.92			
65th Percentile	90,703.04	136,054.56			
70th Percentile	90,859.52	136,289.28			
80th Percentile	93,840.06	140,760.10			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	96,928.00	132,932.80	111,862.40	40.00	Parks, Recreation & Forestry Director
Fitchburg	75,961.60	108,534.40	92,123.20	40.00	Parks and Recreation Director
Greenfield	84,930.00	97,461.00	97,461.00	40.00	Director - Park & Rec
Menomonee Falls					N/A
Middleton	84,682.00	110,086.00	85,925.00	40.00	Director of Public Lands, Rec & Forestry
New Berlin	72,211.00	97,485.00	79,708.00	40.00	Facilities & Grounds Supervisor
Oak Creek					N/A-this is under the Director of PW
Pewaukee (c)	73,902.00	101,358.00	80,062.00	40.00	Parks & Recreation Director
Sun Prairie	62,123.93	83,867.30	69,000.00	40.00	Parks and Forestry Division
Range Data					
Average	78,676.93	104,532.07	88,020.23		
50th Percentile	75,961.60	101,358.00	85,925.00		
60th Percentile	81,193.84	105,663.84	89,643.92		
65th Percentile	83,809.96	107,816.76	91,503.38		
70th Percentile	84,731.60	108,844.72	93,190.76		
80th Percentile	84,880.40	109,775.68	96,393.44		
Actual Data					
Average	79,218.21	96,822.25			
50th Percentile	68,740.00	103,110.00			
60th Percentile	71,715.14	107,572.70			
65th Percentile	73,202.70	109,804.06			
70th Percentile	74,552.61	111,828.91			
80th Percentile	77,114.75	115,672.13			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere					
Fitchburg	79,913.60	114,171.20	103,833.60	40.00	
Greenfield			84,099.00		
Menomonee Falls			91,561.00	40.00	
Middleton	89,763.00	116,045.00	90,623.00	40.00	
New Berlin	85,420.00	115,318.00	94,288.00	40.00	
Oak Creek	76,028.00	90,232.00	90,232.00	40.00	
Pewaukee (c)					N/A
Sun Prairie	87,414.61	118,009.72	97,405.95	40.00	
Range Data					
Average	83,707.84	110,755.18	93,148.94		
50th Percentile	85,420.00	115,318.00	91,561.00		
60th Percentile	86,217.84	115,608.80	93,197.20		
65th Percentile	86,616.77	115,754.20	94,015.30		
70th Percentile	87,015.69	115,899.60	94,911.59		
80th Percentile	87,884.29	116,437.94	96,782.36		
Actual Data					
Average	83,834.04	102,463.83			
50th Percentile	73,248.80	109,873.20			
60th Percentile	74,557.76	111,836.64			
65th Percentile	75,212.24	112,818.36			
70th Percentile	75,929.27	113,893.91			
80th Percentile	77,425.89	116,138.83			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	102,003.20	138,902.40	112,860.80	40.00	Development Services Director
Fitchburg	87,880.00	125,528.00	97,905.60	40.00	City Planning and Zoning Administrator
Greenfield	84,930.00	97,461.00	97,461.00	40.00	Community Development Manager
Menomonee Falls			134,400.00	40.00	Director of Engineering & Development
Middleton	95,148.00	123,693.00	95,148.00	40.00	Director of Planning and Community Develop.
New Berlin	95,979.00	129,572.00	122,020.00	40.00	Director of Community Development
Oak Creek	88,680.00	98,378.00	97,908.00	40.00	Community Development Director
Pewaukee (c)	83,033.00	113,880.00	105,574.00	40.00	Community Development Director
Sun Prairie	75,512.02	101,941.23	92,311.04	40.00	Planning Director
Range Data					
Average	89,145.65	116,169.45	106,176.49		
50th Percentile	88,280.00	118,786.50	97,908.00		
60th Percentile	89,973.60	124,060.00	104,040.80		
65th Percentile	92,237.40	124,702.25	107,031.36		
70th Percentile	94,501.20	125,344.50	109,946.08		
80th Percentile	95,646.60	127,954.40	116,524.48		
Actual Data					
Average	95,558.84	116,794.14			
50th Percentile	78,326.40	117,489.60			
60th Percentile	83,232.64	124,848.96			
65th Percentile	85,625.09	128,437.63			
70th Percentile	87,956.86	131,935.30			
80th Percentile	93,219.58	139,829.38			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

GROUP 7

Dane County Cities and Villages Association
Detailed Salary Data - Group 7

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul					N/A
Lincoln					N/A
Des Moines					City Manager - no range
Fort Wayne			132,451.00	40.00	Mayor
Wichita					City Manager - no range
Toledo	95,018.00	158,363.00	131,969.76	40.00	Chief of Staff
Aurora			201,538.65		Chief Management Officer
Grand Rapids	185,207.00	264,581.00			
Sioux Falls					N/A
Madison					N/A
Range Data					
Average	140,112.50	211,472.00	155,319.80		
50th Percentile	140,112.50	211,472.00	132,451.00		
60th Percentile	149,131.40	222,093.80	146,268.53		
65th Percentile	153,640.85	227,404.70	153,177.30		
70th Percentile	158,150.30	232,715.60	160,086.06		
80th Percentile	167,169.20	243,337.40	173,903.59		
Actual Data					
Average	139,787.82	170,851.78			
50th Percentile	105,960.80	158,941.20			
60th Percentile	117,014.82	175,522.24			
65th Percentile	122,541.84	183,812.75			
70th Percentile	128,068.85	192,103.27			
80th Percentile	139,122.87	208,684.31			

The following community did not respond to the survey: Akron.

Dane County Cities and Villages Association
Detailed Salary Data - Group 7

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	82,992.00	112,382.40			
Lincoln	79,566.24	108,434.56			
Des Moines	80,516.80	102,065.60			Chief Deputy City Clerk
Fort Wayne			84,347.00	40.00	City Clerk
Wichita					No Range
Toledo					N/A
Aurora			120,032.32		
Grand Rapids	110,121.00	139,704.00			
Sioux Falls	72,259.20	104,020.80	100,006.40	40.00	City Clerk
Madison			121,768.00	38.75	
Range Data					
Average	85,091.05	113,321.47	101,461.91		
50th Percentile	80,516.80	108,434.56	100,006.40		
60th Percentile	81,506.88	110,013.70	104,011.58		
65th Percentile	82,001.92	110,803.26	106,014.18		
70th Percentile	82,496.96	111,592.83	108,016.77		
80th Percentile	88,417.80	117,846.72	112,021.95		
Actual Data					
Average	91,315.72	111,608.10			
50th Percentile	80,005.12	120,007.68			
60th Percentile	83,209.27	124,813.90			
65th Percentile	84,811.34	127,217.01			
70th Percentile	86,413.41	129,620.12			
80th Percentile	89,617.56	134,426.34			

The following community did not respond to the survey: Akron.

Dane County Cities and Villages Association
Detailed Salary Data - Group 7

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	124,654.40	170,518.40			
Lincoln	91,303.68	124,440.16			
Des Moines	131,268.80	187,532.80			
Fort Wayne	116,089.83	154,786.44	126,932.78	40.00	City Controller
Wichita	97,465.00	188,230.00			Director of Finance
Toledo	83,494.00	137,248.00	97,183.84	40.00	Director-Administrative Services
Aurora			113,126.18		Purchasing Director
Grand Rapids	84,433.00	107,752.00			City Treasurer
Sioux Falls	155,708.80	196,768.00	178,152.00	40.00	Finance Director
Madison			174,925.00	38.75	
Range Data					
Average	110,552.19	158,927.05	128,848.70		
50th Percentile	106,777.42	170,518.40	120,029.48		
60th Percentile	117,802.74	180,727.04	124,171.46		
65th Percentile	120,800.34	185,831.36	126,242.45		
70th Percentile	123,797.94	187,672.24	132,054.70		
80th Percentile	128,623.04	188,090.56	147,420.47		
Actual Data					
Average	115,963.83	141,733.57			
50th Percentile	96,023.58	144,035.38			
60th Percentile	99,337.17	149,005.75			
65th Percentile	100,993.96	151,490.94			
70th Percentile	105,643.76	158,465.64			
80th Percentile	117,936.37	176,904.56			

The following community did not respond to the survey: Akron.

Dane County Cities and Villages Association
Detailed Salary Data - Group 7

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	131,788.80	180,398.40			Based on 40 hrs/wk
Lincoln	75,000.00	178,000.00			
Des Moines	131,268.80	187,532.80			
Fort Wayne	116,089.83	154,786.44	120,869.32	40.00	
Wichita	97,465.00	188,230.00			
Toledo	83,494.00	137,248.00	122,888.48	40.00	
Aurora			197,033.50		
Grand Rapids	125,882.00	162,278.00			
Sioux Falls	133,244.80	168,334.40	158,808.00	40.00	
Madison			151,460.00	38.75	
Range Data					
Average	111,779.15	169,601.01	149,899.83		
50th Percentile	120,985.92	173,167.20	140,848.24		
60th Percentile	126,959.36	178,479.68	151,624.10		
65th Percentile	128,844.74	179,319.12	157,012.02		
70th Percentile	130,730.12	180,158.56	162,630.55		
80th Percentile	131,580.80	184,679.04	174,098.20		
Actual Data					
Average	134,909.84	164,889.81			
50th Percentile	112,678.59	169,017.89			
60th Percentile	121,299.28	181,948.92			
65th Percentile	125,609.62	188,414.43			
70th Percentile	130,104.44	195,156.66			
80th Percentile	139,278.56	208,917.84			

The following community did not respond to the survey: Akron.

Dane County Cities and Villages Association
Detailed Salary Data - Group 7

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	128,211.20	175,468.80			
Lincoln	75,000.00	178,000.00			
Des Moines	131,268.80	187,532.80			
Fort Wayne	116,089.83	154,786.44	120,869.32	40.00	
Wichita	97,465.00	188,230.00			
Toledo	83,494.00	137,248.00	125,892.00	40.00	Chief of Fire & Rescue Department
Aurora			196,092.34		
Grand Rapids	124,035.00	158,320.00			
Sioux Falls	133,244.80	168,334.40	149,697.60	40.00	
Madison			162,459.00	40.00	
Range Data					
Average	111,101.08	168,490.06	148,137.82		
50th Percentile	120,062.42	171,901.60	137,794.80		
60th Percentile	124,870.24	175,975.04	144,936.48		
65th Percentile	126,331.91	176,860.96	148,507.32		
70th Percentile	127,793.58	177,746.88	154,337.07		
80th Percentile	130,045.76	183,719.68	168,255.50		
Actual Data					
Average	133,324.03	162,951.60			
50th Percentile	110,235.84	165,353.76			
60th Percentile	115,949.18	173,923.78			
65th Percentile	118,805.86	178,208.78			
70th Percentile	123,469.66	185,204.49			
80th Percentile	134,604.40	201,906.60			

The following community did not respond to the survey: Akron.

Dane County Cities and Villages Association
Detailed Salary Data - Group 7

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	114,836.80	156,811.20			Director of Safety and Inspections
Lincoln	75,000.00	178,000.00			Director of Building and Safety
Des Moines	85,467.20	108,201.60			Deputy Building Inspector
Fort Wayne					N/A - this is Allen County gov't position
Wichita	89,264.00	172,395.00			Superintendent of Central Inspection
Toledo	48,287.20	64,384.32	64,384.32	40.00	Code Compliance Inspector. Actual average
Aurora			139,226.41		
Grand Rapids	84,433.00	107,752.00			Building Official
Sioux Falls	57,886.40	82,139.20	73,028.80	40.00	4 non-exempt employees
Madison					N/A
Range Data					
Average	79,310.66	124,240.47	92,213.18		
50th Percentile	84,433.00	108,201.60	73,028.80		
60th Percentile	85,053.52	137,367.36	86,268.32		
65th Percentile	85,363.78	151,950.24	92,888.08		
70th Percentile	86,226.56	159,927.96	99,507.84		
80th Percentile	88,504.64	169,278.24	112,747.37		
Actual Data					
Average	82,991.86	101,434.49			
50th Percentile	58,423.04	87,634.56			
60th Percentile	69,014.66	103,521.99			
65th Percentile	74,310.47	111,465.70			
70th Percentile	79,606.28	119,409.41			
80th Percentile	90,197.89	135,296.84			

The following community did not respond to the survey: Akron.

Dane County Cities and Villages Association
Detailed Salary Data - Group 7

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	124,654.40	170,518.40			
Lincoln	75,000.00	178,000.00			Director of Transporation and Utilities
Des Moines	131,268.80	187,532.80			
Fort Wayne	116,089.83	154,786.44	120,869.32	40.00	Only over street and fleet maintenance.
Wichita	97,465.00	188,230.00			Director of PW and Utilities
Toledo	83,494.00	137,248.00	121,975.36	40.00	Director of Public Service
Aurora			253,128.71		
Grand Rapids	107,175.00	136,704.00			Public Services Director
Sioux Falls	155,708.80	196,768.00	196,768.00	40.00	
Madison					N/A
Range Data					
Average	111,356.98	168,723.46	173,185.35		
50th Percentile	111,632.42	174,259.20	159,371.68		
60th Percentile	117,802.74	179,906.56	181,809.47		
65th Percentile	120,800.34	183,243.04	193,028.37		
70th Percentile	123,797.94	186,579.52	202,404.07		
80th Percentile	128,623.04	187,951.12	219,312.28		
Actual Data					
Average	155,866.81	190,503.88			
50th Percentile	127,497.34	191,246.02			
60th Percentile	145,447.58	218,171.37			
65th Percentile	154,422.69	231,634.04			
70th Percentile	161,923.26	242,884.89			
80th Percentile	175,449.83	263,174.74			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	118,040.00	161,200.00			
Lincoln	75,000.00	178,000.00			
Des Moines	121,888.00	174,137.60			
Fort Wayne	116,089.83	154,786.44	126,247.16	40.00	Director of Parks & Recreation
Wichita	93,365.00	180,312.00			
Toledo	74,523.00	121,411.00	89,739.52	40.00	Commissioner-Parks, Recreation & Forestry
Aurora			98,315.55		Superintendent of Parks
Grand Rapids	102,088.00	130,177.00			Director of Parks & Recreation
Sioux Falls	133,244.80	168,334.40	168,344.40	40.00	Director of Parks & Recreation
Madison			149,138.00	38.75	
Range Data					
Average	104,279.83	158,544.81	120,661.66		
50th Percentile	109,088.92	164,767.20	112,281.36		
60th Percentile	116,479.86	169,495.04	120,660.84		
65th Percentile	117,162.42	171,526.16	124,850.58		
70th Percentile	117,844.98	173,557.28	130,456.88		
80th Percentile	120,348.80	176,455.04	143,086.06		
Actual Data					
Average	108,595.49	132,727.82			
50th Percentile	89,825.08	134,737.63			
60th Percentile	96,528.67	144,793.01			
65th Percentile	99,880.46	149,820.70			
70th Percentile	104,365.51	156,548.26			
80th Percentile	114,468.84	171,703.27			

The following community did not respond to the survey: Akron.

Dane County Cities and Villages Association
Detailed Salary Data - Group 7

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	108,596.80	156,811.20			
Lincoln	75,000.00	178,000.00			
Des Moines					Appointed - no range
Fort Wayne					N/A - this is Allen County gov't position
Wichita	93,365.00	180,312.00			
Toledo					N/A
Aurora			138,604.44		
Grand Rapids	114,587.20	146,244.80			
Sioux Falls	123,364.80	155,792.00	133,473.60	40.00	Director of Siouxland Libraries
Madison			150,788.00	38.75	
Range Data					
Average	102,982.76	163,432.00	136,039.02		
50th Percentile	108,596.80	156,811.20	136,039.02		
60th Percentile	110,992.96	165,286.72	136,552.10		
65th Percentile	112,191.04	169,524.48	136,808.65		
70th Percentile	113,389.12	173,762.24	137,065.19		
80th Percentile	116,342.72	178,462.40	137,578.27		
Actual Data					
Average	122,435.12	149,642.92			
50th Percentile	108,831.22	163,246.82			
60th Percentile	109,241.68	163,862.52			
65th Percentile	109,446.92	164,170.38			
70th Percentile	109,652.15	164,478.23			
80th Percentile	110,062.62	165,093.93			

The following community did not respond to the survey: Akron.

Dane County Cities and Villages Association
Detailed Salary Data - Group 7

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	124,654.40	191,318.40			Director of Planning and Economic Dev.
Lincoln	75,000.00	178,000.00			Director of Planning
Des Moines	121,888.00	174,137.60			Community Development Director
Fort Wayne	116,089.83	154,786.44	120,869.32	40.00	Director of Community Development
Wichita	97,465.00	188,230.00			Director of Planning
Toledo	83,494.00	137,248.00	96,089.76	40.00	Director County Plan Commission
Aurora			135,986.41		Director of Zoning and Planning
Grand Rapids	102,088.00	130,177.00			Planning Director
Sioux Falls					N/A
Madison					N/A
Range Data					
Average	102,954.18	164,842.49	117,648.50		
50th Percentile	102,088.00	174,137.60	120,869.32		
60th Percentile	110,489.10	176,455.04	123,892.74		
65th Percentile	114,689.65	177,613.76	125,404.45		
70th Percentile	117,249.46	180,046.00	126,916.16		
80th Percentile	120,728.37	186,184.00	129,939.57		
Actual Data					
Average	105,883.65	129,413.35			
50th Percentile	96,695.46	145,043.18			
60th Percentile	99,114.19	148,671.29			
65th Percentile	100,323.56	150,485.34			
70th Percentile	101,532.92	152,299.39			
80th Percentile	103,951.66	155,927.49			

The following community did not respond to the survey: Akron.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Administrator				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie			148,052.79	8.00	Receives add'l retirement contribution 4.9%
	Fitchburg			150,425.60	5.00	
	Middleton	120,123.00	156,154.00	129,563.00		
5	Waunakee			127,961.00	10.00	VA/Economic Dev. Director. Contract
	Stoughton			63,918.00	3.00	Mayor (Full-time, Elected)
	Verona	112,568.80	139,853.29	132,467.40	2.00	
	Deforest			140,004.44	18.00	Village Administrator/Finance Director
	Oregon	113,300.00	126,114.00	126,107.00	21.00	
4	McFarland	94,307.20	122,491.20	115,523.20	4.00	
	Monona			104,806.00	2.00	City Administrator/ED Director
	Windsor			93,636.00	12.00	
	Mount Horeb	93,519.78	140,279.67	111,300.80	5.00	
	Cottage Grove			130,795.00	9.00	
	Edgerton			91,020.80		
3	Cross Plains			87,000.00	1.50	Village Administrator/Clerk
	Marshall			84,000.00	20.00	
	Belleville			83,330.00	4.00	Village Administrator/Clerk/Treasurer
	Shorewood Hills			121,284.80	16.00	Performs some functions of Finance Director
2	Cambridge			61,000.00	2.00	Administrator/Clerk/Treasurer
	Brooklyn					N/A
	Black Earth			68,600.00	17.00	Administrator/Clerk/Treasurer
	Dane			58,000.00	8.00	Clerk-Treasurer/Work is Administrator
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		106,763.76	136,978.43	106,133.13	8.82	
50th Percentile		112,568.80	139,853.29	111,300.80		
60th Percentile		112,861.28	140,023.84	121,284.80		
65th Percentile		113,007.52	140,109.12	126,107.00		
70th Percentile		113,153.76	140,194.39	127,961.00		
80th Percentile		114,664.60	143,454.54	130,795.00		
Actual Data						
Average		84,906.51	127,359.76			
50th Percentile		89,040.64	133,560.96			
60th Percentile		97,027.84	145,541.76			
65th Percentile		100,885.60	151,328.40			
70th Percentile		102,368.80	153,553.20			
80th Percentile		104,636.00	156,954.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Clerk				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			121,768.00	4.00	7.75 hrs/day
6	Sun Prairie	48,491.63	92,463.70	80,363.46	3.00	
	Fitchburg	72,009.60	102,856.00	74,048.00	1.00	
	Middleton	67,076.00	87,199.00	71,144.00	17.00	
5	Waunakee	87,900.80	112,486.40	94,640.00	2.00	Dep. VA/Village Clerk. Also serves as HR Mgr.
	Stoughton	63,460.80	83,824.00	69,638.00	2.00	Does not handle HR activities.
	Verona	59,299.84	73,672.98	69,782.18	5.00	
	Deforest			87,000.00	15.00	Deputy Administrator/Village Clerk
	Oregon	66,881.00	88,591.00	72,450.00	7.00	Village Clerk/Deputy Treasurer
	McFarland	74,692.80	97,032.00	80,995.20	4.00	Clerk/Treasurer - lots of financial duties.
4	Monona			69,543.00	19.00	City Clerk. Also does Accounts Payable
	Windsor			70,000.00	10.00	
	Mount Horeb	53,065.64	79,598.45	62,400.00	8.00	
	Cottage Grove			75,361.00	5.00	
	Edgerton			66,664.00		Clerk/Treasurer
	Cross Plains					See Village Administrator
3	Marshall			47,300.00	6.00	Village Clerk/Clerk of Courts/Utility Clerk
	Belleville					See Village Administrator
	Shorewood Hills	57,324.80	73,715.20	67,163.20	3.00	Also performs Rec., Fin & Office Mgr.
2	Cambridge			61,000.00	15.00	Administrator/Clerk/Treasurer
	Brooklyn			46,488.00	5.00	4 10-hour days
	Black Earth	50,000.00		68,600.00	17.00	Administrator/Clerk/Treasurer
	Dane			58,000.00	8.00	Clerk/Treasurer
	Blue Mounds			45,884.00	7.00	Clerk/Treasurer. Also all HR duties
1	Rockdale	29,328.00	42,660.80	31,990.40	0.50	15 hrs/wk. - converted to hrs/wk.
Range Data						
Average		60,794.24	84,918.14	69,227.06	7.43	
50th Percentile		61,380.32	87,199.00	69,638.00		
60th Percentile		65,512.92	88,591.00	70,228.80		
65th Percentile		66,910.25	90,527.35	71,535.80		
70th Percentile		67,017.50	92,463.70	73,089.20		
80th Percentile		71,022.88	97,032.00	78,362.48		
Actual Data						
Average		55,381.65	83,072.48			
50th Percentile		55,710.40	83,565.60			
60th Percentile		56,183.04	84,274.56			
65th Percentile		57,228.64	85,842.96			
70th Percentile		58,471.36	87,707.04			
80th Percentile		62,689.98	94,034.97			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Office Manager/Administrative Services Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison	55,413.00	63,187.00	61,393.00	1.00	Admin. Supervisor. 7.75 hrs/day, 13 people
6	Sun Prairie	59,165.64	79,873.62	72,683.54	17.00	Police Records Bureau Manager
	Fitchburg	60,091.20	85,862.40	72,072.00	9.00	Police or Fire Admin. Services Manager
	Middleton	106,909.00	119,257.00	116,918.00	4.00	Assistant City Administrator/Finance Dtr.
5	Waunakee	49,738.80	63,148.80	54,506.40	20.00	Office Manager. 2 FTEs in this position
	Stoughton					N/A
	Verona	59,299.84	73,672.98	73,672.98	10.00	Exec. Admin. Asst., supervises Records Clerks
	Deforest					Role performed by Dep. Administrator/Clerk
	Oregon			63,356.80	2.00	Dtr. of Admin. Svcs./Dep. Clerk/Dep. Treas.
4	McFarland					N/A
	Monona			68,865.00	8.00	ASD - HR & payroll and oversees IT contract
	Windsor					N/A
	Mount Horeb	53,065.64	79,598.45	64,916.80	1.00	Human Resource Manager
	Cottage Grove					N/A
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	57,324.80	73,715.20	67,163.20	3.00	Administrative Services Manager
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		62,625.99	79,789.43	71,554.77	7.50	
50th Percentile		58,245.22	76,656.83	68,014.10		
60th Percentile		59,192.48	79,653.48	70,147.80		
65th Percentile		59,239.45	79,749.79	71,590.95		
70th Percentile		59,286.42	79,846.10	72,255.46		
80th Percentile		59,774.66	83,466.89	72,881.43		
Actual Data						
Average		57,243.82	85,865.73			
50th Percentile		54,411.28	81,616.92			
60th Percentile		56,118.24	84,177.36			
65th Percentile		57,272.76	85,909.14			
70th Percentile		57,804.37	86,706.55			
80th Percentile		58,305.14	87,457.71			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Administrative Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison	47,147.00	53,010.00	51,804.00	3.00	Admin. Clerk I. 7.75 hrs/day, 30 people
6	Sun Prairie	38,163.84	51,521.18	43,939.17	9.00	Average of multiples
	Fitchburg	44,241.60	63,211.20	48,672.00	2.50	
	Middleton	44,609.00	53,165.00		4.00	Actual varies within the range.
5	Waunakee	46,820.80	59,904.00	46,820.80	1.00	Exec. Asst. + several PT AAs \$14.04-\$17.96
	Stoughton	35,443.20	46,800.00	41,100.00	16.00	Department Admin Assistant
	Verona	37,205.46	48,223.33	42,660.80	3.00	Actual salary is average of 2 incumbents
	Deforest			45,177.60	3.00	Actual & yrs. is average of 3 incumbents
	Oregon			38,500.80	1.00	Receptionist/Clerk Assistant III
4	McFarland	41,704.00	54,184.00	43,867.20	3.33	Various titles based on dept. Actual is an avg.
	Monona			45,000.00	7.00	Dep. Clerk/Receptionist/information Clerk
	Windsor			31,200.00	10.00	
	Mount Horeb	37,771.07	56,656.61	43,284.80	2.00	Office Coordinator
	Cottage Grove			46,000.00	3.00	Average of 4 similar positions
	Edgerton			45,635.20		Admin Assistant-Account/Utility Clerk
3	Cross Plains			43,000.00	32.00	Deputy Clerk-Treasurer
	Marshall					N/A
	Belleville			40,164.80	6.00	Part-time 25 hrs/wk. converted to 40 hrs/wk.
	Shorewood Hills	37,648.00	48,422.40	48,422.40	3.00	Also performs Account Clerk duties
2	Cambridge	35,360.00	39,520.00			Hiring in coming months as new position.
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		40,555.82	52,237.97	43,838.21	6.40	
50th Percentile		38,163.84	53,010.00	43,939.17		
60th Percentile		41,704.00	53,165.00	45,106.56		
65th Percentile		42,972.80	53,674.50	45,360.64		
70th Percentile		44,241.60	54,184.00	45,708.16		
80th Percentile		44,609.00	56,656.61	46,656.64		
Actual Data						
Average		35,070.57	52,605.85			
50th Percentile		35,151.33	52,727.00			
60th Percentile		36,085.25	54,127.87			
65th Percentile		36,288.51	54,432.77			
70th Percentile		36,566.53	54,849.79			
80th Percentile		37,325.31	55,987.97			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Finance Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			174,925.00	6.00	7.75 hrs/day
6	Sun Prairie	75,512.02	101,941.23	93,177.15	6.00	
	Fitchburg	91,811.20	131,164.80	114,088.00	6.00	
	Middleton	106,909.00	119,257.00	116,918.00	4.00	Assistant City Administrator/Finance Dtr.
	Waunakee	99,632.00	127,524.80	112,715.20	4.00	
5	Stoughton	84,905.60	112,132.80	113,963.00		Resp. for both City and Utility finances
	Verona	84,117.95	104,506.52	104,506.52	4.00	Finance Dtr/Treasurer
	Deforest					Included in VA/Finance Director position
	Oregon	78,585.00	102,556.00	99,733.00	8.00	Finance Director/Treasurer
4	McFarland					N/A
	Monona			101,808.00	16.00	
	Windsor					N/A
	Mount Horeb	83,499.80	125,249.71	102,960.00	3.00	
	Cottage Grove			80,005.00	11.00	Treasurer
	Edgerton					N/A
3	Cross Plains			68,200.00	4.00	
	Marshall					N/A
	Belleville					See Village Administrator/Clerk/Treasurer
	Shorewood Hills					Performed by VA, Clerk, DC/ASM
2	Cambridge			51,500.00		Deputy Clerk/Treasurer/Administrator.
	Brooklyn					N/A
	Black Earth					Finance is combined with A/C/T
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		88,121.57	115,541.61	102,653.76	6.55	
50th Percentile		84,511.78	115,694.90	102,960.00		
60th Percentile		86,286.72	120,455.54	106,148.26		
65th Percentile		88,703.68	122,552.99	111,073.46		
70th Percentile		91,120.64	124,650.44	113,214.32		
80th Percentile		96,503.68	126,614.76	114,038.00		
Actual Data						
Average		82,123.01	123,184.51			
50th Percentile		82,368.00	123,552.00			
60th Percentile		84,918.60	127,377.91			
65th Percentile		88,858.77	133,288.16			
70th Percentile		90,571.46	135,857.18			
80th Percentile		91,230.40	136,845.60			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Account Clerk/Finance Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	51,143.25	69,043.31	58,320.70	3.00	Accountant. Average of 2 employees
	Fitchburg	44,241.60	63,211.20	58,375.20	21.00	Accounting Clerk II
	Middleton	53,130.00	69,069.00	55,743.00	8.00	Deputy City Clerk/Finance Assistant
5	Waunakee	46,820.80	59,904.00	50,377.60	4.00	Account Clerk II
	Stoughton	37,544.00	49,608.00	47,528.00	11.00	Account Specialist
	Verona	39,437.76	48,996.68	43,958.16	4.00	Accounting Assistant
	Deforest			51,521.60	6.00	Accountant/Deputy Treasurer
	Oregon			51,521.60	2.00	Account Clerk III
4	McFarland	62,712.00	81,473.60	64,604.80	2.00	Accountant - Resp for accounting & entries.
	Monona			42,976.00	10.00	Utility Billing Clerk. No A/P or payroll
	Windsor			35,880.00	7.00	Treasurer
	Mount Horeb	37,771.07	56,656.61	44,553.60	8.00	Office Assistant II
	Cottage Grove					N/A
	Edgerton			45,635.20		Admin Assistant-Account/Utility Clerk
3	Cross Plains					N/A
	Marshall			48,672.00	12.00	Village Treasurer/Deputy Clerk
	Belleville					N/A
	Shorewood Hills					Duties performed by Clerk, Deputy Clerk/ASM
2	Cambridge					N/A
	Brooklyn			38,147.20	4.00	Deputy Clerk/Treasurer. 4 10-hr days
	Black Earth					A/C/T does this work
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		46,600.06	62,245.30	49,187.64	7.29	
50th Percentile		45,531.20	61,557.60	48,672.00		
60th Percentile		47,685.29	64,377.62	50,835.20		
65th Percentile		49,198.15	66,418.86	51,521.60		
70th Percentile		50,711.00	68,460.10	51,521.60		
80th Percentile		52,335.30	69,058.72	56,258.54		
Actual Data						
Average		39,350.12	59,025.17			
50th Percentile		38,937.60	58,406.40			
60th Percentile		40,668.16	61,002.24			
65th Percentile		41,217.28	61,825.92			
70th Percentile		41,217.28	61,825.92			
80th Percentile		45,006.83	67,510.25			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		IT Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			143,918.00	2.00	7.75 hrs/day
6	Sun Prairie	96,374.61	130,105.73	124,235.98	1.00	
	Fitchburg	87,880.00	125,528.00	114,441.60	5.00	
	Middleton	75,336.00	79,560.00	78,000.00	16.00	IT Manager
	Waunakee					N/A
5	Stoughton	63,460.80	83,824.00	99,840.00	3.00	Have own TV Station, also under IT Director
	Verona					IT Services contracted out
	Deforest					Contracted. DA/VC handles day-to-day
	Oregon					Contracted
4	McFarland	49,691.20	64,521.60	49,836.80	1.00	Comm. & Tech. Director
	Monona					Contracted w/ Lantech Services
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					Contracted
2	Cambridge					Contracted
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		74,548.52	96,707.87	101,712.06	4.67	
50th Percentile		75,336.00	83,824.00	107,140.80		
60th Percentile		80,353.60	100,505.60	114,441.60		
65th Percentile		82,862.40	108,846.40	116,890.20		
70th Percentile		85,371.20	117,187.20	119,338.79		
80th Percentile		89,578.92	126,443.55	124,235.98		
Actual Data						
Average		81,369.65	122,054.48			
50th Percentile		85,712.64	128,568.96			
60th Percentile		91,553.28	137,329.92			
65th Percentile		93,512.16	140,268.23			
70th Percentile		95,471.03	143,206.55			
80th Percentile		99,388.78	149,083.18			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		IT Technician				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison	60,836.00	71,630.00	64,742.00	1.00	IT Specialist I. 7.75 hrs/day, 2 people
6	Sun Prairie	56,348.24	76,070.18	63,500.11	1.00	IT Support Specialist
	Fitchburg	52,166.40	74,526.40	62,628.80	2.00	IT Specialist
	Middleton	56,318.00	73,214.00	61,025.00	10.00	
	Waunakee					N/A
5	Stoughton	56,451.20	74,568.00	60,528.00	5.00	Comms. Mgr. & IT Specialist
	Verona					IT services contracted out
	Deforest					Contracted out. DA/VC handles day-to-day
	Oregon					N/A
4	McFarland	39,353.60	51,105.60	41,600.00	1.00	Technology Specialist
	Monona					Contracted w/ Lantech Services
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					N/A
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		53,578.91	70,185.70	59,003.99	3.33	
50th Percentile		56,333.12	73,870.20	61,826.90		
60th Percentile		56,348.24	74,526.40	62,628.80		
65th Percentile		56,373.98	74,536.80	62,846.63		
70th Percentile		56,399.72	74,547.20	63,064.46		
80th Percentile		56,451.20	74,568.00	63,500.11		
Actual Data						
Average		47,203.19	70,804.78			
50th Percentile		49,461.52	74,192.28			
60th Percentile		50,103.04	75,154.56			
65th Percentile		50,277.30	75,415.95			
70th Percentile		50,451.56	75,677.35			
80th Percentile		50,800.09	76,200.13			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Police Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			151,460.00	1.00	7.5 hrs/day
6	Sun Prairie	101,193.35	136,611.02	130,050.00	1.00	
	Fitchburg	99,715.20	142,459.20	142,417.60	2.00	
	Middleton	100,857.00	131,114.00	128,401.00	20.00	
5	Waunakee	102,564.80	131,289.60	115,003.20	0.50	Incumbent has worked for Vllg. for 15+ yrs.
	Stoughton	84,905.60	112,132.80	106,642.00	10.00	
	Verona	96,641.52	120,065.53	120,065.53	20.00	
	Deforest			113,025.00	1.00	
	Oregon	86,640.00	113,068.00	109,513.00	0.50	
4	McFarland	88,961.60	115,564.80	104,790.40	10.00	
	Monona			110,059.00	16.00	Current Chief retiring December 2020
	Windsor					N/A
	Mount Horeb	83,499.80	125,249.71	96,886.40	1.00	
	Cottage Grove			101,722.00	5.00	
	Edgerton			84,156.80		
3	Cross Plains			76,000.00	1.00	
	Marshall			80,167.00	15.00	
	Belleville			71,630.00	9.00	
	Shorewood Hills			100,630.40	3.00	
2	Cambridge					N/A - Contracts with Dane Co. Sheriff
	Brooklyn			64,667.20	2.50	
	Black Earth					N/A - Contracts with Dane Co. Sheriff
	Dane					N/A
	Blue Mounds			64,001.00	2.00	
1	Rockdale					N/A
Range Data						
Average		93,886.54	125,283.85	103,564.38	6.34	
50th Percentile		96,641.52	125,249.71	105,716.20		
60th Percentile		99,100.46	129,941.14	109,731.40		
65th Percentile		99,943.56	131,149.12	111,097.10		
70th Percentile		100,400.28	131,219.36	113,618.46		
80th Percentile		100,991.54	133,418.17	121,732.62		
Actual Data						
Average		82,851.50	124,277.25			
50th Percentile		84,572.96	126,859.44			
60th Percentile		87,785.12	131,677.68			
65th Percentile		88,877.68	133,316.52			
70th Percentile		90,894.77	136,342.15			
80th Percentile		97,386.10	146,079.15			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Police Captain/Lieutenant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	83,252.01	112,390.21	102,001.67	4.00	Lieutenant. Average of 3
	Fitchburg	75,961.60	108,534.40	107,712.80	2.00	
	Middleton	89,763.00	116,691.00	105,498.00	15.00	
5	Waunakee	87,900.80	116,251.20	94,640.00	0.50	2 FTE, recently promoted, avg. tenure 19 yrs.
	Stoughton	71,302.40	94,161.60	87,797.00	10.00	
	Verona	81,142.09	100,809.34	100,809.34	15.00	2 people in position
	Deforest			91,190.63	13.50	Average of 2 Lieutenants
	Oregon	76,423.00	99,349.00	91,543.00	0.50	
4	McFarland	74,692.80	97,032.00	91,540.80	13.00	
	Monona			96,731.00	9.00	2 Lieutenant positions
	Windsor					N/A
	Mount Horeb	66,535.53	99,868.30	80,620.80	1.00	
	Cottage Grove			80,055.00	3.00	
	Edgerton			66,986.40		
3	Cross Plains			59,000.00	4.00	Police Lieutenant/Detective
	Marshall			69,040.00	8.00	
	Belleville					N/A
	Shorewood Hills	57,324.80	73,715.20	65,520.00	0.50	
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		76,429.80	101,880.23	86,917.90	6.60	
50th Percentile		76,192.30	100,338.82	91,365.72		
60th Percentile		78,310.64	103,899.36	91,543.00		
65th Percentile		80,434.23	107,375.64	93,865.75		
70th Percentile		81,775.07	109,691.14	95,685.50		
80th Percentile		84,181.77	113,162.41	100,809.34		
Actual Data						
Average		69,534.32	104,301.48			
50th Percentile		73,092.57	109,638.86			
60th Percentile		73,234.40	109,851.60			
65th Percentile		75,092.60	112,638.90			
70th Percentile		76,548.40	114,822.60			
80th Percentile		80,647.47	120,971.21			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Police Sergeant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			72,553.00	4.00	7.5 hrs/day. 45 staff in position
6	Sun Prairie	75,512.02	101,941.23	90,567.40	4.00	Average of 9. Sergeants receive OT
	Fitchburg	63,765.00	91,084.50	88,959.00	4.00	1950 hrs/yr., salary is listed as such
	Middleton	77,277.00	100,460.00	87,736.00		
5	Waunakee	79,081.60	101,212.80	82,087.20	1.00	4 FTE. 2 w. tenure < 1 yr., 1 w. 1 yr. & 1 w. 3 yr
	Stoughton	59,862.40	79,060.80	79,788.80	8.00	
	Verona	68,128.46	84,641.48	84,641.48	10.00	
	Deforest			81,146.67	11.30	Average of 3 Sergeants
	Oregon	68,795.00	88,248.00	78,800.00	5.00	Average
4	McFarland	66,066.00	85,819.50	80,476.50	7.33	Actual salary is an average
	Monona			84,555.00	8.00	3 Sergeant positions
	Windsor					N/A
	Mount Horeb	59,433.51	89,150.27	76,377.60	1.00	
	Cottage Grove			64,525.00	10.00	
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall			62,850.00	5.00	Rate is 2021 union contract
	Belleville			59,479.00	3.00	
	Shorewood Hills	54,537.60	70,116.80	70,116.80	2.00	Eligible for OT
2	Cambridge					N/A
	Brooklyn			50,710.40	1.50	
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		67,245.86	89,173.54	76,198.23	5.32	
50th Percentile		67,097.23	88,699.14	79,788.80		
60th Percentile		68,395.08	89,923.96	80,878.60		
65th Percentile		68,695.02	90,794.37	81,522.88		
70th Percentile		70,810.11	93,897.15	82,580.76		
80th Percentile		75,865.02	100,610.56	84,624.18		
Actual Data						
Average		60,958.58	91,437.87			
50th Percentile		63,831.04	95,746.56			
60th Percentile		64,702.88	97,054.32			
65th Percentile		65,218.31	97,827.46			
70th Percentile		66,064.61	99,096.91			
80th Percentile		67,699.35	101,549.02			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Fire Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			162,159.00	6.00	8 hrs/day
	Sun Prairie					N/A
6	Fitchburg	91,811.20	131,164.80	122,200.00	4.00	Fire Chief & Emergency Management Director
	Middleton					
	Waunakee					N/A
	Stoughton	75,587.20	99,819.20	85,946.00	1.00	
5	Verona	89,165.04	110,776.91	107,812.08	1.00	Had 5+ yrs. of Deputy exp. before promotion
	Deforest					Separate entity; do not have access to data
	Oregon					Fire District - not Village employee
	McFarland	88,961.60	115,564.80	100,609.60	4.00	Fire & Rescue Chief (also over Rescue/EMT)
	Monona			98,000.00	0.50	Fire Chief/EMS Director
4	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted, non-profit volunteer dept.
	Edgerton					N/A
	Cross Plains					N/A
3	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					Contracted
	Cambridge					Part of a commission with volunteers
	Brooklyn					Volunteer
2	Black Earth					N/A - volunteer fire department
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		86,381.26	114,331.43	112,787.78	2.75	
50th Percentile		89,063.32	113,170.86	104,210.84		
60th Percentile		89,124.35	114,607.22	107,812.08		
65th Percentile		89,154.87	115,325.41	111,409.06		
70th Percentile		89,429.66	117,124.80	115,006.04		
80th Percentile		90,223.50	121,804.80	122,200.00		
Actual Data						
Average		90,230.22	135,345.34			
50th Percentile		83,368.67	125,053.01			
60th Percentile		86,249.66	129,374.50			
65th Percentile		89,127.25	133,690.87			
70th Percentile		92,004.83	138,007.25			
80th Percentile		97,760.00	146,640.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Building Inspector				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	75,512.02	101,941.23	94,987.33	4.00	Director of Building Inspection
	Fitchburg	52,166.40	74,526.40	64,500.80	1.00	Code Inspector II
	Middleton	84,682.00	110,086.00	90,000.00	1.00	Building Inspector Manager
5	Waunakee					N/A
	Stoughton	53,289.60	70,366.40	65,603.00	2.00	
	Verona	62,857.82	78,093.34	78,093.34	3.00	Had previous experience before Verona
	Deforest					Contracted
	Oregon					Contracted
4	McFarland					N/A
	Monona					Contracted
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					Contracted
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					N/A - contracted out; \$41.63/inspection
2	Cambridge					Contracted
	Brooklyn					Contracted
	Black Earth					Contracted
	Dane					Contracted
	Blue Mounds					Contracted position. \$50/inspection
1	Rockdale					N/A
Range Data						
Average		65,701.57	87,002.67	78,636.89	2.20	
50th Percentile		62,857.82	78,093.34	78,093.34		
60th Percentile		67,919.50	87,632.50	82,856.00		
65th Percentile		70,450.34	92,402.07	85,237.34		
70th Percentile		72,981.18	97,171.65	87,618.67		
80th Percentile		77,346.02	103,570.18	90,997.47		
Actual Data						
Average		62,909.52	94,364.27			
50th Percentile		62,474.67	93,712.01			
60th Percentile		66,284.80	99,427.20			
65th Percentile		68,189.87	102,284.80			
70th Percentile		70,094.93	105,142.40			
80th Percentile		72,797.97	109,196.96			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Building Maintenance Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	59,165.64	79,873.62	69,574.04	5.00	
	Fitchburg	64,064.00	91,520.00	74,520.80	6.00	Building & Grounds Manager
	Middleton					
5	Waunakee	58,552.00	74,942.40	61,578.40	4.50	2 FTEs - 1 for Library & 1 for Comm. Center
	Stoughton	47,424.00	62,628.80	57,262.00	4.00	Does not manage people
	Verona	49,789.29	61,857.24	61,857.24	5.00	Building Facilities Manager
	Deforest					Parks Sup/Public Services Project Coord.
	Oregon					N/A
	McFarland					N/A
4	Monona			45,720.00	1.50	Bldg Maint Leadworker. Does not supervise.
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					N/A
	Edgerton					N/A
	Cross Plains					N/A
3	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	63,211.20	81,265.60	65,000.00	0.50	DPW Crew Chief
	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
2	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		57,034.36	75,347.94	60,064.06	3.69	
50th Percentile		58,858.82	77,408.01	61,717.82		
60th Percentile		59,165.64	79,873.62	62,485.79		
65th Percentile		60,177.03	80,221.62	63,585.76		
70th Percentile		61,188.42	80,569.61	64,685.72		
80th Percentile		63,211.20	81,265.60	67,744.42		
Actual Data						
Average		48,051.25	72,076.87			
50th Percentile		49,374.26	74,061.38			
60th Percentile		49,988.63	74,982.95			
65th Percentile		50,868.61	76,302.91			
70th Percentile		51,748.58	77,622.87			
80th Percentile		54,195.54	81,293.31			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Public Works Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	79,287.63	107,038.30	82,459.14	1.00	Public Works Operations Manager
	Fitchburg	99,715.20	142,459.20	105,414.40	1.00	
	Middleton	100,857.00	116,045.00	113,770.00	26.00	Public Works Director/City Engineer
5	Waunakee	102,564.80	131,289.60	124,966.40	25.00	Director of PW/Village Engineer
	Stoughton	75,587.20	99,819.20	87,672.00	5.00	
	Verona	94,514.94	110,776.91	107,812.09	5.00	
	Deforest			96,585.00	14.00	Public Service Director
	Oregon	86,640.00	113,068.00	108,657.00	5.00	
4	McFarland	88,961.60	115,564.80	96,470.40	2.00	
	Monona			98,171.00	9.50	
	Windsor			80,000.00		
	Mount Horeb	74,533.40	111,830.09	85,300.80	4.00	Public Services Director
	Cottage Grove			93,354.00	6.00	
	Edgerton			89,003.20		Municipal Services Director
3	Cross Plains			77,000.00	27.00	Public Facilities Director
	Marshall			73,535.00	25.00	
	Belleville			70,073.00	7.00	
	Shorewood Hills			65,000.00	0.50	DPW Crew Chief
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn			64,563.20	2.50	
	Black Earth	50,000.00	65,000.00	60,000.00	4.00	
	Dane	52,000.00	83,200.00	56,160.00	3.00	
	Blue Mounds			53,872.00	11.00	Superintendent of Water & Sewer
1	Rockdale					N/A
Range Data						
Average		82,241.98	108,735.55	84,123.42	8.88	
50th Percentile		86,640.00	111,830.09	85,300.80		
60th Percentile		88,961.60	113,068.00	89,873.36		
65th Percentile		91,738.27	114,316.40	94,288.92		
70th Percentile		94,514.94	115,564.80	96,516.24		
80th Percentile		99,715.20	116,045.00	102,517.04		
Actual Data						
Average		67,298.73	100,948.10			
50th Percentile		68,240.64	102,360.96			
60th Percentile		71,898.69	107,848.03			
65th Percentile		75,431.14	113,146.70			
70th Percentile		77,212.99	115,819.49			
80th Percentile		82,013.63	123,020.45			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Streets Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	62,123.93	83,867.30	72,680.82	6.00	Public Works Supervisor
	Fitchburg	64,064.00	91,520.00	84,032.00	11.00	
	Middleton	63,279.00	82,236.00	70,400.00		Street Foreman
5	Waunakee	79,081.60	101,212.80	93,995.20	7.00	PW/Parks Supt. 22+ yrs. with Village
	Stoughton	59,862.40	79,060.80	69,451.00	5.00	
	Verona	66,629.30	82,778.95	74,266.43	10.00	
	Deforest			80,963.79	25.00	Public Works & Utilities Supervisor
	Oregon	66,140.00	85,982.00	82,719.00	41.00	Assistant Public Works Director
4	McFarland	66,476.80	86,361.60	80,995.20	1.00	Streets/Utilities Superintendent
	Monona			73,620.00	2.00	PW Operations Supervisor
	Windsor					N/A
	Mount Horeb	47,380.03	71,070.05	60,028.80	21.00	Public Services Mechanic/Foreman
	Cottage Grove			65,176.00	15.00	Public Works Foreman
	Edgerton					N/A
3	Cross Plains			45,300.00	3.00	Public Facilities I
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills			65,000.00	0.50	DPW Crew Chief
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn			56,097.60	2.50	Public Works Assistant Director
	Black Earth					N/A
	Dane					N/A
	Blue Mounds			43,430.00	7.00	Superintendent of Streets & Parks
1	Rockdale					N/A
Range Data						
Average		63,893.01	84,898.83	68,420.93	10.00	
50th Percentile		64,064.00	83,867.30	70,400.00		
60th Percentile		65,724.80	85,559.06	73,244.33		
65th Percentile		66,207.36	86,057.92	73,878.57		
70th Percentile		66,342.08	86,209.76	75,605.90		
80th Percentile		66,537.80	88,424.96	80,988.92		
Actual Data						
Average		54,736.75	82,105.12			
50th Percentile		56,320.00	84,480.00			
60th Percentile		58,595.46	87,893.19			
65th Percentile		59,102.86	88,654.29			
70th Percentile		60,484.72	90,727.08			
80th Percentile		64,791.13	97,186.70			

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Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Public Works Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	42,075.70	56,802.30	49,732.80	7.00	Maintenance Worker. Average of 16 people.
	Fitchburg	40,268.80	57,532.80	53,310.40	8.00	Public Works Maintenance Worker
	Middleton	50,213.00	65,150.00	55,000.00		Streets Maintenance Worker
5	Waunakee	46,820.80	59,904.00	52,608.40	8.00	9 FTEs w. tenures from 2 to 20 yrs.
	Stoughton	42,203.20	55,744.00	51,958.00	9.00	Machine Operator
	Verona	46,971.03	58,355.89	55,355.89	15.00	Avg years of service.
	Deforest			54,336.53	7.00	Average of 6 out of 9 crew members
	Oregon			50,107.20	15.50	Average
4	McFarland	44,220.80	57,428.80	50,752.00	12.50	Actual salary is an average
	Monona	49,920.00	56,596.80		14.40	PW Crew
	Windsor			48,748.00	8.00	
	Mount Horeb	37,771.07	56,656.61	49,774.40	2.00	Public Services Crewperson
	Cottage Grove			50,000.00	8.00	PW Tech. Avg. of 5 comparable positions
	Edgerton			48,186.67		Public Works Operator
3	Cross Plains	39,894.40	41,100.80		5.00	Public Facilities II
	Marshall	42,432.00	45,032.00		3.00	
	Belleville	41,184.00	54,787.20		9.00	Public Works Operator
	Shorewood Hills	42,785.60	55,016.00	48,921.60	5.00	Also II at \$19-\$25; Mech. \$21-\$27
2	Cambridge			36,000.00	0.50	One person on staff in this position
	Brooklyn	33,280.00		41,464.80	11.25	2 incumbs.: \$21.54/20 yrs. & \$18.33/2.5 yrs.
	Black Earth	39,520.00	58,240.00	41,600.00	6.00	
	Dane	43,680.00		47,840.00	2.00	
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		42,702.52	55,596.23	49,205.37	7.81	
50th Percentile		42,317.60	56,729.46	49,887.20		
60th Percentile		42,785.60	57,303.50	50,236.16		
65th Percentile		43,456.40	57,475.60	50,812.30		
70th Percentile		43,950.40	57,603.52	51,837.40		
80th Percentile		46,820.80	58,286.36	53,029.60		
Actual Data						
Average		39,364.30	59,046.45			
50th Percentile		39,909.76	59,864.64			
60th Percentile		40,188.93	60,283.39			
65th Percentile		40,649.84	60,974.76			
70th Percentile		41,469.92	62,204.88			
80th Percentile		42,423.68	63,635.52			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Parks Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			149,138.00	6.00	Parks Superintendent. 7.75 hrs/day
6	Sun Prairie	62,123.93	83,867.30	69,000.00	1.00	Parks & Forestry Division
	Fitchburg	75,961.60	108,534.40	92,123.20	13.00	Parks & Recreation Director
	Middleton	84,682.00	110,086.00	85,925.00	4.00	Director of Public Lands, Rec & Forestry
	Waunakee					N/A
5	Stoughton	56,451.20	74,568.00	61,006.00	4.00	Parks Supervisor. Reports to DPW Director
	Verona	66,629.30	82,778.95	82,778.95	20.00	Parks & Urban Forestry Director
	Deforest			74,048.00	16.00	Parks Supervisor/Public Services Proj. Coord.
	Oregon					N/A
4	McFarland	55,827.20	72,508.80	57,512.00	1.00	Parks Supt. Reports to DPW Dtr
	Monona			75,276.00	13.00	Parks & Recreation Director
	Windsor					N/A
	Mount Horeb					Role filled by Public Services Director
	Cottage Grove			64,988.00	7.00	Director of Parks, Recreation & Forestry
	Edgerton					Parks maintenance under Muni. Svcs. Dtr.
3	Cross Plains			70,000.00	14.00	Parks & Recreation Director
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	47,112.00	60,569.60	61,796.80	17.00	Forester. Hourly, eligible for OT
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn					N/A
	Black Earth					Combined with Public Works Director
	Dane					N/A
	Blue Mounds					See Supt. of Streets and Parks
1	Rockdale					N/A
Range Data						
Average		64,112.46	84,701.86	76,045.53	9.15	
50th Percentile		62,123.93	82,778.95	70,000.00		
60th Percentile		64,827.15	83,431.96	74,293.60		
65th Percentile		66,178.76	83,758.47	75,030.40		
70th Percentile		68,495.76	88,800.72	78,277.18		
80th Percentile		74,095.14	103,600.98	84,666.58		
Actual Data						
Average		60,836.43	91,254.64			
50th Percentile		56,000.00	84,000.00			
60th Percentile		59,434.88	89,152.32			
65th Percentile		60,024.32	90,036.48			
70th Percentile		62,621.74	93,932.62			
80th Percentile		67,733.26	101,599.90			

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Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Parks Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			34,486.00	1.00	6 hrs/day, 5 staff, position is PT
6	Sun Prairie					See Maintenance Worker under PW
	Fitchburg	40,268.80	57,532.80	53,310.40		Same as PW Maintenance Worker
	Middleton	47,286.00	61,472.00	48,000.00	2.00	Parks Maintenance Worker
	Waunakee					N/A
5	Stoughton					No full-time, all seasonal
	Verona	44,312.30	55,052.75	51,292.80		4 staff total, 2 w. < 5 yrs. exp. & 2 w. > 10 yrs.
	Deforest			50,204.27	11.60	Average of 3 Public Service Crewmembers
	Oregon					Park of Public Works Crewman
4	McFarland	44,220.80	57,428.80	46,737.60	3.00	
	Monona	40,414.40	42,536.00		1.25	Parks Maintenance Worker. 2 employees
	Windsor					N/A
	Mount Horeb					Role filled by Public Services Crewperson
	Cottage Grove			57,432.00	2.00	Parks Operations Foreman
	Edgerton					
3	Cross Plains			40,310.40	3.00	Parks Maintenance
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	34,424.00	44,262.40	35,401.60	2.00	Forestry Assistant. Hourly, eligible for OT
2	Cambridge			36,000.00		Same person as PW Worker
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds	27,040.00				Part-time mower
1	Rockdale					N/A
Range Data						
Average		39,709.47	53,047.46	45,317.51	3.23	
50th Percentile		40,414.40	56,240.78	47,368.80		
60th Percentile		42,698.24	57,428.80	48,881.71		
65th Percentile		43,840.16	57,454.80	49,873.63		
70th Percentile		44,239.10	57,480.80	50,530.83		
80th Percentile		44,294.00	57,532.80	51,696.32		
Actual Data						
Average		36,254.01	54,381.01			
50th Percentile		37,895.04	56,842.56			
60th Percentile		39,105.37	58,658.05			
65th Percentile		39,898.90	59,848.36			
70th Percentile		40,424.66	60,636.99			
80th Percentile		41,357.06	62,035.58			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Recreation Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	59,165.64	79,873.62	66,997.24	6.00	
	Fitchburg	60,091.20	85,862.40	76,585.60	12.00	Community Center & Recreation Director
	Middleton	59,697.00	77,606.00	59,697.00	4.00	
5	Waunakee	93,766.40	120,016.00	108,700.80	20.00	Oversees Comm. Ctr. & rec. programs
	Stoughton	63,460.80	83,824.00	70,761.00	5.00	Parks & Recreation Director
	Verona	59,299.84	73,672.98	76,672.98	20.00	Recreation Director
	Deforest			55,000.00	2.00	Recreation & Community Enrichment Dtr.
	Oregon					N/A
4	McFarland					N/A
	Monona			52,535.00	9.00	Aquatic Director/Recreation Supervisor
	Windsor					N/A
	Mount Horeb	53,065.64	79,598.45	62,420.80	10.00	Recreation Director
	Cottage Grove			48,000.00	1.00	
	Edgerton					Recreation/Aquatics Director -seasonal
3	Cross Plains	33,600.00	39,000.00		3.00	Recreation Coordinator
	Marshall			50,070.00	6.00	Recreation Director. Also oversees Parks
	Belleville					N/A
	Shorewood Hills					N/A
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		60,268.32	79,931.68	66,130.95	8.17	
50th Percentile		59,498.42	79,736.04	62,420.80		
60th Percentile		59,775.84	80,663.70	66,997.24		
65th Percentile		59,913.81	82,046.33	68,879.12		
70th Percentile		60,051.78	83,428.96	70,761.00		
80th Percentile		62,112.96	85,047.04	76,585.60		
Actual Data						
Average		52,904.76	79,357.14			
50th Percentile		49,936.64	74,904.96			
60th Percentile		53,597.79	80,396.69			
65th Percentile		55,103.30	82,654.94			
70th Percentile		56,608.80	84,913.20			
80th Percentile		61,268.48	91,902.72			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Library Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison			150,788.00	6.00	7.75 hrs/wk.
6	Sun Prairie	87,414.61	118,009.72	97,405.95	5.00	
	Fitchburg	79,913.60	114,171.20	103,833.60	10.00	
	Middleton	89,763.00	116,045.00	90,623.00		
5	Waunakee	76,148.80	96,969.60	90,500.80	4.00	
	Stoughton	75,587.20	99,819.20	78,562.00	2.00	
	Verona	70,627.05	87,745.68	87,745.68	15.00	
	Deforest			83,824.00	32.00	
	Oregon	69,189.00	98,325.00	79,314.00	2.00	
4	McFarland	74,692.80	97,032.00	86,590.40	8.00	
	Monona			71,274.00	3.50	
	Windsor					N/A
	Mount Horeb			63,294.40	13.00	
	Cottage Grove					N/A
	Edgerton			52,936.00		
3	Cross Plains			67,500.00		
	Marshall			49,628.00	10.00	
	Belleville			55,099.00	10.00	
	Shorewood Hills					N/A
2	Cambridge			47,000.00	25.00	
	Brooklyn					N/A
	Black Earth			48,000.00	14.00	
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		77,917.01	103,514.68	77,995.49	10.63	
50th Percentile		75,868.00	99,072.10	78,938.00		
60th Percentile		76,901.76	102,689.60	84,377.28		
65th Percentile		78,219.44	107,712.80	86,648.16		
70th Percentile		79,537.12	112,736.00	87,630.15		
80th Percentile		84,414.21	115,295.48	90,574.12		
Actual Data						
Average		62,396.39	93,594.59			
50th Percentile		63,150.40	94,725.60			
60th Percentile		67,501.82	101,252.74			
65th Percentile		69,318.53	103,977.80			
70th Percentile		70,104.12	105,156.18			
80th Percentile		72,459.30	108,688.94			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Librarian				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	53,665.04	72,447.65	59,414.99	3.00	Average of 3
	Fitchburg	56,118.40	80,163.20	64,417.60	3.00	Outreach, Reference, Teen or Youth Svcs. Lib.
	Middleton	59,697.00	77,606.00	60,000.00		
5	Waunakee	55,598.40	71,156.80	60,642.40	4.50	2 FTEs
	Stoughton	50,252.80	66,372.80	58,323.00	7.00	
	Verona	52,776.64	65,568.67	53,397.76	6.00	
	Deforest			34,476.00	8.00	Circulation Manager
	Oregon	43,222.40	67,288.00	57,283.20	8.00	2 Positions
4	McFarland	46,862.40	60,881.60	48,692.80	2.00	
	Monona			47,546.00	2.50	Technical Svcs. Coord./Adult Svcs. Coord.
	Windsor					N/A
	Mount Horeb			46,280.00	7.00	
	Cottage Grove					N/A
	Edgerton					N/A
3	Cross Plains			37,000.00		
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					N/A
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth	27,040.00	37,440.00	37,440.00	8.00	
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		49,470.34	66,547.19	51,147.21	5.36	
50th Percentile		52,776.64	67,288.00	53,397.76		
60th Percentile		53,487.36	70,383.04	57,491.16		
65th Percentile		54,051.71	71,414.97	58,115.04		
70th Percentile		54,825.06	71,931.31	58,759.80		
80th Percentile		55,806.40	74,510.99	59,766.00		
Actual Data						
Average		40,917.77	61,376.65			
50th Percentile		42,718.21	64,077.31			
60th Percentile		45,992.93	68,989.39			
65th Percentile		46,492.03	69,738.05			
70th Percentile		47,007.84	70,511.76			
80th Percentile		47,812.80	71,719.20			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Library Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	42,075.70	56,802.30	47,153.60	16.00	Assistant Tech. Services Librarian
	Fitchburg					Position was included with Admin. Asst.
	Middleton	37,455.00	48,691.00	Varies		Library Ambassador
5	Waunakee					Asst. I, II & III. Range varies on class
	Stoughton	35,443.20	46,800.00	41,829.00	17.00	
	Verona	35,099.47	43,606.68	39,343.20	5.00	Most are part-time
	Deforest			35,542.00	1.00	Assistant Library Director
	Oregon	45,489.60	80,641.60	54,579.20	34.00	Assistant Director/Tech. Svcs. Supervisor
4	McFarland	55,827.20	72,508.80	55,827.20	1.00	Assistant Library Director
	Monona	30,617.60	38,604.80		12.00	
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					N/A
3	Edgerton			32,025.07		
	Cross Plains			44,000.00		Assistant Director
	Marshall					N/A
	Belleville			25,428.00	7.00	
	Shorewood Hills					N/A
2	Cambridge	22,880.00	31,678.40		5.00	Multiple part-time positions
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		38,110.97	52,416.70	41,747.47	10.89	
50th Percentile		36,449.10	47,745.50	41,829.00		
60th Percentile		38,379.14	50,313.26	43,565.80		
65th Percentile		39,996.38	53,152.22	44,630.72		
70th Percentile		41,613.63	55,991.17	45,892.16		
80th Percentile		44,124.04	66,226.20	50,123.84		
Actual Data						
Average		33,397.98	50,096.97			
50th Percentile		33,463.20	50,194.80			
60th Percentile		34,852.64	52,278.96			
65th Percentile		35,704.58	53,556.86			
70th Percentile		36,713.73	55,070.59			
80th Percentile		40,099.07	60,148.61			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Planner				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
7	Madison					N/A
6	Sun Prairie	75,512.02	101,941.23	92,311.04	2.00	Planning Director
	Fitchburg	87,880.00	125,528.00	97,905.60	2.00	City Planner & Zoning Administrator
	Middleton	95,148.00	123,693.00	95,148.00	13.00	Dir of Planning & Community Development
5	Waunakee					N/A
	Stoughton	84,905.60	112,132.80	110,968.00	21.00	Director of Planning & Development
	Verona	79,356.57	98,591.05	Vacant		Planning Director. Currently vacant
	Deforest					Contracted
	Oregon	74,842.00	97,671.00	80,629.00	1.00	Director of Planning & Zoning Administrator
4	McFarland	79,185.60	102,856.00	85,862.40	1.00	DH position w. Economic Dev. resp., too
	Monona			61,350.00	1.50	
	Windsor			85,312.00	3.00	Deputy Administrator/Dtr. of Economic Dev.
	Mount Horeb					N/A
	Cottage Grove			74,808.00	6.00	
	Edgerton					N/A
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					Duties performed by VA. Contracted services
2	Cambridge					N/A
	Brooklyn					N/A
	Black Earth					Contracted
	Dane					N/A
	Blue Mounds					N/A
1	Rockdale					N/A
Range Data						
Average		82,404.26	108,916.15	87,143.78	5.61	
50th Percentile		79,356.57	102,856.00	85,862.40		
60th Percentile		82,685.99	108,422.08	91,021.31		
65th Percentile		84,350.70	111,205.12	92,878.43		
70th Percentile		85,500.48	114,444.84	94,013.22		
80th Percentile		87,285.12	121,380.96	96,251.04		
Actual Data						
Average		69,715.03	104,572.54			
50th Percentile		68,689.92	103,034.88			
60th Percentile		72,817.05	109,225.57			
65th Percentile		74,302.75	111,454.12			
70th Percentile		75,210.57	112,815.86			
80th Percentile		77,000.83	115,501.25			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 1*

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Browntown	37,440.00	52,000.00	37,440.00	40.00	
Clyman			38,376.00	36.00	Clerk/Treasurer
Doylestown					Hours Vary - Pay is \$817/month
South Wayne			48,006.40	20.00	Converted to 40 hrs/wk
Rockdale	29,328.00	42,660.80	31,990.40	15.00	Converted to 40 hrs/wk
Range Data					
Average	37,440.00	52,000.00	41,274.13		
50th Percentile	37,440.00	52,000.00	38,376.00		
60th Percentile	37,440.00	52,000.00	40,302.08		
65th Percentile	37,440.00	52,000.00	41,265.12		
70th Percentile	37,440.00	52,000.00	42,228.16		
80th Percentile	37,440.00	52,000.00	44,154.24		
Actual Data					
Average	37,146.72	45,401.55			
50th Percentile	30,700.80	46,051.20			
60th Percentile	32,241.66	48,362.50			
65th Percentile	33,012.10	49,518.14			
70th Percentile	33,782.53	50,673.79			
80th Percentile	35,323.39	52,985.09			

The following communities did not respond: Cazenovia, Cobb, Doylestown, Friesland, Gratiot, Hollandale, Ironton, La Valle, Loganville, Lowell, Nichols, Rewey, and Rock Springs.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Administrator				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			61,000.00	2.00	Administrator/Clerk/Treasurer
	Brooklyn					N/A
	Black Earth			68,600.00	17.00	Administrator/Clerk/Treasurer
	Dane			58,000.00	8.00	Clerk-Treasurer/Work is Administrator
	Blue Mounds					N/A
Range Data						
Average				62,533.33	9.00	
50th Percentile				61,000.00		
60th Percentile				62,520.00		
65th Percentile				63,280.00		
70th Percentile				64,040.00		
80th Percentile				65,560.00		
Actual Data						
Average		50,026.67	75,040.00			
50th Percentile		48,800.00	73,200.00			
60th Percentile		50,016.00	75,024.00			
65th Percentile		50,624.00	75,936.00			
70th Percentile		51,232.00	76,848.00			
80th Percentile		52,448.00	78,672.00			

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*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Clerk				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			61,000.00	15.00	Administrator/Clerk/Treasurer
	Brooklyn			46,488.00	5.00	4 10-hour days
	Black Earth	50,000.00		68,600.00	17.00	Administrator/Clerk/Treasurer
	Dane			58,000.00	8.00	Clerk/Treasurer
	Blue Mounds			45,884.00	7.00	Clerk/Treasurer. Also all HR duties
Range Data						
Average				55,994.40	10.40	
50th Percentile				58,000.00		
60th Percentile				59,200.00		
65th Percentile				59,800.00		
70th Percentile				60,400.00		
80th Percentile				62,520.00		
Actual Data						
Average		44,795.52	67,193.28			
50th Percentile		46,400.00	69,600.00			
60th Percentile		47,360.00	71,040.00			
65th Percentile		47,840.00	71,760.00			
70th Percentile		48,320.00	72,480.00			
80th Percentile		50,016.00	75,024.00			

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*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Administrative Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge	35,360.00	39,520.00			Hiring in coming months as new position.
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
Range Data						
Average		35,360.00	39,520.00			
50th Percentile		35,360.00	39,520.00			
60th Percentile		35,360.00	39,520.00			
65th Percentile		35,360.00	39,520.00			
70th Percentile		35,360.00	39,520.00			
80th Percentile		35,360.00	39,520.00			
Actual Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						

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*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Finance Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			51,500.00		Deputy Clerk/Treasurer/Administrator.
	Brooklyn					N/A
	Black Earth					Finance is combined with A/C/T
	Dane					N/A
	Blue Mounds					N/A
Range Data						
Average				51,500.00		
50th Percentile				51,500.00		
60th Percentile				51,500.00		
65th Percentile				51,500.00		
70th Percentile				51,500.00		
80th Percentile				51,500.00		
Actual Data						
Average		41,200.00	61,800.00			
50th Percentile		41,200.00	61,800.00			
60th Percentile		41,200.00	61,800.00			
65th Percentile		41,200.00	61,800.00			
70th Percentile		41,200.00	61,800.00			
80th Percentile		41,200.00	61,800.00			

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Position Surveyed:		Account Clerk/Finance Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge					N/A
	Brooklyn			38,147.20	4.00	Deputy Clerk/Treasurer. 4 10-hr days
	Black Earth					A/C/T does this work
	Dane					N/A
	Blue Mounds					N/A
Range Data						
Average				38,147.20	4.00	
50th Percentile				38,147.20		
60th Percentile				38,147.20		
65th Percentile				38,147.20		
70th Percentile				38,147.20		
80th Percentile				38,147.20		
Actual Data						
Average		30,517.76	45,776.64			
50th Percentile		30,517.76	45,776.64			
60th Percentile		30,517.76	45,776.64			
65th Percentile		30,517.76	45,776.64			
70th Percentile		30,517.76	45,776.64			
80th Percentile		30,517.76	45,776.64			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Police Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge					N/A - Contracts with Dane Co. Sheriff
	Brooklyn			64,667.20	2.50	
	Black Earth					N/A - Contracts with Dane Co. Sheriff
	Dane					N/A
	Blue Mounds			64,001.00	2.00	
Range Data						
Average				64,334.10	2.25	
50th Percentile				64,334.10		
60th Percentile				64,400.72		
65th Percentile				64,434.03		
70th Percentile				64,467.34		
80th Percentile				64,533.96		
Actual Data						
Average		51,467.28	77,200.92			
50th Percentile		51,467.28	77,200.92			
60th Percentile		51,520.58	77,280.86			
65th Percentile		51,547.22	77,320.84			
70th Percentile		51,573.87	77,360.81			
80th Percentile		51,627.17	77,440.75			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Police Sergeant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge					N/A
	Brooklyn			50,710.40	1.50	
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
Range Data						
Average				50,710.40	1.50	
50th Percentile				50,710.40		
60th Percentile				50,710.40		
65th Percentile				50,710.40		
70th Percentile				50,710.40		
80th Percentile				50,710.40		
Actual Data						
Average		40,568.32	60,852.48			
50th Percentile		40,568.32	60,852.48			
60th Percentile		40,568.32	60,852.48			
65th Percentile		40,568.32	60,852.48			
70th Percentile		40,568.32	60,852.48			
80th Percentile		40,568.32	60,852.48			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Position Surveyed:		Fire Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge					Part of a commission with volunteers
	Brooklyn					Volunteer
	Black Earth					N/A - volunteer fire department
	Dane					N/A
	Blue Mounds					N/A
Range Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						
Actual Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Building Inspector				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge					Contracted
	Brooklyn					Contracted
	Black Earth					Contracted
	Dane					Contracted
	Blue Mounds					Contracted position. \$50/inspection
Range Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						
Actual Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Position Surveyed:		Building Maintenance Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
	Blue Mounds					N/A
Range Data						
Average				45,000.00	3.00	
50th Percentile				45,000.00		
60th Percentile				45,000.00		
65th Percentile				45,000.00		
70th Percentile				45,000.00		
80th Percentile				45,000.00		
Actual Data						
Average		36,000.00	54,000.00			
50th Percentile		36,000.00	54,000.00			
60th Percentile		36,000.00	54,000.00			
65th Percentile		36,000.00	54,000.00			
70th Percentile		36,000.00	54,000.00			
80th Percentile		36,000.00	54,000.00			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Public Works Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn			64,563.20	2.50	
	Black Earth	50,000.00	65,000.00	60,000.00	4.00	
	Dane	52,000.00	83,200.00	56,160.00	3.00	
	Blue Mounds			53,872.00	11.00	Superintendent of Water & Sewer
Range Data						
Average		51,000.00	74,100.00	55,919.04	4.70	
50th Percentile		51,000.00	74,100.00	56,160.00		
60th Percentile		51,200.00	75,920.00	57,696.00		
65th Percentile		51,300.00	76,830.00	58,464.00		
70th Percentile		51,400.00	77,740.00	59,232.00		
80th Percentile		51,600.00	79,560.00	60,912.64		
Actual Data						
Average		44,735.23	67,102.85			
50th Percentile		44,928.00	67,392.00			
60th Percentile		46,156.80	69,235.20			
65th Percentile		46,771.20	70,156.80			
70th Percentile		47,385.60	71,078.40			
80th Percentile		48,730.11	73,095.17			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Position Surveyed:		Streets Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn			56,097.60	2.50	Public Works Assistant Director
	Black Earth					N/A
	Dane					N/A
	Blue Mounds			43,430.00	7.00	Superintendent of Streets & Parks
Range Data						
Average				48,175.87	4.17	
50th Percentile				45,000.00		
60th Percentile				47,219.52		
65th Percentile				48,329.28		
70th Percentile				49,439.04		
80th Percentile				51,658.56		
Actual Data						
Average		38,540.69	57,811.04			
50th Percentile		36,000.00	54,000.00			
60th Percentile		37,775.62	56,663.42			
65th Percentile		38,663.42	57,995.14			
70th Percentile		39,551.23	59,326.85			
80th Percentile		41,326.85	61,990.27			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Public Works Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			36,000.00	0.50	One person on staff in this position
	Brooklyn	33,280.00		41,464.80	11.25	2 incumbs.: \$21.54/20 yrs. & \$18.33/2.5 yrs.
	Black Earth	39,520.00	58,240.00	41,600.00	6.00	
	Dane	43,680.00		47,840.00	2.00	
	Blue Mounds					N/A
Range Data						
Average		38,826.67	58,240.00	41,726.20	4.94	
50th Percentile		39,520.00	58,240.00	41,532.40		
60th Percentile		40,352.00	58,240.00	41,572.96		
65th Percentile		40,768.00	58,240.00	41,593.24		
70th Percentile		41,184.00	58,240.00	42,224.00		
80th Percentile		42,016.00	58,240.00	44,096.00		
Actual Data						
Average		33,380.96	50,071.44			
50th Percentile		33,225.92	49,838.88			
60th Percentile		33,258.37	49,887.55			
65th Percentile		33,274.59	49,911.89			
70th Percentile		33,779.20	50,668.80			
80th Percentile		35,276.80	52,915.20			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Position Surveyed:		Parks Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			45,000.00	3.00	PW Supt. Oversees building, parks & roads
	Brooklyn					N/A
	Black Earth					Combined with Public Works Director
	Dane					N/A
	Blue Mounds					See Supt. of Streets and Parks
Range Data						
Average				45,000.00	3.00	
50th Percentile				45,000.00		
60th Percentile				45,000.00		
65th Percentile				45,000.00		
70th Percentile				45,000.00		
80th Percentile				45,000.00		
Actual Data						
Average		36,000.00	54,000.00			
50th Percentile		36,000.00	54,000.00			
60th Percentile		36,000.00	54,000.00			
65th Percentile		36,000.00	54,000.00			
70th Percentile		36,000.00	54,000.00			
80th Percentile		36,000.00	54,000.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Parks Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			36,000.00		Same person as PW Worker
	Brooklyn					N/A
	Black Earth					
	Dane					N/A
	Blue Mounds	27,040.00				Part-time mower
Range Data						
Average		27,040.00		36,000.00	#DIV/0!	
50th Percentile		27,040.00		36,000.00		
60th Percentile		27,040.00		36,000.00		
65th Percentile		27,040.00		36,000.00		
70th Percentile		27,040.00		36,000.00		
80th Percentile		27,040.00		36,000.00		
Actual Data						
Average		28,800.00	43,200.00			
50th Percentile		28,800.00	43,200.00			
60th Percentile		28,800.00	43,200.00			
65th Percentile		28,800.00	43,200.00			
70th Percentile		28,800.00	43,200.00			
80th Percentile		28,800.00	43,200.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Library Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge			47,000.00	25.00	
	Brooklyn					N/A
	Black Earth			48,000.00	14.00	
	Dane					N/A
	Blue Mounds					N/A
Range Data						
Average				47,500.00	19.50	
50th Percentile				47,500.00		
60th Percentile				47,600.00		
65th Percentile				47,650.00		
70th Percentile				47,700.00		
80th Percentile				47,800.00		
Actual Data						
Average		38,000.00	57,000.00			
50th Percentile		38,000.00	57,000.00			
60th Percentile		38,080.00	57,120.00			
65th Percentile		38,120.00	57,180.00			
70th Percentile		38,160.00	57,240.00			
80th Percentile		38,240.00	57,360.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Librarian				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge					
	Brooklyn					N/A
	Black Earth	27,040.00	37,440.00	37,440.00	8.00	
	Dane					N/A
	Blue Mounds					
Range Data						
Average		27,040.00	37,440.00	37,440.00	8.00	
50th Percentile		27,040.00	37,440.00	37,440.00		
60th Percentile		27,040.00	37,440.00	37,440.00		
65th Percentile		27,040.00	37,440.00	37,440.00		
70th Percentile		27,040.00	37,440.00	37,440.00		
80th Percentile		27,040.00	37,440.00	37,440.00		
Actual Data						
Average		29,952.00	44,928.00			
50th Percentile		29,952.00	44,928.00			
60th Percentile		29,952.00	44,928.00			
65th Percentile		29,952.00	44,928.00			
70th Percentile		29,952.00	44,928.00			
80th Percentile		29,952.00	44,928.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Library Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
2	Cambridge	22,880.00	31,678.40		5.00	Multiple part-time positions
	Brooklyn					N/A
	Black Earth					
	Dane					N/A
	Blue Mounds					
Range Data						
Average		22,880.00	31,678.40		5.00	
50th Percentile		22,880.00	31,678.40			
60th Percentile		22,880.00	31,678.40			
65th Percentile		22,880.00	31,678.40			
70th Percentile		22,880.00	31,678.40			
80th Percentile		22,880.00	31,678.40			
Actual Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend					N/A
Black Earth			68,600.00	40.00	Administrator/Clerk/Treasurer
Blue Mounds					N/A
Brooklyn					N/A
Cambridge			61,000.00	40.00	Administrator/Clerk/Treasurer
Dane			58,000.00	40.00	Clerk-Treasurer/Work is Administrator
Randolph					Village President
Spring Green					N/A
West Baraboo			58,000.00	40.00	Clerk/Treasurer/Administrator
Range Data					
Average			61,400.00		
50th Percentile			59,500.00		
60th Percentile			60,400.00		
65th Percentile			60,850.00		
70th Percentile			61,760.00		
80th Percentile			64,040.00		
Actual Data					
Average	55,260.00	67,540.00			
50th Percentile	47,600.00	71,400.00			
60th Percentile	48,320.00	72,480.00			
65th Percentile	48,680.00	73,020.00			
70th Percentile	49,408.00	74,112.00			
80th Percentile	51,232.00	76,848.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	55,000.00	57,750.00	55,000.00	40.00	Village Clerk/Treasurer
Black Earth			68,600.00	40.00	Administrator/Clerk/Treasurer
Blue Mounds			45,884.00	40.00	Clerk/Treasurer. Also all HR duties
Brooklyn			46,488.00	40.00	
Cambridge			61,000.00	40.00	Administrator/Clerk/Treasurer
Dane			58,000.00	40.00	Clerk/Treasurer
Randolph	33,280.00	41,600.00	41,600.00	40.00	Village Clerk/Treasurer
Spring Green			64,450.00	40.00	Clerk/Treasurer
West Baraboo					Combined with C/T/A position
Range Data					
Average	44,140.00	49,675.00	55,127.75		
50th Percentile	44,140.00	49,675.00	56,500.00		
60th Percentile	46,312.00	51,290.00	58,600.00		
65th Percentile	47,398.00	52,097.50	59,650.00		
70th Percentile	48,484.00	52,905.00	60,700.00		
80th Percentile	50,656.00	54,520.00	63,070.00		
Actual Data					
Average	49,614.98	60,640.53			
50th Percentile	45,200.00	67,800.00			
60th Percentile	46,880.00	70,320.00			
65th Percentile	47,720.00	71,580.00			
70th Percentile	48,560.00	72,840.00			
80th Percentile	50,456.00	75,684.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	41,600.00	43,680.00	41,600.00	20.00	Deputy Clerk/Treasurer. PT converted to FT
Black Earth				40.00	Finance is combined with A/C/T
Blue Mounds					N/A
Brooklyn					N/A
Cambridge			51,500.00	40.00	Deputy Clerk/Treasurer/Administrator
Dane					N/A
Randolph					Village Clerk/Treasurer & Accountant
Spring Green					Combined Clerk/Treasurer position
West Baraboo					Combined with C/T/A position
Range Data					
Average	41,600.00	43,680.00	46,550.00		
50th Percentile	41,600.00	43,680.00	46,550.00		
60th Percentile	41,600.00	43,680.00	47,540.00		
65th Percentile	41,600.00	43,680.00	48,035.00		
70th Percentile	41,600.00	43,680.00	48,530.00		
80th Percentile	41,600.00	43,680.00	49,520.00		
Actual Data					
Average	41,895.00	51,205.00			
50th Percentile	37,240.00	55,860.00			
60th Percentile	38,032.00	57,048.00			
65th Percentile	38,428.00	57,642.00			
70th Percentile	38,824.00	58,236.00			
80th Percentile	39,616.00	59,424.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	84,870.00	89,166.00	86,991.00	40.00	
Black Earth				40.00	N/A - Contracts with Dane Co. Sheriff
Blue Mounds			64,001.00	40.00	
Brooklyn			64,667.20	40.00	
Cambridge					N/A - Contracts with Dane Co. Sheriff
Dane					N/A
Randolph	41,600.00	62,400.00	58,864.00	40.00	
Spring Green			31,100.00		Part-time position
West Baraboo					N/A
Range Data					
Average	63,235.00	75,783.00	61,124.64		
50th Percentile	63,235.00	75,783.00	64,001.00		
60th Percentile	67,562.00	78,459.60	64,267.48		
65th Percentile	69,725.50	79,797.90	64,400.72		
70th Percentile	71,889.00	81,136.20	64,533.96		
80th Percentile	76,216.00	83,812.80	69,131.96		
Actual Data					
Average	55,012.18	67,237.10			
50th Percentile	51,200.80	76,801.20			
60th Percentile	51,413.98	77,120.98			
65th Percentile	51,520.58	77,280.86			
70th Percentile	51,627.17	77,440.75			
80th Percentile	55,305.57	82,958.35			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend			14,076.00	12.00	Salaried position, part-time, min. 12 hrs/wk
Black Earth				40.00	Volunteer
Blue Mounds					N/A
Brooklyn					Volunteer
Cambridge					Part of a commission with volunteers
Dane					N/A
Randolph					Based upon calls plus \$525.00 / Month
Spring Green					N/A
West Baraboo					N/A
Range Data					
Average			14,076.00		
50th Percentile			14,076.00		
60th Percentile			14,076.00		
65th Percentile			14,076.00		
70th Percentile			14,076.00		
80th Percentile			14,076.00		
Actual Data					
Average	12,668.40	15,483.60			
50th Percentile	11,260.80	16,891.20			
60th Percentile	11,260.80	16,891.20			
65th Percentile	11,260.80	16,891.20			
70th Percentile	11,260.80	16,891.20			
80th Percentile	11,260.80	16,891.20			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 2*

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend					Contracted
Black Earth					Contracted
Blue Mounds					Contracted \$50/inspection
Brooklyn					Contracted
Cambridge					Contracted
Dane					Contracted
Randolph					Privately contracted
Spring Green					N/A
West Baraboo					Hourly contract through engineering MSA
Range Data					
Average					
50th Percentile					
60th Percentile					
65th Percentile					
70th Percentile					
80th Percentile					
Actual Data					
Average					
50th Percentile					
60th Percentile					
65th Percentile					
70th Percentile					
80th Percentile					

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 2*

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	55,125.00	56,779.00	55,125.00		Public Works Superintendent. Salaried
Black Earth	50,000.00	65,000.00	60,000.00	40.00	
Blue Mounds			53,872.00	40.00	Superintendent of Water & Sewer
Brooklyn			64,563.20	40.00	
Cambridge			45,000.00	40.00	PW Supt. Oversees building, parks & roads
Dane	52,000.00	83,200.00	56,160.00	40.00	
Randolph	37,440.00	52,000.00		40.00	Street Dept Superintendent
Spring Green			66,700.00	40.00	Overtime/comp time available
West Baraboo			64,000.00	40.00	
Range Data					
Average	48,641.25	64,244.75	58,177.53		
50th Percentile	51,000.00	60,889.50	58,080.00		
60th Percentile	51,600.00	63,355.80	60,800.00		
65th Percentile	51,900.00	64,588.95	62,200.00		
70th Percentile	52,312.50	66,820.00	63,600.00		
80th Percentile	53,250.00	72,280.00	64,337.92		
Actual Data					
Average	52,359.77	63,995.28			
50th Percentile	46,464.00	69,696.00			
60th Percentile	48,640.00	72,960.00			
65th Percentile	49,760.00	74,640.00			
70th Percentile	50,880.00	76,320.00			
80th Percentile	51,470.34	77,205.50			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend					Combined with Public Works
Black Earth					Combined with Public Works Director
Blue Mounds					See Superintendent of Streets and Parks
Brooklyn					N/A
Cambridge			45,000.00	40.00	PW Supt. Oversees building, parks & roads
Dane					N/A
Randolph					Park Board (multiple people)
Spring Green					N/A
West Baraboo					Combined with PW Director
Range Data					
Average			45,000.00		
50th Percentile			45,000.00		
60th Percentile			45,000.00		
65th Percentile			45,000.00		
70th Percentile			45,000.00		
80th Percentile			45,000.00		
Actual Data					
Average	40,500.00	49,500.00			
50th Percentile	36,000.00	54,000.00			
60th Percentile	36,000.00	54,000.00			
65th Percentile	36,000.00	54,000.00			
70th Percentile	36,000.00	54,000.00			
80th Percentile	36,000.00	54,000.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

Dane County Cities and Villages Association
Detailed Salary Data - Group 2

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend	21,000.00	21,630.00	21,000.00		Part-time
Black Earth			48,000.00	40.00	
Blue Mounds					N/A
Brooklyn					N/A
Cambridge			47,000.00	40.00	
Dane					N/A
Randolph	18/hr	25+/hr		40.00	
Spring Green			45,000.00	40.00	
West Baraboo					N/A
Range Data					
Average	21,000.00	21,630.00	40,250.00		
50th Percentile	21,000.00	21,630.00	46,000.00		
60th Percentile	21,000.00	21,630.00	46,600.00		
65th Percentile	21,000.00	21,630.00	46,900.00		
70th Percentile	21,000.00	21,630.00	47,100.00		
80th Percentile	21,000.00	21,630.00	47,400.00		
Actual Data					
Average	36,225.00	44,275.00			
50th Percentile	36,800.00	55,200.00			
60th Percentile	37,280.00	55,920.00			
65th Percentile	37,520.00	56,280.00			
70th Percentile	37,680.00	56,520.00			
80th Percentile	37,920.00	56,880.00			

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 2*

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Big Bend					Contracted
Black Earth					Contracted
Blue Mounds					N/A
Brooklyn					N/A
Cambridge					N/A
Dane					N/A
Randolph					Planning Board/Economic Development
Spring Green					N/A
West Baraboo					N/A
Range Data					
Average					
50th Percentile					
60th Percentile					
65th Percentile					
70th Percentile					
80th Percentile					
Actual Data					
Average					
50th Percentile					
60th Percentile					
65th Percentile					
70th Percentile					
80th Percentile					

The following communities did not respond to the survey: Clinton, Eagle, Fall River, Fox Lake, Lannon, Maple Bluff, Mazomanie, Monticello, Newburg, and Palmrya.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Administrator				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			87,000.00	1.50	Village Administrator/Clerk
	Marshall			84,000.00	20.00	
	Belleville			83,330.00	4.00	Village Administrator/Clerk/Treasurer
	Shorewood Hills			121,284.80	16.00	Performs some functions of Finance Director
Range Data						
Average				93,903.70	10.38	
50th Percentile				85,500.00		
60th Percentile				86,400.00		
65th Percentile				86,850.00		
70th Percentile				90,428.48		
80th Percentile				100,713.92		
Actual Data						
Average		75,122.96	112,684.44			
50th Percentile		68,400.00	102,600.00			
60th Percentile		69,120.00	103,680.00			
65th Percentile		69,480.00	104,220.00			
70th Percentile		72,342.78	108,514.18			
80th Percentile		80,571.14	120,856.70			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Clerk				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains					See Village Administrator
	Marshall			47,300.00	6.00	Village Clerk/Clerk of Courts/Utility Clerk
	Belleville					See Village Administrator
	Shorewood Hills	57,324.80	73,715.20	67,163.20	3.00	Also performs Rec., Fin & Office Mgr.
Range Data						
Average		57,324.80	73,715.20	57,231.60	4.50	
50th Percentile		57,324.80	73,715.20	57,231.60		
60th Percentile		57,324.80	73,715.20	59,217.92		
65th Percentile		57,324.80	73,715.20	60,211.08		
70th Percentile		57,324.80	73,715.20	61,204.24		
80th Percentile		57,324.80	73,715.20	63,190.56		
Actual Data						
Average		45,785.28	68,677.92			
50th Percentile		45,785.28	68,677.92			
60th Percentile		47,374.34	71,061.50			
65th Percentile		48,168.86	72,253.30			
70th Percentile		48,963.39	73,445.09			
80th Percentile		50,552.45	75,828.67			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Office Manager/Administrative Services Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	57,324.80	73,715.20	67,163.20	3.00	Administrative Services Manager
Range Data						
Average		57,324.80	73,715.20	67,163.20	3.00	
50th Percentile		57,324.80	73,715.20	67,163.20		
60th Percentile		57,324.80	73,715.20	67,163.20		
65th Percentile		57,324.80	73,715.20	67,163.20		
70th Percentile		57,324.80	73,715.20	67,163.20		
80th Percentile		57,324.80	73,715.20	67,163.20		
Actual Data						
Average		53,730.56	80,595.84			
50th Percentile		53,730.56	80,595.84			
60th Percentile		53,730.56	80,595.84			
65th Percentile		53,730.56	80,595.84			
70th Percentile		53,730.56	80,595.84			
80th Percentile		53,730.56	80,595.84			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Administrative Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			43,000.00	32.00	Deputy Clerk-Treasurer
	Marshall					N/A
	Belleville			40,164.80	6.00	Part-time 25 hrs/wk. converted to 40 hrs/wk.
	Shorewood Hills	37,648.00	48,422.40	48,422.40	3.00	Also performs Account Clerk duties
Range Data						
Average		37,648.00	48,422.40	43,862.40	13.67	
50th Percentile		37,648.00	48,422.40	43,000.00		
60th Percentile		37,648.00	48,422.40	44,084.48		
65th Percentile		37,648.00	48,422.40	44,626.72		
70th Percentile		37,648.00	48,422.40	45,168.96		
80th Percentile		37,648.00	48,422.40	46,253.44		
Actual Data						
Average		35,089.92	52,634.88			
50th Percentile		34,400.00	51,600.00			
60th Percentile		35,267.58	52,901.38			
65th Percentile		35,701.38	53,552.06			
70th Percentile		36,135.17	54,202.75			
80th Percentile		37,002.75	55,504.13			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Finance Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			68,200.00	4.00	
	Marshall					N/A
	Belleville					See Village Administrator/Clerk/Treasurer
	Shorewood Hills					Performed by VA, Clerk, DC/ASM
Range Data						
Average				68,200.00	4.00	
50th Percentile				68,200.00		
60th Percentile				68,200.00		
65th Percentile				68,200.00		
70th Percentile				68,200.00		
80th Percentile				68,200.00		
Actual Data						
Average		54,560.00	81,840.00			
50th Percentile		54,560.00	81,840.00			
60th Percentile		54,560.00	81,840.00			
65th Percentile		54,560.00	81,840.00			
70th Percentile		54,560.00	81,840.00			
80th Percentile		54,560.00	81,840.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Account Clerk/Finance Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains					N/A
	Marshall			48,672.00	12.00	Village Treasurer/Deputy Clerk
	Belleville					N/A
	Shorewood Hills					Duties performed by Clerk, Deputy Clerk/ASM
Range Data						
Average				48,672.00	12.00	
50th Percentile				48,672.00		
60th Percentile				48,672.00		
65th Percentile				48,672.00		
70th Percentile				48,672.00		
80th Percentile				48,672.00		
Actual Data						
Average		38,937.60	58,406.40			
50th Percentile		38,937.60	58,406.40			
60th Percentile		38,937.60	58,406.40			
65th Percentile		38,937.60	58,406.40			
70th Percentile		38,937.60	58,406.40			
80th Percentile		38,937.60	58,406.40			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		IT Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					Contracted
Range Data						
Average		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
50th Percentile		#NUM!	#NUM!	#NUM!		
60th Percentile		#NUM!	#NUM!	#NUM!		
65th Percentile		#NUM!	#NUM!	#NUM!		
70th Percentile		#NUM!	#NUM!	#NUM!		
80th Percentile		#NUM!	#NUM!	#NUM!		
Actual Data						
Average		#DIV/0!	#DIV/0!			
50th Percentile		#NUM!	#NUM!			
60th Percentile		#NUM!	#NUM!			
65th Percentile		#NUM!	#NUM!			
70th Percentile		#NUM!	#NUM!			
80th Percentile		#NUM!	#NUM!			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Police Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			76,000.00	1.00	
	Marshall			80,167.00	15.00	
	Belleville			71,630.00	9.00	
	Shorewood Hills			100,630.40	3.00	
Range Data						
Average				82,106.85	7.00	
50th Percentile				78,083.50		
60th Percentile				79,333.60		
65th Percentile				79,958.65		
70th Percentile				82,213.34		
80th Percentile				88,352.36		
Actual Data						
Average		65,685.48	98,528.22			
50th Percentile		62,466.80	93,700.20			
60th Percentile		63,466.88	95,200.32			
65th Percentile		63,966.92	95,950.38			
70th Percentile		65,770.67	98,656.01			
80th Percentile		70,681.89	106,022.83			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Police Captain/Lieutenant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			59,000.00	4.00	Police Lieutenant/Detective
	Marshall			69,040.00	8.00	
	Belleville					N/A
	Shorewood Hills	57,324.80	73,715.20	65,520.00	0.50	
Range Data						
Average		57,324.80	73,715.20	64,520.00	4.17	
50th Percentile		57,324.80	73,715.20	65,520.00		
60th Percentile		57,324.80	73,715.20	66,224.00		
65th Percentile		57,324.80	73,715.20	66,576.00		
70th Percentile		57,324.80	73,715.20	66,928.00		
80th Percentile		57,324.80	73,715.20	67,632.00		
Actual Data						
Average		51,616.00	77,424.00			
50th Percentile		52,416.00	78,624.00			
60th Percentile		52,979.20	79,468.80			
65th Percentile		53,260.80	79,891.20			
70th Percentile		53,542.40	80,313.60			
80th Percentile		54,105.60	81,158.40			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Police Sergeant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains					N/A
	Marshall			62,850.00	5.00	Rate is 2021 union contract
	Belleville			59,479.00	3.00	
	Shorewood Hills	54,537.60	70,116.80	70,116.80	2.00	Eligible for OT
Range Data						
Average		54,537.60	70,116.80	64,148.60	3.33	
50th Percentile		54,537.60	70,116.80	62,850.00		
60th Percentile		54,537.60	70,116.80	64,303.36		
65th Percentile		54,537.60	70,116.80	65,030.04		
70th Percentile		54,537.60	70,116.80	65,756.72		
80th Percentile		54,537.60	70,116.80	67,210.08		
Actual Data						
Average		51,318.88	76,978.32			
50th Percentile		50,280.00	75,420.00			
60th Percentile		51,442.69	77,164.03			
65th Percentile		52,024.03	78,036.05			
70th Percentile		52,605.38	78,908.06			
80th Percentile		53,768.06	80,652.10			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Building Inspector				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					N/A - contracted out; \$41.63/inspection
Range Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						
Actual Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Building Maintenance Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains					N/A
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	63,211.20	81,265.60	65,000.00	0.50	DPW Crew Chief
Range Data						
Average		63,211.20	81,265.60	65,000.00	0.50	
50th Percentile		63,211.20	81,265.60	65,000.00		
60th Percentile		63,211.20	81,265.60	65,000.00		
65th Percentile		63,211.20	81,265.60	65,000.00		
70th Percentile		63,211.20	81,265.60	65,000.00		
80th Percentile		63,211.20	81,265.60	65,000.00		
Actual Data						
Average		52,000.00	78,000.00			
50th Percentile		52,000.00	78,000.00			
60th Percentile		52,000.00	78,000.00			
65th Percentile		52,000.00	78,000.00			
70th Percentile		52,000.00	78,000.00			
80th Percentile		52,000.00	78,000.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Public Works Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			77,000.00	27.00	Public Facilities Director
	Marshall			73,535.00	25.00	
	Belleville			70,073.00	7.00	
	Shorewood Hills			65,000.00	0.50	DPW Crew Chief
Range Data						
Average				71,402.00	14.88	
50th Percentile				71,804.00		
60th Percentile				72,842.60		
65th Percentile				73,361.90		
70th Percentile				73,881.50		
80th Percentile				74,921.00		
Actual Data						
Average		57,121.60	85,682.40			
50th Percentile		57,443.20	86,164.80			
60th Percentile		58,274.08	87,411.12			
65th Percentile		58,689.52	88,034.28			
70th Percentile		59,105.20	88,657.80			
80th Percentile		59,936.80	89,905.20			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Streets Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			45,300.00	3.00	Public Facilities I
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills			65,000.00	0.50	DPW Crew Chief
Range Data						
Average				55,150.00	1.75	
50th Percentile				55,150.00		
60th Percentile				57,120.00		
65th Percentile				58,105.00		
70th Percentile				59,090.00		
80th Percentile				61,060.00		
Actual Data						
Average		44,120.00	66,180.00			
50th Percentile		44,120.00	66,180.00			
60th Percentile		45,696.00	68,544.00			
65th Percentile		46,484.00	69,726.00			
70th Percentile		47,272.00	70,908.00			
80th Percentile		48,848.00	73,272.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Public Works Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains	39,894.40	41,100.80		5.00	Public Facilities II
	Marshall	42,432.00	45,032.00		3.00	
	Belleville	41,184.00	54,787.20		9.00	Public Works Operator
	Shorewood Hills	42,785.60	55,016.00	48,921.60	5.00	Also II at \$19-\$25; Mech. \$21-\$27
Range Data						
Average		41,574.00	48,984.00	48,921.60	5.50	
50th Percentile		41,808.00	49,909.60	48,921.60		
60th Percentile		42,182.40	52,836.16	48,921.60		
65th Percentile		42,369.60	54,299.44	48,921.60		
70th Percentile		42,467.36	54,810.08	48,921.60		
80th Percentile		42,573.44	54,878.72	48,921.60		
Actual Data						
Average		39,137.28	58,705.92			
50th Percentile		39,137.28	58,705.92			
60th Percentile		39,137.28	58,705.92			
65th Percentile		39,137.28	58,705.92			
70th Percentile		39,137.28	58,705.92			
80th Percentile		39,137.28	58,705.92			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Parks Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			70,000.00	14.00	Parks & Recreation Director
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	47,112.00	60,569.60	61,796.80	17.00	Forester. Hourly, eligible for OT
Range Data						
Average		47,112.00	60,569.60	65,898.40	15.50	
50th Percentile		47,112.00	60,569.60	65,898.40		
60th Percentile		47,112.00	60,569.60	66,718.72		
65th Percentile		47,112.00	60,569.60	67,128.88		
70th Percentile		47,112.00	60,569.60	67,539.04		
80th Percentile		47,112.00	60,569.60	68,359.36		
Actual Data						
Average		52,718.72	79,078.08			
50th Percentile		52,718.72	79,078.08			
60th Percentile		53,374.98	80,062.46			
65th Percentile		53,703.10	80,554.66			
70th Percentile		54,031.23	81,046.85			
80th Percentile		54,687.49	82,031.23			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Parks Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			40,310.40	3.00	Parks Maintenance
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills	34,424.00	44,262.40	35,401.60	2.00	Forestry Assistant. Hourly, eligible for OT
Range Data						
Average		34,424.00	44,262.40	37,856.00	2.50	
50th Percentile		34,424.00	44,262.40	37,856.00		
60th Percentile		34,424.00	44,262.40	38,346.88		
65th Percentile		34,424.00	44,262.40	38,592.32		
70th Percentile		34,424.00	44,262.40	38,837.76		
80th Percentile		34,424.00	44,262.40	39,328.64		
Actual Data						
Average		30,284.80	45,427.20			
50th Percentile		30,284.80	45,427.20			
60th Percentile		30,677.50	46,016.26			
65th Percentile		30,873.86	46,310.78			
70th Percentile		31,070.21	46,605.31			
80th Percentile		31,462.91	47,194.37			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Recreation Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains	33,600.00	39,000.00		3.00	Recreation Coordinator
	Marshall			50,070.00	6.00	Recreation Director. Also oversees Parks
	Belleville					N/A
	Shorewood Hills					N/A
Range Data						
Average		33,600.00	39,000.00	50,070.00	4.50	
50th Percentile		33,600.00	39,000.00	50,070.00		
60th Percentile		33,600.00	39,000.00	50,070.00		
65th Percentile		33,600.00	39,000.00	50,070.00		
70th Percentile		33,600.00	39,000.00	50,070.00		
80th Percentile		33,600.00	39,000.00	50,070.00		
Actual Data						
Average		40,056.00	60,084.00			
50th Percentile		40,056.00	60,084.00			
60th Percentile		40,056.00	60,084.00			
65th Percentile		40,056.00	60,084.00			
70th Percentile		40,056.00	60,084.00			
80th Percentile		40,056.00	60,084.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Library Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			67,500.00		
	Marshall			49,628.00	10.00	
	Belleville			55,099.00	10.00	
	Shorewood Hills					N/A
Range Data						
Average				57,409.00	10.00	
50th Percentile				55,099.00		
60th Percentile				57,579.20		
65th Percentile				58,819.30		
70th Percentile				60,059.40		
80th Percentile				62,539.60		
Actual Data						
Average		45,927.20	68,890.80			
50th Percentile		44,079.20	66,118.80			
60th Percentile		46,063.36	69,095.04			
65th Percentile		47,055.44	70,583.16			
70th Percentile		48,047.52	72,071.28			
80th Percentile		50,031.68	75,047.52			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Librarian				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			37,000.00		
	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					N/A
Range Data						
Average				37,000.00		
50th Percentile				37,000.00		
60th Percentile				37,000.00		
65th Percentile				37,000.00		
70th Percentile				37,000.00		
80th Percentile				37,000.00		
Actual Data						
Average		29,600.00	44,400.00			
50th Percentile		29,600.00	44,400.00			
60th Percentile		29,600.00	44,400.00			
65th Percentile		29,600.00	44,400.00			
70th Percentile		29,600.00	44,400.00			
80th Percentile		29,600.00	44,400.00			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Library Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
3	Cross Plains			44,000.00		Assistant Director
	Marshall					N/A
	Belleville			25,428.00	7.00	
	Shorewood Hills					N/A
Range Data						
Average				34,714.00	7.00	
50th Percentile				34,714.00		
60th Percentile				36,571.20		
65th Percentile				37,499.80		
70th Percentile				38,428.40		
80th Percentile				40,285.60		
Actual Data						
Average		27,771.20	41,656.80			
50th Percentile		27,771.20	41,656.80			
60th Percentile		29,256.96	43,885.44			
65th Percentile		29,999.84	44,999.76			
70th Percentile		30,742.72	46,114.08			
80th Percentile		32,228.48	48,342.72			

All communities inside Dane County responded to the survey except Deerfield from Group 3 and Mazomanie and Maple Bluff from Group 2.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville			83,330.00	40.00	Village Administrator/Clerk/Treasurer
Columbus	82,000.00	95,000.00	94,000.00	40.00	City Administrator/Treasurer
Cross Plains			87,000.00	40.00	Village Administrator/Clerk
Horicon					N/A
Hortonville	60,000.00	75,000.00	60,000.00	40.00	
Kewaskum	83,724.00	98,154.00	94,350.00	40.00	Village Administrator
Lodi	78,077.00	101,500.00	84,926.00	40.00	Director of Administration
Marshall			84,000.00		
Milton			93,683.20	40.00	
Poynette			83,491.00	40.00	Village Administrator; no set range
Prairie du Sac			118,376.00	40.00	
Sauk City			94,970.00	40.00	
Shorewood Hills			121,284.80	40.00	Performs some functions of Finance Director
Thiensville			96,500.00	40.00	No set range
Winneconne			81,040.00	40.00	
Range Data					
Average	75,950.25	92,413.50	91,210.79		
50th Percentile	80,038.50	96,577.00	90,341.60		
60th Percentile	81,215.40	97,523.20	93,936.64		
65th Percentile	81,803.85	97,996.30	94,157.50		
70th Percentile	82,172.40	98,488.60	94,412.00		
80th Percentile	82,689.60	99,492.40	95,582.00		
Actual Data					
Average	82,089.71	100,331.86			
50th Percentile	72,273.28	108,409.92			
60th Percentile	75,149.31	112,723.97			
65th Percentile	75,326.00	112,989.00			
70th Percentile	75,529.60	113,294.40			
80th Percentile	76,465.60	114,698.40			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					See Village Administrator
Columbus			56,180.00	40.00	
Cross Plains					See Village Administrator
Horicon			66,283.44	40.00	
Hortonville	50,000.00	65,000.00	60,000.00	40.00	Clerk-Treasurer
Kewaskum	53,206.40	62,400.00	53,206.40	40.00	Village Clerk/Deputy Treasurer
Lodi	61,652.00	80,148.00	70,013.00	40.00	
Marshall			47,300.00		Village Clerk/Clerk of Courts/Utility Clerk
Milton			51,724.40	35.00	Hours fluctuate depending on time of year.
Poynette			59,030.00	40.00	Village Clerk/Treasurer; no set range
Prairie du Sac			64,937.00	40.00	
Sauk City			75,000.00	40.00	
Shorewood Hills	57,324.80	73,715.20	67,163.20	40.00	Also performs Rec., Fin & Office Mgr
Thiensville			55,000.00	40.00	Village Clerk/Deputy Treasurer
Winneconne			52,000.00	40.00	Village Clerk/Treasurer (combined position)
Range Data					
Average	55,545.80	70,315.80	59,833.65		
50th Percentile	55,265.60	69,357.60	59,030.00		
60th Percentile	56,501.12	71,972.16	60,987.40		
65th Percentile	57,118.88	73,279.44	63,949.60		
70th Percentile	57,757.52	74,358.48	65,475.58		
80th Percentile	59,055.68	76,288.32	66,811.30		
Actual Data					
Average	53,850.28	65,817.01			
50th Percentile	47,224.00	70,836.00			
60th Percentile	48,789.92	73,184.88			
65th Percentile	51,159.68	76,739.52			
70th Percentile	52,380.46	78,570.69			
80th Percentile	53,449.04	80,173.56			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					See Village Administrator/Clerk/Treasurer
Columbus	55,000.00	67,000.00	61,000.00	40.00	Finance Director
Cross Plains			68,200.00	40.00	
Horicon					
Hortonville					None. (See Clerk position)
Kewaskum	53,206.40	62,400.00	59,259.20	40.00	Village Treasurer/Deputy Clerk
Lodi	61,652.00	80,148.00	65,624.00	40.00	Accounting Manager/Treasurer
Marshall					N/A
Milton			91,353.60	40.00	
Poynette					See Village Clerk/Treasurer
Prairie du Sac					Combined with Village Clerk
Sauk City					
Shorewood Hills					Performed by VA, Clerk, DC/ASM
Thiensville					Position is combined w/ Village Admin
Winneconne			52,000.00	40.00	Village Clerk/Treasurer (combined position)
Range Data					
Average	56,619.47	69,849.33	66,239.47		
50th Percentile	55,000.00	67,000.00	63,312.00		
60th Percentile	56,330.40	69,629.60	65,624.00		
65th Percentile	56,995.60	70,944.40	66,268.00		
70th Percentile	57,660.80	72,259.20	66,912.00		
80th Percentile	58,991.20	74,888.80	68,200.00		
Actual Data					
Average	59,615.52	72,863.41			
50th Percentile	50,649.60	75,974.40			
60th Percentile	52,499.20	78,748.80			
65th Percentile	53,014.40	79,521.60			
70th Percentile	53,529.60	80,294.40			
80th Percentile	54,560.00	81,840.00			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville			71,630.00	40.00	
Columbus			82,000.00	40.00	
Cross Plains			76,000.00	40.00	
Horicon			70,817.76	40.00	
Hortonville	65,000.00	75,000.00	71,379.00	40.00	
Kewaskum	70,979.00	83,177.00	83,177.00	40.00	
Lodi	72,630.00	94,419.00	89,773.00	40.00	
Marshall			80,167.00		
Milton			95,014.40	40.00	
Poynette			73,507.00	40.00	No set range
Prairie du Sac			103,000.00	40.00	Police is joint dept. w/ Village of Sauk City
Sauk City					Joint police department with Prairie du Sac
Shorewood Hills			100,630.40	40.00	
Thiensville			87,750.00	40.00	
Winneconne			69,157.00	40.00	
Range Data					
Average	69,536.33	84,198.67	82,428.75		
50th Percentile	70,979.00	83,177.00	81,083.50		
60th Percentile	71,309.20	85,425.40	82,941.60		
65th Percentile	71,474.30	86,549.60	85,234.85		
70th Percentile	71,639.40	87,673.80	87,952.30		
80th Percentile	71,969.60	89,922.20	91,869.56		
Actual Data					
Average	74,185.88	90,671.63			
50th Percentile	64,866.80	97,300.20			
60th Percentile	66,353.28	99,529.92			
65th Percentile	68,187.88	102,281.82			
70th Percentile	70,361.84	105,542.76			
80th Percentile	73,495.65	110,243.47			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					N/A
Columbus			31,800.00		
Cross Plains					
Horicon			4,700.00		Part-time position & dept. Paid on call
Hortonville					N/A
Kewaskum	64,472.00	75,571.00	74,089.00	40.00	
Lodi					N/A
Marshall					N/A
Milton					The City of Janesville's chief is Milton's Chief.
Poynette					Volunteer department/Fire District
Prairie du Sac			5,000.00		Volunteer Fire Department
Sauk City					Part of a Joint Fire District with 7 Townships
Shorewood Hills					Contracted
Thiensville			19,145.00	Part-time	
Winneconne					Volunteer Fire Department
Range Data					
Average	64,472.00	75,571.00	26,946.80		
50th Percentile	64,472.00	75,571.00	19,145.00		
60th Percentile	64,472.00	75,571.00	24,207.00		
65th Percentile	64,472.00	75,571.00	26,738.00		
70th Percentile	64,472.00	75,571.00	29,269.00		
80th Percentile	64,472.00	75,571.00	40,257.80		
Actual Data					
Average	24,252.12	29,641.48			
50th Percentile	15,316.00	22,974.00			
60th Percentile	19,365.60	29,048.40			
65th Percentile	21,390.40	32,085.60			
70th Percentile	23,415.20	35,122.80			
80th Percentile	32,206.24	48,309.36			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					N/A
Columbus					N/A, contracted out
Cross Plains					N/A
Horicon					Contracted service
Hortonville					N/A
Kewaskum					Contracted out to City of West Bend
Lodi					N/A
Marshall					N/A
Milton			93,246.40	40.00	PW Dir - Contracted Commercial Bldg Insp.
Poynette					Contracted service
Prairie du Sac					Contracted service
Sauk City					Contracted service
Shorewood Hills					Contracted - \$41.63/inspection
Thiensville					Contract service
Winneconne					Contract service
Range Data					
Average	#DIV/0!	#DIV/0!	93,246.40		
50th Percentile	#NUM!	#NUM!	93,246.40		
60th Percentile	#NUM!	#NUM!	93,246.40		
65th Percentile	#NUM!	#NUM!	93,246.40		
70th Percentile	#NUM!	#NUM!	93,246.40		
80th Percentile	#NUM!	#NUM!	93,246.40		
Actual Data					
Average	83,921.76	102,571.04			
50th Percentile	74,597.12	111,895.68			
60th Percentile	74,597.12	111,895.68			
65th Percentile	74,597.12	111,895.68			
70th Percentile	74,597.12	111,895.68			
80th Percentile	74,597.12	111,895.68			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville			70,073.00	40.00	
Columbus	60,000.00	70,000.00		40.00	Currently vacant
Cross Plains			77,000.00	40.00	Public Facilities Director
Horicon			80,000.00	40.00	Director of Public Work-Utilities
Hortonville	55,000.00	75,000.00	75,000.00	40.00	Public Works Director
Kewaskum	58,572.80	68,868.80	67,516.80	40.00	Public Works Working Foreman
Lodi	78,077.00	101,500.00	83,013.00	40.00	Director of Operations
Marshall			73,535.00		
Milton					See response to previous questions
Poynette			63,856.00	40.00	Director of Public Works; no set range
Prairie du Sac			102,995.00	40.00	Also oversees public electric utility
Sauk City			96,090.00	40.00	
Shorewood Hills			65,000.00	40.00	DPW Crew Chief
Thiensville			87,300.00	40.00	Director of Community Svcs. & Public Works
Winneconne			64,265.00	40.00	
Range Data					
Average	62,912.45	78,842.20	77,357.22		
50th Percentile	59,286.40	72,500.00	75,000.00		
60th Percentile	59,714.56	74,000.00	77,600.00		
65th Percentile	59,928.64	74,750.00	79,400.00		
70th Percentile	61,807.70	77,650.00	81,205.20		
80th Percentile	67,230.80	85,600.00	85,585.20		
Actual Data					
Average	69,621.49	85,092.94			
50th Percentile	60,000.00	90,000.00			
60th Percentile	62,080.00	93,120.00			
65th Percentile	63,520.00	95,280.00			
70th Percentile	64,964.16	97,446.24			
80th Percentile	68,468.16	102,702.24			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					N/A
Columbus					Falls under DPW Director position
Cross Plains			70,000.00	40.00	
Horicon					
Hortonville					N/A
Kewaskum					See Public Works Working Foreman
Lodi					N/A
Marshall					N/A
Milton					This function is managed by the PW Dir.
Poynette					Handled by DPW & Parks Commission
Prairie du Sac					N/A
Sauk City					Part of DPW Director duties
Shorewood Hills	47,112.00	60,569.60	61,796.80	40.00	Forester. Hourly, eligible for OT
Thiensville					Included in Dtr-Comm. Svcs. & PW position
Winneconne					Public Works Director oversees parks
Range Data					
Average	47,112.00	60,569.60	65,898.40		
50th Percentile	47,112.00	60,569.60	65,898.40		
60th Percentile	47,112.00	60,569.60	66,718.72		
65th Percentile	47,112.00	60,569.60	67,128.88		
70th Percentile	47,112.00	60,569.60	67,539.04		
80th Percentile	47,112.00	60,569.60	68,359.36		
Actual Data					
Average	59,308.56	72,488.24			
50th Percentile	52,718.72	79,078.08			
60th Percentile	53,374.98	80,062.46			
65th Percentile	53,703.10	80,554.66			
70th Percentile	54,031.23	81,046.85			
80th Percentile	54,687.49	82,031.23			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville			55,099.00	40.00	
Columbus			58,000.00	40.00	
Cross Plains			67,500.00	40.00	
Horicon			50,752.00	40.00	
Hortonville	36,000.00	50,000.00	42,000.00	40.00	
Kewaskum	49,036.00	56,661.00	56,661.00	40.00	
Lodi	53,611.00	69,694.00	55,078.00	40.00	
Marshall			49,628.00		
Milton			62,129.60	40.00	Library Director/Teen Librarian
Poynette			45,000.00	40.00	No set range
Prairie du Sac			55,620.00	40.00	
Sauk City			51,915.00	40.00	
Shorewood Hills					N/A
Thiensville					N/A
Winneconne	41,000.00	47,000.00	41,000.00	40.00	
Range Data					
Average	44,911.75	55,838.75	53,106.35		
50th Percentile	45,018.00	53,330.50	55,078.00		
60th Percentile	47,428.80	55,328.80	55,203.20		
65th Percentile	48,634.20	56,327.95	55,515.80		
70th Percentile	49,493.50	57,964.30	56,036.40		
80th Percentile	50,866.00	61,874.20	57,464.40		
Actual Data					
Average	47,795.72	58,416.99			
50th Percentile	44,062.40	66,093.60			
60th Percentile	44,162.56	66,243.84			
65th Percentile	44,412.64	66,618.96			
70th Percentile	44,829.12	67,243.68			
80th Percentile	45,971.52	68,957.28			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

Dane County Cities and Villages Association
Detailed Salary Data - Group 3

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Belleville					N/A
Columbus			62,425.00	40.00	Director of Planning & Development
Cross Plains					N/A
Horicon					N/A
Hortonville					
Kewaskum					N/A
Lodi					N/A
Marshall					N/A
Milton					Duties performed by other staff.
Poynette					Contracted service
Prairie du Sac					Contracted service
Sauk City					Contracted service
Shorewood Hills					Duties performed by VA. Contracted services
Thiensville					Contracted service
Winneconne					Village Administrator performs functions
Range Data					
Average	#DIV/0!	#DIV/0!	62,425.00		
50th Percentile	#NUM!	#NUM!	62,425.00		
60th Percentile	#NUM!	#NUM!	62,425.00		
65th Percentile	#NUM!	#NUM!	62,425.00		
70th Percentile	#NUM!	#NUM!	62,425.00		
80th Percentile	#NUM!	#NUM!	62,425.00		
Actual Data					
Average	56,182.50	68,667.50			
50th Percentile	49,940.00	74,910.00			
60th Percentile	49,940.00	74,910.00			
65th Percentile	49,940.00	74,910.00			
70th Percentile	49,940.00	74,910.00			
80th Percentile	49,940.00	74,910.00			

The following communities did not respond to the survey: Deerfield, Dousman, Johnson Creek, New Glarus, Saukville, and Wrightstown.

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Administrator				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	94,307.20	122,491.20	115,523.20	4.00	City Administrator/ED Director
	Monona			104,806.00	2.00	
	Windsor			93,636.00	12.00	
	Mount Horeb	93,519.78	140,279.67	111,300.80	5.00	
	Cottage Grove			130,795.00	9.00	
	Edgerton			91,020.80		
Range Data						
Average		93,913.49	131,385.44	107,846.97	6.40	
50th Percentile		93,913.49	131,385.44	108,053.40		
60th Percentile		93,992.23	133,164.28	111,300.80		
65th Percentile		94,031.60	134,053.71	112,356.40		
70th Percentile		94,070.97	134,943.13	113,412.00		
80th Percentile		94,149.72	136,721.98	115,523.20		
Actual Data						
Average		86,277.57	129,416.36			
50th Percentile		86,442.72	129,664.08			
60th Percentile		89,040.64	133,560.96			
65th Percentile		89,885.12	134,827.68			
70th Percentile		90,729.60	136,094.40			
80th Percentile		92,418.56	138,627.84			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Clerk				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	74,692.80	97,032.00	80,995.20	4.00	Clerk/Treasurer - lots of financial duties.
	Monona			69,543.00	19.00	City Clerk. Also does Accounts Payable
	Windsor			70,000.00	10.00	
	Mount Horeb	53,065.64	79,598.45	62,400.00	8.00	
	Cottage Grove			75,361.00	5.00	
	Edgerton			66,664.00		Clerk/Treasurer
Range Data						
Average		63,879.22	88,315.23	70,827.20	9.20	
50th Percentile		63,879.22	88,315.23	69,771.50		
60th Percentile		66,041.94	90,058.58	70,000.00		
65th Percentile		67,123.29	90,930.26	71,340.25		
70th Percentile		68,204.65	91,801.94	72,680.50		
80th Percentile		70,367.37	93,545.29	75,361.00		
Actual Data						
Average		56,661.76	84,992.64			
50th Percentile		55,817.20	83,725.80			
60th Percentile		56,000.00	84,000.00			
65th Percentile		57,072.20	85,608.30			
70th Percentile		58,144.40	87,216.60			
80th Percentile		60,288.80	90,433.20			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Office Manager/Administrative Services Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland					N/A
	Monona			68,865.00	8.00	ASD - HR & payroll and oversees IT contract
	Windsor					N/A
	Mount Horeb	53,065.64	79,598.45	64,916.80	1.00	Human Resource Manager
	Cottage Grove					N/A
	Edgerton					N/A
Range Data						
Average		53,065.64	79,598.45	66,890.90	4.50	
50th Percentile		53,065.64	79,598.45	66,890.90		
60th Percentile		53,065.64	79,598.45	67,285.72		
65th Percentile		53,065.64	79,598.45	67,483.13		
70th Percentile		53,065.64	79,598.45	67,680.54		
80th Percentile		53,065.64	79,598.45	68,075.36		
Actual Data						
Average		53,512.72	80,269.08			
50th Percentile		53,512.72	80,269.08			
60th Percentile		53,828.58	80,742.86			
65th Percentile		53,986.50	80,979.76			
70th Percentile		54,144.43	81,216.65			
80th Percentile		54,460.29	81,690.43			

Position Surveyed:		Administrative Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	41,704.00	54,184.00	43,867.20	3.33	Various titles based on dept. Actual is an avg.
	Monona			45,000.00	7.00	Dep. Clerk/Receptionist/information Clerk
	Windsor			31,200.00	10.00	
	Mount Horeb	37,771.07	56,656.61	43,284.80	2.00	Office Coordinator
	Cottage Grove			46,000.00	3.00	Average of 4 similar positions
	Edgerton			45,635.20		Admin Assistant-Account/Utility Clerk
Range Data						
Average		39,737.54	55,420.31	42,497.87	5.07	
50th Percentile		39,737.54	55,420.31	44,433.60		
60th Percentile		40,130.83	55,667.57	45,000.00		
65th Percentile		40,327.47	55,791.20	45,158.80		
70th Percentile		40,524.12	55,914.83	45,317.60		
80th Percentile		40,917.41	56,162.09	45,635.20		
Actual Data						
Average		33,998.29	50,997.44			
50th Percentile		35,546.88	53,320.32			
60th Percentile		36,000.00	54,000.00			
65th Percentile		36,127.04	54,190.56			
70th Percentile		36,254.08	54,381.12			
80th Percentile		36,508.16	54,762.24			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Finance Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland					N/A
	Monona			101,808.00	16.00	
	Windsor					N/A
	Mount Horeb	83,499.80	125,249.71	102,960.00	3.00	
	Cottage Grove			80,005.00	11.00	Treasurer
	Edgerton					N/A
Range Data						
Average		83,499.80	125,249.71	94,924.33	10.00	
50th Percentile		83,499.80	125,249.71	101,808.00		
60th Percentile		83,499.80	125,249.71	102,038.40		
65th Percentile		83,499.80	125,249.71	102,153.60		
70th Percentile		83,499.80	125,249.71	102,268.80		
80th Percentile		83,499.80	125,249.71	102,499.20		
Actual Data						
Average		75,939.47	113,909.20			
50th Percentile		81,446.40	122,169.60			
60th Percentile		81,630.72	122,446.08			
65th Percentile		81,722.88	122,584.32			
70th Percentile		81,815.04	122,722.56			
80th Percentile		81,999.36	122,999.04			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Account Clerk/Finance Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	62,712.00	81,473.60	64,604.80	2.00	Accountant - Resp for accounting & entries.
	Monona			42,976.00	10.00	Utility Billing Clerk. No A/P or payroll
	Windsor			35,880.00	7.00	Treasurer
	Mount Horeb	37,771.07	56,656.61	44,553.60	8.00	Office Assistant II
	Cottage Grove					N/A
	Edgerton			45,635.20		Admin Assistant-Account/Utility Clerk
Range Data						
Average		50,241.54	69,065.11	46,729.92	6.75	
50th Percentile		50,241.54	69,065.11	44,553.60		
60th Percentile		52,735.63	71,546.80	44,986.24		
65th Percentile		53,982.67	72,787.65	45,202.56		
70th Percentile		55,229.72	74,028.50	45,418.88		
80th Percentile		57,723.81	76,510.20	49,429.12		
Actual Data						
Average		37,383.94	56,075.90			
50th Percentile		35,642.88	53,464.32			
60th Percentile		35,988.99	53,983.49			
65th Percentile		36,162.05	54,243.07			
70th Percentile		36,335.10	54,502.66			
80th Percentile		39,543.30	59,314.94			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		IT Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	49,691.20	64,521.60	49,836.80	1.00	Comm. & Tech. Director
	Monona					Contracted w/ Lantech Services
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					N/A
Range Data						
Average		49,691.20	64,521.60	49,836.80	1.00	
50th Percentile		49,691.20	64,521.60	49,836.80		
60th Percentile		49,691.20	64,521.60	49,836.80		
65th Percentile		49,691.20	64,521.60	49,836.80		
70th Percentile		49,691.20	64,521.60	49,836.80		
80th Percentile		49,691.20	64,521.60	49,836.80		
Actual Data						
Average		39,869.44	59,804.16			
50th Percentile		39,869.44	59,804.16			
60th Percentile		39,869.44	59,804.16			
65th Percentile		39,869.44	59,804.16			
70th Percentile		39,869.44	59,804.16			
80th Percentile		39,869.44	59,804.16			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		IT Technician				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	39,353.60	51,105.60	41,600.00	1.00	Technology Specialist
	Monona					Contracted w/ Lantech Services
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					N/A
Range Data						
Average		39,353.60	51,105.60	41,600.00	1.00	
50th Percentile		39,353.60	51,105.60	41,600.00		
60th Percentile		39,353.60	51,105.60	41,600.00		
65th Percentile		39,353.60	51,105.60	41,600.00		
70th Percentile		39,353.60	51,105.60	41,600.00		
80th Percentile		39,353.60	51,105.60	41,600.00		
Actual Data						
Average		33,280.00	49,920.00			
50th Percentile		33,280.00	49,920.00			
60th Percentile		33,280.00	49,920.00			
65th Percentile		33,280.00	49,920.00			
70th Percentile		33,280.00	49,920.00			
80th Percentile		33,280.00	49,920.00			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Police Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	88,961.60	115,564.80	104,790.40	10.00	
	Monona			110,059.00	16.00	Current Chief retiring December 2020
	Windsor					N/A
	Mount Horeb	83,499.80	125,249.71	96,886.40	1.00	
	Cottage Grove			101,722.00	5.00	
	Edgerton			84,156.80		
Range Data						
Average		86,230.70	120,407.26	99,522.92	8.00	
50th Percentile		86,230.70	120,407.26	101,722.00		
60th Percentile		86,776.88	121,375.75	102,949.36		
65th Percentile		87,049.97	121,859.99	103,563.04		
70th Percentile		87,323.06	122,344.24	104,176.72		
80th Percentile		87,869.24	123,312.73	105,844.12		
Actual Data						
Average		79,618.34	119,427.50			
50th Percentile		81,377.60	122,066.40			
60th Percentile		82,359.49	123,539.23			
65th Percentile		82,850.43	124,275.65			
70th Percentile		83,341.38	125,012.06			
80th Percentile		84,675.30	127,012.94			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Police Captain/Lieutenant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	74,692.80	97,032.00	91,540.80	13.00	
	Monona			96,731.00	9.00	2 Lieutenant positions
	Windsor					N/A
	Mount Horeb	66,535.53	99,868.30	80,620.80	1.00	
	Cottage Grove			80,055.00	3.00	
	Edgerton			66,986.40		
Range Data						
Average		70,614.17	98,450.15	83,186.80	6.50	
50th Percentile		70,614.17	98,450.15	80,620.80		
60th Percentile		71,429.89	98,733.78	84,988.80		
65th Percentile		71,837.76	98,875.60	87,172.80		
70th Percentile		72,245.62	99,017.41	89,356.80		
80th Percentile		73,061.35	99,301.04	92,578.84		
Actual Data						
Average		66,549.44	99,824.16			
50th Percentile		64,496.64	96,744.96			
60th Percentile		67,991.04	101,986.56			
65th Percentile		69,738.24	104,607.36			
70th Percentile		71,485.44	107,228.16			
80th Percentile		74,063.07	111,094.61			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Police Sergeant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	66,066.00	85,819.50	80,476.50	7.33	Actual salary is an average
	Monona			84,555.00	8.00	3 Sergeant positions
	Windsor					N/A
	Mount Horeb	59,433.51	89,150.27	76,377.60	1.00	
	Cottage Grove			64,525.00	10.00	
	Edgerton					
Range Data						
Average		62,749.76	87,484.89	76,483.53	6.58	
50th Percentile		62,749.76	87,484.89	78,427.05		
60th Percentile		63,413.00	87,817.96	79,656.72		
65th Percentile		63,744.63	87,984.50	80,271.56		
70th Percentile		64,076.25	88,151.04	80,884.35		
80th Percentile		64,739.50	88,484.12	82,107.90		
Actual Data						
Average		61,186.82	91,780.23			
50th Percentile		62,741.64	94,112.46			
60th Percentile		63,725.38	95,588.06			
65th Percentile		64,217.24	96,325.87			
70th Percentile		64,707.48	97,061.22			
80th Percentile		65,686.32	98,529.48			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Fire Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	88,961.60	115,564.80	100,609.60	4.00	Fire & Rescue Chief (also over Rescue/EMT)
	Monona			98,000.00	0.50	Fire Chief/EMS Director
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted, non-profit volunteer dept.
	Edgerton					N/A
Range Data						
Average		88,961.60	115,564.80	99,304.80	2.25	
50th Percentile		88,961.60	115,564.80	99,304.80		
60th Percentile		88,961.60	115,564.80	99,565.76		
65th Percentile		88,961.60	115,564.80	99,696.24		
70th Percentile		88,961.60	115,564.80	99,826.72		
80th Percentile		88,961.60	115,564.80	100,087.68		
Actual Data						
Average		79,443.84	119,165.76			
50th Percentile		79,443.84	119,165.76			
60th Percentile		79,652.61	119,478.91			
65th Percentile		79,756.99	119,635.49			
70th Percentile		79,861.38	119,792.06			
80th Percentile		80,070.14	120,105.22			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Building Inspector				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland					N/A
	Monona					Contracted
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					Contracted
Range Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						
Actual Data						
Average						
50th Percentile						
60th Percentile						
65th Percentile						
70th Percentile						
80th Percentile						

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Building Maintenance Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland					N/A
	Monona			45,720.00	1.50	Bldg Maint Leadworker. Does not supervise.
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					N/A
	Edgerton					N/A
Range Data						
Average				45,720.00	1.50	
50th Percentile				45,720.00		
60th Percentile				45,720.00		
65th Percentile				45,720.00		
70th Percentile				45,720.00		
80th Percentile				45,720.00		
Actual Data						
Average		36,576.00	54,864.00			
50th Percentile		36,576.00	54,864.00			
60th Percentile		36,576.00	54,864.00			
65th Percentile		36,576.00	54,864.00			
70th Percentile		36,576.00	54,864.00			
80th Percentile		36,576.00	54,864.00			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Public Works Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	88,961.60	115,564.80	96,470.40	2.00	
	Monona			98,171.00	9.50	
	Windsor			80,000.00		
	Mount Horeb	74,533.40	111,830.09	85,300.80	4.00	Public Services Director
	Cottage Grove			93,354.00	6.00	
	Edgerton			89,003.20		Municipal Services Director
Range Data						
Average		81,747.50	113,697.45	90,383.23	5.38	
50th Percentile		81,747.50	113,697.45	91,178.60		
60th Percentile		83,190.32	114,070.92	93,354.00		
65th Percentile		83,911.73	114,257.65	94,133.10		
70th Percentile		84,633.14	114,444.39	94,912.20		
80th Percentile		86,075.96	114,817.86	96,470.40		
Actual Data						
Average		72,306.59	108,459.88			
50th Percentile		72,942.88	109,414.32			
60th Percentile		74,683.20	112,024.80			
65th Percentile		75,306.48	112,959.72			
70th Percentile		75,929.76	113,894.64			
80th Percentile		77,176.32	115,764.48			

Position Surveyed:		Streets Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	66,476.80	86,361.60	80,995.20	1.00	Streets/Utilities Superintendent
	Monona			73,620.00	2.00	PW Operations Supervisor
	Windsor					N/A
	Mount Horeb	47,380.03	71,070.05	60,028.80	21.00	Public Services Mechanic/Foreman
	Cottage Grove			65,176.00	15.00	Public Works Foreman
	Edgerton					N/A
Range Data						
Average		56,928.42	78,715.83	69,955.00	9.75	
50th Percentile		56,928.42	78,715.83	69,398.00		
60th Percentile		58,838.09	80,244.98	71,931.20		
65th Percentile		59,792.93	81,009.56	73,197.80		
70th Percentile		60,747.77	81,774.14	74,357.52		
80th Percentile		62,657.45	83,303.29	76,570.08		
Actual Data						
Average		55,964.00	83,946.00			
50th Percentile		55,518.40	83,277.60			
60th Percentile		57,544.96	86,317.44			
65th Percentile		58,558.24	87,837.36			
70th Percentile		59,486.02	89,229.02			
80th Percentile		61,256.06	91,884.10			

Position Surveyed:		Public Works Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	44,220.80	57,428.80	50,752.00	12.50	Actual salary is an average
	Monona	49,920.00	56,596.80		14.40	PW Crew
	Windsor			48,748.00	8.00	
	Mount Horeb	37,771.07	56,656.61	49,774.40	2.00	Public Services Crewperson
	Cottage Grove			50,000.00	8.00	PW Tech. Avg. of 5 comparable positions
	Edgerton			48,186.67		Public Works Operator
Range Data						
Average		43,970.62	56,894.07	49,492.21	8.98	
50th Percentile		44,220.80	56,656.61	49,774.40		
60th Percentile		45,360.64	56,811.05	49,864.64		
65th Percentile		45,930.56	56,888.27	49,909.76		
70th Percentile		46,500.48	56,965.49	49,954.88		
80th Percentile		47,640.32	57,119.92	50,150.40		
Actual Data						
Average		39,593.77	59,390.66			
50th Percentile		39,819.52	59,729.28			
60th Percentile		39,891.71	59,837.57			
65th Percentile		39,927.81	59,891.71			
70th Percentile		39,963.90	59,945.86			
80th Percentile		40,120.32	60,180.48			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Parks Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	55,827.20	72,508.80	57,512.00	1.00	Parks Supt. Reports to DPW Dtr
	Monona			75,276.00	13.00	Parks & Recreation Director
	Windsor					N/A
	Mount Horeb					Role filled by Public Services Director
	Cottage Grove			64,988.00	7.00	Director of Parks, Recreation & Forestry
	Edgerton					Parks maintenance under Muni. Svcs. Dtr.
Range Data						
Average		55,827.20	72,508.80	65,925.33	7.00	
50th Percentile		55,827.20	72,508.80	64,988.00		
60th Percentile		55,827.20	72,508.80	67,045.60		
65th Percentile		55,827.20	72,508.80	68,074.40		
70th Percentile		55,827.20	72,508.80	69,103.20		
80th Percentile		55,827.20	72,508.80	71,160.80		
Actual Data						
Average		52,740.27	79,110.40			
50th Percentile		51,990.40	77,985.60			
60th Percentile		53,636.48	80,454.72			
65th Percentile		54,459.52	81,689.28			
70th Percentile		55,282.56	82,923.84			
80th Percentile		56,928.64	85,392.96			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Parks Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	44,220.80	57,428.80	46,737.60	3.00	
	Monona	40,414.40	42,536.00		1.25	Parks Maintenance Worker. 2 employees
	Windsor					N/A
	Mount Horeb					Role filled by Public Services Crewperson
	Cottage Grove			57,432.00	2.00	Parks Operations Foreman
	Edgerton					
Range Data						
Average		42,317.60	49,982.40	52,084.80	2.08	
50th Percentile		42,317.60	49,982.40	52,084.80		
60th Percentile		42,698.24	51,471.68	53,154.24		
65th Percentile		42,888.56	52,216.32	53,688.96		
70th Percentile		43,078.88	52,960.96	54,223.68		
80th Percentile		43,459.52	54,450.24	55,293.12		
Actual Data						
Average		41,667.84	62,501.76			
50th Percentile		41,667.84	62,501.76			
60th Percentile		42,523.39	63,785.09			
65th Percentile		42,951.17	64,426.75			
70th Percentile		43,378.94	65,068.42			
80th Percentile		44,234.50	66,351.74			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Recreation Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland					N/A
	Monona			52,535.00	9.00	Aquatic Director/Recreation Supervisor
	Windsor					N/A
	Mount Horeb	53,065.64	79,598.45	62,420.80	10.00	Recreation Director
	Cottage Grove			48,000.00	1.00	
	Edgerton					Recreation/Aquatics Director -seasonal
Range Data						
Average		53,065.64	79,598.45	54,318.60	6.67	
50th Percentile		53,065.64	79,598.45	52,535.00		
60th Percentile		53,065.64	79,598.45	54,512.16		
65th Percentile		53,065.64	79,598.45	55,500.74		
70th Percentile		53,065.64	79,598.45	56,489.32		
80th Percentile		53,065.64	79,598.45	58,466.48		
Actual Data						
Average		43,454.88	65,182.32			
50th Percentile		42,028.00	63,042.00			
60th Percentile		43,609.73	65,414.59			
65th Percentile		44,400.59	66,600.89			
70th Percentile		45,191.46	67,787.18			
80th Percentile		46,773.18	70,159.78			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Library Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	74,692.80	97,032.00	86,590.40	8.00	
	Monona			71,274.00	3.50	
	Windsor					N/A
	Mount Horeb			63,294.40	13.00	
	Cottage Grove					N/A
	Edgerton			52,936.00		
Range Data						
Average		74,692.80	97,032.00	68,523.70	8.17	
50th Percentile		74,692.80	97,032.00	67,284.20		
60th Percentile		74,692.80	97,032.00	69,678.08		
65th Percentile		74,692.80	97,032.00	70,875.02		
70th Percentile		74,692.80	97,032.00	72,805.64		
80th Percentile		74,692.80	97,032.00	77,400.56		
Actual Data						
Average		54,818.96	82,228.44			
50th Percentile		53,827.36	80,741.04			
60th Percentile		55,742.46	83,613.70			
65th Percentile		56,700.02	85,050.02			
70th Percentile		58,244.51	87,366.77			
80th Percentile		61,920.45	92,880.67			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Librarian				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	46,862.40	60,881.60	48,692.80	2.00	
	Monona			47,546.00	2.50	Technical Svcs. Coord./Adult Svcs. Coord.
	Windsor					N/A
	Mount Horeb			46,280.00	7.00	
	Cottage Grove					N/A
	Edgerton					
Range Data						
Average		46,862.40	60,881.60	47,506.27	3.83	
50th Percentile		46,862.40	60,881.60	47,546.00		
60th Percentile		46,862.40	60,881.60	47,775.36		
65th Percentile		46,862.40	60,881.60	47,890.04		
70th Percentile		46,862.40	60,881.60	48,004.72		
80th Percentile		46,862.40	60,881.60	48,234.08		
Actual Data						
Average		38,005.01	57,007.52			
50th Percentile		38,036.80	57,055.20			
60th Percentile		38,220.29	57,330.43			
65th Percentile		38,312.03	57,468.05			
70th Percentile		38,403.78	57,605.66			
80th Percentile		38,587.26	57,880.90			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Library Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	55,827.20	72,508.80	55,827.20	1.00	Assistant Library Director
	Monona	30,617.60	38,604.80		12.00	
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					N/A
	Edgerton			32,025.07		
Range Data						
Average		43,222.40	55,556.80	43,926.13	6.50	
50th Percentile		43,222.40	55,556.80	43,926.13		
60th Percentile		45,743.36	58,947.20	46,306.35		
65th Percentile		47,003.84	60,642.40	47,496.45		
70th Percentile		48,264.32	62,337.60	48,686.56		
80th Percentile		50,785.28	65,728.00	51,066.77		
Actual Data						
Average		35,140.91	52,711.36			
50th Percentile		35,140.91	52,711.36			
60th Percentile		37,045.08	55,567.62			
65th Percentile		37,997.16	56,995.74			
70th Percentile		38,949.25	58,423.87			
80th Percentile		40,853.42	61,280.13			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		City/Village Planner				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
4	McFarland	79,185.60	102,856.00	85,862.40	1.00	DH position w. Economic Dev. resp., too
	Monona			61,350.00	1.50	
	Windsor			85,312.00	3.00	Deputy Administrator/Dtr. of Economic Dev.
	Mount Horeb					N/A
	Cottage Grove			74,808.00	6.00	
	Edgerton					N/A
Range Data						
Average		79,185.60	102,856.00	76,833.10	2.88	
50th Percentile		79,185.60	102,856.00	80,060.00		
60th Percentile		79,185.60	102,856.00	83,211.20		
65th Percentile		79,185.60	102,856.00	84,786.80		
70th Percentile		79,185.60	102,856.00	85,367.04		
80th Percentile		79,185.60	102,856.00	85,532.16		
Actual Data						
Average		61,466.48	92,199.72			
50th Percentile		64,048.00	96,072.00			
60th Percentile		66,568.96	99,853.44			
65th Percentile		67,829.44	101,744.16			
70th Percentile		68,293.63	102,440.45			
80th Percentile		68,425.73	102,638.59			

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	94,000.00	127,700.00	107,000.00	40.00	
Columbus	82,000.00	95,000.00	94,000.00	40.00	City Administrator/Treasurer
Cottage Grove			130,795.00	40.00	
Edgerton			91,020.80		
Hales Corners	114,457.00	138,493.00	114,457.00	40.00	Village Admin./Clerk/Treas.
Hartland			120,000.00	40.00	Village Administrator
Lake Mills			99,404.42	40.00	City Manager
McFarland	94,307.20	122,491.20	115,523.20	40.00	
Monona			104,806.00	40.00	City Administrator/ED Director
Mount Herob	93,519.78	140,279.67	111,300.80		
Mukwonago	88,037.00	118,849.00	106,118.00	40.00	
Port Washington	108,671.00	125,752.00	114,500.00	40.00	
Portage	88,913.00	133,370.00	117,539.00	40.00	2021 Rates
Reedsburg			130,385.00	40.00	
Slinger			90,045.00	40.00	Village Administrator
Windsor			93,636.00	40.00	
Range Data					
Average	95,488.12	125,241.86	108,783.14		
50th Percentile	93,759.89	126,726.00	109,150.40		
60th Percentile	94,061.44	128,834.00	114,457.00		
65th Percentile	94,168.96	130,818.50	114,489.25		
70th Percentile	94,276.48	132,803.00	115,011.60		
80th Percentile	102,925.48	136,443.80	117,539.00		
Actual Data					
Average	97,904.82	119,661.45			
50th Percentile	87,320.32	130,980.48			
60th Percentile	91,565.60	137,348.40			
65th Percentile	91,591.40	137,387.10			
70th Percentile	92,009.28	138,013.92			
80th Percentile	94,031.20	141,046.80			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	57,000.00	77,400.00	64,000.00	40.00	Treasurer. Recently re-elected Clerk 1/1/21
Columbus			56,180.00	40.00	
Cottage Grove			75,361.00	40.00	
Edgerton			66,664.00		Clerk/Treasurer
Hales Corners					Combined VA/C/T position
Hartland					N/A
Lake Mills			58,981.78	40.00	
McFarland	74,692.80	97,032.00	80,995.20	40.00	Clerk/Treasurer - lots of financial duties.
Monona			69,543.00	40.00	City Clerk. Also does Accounts Payable
Mount Herob	53,065.64	79,598.45	62,400.00		
Mukwonago	62,625.00	84,541.00	81,120.00	40.00	Clerk/Treasurer
Port Washington	69,404.00	87,824.00	76,888.00	40.00	
Portage	59,710.00	89,572.00	82,740.00	40.00	2021 Rates
Reedsburg			96,107.00	40.00	City Clerk-Treasurer/Finance Director
Slinger	52,915.00	76,142.00	58,489.00	40.00	Village Clerk
Windsor			70,000.00	40.00	
Range Data					
Average	61,344.63	84,587.06	71,390.64		
50th Percentile	59,710.00	84,541.00	69,771.50		
60th Percentile	61,459.00	86,510.80	74,288.80		
65th Percentile	62,333.50	87,495.70	76,048.15		
70th Percentile	63,980.80	88,173.60	77,298.72		
80th Percentile	68,048.20	89,222.40	81,045.12		
Actual Data					
Average	64,251.58	78,529.71			
50th Percentile	55,817.20	83,725.80			
60th Percentile	59,431.04	89,146.56			
65th Percentile	60,838.52	91,257.78			
70th Percentile	61,838.98	92,758.46			
80th Percentile	64,836.10	97,254.14			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	83,000.00	113,000.00	102,000.00	40.00	Finance Director
Columbus	55,000.00	67,000.00	61,000.00	40.00	Finance Director
Cottage Grove			80,005.00	40.00	Treasurer
Edgerton					N/A
Hales Corners					Combined VA/C/T position
Hartland			92,000.00	40.00	Finance Director
Lake Mills			74,532.30	40.00	
McFarland					N/A
Monona			101,808.00	40.00	
Mount Herob	83,499.80	125,249.71	102,960.00		
Mukwonago	73,097.00	98,681.00	90,515.00	40.00	
Port Washington	78,076.00	98,789.00	84,809.00	40.00	
Portage	70,023.00	105,035.00	92,215.00	40.00	2021 Rates
Reedsburg					Combined C-T/Finance Director position
Slinger	61,056.00	82,817.00	66,622.00	40.00	Treasurer/Deputy Clerk
Windsor				40.00	N/A
Range Data					
Average	71,964.54	98,653.10	86,224.21		
50th Percentile	73,097.00	98,789.00	90,515.00		
60th Percentile	76,084.40	102,536.60	92,000.00		
65th Percentile	77,578.10	104,410.40	92,107.50		
70th Percentile	79,060.80	106,628.00	92,215.00		
80th Percentile	82,015.20	111,407.00	101,808.00		
Actual Data					
Average	77,601.79	94,846.63			
50th Percentile	72,412.00	108,618.00			
60th Percentile	73,600.00	110,400.00			
65th Percentile	73,686.00	110,529.00			
70th Percentile	73,772.00	110,658.00			
80th Percentile	81,446.40	122,169.60			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez					Outsourced
Columbus			82,000.00	40.00	
Cottage Grove			101,722.00	40.00	
Edgerton			84,156.80		
Hales Corners	86,080.00	103,296.00	103,085.00	40.00	13 years as Chief
Hartland			112,000.00	40.00	
Lake Mills			81,200.00	40.00	
McFarland	88,961.60	115,564.80	104,790.40	40.00	
Monona			110,059.00	40.00	
Mount Herob	83,499.80	125,249.71	96,886.40		
Mukwonago	80,407.00	108,549.00	102,000.00	40.00	
Port Washington	98,789.00	114,319.00	105,838.00	40.00	
Portage	75,164.00	112,766.00	95,305.00	40.00	2021 Rates
Reedsburg			100,610.00	40.00	
Slinger	81,408.00	104,304.00	100,027.00	40.00	
Windsor				40.00	
Range Data					
Average	84,901.34	112,006.93	98,548.54		
50th Percentile	83,499.80	112,766.00	101,166.00		
60th Percentile	85,047.92	113,697.80	101,944.40		
65th Percentile	85,821.98	114,163.70	102,488.25		
70th Percentile	86,656.32	114,568.16	103,255.54		
80th Percentile	88,385.28	115,315.64	105,209.44		
Actual Data					
Average	88,693.69	108,403.40			
50th Percentile	80,932.80	121,399.20			
60th Percentile	81,555.52	122,333.28			
65th Percentile	81,990.60	122,985.90			
70th Percentile	82,604.43	123,906.65			
80th Percentile	84,167.55	126,251.33			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez					Outsourced
Columbus			31,800.00		
Cottage Grove					Contracted, non-profit volunteer dept.
Edgerton					N/A
Hales Corners	86,080.00	103,296.00	101,234.00	40.00	Near retirement
Hartland			88,000.00	40.00	
Lake Mills			81,200.00	40.00	
McFarland	88,961.60	115,564.80	100,609.60	40.00	Fire & Rescue Chief (also over Rescue/EMT)
Monona			98,000.00	40.00	Fire Chief/EMS Director
Mount Herob					N/A
Mukwonago	80,407.00	108,549.00	94,530.00	40.00	
Port Washington	87,824.00	106,556.00	99,822.00	40.00	
Portage	63,148.00	94,733.00	88,500.00	40.00	2021 Rates
Reedsburg			10,000.00		Part-time
Slinger					N/A
Windsor					N/A
Range Data					
Average	81,284.12	105,739.76	79,369.56		
50th Percentile	86,080.00	106,556.00	91,515.00		
60th Percentile	86,777.60	107,353.20	95,918.00		
65th Percentile	87,126.40	107,751.80	97,479.50		
70th Percentile	87,475.20	108,150.40	98,546.60		
80th Percentile	88,051.52	109,952.16	99,979.52		
Actual Data					
Average	71,432.60	87,306.52			
50th Percentile	73,212.00	109,818.00			
60th Percentile	76,734.40	115,101.60			
65th Percentile	77,983.60	116,975.40			
70th Percentile	78,837.28	118,255.92			
80th Percentile	79,983.62	119,975.42			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	57,000.00	77,400.00	62,700.00	40.00	
Columbus					Contracted
Cottage Grove					Contracted
Edgerton					Contracted
Hales Corners					N/A
Hartland					
Lake Mills					Contracted
McFarland					N/A
Monona					Contracted
Mount Herob					N/A
Mukwonago	51,755.00	69,869.00	59,001.00	40.00	
Port Washington	69,404.00	87,824.00	76,648.00	40.00	
Portage					Position is contracted
Reedsburg			71,292.00	40.00	Planning/Zoning Administrator
Slinger					Contracted
Windsor					N/A
Range Data					
Average	59,386.33	78,364.33	67,410.25		
50th Percentile	57,000.00	77,400.00	66,996.00		
60th Percentile	59,480.80	79,484.80	69,573.60		
65th Percentile	60,721.20	80,527.20	70,862.40		
70th Percentile	61,961.60	81,569.60	71,827.60		
80th Percentile	64,442.40	83,654.40	73,434.40		
Actual Data					
Average	60,669.23	74,151.28			
50th Percentile	53,596.80	80,395.20			
60th Percentile	55,658.88	83,488.32			
65th Percentile	56,689.92	85,034.88			
70th Percentile	57,462.08	86,193.12			
80th Percentile	58,747.52	88,121.28			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	86,700.00	117,300.00	101,800.00	40.00	
Columbus	60,000.00	70,000.00		40.00	Currently vacant
Cottage Grove			93,354.00	40.00	
Edgerton			89,003.20		Municipal Services Director
Hales Corners	77,060.00	92,473.00	90,147.00	40.00	20+ years
Hartland					
Lake Mills			91,581.15	40.00	Public Works and Utility
McFarland	88,961.60	115,564.80	96,470.40	40.00	
Monona			98,171.00	40.00	
Mount Herob	74,533.40	111,830.09	85,300.80		Public Services Director
Mukwonago	73,097.00	98,681.00	80,170.00	40.00	
Port Washington	98,789.00	114,319.00	104,899.00	40.00	
Portage	75,164.00	112,766.00	101,601.00	40.00	Dtr. of Public Works/City Engineer - 2021
Reedsburg			107,110.00	40.00	
Slinger	75,201.00	99,089.00	93,558.00	40.00	Village Engineer/Public Works Director
Windsor			80,000.00	40.00	
Range Data					
Average	78,834.00	103,558.10	93,797.54		
50th Percentile	75,201.00	111,830.09	93,456.00		
60th Percentile	76,688.20	112,578.82	95,887.92		
65th Percentile	78,988.00	113,076.60	97,235.67		
70th Percentile	82,844.00	113,697.80	98,514.00		
80th Percentile	87,604.64	114,817.32	101,680.60		
Actual Data					
Average	84,417.79	103,177.29			
50th Percentile	74,764.80	112,147.20			
60th Percentile	76,710.34	115,065.50			
65th Percentile	77,788.54	116,682.80			
70th Percentile	78,811.20	118,216.80			
80th Percentile	81,344.48	122,016.72			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez	66,850.00	90,000.00	77,100.00	40.00	
Columbus					Falls under DPW Director position
Cottage Grove			64,988.00	40.00	Director of Parks, Recreation & Forestry
Edgerton					Parks maintenance under Muni. Svcs. Dtr.
Hales Corners					N/A
Hartland					
Lake Mills			67,596.22	40.00	
McFarland	55,827.20	72,508.80	57,512.00	40.00	Parks Supt. Reports to DPW Dtr
Monona			75,276.00	40.00	Parks & Recreation Director
Mount Herob					Role filled by Public Services Director
Mukwonago					N/A
Port Washington	61,658.00	78,076.00	63,500.00	40.00	
Portage	59,700.00	89,572.00	64,521.00	40.00	Manager of Parks & Recreation - 2021 rates
Reedsburg			76,898.00	40.00	
Slinger	61,056.00	82,400.00	73,895.00	40.00	Park, Recreation & Forestry Director
Windsor					N/A
Range Data					
Average	61,018.24	82,511.36	69,031.80		
50th Percentile	61,056.00	82,400.00	67,596.22		
60th Percentile	61,296.80	85,268.80	72,635.24		
65th Percentile	61,417.20	86,703.20	74,171.20		
70th Percentile	61,537.60	88,137.60	74,723.60		
80th Percentile	62,696.40	89,657.60	75,924.80		
Actual Data					
Average	62,128.62	75,934.98			
50th Percentile	54,076.98	81,115.46			
60th Percentile	58,108.20	87,162.29			
65th Percentile	59,336.96	89,005.44			
70th Percentile	59,778.88	89,668.32			
80th Percentile	60,739.84	91,109.76			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez					N/A
Columbus			58,000.00	40.00	
Cottage Grove					N/A - do not have a library
Edgerton			52,936.00		
Hales Corners	71,930.00	86,316.00	72,280.00	40.00	
Hartland					
Lake Mills			62,823.41	40.00	
McFarland	74,692.80	97,032.00	86,590.40	40.00	
Monona			71,274.00	40.00	
Mount Herob			63,294.40		
Mukwonago	60,000.00	84,000.00	77,941.00	40.00	
Port Washington	69,404.00	874,824.00	78,049.00	40.00	
Portage	66,575.00	99,874.00	79,268.00	40.00	2021 Rates
Reedsburg			68,224.00	40.00	
Slinger			52,790.00	40.00	
Windsor					N/A
Range Data					
Average	68,520.36	248,409.20	68,622.52		
50th Percentile	69,404.00	97,032.00	69,749.00		
60th Percentile	70,414.40	98,168.80	71,877.60		
65th Percentile	70,919.60	98,737.20	73,129.15		
70th Percentile	71,424.80	99,305.60	76,242.70		
80th Percentile	72,482.56	254,864.00	78,027.40		
Actual Data					
Average	61,760.27	75,484.77			
50th Percentile	55,799.20	83,698.80			
60th Percentile	57,502.08	86,253.12			
65th Percentile	58,503.32	87,754.98			
70th Percentile	60,994.16	91,491.24			
80th Percentile	62,421.92	93,632.88			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Detailed Salary Data - Group 4

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Allouez			70,000.00	40.00	Dtr. of Planning & Community Development
Columbus			62,425.00	40.00	Director of Planning & Development
Cottage Grove			74,808.00	40.00	
Edgerton					N/A
Hales Corners					
Hartland					
Lake Mills					Contracted
McFarland	79,185.60	102,856.00	85,862.40	40.00	DH position w. Economic Dev. resp., too
Monona			61,350.00	40.00	
Mount Herob					N/A
Mukwonago	62,625.00	84,541.00	78,000.00	40.00	
Port Washington	78,076.00	98,789.00	85,072.00	40.00	
Portage	59,700.00	89,572.00	70,759.00	40.00	Dtr. of Development & Planning - 2021 rates
Reedsburg			71,292.00	40.00	Planning/Zoning Administrator
Slinger					Contracted
Windsor			85,312.00	40.00	Deputy Administrator/Dtr. of Economic Dev.
Range Data					
Average	69,896.65	93,939.50	74,488.04		
50th Percentile	70,350.50	94,180.50	73,050.00		
60th Percentile	74,985.80	96,945.60	76,084.80		
65th Percentile	77,303.45	98,328.15	77,521.20		
70th Percentile	78,186.96	99,195.70	80,121.60		
80th Percentile	78,519.84	100,415.80	85,120.00		
Actual Data					
Average	67,039.24	81,936.84			
50th Percentile	58,440.00	87,660.00			
60th Percentile	60,867.84	91,301.76			
65th Percentile	62,016.96	93,025.44			
70th Percentile	64,097.28	96,145.92			
80th Percentile	68,096.00	102,144.00			

The following communities did not respond to the survey: Fort Atkinson, Jackson, Jefferson, Monroe, and Pewaukee (v).

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Administrator				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee			127,961.00	10.00	VA/Economic Dev. Director. Contract
	Stoughton			63,918.00	3.00	Mayor (Full-time, Elected)
	Verona	112,568.80	139,853.29	132,467.40	2.00	
	DeForest			140,004.44	18.00	Village Administrator/Finance Director
	Oregon	113,300.00	126,114.00	126,107.00	21.00	
Range Data						
Average		112,934.40	132,983.65	118,091.57	10.80	
50th Percentile		112,934.40	132,983.65	127,961.00		
60th Percentile		113,007.52	134,357.57	129,763.56		
65th Percentile		113,044.08	135,044.54	130,664.84		
70th Percentile		113,080.64	135,731.50	131,566.12		
80th Percentile		113,153.76	137,105.43	133,974.81		
Actual Data						
Average		94,473.25	141,709.88			
50th Percentile		102,368.80	153,553.20			
60th Percentile		103,810.85	155,716.27			
65th Percentile		104,531.87	156,797.81			
70th Percentile		105,252.90	157,879.34			
80th Percentile		107,179.85	160,769.77			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Clerk				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	87,900.80	112,486.40	94,640.00	2.00	Dep. VA/Village Clerk. Also serves as HR Mgr.
	Stoughton	63,460.80	83,824.00	69,638.00	2.00	Does not handle HR activities.
	Verona	59,299.84	73,672.98	69,782.18	5.00	
	Deforest			87,000.00	15.00	Deputy Administrator/Village Clerk
	Oregon	66,881.00	88,591.00	72,450.00	7.00	Village Clerk/Deputy Treasurer
Range Data						
Average		69,385.61	89,643.60	78,702.04	6.20	
50th Percentile		65,170.90	86,207.50	72,450.00		
60th Percentile		66,196.96	87,637.60	78,270.00		
65th Percentile		66,709.99	88,352.65	81,180.00		
70th Percentile		68,982.98	90,980.54	84,090.00		
80th Percentile		75,288.92	98,149.16	88,528.00		
Actual Data						
Average		62,961.63	94,442.44			
50th Percentile		57,960.00	86,940.00			
60th Percentile		62,616.00	93,924.00			
65th Percentile		64,944.00	97,416.00			
70th Percentile		67,272.00	100,908.00			
80th Percentile		70,822.40	106,233.60			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Office Manager/Administrative Services Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	49,738.80	63,148.80	54,506.40	20.00	Office Manager. 2 FTEs in this position
	Stoughton					N/A
	Verona	59,299.84	73,672.98	73,672.98	10.00	Exec. Admin. Asst., supervises Records Clerks
	Deforest					Role performed by Dep. Administrator/Clerk
	Oregon			63,356.80	2.00	Dtr. of Admin. Svcs./Dep. Clerk/Dep. Treas.
Range Data						
Average		54,519.32	68,410.89	63,845.39	10.67	
50th Percentile		54,519.32	68,410.89	63,356.80		
60th Percentile		55,475.42	69,463.31	65,420.04		
65th Percentile		55,953.48	69,989.52	66,451.65		
70th Percentile		56,431.53	70,515.73	67,483.27		
80th Percentile		57,387.63	71,568.14	69,546.51		
Actual Data						
Average		51,076.31	76,614.47			
50th Percentile		50,685.44	76,028.16			
60th Percentile		52,336.03	78,504.04			
65th Percentile		53,161.32	79,741.98			
70th Percentile		53,986.62	80,979.93			
80th Percentile		55,637.21	83,455.81			

Position Surveyed:		Administrative Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	46,820.80	59,904.00	46,820.80	1.00	Exec. Asst. + several PT AAs \$14.04-\$17.96
	Stoughton	35,443.20	46,800.00	41,100.00	16.00	Department Admin Assistant
	Verona	37,205.46	48,223.33	42,660.80	3.00	Actual salary is average of 2 incumbents
	Deforest			45,177.60	3.00	Actual & yrs. is average of 3 incumbents
	Oregon			38,500.80	1.00	Receptionist/Clerk Assistant III
Range Data						
Average		39,823.15	51,642.44	42,852.00	4.80	
50th Percentile		37,205.46	48,223.33	42,660.80		
60th Percentile		39,128.53	50,559.46	43,667.52		
65th Percentile		40,090.06	51,727.53	44,170.88		
70th Percentile		41,051.60	52,895.60	44,674.24		
80th Percentile		42,974.66	55,231.73	45,506.24		
Actual Data						
Average		34,281.60	51,422.40			
50th Percentile		34,128.64	51,192.96			
60th Percentile		34,934.02	52,401.02			
65th Percentile		35,336.70	53,005.06			
70th Percentile		35,739.39	53,609.09			
80th Percentile		36,404.99	54,607.49			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Finance Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	99,632.00	127,524.80	112,715.20	4.00	
	Stoughton	84,905.60	112,132.80	113,963.00		Resp. for both City and Utility finances
	Verona	84,117.95	104,506.52	104,506.52	4.00	Finance Dtr/Treasurer
	Deforest					Included in VA/Finance Director position
	Oregon	78,585.00	102,556.00	99,733.00	8.00	Finance Director/Treasurer
Range Data						
Average		86,810.14	111,680.03	107,729.43	5.33	
50th Percentile		84,511.78	108,319.66	108,610.86		
60th Percentile		84,748.07	110,607.54	111,073.46		
65th Percentile		84,866.22	111,751.49	112,304.77		
70th Percentile		86,378.24	113,672.00	112,839.98		
80th Percentile		90,796.16	118,289.60	113,214.32		
Actual Data						
Average		86,183.54	129,275.32			
50th Percentile		86,888.69	130,333.03			
60th Percentile		88,858.77	133,288.16			
65th Percentile		89,843.81	134,765.72			
70th Percentile		90,271.98	135,407.98			
80th Percentile		90,571.46	135,857.18			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Account Clerk/Finance Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	46,820.80	59,904.00	50,377.60	4.00	Account Clerk II
	Stoughton	37,544.00	49,608.00	47,528.00	11.00	Account Specialist
	Verona	39,437.76	48,996.68	43,958.16	4.00	Accounting Assistant
	Deforest			51,521.60	6.00	Accountant/Deputy Treasurer
	Oregon			51,521.60	2.00	Account Clerk III
Range Data						
Average		41,267.52	52,836.23	48,981.39	5.40	
50th Percentile		39,437.76	49,608.00	50,377.60		
60th Percentile		40,914.37	51,667.20	50,835.20		
65th Percentile		41,652.67	52,696.80	51,064.00		
70th Percentile		42,390.98	53,726.40	51,292.80		
80th Percentile		43,867.58	55,785.60	51,521.60		
Actual Data						
Average		39,185.11	58,777.67			
50th Percentile		40,302.08	60,453.12			
60th Percentile		40,668.16	61,002.24			
65th Percentile		40,851.20	61,276.80			
70th Percentile		41,034.24	61,551.36			
80th Percentile		41,217.28	61,825.92			

Position Surveyed:		IT Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee					N/A
	Stoughton	63,460.80	83,824.00	99,840.00	3.00	Have own TV Station, also under IT Director
	Verona					IT Services contracted out
	Deforest					Contracted. DA/VC handles day-to-day
	Oregon					Contracted
Range Data						
Average		63,460.80	83,824.00	99,840.00	3.00	
50th Percentile		63,460.80	83,824.00	99,840.00		
60th Percentile		63,460.80	83,824.00	99,840.00		
65th Percentile		63,460.80	83,824.00	99,840.00		
70th Percentile		63,460.80	83,824.00	99,840.00		
80th Percentile		63,460.80	83,824.00	99,840.00		
Actual Data						
Average		79,872.00	119,808.00			
50th Percentile		79,872.00	119,808.00			
60th Percentile		79,872.00	119,808.00			
65th Percentile		79,872.00	119,808.00			
70th Percentile		79,872.00	119,808.00			
80th Percentile		79,872.00	119,808.00			

Position Surveyed:		IT Technician				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee					N/A
	Stoughton	56,451.20	74,568.00	60,528.00	5.00	Comms. Mgr. & IT Specialist
	Verona					IT services contracted out
	Deforest					Contracted out. DA/VC handles day-to-day
	Oregon					N/A
Range Data						
Average		56,451.20	74,568.00	60,528.00	5.00	
50th Percentile		56,451.20	74,568.00	60,528.00		
60th Percentile		56,451.20	74,568.00	60,528.00		
65th Percentile		56,451.20	74,568.00	60,528.00		
70th Percentile		56,451.20	74,568.00	60,528.00		
80th Percentile		56,451.20	74,568.00	60,528.00		
Actual Data						
Average		48,422.40	72,633.60			
50th Percentile		48,422.40	72,633.60			
60th Percentile		48,422.40	72,633.60			
65th Percentile		48,422.40	72,633.60			
70th Percentile		48,422.40	72,633.60			
80th Percentile		48,422.40	72,633.60			

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Position Surveyed:		Police Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	102,564.80	131,289.60	115,003.20	0.50	Incumbent has worked for Vllg. for 15+ yrs.
	Stoughton	84,905.60	112,132.80	106,642.00	10.00	
	Verona	96,641.52	120,065.53	120,065.53	20.00	
	Deforest			113,025.00	1.00	
	Oregon	86,640.00	113,068.00	109,513.00	0.50	
Range Data						
Average		92,687.98	119,138.98	112,849.75	6.40	
50th Percentile		91,640.76	116,566.77	113,025.00		
60th Percentile		94,641.22	118,666.02	113,816.28		
65th Percentile		96,141.44	119,715.65	114,211.92		
70th Percentile		97,233.85	121,187.94	114,607.56		
80th Percentile		99,010.83	124,555.16	116,015.67		
Actual Data						
Average		90,279.80	135,419.70			
50th Percentile		90,420.00	135,630.00			
60th Percentile		91,053.02	136,579.54			
65th Percentile		91,369.54	137,054.30			
70th Percentile		91,686.05	137,529.07			
80th Percentile		92,812.53	139,218.80			

Dane County Cities and Villages Association
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Position Surveyed:		Police Captain/Lieutenant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	87,900.80	116,251.20	94,640.00	0.50	2 FTE, recently promoted, avg. tenure 19 yrs.
	Stoughton	71,302.40	94,161.60	87,797.00	10.00	
	Verona	81,142.09	100,809.34	100,809.34	15.00	2 people in position
	Deforest			91,190.63	13.50	Average of 2 Lieutenants
	Oregon	76,423.00	99,349.00	91,543.00	0.50	
Range Data						
Average		79,192.07	102,642.79	93,195.99	7.90	
50th Percentile		78,782.55	100,079.17	91,543.00		
60th Percentile		80,198.27	100,517.27	92,781.80		
65th Percentile		80,906.14	100,736.32	93,401.20		
70th Percentile		81,817.96	102,353.53	94,020.60		
80th Percentile		83,845.57	106,986.08	95,873.87		
Actual Data						
Average		74,556.80	111,835.19			
50th Percentile		73,234.40	109,851.60			
60th Percentile		74,225.44	111,338.16			
65th Percentile		74,720.96	112,081.44			
70th Percentile		75,216.48	112,824.72			
80th Percentile		76,699.09	115,048.64			

Dane County Cities and Villages Association
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Position Surveyed:		Police Sergeant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	79,081.60	101,212.80	82,087.20	1.00	4 FTE. 2 w. tenure < 1 yr., 1 w. 1 yr. & 1 w. 3 yr
	Stoughton	59,862.40	79,060.80	79,788.80	8.00	
	Verona	68,128.46	84,641.48	84,641.48	10.00	
	Deforest			81,146.67	11.30	Average of 3 Sergeants
	Oregon	68,795.00	88,248.00	78,800.00	5.00	Average
Range Data						
Average		68,966.87	88,290.77	81,292.83	7.06	
50th Percentile		68,461.73	86,444.74	81,146.67		
60th Percentile		68,661.69	87,526.70	81,522.88		
65th Percentile		68,761.67	88,067.67	81,710.99		
70th Percentile		69,823.66	89,544.48	81,899.09		
80th Percentile		72,909.64	93,433.92	82,598.06		
Actual Data						
Average		65,034.26	97,551.40			
50th Percentile		64,917.34	97,376.00			
60th Percentile		65,218.31	97,827.46			
65th Percentile		65,368.79	98,053.19			
70th Percentile		65,519.28	98,278.91			
80th Percentile		66,078.44	99,117.67			

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Position Surveyed:		Fire Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee					N/A
	Stoughton	75,587.20	99,819.20	85,946.00	1.00	
	Verona	89,165.04	110,776.91	107,812.08	1.00	Had 5+ yrs. of Deputy exp. before promotion
	DeForest					Separate entity; do not have access to data
	Oregon					Fire District - not Village employee
Range Data						
Average		82,376.12	105,298.06	96,879.04	1.00	
50th Percentile		82,376.12	105,298.06	96,879.04		
60th Percentile		83,733.90	106,393.83	99,065.65		
65th Percentile		84,412.80	106,941.71	100,158.95		
70th Percentile		85,091.69	107,489.60	101,252.26		
80th Percentile		86,449.47	108,585.37	103,438.86		
Actual Data						
Average		77,503.23	116,254.85			
50th Percentile		77,503.23	116,254.85			
60th Percentile		79,252.52	118,878.78			
65th Percentile		80,127.16	120,190.74			
70th Percentile		81,001.80	121,502.71			
80th Percentile		82,751.09	124,126.64			

Dane County Cities and Villages Association
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Position Surveyed:		Building Inspector				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee					N/A
	Stoughton	53,289.60	70,366.40	65,603.00	2.00	
	Verona	62,857.82	78,093.34	78,093.34	3.00	Had previous experience before Verona
	Deforest					Contracted
	Oregon					Contracted
Range Data						
Average		58,073.71	74,229.87	71,848.17	2.50	
50th Percentile		58,073.71	74,229.87	71,848.17		
60th Percentile		59,030.53	75,002.56	73,097.20		
65th Percentile		59,508.94	75,388.91	73,721.72		
70th Percentile		59,987.35	75,775.26	74,346.24		
80th Percentile		60,944.18	76,547.95	75,595.27		
Actual Data						
Average		57,478.54	86,217.80			
50th Percentile		57,478.54	86,217.80			
60th Percentile		58,477.76	87,716.64			
65th Percentile		58,977.38	88,466.07			
70th Percentile		59,476.99	89,215.49			
80th Percentile		60,476.22	90,714.33			

Position Surveyed:		Building Maintenance Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	58,552.00	74,942.40	61,578.40	4.50	2 FTEs - 1 for Library & 1 for Comm. Center
	Stoughton	47,424.00	62,628.80	57,262.00	4.00	Does not manage people
	Verona	49,789.29	61,857.24	61,857.24	5.00	Building Facilities Manager
	Deforest					Parks Sup/Public Services Project Coord.
	Oregon					N/A
Range Data						
Average		51,921.76	66,476.15	60,232.55	4.50	
50th Percentile		49,789.29	62,628.80	61,578.40		
60th Percentile		51,541.83	65,091.52	61,634.17		
65th Percentile		52,418.10	66,322.88	61,662.05		
70th Percentile		53,294.37	67,554.24	61,689.94		
80th Percentile		55,046.92	70,016.96	61,745.70		
Actual Data						
Average		48,186.04	72,279.06			
50th Percentile		49,262.72	73,894.08			
60th Percentile		49,307.33	73,961.00			
65th Percentile		49,329.64	73,994.46			
70th Percentile		49,351.95	74,027.92			
80th Percentile		49,396.56	74,094.84			

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Position Surveyed:		Public Works Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	102,564.80	131,289.60	124,966.40	25.00	Director of PW/Village Engineer
	Stoughton	75,587.20	99,819.20	87,672.00	5.00	
	Verona	94,514.94	110,776.91	107,812.09	5.00	
	Deforest			96,585.00	14.00	Public Service Director
	Oregon	86,640.00	113,068.00	108,657.00	5.00	
Range Data						
Average		89,826.74	113,738.43	105,138.50	10.80	
50th Percentile		90,577.47	111,922.46	107,812.09		
60th Percentile		92,939.95	112,609.78	108,150.05		
65th Percentile		94,121.19	112,953.45	108,319.04		
70th Percentile		95,319.93	114,890.16	108,488.02		
80th Percentile		97,734.88	120,356.64	111,918.88		
Actual Data						
Average		84,110.80	126,166.20			
50th Percentile		86,249.67	129,374.51			
60th Percentile		86,520.04	129,780.06			
65th Percentile		86,655.23	129,982.84			
70th Percentile		86,790.41	130,185.62			
80th Percentile		89,535.10	134,302.66			

Dane County Cities and Villages Association
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Position Surveyed:		Streets Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	79,081.60	101,212.80	93,995.20	7.00	PW/Parks Supt. 22+ yrs. with Village
	Stoughton	59,862.40	79,060.80	69,451.00	5.00	
	Verona	66,629.30	82,778.95	74,266.43	10.00	
	Deforest			80,963.79	25.00	Public Works & Utilities Supervisor
	Oregon	66,140.00	85,982.00	82,719.00	41.00	Assistant Public Works Director
Range Data						
Average		67,928.33	87,258.64	80,279.08	17.60	
50th Percentile		66,384.65	84,380.48	80,963.79		
60th Percentile		66,531.44	85,341.39	81,665.87		
65th Percentile		66,604.84	85,821.85	82,016.92		
70th Percentile		67,874.53	87,505.08	82,367.96		
80th Percentile		71,610.22	92,074.32	84,974.24		
Actual Data						
Average		64,223.27	96,334.90			
50th Percentile		64,771.03	97,156.55			
60th Percentile		65,332.70	97,999.05			
65th Percentile		65,613.53	98,420.30			
70th Percentile		65,894.37	98,841.55			
80th Percentile		67,979.39	101,969.09			

Position Surveyed:		Public Works Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	46,820.80	59,904.00	52,608.40	8.00	9 FTEs w. tenures from 2 to 20 yrs.
	Stoughton	42,203.20	55,744.00	51,958.00	9.00	Machine Operator
	Verona	46,971.03	58,355.89	55,355.89	15.00	Avg years of service.
	Deforest			54,336.53	7.00	Average of 6 out of 9 crew members
	Oregon			50,107.20	15.50	Average
Range Data						
Average		45,331.68	58,001.30	52,873.20	10.90	
50th Percentile		46,820.80	58,355.89	52,608.40		
60th Percentile		46,850.85	58,665.51	53,299.65		
65th Percentile		46,865.87	58,820.32	53,645.28		
70th Percentile		46,880.89	58,975.13	53,990.90		
80th Percentile		46,910.94	59,284.76	54,540.40		
Actual Data						
Average		42,298.56	63,447.84			
50th Percentile		42,086.72	63,130.08			
60th Percentile		42,639.72	63,959.58			
65th Percentile		42,916.22	64,374.33			
70th Percentile		43,192.72	64,789.08			
80th Percentile		43,632.32	65,448.48			

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Position Surveyed:		Parks Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee					N/A
	Stoughton	56,451.20	74,568.00	61,006.00	4.00	Parks Supervisor. Reports to DPW Director
	Verona	66,629.30	82,778.95	82,778.95	20.00	Parks & Urban Forestry Director
	Deforest			74,048.00	16.00	Parks Supervisor/Public Services Proj. Coord.
	Oregon					N/A
Range Data						
Average		61,540.25	78,673.48	72,610.98	13.33	
50th Percentile		61,540.25	78,673.48	74,048.00		
60th Percentile		62,558.06	79,494.57	75,794.19		
65th Percentile		63,066.97	79,905.12	76,667.29		
70th Percentile		63,575.87	80,315.67	77,540.38		
80th Percentile		64,593.68	81,136.76	79,286.57		
Actual Data						
Average		58,088.79	87,133.18			
50th Percentile		59,238.40	88,857.60			
60th Percentile		60,635.35	90,953.03			
65th Percentile		61,333.83	92,000.74			
70th Percentile		62,032.30	93,048.46			
80th Percentile		63,429.26	95,143.88			

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Position Surveyed:		Parks Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee					N/A
	Stoughton					No full-time, all seasonal
	Verona	44,312.30	55,052.75	51,292.80		4 staff total, 2 w. < 5 yrs. exp. & 2 w. > 10 yrs.
	Deforest			50,204.27	11.60	Average of 3 Public Service Crewmembers
	Oregon					Park of Public Works Crewman
Range Data						
Average		44,312.30	55,052.75	50,748.54	11.60	
50th Percentile		44,312.30	55,052.75	50,748.54		
60th Percentile		44,312.30	55,052.75	50,857.39		
65th Percentile		44,312.30	55,052.75	50,911.81		
70th Percentile		44,312.30	55,052.75	50,966.24		
80th Percentile		44,312.30	55,052.75	51,075.09		
Actual Data						
Average		40,598.83	60,898.24			
50th Percentile		40,598.83	60,898.24			
60th Percentile		40,685.91	61,028.87			
65th Percentile		40,729.45	61,094.18			
70th Percentile		40,772.99	61,159.49			
80th Percentile		40,860.08	61,290.11			

Position Surveyed:		Recreation Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	93,766.40	120,016.00	108,700.80	20.00	Oversees Comm. Ctr. & rec. programs
	Stoughton	63,460.80	83,824.00	70,761.00	5.00	Parks & Recreation Director
	Verona	59,299.84	73,672.98	76,672.98	20.00	Recreation Director
	Deforest			55,000.00	2.00	Recreation & Community Enrichment Dtr.
	Oregon					N/A
Range Data						
Average		72,175.68	92,504.33	77,783.70	11.75	
50th Percentile		63,460.80	83,824.00	73,716.99		
60th Percentile		69,521.92	91,062.40	75,490.58		
65th Percentile		72,552.48	94,681.60	76,377.38		
70th Percentile		75,583.04	98,300.80	79,875.76		
80th Percentile		81,644.16	105,539.20	89,484.11		
Actual Data						
Average		62,226.96	93,340.43			
50th Percentile		58,973.59	88,460.39			
60th Percentile		60,392.47	90,588.70			
65th Percentile		61,101.90	91,652.86			
70th Percentile		63,900.61	95,850.91			
80th Percentile		71,587.29	107,380.93			

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Position Surveyed:		Library Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	76,148.80	96,969.60	90,500.80	4.00	
	Stoughton	75,587.20	99,819.20	78,562.00	2.00	
	Verona	70,627.05	87,745.68	87,745.68	15.00	
	Deforest			83,824.00	32.00	
	Oregon	69,189.00	98,325.00	79,314.00	2.00	
Range Data						
Average		72,888.01	95,714.87	83,989.30	11.00	
50th Percentile		73,107.13	97,647.30	83,824.00		
60th Percentile		74,595.17	98,053.92	85,392.67		
65th Percentile		75,339.19	98,257.23	86,177.01		
70th Percentile		75,643.36	98,474.42	86,961.34		
80th Percentile		75,811.84	98,922.68	88,296.70		
Actual Data						
Average		67,191.44	100,787.16			
50th Percentile		67,059.20	100,588.80			
60th Percentile		68,314.14	102,471.21			
65th Percentile		68,941.61	103,412.41			
70th Percentile		69,569.08	104,353.61			
80th Percentile		70,637.36	105,956.04			

Position Surveyed:		Librarian				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee	55,598.40	71,156.80	60,642.40	4.50	2 FTEs
	Stoughton	50,252.80	66,372.80	58,323.00	7.00	
	Verona	52,776.64	65,568.67	53,397.76	6.00	
	Deforest			34,476.00	8.00	Circulation Manager
	Oregon	43,222.40	67,288.00	57,283.20	8.00	2 Positions
Range Data						
Average		50,462.56	67,596.57	52,824.47	6.70	
50th Percentile		51,514.72	66,830.40	57,283.20		
60th Percentile		52,271.87	67,104.96	57,699.12		
65th Percentile		52,650.45	67,242.24	57,907.08		
70th Percentile		53,058.82	67,674.88	58,115.04		
80th Percentile		53,905.34	68,835.52	58,786.88		
Actual Data						
Average		42,259.58	63,389.37			
50th Percentile		45,826.56	68,739.84			
60th Percentile		46,159.30	69,238.94			
65th Percentile		46,325.66	69,488.50			
70th Percentile		46,492.03	69,738.05			
80th Percentile		47,029.50	70,544.26			

Position Surveyed:		Library Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee					Asst. I, II & III. Range varies on class
	Stoughton	35,443.20	46,800.00	41,829.00	17.00	
	Verona	35,099.47	43,606.68	39,343.20	5.00	Most are part-time
	Deforest			35,542.00	1.00	Assistant Library Director
	Oregon	45,489.60	80,641.60	54,579.20	34.00	Assistant Director/Tech. Svcs. Supervisor
Range Data						
Average		38,677.42	57,016.09	42,823.35	14.25	
50th Percentile		35,443.20	46,800.00	40,586.10		
60th Percentile		37,452.48	53,568.32	41,331.84		
65th Percentile		38,457.12	56,952.48	41,704.71		
70th Percentile		39,461.76	60,336.64	43,104.02		
80th Percentile		41,471.04	67,104.96	46,929.08		
Actual Data						
Average		34,258.68	51,388.02			
50th Percentile		32,468.88	48,703.32			
60th Percentile		33,065.47	49,598.21			
65th Percentile		33,363.77	50,045.65			
70th Percentile		34,483.22	51,724.82			
80th Percentile		37,543.26	56,314.90			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Planner				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
5	Waunakee					N/A
	Stoughton	84,905.60	112,132.80	110,968.00	21.00	Director of Planning & Development
	Verona	79,356.57	98,591.05	Vacant		Planning Director. Currently vacant
	DeForest					Contracted
	Oregon	74,842.00	97,671.00	80,629.00	1.00	Director of Planning & Zoning Administrator
Range Data						
Average		79,701.39	102,798.28	95,798.50	11.00	
50th Percentile		79,356.57	98,591.05	95,798.50		
60th Percentile		80,466.38	101,299.40	98,832.40		
65th Percentile		81,021.28	102,653.58	100,349.35		
70th Percentile		81,576.18	104,007.75	101,866.30		
80th Percentile		82,685.99	106,716.10	104,900.20		
Actual Data						
Average		76,638.80	114,958.20			
50th Percentile		76,638.80	114,958.20			
60th Percentile		79,065.92	118,598.88			
65th Percentile		80,279.48	120,419.22			
70th Percentile		81,493.04	122,239.56			
80th Percentile		83,920.16	125,880.24			

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	104,000.00	125,000.00	105,000.00	40.00	
Deforest			140,004.44	40.00	Village Administrator/Finance Director
Delafield			135,349.00	40.00	City Administrator/Director of Public Works
Grafton			111,761.33	40.00	Position doesn't have a pay scale
Hartford			125,000.00	40.00	
Hartland			120,000.00	40.00	Village Administrator
Mukwonago	88,037.00	118,849.00	106,118.00	40.00	
Oregon	113,300.00	126,114.00	126,107.00	40.00	
Pewaukee (c)			107,640.00	40.00	Position is on contract
Pewaukee (v)	95,543.16	127,633.26	103,209.60	40.00	Village Administrator
Shorewood	124,841.60	140,462.40	130,520.00	40.00	Village Manager
Stoughton			63,918.00	40.00	Mayor (Full-time, Elected)
Sussex	109,402.00	139,000.00	138,500.00	40.00	Village Administrator
Verona	112,568.80	139,853.29	132,467.40	40.00	
Waunakee			127,961.00	40.00	VA/Economic Dev. Director. Contract
Range Data					
Average	106,813.22	130,987.42	118,237.05		
50th Percentile	109,402.00	127,633.26	125,000.00		
60th Percentile	111,302.08	134,453.30	126,848.60		
65th Percentile	112,252.12	137,863.33	128,216.90		
70th Percentile	112,715.04	139,170.66	130,008.20		
80th Percentile	113,153.76	139,682.63	133,043.72		
Actual Data					
Average	106,413.35	130,060.76			
50th Percentile	100,000.00	150,000.00			
60th Percentile	101,478.88	152,218.32			
65th Percentile	102,573.52	153,860.28			
70th Percentile	104,006.56	156,009.84			
80th Percentile	106,434.98	159,652.46			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	69,000.00	89,000.00	72,000.00	40.00	
Deforest			87,000.00	40.00	Deputy Administrator/Village Clerk
Delafield			70,000.00	40.00	
Grafton	57,660.00	77,968.00	68,102.65	40.00	Director of Administrative Services
Hartford			71,323.00	40.00	
Hartland					
Mukwonago	62,625.00	84,541.00	81,120.00	40.00	Clerk/Treasurer
Oregon	66,881.00	88,591.00	72,450.00	40.00	Village Clerk/Deputy Treasurer
Pewaukee (c)	73,902.00	101,358.00	89,630.00	40.00	Clerk/Treasurer
Pewaukee (v)	59,217.55	80,078.69	59,317.55	40.00	
Shorewood	61,380.80	74,900.80	72,155.20	40.00	Village Clerk
Stoughton	63,460.80	83,824.00	69,638.00	40.00	Does not handle HR activities.
Sussex	81,673.00	99,456.00	83,659.00	40.00	Administrative Services Director
Verona	59,299.84	73,672.98	69,782.18	40.00	
Waunakee	87,900.80	112,486.40	94,640.00	40.00	Dep. VA/Village Clerk. Also serves as HR Mgr.
Range Data					
Average	67,545.53	87,806.99	75,772.68		
50th Percentile	63,460.80	84,541.00	72,077.60		
60th Percentile	66,881.00	88,591.00	72,391.04		
65th Percentile	67,940.50	88,795.50	76,351.50		
70th Percentile	69,000.00	89,000.00	81,373.90		
80th Percentile	73,902.00	99,456.00	84,995.40		
Actual Data					
Average	68,195.42	83,349.95			
50th Percentile	57,662.08	86,493.12			
60th Percentile	57,912.83	86,869.25			
65th Percentile	61,081.20	91,621.80			
70th Percentile	65,099.12	97,648.68			
80th Percentile	67,996.32	101,994.48			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	80,000.00	100,000.00	99,000.00	40.00	
Deforest					Included in VA/Finance Director position
Delafield			50,375.00		PT, salary equates out to \$31/hour
Grafton	73,510.00	99,402.00	91,051.73	40.00	Director of Administrative Services
Hartford			91,541.00	40.00	
Hartland			92,000.00	40.00	Finance Director
Mukwonago	73,097.00	98,681.00	90,515.00	40.00	
Oregon	78,585.00	102,556.00	99,733.00	40.00	
Pewaukee (c)					Combined C/T position
Pewaukee (v)	62,876.60	84,883.41	70,000.00	40.00	Village Treasurer
Shorewood	83,033.60	99,632.00	93,579.20	40.00	Finance Director/Treasurer
Stoughton	84,905.60	112,132.80	113,963.00	40.00	Resp. for both City and Utility finances
Sussex	96,929.00	113,415.00	106,526.00	40.00	
Verona	84,117.95	104,506.52	104,506.52	40.00	
Waunakee	99,632.00	127,524.80	112,715.20	40.00	
Range Data					
Average	81,668.68	104,273.35	93,500.43		
50th Percentile	81,516.80	101,278.00	93,579.20		
60th Percentile	83,467.34	103,336.21	99,146.60		
65th Percentile	83,955.30	104,213.94	99,586.40		
70th Percentile	84,354.25	106,794.40	101,642.41		
80th Percentile	87,310.28	112,389.24	105,718.21		
Actual Data					
Average	84,150.39	102,850.48			
50th Percentile	74,863.36	112,295.04			
60th Percentile	79,317.28	118,975.92			
65th Percentile	79,669.12	119,503.68			
70th Percentile	81,313.93	121,970.89			
80th Percentile	84,574.57	126,861.85			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	100,000.00	120,000.00	115,000.00	40.00	
Deforest			113,025.00	40.00	
Delafield			109,595.00	40.00	
Grafton	81,052.00	109,623.00	105,000.00	40.00	
Hartford			107,016.00	40.00	
Hartland			112,000.00	40.00	
Mukwonago	80,407.00	108,549.00	102,000.00	40.00	
Oregon	86,640.00	113,068.00	109,513.00	40.00	
Pewaukee (c)					Contract with County
Pewaukee (v)	62,876.60	84,883.41	70,000.00	40.00	
Shorewood	102,440.00	118,268.80	118,268.80	40.00	
Stoughton	84,905.60	112,132.80	106,642.00	40.00	
Sussex					Contracted police svcs. thru Waukesha Co.
Verona	96,641.52	120,065.53	120,065.53	40.00	
Waunakee	102,564.80	131,289.60	115,003.20	40.00	
Range Data					
Average	88,614.17	113,097.79	107,932.96		
50th Percentile	86,640.00	113,068.00	109,595.00		
60th Percentile	94,641.22	117,228.64	112,205.00		
65th Percentile	97,313.22	118,615.04	112,820.00		
70th Percentile	98,656.61	119,307.52	113,815.00		
80th Percentile	100,976.00	120,026.21	115,001.92		
Actual Data					
Average	97,139.67	118,726.26			
50th Percentile	87,676.00	131,514.00			
60th Percentile	89,764.00	134,646.00			
65th Percentile	90,256.00	135,384.00			
70th Percentile	91,052.00	136,578.00			
80th Percentile	92,001.54	138,002.30			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg			55,000.00	Part-time	Fire Chief - Part-time
Deforest					Separate entity; do not have access to data
Delafield					N/A, City is a member of Lake Country Fire
Grafton	81,052.00	109,625.00	103,000.00	40.00	
Hartford			98,925.00	40.00	
Hartland			88,000.00	40.00	
Mukwonago	80,407.00	108,549.00	94,530.00	40.00	
Oregon					Fire District - not Village employee
Pewaukee (c)	93,330.00	127,982.00	125,660.00	40.00	
Pewaukee (v)	84,143.07	113,593.15	109,400.00	40.00	
Shorewood					Shared service with North Shore communities
Stoughton	75,587.20	99,819.20	85,946.00	40.00	
Sussex	92,508.00	104,982.00	92,588.00	40.00	
Verona	89,165.04	110,776.91	107,812.08	40.00	
Waunakee					N/A
Range Data					
Average	85,170.33	110,761.04	96,086.11		
50th Percentile	84,143.07	109,625.00	96,727.50		
60th Percentile	87,156.25	110,316.15	100,555.00		
65th Percentile	88,662.84	110,661.72	102,388.75		
70th Percentile	89,833.63	111,340.16	104,443.62		
80th Percentile	91,839.41	113,029.90	108,129.66		
Actual Data					
Average	86,477.50	105,694.72			
50th Percentile	77,382.00	116,073.00			
60th Percentile	80,444.00	120,666.00			
65th Percentile	81,911.00	122,866.50			
70th Percentile	83,554.90	125,332.35			
80th Percentile	86,503.73	129,755.60			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	62,000.00	82,000.00	69,000.00	40.00	
Deforest					Contracted
Delafield					Contracted out; 75% of building permit fee
Grafton	65,697.00	88,843.00	81,844.82	40.00	
Hartford			85,446.00	32.00	
Hartland					
Mukwonago	51,755.00	69,869.00	59,001.00	40.00	
Oregon					Contracted
Pewaukee (c)	55,224.00	75,732.00	63,284.00	40.00	Average of Inspectors
Pewaukee (v)					
Shorewood	59,404.80	76,377.60	68,702.40	40.00	Lead Building Inspector
Stoughton	53,289.60	70,366.40	65,603.00	40.00	
Sussex					Shared services with two other communities.
Verona	62,857.82	78,093.34	78,093.34	40.00	
Waunakee					N/A
Range Data					
Average	58,604.03	77,325.91	71,371.82		
50th Percentile	59,404.80	76,377.60	68,851.20		
60th Percentile	60,961.92	77,407.04	70,818.67		
65th Percentile	61,740.48	77,921.77	74,001.34		
70th Percentile	62,171.56	78,874.67	77,184.01		
80th Percentile	62,686.26	81,218.67	80,344.23		
Actual Data					
Average	64,234.64	78,509.00			
50th Percentile	55,080.96	82,621.44			
60th Percentile	56,654.93	84,982.40			
65th Percentile	59,201.07	88,801.60			
70th Percentile	61,747.20	92,620.81			
80th Percentile	64,275.38	96,413.07			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	94,000.00	114,000.00	114,000.00	40.00	City Engineer/Public Works Director
Deforest			96,585.00	40.00	Public Service Director
Delafield					Combined City Administrator/DPW Dtr
Grafton	81,052.00	109,623.00	100,285.92	40.00	Director of Public Works/Engineer. Also the Uti
Hartford			83,575.00	40.00	
Hartland					
Mukwonago	73,097.00	98,681.00	80,170.00	40.00	
Oregon	86,640.00	113,068.00	108,657.00	40.00	
Pewaukee (c)	88,046.00	120,744.00	113,281.00	40.00	DPW Director/City Engineer
Pewaukee (v)	84,143.07	113,593.15	101,717.20	40.00	Director of Public Works/Engineer
Shorewood	80,454.40	100,880.00	99,008.00	40.00	
Stoughton	75,587.20	99,819.20	87,672.00	40.00	
Sussex	96,929.00	113,415.00	109,098.00	40.00	Village Engineer & Public Works Director
Verona	94,514.94	110,776.91	107,812.09	40.00	
Waunakee	102,564.80	131,289.60	124,966.40	40.00	Director of PW/Village Engineer
Range Data					
Average	87,002.58	111,444.53	102,063.66		
50th Percentile	86,640.00	113,068.00	101,717.20		
60th Percentile	88,046.00	113,415.00	107,981.07		
65th Percentile	91,023.00	113,504.08	108,488.02		
70th Percentile	94,000.00	113,593.15	108,833.40		
80th Percentile	94,514.94	114,000.00	111,607.80		
Actual Data					
Average	91,857.30	112,270.03			
50th Percentile	81,373.76	122,060.64			
60th Percentile	86,384.86	129,577.29			
65th Percentile	86,790.41	130,185.62			
70th Percentile	87,066.72	130,600.08			
80th Percentile	89,286.24	133,929.36			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	69,000.00	89,000.00	69,000.00	40.00	
Deforest			74,048.00	40.00	Parks Supervisor/Public Services Proj. Coord.
Delafield					Under direction of CA/DPW Dtr. position
Grafton	61,712.00	83,462.00	64,000.00	40.00	Director of Parks & Recreation
Hartford			84,718.00	40.00	
Hartland					
Mukwonago					N/A
Oregon					N/A
Pewaukee (c)	73,902.00	101,358.00	80,062.00	40.00	Parks & Recreation Director
Pewaukee (v)					
Shorewood	71,364.80	89,793.60	87,193.60	40.00	Assistant Director of Public Works
Stoughton	56,451.20	74,568.00	61,006.00	40.00	Parks Supervisor. Reports to DPW Director
Sussex	70,783.00	87,119.00	75,381.00	40.00	Parks and Recreation Director
Verona	66,629.30	82,778.95	82,778.95	40.00	Parks & Urban Forestry Director
Waunakee					N/A
Range Data					
Average	67,120.33	86,868.51	75,354.17		
50th Percentile	69,000.00	87,119.00	75,381.00		
60th Percentile	70,069.80	88,247.60	79,125.80		
65th Percentile	70,604.70	88,811.90	80,605.39		
70th Percentile	70,899.36	89,158.72	81,692.17		
80th Percentile	71,248.44	89,634.88	83,554.57		
Actual Data					
Average	67,818.76	82,889.59			
50th Percentile	60,304.80	90,457.20			
60th Percentile	63,300.64	94,950.96			
65th Percentile	64,484.31	96,726.47			
70th Percentile	65,353.74	98,030.60			
80th Percentile	66,843.66	100,265.48			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg	75,000.00	95,000.00	84,000.00	40.00	
Deforest			83,824.00	40.00	
Delafield			72,030.00	40.00	
Grafton	61,712.00	83,462.00	84,264.00	40.00	
Hartford			72,862.00	40.00	
Hartland					
Mukwonago	60,000.00	84,000.00	77,941.00	40.00	
Oregon	69,189.00	98,325.00	79,314.00	40.00	
Pewaukee (c)					N/A - Village employee
Pewaukee (v)					
Shorewood	69,076.80	96,699.20	75,753.60	40.00	Library Director
Stoughton	75,587.20	99,819.20	78,562.00	40.00	
Sussex					Library is a separate entity
Verona	70,627.05	87,745.68	87,745.68	40.00	
Waunakee	76,148.80	96,969.60	90,500.80	40.00	
Range Data					
Average	69,667.61	92,752.59	80,617.92		
50th Percentile	69,908.03	95,849.60	79,314.00		
60th Percentile	71,501.64	96,753.28	83,824.00		
65th Percentile	73,032.17	96,847.92	83,912.00		
70th Percentile	74,562.71	96,942.56	84,000.00		
80th Percentile	75,352.32	97,782.84	84,264.00		
Actual Data					
Average	72,556.12	88,679.71			
50th Percentile	63,451.20	95,176.80			
60th Percentile	67,059.20	100,588.80			
65th Percentile	67,129.60	100,694.40			
70th Percentile	67,200.00	100,800.00			
80th Percentile	67,411.20	101,116.80			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Detailed Salary Data - Group 5

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
Cedarburg					Contracted
Deforest					Contracted
Delafield					Contracted
Grafton	77,360.00	104,603.00	98,955.42	40.00	Community Development Director
Hartford			95,118.00	40.00	
Hartland					
Mukwonago	62,625.00	84,541.00	78,000.00	40.00	
Oregon	74,842.00	97,671.00	80,629.00	40.00	Director of Planning & Zoning Administrator
Pewaukee (c)	83,033.00	113,880.00	105,574.00	40.00	Community Development Director
Pewaukee (v)					Contracted
Shorewood	63,835.20	81,140.80	78,416.00	40.00	Planning & Development Director
Stoughton	84,905.60	112,132.80	110,968.00	40.00	Director of Planning & Development
Sussex	51,743.00	67,678.00	49,945.00	40.00	Asst. Development Dtr Salary is for 32 hrs/wk
Verona	79,356.57	98,591.05		40.00	Planning Director. Currently vacant
Waunakee					N/A
Range Data					
Average	72,212.55	95,029.71	87,200.68		
50th Percentile	76,101.00	98,131.03	87,873.50		
60th Percentile	77,759.31	99,793.44	95,885.48		
65th Percentile	78,458.11	101,897.62	97,228.58		
70th Percentile	79,156.91	104,001.81	98,571.68		
80th Percentile	81,562.43	109,120.88	102,926.57		
Actual Data					
Average	78,480.61	95,920.75			
50th Percentile	70,298.80	105,448.20			
60th Percentile	76,708.39	115,062.58			
65th Percentile	77,782.86	116,674.30			
70th Percentile	78,857.34	118,286.01			
80th Percentile	82,341.25	123,511.88			

The following communities did not respond to the survey: Ashwaubenon, Greendale, Kaukauna, and Oconomowoc.

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Administrator				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie			148,052.79	8.00	Receives add'l retirement contribution 4.9%
	Fitchburg			150,425.60	5.00	
	Middleton	120,123.00	156,154.00	129,563.00		
Range Data						
Average		120,123.00	156,154.00	142,680.46	6.50	
50th Percentile		120,123.00	156,154.00	148,052.79		
60th Percentile		120,123.00	156,154.00	148,527.35		
65th Percentile		120,123.00	156,154.00	148,764.63		
70th Percentile		120,123.00	156,154.00	149,001.91		
80th Percentile		120,123.00	156,154.00	149,476.48		
Actual Data						
Average		114,144.37	171,216.56			
50th Percentile		118,442.23	177,663.35			
60th Percentile		118,821.88	178,232.82			
65th Percentile		119,011.71	178,517.56			
70th Percentile		119,201.53	178,802.30			
80th Percentile		119,581.18	179,371.77			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		City/Village Clerk				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	48,491.63	92,463.70	80,363.46	3.00	
	Fitchburg	72,009.60	102,856.00	74,048.00	1.00	
	Middleton	67,076.00	87,199.00	71,144.00	17.00	
Range Data						
Average		62,525.74	94,172.90	75,185.15	7.00	
50th Percentile		67,076.00	92,463.70	74,048.00		
60th Percentile		68,062.72	94,542.16	75,311.09		
65th Percentile		68,556.08	95,581.39	75,942.64		
70th Percentile		69,049.44	96,620.62	76,574.18		
80th Percentile		70,036.16	98,699.08	77,837.28		
Actual Data						
Average		60,148.12	90,222.18			
50th Percentile		59,238.40	88,857.60			
60th Percentile		60,248.87	90,373.31			
65th Percentile		60,754.11	91,131.17			
70th Percentile		61,259.35	91,889.02			
80th Percentile		62,269.82	93,404.73			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Office Manager/Administrative Services Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	59,165.64	79,873.62	72,683.54	17.00	Police Records Bureau Manager
	Fitchburg	60,091.20	85,862.40	72,072.00	9.00	Police or Fire Admin. Services Manager
	Middleton	106,909.00	119,257.00	116,918.00	4.00	Assistant City Administrator/Finance Dtr.
Range Data						
Average		75,388.61	94,997.67	87,224.51	10.00	
50th Percentile		60,091.20	85,862.40	72,683.54		
60th Percentile		69,454.76	92,541.32	81,530.43		
65th Percentile		74,136.54	95,880.78	85,953.88		
70th Percentile		78,818.32	99,220.24	90,377.32		
80th Percentile		88,181.88	105,899.16	99,224.22		
Actual Data						
Average		69,779.61	104,669.42			
50th Percentile		58,146.83	87,220.25			
60th Percentile		65,224.35	97,836.52			
65th Percentile		68,763.10	103,144.65			
70th Percentile		72,301.86	108,452.79			
80th Percentile		79,379.37	119,069.06			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Administrative Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	38,163.84	51,521.18	43,939.17	9.00	Average of multiples
	Fitchburg	44,241.60	63,211.20	48,672.00	2.50	
	Middleton	44,609.00	53,165.00		4.00	Actual varies within the range.
Range Data						
Average		42,338.15	55,965.79	46,305.58	5.17	
50th Percentile		44,241.60	53,165.00	46,305.58		
60th Percentile		44,315.08	55,174.24	46,778.87		
65th Percentile		44,351.82	56,178.86	47,015.51		
70th Percentile		44,388.56	57,183.48	47,252.15		
80th Percentile		44,462.04	59,192.72	47,725.43		
Actual Data						
Average		37,044.47	55,566.70			
50th Percentile		37,044.47	55,566.70			
60th Percentile		37,423.09	56,134.64			
65th Percentile		37,612.41	56,418.61			
70th Percentile		37,801.72	56,702.58			
80th Percentile		38,180.35	57,270.52			

*Dane County Cities and Villages Association
Full Survey - All Communities in Dane County*

Position Surveyed:		Finance Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	75,512.02	101,941.23	93,177.15	6.00	
	Fitchburg	91,811.20	131,164.80	114,088.00	6.00	
	Middleton	106,909.00	119,257.00	116,918.00	4.00	Assistant City Administrator/Finance Dtr.
Range Data						
Average		91,410.74	117,454.34	108,061.05	5.33	
50th Percentile		91,811.20	119,257.00	114,088.00		
60th Percentile		94,830.76	121,638.56	114,654.00		
65th Percentile		96,340.54	122,829.34	114,937.00		
70th Percentile		97,850.32	124,020.12	115,220.00		
80th Percentile		100,869.88	126,401.68	115,786.00		
Actual Data						
Average		86,448.84	129,673.26			
50th Percentile		91,270.40	136,905.60			
60th Percentile		91,723.20	137,584.80			
65th Percentile		91,949.60	137,924.40			
70th Percentile		92,176.00	138,264.00			
80th Percentile		92,628.80	138,943.20			

Position Surveyed:		Account Clerk/Finance Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	51,143.25	69,043.31	58,320.70	3.00	Accountant. Average of 2 employees
	Fitchburg	44,241.60	63,211.20	58,375.20	21.00	Accounting Clerk II
	Middleton	53,130.00	69,069.00	55,743.00	8.00	Deputy City Clerk/Finance Assistant
Range Data						
Average		49,504.95	67,107.84	57,479.63	10.67	
50th Percentile		51,143.25	69,043.31	58,320.70		
60th Percentile		51,540.60	69,048.45	58,331.60		
65th Percentile		51,739.27	69,051.02	58,337.05		
70th Percentile		51,937.95	69,053.59	58,342.50		
80th Percentile		52,335.30	69,058.72	58,353.40		
Actual Data						
Average		45,983.71	68,975.56			
50th Percentile		46,656.56	69,984.84			
60th Percentile		46,665.28	69,997.92			
65th Percentile		46,669.64	70,004.46			
70th Percentile		46,674.00	70,011.00			
80th Percentile		46,682.72	70,024.08			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		IT Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	96,374.61	130,105.73	124,235.98	1.00	
	Fitchburg	87,880.00	125,528.00	114,441.60	5.00	
	Middleton	75,336.00	79,560.00	78,000.00	16.00	IT Manager
Range Data						
Average		86,530.20	111,731.24	105,559.19	7.33	
50th Percentile		87,880.00	125,528.00	114,441.60		
60th Percentile		89,578.92	126,443.55	116,400.48		
65th Percentile		90,428.38	126,901.32	117,379.91		
70th Percentile		91,277.84	127,359.09	118,359.35		
80th Percentile		92,976.77	128,274.64	120,318.23		
Actual Data						
Average		84,447.35	126,671.03			
50th Percentile		91,553.28	137,329.92			
60th Percentile		93,120.38	139,680.57			
65th Percentile		93,903.93	140,855.90			
70th Percentile		94,687.48	142,031.22			
80th Percentile		96,254.58	144,381.87			

Position Surveyed:		IT Technician				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	56,348.24	76,070.18	63,500.11	1.00	IT Support Specialist
	Fitchburg	52,166.40	74,526.40	62,628.80	2.00	IT Specialist
	Middleton	56,318.00	73,214.00	61,025.00	10.00	
Range Data						
Average		54,944.21	74,603.53	62,384.64	4.33	
50th Percentile		56,318.00	74,526.40	62,628.80		
60th Percentile		56,324.05	74,835.16	62,803.06		
65th Percentile		56,327.07	74,989.53	62,890.19		
70th Percentile		56,330.10	75,143.91	62,977.32		
80th Percentile		56,336.14	75,452.67	63,151.59		
Actual Data						
Average		49,907.71	74,861.56			
50th Percentile		50,103.04	75,154.56			
60th Percentile		50,242.45	75,363.67			
65th Percentile		50,312.15	75,468.23			
70th Percentile		50,381.86	75,572.79			
80th Percentile		50,521.27	75,781.90			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Police Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	101,193.35	136,611.02	130,050.00	1.00	
	Fitchburg	99,715.20	142,459.20	142,417.60	2.00	
	Middleton	100,857.00	131,114.00	128,401.00	20.00	
Range Data						
Average		100,588.52	136,728.07	133,622.87	7.67	
50th Percentile		100,857.00	136,611.02	130,050.00		
60th Percentile		100,924.27	137,780.66	132,523.52		
65th Percentile		100,957.91	138,365.47	133,760.28		
70th Percentile		100,991.54	138,950.29	134,997.04		
80th Percentile		101,058.81	140,119.93	137,470.56		
Actual Data						
Average		106,898.29	160,347.44			
50th Percentile		104,040.00	156,060.00			
60th Percentile		106,018.82	159,028.22			
65th Percentile		107,008.22	160,512.34			
70th Percentile		107,997.63	161,996.45			
80th Percentile		109,976.45	164,964.67			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Police Captain/Lieutenant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	83,252.01	112,390.21	102,001.67	4.00	Lieutenant. Average of 3
	Fitchburg	75,961.60	108,534.40	107,712.80	2.00	
	Middleton	89,763.00	116,691.00	105,498.00	15.00	
Range Data						
Average		82,992.20	112,538.54	105,070.82	7.00	
50th Percentile		83,252.01	112,390.21	105,498.00		
60th Percentile		84,554.21	113,250.37	105,940.96		
65th Percentile		85,205.31	113,680.45	106,162.44		
70th Percentile		85,856.41	114,110.53	106,383.92		
80th Percentile		87,158.60	114,970.68	106,826.88		
Actual Data						
Average		84,056.66	126,084.99			
50th Percentile		84,398.40	126,597.60			
60th Percentile		84,752.77	127,129.15			
65th Percentile		84,929.95	127,394.93			
70th Percentile		85,107.14	127,660.70			
80th Percentile		85,461.50	128,192.26			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Police Sergeant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	75,512.02	101,941.23	90,567.40	4.00	Average of 9. Sergeants receive OT
	Fitchburg	63,765.00	91,084.50	88,959.00	4.00	1950 hrs/yr., salary is listed as such
	Middleton	77,277.00	100,460.00	87,736.00		
Range Data						
Average		72,184.67	97,828.58	89,087.47	4.00	
50th Percentile		75,512.02	100,460.00	88,959.00		
60th Percentile		75,865.02	100,756.25	89,280.68		
65th Percentile		76,041.51	100,904.37	89,441.52		
70th Percentile		76,218.01	101,052.49	89,602.36		
80th Percentile		76,571.01	101,348.74	89,924.04		
Actual Data						
Average		71,269.97	106,904.96			
50th Percentile		71,167.20	106,750.80			
60th Percentile		71,424.54	107,136.82			
65th Percentile		71,553.22	107,329.82			
70th Percentile		71,681.89	107,522.83			
80th Percentile		71,939.23	107,908.85			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Fire Chief				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie					N/A
	Fitchburg	91,811.20	131,164.80	122,200.00	4.00	Fire Chief & Emergency Management Director
	Middleton					
Range Data						
Average		91,811.20	131,164.80	122,200.00	4.00	
50th Percentile		91,811.20	131,164.80	122,200.00		
60th Percentile		91,811.20	131,164.80	122,200.00		
65th Percentile		91,811.20	131,164.80	122,200.00		
70th Percentile		91,811.20	131,164.80	122,200.00		
80th Percentile		91,811.20	131,164.80	122,200.00		
Actual Data						
Average		97,760.00	146,640.00			
50th Percentile		97,760.00	146,640.00			
60th Percentile		97,760.00	146,640.00			
65th Percentile		97,760.00	146,640.00			
70th Percentile		97,760.00	146,640.00			
80th Percentile		97,760.00	146,640.00			

Position Surveyed:		Building Inspector				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	75,512.02	101,941.23	94,987.33	4.00	Director of Building Inspection
	Fitchburg	52,166.40	74,526.40	64,500.80	1.00	Code Inspector II
	Middleton	84,682.00	110,086.00	90,000.00	1.00	Building Inspector Manager
Range Data						
Average		70,786.81	95,517.88	83,162.71	2.00	
50th Percentile		75,512.02	101,941.23	90,000.00		
60th Percentile		77,346.02	103,570.18	90,997.47		
65th Percentile		78,263.01	104,384.66	91,496.20		
70th Percentile		79,180.01	105,199.14	91,994.93		
80th Percentile		81,014.01	106,828.09	92,992.40		
Actual Data						
Average		66,530.17	99,795.25			
50th Percentile		72,000.00	108,000.00			
60th Percentile		72,797.97	109,196.96			
65th Percentile		73,196.96	109,795.44			
70th Percentile		73,595.95	110,393.92			
80th Percentile		74,393.92	111,590.88			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Building Maintenance Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	59,165.64	79,873.62	69,574.04	5.00	
	Fitchburg	64,064.00	91,520.00	74,520.80	6.00	Building & Grounds Manager
	Middleton					
Range Data						
Average		61,614.82	85,696.81	72,047.42	5.50	
50th Percentile		61,614.82	85,696.81	72,047.42		
60th Percentile		62,104.66	86,861.45	72,542.10		
65th Percentile		62,349.57	87,443.77	72,789.43		
70th Percentile		62,594.49	88,026.09	73,036.77		
80th Percentile		63,084.33	89,190.72	73,531.45		
Actual Data						
Average		57,637.94	86,456.90			
50th Percentile		57,637.94	86,456.90			
60th Percentile		58,033.68	87,050.52			
65th Percentile		58,231.55	87,347.32			
70th Percentile		58,429.42	87,644.13			
80th Percentile		58,825.16	88,237.74			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Public Works Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	79,287.63	107,038.30	82,459.14	1.00	Public Works Operations Manager
	Fitchburg	99,715.20	142,459.20	105,414.40	1.00	
	Middleton	100,857.00	116,045.00	113,770.00	26.00	Public Works Director/City Engineer
Range Data						
Average		93,286.61	121,847.50	100,547.85	9.33	
50th Percentile		99,715.20	116,045.00	105,414.40		
60th Percentile		99,943.56	121,327.84	107,085.52		
65th Percentile		100,057.74	123,969.26	107,921.08		
70th Percentile		100,171.92	126,610.68	108,756.64		
80th Percentile		100,400.28	131,893.52	110,427.76		
Actual Data						
Average		80,438.28	120,657.42			
50th Percentile		84,331.52	126,497.28			
60th Percentile		85,668.42	128,502.62			
65th Percentile		86,336.86	129,505.30			
70th Percentile		87,005.31	130,507.97			
80th Percentile		88,342.21	132,513.31			

Position Surveyed:		Streets Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	62,123.93	83,867.30	72,680.82	6.00	Public Works Supervisor
	Fitchburg	64,064.00	91,520.00	84,032.00	11.00	
	Middleton	63,279.00	82,236.00	70,400.00		Street Foreman
Range Data						
Average		63,155.64	85,874.43	75,704.27	8.50	
50th Percentile		63,279.00	83,867.30	72,680.82		
60th Percentile		63,436.00	85,397.84	74,951.06		
65th Percentile		63,514.50	86,163.11	76,086.17		
70th Percentile		63,593.00	86,928.38	77,221.29		
80th Percentile		63,750.00	88,458.92	79,491.53		
Actual Data						
Average		60,563.42	90,845.13			
50th Percentile		58,144.66	87,216.98			
60th Percentile		59,960.84	89,941.27			
65th Percentile		60,868.94	91,303.41			
70th Percentile		61,777.03	92,665.55			
80th Percentile		63,593.22	95,389.83			

Position Surveyed:		Public Works Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	42,075.70	56,802.30	49,732.80	7.00	Maintenance Worker. Average of 16 people.
	Fitchburg	40,268.80	57,532.80	53,310.40	8.00	Public Works Maintenance Worker
	Middleton	50,213.00	65,150.00	55,000.00		Streets Maintenance Worker
Range Data						
Average		44,185.83	59,828.37	52,681.07	7.50	
50th Percentile		42,075.70	57,532.80	53,310.40		
60th Percentile		43,703.16	59,056.24	53,648.32		
65th Percentile		44,516.89	59,817.96	53,817.28		
70th Percentile		45,330.62	60,579.68	53,986.24		
80th Percentile		46,958.08	62,103.12	54,324.16		
Actual Data						
Average		42,144.85	63,217.28			
50th Percentile		42,648.32	63,972.48			
60th Percentile		42,918.66	64,377.98			
65th Percentile		43,053.82	64,580.74			
70th Percentile		43,188.99	64,783.49			
80th Percentile		43,459.33	65,188.99			

Position Surveyed:		Parks Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	62,123.93	83,867.30	69,000.00	1.00	Parks & Forestry Division
	Fitchburg	75,961.60	108,534.40	92,123.20	13.00	Parks & Recreation Director
	Middleton	84,682.00	110,086.00	85,925.00	4.00	Director of Public Lands, Rec & Forestry
Range Data						
Average		74,255.84	100,829.23	82,349.40	6.00	
50th Percentile		75,961.60	108,534.40	85,925.00		
60th Percentile		77,705.68	108,844.72	87,164.64		
65th Percentile		78,577.72	108,999.88	87,784.46		
70th Percentile		79,449.76	109,155.04	88,404.28		
80th Percentile		81,193.84	109,465.36	89,643.92		
Actual Data						
Average		65,879.52	98,819.28			
50th Percentile		68,740.00	103,110.00			
60th Percentile		69,731.71	104,597.57			
65th Percentile		70,227.57	105,341.35			
70th Percentile		70,723.42	106,085.14			
80th Percentile		71,715.14	107,572.70			

Position Surveyed:		Parks Crew Member				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie					See Maintenance Worker under PW
	Fitchburg	40,268.80	57,532.80	53,310.40		Same as PW Maintenance Worker
	Middleton	47,286.00	61,472.00	48,000.00	2.00	Parks Maintenance Worker
Range Data						
Average		43,777.40	59,502.40	50,655.20	2.00	
50th Percentile		43,777.40	59,502.40	50,655.20		
60th Percentile		44,479.12	59,896.32	51,186.24		
65th Percentile		44,829.98	60,093.28	51,451.76		
70th Percentile		45,180.84	60,290.24	51,717.28		
80th Percentile		45,882.56	60,684.16	52,248.32		
Actual Data						
Average		40,524.16	60,786.24			
50th Percentile		40,524.16	60,786.24			
60th Percentile		40,948.99	61,423.49			
65th Percentile		41,161.41	61,742.11			
70th Percentile		41,373.82	62,060.74			
80th Percentile		41,798.66	62,697.98			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Recreation Supervisor				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	59,165.64	79,873.62	66,997.24	6.00	
	Fitchburg	60,091.20	85,862.40	76,585.60	12.00	Community Center & Recreation Director
	Middleton	59,697.00	77,606.00	59,697.00	4.00	
Range Data						
Average		59,651.28	81,114.01	67,759.95	7.33	
50th Percentile		59,697.00	79,873.62	66,997.24		
60th Percentile		59,775.84	81,071.38	68,914.91		
65th Percentile		59,815.26	81,670.25	69,873.75		
70th Percentile		59,854.68	82,269.13	70,832.58		
80th Percentile		59,933.52	83,466.89	72,750.26		
Actual Data						
Average		54,207.96	81,311.94			
50th Percentile		53,597.79	80,396.69			
60th Percentile		55,131.93	82,697.89			
65th Percentile		55,899.00	83,848.50			
70th Percentile		56,666.07	84,999.10			
80th Percentile		58,200.20	87,300.31			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Library Director				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	87,414.61	118,009.72	97,405.95	5.00	
	Fitchburg	79,913.60	114,171.20	103,833.60	10.00	
	Middleton	89,763.00	116,045.00	90,623.00		
Range Data						
Average		85,697.07	116,075.31	97,287.52	7.50	
50th Percentile		87,414.61	116,045.00	97,405.95		
60th Percentile		87,884.29	116,437.94	98,691.48		
65th Percentile		88,119.13	116,634.42	99,334.25		
70th Percentile		88,353.97	116,830.89	99,977.01		
80th Percentile		88,823.64	117,223.83	101,262.54		
Actual Data						
Average		77,830.01	116,745.02			
50th Percentile		77,924.76	116,887.14			
60th Percentile		78,953.18	118,429.78			
65th Percentile		79,467.40	119,201.09			
70th Percentile		79,981.61	119,972.41			
80th Percentile		81,010.03	121,515.05			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Librarian				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	53,665.04	72,447.65	59,414.99	3.00	Average of 3
	Fitchburg	56,118.40	80,163.20	64,417.60	3.00	Outreach, Reference, Teen or Youth Svcs. Lib.
	Middleton	59,697.00	77,606.00	60,000.00		
Range Data						
Average		56,493.48	76,738.95	61,277.53	3.00	
50th Percentile		56,118.40	77,606.00	60,000.00		
60th Percentile		56,834.12	78,117.44	60,883.52		
65th Percentile		57,191.98	78,373.16	61,325.28		
70th Percentile		57,549.84	78,628.88	61,767.04		
80th Percentile		58,265.56	79,140.32	62,650.56		
Actual Data						
Average		49,022.02	73,533.04			
50th Percentile		48,000.00	72,000.00			
60th Percentile		48,706.82	73,060.22			
65th Percentile		49,060.22	73,590.34			
70th Percentile		49,413.63	74,120.45			
80th Percentile		50,120.45	75,180.67			

Dane County Cities and Villages Association
Full Survey - All Communities in Dane County

Position Surveyed:		Library Assistant				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	42,075.70	56,802.30	47,153.60	16.00	Assistant Tech. Services Librarian
	Fitchburg					Position was included with Admin. Asst.
	Middleton	37,455.00	48,691.00	Varies		Library Ambassador
Range Data						
Average		39,765.35	52,746.65	47,153.60	16.00	
50th Percentile		39,765.35	52,746.65	47,153.60		
60th Percentile		40,227.42	53,557.78	47,153.60		
65th Percentile		40,458.45	53,963.35	47,153.60		
70th Percentile		40,689.49	54,368.91	47,153.60		
80th Percentile		41,151.56	55,180.04	47,153.60		
Actual Data						
Average		37,722.88	56,584.32			
50th Percentile		37,722.88	56,584.32			
60th Percentile		37,722.88	56,584.32			
65th Percentile		37,722.88	56,584.32			
70th Percentile		37,722.88	56,584.32			
80th Percentile		37,722.88	56,584.32			

Position Surveyed:		City/Village Planner				
Dane County Communities		Minimum Range	Maximum Range	Actual Salary	Years in Position	Comments:
6	Sun Prairie	75,512.02	101,941.23	92,311.04	2.00	Planning Director
	Fitchburg	87,880.00	125,528.00	97,905.60	2.00	City Planner & Zoning Administrator
	Middleton	95,148.00	123,693.00	95,148.00	13.00	Dir of Planning & Community Development
Range Data						
Average		86,180.01	117,054.08	95,121.55	5.67	
50th Percentile		87,880.00	123,693.00	95,148.00		
60th Percentile		89,333.60	124,060.00	95,699.52		
65th Percentile		90,060.40	124,243.50	95,975.28		
70th Percentile		90,787.20	124,427.00	96,251.04		
80th Percentile		92,240.80	124,794.00	96,802.56		
Actual Data						
Average		76,097.24	114,145.86			
50th Percentile		76,118.40	114,177.60			
60th Percentile		76,559.62	114,839.42			
65th Percentile		76,780.22	115,170.34			
70th Percentile		77,000.83	115,501.25			
80th Percentile		77,442.05	116,163.07			

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere			152,000.00	40.00	City Administrator
Fitchburg			150,425.00	40.00	
Greenfield			94,115.00	40.00	Mayor
Menomonee Falls			176,700.00	40.00	Village Manager. Approved by Village Board
Middleton	120,123.00	156,154.00	129,563.00	40.00	
New Berlin	90,546.00	122,235.00	115,000.00	40.00	Director of Administrative Services
Oak Creek			138,008.00	40.00	
Pewaukee (c)			107,640.00	40.00	Position is on contract
Sun Prairie			148,052.79	40.00	Receives an add'l retirement cont. 4.9%
Range Data					
Average	105,334.50	139,194.50	134,611.53		
50th Percentile	105,334.50	139,194.50	138,008.00		
60th Percentile	108,292.20	142,586.40	146,043.83		
65th Percentile	109,771.05	144,282.35	148,527.23		
70th Percentile	111,249.90	145,978.30	149,476.12		
80th Percentile	114,207.60	149,370.20	151,055.00		
Actual Data					
Average	121,150.38	148,072.69			
50th Percentile	110,406.40	165,609.60			
60th Percentile	116,835.07	175,252.60			
65th Percentile	118,821.79	178,232.68			
70th Percentile	119,580.89	179,371.34			
80th Percentile	120,844.00	181,266.00			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	69,097.60	94,702.40	73,028.80	40.00	City Clerk
Fitchburg	72,009.60	102,856.00	74,048.00	40.00	
Greenfield	84,930.00	97,461.00	97,461.00	40.00	City Clerk
Menomonee Falls			115,500.00	40.00	Village Clerk/Treasurer
Middleton	67,076.00	87,199.00	71,144.00	40.00	
New Berlin	76,024.00	102,632.00	77,384.00	40.00	City Clerk
Oak Creek			75,619.00	40.00	Appointed Position
Pewaukee (c)	73,902.00	101,358.00	89,630.00	40.00	Clerk/Treasurer
Sun Prairie	48,491.63	92,463.70	80,363.46	40.00	
Range Data					
Average	70,218.69	96,953.16	83,797.58		
50th Percentile	72,009.60	97,461.00	77,384.00		
60th Percentile	73,145.04	99,799.20	79,767.57		
65th Percentile	73,712.76	100,968.30	82,216.77		
70th Percentile	74,326.40	101,612.80	85,923.38		
80th Percentile	75,599.60	102,377.20	92,762.40		
Actual Data					
Average	75,417.83	92,177.34			
50th Percentile	61,907.20	92,860.80			
60th Percentile	63,814.05	95,721.08			
65th Percentile	65,773.41	98,660.12			
70th Percentile	68,738.71	103,108.06			
80th Percentile	74,209.92	111,314.88			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	96,928.00	132,932.80	110,760.00	40.00	
Fitchburg	91,811.20	131,164.80	114,088.00	40.00	
Greenfield	89,786.00	105,196.00	105,196.00	40.00	Finance Director
Menomonee Falls			106,800.00	40.00	Finance Director
Middleton	106,909.00	119,257.00	116,918.00	40.00	
New Berlin	85,420.00	115,318.00	107,469.00	40.00	
Oak Creek			75,619.00	40.00	Treasurer - appointed
Pewaukee (c)					Combined C/T position
Sun Prairie	75,512.02	101,941.23	93,177.15	40.00	
Range Data					
Average	91,061.04	117,634.97	103,753.39		
50th Percentile	90,798.60	117,287.50	107,134.50		
60th Percentile	91,811.20	119,257.00	108,127.20		
65th Percentile	93,090.40	122,233.95	109,279.05		
70th Percentile	94,369.60	125,210.90	110,430.90		
80th Percentile	96,928.00	131,164.80	112,756.80		
Actual Data					
Average	93,378.05	114,128.73			
50th Percentile	85,707.60	128,561.40			
60th Percentile	86,501.76	129,752.64			
65th Percentile	87,423.24	131,134.86			
70th Percentile	88,344.72	132,517.08			
80th Percentile	90,205.44	135,308.16			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	96,928.00	132,932.80	114,212.80	40.00	
Fitchburg	99,715.20	142,459.20	142,417.60	40.00	
Greenfield			126,565.00	40.00	
Menomonee Falls			132,100.00	40.00	
Middleton	100,857.00	131,114.00	128,401.00	40.00	
New Berlin	95,979.00	129,572.00	124,649.00	40.00	
Oak Creek	104,902.00	118,874.00	117,574.00	40.00	2% EMT add-on not included
Pewaukee (c)					Contract with County
Sun Prairie	101,193.35	136,611.02	130,050.00	40.00	
Range Data					
Average	99,929.09	131,927.17	126,996.18		
50th Percentile	100,286.10	132,023.40	127,483.00		
60th Percentile	100,857.00	132,932.80	128,730.80		
65th Percentile	100,941.09	133,852.36	129,307.95		
70th Percentile	101,025.18	134,771.91	129,885.10		
80th Percentile	101,193.35	136,611.02	131,280.00		
Actual Data					
Average	114,296.56	139,695.79			
50th Percentile	101,986.40	152,979.60			
60th Percentile	102,984.64	154,476.96			
65th Percentile	103,446.36	155,169.54			
70th Percentile	103,908.08	155,862.12			
80th Percentile	105,024.00	157,536.00			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	96,928.00	132,932.80	110,760.00	40.00	
Fitchburg	91,811.20	131,164.80	122,200.00	40.00	Fire Chief and Emergency Management Dir.
Greenfield			128,301.00	40.00	
Menomonee Falls			128,800.00	40.00	
Middleton					N/A
New Berlin	95,979.00	129,572.00	127,000.00	40.00	
Oak Creek	104,902.00	118,874.00	117,574.00	40.00	Gun allowance not included
Pewaukee (c)	93,330.00	127,982.00	125,660.00	40.00	
Sun Prairie					N/A
Range Data					
Average	96,590.04	128,105.12	122,899.29		
50th Percentile	95,979.00	129,572.00	125,660.00		
60th Percentile	96,358.60	130,209.12	126,464.00		
65th Percentile	96,548.40	130,527.68	126,866.00		
70th Percentile	96,738.20	130,846.24	127,260.20		
80th Percentile	98,522.80	131,518.40	128,040.80		
Actual Data					
Average	110,609.36	135,189.21			
50th Percentile	100,528.00	150,792.00			
60th Percentile	101,171.20	151,756.80			
65th Percentile	101,492.80	152,239.20			
70th Percentile	101,808.16	152,712.24			
80th Percentile	102,432.64	153,648.96			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	64,792.00	88,836.80	77,563.20	40.00	Senior Building Inspector
Fitchburg	52,166.40	74,526.40	64,500.80	40.00	Code Inspector II
Greenfield	68,224.00	83,033.60	73,091.20	40.00	Min of Rate I - Max of Rate III
Menomonee Falls					N/A - hired consultants
Middleton	75,512.02	101,941.23	94,987.33	40.00	Building Inspector Manager
New Berlin	72,211.00	97,485.00	88,141.00	40.00	Lead Inspector
Oak Creek	81,865.00	90,823.00	84,634.00	40.00	Inspection Supervisor
Pewaukee (c)	55,224.00	75,732.00	63,284.00	40.00	Average of Inspectors
Sun Prairie	84,682.00	110,086.00	90,000.00	40.00	Director of Building Inspection
Range Data					
Average	69,334.55	90,308.00	79,525.19		
50th Percentile	70,217.50	89,829.90	81,098.60		
60th Percentile	72,871.20	92,155.40	85,335.40		
65th Percentile	74,026.56	94,487.10	86,562.85		
70th Percentile	75,181.92	96,818.80	87,790.30		
80th Percentile	79,323.81	100,158.74	89,256.40		
Actual Data					
Average	71,572.67	87,477.71			
50th Percentile	64,878.88	97,318.32			
60th Percentile	68,268.32	102,402.48			
65th Percentile	69,250.28	103,875.42			
70th Percentile	70,232.24	105,348.36			
80th Percentile	71,405.12	107,107.68			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	102,003.20	138,902.40	122,595.20	40.00	
Fitchburg	99,715.20	142,459.20	105,414.40	40.00	
Greenfield	97,501.00	111,884.00	111,884.00	40.00	Director of Neighborhood Services
Menomonee Falls			137,500.00	40.00	PW Director - Assistant Village Manager
Middleton	100,857.00	116,045.00	113,770.00	40.00	Pubic Works Dir/City Engineer
New Berlin	90,546.00	122,235.00	109,777.00	40.00	
Oak Creek	88,680.00	99,056.00	99,056.00	40.00	
Pewaukee (c)	88,046.00	120,744.00	113,281.00	40.00	DPW Director/City Engineer
Sun Prairie	79,287.63	107,038.30	82,459.14	40.00	Public Works Operations Manager
Range Data					
Average	93,329.50	119,795.49	110,637.42		
50th Percentile	94,023.50	118,394.50	111,884.00		
60th Percentile	97,943.84	121,042.20	113,001.60		
65th Percentile	98,718.81	121,564.05	113,378.80		
70th Percentile	99,493.78	122,085.90	113,574.40		
80th Percentile	100,400.28	132,235.44	117,300.08		
Actual Data					
Average	99,573.67	121,701.16			
50th Percentile	89,507.20	134,260.80			
60th Percentile	90,401.28	135,601.92			
65th Percentile	90,703.04	136,054.56			
70th Percentile	90,859.52	136,289.28			
80th Percentile	93,840.06	140,760.10			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	96,928.00	132,932.80	111,862.40	40.00	Parks, Recreation & Forestry Director
Fitchburg	75,961.60	108,534.40	92,123.20	40.00	Parks and Recreation Director
Greenfield	84,930.00	97,461.00	97,461.00	40.00	Director - Park & Rec
Menomonee Falls					N/A
Middleton	84,682.00	110,086.00	85,925.00	40.00	Director of Public Lands, Rec & Forestry
New Berlin	72,211.00	97,485.00	79,708.00	40.00	Facilities & Grounds Supervisor
Oak Creek					N/A-this is under the Director of PW
Pewaukee (c)	73,902.00	101,358.00	80,062.00	40.00	Parks & Recreation Director
Sun Prairie	62,123.93	83,867.30	69,000.00	40.00	Parks and Forestry Division
Range Data					
Average	78,676.93	104,532.07	88,020.23		
50th Percentile	75,961.60	101,358.00	85,925.00		
60th Percentile	81,193.84	105,663.84	89,643.92		
65th Percentile	83,809.96	107,816.76	91,503.38		
70th Percentile	84,731.60	108,844.72	93,190.76		
80th Percentile	84,880.40	109,775.68	96,393.44		
Actual Data					
Average	79,218.21	96,822.25			
50th Percentile	68,740.00	103,110.00			
60th Percentile	71,715.14	107,572.70			
65th Percentile	73,202.70	109,804.06			
70th Percentile	74,552.61	111,828.91			
80th Percentile	77,114.75	115,672.13			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere					
Fitchburg	79,913.60	114,171.20	103,833.60	40.00	
Greenfield			84,099.00		
Menomonee Falls			91,561.00	40.00	
Middleton	89,763.00	116,045.00	90,623.00	40.00	
New Berlin	85,420.00	115,318.00	94,288.00	40.00	
Oak Creek	76,028.00	90,232.00	90,232.00	40.00	
Pewaukee (c)					N/A
Sun Prairie	87,414.61	118,009.72	97,405.95	40.00	
Range Data					
Average	83,707.84	110,755.18	93,148.94		
50th Percentile	85,420.00	115,318.00	91,561.00		
60th Percentile	86,217.84	115,608.80	93,197.20		
65th Percentile	86,616.77	115,754.20	94,015.30		
70th Percentile	87,015.69	115,899.60	94,911.59		
80th Percentile	87,884.29	116,437.94	96,782.36		
Actual Data					
Average	83,834.04	102,463.83			
50th Percentile	73,248.80	109,873.20			
60th Percentile	74,557.76	111,836.64			
65th Percentile	75,212.24	112,818.36			
70th Percentile	75,929.27	113,893.91			
80th Percentile	77,425.89	116,138.83			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

Dane County Cities and Villages Association
Detailed Salary Data - Group 6

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
De Pere	102,003.20	138,902.40	112,860.80	40.00	Development Services Director
Fitchburg	87,880.00	125,528.00	97,905.60	40.00	City Planning and Zoning Administrator
Greenfield	84,930.00	97,461.00	97,461.00	40.00	Community Development Manager
Menomonee Falls			134,400.00	40.00	Director of Engineering & Development
Middleton	95,148.00	123,693.00	95,148.00	40.00	Director of Planning and Community Develop.
New Berlin	95,979.00	129,572.00	122,020.00	40.00	Director of Community Development
Oak Creek	88,680.00	98,378.00	97,908.00	40.00	Community Development Director
Pewaukee (c)	83,033.00	113,880.00	105,574.00	40.00	Community Development Director
Sun Prairie	75,512.02	101,941.23	92,311.04	40.00	Planning Director
Range Data					
Average	89,145.65	116,169.45	106,176.49		
50th Percentile	88,280.00	118,786.50	97,908.00		
60th Percentile	89,973.60	124,060.00	104,040.80		
65th Percentile	92,237.40	124,702.25	107,031.36		
70th Percentile	94,501.20	125,344.50	109,946.08		
80th Percentile	95,646.60	127,954.40	116,524.48		
Actual Data					
Average	95,558.84	116,794.14			
50th Percentile	78,326.40	117,489.60			
60th Percentile	83,232.64	124,848.96			
65th Percentile	85,625.09	128,437.63			
70th Percentile	87,956.86	131,935.30			
80th Percentile	93,219.58	139,829.38			

The following communities did not respond to the survey: Ashwaubenon, Franklin, Germantown, Muskego, Neenah, Oconomowoc, and West Bend.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	City/Village Administrator				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul					N/A
Lincoln					N/A
Des Moines					City Manager - no range
Fort Wayne			132,451.00	40.00	Mayor
Wichita					City Manager - no range
Toledo	95,018.00	158,363.00	131,969.76	40.00	Chief of Staff
Aurora			201,538.65		Chief Management Officer
Grand Rapids	185,207.00	264,581.00			
Sioux Falls					N/A
Madison					N/A
Range Data					
Average	140,112.50	211,472.00	155,319.80		
50th Percentile	140,112.50	211,472.00	132,451.00		
60th Percentile	149,131.40	222,093.80	146,268.53		
65th Percentile	153,640.85	227,404.70	153,177.30		
70th Percentile	158,150.30	232,715.60	160,086.06		
80th Percentile	167,169.20	243,337.40	173,903.59		
Actual Data					
Average	139,787.82	170,851.78			
50th Percentile	105,960.80	158,941.20			
60th Percentile	117,014.82	175,522.24			
65th Percentile	122,541.84	183,812.75			
70th Percentile	128,068.85	192,103.27			
80th Percentile	139,122.87	208,684.31			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	City/Village Clerk				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	82,992.00	112,382.40			
Lincoln	79,566.24	108,434.56			
Des Moines	80,516.80	102,065.60			Chief Deputy City Clerk
Fort Wayne			84,347.00	40.00	City Clerk
Wichita					No Range
Toledo					N/A
Aurora			120,032.32		
Grand Rapids	110,121.00	139,704.00			
Sioux Falls	72,259.20	104,020.80	100,006.40	40.00	City Clerk
Madison			121,768.00	38.75	
Range Data					
Average	85,091.05	113,321.47	101,461.91		
50th Percentile	80,516.80	108,434.56	100,006.40		
60th Percentile	81,506.88	110,013.70	104,011.58		
65th Percentile	82,001.92	110,803.26	106,014.18		
70th Percentile	82,496.96	111,592.83	108,016.77		
80th Percentile	88,417.80	117,846.72	112,021.95		
Actual Data					
Average	91,315.72	111,608.10			
50th Percentile	80,005.12	120,007.68			
60th Percentile	83,209.27	124,813.90			
65th Percentile	84,811.34	127,217.01			
70th Percentile	86,413.41	129,620.12			
80th Percentile	89,617.56	134,426.34			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	Finance Director/Treasurer				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/Week	Comments:
St. Paul	124,654.40	170,518.40			
Lincoln	91,303.68	124,440.16			
Des Moines	131,268.80	187,532.80			
Fort Wayne	116,089.83	154,786.44	126,932.78	40.00	City Controller
Wichita	97,465.00	188,230.00			Director of Finance
Toledo	83,494.00	137,248.00	97,183.84	40.00	Director-Administrative Services
Aurora			113,126.18		Purchasing Director
Grand Rapids	84,433.00	107,752.00			City Treasurer
Sioux Falls	155,708.80	196,768.00	178,152.00	40.00	Finance Director
Madison			174,925.00	38.75	
Range Data					
Average	110,552.19	158,927.05	128,848.70		
50th Percentile	106,777.42	170,518.40	120,029.48		
60th Percentile	117,802.74	180,727.04	124,171.46		
65th Percentile	120,800.34	185,831.36	126,242.45		
70th Percentile	123,797.94	187,672.24	132,054.70		
80th Percentile	128,623.04	188,090.56	147,420.47		
Actual Data					
Average	115,963.83	141,733.57			
50th Percentile	96,023.58	144,035.38			
60th Percentile	99,337.17	149,005.75			
65th Percentile	100,993.96	151,490.94			
70th Percentile	105,643.76	158,465.64			
80th Percentile	117,936.37	176,904.56			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	Police Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/Week	Comments:
St. Paul	131,788.80	180,398.40			Based on 40 hrs/wk
Lincoln	75,000.00	178,000.00			
Des Moines	131,268.80	187,532.80			
Fort Wayne	116,089.83	154,786.44	120,869.32	40.00	
Wichita	97,465.00	188,230.00			
Toledo	83,494.00	137,248.00	122,888.48	40.00	
Aurora			197,033.50		
Grand Rapids	125,882.00	162,278.00			
Sioux Falls	133,244.80	168,334.40	158,808.00	40.00	
Madison			151,460.00	38.75	
Range Data					
Average	111,779.15	169,601.01	149,899.83		
50th Percentile	120,985.92	173,167.20	140,848.24		
60th Percentile	126,959.36	178,479.68	151,624.10		
65th Percentile	128,844.74	179,319.12	157,012.02		
70th Percentile	130,730.12	180,158.56	162,630.55		
80th Percentile	131,580.80	184,679.04	174,098.20		
Actual Data					
Average	134,909.84	164,889.81			
50th Percentile	112,678.59	169,017.89			
60th Percentile	121,299.28	181,948.92			
65th Percentile	125,609.62	188,414.43			
70th Percentile	130,104.44	195,156.66			
80th Percentile	139,278.56	208,917.84			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	Fire Chief				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	128,211.20	175,468.80			
Lincoln	75,000.00	178,000.00			
Des Moines	131,268.80	187,532.80			
Fort Wayne	116,089.83	154,786.44	120,869.32	40.00	
Wichita	97,465.00	188,230.00			
Toledo	83,494.00	137,248.00	125,892.00	40.00	Chief of Fire & Rescue Department
Aurora			196,092.34		
Grand Rapids	124,035.00	158,320.00			
Sioux Falls	133,244.80	168,334.40	149,697.60	40.00	
Madison			162,459.00	40.00	
Range Data					
Average	111,101.08	168,490.06	148,137.82		
50th Percentile	120,062.42	171,901.60	137,794.80		
60th Percentile	124,870.24	175,975.04	144,936.48		
65th Percentile	126,331.91	176,860.96	148,507.32		
70th Percentile	127,793.58	177,746.88	154,337.07		
80th Percentile	130,045.76	183,719.68	168,255.50		
Actual Data					
Average	133,324.03	162,951.60			
50th Percentile	110,235.84	165,353.76			
60th Percentile	115,949.18	173,923.78			
65th Percentile	118,805.86	178,208.78			
70th Percentile	123,469.66	185,204.49			
80th Percentile	134,604.40	201,906.60			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	Building Inspector				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	114,836.80	156,811.20			Director of Safety and Inspections
Lincoln	75,000.00	178,000.00			Director of Building and Safety
Des Moines	85,467.20	108,201.60			Deputy Building Inspector
Fort Wayne					N/A - this is Allen County gov't position
Wichita	89,264.00	172,395.00			Superintendent of Central Inspection
Toledo	48,287.20	64,384.32	64,384.32	40.00	Code Compliance Inspector. Actual average
Aurora			139,226.41		
Grand Rapids	84,433.00	107,752.00			Building Official
Sioux Falls	57,886.40	82,139.20	73,028.80	40.00	4 non-exempt employees
Madison					N/A
Range Data					
Average	79,310.66	124,240.47	92,213.18		
50th Percentile	84,433.00	108,201.60	73,028.80		
60th Percentile	85,053.52	137,367.36	86,268.32		
65th Percentile	85,363.78	151,950.24	92,888.08		
70th Percentile	86,226.56	159,927.96	99,507.84		
80th Percentile	88,504.64	169,278.24	112,747.37		
Actual Data					
Average	82,991.86	101,434.49			
50th Percentile	58,423.04	87,634.56			
60th Percentile	69,014.66	103,521.99			
65th Percentile	74,310.47	111,465.70			
70th Percentile	79,606.28	119,409.41			
80th Percentile	90,197.89	135,296.84			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	Public Works Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	124,654.40	170,518.40			
Lincoln	75,000.00	178,000.00			Director of Transporation and Utilities
Des Moines	131,268.80	187,532.80			
Fort Wayne	116,089.83	154,786.44	120,869.32	40.00	Only over street and fleet maintenance.
Wichita	97,465.00	188,230.00			Director of PW and Utilities
Toledo	83,494.00	137,248.00	121,975.36	40.00	Director of Public Service
Aurora			253,128.71		
Grand Rapids	107,175.00	136,704.00			Public Services Director
Sioux Falls	155,708.80	196,768.00	196,768.00	40.00	
Madison					N/A
Range Data					
Average	111,356.98	168,723.46	173,185.35		
50th Percentile	111,632.42	174,259.20	159,371.68		
60th Percentile	117,802.74	179,906.56	181,809.47		
65th Percentile	120,800.34	183,243.04	193,028.37		
70th Percentile	123,797.94	186,579.52	202,404.07		
80th Percentile	128,623.04	187,951.12	219,312.28		
Actual Data					
Average	155,866.81	190,503.88			
50th Percentile	127,497.34	191,246.02			
60th Percentile	145,447.58	218,171.37			
65th Percentile	154,422.69	231,634.04			
70th Percentile	161,923.26	242,884.89			
80th Percentile	175,449.83	263,174.74			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	Parks Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/Week	Comments:
St. Paul	118,040.00	161,200.00			
Lincoln	75,000.00	178,000.00			
Des Moines	121,888.00	174,137.60			
Fort Wayne	116,089.83	154,786.44	126,247.16	40.00	Director of Parks & Recreation
Wichita	93,365.00	180,312.00			
Toledo	74,523.00	121,411.00	89,739.52	40.00	Commissioner-Parks, Recreation & Forestry
Aurora			98,315.55		Superintendent of Parks
Grand Rapids	102,088.00	130,177.00			Director of Parks & Recreation
Sioux Falls	133,244.80	168,334.40	168,344.40	40.00	Director of Parks & Recreation
Madison			149,138.00	38.75	
Range Data					
Average	104,279.83	158,544.81	120,661.66		
50th Percentile	109,088.92	164,767.20	112,281.36		
60th Percentile	116,479.86	169,495.04	120,660.84		
65th Percentile	117,162.42	171,526.16	124,850.58		
70th Percentile	117,844.98	173,557.28	130,456.88		
80th Percentile	120,348.80	176,455.04	143,086.06		
Actual Data					
Average	108,595.49	132,727.82			
50th Percentile	89,825.08	134,737.63			
60th Percentile	96,528.67	144,793.01			
65th Percentile	99,880.46	149,820.70			
70th Percentile	104,365.51	156,548.26			
80th Percentile	114,468.84	171,703.27			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	Library Director				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/Week	Comments:
St. Paul	108,596.80	156,811.20			
Lincoln	75,000.00	178,000.00			
Des Moines					Appointed - no range
Fort Wayne					N/A - this is Allen County gov't position
Wichita	93,365.00	180,312.00			
Toledo					N/A
Aurora			138,604.44		
Grand Rapids	114,587.20	146,244.80			
Sioux Falls	123,364.80	155,792.00	133,473.60	40.00	Director of Siouxland Libraries
Madison			150,788.00	38.75	
Range Data					
Average	102,982.76	163,432.00	136,039.02		
50th Percentile	108,596.80	156,811.20	136,039.02		
60th Percentile	110,992.96	165,286.72	136,552.10		
65th Percentile	112,191.04	169,524.48	136,808.65		
70th Percentile	113,389.12	173,762.24	137,065.19		
80th Percentile	116,342.72	178,462.40	137,578.27		
Actual Data					
Average	122,435.12	149,642.92			
50th Percentile	108,831.22	163,246.82			
60th Percentile	109,241.68	163,862.52			
65th Percentile	109,446.92	164,170.38			
70th Percentile	109,652.15	164,478.23			
80th Percentile	110,062.62	165,093.93			

The following community did not respond to the survey: Akron.

*Dane County Cities and Villages Association
Detailed Salary Data - Group 7*

Position Surveyed:	City/Village Planner				
Comparable Communities	Minimum Range	Maximum Range	Actual Salary	Hours/ Week	Comments:
St. Paul	124,654.40	191,318.40			Director of Planning and Economic Dev.
Lincoln	75,000.00	178,000.00			Director of Planning
Des Moines	121,888.00	174,137.60			Community Development Director
Fort Wayne	116,089.83	154,786.44	120,869.32	40.00	Director of Community Development
Wichita	97,465.00	188,230.00			Director of Planning
Toledo	83,494.00	137,248.00	96,089.76	40.00	Director County Plan Commission
Aurora			135,986.41		Director of Zoning and Planning
Grand Rapids	102,088.00	130,177.00			Planning Director
Sioux Falls					N/A
Madison					N/A
Range Data					
Average	102,954.18	164,842.49	117,648.50		
50th Percentile	102,088.00	174,137.60	120,869.32		
60th Percentile	110,489.10	176,455.04	123,892.74		
65th Percentile	114,689.65	177,613.76	125,404.45		
70th Percentile	117,249.46	180,046.00	126,916.16		
80th Percentile	120,728.37	186,184.00	129,939.57		
Actual Data					
Average	105,883.65	129,413.35			
50th Percentile	96,695.46	145,043.18			
60th Percentile	99,114.19	148,671.29			
65th Percentile	100,323.56	150,485.34			
70th Percentile	101,532.92	152,299.39			
80th Percentile	103,951.66	155,927.49			

The following community did not respond to the survey: Akron.