

**PERSONNEL
COMMITTEE**

Monday, March 1, 2021

6:30 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/87908034586>

Or by Telephone: +1 (312) 626-6799
Webinar ID: 879 0803 4586

1. CALL TO ORDER, ROLL CALL.
2. 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.
3. APPROVAL OF MINUTES.
 - a. Discussion and action regarding minutes of the meeting held on February 1, 2021.
4. BUSINESS.
 - a. Discussion and recommendation to the Village Board regarding revisions to the job description for the Clerk III position within the Community Development Department.
 - b. Discussion and action to make a recommendation to the Village Board regarding the creation of the job description, classification, and request to fill the vacancy for the Planning and Zoning Intern position within the Community Development Department.
 - c. Discussion and presentation regarding the 2020 Employee Performance Evaluations.
 - d. Discussion regarding a Multi-Community Wage Study prepared by GovHR USA on behalf of the Dane

County Cities and Villages Association.

- e. Discussion regarding Administration of Compensation Plans for Non-Represented Employees as Chapter 3 of the Compensation and Benefits Manual.

5. SCHEDULE NEXT MEETING DATE.

- a. Monday, April 5, 2021 at 6:30 pm.

6. ADJOURNMENT.

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

VILLAGE OF MCFARLAND
Personnel Committee Minutes

Monday, February 1, 2021 - 6:30 PM

1. CALL TO ORDER, ROLL CALL.

President called the regular meeting of the Personnel Committee to order at 6:30 PM in the Community Room.

Members present: Brad Czebotar, Trish Howen, Steve Kilpatrick, Ken Machtan, Peter Morehouse, Clair Utter, Jack Bernfeld, Chris St. Clair

Members not present: None

Staff Present: Village Administrator Matt Schuenke, Community & Economic Development Director Andrew Bremer and Clerk/Treasurer Cassandra Suettinger

2. 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.

3. APPROVAL OF MINUTES.

- a. *Discussion and action regarding minutes of the meeting held on December 7, 2020.*
The minutes of the December 7, 2020 Personnel Committee meeting were approved by unanimous consent.

4. BUSINESS.

- a. *Discussion and action to make a recommendation to the Village Board regarding revisions to the job description for the Police Chief position within the Police Department.*

Village Administrator Schuenke provided an overview of the process to date in updating the job description for the Police Chief. He reported the Diversity, Equity, and Inclusion Committee had reviewed the job description for potential revisions which were included in the draft job description submitted to the Personnel Committee. He also noted, after the Personnel Committee makes their suggestions and recommendations on revision, the job description will go to the Police and Fire Commission and then to the Village Board for final approval.

The Personnel Committee reviewed the job description, with consultants Deb Hettrick and Dede Morgan of the Riesling group. The Committee provided suggestions and recommendations for consideration by the Police and Fire Commission. The Committee also identified potentially looking at the format of Village job descriptions in the future for possible revisions and reformatting.

The Personnel Committee recommended the position description be forwarded on to the Police and Fire Commission who will then make a final recommendation to the Village Board.

- b. Discussion and recommendation to the Village Board regarding revisions to the job description and updating the classification for the Clerk III position within the Community Development Department.

Motion by Member Chris St. Clair, second by Member Jack Bernfeld, to postpone items b and c to the March Personnel Committee meeting. Motion carries 8 - 0 - 0 by acclamation.

- c. Discussion and action to make a recommendation to the Village Board regarding the creation of the job description, classification, and request to fill the vacancy for the Planning and Zoning Intern position within the Community Development Department.

Action taken in item b.

5. SCHEDULE NEXT MEETING DATE.

- a. Monday, March 1, 2021 at 6:30 pm.

6. ADJOURNMENT.

Motion by Village Trustee Clair Utter, second by Member Peter Morehouse, to adjourn at 8:10 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
SUMMARY SHEET**

MEETING DATE: Monday, March 1, 2021

SECTION: Business

DEPARTMENT: Community Development

CONTACT: Andrew Bremer, Comm & Eco Dev Director, Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and recommendation to the Village Board regarding revisions to the job description for the Clerk III position within the Community Development Department.

PREVIOUS ACTION:

The Plan Commission reviewed changes to the job description at its meeting on January 19, 2021 and recommended their approval.

ISSUE SUMMARY:

Enclosed within your packet is a marked up version of the position description for the Clerk III position. This is already a full-time position as that status was adjusted approximately two years ago. The Department has been without the part-time Property Maintenance Officer (PMO) since the resignation of the former PMO last July. The Department Clerk has taken on a larger role in responding to these types of inquires and site investigations, along with the Director. It is proposed to formalize the Clerk's role in providing property maintenance duties for the Village through an amendment to the job description to officially add the duties and responsibility of the Property Maintenance Officer position. This will enable the Clerk to work more independently on fulfilling this essential job functions, and under the Municipal Code, would permit the Clerk to issue municipal citations for property maintenance violations without prior approval from the Director. Based on current staffing levels of the Department, options are limited to fulfill these responsibilities. We could consider going back to a part-time position which did not garner a lot of interest (one person applied the last time, who was hired), or place these responsibilities back on the building inspector (whom is now contracted and would be paid out of the hourly rate which will increase costs dramatically). Our proposal we feel is adequate to meet the service demands with available resources and the revisions to the job description demonstrate the ability to do so.

FINANCIAL/BUDGET IMPACT:

The current grade for the position is at Level 10 with a minimum hourly rate of \$20.46 up to a maximum of \$26.57 with the mid-point (market) at \$23.51. Funding is provided through the 2021 Budget for this purpose.

VILLAGE PLAN REFERENCE:

None.



ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Consideration to recommend approval to the Village Board regarding the proposed revisions to the job description following discussion.

ATTACHMENTS:

1. 01 - 01.13.2021 - Comm Devel Clerk III

Community Development Clerk III

POSITION DESCRIPTION

Position Title:	Community Development Clerk III	FLSA:	Non-Exempt
Department:	Community Development	Represented:	No
Reports to:	Community Development Director	Employment Status:	Full-Time

POSITION SUMMARY

Distinguishing Characteristics of the Class

This position is responsible for performing a variety of clerical, ~~and~~ administrative, ~~and inspection~~ support work for the Community Development Department. The work involves: functioning as a receptionist for the department; providing customer service and answering inquiries about municipal services, ordinances, and building codes; issuing permits and collecting and recording fees; ~~and~~ preparing and distributing agendas for various committee meetings and taking minutes of meetings, carrying out routine property maintenance code enforcement actions relating to property maintenance including conducting field inspections, communicating with residents the effect of certain codes, and when warranted issuing notices of code violations to property owners.

Supervision Received

Clerk works under the supervision of the Community Development Director, but exercises independent judgment in establishing work priorities and determining work methods.

Supervision Exercised

None.

DESCRIPTION OF WORK

Essential Duties and Responsibilities

- Provides customer assistance in person or by answering phones or email, including answering questions, responding to inquiries, receiving payments, and providing copies. Screens and routes incoming calls to appropriate personnel.
- Issues various types of building permits and calculates and collects fees.
- Prepares agendas and packets for meetings of the Plan Commission, Board of Zoning Appeals, Community Development Authority, ~~and~~ Landmarks Commission, and other Village committees under the Department's responsibility.
- Prepares and publishes legal notices of public hearings and mails notices of public hearings and pending committee actions to affected parties.

- Attends evening meetings of the Plan Commission, Board of Zoning Appeals, Community Development Authority, ~~and~~ Landmarks Commission, and other Village committees under the Department's responsibility. Takes and prepares Minutes of the proceedings.
- Maintains statistical data on building permit activity and prepares summary reports.
- Records, balances, and prepares bank deposits of fees collected by the ~~department~~Department.
- Maintains departmental petty cash fund.
- Establishes and maintains records filing systems.
- Updates and maintains maps and parcel information.
- Types, composes, and edits a variety of correspondence, reports, and memoranda.
- Provides back-up coverage to the Administration offices.
- Updates and maintains departmental website pages.
- Receives, researches, processes, communicates, educates, and investigates complaints regarding property maintenance issues.
- Conducts on-site inspections of properties to ensure that applicable local property maintenance codes are met.
- Enforces minimum property maintenance regulations.
- Issues warnings and municipal citations to correct ~~property maintenance~~ code violations when warranted.
- Works collaboratively with the Police Department, Municipal Court, Public Works Department, Building Inspector, Zoning Administrator, Village Attorney and/or other related internal and external entities regarding the enforcement of ~~property maintenance~~ municipal codes.
- If called upon testifies in Municipal Court cases relating to property maintenance citations.
- Position is appointed as the official Property Maintenance Enforcement Officer and Weed Commissioner as defined in Village Ordinance.
- Performs other related duties as required.

Equipment Used

Personal computer/printer and various software applications, calculator, telephone, copy machine, fax machine, [tape measure](#), and motor vehicle.

Work Environment and Working Conditions

Works in normal office setting with moderate noise levels. Hours beyond the normal work week are required on occasion; attendance at evening meetings required. [Also routinely works outdoors under varied field and weather conditions, including extreme heat or cold.](#)

TECHNICAL REQUIREMENTS

Knowledge of

- Current office equipment, terminology, procedures, and methods.
- Design and maintenance of filing systems.
- ~~Village ordinances pertaining to zoning and subdivisions.~~
- Data entry, spreadsheet, data base management, word processing techniques and procedures, and basic website functions.
- Proper grammar, spelling, and punctuation.
- Plat maps, certified survey maps, zoning maps, and property assessment information.
- Working knowledge of basic [subdivision](#), building and zoning code requirements.
- ~~Interpret and apply property maintenance codes and ordinances in order to determine the presence of a variety of situations, to detect code violations, and to recommend methods of correction including municipal citations.~~

Ability to

- Type and proofread a variety of written materials.
- Understand and carry out complex oral and written directions.
- Handle routine clerical and bookkeeping details independently.
- Maintain confidentiality of sensitive records and materials.
- Employ tact, courtesy, composure, and good judgment in dealing with the public.
- Establish and maintain effective working relationships with fellow employees and the general public.

- Maintain a valid Wisconsin driver's license.
- Respond to basic [property maintenance, subdivision](#), building and zoning code questions.
- [Employ basic map reading skills.](#)
- [Use field measurement tools including tape measures.](#)

GENERAL COMPETENCIES

While performing the duties of this job, the employee is required to accomplish all of the tasks routinely associated with the performance of office type functions. In addition, the employee must be able to satisfy the following competency requirements.

- ◆ ANALYTICAL SKILLS: Identify problems and opportunities; review possible alternative courses of action before selecting one; utilize information resources available when making decisions.
- ◆ COMMUNICATION SKILLS: Communicate ideas and information effectively in both written and oral form.
- ◆ PROBLEM-SOLVING SKILLS: Develop feasible, realistic solutions to problems; recommend actions designed to prevent problems from occurring; refer problems to supervisor when necessary.
- ◆ ORGANIZATIONAL SKILLS: Establish systematic methods of accomplishing goals.
- ◆ READING ABILITY: Effectively read and understand information contained in memoranda, reports, ordinances, codes, regulations, technical manuals, bulletins.
- ◆ TECHNICAL COMPREHENSION: Ability to learn, adopt, and apply new technology, computer systems and software programs.
- ◆ ABILITY TO COMPREHEND AND FOLLOW INSTRUCTIONS: Effectively follow verbal or written instructions from supervisor.
- ◆ MATHEMATICAL ABILITY: Calculate basic arithmetic problems (addition, subtraction, multiplication, division) without aid of a calculator.
- ◆ TIME MANAGEMENT SKILLS: Set priorities in order to meet assignment deadlines.

REQUIRED MINIMUM QUALIFICATIONS

Graduation from high school or GED equivalent; advanced training in current office management practices and procedures; a minimum of three (3) years of prior work experience in an clerical, secretarial, or administrative field, preferably in the planning, zoning or building inspection area. Any combination of education and experience which in the sole discretion of the Village would demonstrate the Employee's ability to meet the required knowledge, skills, and abilities for the position may also be considered. Must possess or be able to obtain a valid Wisconsin driver's license.

NOTES

1. The job duties listed herein are intended only as illustrations of the types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.
2. The work environment characteristics and physical demands described herein are representative of those that the employee encounters or must meet while performing the essential functions of this job. In compliance with the Americans with Disabilities Act, the Village will provide reasonable accommodations to qualified individuals with disabilities. The Village is an Equal Opportunity Employer.
3. The job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer as the needs of the employer and requirements of the job change. The Village retains and reserves any and all rights to change, modify, amend, add to, or delete from any section of this position description.

I hereby acknowledge that I have received a copy of and do understand the requirements of this position description with the Village of McFarland.

Dated this ____ day of _____, 20__.

Employee Signature

Department Head Signature

Created: September 25, 2012

Amended: May 1, 2014
March 11, 2019
February 8, 2021

**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, March 1, 2021

SECTION: Business

DEPARTMENT: Administration

CONTACT: Andrew Bremer, Comm & Eco Dev Director, Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and action to make a recommendation to the Village Board regarding the creation of the job description, classification, and request to fill the vacancy for the Planning and Zoning Intern position within the Community Development Department.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Enclosed within your packet is the position description for the Planning and Zoning Intern. This is a new position created within the 2021 Budget as part-time within the Community and Economic Development Department. The position is presently vacant and finishing this work will allow for the recruitment to proceed. There are three separate items to consider for this position as part of this action:

- Position Description - This position description is created presently as a draft for review within your packet. It is modeled after similar planning and zoning type functions that would be expected of someone within this position to support operations of the Department.
- Classification - The questionnaire, pointing, and grade assignment analysis are provided within the packet. Staff's analysis would show that the position grade is suggested at Level 6 but remains part of our discussion to review this information.
- Permission to fill the Vacancy - By policy the Village Board is required to authorize the position to be filled when a vacancy is created. This is typically a rather simple step when the position description and classification are not being considered for changes. Once the position description and classification are all established, then they can authorize the position to be filled and we can begin the recruitment.

FINANCIAL/BUDGET IMPACT:

The main financial consideration will be determining what grade the position falls under. A Grade 6 position has a minimum salary of \$16.20 per hour up to a maximum of \$21.04 per hour with a midpoint of \$18.62 per hour. The average hours of work will be between 10-20 hours per week throughout the year likely with more hours in the Summer months when not in school.

The Village Board allocated \$15,000 for the position in 2021.



VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Presented as a recommendation for approval of the job description, classification, and request to fill the vacancy to the Village Board.

ATTACHMENTS:

1. 01 - 01.28.2021 - Planning & Zoning Intern
2. 02 - CD Intern - Position Analysis Questionnaire
3. 03 - CD Intern - Position Points Assessment
4. 04 - CD Intern - Grade Assignment

Planning & Zoning Intern

POSITION DESCRIPTION

Position Title:	Planning & Zoning Intern	FLSA:	Non-Exempt
Department:	Community Development	Represented:	No
Reports to:	Community & Economic Devel. Director	Employment Status:	Part-Time

POSITION SUMMARY

Distinguishing Characteristics of the Class

The purpose of the Planning & Zoning Intern is to aid with Village planning and zoning activities on behalf of the Department, including research, data analysis, analytic reports and graphical materials, implementation of general planning projects, conducting field inspections, responding to public inquires and related work as assigned.

Supervision Received

The position works under the supervision of the Community and Economic Development Director with additional direction from other Department staff.

Supervision Exercised

None.

DESCRIPTION OF WORK

Essential Duties and Responsibilities

- Conduct research and analysis and compile data, graphics, maps and written reports of a wide range of community and urban planning information related to special projects or studies of the Department.
- Planning, coordinating and compiling survey data.
- Preparing base maps, charts, development scenarios and other related data utilizing the Village's GIS system.
- Taking photographs, creating multi-media presentations, exhibits, brochures, graphics, marketing materials and web site updates.
- Reviewing development proposals to determine compliance with existing Village plans, codes, and ordinances.
- Preparing and maintaining Department files, maps, and permit logs.
- Updates and maintains maps and parcel information.
- Types, composes, and edits a variety of correspondence, reports, and memoranda.
- Organize, conduct and attend meetings with government officials, public and private agencies, citizen groups and other groups as appropriate to discuss and explain Village plans and ordinances.

- Provides customer assistance in person or by answering phones or email, including answering questions, responding to general planning and zoning inquiries. Assists department staff in processing and filing permits. Screens and routes incoming calls to appropriate personnel.
- Assists with the preparation of notices, agendas and packets for meetings of the Plan Commission, Board of Zoning Appeals, Community Development Authority, Landmarks Commission, and other Village committees under the Department's responsibility.
- May attend evening meetings of the Plan Commission, Board of Zoning Appeals, Community Development Authority, Landmarks Commission, and other Village committees under the Department's responsibility, including presentation of research and analytic reports.
- Provides back-up coverage to the Community Development Clerk.
- Assists with on-site inspections of properties to ensure that applicable Village zoning and property maintenance codes are met.
- Performs other related duties as required.

Equipment Used

Personal computer/printer and various software applications, calculator, telephone, copy machine, fax machine, tape measure, digital camera, and motor vehicle.

Work Environment and Working Conditions

Works in normal office setting with moderate noise levels. Occasional hours beyond the normal work week required; attendance at evening meetings required.. Also occasionally works outdoors under varied field and weather conditions, including extreme heat or cold.

TECHNICAL REQUIREMENTS

Knowledge of

- Intermediate knowledge of the principles, techniques and objectives of urban planning, land use, planning programs and processes.
- Data entry, spreadsheet, data base management, word processing techniques and procedures, and basic website functions.
- Proper grammar, spelling, and punctuation.
- Plat maps, certified survey maps, zoning maps, and property assessment information.
- Working knowledge of basic subdivision, building and zoning code requirements.
- Property maintenance codes and ordinances in order to determine the presence of violations.

Ability to

- Collect, analyze and interpret data and maps.
- Prepare clear and concise written and oral reports.
- Quickly learn Village codes, ordinances, and community plans.
- Respond to basic property maintenance, subdivision, building and zoning code questions.
- Read and understand community maps and plans.
- Type and proofread a variety of written materials.
- Understand and follow verbal and written instructions.
- Seek supervisory guidance yet make individual decisions.
- Maintain confidentiality of sensitive records and materials.
- Employ tact, courtesy, composure, and good judgment in dealing with the public.
- Establish and maintain effective working relationships with fellow employees and the general public.
- Maintain a valid Wisconsin driver's license within one year of hire.
- Use field tools including tape measures, digital cameras, tablets and GPS equipment.

GENERAL COMPETENCIES

While performing the duties of this job, the employee is required to accomplish all of the tasks routinely associated with the performance of office type functions. In addition, the employee must be able to satisfy the following competency requirements.

- ◆ **ANALYTICAL SKILLS:** Identify problems and opportunities; review possible alternative courses of action before selecting one; utilize information resources available when making decisions.
- ◆ **COMMUNICATION SKILLS:** Communicate ideas and information effectively in both written, graphical, and oral form.
- ◆ **PROBLEM-SOLVING SKILLS:** Develop feasible, realistic solutions to problems; recommend actions designed to prevent problems from occurring; refer problems to supervisor when necessary.
- ◆ **ORGANIZATIONAL SKILLS:** Establish systematic methods of accomplishing goals.
- ◆ **READING ABILITY:** Effectively read and understand information contained in memoranda, reports, ordinances, codes, regulations, technical manuals, bulletins.
- ◆ **TECHNICAL COMPREHENSION:** Ability to learn, adopt, and apply new technology, computer systems and software programs.

- ◆ **ABILITY TO COMPREHEND AND FOLLOW INSTRUCTIONS:** Effectively follow verbal or written instructions from supervisor.
- ◆ **MATHEMATICAL ABILITY:** Calculate basic arithmetic problems (addition, subtraction, multiplication, division) without aid of a calculator.
- ◆ **TIME MANAGEMENT SKILLS:** Set priorities in order to meet assignment deadlines.

REQUIRED MINIMUM QUALIFICATIONS

Graduation from high school or GED equivalent. Must be in process of obtaining a graduate, undergraduate, or associate degree in urban planning, or another related field. Any combination of education and experience which in the sole discretion of the Village would demonstrate the Employee's ability to meet the required knowledge, skills, and abilities for the position may also be considered. Must possess or be able to obtain a valid Wisconsin driver's license.

NOTES

1. The job duties listed herein are intended only as illustrations of the types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.
2. The work environment characteristics and physical demands described herein are representative of those that the employee encounters or must meet while performing the essential functions of this job. In compliance with the Americans with Disabilities Act, the Village will provide reasonable accommodations to qualified individuals with disabilities. The Village is an Equal Opportunity Employer.
3. The job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer as the needs of the employer and requirements of the job change. The Village retains and reserves any and all rights to change, modify, amend, add to, or delete from any section of this position description.

I hereby acknowledge that I have received a copy of and do understand the requirements of this position description with the Village of McFarland.

Dated this ____ day of _____, 20__.

Employee Signature

Department Head Signature

Created: February 8, 2021

Amended:

None



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MEMORANDUM

TO: Employees of the Village of McFarland, Wisconsin
FROM: Ann Antonsen, Consultant
DATE: July 2014
SUBJECT: **Instructions for Completing Your Position Analysis Questionnaire**

Please read these instructions before completing your Position Analysis Questionnaire (PAQ). This form is used to obtain information about your position. The questionnaire consists of multiple-choice and fill-in-the-blank questions; please be clear, accurate and complete. For multiple-choice questions, please check only the appropriate box on the left-hand side of the document; the right-hand box is for your supervisor or department/division head to complete. **Please complete and return the PAQ to your supervisor within five business days.**

We only need one PAQ per position within your organization, although each person is welcome to fill out a PAQ for their given role. Each PAQ should be saved in Microsoft Word format as follows "Name of position_Name of Staff.doc" and emailed to your supervisor. The Name of Position and Name of Staff should match #1 and #2 of the saved PAQ.

Tips for Completing Your PAQ

- Spell out acronyms – acronyms may be exclusive to your department and mean something else nationally or to another part of the organization
- Minimum Requirements – Answer the questions based on the minimum requirements needed to perform the duties (you may have 10 years of experience, but would a new hire need that to do the job).

TO: Supervisors and/or Division/Department Heads
SUBJECT: **Instructions for Completing Position Analysis Questionnaire**

After each employee under your day-to-day supervision has completed a PAQ, they should return them to you for your review and verification. You will want to check the boxes on the right-hand side of every page, either agreeing or disagreeing with the boxes the employee has checked on the left-hand side. There is a section where you can comment on the accuracy and completeness of the employee's response. Please note any comments in this section and do not make any changes to employee responses.

Village of McFarland, Wisconsin

Position Analysis Questionnaire

1. Name (Last, First) VACANT	2. Current Position Title Planning & Zoning Intern	3. Current Annual Salary TBD
4. Immediate Supervisor's Title Comm. and Economic Devel. Dir.	5. Department/Division Community Development	6. Date of Hire with Village TBD
7. How many hours are you scheduled to work in a week? ☐ 35 ☐ 37.5 ☐ 40 ☐ 43 ☐ 56 ☒ Other Part-time, 10-20 hours per week <i>Explain shift rotation, stand-by, call back, etc.</i>		8. Date of Hire in Position TBD
9. Is the content listed in the applicable position/class description accurate? ☒ Yes, it is complete and accurate ☒ ☐ No, it is not complete and/or accurate ☐ If no, please use the word version of your position/class description to track/mark/record any changes needed to the content. The remainder of this form must also be filled out.		
10. Education and Experience - Please indicate the <u>minimum</u> education and <u>minimum</u> experience level needed to complete the normal, day-to-day tasks: <i>Employee (check one)</i> ☐ Less than High School Diploma or GED ☐ High School Diploma or GED ☐ Associates Degree ☐ Bachelors Degree ☐ Masters Degree ☐ PhD ☐ Other <i>Supervisor (check one)</i> ☐ ☒ ☐ ☐ ☐ ☐ ☐ Major/Coursework: <u>Has to be enrolled within degree program for urban planning or related field.</u> Type of Experience <u>Experience with planning, zoning, mapping, development, property maintenance, inspections.</u> Years of Experience ☐ No experience ☐ ☐ Less than one year (minimal) ☒ ☐ One to three years (moderate) ☐ ☐ Three through five years (considerable) ☐ ☐ Six or more years (extensive) ☐		
11. Licenses, Certificates and Registrations Please indicate if there are any licenses, certificates and/or registrations required to perform your job (e.g. driver's license) <i>(Supervisor's comments regarding this information may be provided on Page 4 in the Supervisor's Comments section)</i> <u>Wisconsin Drivers License</u> Are these required: ☐ Upon Hire ☐ Within 6 months ☒ Within 1 year ☐ Within 2 years <i>If requirement is specific to the license, certification or registration, please indicate timeframe by each one individually.</i>		
12. Special Training Please indicate if there is any special training required to perform your job. <i>(Supervisor's comments regarding this information may be provided on Page 4 in the Supervisor's Comments section)</i> Are these required: ☐ Upon Hire ☐ Within 6 months ☐ Within 1 year ☐ Within 2 years <i>If requirement is specific to the training, please indicate timeframe by each one individually.</i>		

13. Work Level

Level of work required to complete your normal, day-to-day duties satisfactorily.

- ☒ Handles every day, reoccurring basic assignments and problems ☒
- ☐ Handles a variety of typical assignments and problems independently ☐
- ☐ Senior or supervisory level; handles all assignments and problems except those requiring policy or procedural change ☐
- ☐ Managerial in nature; directs all assignments and deals with all problems ☐

14. Work Complexity

Complexity and difficulty level associated with the tasks necessary to complete your work. Consider the level of judgment, analytical ability and creativity required and whether there are standards, policies and procedures that guide your actions.

- ☐ Regular and repetitive tasks, processes or operations requiring the selection and execution of actions based on defined procedures ☐
- ☐ Fairly standard procedures and tasks where basic analytical ability is required, such as comparison of numbers and facts to select the correct actions. Detailed guidelines and procedures are generally used to make decisions or determine actions. ☒
- ☐ Requires the application of a variety of procedures, policies and/or precedents and moderate analytic ability in adapting standard methods to fit facts and conditions. ☐
- ☐ Considerable analytical ability is needed to select, evaluate and interpret data from several sources; interpretation of guidelines, policies and procedures is required. ☐
- ☐ Widely varied and involving many complex and significant variables, requiring analytical ability and inductive thinking in adapting policies, procedures and methods to fit unusual and complex situations. ☐

15. Interpersonal Skills and Communication Skills

Skills required during your day-to-day duties:

- ☐ Little or no contact required except with immediate associates and direct supervisor. ☐
- ☐ Regular contact within the department and periodic contacts with other departments, outside agencies and the general public. ☒
- ☐ Regular contact within the department and other departments, outside agencies and general public (supplying or seeking information) on specialized matters. ☐
- ☐ Outside and inside contacts to carry out organization programs or occasional contacts with officials at higher levels on matters requiring cooperation, explanation and persuasion, or work requiring enforcement of laws, ordinances, policies and procedures. ☐
- ☐ Regular contact with persons of importance and influence involving considerable tact, discretion and persuasion. ☐
- ☐ Continuing contact involving difficult negotiations calling for well-developed sense of timing and strategy; representing department or organization in policy settings ☐

Please list people or groups with whom you must interact and/or communicate in the performance of your job.

(e.g.: citizens, customers, clients, elected officials, supervisors, subordinates, consultants, engineers, etc.)

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

16. Working Conditions

Conditions you are subjected to during your day-to-day duties:

- ☐ Absence of disagreeable conditions ☐
- ☐ Involves occasional exposure to some disagreeable elements (*dust, heat, fumes, cold, noise, vibration or wetness*) and accidents are improbable other than minor injuries. ☒
- ☐ One or more elements above; involves frequent exposure to hazards where lost-time accidents are definitely possible ☐
- ☐ Several elements above are occasionally present to the extent of being objectionable or regular exposure to work situations that could result in incapacitating accidents or, on occasion, loss of life. ☐
- ☐ One or more of the above elements are regularly present and objectionable, or continuing exposure to work situations that could result in incapacitating accidents or periodic exposure to situations involving hazards that could result in total disability, critical illness or loss of life ☐
- ☐ Continuous exposure to work situations involving hazards that could result in total disability, critical illness or loss of life, despite the provision and/or implementation of available safety measures. ☐

17. Mental Stress and/or Effort

Conditions you are subjected to during your day-to-day duties:

- ☐ Limited mental effort and/or stress.....☐
- ☐ Some mental effort and stress involved resulting in inconvenience and frustration.☒
- ☐ Considerable mental effort and stress.....☐
- ☐ Serious mental stress involved that could, over a period of time, result in temporary nervous disorder and severe mental anguish.☐
- ☐ Severe mental stress involved that could result in permanent nervous disorder/mental instability☐

18. Level of Responsibility

How much freedom or independence is required or allowed in the performance of your normal day-to-day duties:

- ☐ Close supervision, or tasks are so routine and standardized that they do not require supervision.☐
- ☐ Moderate supervision within standard operating procedures; supervisor or senior workers are generally nearby to answer questions, make "judgment calls" and/or prioritize work.....☒
- ☐ Limited supervision with general autonomy in determining how objectives are achieved; supervisors generally set operating benchmarks, goals and objectives☐
- ☐ General direction, based on broad goals and policies☐
- ☐ Involves setting policies and goals for the department or organization operation☐

19. Organizational Impact and Consequences

How your day-to-day duties impact the organization and the consequences of those duties:

- ☐ Supportive, informational, recording or other services to assist others in producing correct and effective results; minor consequences☐
- ☐ Assisting and supporting others or individually providing data or facilitating services for use by others; minor to moderate consequences ☒
- ☐ Daily actions or services affect individual clients/citizens; activity has moderate impact on specific cases in service area.☐
- ☐ Participating with others (within and/or outside of community/agency) in program development, service delivery and supervision of subordinate staff; moderate to serious impact.☐
- ☐ Major individual impact on and accountability for end results affecting organizational unit or total community/agency.....☐

20. Financial

Please indicate the dollar amount over which you have accountability, approval and/or authority. *(Supervisor's comments regarding this information may be provided on Page 5 in the Supervisor's Comments section)*

- | | | |
|---|--|---|
| ☒ \$0 (N/A) | ☐ \$20,000 - \$49,000 | ☐ \$1,000,000 - \$4,999,999 |
| ☐ \$1 - \$999 | ☐ \$50,000 - \$99,999 | ☐ \$5,000,000 - \$19,999,999 |
| ☐ \$1,000 - \$4,999 | ☐ \$100,000 - \$499,999 | ☐ \$20,000,000 - 49,999,999 |
| ☐ \$5,000 - \$19,999 | ☐ \$500,000 - \$999,999 | ☐ \$50,000,000 + |

21. **Supervision and/or Oversight**
The scope and type of responsibility that you exercise as a supervisor or lead worker of other employees. (*Supervisor's comments regarding this information may be provided on Page 4 in the Supervisor's Comments section*)

Do you supervise or have oversight of other positions: ☐ Yes, continue in this box ☒ No, continue to next section

Please check all that apply:

☐ N/A ☐ Work Group/Team ☐ Unit/Section ☐ Department ☐ Division ☐ Organization

List the positions by title, along with number of individuals within the position, that you have responsibility for:

For the positions listed above, do you effectively recommend or take action on the following:

Effectively Recommend	Take Action		Effectively Recommend	Take Action	
☐	☐	Hire	☐	☐	Suspend
☐	☐	Assign Work	☐	☐	Terminate
☐	☐	Direct Work	☐	☐	Discipline (Oral Reprimand)
☐	☐	Reward	☐	☐	Discipline (Written Reprimand)
☐	☐	Transfer	☐	☐	Evaluate Performance
☐	☐	Promote	☐	☐	Demote
☐	☐	Adjust Grievances	☐	☐	Coach and/or Counsel
☐	☐	Train	☐	☐	Develop Staff Schedules
☐	☐	Inspect Work	☐	☐	Other

Effectively Recommend	Take Action		Effectively Recommend	Take Action	
☐	☐	Hire	☐	☐	Suspend
☐	☐	Assign Work	☐	☐	Terminate
☐	☐	Direct Work	☐	☐	Discipline (Oral Reprimand)
☐	☐	Reward	☐	☐	Discipline (Written Reprimand)
☐	☐	Transfer	☐	☐	Evaluate Performance
☐	☐	Promote	☐	☐	Demote
☐	☐	Adjust Grievances	☐	☐	Coach and/or Counsel
☐	☐	Train	☐	☐	Develop Staff Schedules
☐	☐	Inspect Work	☐	☐	Other

Are the statements provided by the employee accurate and complete? ☒ Yes ☐ No Please indicate any inaccuracies or incomplete items.

[illegible]

Date _____

Americans with Disabilities Act Supplemental Information Form

In order to assist in developing class descriptions which recognize and accommodate the requirements of the Act, each employee is requested to complete the attached ADA supplemental information form. Please check only those physical requirements or activities and sensory requirements that are **absolutely necessary** to perform the essential functions of your job and those environmental conditions which apply. **If options provided are not applicable, please do not check the corresponding box.**

The employee should check the appropriate box on the left side of the form. Supervisors should review information provided by the employee and verify the requirements of the position by checking the appropriate box on the right side of the form.

1. The physical requirements of this position.

Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropriate boxes below.

	Employee Amount of Time				Supervisor's Input			
	None	up to 1/3	1/3 to 2/3	2/3 & up	None	up to 1/3	1/3 to 2/3	2/3 & up
Up to 10 pounds of force	☐	☐	☐	☐	☐	☐	☐	☒
Up to 25 pounds of force	☐	☐	☐	☐	☐	☒	☐	☐
Up to 50 pounds of force	☐	☐	☐	☐	☒	☐	☐	☐
Up to 100 pounds of force	☐	☐	☐	☐	☒	☐	☐	☐
In excess of 100 pounds of force	☐	☐	☐	☐	☒	☐	☐	☐

What is being lifted: _____

2. The physical activity of this position.

How much on-the-job time is spent in the following physical activities? Show the amount of time by checking the appropriate boxes below.

	Employee Amount of Time				Supervisor's Input			
	None	up to 1/3	1/3 to 2/3	2/3 & up	None	up to 1/3	1/3 to 2/3	2/3 & up
Stand	☐	☐	☐	☐	☐	☐	☒	☐
Walk	☐	☐	☐	☐	☐	☐	☒	☐
Sit	☐	☐	☐	☐	☐	☐	☐	☒
Speak or hear	☐	☐	☐	☐	☐	☐	☐	☒
Use hands to finger, handle or feel	☐	☐	☐	☐	☐	☐	☐	☒
Climb or balance	☐	☐	☐	☐	☐	☒	☐	☐
Stoop, kneel, crouch or crawl	☐	☐	☐	☐	☐	☒	☐	☐
Reach with hands and arms	☐	☐	☐	☐	☐	☐	☒	☐
Taste or smell	☐	☐	☐	☐	☒	☐	☐	☐
Push or pull	☐	☐	☐	☐	☐	☒	☐	☐
Lifting	☐	☐	☐	☐	☐	☒	☐	☐
Repetitive Motions	☐	☐	☐	☐	☐	☐	☐	☒

Employee (check all that apply)

Supervisor (verify job requirement)

3. The sensory requirements of the position are:

Visual Acuity

- ☐ Standard vision requirements..... ☒
- ☐ Close vision ☐
- ☐ Distance vision ☐
- ☐ Ability to adjust focus ☐
- ☐ Depth perception..... ☐
- ☐ Color perception ☐
- ☐ Night vision..... ☐
- ☐ Peripheral vision..... ☐

Vocal Communication

- ☐ Expressing or exchanging ideas by means of the spoken word. ☒
- ☐ Detailed or loud talking to convey detailed or important spoken instructions to others accurately, loudly or quickly. ☐

Hearing Perception

- ☐ Ability to recognize information at normal spoken word levels. ☒
- ☐ Ability to receive detailed information through oral communications and/or to make fine distinctions in sound. ☒

Sensory Utilization

- ☐ Preparing and analyzing written or computer data. ☒
- ☐ Visual inspection involving small defects and/or small parts. ☒
- ☐ Use of measuring devices. ☒
- ☐ Assembly or fabrication of parts within arms length. ☐
- ☐ Operating machines, including office equipment. ☒
- ☐ Operating motor vehicles or equipment. ☒
- ☐ Observing general surroundings and activities. ☒

4. The environmental conditions the worker will be subject to in this position.

How much exposure to the following environmental conditions does this job require? Show the amount of time by checking the appropriate boxes below.

	Employee Amount of Time				Supervisor's Input			
	None	up to 1/3	1/3 to 2/3	2/3 & up	None	up to 1/3	1/3 to 2/3	2/3 & up
Wet, humid conditions (non-weather)	☐	☐	☐	☐	☒	☐	☐	☐
Work near moving mechanical parts	☐	☐	☐	☐	☒	☐	☐	☐
Work in high, precarious places	☐	☐	☐	☐	☒	☐	☐	☐
Fumes or airborne particles	☐	☐	☐	☐	☒	☐	☐	☐
Toxic or caustic chemicals	☐	☐	☐	☐	☒	☐	☐	☐
Outdoor weather conditions	☐	☐	☐	☐	☐	☒	☐	☐
Extreme cold (non-weather)	☐	☐	☐	☐	☒	☐	☐	☐
Extreme heat (non-weather)	☐	☐	☐	☐	☒	☐	☐	☐
Risk of electrical shock	☐	☐	☐	☐	☒	☐	☐	☐
Work with explosives	☐	☐	☐	☐	☒	☐	☐	☐
Vibration	☐	☐	☐	☐	☒	☐	☐	☐
Breathing apparatus	☐	☐	☐	☐	☒	☐	☐	☐
Exposure to blood borne pathogens	☐	☐	☐	☐	☒	☐	☐	☐
Other:	☐	☐	☐	☐	☐	☐	☐	☐
Other:	☐	☐	☐	☐	☐	☐	☐	☐
Other:	☐	☐	☐	☐	☐	☐	☐	☐

5. Typical Noise Level

Employee (check only one)

Supervisor (verify job requirement)

- ☐ Very Quiet (e.g. park trail, storage or file room) ☐
- ☐ Quiet (e.g. library, private offices) ☐
- ☐ Moderate Noise (e.g. business office with typewriters and/or computer printers, light traffic) ☒
- ☐ Loud Noise (e.g. heavy traffic, large earth-moving equipment) ☐
- ☐ Very Loud Noise (e.g. jack hammer work, garbage recycle plant) ☐

5. Characteristics of Work by Skill Level

Characteristics of work can be defined as that general of the scope of the work performed by a position or class of positions that serves to distinguish it from other positions and serves to designate the position in an organizations classification system.

Listed and defined below are sixteen (16) work characteristics grouped by skill level that, when used in conjunction with the nine (9) job factors, determines the value of the position or class of positions as it relates to all other positions within the organization. As the first step of job evaluation the work characteristic and skill level for the position must be determined.

Skill Level I

Manual – work requiring the use of basic physical skills in performing uncomplicated tasks.

Skill Level II

Administrative Support – work requiring the use of basic language, mathematical and social skills in the orderly reproduction, processing, recording and maintenance of informational and financial documents requiring word-processing, data entry and/or typing skills.

Human Support – work requiring the use of basic social and physical skills in aiding in the care, comfort, and well-being of human beings.

Semiskilled – work requiring the use of specialized physical skills in performing routine to complicated tasks.

Skill Level III

Skilled Administrative Support – work requiring the use of highly developed language, mathematical, social and specialized skills in the orderly production, processing, recording and maintenance of informational and financial documents and requiring word-processing, data entry and/or spreadsheet skills.

Skilled Human Support – work requiring the use of specialized social and physical skills in aiding in the care, comfort, and well being of human beings.

Skilled Trades – work requiring the use of specialized physical skills and heavy and specialized equipment in performing complicated tasks.

Technical – work requiring the use and application of basic technical procedures and techniques in performing and responding to routine tasks, situations or problems. Work may also require specialized physical skills.

Skill Level IV

Administrative – work requiring the application of specialized procedural knowledge and communication skills in the planning, organizing, coordinating, supervising, managing, and or directing programs, department or division activities, procedures and practices.

Advanced Human Support – work requiring the use of highly developed and specialized social and physical skills in aiding in the care, comfort and well-being of human beings.

Protective Services – work requiring the use of basic and specialized social and physical skills and the application of specialized knowledge in the protection of life and property from criminal, negligent or natural acts in accordance with federal, state and local laws, regulations and procedures.

Skilled Technical – work requiring the use and skilled application of detailed technical procedures and techniques to recurring situations or problems. Work may also require specialized physical skills.

Skill Level V

Advanced Protective Services – work requiring the use of highly developed and specialized social and physical skills and the application of specialized knowledge in the protection of life and property from criminal, negligent or natural acts in accordance with federal, state and local laws, regulations and procedures.

Advanced Technical – work requiring the use and application of highly developed and detailed technical procedures and techniques to a variety of situations or problems. Work may also require specialized physical skills.

Professional – work in providing highly developed planning or implementation of professional activities requiring the application of advanced knowledge and communication skills, research, data the analysis, client assistance and/or other activities.

Skill Level VI

Executive – work requiring the application of advanced knowledge, communication skills, personal integrity, creativity, judgment, evaluation or related input to the solution of complex problems or situations.

6. Job Factors

Listed and defined below are the nine (9) job factors that, when used in conjunction with the skill level of the work characteristic, determine the value of the position as it relates to all of the positions in the organization. The sum of the numerical values for each factor determines the total point value for each position.

Factors	Point Brackets
I. Training and Ability	10 - 160
II. Experience	0 - 125
III. Level of Work	10 - 140
IV. Human Relations Skills	0 - 80
V. Physical Demands	0 - 50
VI. Working conditions and Hazards	0 - 70
VII. Independence of Action	0 - 120
VIII. Impact on End Results	0 - 140
IX. Supervision Exercised	0 - 140

It should be noted that some factors have degrees at “0” point value, indicating that the factor may not be present at all in some positions. Other factors are presumed to be present at least to some extent, in all positions.

Training and Ability This factor evaluates the job requirements in terms of training and ability which an employee must have acquired to satisfactorily perform the essential functions of the position, whether acquired in school or by independent study.

Point Value

- | | |
|-------------------------|---|
| 10 | <p>Less than High School Diploma/GED
Can read sentences with common vocabulary; can copy information from one record to another accurately; can add, subtract, multiply and divide whole numbers. (Equivalent - less than high school graduation.)</p> |
| 20 | <p>High School/GED
Can read and prepare a variety of written or non-technical reports; communicates effectively with others; can make a variety of mathematical calculations, such as fractions, decimals and percentages, or can operate machines, tools or equipment requiring extended instruction and some formal on-the-job training; comprehends moderately complex technical instructions and graphic material. (Equivalent to high school/vocational school graduation.)</p> |
| 40 | <p>Associates/Technical
Fundamental study of a specialized field such as sociology, accounting, sub-professional engineering, recreation, business studies; or high school diploma or GED and completion of specialized training, and/or attainment of required licenses and certifications; able to research and compose related original material; able to apply basic theoretical principles in the solution of practical problems; or the knowledge and ability to operate highly specialized machinery, tools or equipment requiring extended theoretical study and training. (Equivalent to completion of technical school/junior college graduate.)</p> |
| 80 | <p>Bachelor's
Thorough study of a social, technical or artistic field of study (i.e., business, social work, art, engineering, nursing, journalism, accounting, etc.); or Vocational/Associates Degree, and completion of specialized training, and/or attainment of required licenses and certifications; must be able to define problems, collect data, establish and interpret facts and draw valid conclusions; manipulates data with complex mathematical or other systems related to the field of work. (Equivalent - Bachelor's degree.)</p> |
| 1.5 times
Bachelor's | <p>Master's
Advanced study of the principles, philosophies, methods, procedures, management and administration of a complex field of study. Able to develop theories and approaches to solve highly complex or technical problems. (Equivalent - graduate degree.)</p> |
| 2.0 times
Bachelor's | <p>PhD
Comprehensive study of a specialized and complex field of study requiring extensive independent research and creative work; ability to write and edit complex theoretical and informational material; ability to define and resolve complex and intricate problems and to develop corresponding theory. (Equivalent - postgraduate degree.)</p> |

Experience

This factor evaluates the time usually required for a person with the requisite educational background to develop the necessary skills and abilities to do a specific job under normal supervision. Only that experience acquired through related work qualifies for consideration.

Minimal Experience

Experience sufficient to enable an employee to acquire some familiarity with the methods and procedures found in common work situations of the occupational field. Usually less than one year of related experience.

Moderate Experience

Experience sufficient to enable an employee to acquire moderate familiarity with the methods and procedures found in common work situations of the occupational field. Usually one to three years of related experience.

Considerable Experience

Experience sufficient in an occupational field to enable an employee to perform work as assigned with little direct supervision; work calls for a journeyman comprehension of standard work situations. Usually three to five years related experience.

Extensive Experience

Broad experience in both commonplace and unusual work situations and problems of the occupational field; sufficient to enable an employee to plan and administer major work programs. Usually six years or more related experience.

Experience Level	Skill Level					
	I	II	III	IV	V	VI
None	0	0	0	0	0	0
Minimal	5	10	15	20	30	40
Moderate	10	20	30	40	50	60
Considerable	15	25	35	50	65	85
Extensive		35	45	65	95	125

Level of Work

This factor, when applied to the characteristic of work/skill level, determines a uniform foundation upon which the balance of the factor evaluation process builds. It also serves to refine and evaluate the position or rank of the specific position to all positions in the organization.

Basic

Typically entry level of the type of work performed requiring the incumbent to handle a restricted scope of fundamental assignments or problems.

Intermediate

Intermediate level of the type of work performed requiring the incumbent to handle a variety of assignments or problems independently.

Difficult

Advanced and often supervisory level of this type of work requiring the incumbent to handle all assignments or problems except those requiring unit or departmental policy or procedural change.

Complex

Highest level of mastery of this type of work and is an expert and often a managerial position. It requires the incumbent to handle or direct the handling of all assignments or problems including the establishment of policy and procedures, in the field of work.

Experience Level	Skill Level					
	I	II	III	IV	V	VI
Basic	10	15	20	35	45	60
Intermediate	15	20	30	45	60	80
Difficult	0	30	40	60	80	100
Complex	0	40	55	80	110	140

Human Relations Skills

This factor evaluates the responsibility for working with or through other people to achieve the desired results. The rating should be based on the extent, frequency and purpose of the contacts and the importance of the resulting actions.,

Point Value

- | | |
|----|--|
| 0 | Limited
Little or no contact required except with immediate associates and direct supervisor. |
| 10 | General
Requires regular contact within the department and periodic contacts with other departments, outside agencies and the general public, supplying or seeking information on non-specialized matters. |
| 15 | Reactive
Requires regular contact within the department and periodic contacts with other departments, outside agencies and the general public, supplying or seeking information on specialized matters. |
| 30 | Proactive
Requires outside and inside contacts to carry out organization programs and to explain specialized matters or occasional contacts with officials at higher levels on matters requiring cooperation, explanation and persuasion or work requiring continuing personal contact with the public involving the enforcement of laws, ordinances, policies and procedures. |
| 50 | Influential
Requires regular contacts with persons of importance and influence involving considerable tact, discretion and persuasion in obtaining desired actions and/or the handling of difficult interpersonal relationships. |
| 80 | Managerial
Requires continuing contacts involving difficult negotiations calling for well-developed sense of timing and strategy and detailed explanation and interpretation of policies, rules and regulations and/or the handling of very difficult interpersonal relationships. |

Physical Demands

This factor measures the job requirements which induce physical fatigue through exertion and strain.

**Point
Value**

- | | |
|----|---|
| 0 | Sedentary
Requires little or no physical effort or exertion. |
| 10 | Light
Requires light physical effort working almost exclusively with light weight materials (up to 25 pounds) or short periods in difficult work positions. |
| 20 | Medium
Requires moderate physical effort working regularly with light weight materials and occasionally with heavy weight materials (over 60 pounds) or occasional requirements for continuing periods in difficult work positions. |
| 40 | Heavy
Requires considerable physical effort working continuously with average and frequently with heavy weight or frequent requirements for long periods in difficult work positions. |
| 50 | Substantial
Requires heavy physical effort continually working with heavy weight materials for the entire work period. |

Working Conditions and Hazards

This factor measures the surroundings and environmental or physical conditions under which the job must be done and/or the hazards present on the job, even though all reasonable safety precautions have been taken, the frequency and duration of undesirable conditions or hazards encountered are also taken into consideration. The mental effort and/or stress of the position is included under this factor.

Point Value

- | | |
|----|---|
| 0 | Excellent
Working conditions with absence of disagreeable conditions and little or no accident or health hazards (or) limited mental effort and/or stress. |
| 5 | Good
Working conditions, may be slightly dirty or involve occasional exposure to some disagreeable elements (dust, heat, fumes, cold, noise, vibration or wetness) and accidents are improbable other than minor injuries such as abrasions, cuts or bruises; health hazards negligible (or) some mental effort and stress involved resulting in inconvenience and frustration. |
| 15 | Somewhat Disagreeable
Working conditions due to exposure to one or more of the elements listed above; may be exposed to one element regularly or several elements occasionally, but usually not at the same time; work involves frequent exposure to hazards where lost-time accidents are definitely possible, such as injuries to a hand or foot, etc.; some exposure to health hazards, although not incapacitating (or) considerable mental effort and stress involved which could result in tension or anxiety. |
| 25 | Disagreeable
Working conditions where several of the above elements are occasionally present to the extent of being objectionable or regular exposure to work situations which could result in incapacitating accidents or health hazards that could result in serious injury or, on occasion, loss of life (or) serious mental stress involved which could, over a period of time, result in a temporary mental disorder and/or physical illness. |
| 45 | Hazardous
Working conditions where one or more of the above elements are regularly present and objectionable, or continuing exposure to work situations which could result in incapacitating accidents or periodic exposure of work situations involving hazards that could result in total disability, critical illness or loss of life, despite the provision and/or implementation of available safety measures (or) severe mental stress involved that could result in a serious mental disorder and/or impair physical health. |
| 70 | Very Hazardous
Constant exposure to work situations involving hazards which could result in total disability, critical illness or loss of life despite the provision and/or implementation of available safety measures. |

Independence of Actions

This factor evaluates the extent to which the job requires or allows the employee to work independently.

Prescribed

Work subject to direct and detailed instruction with close supervision.

Standardized

Work subject to general instructions, established routines and/or standardized practices and procedures with supervision of progress and results.

Directed

Work subject to general policy direction, practices and procedures covered by precedents and general supervisory review.

Broad

Work, by nature and scope, is subject to functional policies and goals under general managerial direction.

Strategic

Work, by reason and scope, complexity and effect on overall organizational results, is subject only to broad policy and general management guidance.

Experience Level	Skill Level					
	I	II	III	IV	V	VI
Prescribed	0	0	10	20	30	40
Standardized	5	10	20	30	40	50
Directed	15	20	30	40	60	80
Broad	-	-	40	60	80	100
Strategic	-	-	-	80	100	120

Impact of End Results

This factor evaluates the extent to which the job directly influences and affects actions impacting the end results.

Incidental

Supportive, informational, recording or other service to assist others to meaningful and correct end results. (Minor consequences).

Advisory

Work efforts and actions assisting and supporting others or individually providing data or facilitating services for use by others. (Moderate consequences).

Operational

Daily actions or services affect individual clients/citizens, activity has meaningful impact on specific cases within service area. (Moderate consequences).

Contributory

Participating with others (within and/or outside organizational unit) in program development, service delivery and supervision of subordinate staff. (Serious consequences).

Primary

Major individual impact on and accountability for end results affecting organizational unit or total organization. (Serious consequences).

Experience Level	Skill Level					
	I	II	III	IV	V	VI
Incidental	0	5	15	20	30	40
Advisory	0	15	20	30	40	50
Operational	5	20	30	40	60	80
Contributory	-	-	40	60	80	100
Primary	-	-	-	80	120	140

Supervision Exercised This factor evaluates the employee's responsibility for exercising supervision over other employees. The determination of the point rating for supervisory responsibility is based on the organizational level, the size and the work characteristics of the group over which the supervision is exercised and the level of supervisory responsibility of the position.

Number of Staff	Point Value
0	0
1-5	5
6-10	15
11 - 19	30
20 - 49	40
50 - 99	50
100 - 199	60
200 - or more	70

Occasional or Limited Supervision

Above value x 0.5

Continuous and/or Full Supervision

Above value

Division Head or Assistant Department Head

Above value x 1.5

Department Head

Above value x 2.0

Supervision of Volunteers

Utilize occasional or limited supervision value multiplied by percentage of time involved in supervision of volunteers.

Position or Class Title: Planning and Zoning Intern (Community Development)

Skill Level: III (Skilled Administrative Support)

Factor	Value
I. Training and Ability	20
II. Experience	15
III. Level of Work	20
IV. Human Relations Skills	10
V. Physical Demands	10
VI. Working Conditions and Hazards	5
VII. Independence of Action	20
VIII. Impact on End Results	15
IX. Supervision Exercised	0
Point Total	115

Grade Assignment

% Between Grades: 6%
 Range: 30.00%
 Starting midpoint: \$13.92

Pts	Pay Range (hourly)			
	Grade	Min	Mid	Max
0 - 27	1	\$12.11	\$13.92	\$15.73
28 - 55	2	\$12.83	\$14.75	\$16.67
56 - 68	3	\$13.60	\$15.64	\$17.67
69 - 83	4	\$14.42	\$16.58	\$18.73
84 - 103	5	\$15.29	\$17.57	\$19.85
104 - 124	6	\$16.20	\$18.62	\$21.04
125 - 145	7	\$17.17	\$19.74	\$22.31
146 - 167	8	\$18.21	\$20.93	\$23.65
168 - 189	9	\$19.30	\$22.18	\$25.06
190 - 211	10	\$20.46	\$23.51	\$26.57
212 - 235	11	\$21.68	\$24.92	\$28.16
236 - 262	12	\$22.98	\$26.42	\$29.85
263 - 292	13	\$24.36	\$28.00	\$31.64
293 - 325	14	\$25.82	\$29.68	\$33.54
326 - 361	15	\$27.37	\$31.46	\$35.56
362 - 400	16	\$29.02	\$33.35	\$37.69
401 - 442	17	\$30.76	\$35.35	\$39.95
443 - 487	18	\$32.60	\$37.47	\$42.35
488 - 532	19	\$34.56	\$39.72	\$44.89
533 - 577	20	\$36.63	\$42.11	\$47.58
578 - 622	21	\$38.83	\$44.63	\$50.44
623 - 667	22	\$41.16	\$47.31	\$53.46
668 - 712	23	\$43.63	\$50.15	\$56.67
713 - 757	24	\$46.25	\$53.16	\$60.07
758 - 802	25	\$49.02	\$56.35	\$63.67

* Effective as of January 1, 2021.

**VILLAGE OF
McFarland
SUMMARY SHEET**

MEETING DATE: Monday, March 1, 2021

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion and presentation regarding the 2020 Employee Performance Evaluations.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Enclosed within your packet is a summary regarding the wage adjustments aligned with the 2020 Performance Evaluations that were completed within the 4th Quarter of 2020. In total there were 53 non-represented employees evaluated as part of that process with 37 of those individuals on the grid (i.e. - below market rate) and 16 on merit (i.e. - above market rate).

Overall a majority of the evaluations fell within the above average ranking and tapering off in either direction between meets and exceeds expectations. This item is presented for discussion as we review the overall process.

FINANCIAL/BUDGET IMPACT:

The total budget allocation for wage adjustments is \$72,140 and this process was able to utilize \$68,675 or about 95% of available funding. Funding for both grid point and merit based adjustments were under budget by just under \$3,500.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

No action needed, presented for discussion.

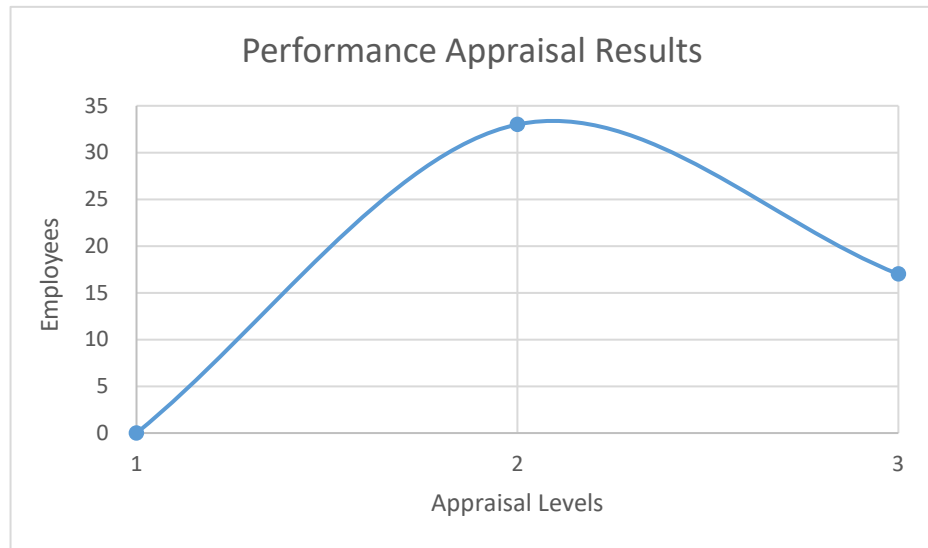
ATTACHMENTS:

1. 2016 Wage Adjustment Summary
2. 2017 Wage Adjustment Summary
3. 2018 Wage Adjustment Summary
4. 2019 Wage Adjustment Summary
5. 2020 Wage Adjustment Summary

2016 Performance Evaluation *Wage Adjustment Summary*

	Employees		2017 Funding		
	Number	Percent	Budget	Actual	Difference
On Grid	28	54%	20,183	21,445	1,262 *
On Merit	24	46%	20,818	13,224	(7,594)
Total	52		41,001	34,668	(6,333)

1 - Below	0	0%
2 - Meets	33	63%
3 - Exceeds	17	33%
N/A	2	4%

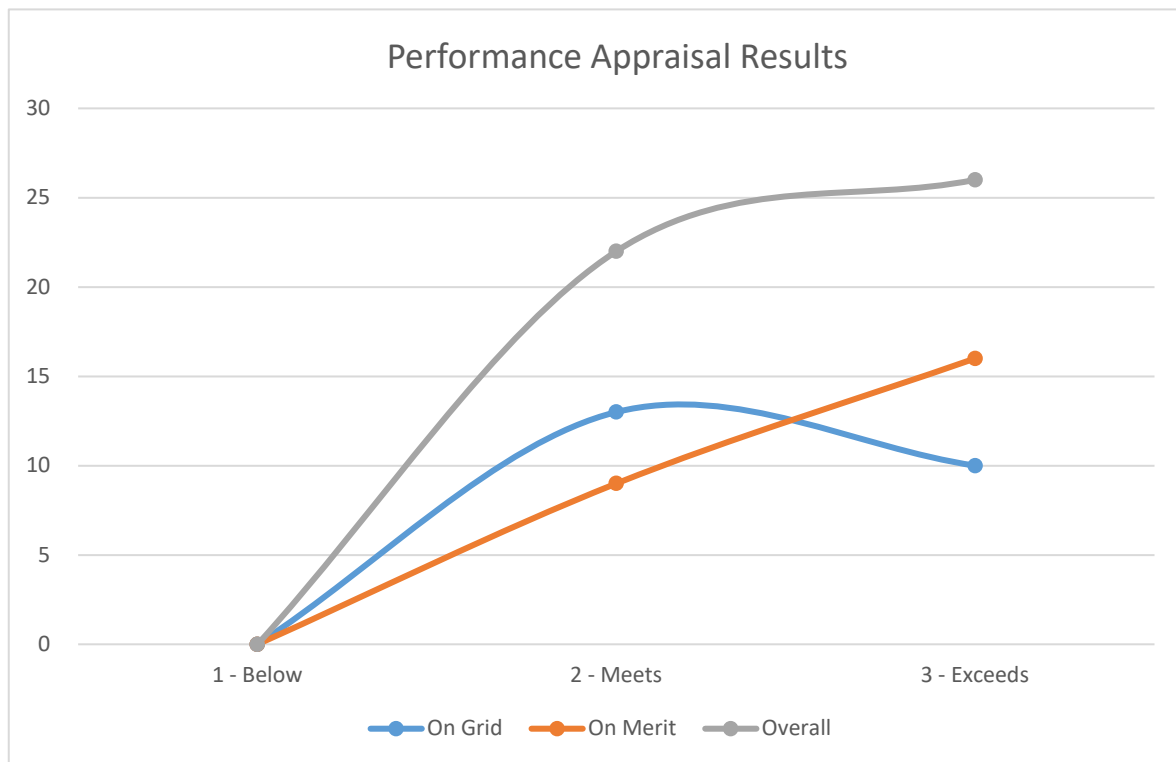


* Two errors were discovered during the evaluation process regarding the location of two employees on the grid. One Employee was budgeted to receive a merit wage adjustment but was actually found to be on the grid. A second employee was found to be on the grid but not included in the budget calculation. All grid wage adjustments were to be funded and is the reason this line item is over budget for the year, but overall within the budget for the Wage Adjustment line item.

2017 Performance Evaluation *Wage Adjustment Summary*

	Employees		2018 Funding		
	Number	Percent	Budget	Actual	Difference
On Grid	23	48%	22,238	19,619	(2,619)
On Merit	25	52%	20,225	17,876	(2,349)
Total	48		42,463	37,495	(4,968)

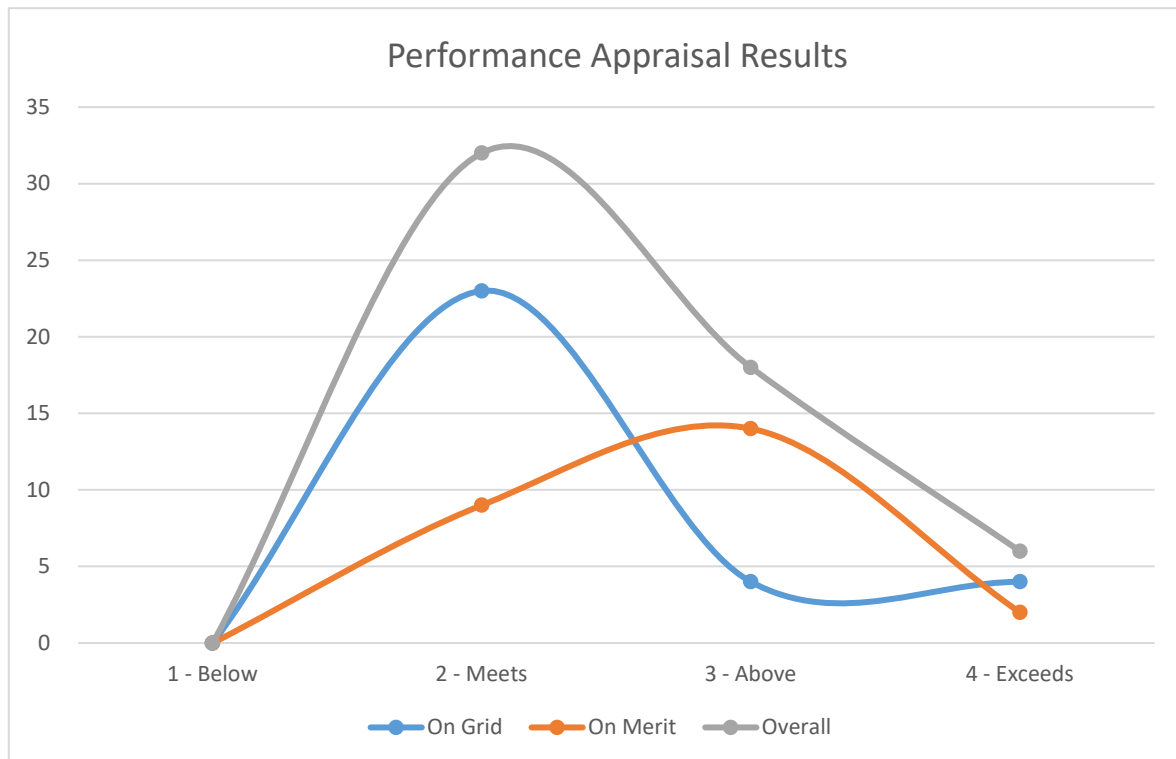
On Grid			On Merit			Overall		
1 - Below	0	0%	1 - Below	0	0%	1 - Below	0	0%
2 - Meets	13	57%	2 - Meets	9	36%	2 - Meets	22	46%
3 - Exceeds	10	43%	3 - Exceeds	16	64%	3 - Exceeds	26	54%
	23			25			48	



2018 Performance Evaluation *Wage Adjustment Summary*

	Employees		2019 Funding		
	Number	Percent	Budget	Actual	Difference
On Grid	31	55%	26,042	24,845	(1,197)
On Merit	25	45%	20,000	11,792	(8,208)
Total	56		46,042	36,636	(9,406)

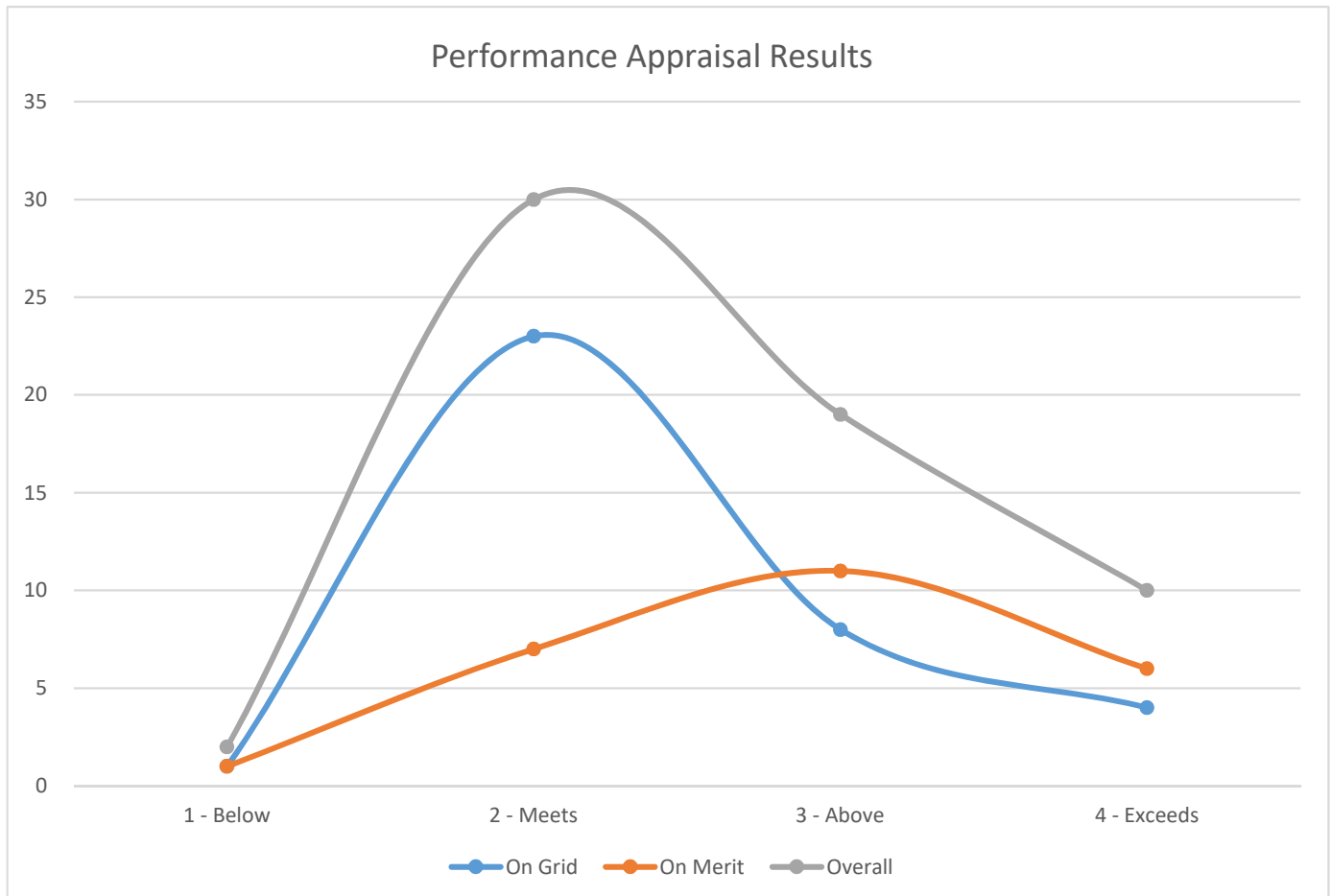
On Grid			On Merit			Overall		
1 - Below	0	0%	1 - Below	0	0%	1 - Below	0	0%
2 - Meets	23	74%	2 - Meets	9	36%	2 - Meets	32	57%
3 - Above	4	13%	3 - Above	14	56%	3 - Above	18	32%
4 - Exceeds	4	13%	4 - Exceeds	2	8%	4 - Exceeds	6	11%
31			25			56		



2019 Performance Evaluation *Wage Adjustment Summary*

Employees			2020 Funding			Avg. % Wage Adjustment per Employee
	Number	Percent	Budget	Actual	Difference	
On Grid	36	59%	36,652	33,009	(3,643)	2.64%
On Merit	25	41%	25,000	25,201	201	2.36%
Total	61		61,652	58,211	(3,441)	

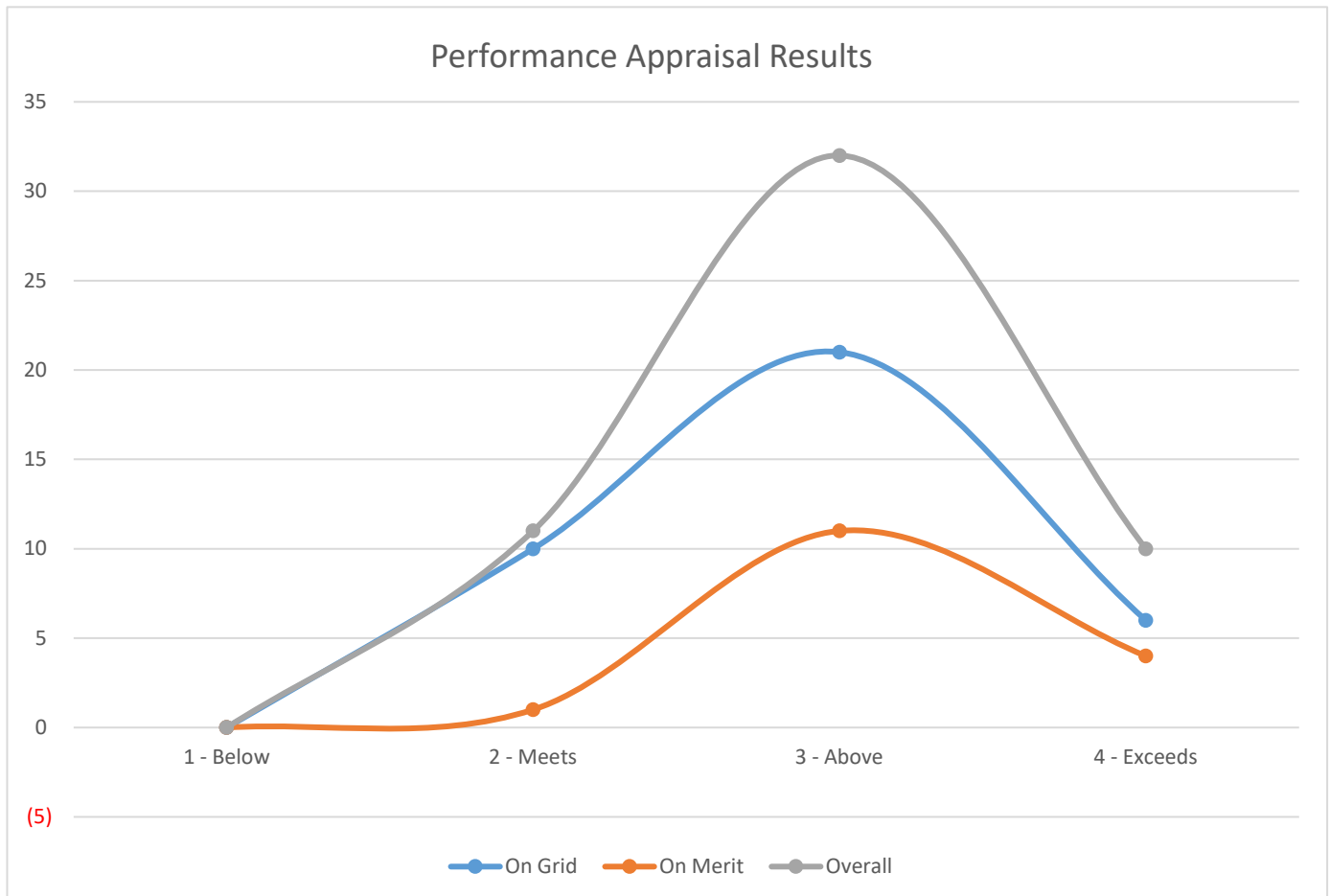
On Grid			On Merit			Overall		
1 - Below	1	3%	1 - Below	1	4%	1 - Below	2	3%
2 - Meets	23	64%	2 - Meets	7	28%	2 - Meets	30	49%
3 - Above	8	22%	3 - Above	11	44%	3 - Above	19	31%
4 - Exceeds	4	11%	4 - Exceeds	6	24%	4 - Exceeds	10	16%
36			25			61		



2020 Performance Evaluation *Wage Adjustment Summary*

Employees			2020 Funding			Avg. % Wage Adjustment per Employee
	Number	Percent	Budget	Actual	Difference	
On Grid	37	70%	47,140	43,762	(3,378)	2.68%
On Merit	16	30%	25,000	24,913	(87)	2.59%
Total	53		72,140	68,675	(3,465)	

On Grid			On Merit			Overall		
1 - Below	0	0%	1 - Below	0	0%	1 - Below	0	0%
2 - Meets	10	27%	2 - Meets	1	6%	2 - Meets	11	21%
3 - Above	21	57%	3 - Above	11	69%	3 - Above	32	60%
4 - Exceeds	6	16%	4 - Exceeds	4	25%	4 - Exceeds	10	19%
37			16			53		



VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, March 1, 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:

This information was shared also with the Village Board at their meeting on February 22, 2021.

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 committee 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%
5. Basic Spending Per Capita	20	20%
	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	20
2.00	107	142		322	428	15
2.50	86	106		429	535	10
3.00	71	85		536	642	5
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	20
2.00	\$29,000	\$38,666		\$87,001	\$116,000	15
2.50	\$23,200	\$28,999		\$116,001	\$145,000	10
3.00	\$19,333	\$23,199		\$145,001	\$174,000	5
All Others						0
3. 2019 Equalized Value: Maximum 20 Points						
\$16 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	11	16		16	24	20
2.00	8	10		25	32	15
2.50	6	7		33	40	10
3.00	5	5		41	48	5
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	20
2.00	158	210		475	632	15
2.50	126	157		633	790	10
3.00	105	125		791	948	5
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	20
2.00	131	174		394	524	15
2.50	105	130		525	655	10
3.00	87	104		656	786	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 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		20
2.00	699	930		2,097	2,794		15
2.50	559	698		2,795	3,493		10
3.00	466	558		3,494	4,191		5
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		20
2.00	\$37,500	\$49,999		\$112,501	\$150,000		15
2.50	\$30,000	\$37,499		\$150,001	\$187,500		10
3.00	\$25,000	\$29,999		\$187,501	\$225,000		5
All Others							0

3. 2019 Equalized Value: Maximum 20 Points

\$131 Million

Factor	Minimum Range			Maximum Range			Points
1.50	87	131		131	197		20
2.00	66	86		198	262		15
2.50	52	65		263	328		10
3.00	44	51		329	393		5
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		20
2.00	312	414		936	1246		15
2.50	249	311		1247	1558		10
3.00	208	248		1559	1869		5
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		20
2.00	313	416		939	1,250		15
2.50	250	312		1,251	1,563		10
3.00	208	249		1,564	1,875		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 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:

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(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	
2.00	3,636	4,848		10,910	14,546	
2.50	2,909	3,635		14,547	18,182	
3.00	2,424	2,908		18,183	21,819	
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	
2.00	\$38,500	\$51,332		\$115,501	\$154,000	
2.50	\$30,800	\$38,499		\$154,001	\$192,500	
3.00	\$25,667	\$30,799		\$192,501	\$231,000	
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	
2.00	455	605		1,365	1,818	
2.50	364	454		1,819	2,273	
3.00	303	363		2,274	2,728	
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	
2.00	342	455		1026	1367	
2.50	273	341		1368	1708	
3.00	228	272		1709	2050	
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	
2.00	235	312		706	940	
2.50	188	234		941	1,175	
3.00	157	187		1,176	1,410	
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	
2.00	13,793	18,389		41,379	55,170	
2.50	11,034	13,792		55,171	68,963	
3.00	9,195	11,033		68,964	82,755	
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	
2.00	\$43,167	\$57,554		\$129,501	\$172,666	
2.50	\$34,533	\$43,166		\$172,667	\$215,833	
3.00	\$28,778	\$34,532		\$215,834	\$258,999	
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	
2.00	1,814	2,418		5,443	7,256	
2.50	1,451	1,813		7,257	9,070	
79.88	1,209	1,450		9,071	10,884	
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	
2.00	384	511		1153	1536	
2.50	307	383		1537	1920	
3.00	256	306		1921	2304	
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	
2.00	291	386		873	1,162	
2.50	232	290		1,163	1,453	
3.00	194	231		1,454	1,743	
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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(2) Google Maps: Proximity to Approximate Center of Dane County (Represented by City of Madison)

Note:

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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
	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
	McFarland	41,704.00	54,184.00	43,867.20	3.33	Various titles based on dept. Actual is an avg.
4	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	
	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
	McFarland	39,353.60	51,105.60	41,600.00	1.00	Technology Specialist
4	Monona					Contracted w/ Lantech Services
	Windsor					N/A
	Mount Horeb					N/A
	Cottage Grove					Contracted
	Edgerton					N/A
	Cross Plains					N/A
3	Marshall					N/A
	Belleville					N/A
	Shorewood Hills					N/A
	Cambridge					N/A
2	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
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
3	Edgerton					N/A
	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.

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 Transportation 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	
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
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	
2	Shorewood Hills					N/A
	Cambridge	22,880.00	31,678.40		5.00	Multiple part-time positions
	Brooklyn					N/A
	Black Earth					N/A
	Dane					N/A
1	Blue Mounds					N/A
	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			

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:
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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*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:
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			

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:
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			

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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:
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			

*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			

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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:
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			

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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:
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			

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:
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			

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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			

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						

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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			

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			

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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			

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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			

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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			

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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			

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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:
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			

Dane County Cities and Villages Association
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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			

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			

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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			

*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:
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			

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.

VILLAGE OF
McFarland
SUMMARY SHEET

MEETING DATE: Monday, March 1, 2021

SECTION: Business

DEPARTMENT: Administration

CONTACT: Matt Schuenke, Village Administrator

AGENDA ITEM: Discussion regarding Administration of Compensation Plans for Non-Represented Employees as Chapter 3 of the Compensation and Benefits Manual.

PREVIOUS ACTION:

None.

ISSUE SUMMARY:

Included in your packet is Chapter 3 of the Compensation and Benefits Manual which addresses the Compensation Plans for Non-Represented Employees. Additionally, the wage grid as of January 1, 2021 is included for reference as well. The previous two agenda items addressed the most recent performance evaluation process and new data from a recent survey that are related to our compensation plans. This item is presented for discussion related to those items and how these plans are estimated.

FINANCIAL/BUDGET IMPACT:

None.

VILLAGE PLAN REFERENCE:

None.

ORDINANCE REFERENCE:

None.

BOARD, COMMISSION OR COMMITTEE RECOMMENDATION:

Presented for discussion.

ATTACHMENTS:

1. Chapter 3 - Administration of Compensation plans for Non-Represented Employees
2. Wage Grid 01-01-2021

CHAPTER 3 - ADMINISTRATION OF COMPENSATION PLANS FOR NON-REPRESENTED EMPLOYEES

3.01 Purpose

This chapter sets forth the policies and practices followed in establishing and administering the compensation plan for non-represented positions. The compensation plans for represented positions are set forth in the respective collective bargaining agreements.

3.02 Compensation Philosophy

- (1) The Village believes that its effectiveness as a service provider is linked to pay levels. How the Village compensates its employees influences the quality of individuals that can be attracted to work within the organization and can affect the quality of employee performance, which in turn determines how well the Village's monetary resources are spent.
- (2) In recognition of the importance of compensation levels to organizational effectiveness, the Village Board has adopted the following compensation philosophy:
 - The Village of McFarland considers employees our most valuable asset. As such, the Village recognizes the importance of the compensation program to developing this asset.
 - The salary and benefits program provided to the employees of the Village is intended to attract, retain, and motivate highly qualified, enthusiastic, productive, and committed employees. The program is designed to assist the Village in providing quality services to the public—the Village's top priority objective. This objective is attained by providing compensation based on internal equity and external competitiveness within its fiscal capabilities and in full compliance with all State and Federal laws and regulations governing pay.
 - The Village's compensation philosophy supports our desire to provide salary advancement opportunities that recognize continued contribution through additional experience, changes in the economy, and changes in the Village's financial conditions.

3.03 Compensation Objectives

- (1) The Village's compensation program is guided by the following objectives:
 - To attract and retain highly qualified, enthusiastic, productive, and committed employees;
 - To maintain and motivate employee performance to help the Village achieve its short-term and long-term goals;
 - To communicate our expectations regarding different rates of pay;
 - To maintain the appropriate level of payroll costs fairly;
 - To recognize the internal worth of jobs and pay accordingly;

- To meet competitive pay levels within our chosen market and within our available resources; and
 - To ensure consistent administration and application of pay policies and ensure that plan administration decisions are not based upon or influenced by an employee's sex, race, color, age, religion, or any other legally protected bases governed by law.
- (2) Accomplishment of these objectives requires a systematic salary management program that ensures the goals of the compensation system are reached in practice and in spirit. The system must provide for internally and externally fair pay and opportunities to be rewarded for performance, contributions, innovation, and creativity. Pay policies and procedures must exist for the fair and consistent application of the tenets of the system.

3.04 Pay Plan

(1) Pay Structure

To facilitate effective administration, a pay structure has been established for all non-represented regular positions.

(2) Pay Ranges

The pay ranges for each position under the compensation plan are designed to reflect the levels of responsibility, training and experience necessary, levels of complexity, working conditions, fiscal and budgeting duties, the impact of end results, and the consequences of error. Each pay range has a 6% differential between levels and a 30% difference between the minimum and maximum of the range. The midpoint of the pay range is intended to be a competitive market rate for similar jobs in similarly sized comparable communities, and it represents 100% proficiency in all the duties required of the position. New hires will be placed within the pay range of the position at a rate equivalent to their current level of proficiency in the required duties, or on other factors including but not limited to level of previous experience, competitive hiring situations, and additional education and knowledge in the field. Please refer to the Pay Ranges matrix for the current approved hourly wage ranges, found in Appendix A of the Compensation and Benefits Manual.

(3) Across the Board Wage Adjustment

Employees who are rated at or above a Level 2 "Meets Expectations" during the annual Performance Appraisal process are eligible for an Across the Board Wage Adjustment as determined by the Village Board in the Annual Budget. The pay ranges for each grade will also be adjusted by the same amount. Employees rated below "Meets Expectations" will be placed on performance improvement plans and are not eligible for an Across the Board Wage Adjustment.

(4) Advancing Through the Pay Ranges

A. *Compensation advances for employees below market rate (midpoint).*

- i. Employees are expected to advance towards the market rate of the pay range by demonstrating increased proficiency in the performance of the duties of the position, primarily based upon the successful achievement of reasonable and attainable goals and objectives established by the Department supervisor and/or Department Head and identified in the annual Performance Appraisal process.
- ii. Employees who successfully achieve these goals and objectives, or who have performed at an acceptable level but did not achieve some or all of these goals and objectives due to documented and justifiable circumstances, may be eligible to receive, subject to budget parameters or other factors, the Level 2 “Meets Expectations” Across the Board Wage Adjustment. Employees who show exemplary performance and achieve a rating at or above a Level 2 “Meets Expectations” may be eligible to receive, subject to budget parameters or other factors, the Across the Board Wage Adjustment plus a proficiency-based Grid Point Adjustment as a wage base-builder based upon documented increased proficiency in the performance of the duties and responsibilities of their position.

B. *Compensation advances for employees at or above market rate (midpoint).*

- i. Employees who successfully achieve the goals and objectives as established by the annual Performance Appraisal process, or who have performed at an acceptable level but did not achieve some or all of these goals and objectives due to documented and justifiable circumstances, may be eligible to receive, subject to budget parameters or other factors, the Level 2 “Meets Expectations” Across the Board Wage Adjustment. Employees who show exemplary performance and achieve a rating in excess of Level 2 “Meets Expectations” may be eligible to receive, subject to budget parameters or other factors, the Across the Board Wage Adjustment plus a Merit Pay Adjustment as a wage base-builder up to the maximum wage appraisal level allowed for the pay range of the position. Employees that have reached their maximum wage appraisal level may be eligible for an Exemplary Performance Award as defined in Section 3.04(6).

(5) Rating Level Definitions.

A. Level 1 – Does Not Meet Expectations.

- i. Overall performance is generally below the minimum requirements and expectations for the position. The output and quality of work is inconsistent and below acceptable levels. Job specific knowledge, skills, and abilities do not consistently meet expectations. Close direction and supervision is required, even in routine situations. Frequent coaching is needed to avoid problems and improve performance. Decision making and judgement is inconsistent and questionable.

B. Level 2 – Meets Expectations.

- i. Overall performance meets expectations and is at a level of a well-qualified, experienced, and motivated employee for the performance dimensions of the position. The output and quality of work is acceptable. Responsibilities of the job are understood and accepted in a positive manner. Job specific knowledge, skills, and abilities are demonstrated at a high level. Employee demonstrates some creativity and initiative to complete their tasks. Some direction or supervision is needed in unexpected situations.

C. Level 3 – Above Average.

- i. Performance at this level meets the criteria in all respects for Level 2 by Meeting Expectations in the performance dimensions for the position. Performance, at times, may exceed expectations for some essential job functions but not all. The output and quality of work is consistently very good meeting the most critical goals/objectives established within their Action Plan. Is self-motivated and able to identify opportunities/challenges and has the vision to pursue them demonstrating creativity and initiative to complete these tasks with minimal supervision.

D. Level 4 – Exceeds Expectations. The following guidelines are to be used to determine the rating of “Exceeds Expectations”:

- i. Employees who have generally and consistently performed at an above average to high level for sustained periods of time;
- ii. Employees who have had a considerable level of positive impact upon the overall operations of the Village or department;

- iii. Employees who routinely plan, participate in, or conduct programs or services to the community that are beyond those required of the position; or
- iv. Employees who are innovative in the development of new programs, services, procedures, or concepts that create efficiencies or increase effectiveness in the delivery of service to the community and their department.

Department Heads are responsible for providing written documentation for the justification of an “Exceeds Expectations” rating for any employee and a copy of the completed annual performance evaluation to the Administrator.

(6) Exemplary Performance Award

Department Heads will have the ability to recognize employees who have performed at an exemplary level by nominating them for a one-time, non-base builder award. The Village Administrator will have the ability to recognize Department Heads that have performed at an exemplary level by nominating them for a one-time, non-base builder award. Typically, these awards would be used for the following but not exclusively limited to reasons:

- To recognize completion of special projects or assignments;
- Significant additional duties for a temporary period;
- Employees earning a Level 3 “Above Average” rating but who are ineligible for a base building merit pay award due to being at the maximum pay for their position’s range; or
- Employees earning an “Exceeds Expectations” rating but who are ineligible for a base-building merit pay award due to being at the maximum pay for their position’s range.

(7) Budget Considerations for Wage Adjustments

- A. The Village Board, as part of approving the annual budget sets Across the Board Wage Adjustment, if any.
- B. The Village Board may allocate a separate amount to be used for Merit Pay Adjustments.
- C. The Village Board may allocate funds for Exemplary Performance Awards. There will be a separate allocation for Department Heads and for non-represented non-department head positions.

- D. The Village Board, based upon budget considerations and on the recommendation of the Village Administrator, will approve a schedule for Across the Board Wage Adjustments, Merit Pay Adjustments, and Exemplary Performance Awards for the next calendar year. This schedule may vary from year to year and may be modified or rescinded by the Board at any time.

3.05 Compensation Plan for Management, Supervisory, and Confidential Positions

(1) Compensation Policies

A. *Compensation Upon Promotion*

An employee promoted from one pay range to another, higher pay range is placed at the new range that provides at least a five percent (5%) increase.

B. *Compensation Upon Transfer*

Employees who transfer to a new position within the same pay range as their old position will typically not receive a compensation adjustment.

C. *Compensation Upon Acting Assignment*

- i. Employees who are given an acting assignment to a position in a higher pay range or are assigned on a temporary basis significant duties and responsibilities typically performed by a higher classification, for a planned period of at least 60 days but less than six months, and may receive an adjustment to their base compensation. The amount of the base compensation adjustment will be determined by the Village Administrator and the Village Board.
- ii. In the event an acting assignment lasts more than six months the circumstances will be reviewed by the Department Head and Village Administrator to determine if changes in classification and compensation are appropriate.
- iii. Upon return to the employee's original classification, the employee's pay will revert to their base compensation prior to receiving the interim assignment adjustment, plus any additional annual pay increases and pay structure increases the employee would have received in the original classification.

D. *Compensation Upon Involuntary Demotion*

An employee who is demoted for involuntary reasons unrelated to performance or disciplinary action retains his/her present pay if the base compensation exceeds the new range maximum. As long as an employee's base compensation exceeds the new range maximum, the employee will not be eligible for further base-accumulating pay increases until his/her pay is again within the range for the new position. If the present base compensation is below the new range maximum, the employee will be placed in the new range closest to their current pay.

E. *Compensation Upon Voluntary Demotion*

An employee who requests and is granted a voluntary demotion will receive a decrease in pay, the amount of which is to be determined given the facts and individual circumstance.

F. *Compensation for Retention*

In infrequent circumstances, the Village Administrator may recommend to the Village Board a special wage adjustment for the purpose of retaining an employee deemed to have significant value to the organization.

G. *Pay Range Assignment for New and Reclassified Positions*

- i. When new positions are created or existing positions undergo substantial change, the Village has established a process to review and assign the new/changed position to the pay structure.
- ii. In these situations, the Village will utilize the New Classification/Reclassification Review process to add the new/changed position to the compensation plan and assign it to a pay range contained in the plan. Considerations for range placement will include internal consistency and market considerations.
- iii. The new salary for an employee whose pay range is adjusted as a result of a job reclassification will follow the guidelines established in this policy for promotions.

H. *Positions Requiring a 'Market Adjustment'*

- i. The Village's compensation program has provided a methodology for determining pay rates for employees that recognize not only the worth of positions in the market, but also the worth of jobs internally within the organization.

- ii. A circumstance could develop where a position in the Village's compensation plan should be considered for temporary placement at a higher range of pay than that which is established from our methodology. These are positions that may command higher pay due to unusual market demands which may fluctuate over time.
- iii. Market adjustments should generally be considered in the future under only one or more of the following circumstances:
 - The Village has documented problems recruiting or selecting employees within the assigned pay range (for example, a position is advertised two or more times resulting in few or no qualified applicants who the Village determines could effectively serve in the position).
 - The Village has an unacceptable rate of turnover in the position, and exit interview information indicates rate of pay as a significant issue.
 - Periodic market surveys conducted by the Village show that the midpoint of the pay range is more than 10% less than the average rate of pay shown for the position in the market analysis.
- iv. In situations where the market demands higher pay rates, at the Village's discretion, one of two actions will be available:
 - 1. Adjust the employee's base compensation upward into the existing pay range.
 - 2. Move the position into a higher pay range and adjust the base compensation according to the Compensation Upon Promotion guidelines established in this policy. However, this is to be done temporarily, only while market conditions are still causing the problem.
- v. The Village will utilize the first option whenever possible. However, when the Village utilizes the second option, the appropriate pay range will be determined by the Village (with consultation from a compensation expert in the discretion of the Board), and the position will be placed in a higher range. Further, all documents and communications will be retained to reflect the temporary assignment of the position to a higher pay range. The market conditions should be checked every year, and if conditions change, the position will move back into its initially assigned salary range.

- vi. The Village recognizes that the allowance of market adjustments does disrupt some of the internal equity in its compensation plan because there are jobs that are of higher internal value that may be paid less than a job of lower internal value. This is why the Village intends to utilize market adjustments sparingly.
- vii. All market adjustments must be recommended by the Village Administrator and receive approval by the Village Board. In the event that a position under a market adjustment is reclassified to the correct pay range established through job evaluation, the policy for Salary Upon Involuntary Demotion will apply in regard to compensation for the affected employee.

I. *Positions Requiring a 'Compression Adjustment'*

- i. Salary compression exists when there is an unacceptable difference in overall compensation between a supervisor and a direct subordinate. Compression could exist under a base salary comparison, under a total gross earnings comparison, or both. In determining whether compression is an issue that should be resolved through a pay increase, the Village will also look at the differences in total compensation (i.e., direct pay and benefits) between the supervisor and subordinate positions.
- ii. Unless the benefit package of the supervisor is determined to compensate for the wage compression, the Village will provide an acceptable base pay differential between an exempt supervisory position and the average gross earnings of the top paid position directly supervised. This differential would generally be a minimum of 7.5% when the supervisor has been in their position for at least one year.
- iii. In determining the average gross earnings of the top paid position directly supervised, the Village recognizes that overtime earnings often fluctuate and can skew an accurate comparison. It may be appropriate, therefore, to factor overtime earnings over a multi-year period or to compensate the supervisor for that overtime earnings component of their subordinate on a periodic lump sum basis rather than through a base compensation adjustment.
- iv. In the event a more highly compensated professional or technical position simply reports to a supervisor for administrative reasons, a compression adjustment may not be warranted.

- v. The compression adjustment should not, in most cases require a pay grade change in order to use a salary within the assigned grade that provides the recommended differential. In situations where the compression analysis requires a higher base salary than would normally be utilized under the compensation plan, at the Village's discretion, one of two actions will be available:
 - 1. Adjust the employee's pay upward in the range, or
 - 2. Adjust the position up one pay grade temporarily and only while compression conditions are still causing the problem.
- vi. The Village will utilize the first option whenever possible, as long as the current pay grade range allows for sufficient earnings growth consistent with the intent and spirit of the compensation plan. However, when the Village utilizes the second option, all documents and communications are retained to reflect the temporary assignment of the position. The earnings differential situation should be analyzed every year, and if conditions change such that the actual pay grade provides an adequate differential and opportunity for sufficient earnings growth, these positions will move back to their correct grade.
- vii. The Village recognizes that the allowance of compression adjustments does disrupt some of the internal equity in the compensation plan. This is why the Village intends to use compression adjustments sparingly.
- viii. All compression adjustments must be recommended by the Village Administrator and receive approval by the Village Board. In the event that a position under a market adjustment is reclassified to the correct pay range established through job evaluation, the policy for Salary Upon Involuntary Demotion would apply to the affected employee.

J. *Determining Pay for New Hires*

Unless unusual conditions exist, employees should normally be hired between the minimum and midpoint of the pay range for the position with actual wage placement to be based on individual qualifications.

(2) Maintenance of Pay Plan Integrity Over Time

A. Maintaining the validity and integrity of the pay plan over time is of critical importance. Although it is anticipated that the pay plan will require periodic updating by thorough and systematic reevaluation, the validity of the plan and its usefulness can be extended by

- Maintaining internal equity; and
- Maintaining market competitiveness

B. *Maintaining Market Competitiveness*

In order to maintain the Village's desired pay philosophy of paying at a level competitive with its chosen market, the Village should complete a comprehensive update of its market analysis every three to four years, and more often with market sensitive positions.

- i. The Village Administrator, or his/her designee, under the direction of the Village Board, should complete the market analysis.
- ii. Market information from similar jobs and comparable positions should be used to determine if the compensation plan needs a general adjustment or if the pay ranges should be re-calculated using the regression analysis model used to develop the original plan.
- iii. A full report of findings and recommendations of the market study should be presented by the Village Administrator or his/her designee to the Village Board for consideration.

(3) Policy Exceptions

Compensation decisions that do not meet the above guidelines require the recommendation of the Village Administrator and the approval of the Village Board.

3.06 Compensation Plan for Part-Time Support Positions

The hourly or daily rate of pay for part-time support positions will be determined by the Village Board on an annual basis.

Village of McFarland Wage Grid Effective 1/1/2021

Grade	Job Title	Department	87%	90.0%	92.5%	95.0%	97.5%	Market Rate 100%	Above Avg. 106%	Maximum 113%
0.5	Shelver	Library	\$8.09	\$8.37	\$8.60	\$8.84	\$9.07	\$9.30	\$9.86	\$10.51
1			\$12.11	\$12.53	\$12.87	\$13.22	\$13.57	\$13.92	\$14.75	\$15.73
2	Nutrition Site Coordinator Shelver II Camera Operator	Senior Outreach Library Comm & Tech	\$12.83	\$13.28	\$13.65	\$14.01	\$14.38	\$14.75	\$15.64	\$16.67
3	Nutrition Site Manager Youth Services Assistant Summer Help (Seasonal)	Senior Outreach Library Public Works	\$13.60	\$14.07	\$14.46	\$14.86	\$15.25	\$15.64	\$16.58	\$17.67
4			\$14.42	\$14.92	\$15.33	\$15.75	\$16.16	\$16.58	\$17.57	\$18.73
5	Code Inspector Parks Crewperson (Seasonal)	Community Development Public Works	\$15.29	\$15.81	\$16.25	\$16.69	\$17.13	\$17.57	\$18.62	\$19.85
6	Police Clerk I (FT & PT) Utility Clerk I Clerk I AV Technician Library Assistant I	Police Public Works Administration Comm & Tech Library	\$16.20	\$16.76	\$17.23	\$17.69	\$18.16	\$18.62	\$19.74	\$21.04
7	Production Assistant Technology Services Assistant Community Development Clerk II	Comm & Tech Comm & Tech Community Development	\$17.17	\$17.77	\$18.26	\$18.75	\$19.25	\$19.74	\$20.93	\$22.31
8	Clerk II Library Assistant II	Administration Library	\$18.21	\$18.83	\$19.36	\$19.88	\$20.40	\$20.93	\$22.18	\$23.65
9	Communications Specialist Technology Specialist Tech Services Assistant	Comm & Tech Comm & Tech Library	\$19.30	\$19.96	\$20.52	\$21.07	\$21.63	\$22.18	\$23.51	\$25.06
10	Judicial Assistant/Court Clerk III Clerk III Administration Clerk III Community Development Clerk III Case Manager Confidential Administrative Assistant Clerk III	Municipal Court Public Works Administration Community Development Senior Outreach Fire and Rescue Police	\$20.46	\$21.16	\$21.75	\$22.34	\$22.92	\$23.51	\$24.92	\$26.57
11	Public Works Crewperson Confidential Administrative Assistant Deputy Clerk Parks Crewperson	Public Works Police Administration Public Works	\$21.68	\$22.43	\$23.05	\$23.68	\$24.30	\$24.92	\$26.42	\$28.16

Strikethrough notes a vacant position not presently authorized.

Village of McFarland Wage Grid Effective 1/1/2020

Grade	Job Title	Department	87%	90.0%	92.5%	95.0%	97.5%	Market Rate 100%	Above Avg. 106%	Maximum 113%
12	Mechanic Adult Services Librarian Youth Services Librarian	Public Works Library Library	\$22.98	\$23.78	\$24.44	\$25.10	\$25.76	\$26.42	\$28.00	\$29.85
13	Public Works Lead Maintenance Worker Comm & Tech Manager	Public Works Comm & Tech	\$24.36	\$25.20	\$25.90	\$26.60	\$27.30	\$28.00	\$29.68	\$31.64
14			\$25.82	\$26.71	\$27.46	\$28.20	\$28.94	\$29.68	\$31.46	\$33.54
15	Fire Inspector/Public Education Specialist Assistant Director Parks Superintendent	Fire & Rescue Library Public Works	\$27.37	\$28.32	\$29.10	\$29.89	\$30.68	\$31.46	\$33.35	\$35.56
16	Building Inspector Senior Outreach Director Assistant to the PW Director	Community Development Senior Outreach Public Works	\$29.02	\$30.02	\$30.85	\$31.68	\$32.52	\$33.35	\$35.35	\$37.69
17	Deputy Treasurer/Accountant	Administration	\$30.76	\$31.82	\$32.70	\$33.59	\$34.47	\$35.35	\$37.47	\$39.95
18	Administrative Captain Streets/Utilities Superintendent	Fire & Rescue Public Works	\$32.60	\$33.73	\$34.66	\$35.60	\$36.54	\$37.47	\$39.72	\$42.35
19	Budget Manager/Accountant Sergeant	Administration Police	\$34.56	\$35.75	\$36.74	\$37.74	\$38.73	\$39.72	\$42.11	\$44.89
20	Lieutenant Assistant Director of Public Works Library Director Clerk/Treasurer	Police Public Works Library Administration	\$36.63	\$37.90	\$38.95	\$40.00	\$41.05	\$42.11	\$44.63	\$47.58
21	Community and Economic Devel Director	Community Development	\$38.83	\$40.17	\$41.29	\$42.40	\$43.52	\$44.63	\$47.31	\$50.44
22	Finance Director	Administration	\$41.16	\$42.58	\$43.76	\$44.95	\$46.13	\$47.31	\$50.15	\$53.46
23	Fire/EMS Chief Police Chief Director of Public Works/Utilities	Fire & Rescue Police Public Works	\$43.63	\$45.13	\$46.39	\$47.64	\$48.90	\$50.15	\$53.16	\$56.67
24	Village Administrator	Administration	\$46.25	\$47.84	\$49.17	\$50.50	\$51.83	\$53.16	\$56.35	\$60.07
25			\$49.02	\$50.71	\$52.12	\$53.53	\$54.94	\$56.35	\$59.73	\$63.67