MEETING:	***AMENDED*** **REGULAR MEETING OF THE VILLAGE BOARD**
DATE & TIME:	**Monday, May 4, 2026 at 7:00 PM**
LOCATION:	**Germantown Village Hall Board Room** **N112 W17001 Mequon Road**

Any member of the body and/or citizen may attend the meeting virtually through the WebEx platform, Meeting **#:2551 455 8667** Password: **ywM4qU5krp2** which can be accessed by phone at **408-418-9388** or by clicking the link below: **https://villageofgermantown.my.webex.com/villageofgermantown.my/j.php?MTID=m49bcd70fc98c6f1696315d2744b3586a**

Citizens not wishing to attend the meeting personally or virtually may submit any public comments by sending an email to **comments@germantownwi.gov** by 4 p.m. on the day of the meeting so that it can be provided to the members of the body for their consideration. Previously recorded VillageBoard Meeting Videos can be viewed at **https://www.youtube.com/channel/UCOYp0EgELzTCa9X_iCohyhQ**

AGENDA

I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*

II. **ROLL CALL:**

III. **PLEDGE OF ALLEGIANCE / MOMENT OF SILENCE:**

IV. **PRESIDENT'S REPORT:**

V. **APPOINTMENTS OF BOARD, COMMITTEE, AND COMMISSION MEMBERS:**

A. Appointment Spreadsheet (ACTION)

VI. **ANNOUNCEMENTS OF FORTHCOMING EVENTS OF PUBLIC INTEREST / COMMITTEE AND DEPARTMENT REPORTS:**

VII. **CITIZEN INPUT:** *(Please be advised per 19.84(2) that information and comment will be received from the public. It is the policy of this municipality that public input be limited to a four (4) minute period per person with a time extension granted at the discretion of the Chairperson. Be advised that there may be limited discussion of the information received but no action will be taken under public comments.) Comments that may be injurious to village personnel or other individuals will not be allowed.*

VIII. **CONSENT AGENDA:**

A. Meeting Minutes: April 20, 2026 (ACTION)

B. Equity Salary Adjustment for Fire Chief Delain (ACTION)

C. 2026 Budget Amendment to Carry Over 2025 Funds to FY2026 for Projects Not Completed (ACTION)

D. *An Ordinance Repealing and Recreating Section 1.50 of the Germantown Municipal Code Relating to Municipal Court Assessments and Fees. (ACTION)*

IX. **UNFINISHED BUSINESS:**

X. **PUBLIC HEARINGS:**

XI. NEW BUSINESS:

A. Temporary Class "B" Beer/"Class B" Wine Application for Deutschstadt Heritage Foundation, Maifest - May 15-17, 2026 (ACTION)

B. Resolution Disallowing the Claim of Davine Black (ACTION)

C. Abacus Architects, Agent for DONTOF LLC, Property Owner, and Basic Metals, Inc. W180 N11819 River Lane; Certified Survey Map (CSM) application to combine two (2) existing parcels into one 7-ac parcel in the Germantown Industrial Park. (ACTION)

D. Resolution Adopting the Water Supply Service Area Plan of the Germantown Water Utility (ACTION)

E. Proposal to adopt the 2026 pay rate chart, including recommended classification modifications aligned with market analysis and organizational needs (ACTION)

F. Consideration to Increase the Pay Range for the Recruitment of Senior Center Coordinator Position. (ACTION)

G. Discussion regarding the Police and Fire Departments Budgets and Procedures as it relates to the Newly Proposed Police Department Building and Addition to Fire Station (DISCUSSION)

H. Review of the Downgrade and Rating Report by Moody (DISCUSSION)

I. Village Administrator Vacancy. The Village Board may convene into closed session pursuant to Wis. Stat. § 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and then may reconvene in open session to take such action as it deems appropriate. (ACTION)

XII. ADJOURNMENT:

UPON REASONABLE NOTICE, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service, please contact the Village Clerk at (262)250-4745 at least 2 days prior to the meeting.

Notice is hereby given that a possible quorum of other boards, committees, and/or commissions may attend this meeting to gather information about an item over which they have decision-making responsibility. This may constitute a meeting of these bodies per State ex rel. Badke v Greendale Village Board, even though these bodies will not take formal action at this meeting.

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Action Item

ITEM TITLE: Appointment Spreadsheet (ACTION)

SUBMITTED BY: Bob Soderberg, Village President

SUMMARY EXPLANATION:

Please see the attached spreadsheet for (re)appointments for Village Board, Committee, and Commission members. **Members to be voted on tonight are marked in green.**

All term lengths are standard, with the following exceptions:

- The Trustee member appointed to the Senior Center Advisory Committee will be reappointed to a 1-year term, so that staggered positions can be readjusted, per Municipal Code.
- New citizen members appointed to the Economic Development Commission, Mr. Carini and Mr. Arnold, will be appointed to an initial term of 2 years, so that staggered positions can be maintained, per Municipal Code.

ATTACHMENT:

1. 2026 Appointments

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

GENERAL GOVERNMENT & FINANCE COMMITTEE	TERM: 1 YEAR	TITLE
Meg Cutts	04/21/2026-04/19/2027	District 2 Trustee, Chair
Scott Hefle	04/21/2026-04/19/2027	District 1 Trustee
Jolene Pieper	04/21/2026-04/19/2027	District 3 Trustee
Terri Kaminski	04/21/2026-04/19/2027	District 1 Trustee

PUBLIC SAFETY COMMITTEE	TERM: 1 YEAR	TITLE
Meg Cutts	04/21/2026-04/19/2027	District 2 Trustee, Chair
Jolene Pieper	04/21/2026-04/19/2027	District 3 Trustee
Patrick Kaiser	04/21/2026-04/19/2027	District 4 Trustee
Scott Hefle	04/21/2026-04/19/2027	District 1 Trustee

PUBLIC WORKS & HIGHWAYS COMMITTEE	TERM: 1 YEAR	TITLE
Terri Kaminski	04/21/2026-04/19/2027	District 1 Trustee, Chair
Jim Stout	04/21/2026-04/19/2027	District 2 Trustee
Robert Warren	04/21/2026-04/19/2027	District 3 Trustee
Jan Miller	04/21/2026-04/19/2027	District 4 Trustee

ADMINISTRATIVE APPEALS REVIEW BOARD	TERM: 1 YEAR TRUSTEE, 3 YEAR CITIZEN	TITLE
Bob Soderberg	04/21/2025-04/17/2028	Village President, Chair
Jolene Pieper	04/21/2026-04/19/2027	Trustee
William Neureuther	04/22/2025-04/30/2028	Citizen Member

BOARD OF REVIEW	TERM: 5 YEAR	TITLE
Kim Leukert	05/01/2022-04/30/2027	Member
Ingolf (Sam) Schneider	05/01/2023-04/30/2028	Member
Chris Niggemeier	05/06/2024-05/01/2029	Member
Tim Edwards	05/01/2025-04/30/2030	Member
William Shadid	05/01/2026-04/30/2031	Member
Kristine Huber	05/01/2022-04/30/2027	Alternate Member
Vacant	05/01/2025-04/30/2030	Alternate Member

BOARD OF ZONING APPEALS	TERM: 3 YEAR	TITLE
Barry R. White	05/06/2024-05/01/2027	Chair
Kristine Huber	05/06/2024-05/01/2027	Member
Tim Edwards	05/06/2024-05/01/2027	Member
Lilibeth Yao	05/01/2026-04/30/2029	Member
Vacant	05/01/2025-04/30/2028	Member
Jeffrey Knop	05/01/2025-04/30/2028	Alternate Member
Vacant	05/01/2026-04/30/2029	Alternate Member

BUILDING CONSTRUCTION OVERSIGHT COMMITTEE	TERM: 3 YEAR TRUSTEE, 3 YEAR CITIZEN	TITLE
Robert Warren	04/15/2024-04/19/2027	District 3 Trustee, Chair
Jim Stout	04/21/2026-04/16/2029	District 2 Trustee
Peter Nilles	04/15/2024-04/19/2027	Member

ECONOMIC DEVELOPMENT COMMISSION	TERM: 3 YEAR TRUSTEE, 3 YEAR CITIZEN	TITLE
Scott Hefle	04/21/2026-04/16/2029	District 1 Trustee, Chair
Patrick Kaiser	04/21/2026-04/16/2029	District 4 Trustee
Melanie Smythe	05/06/2024-04/30/2027	Member
Jim Sedgwick	04/20/2024-04/30/2027	Member
Jeffrey Voyer	04/22/2025-04/30/2028	Member
Joletta Kerpan	04/21/2026-04/16/2029	Member
Joey Carini	04/21/2026-04/17/2028	Member
Derek Arnold	04/21/2026-04/17/2028	Member
Vacant	05/01/2026-04/30/2029	Member

ETHICS BOARD	TERM: 3 YEAR	TITLE
Aaron Foley	05/06/2024-05/01/2027	Member
Vacant	05/06/2024-05/01/2027	Member
Wyatt Wiehr	05/01/2025-04/30/2028	Member
Glenn Gaskill	05/01/2025-04/30/2028	Member
Vacant	05/01/2026-04/30/2029	Member
Vacant	05/01/2026-04/30/2029	Member
Vacant	05/06/2024-05/01/2027	Alternate Member
Vacant	05/01/2025-04/30/2028	Alternate Member

HISTORIC PRESERVATION COMMISSION	TERM: 1 YEAR TRUSTEE, 3 YEAR CITIZEN	TITLE
Jim Stout	04/21/2026-04/19/2027	District 2 Trustee, Chair
Christine Kauth	05/01/2025-04/30/2027	Citizen Member
Barbara Mendenhall	05/01/2025-04/30/2028	Citizen Member
Mark Kauth	05/01/2026-04/30/2029	Citizen Member
Rick Miller	05/01/2026-04/30/2029	Citizen Member

LIBRARY BOARD	TERM: 3 YEAR TRUSTEE, 3 YEAR CITIZEN	TITLE
Joyce Nelson	05/01/2026-04/30/2029	President
Patrick Kaiser	04/21/2026-04/16/2029	District 4 Trustee
Darlene Vosen	05/01/2025-06/30/2028	Treasurer
Katie Kohel	05/01/2025-06/30/2028	School District Representative
Sarah Larson	05/06/2024-04/19/2027	Member
Joletta Kerpan	04/15/2024-04/19/2027	Member
Charlene Brady	05/01/2025-06/30/2028	Member
Trisha Smith	Ex-Officio	Library Director

PARK & RECREATION COMMISSION	TERM: 1 YEAR TRUSTEE/SCHOOL BOARD, 3 YEAR CITIZEN	TITLE
Brian Depies	05/06/2024-04/19/2027	Chair
Jim Stout	04/21/2026-04/19/2027	District 2 Trustee, Chair
Tracy Pawlak	04/21/2026-04/19/2027	School Board Member
Steve Stapelman	05/06/2024-04/19/2027	Member
Virginia Smith	05/01/2025-04/30/2028	Member
Monica Stiebs	05/01/2025-04/30/2028	Member
Don Eby	05/01/2026-04/30/2029	Member
Gil Standridge	Ex-Officio	Park & Recreation Director

PLAN COMMISSION	TERM: 1 YEAR TRUSTEE, 3 YEAR CITIZEN	TITLE
Bob Soderberg	04/21/2025-04/17/2028	Village President
Robert Warren	04/21/2026-04/19/2027	District 3 Trustee
Russell Ewert	05/01/2025-04/30/2028	School Board Member
Bridget Henk	04/15/2024-04/19/2027	Member
Josh Tarantino	04/15/2024-04/19/2027	Member
Robert Williams	05/01/2026-04/30/2029	Member
Brian Fisher	05/01/2026-04/30/2029	Member

POLICE & FIRE COMMISSION	TERM: 5 YEAR	TITLE
Scott Scheife	05/01/2025-04/30/2030	Chair
Ingolf (Sam) Schneider	05/01/2026-04/31/2031	Vice Chair
Homer (Jack) Daniels	05/01/2022-04/30/2027	Member
Chris Yatchak	05/01/2023-04/30/2028	Member
Larry Owen	05/06/2024-05/01/2029	Member

SENIOR CENTER ADVISORY COMMITTEE	TERM: 2 YEAR	TITLE
Jan Miller	05/01/2026-04/31/2027	Chair, Trustee District 4
Lynn Bracy	05/01/2026-04/31/2028	Senior Club Member
Norine Janzen	05/01/2025-04/30/2027	Non-Senior Club Member
Faye Price	05/01/2026-04/31/2028	Citizen Member
Barbara Borkenhagen	05/01/2026-04/31/2028	Citizen Member
Vacant	Ex-Officio	Senior Center Coordinator

TOURISM COMMISSION	TERM: 1 YEAR	TITLE
Jan Miller	04/21/2026-04/19/2027	Chair, Trustee District 4
Joletta Kerpan	04/21/2026-04/19/2027	Chamber Representative
Bob Soderberg	04/21/2026-04/19/2027	Village President
Vacant	04/21/2026-04/19/2027	Village Administrator
Vacant	04/21/2026-04/19/2027	Hotel Representative

TREE ADVISORY BOARD	TERM: 2 YEAR TRUSTEE AND CITIZEN	TITLE
Jan Miller	05/01/2026-04/31/2028	District 4 Trustee, Chair
Elizabeth Tarantino	05/01/2025-04/30/2027	Citizen Member
Nathan Schuettpelz	coterminous with appt as the Forester	Village Forester

UTILITY ADVISORY COMMITTEE	TERM: 1 YEAR TRUSTEE, 3 YEAR CITIZEN	TITLE
Robert Warren	04/21/2026-04/19/2027	District 3 Trustee, Chair
Steve Wesolowski	04/15/2024-04/19/2027	Engineer Mechanical Member
Peter Nilles	05/01/2025-04/30/2028	Engineer Mechanical Member
Vacant	05/01/2026-04/30/2029	Financial Accounting Member
James Hansen	04/15/2024-04/19/2027	Citizen Member
Vacant	05/01/2025-04/30/2028	Alternate Member
Vacant	05/01/2026-04/30/2029	Alternate Member

MEETING:	**REGULAR MEETING OF THE VILLAGE BOARD**
DATE AND TIME:	**Monday, April 20, 2026 7:00 PM**
LOCATION:	**Germantown Village Hall Board Room** **N112 W17001 Mequon Road**

MINUTES

I. CALL TO ORDER: *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*

Village President Bob Soderberg called the Village Board meeting to order at 7:00 PM.

II. ROLL CALL:

Present: Trustee Robert Warren, Trustee Meg Cutts, Trustee David Baum, Trustee Jan Miller, Trustee Kristen Borst, Trustee Jolene Pieper, Trustee Rick Miller, Trustee Terri Kaminski, Village President Bob Soderberg
Also Present: Village Clerk Donna Ott, Interim Village Administrator Mitch Reynolds, Village Attorney Brian Sajdak, DPW Superintendent Scott Anderson, Finance Director Matthew Uselding, Police Chief Pat Merten

III. PLEDGE OF ALLEGIANCE / MOMENT OF SILENCE:

IV. PRESIDENT'S REPORT:

Village President Soderberg spoke regarding the recent weather events, attending an Eagle Scout ceremony and the loan closing ceremony for Flamingo Marine, the 4th of July Task Force, and welcomed the Village's new DPW Director Tim Zimmerman.

A. National Therapy Animal Day Proclamation (PRESENTATION)

Village President Soderberg read aloud a proclamation observing National Therapy Animal Day.

B. Trustee Proclamations (PRESENTATION)

Village President Soderberg presented proclamations and Germantown flags to outgoing Trustees Kristen Borst, Rick Miller, and David Baum.

V. ANNOUNCEMENTS OF FORTHCOMING EVENTS OF PUBLIC INTEREST / COMMITTEE AND DEPARTMENT REPORTS:

DRAFT

Trustee Kaminski announced the upcoming Public Works & Highways Committee meeting on Wednesday, May 13, 2026, at 5:30 PM.

Trustee Rick Miller announced the upcoming General Government & Finance Committee meeting on Monday, May 18, 2026, at 5:30 PM.

Trustee Cutts announced the upcoming Public Safety Committee meeting on Monday, May 4, 2026, at 6:00.

A. Update on Recent Weather Events (PRESENTATION)

Interim Village Administrator Reynolds provided a brief overview of the recent weather events and their effects on Village infrastructure.

VI. **CITIZEN INPUT:** *(Please be advised per 19.84(2) that information and comment will be received from the public. It is the policy of this municipality that public input be limited to a four (4) minute period per person with a time extension granted at the discretion of the Chairperson. Be advised that there may be limited discussion of the information received but no action will be taken under public comments.) Comments that may be injurious to village personnel or other individuals will not be allowed.*

Lynne Schauer Bednarz (W156N10121 Pawnee Ct) spoke regarding the proposed police department building and the 2050 Comprehensive Plan.

Melanie Smythe (N140W17938 Cedar Ln) spoke regarding the proposed police department building.

Kristine Piwek (N106W17321 Wildflower Ln) spoke regarding the Village's sanitary sewer system and recent flooding.

Amy Willard (N106W17355 Wildflower Ln) spoke regarding the Village's sanitary sewer system and recent flooding.

Paul Spitz (N106W17085 Juniper Dr) spoke regarding sewer run off and recent flooding.

Randall Ryskoski (N106W17113 Juniper Dr) spoke regarding the Village's sanitary sewer system and recent flooding.

Written comments were not read aloud, but are included with these minutes.

VII. **CONSENT AGENDA:**

Motion: Approve as presented
Motioned By: Rick Miller
Seconded By: Robert Warren

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Consent Agenda Item C removed by Trustee Pieper.

Yes: Robert Warren, Meg Cutts, Jan Miller, Kristen Borst, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg
No: None
Abstain: David Baum

Motion Carried by Roll Cal Vote (Yes 8, No 0, Abstained 1)

On consideration of Item C (to approve as presented):
Yes: Robert Warren, Meg Cutts, Jan Miller, Kristen Borst, Rick Miller, Terri Kaminski, Bob Soderberg
No: Jolene Pieper
Abstain: David Baum

Motion Carried by Roll Call Vote (Yes 7, No 1, Abstained 1)

A. Meeting Minutes: March 16, 2026 (ACTION)

B. Special Meeting Minutes: March 23, 2026 (ACTION)

C. Purchase of a Jacobsen turf mower from Horst Distributing with trade-in value of $10,000.00 for an amount not to exceed $152,950.00. (ACTION)

D. Award of a contract to Visu Sewer to repair storm pipe with cured-in-place pipe liner in Hickory Drive for an amount not to exceed $36,487.50. (ACTION)

E. Consideration of a change order with Great Lakes TV & Seal for additional storm sewer cleaning not to exceed $23,686.00. (ACTION)

F. Authorization of a reduction to the Letter of Credit (LOC) for the Wrenwood North subdivision in the amount of $215,500.00 for a proposed new LOC amount of $181,000.00. (ACTION)

VIII. UNFINISHED BUSINESS:

IX. PUBLIC HEARINGS:

X. NEW BUSINESS:

A. Resolution Authorizing the Issuance and Establishing Parameters for the Sale of Not to Exceed $17,170,000 General Obligation Promissory Notes (ACTION)

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Motion: Approve the sale of General Obligation Promissory Notes not to exceed $17,170,000 and to proceed with Scenario 2 as presented
Motioned By: Rick Miller
Seconded By: Terri Kaminski

Yes: Robert Warren, Meg Cutts, Jan Miller, Rick Miller, Terri Kaminski, Bob Soderberg
No: Kristen Borst, Jolene Pieper
Abstain: David Baum

Motion Carried by Roll Call Vote (Yes 6, No 2, Abstained 1)

B. Kevin H. Behnke, Property Owner and Agent for Apple Works Winery LLC, W179 N12536 Fond du Lac Avenue - Application to amend the conditions of Conditional Use Permit approval for the existing Apple Works Winery, including the expansion of the hours of operation and uses to allow a morning coffee shop from 7:00am to 11:00am (CUP #03-2026). (ACTION)

Motion: Approve as presented
Motioned By: David Baum
Seconded By: Robert Warren

Yes: Robert Warren, Meg Cutts, David Baum, Jan Miller, Kristen Borst, Rick Miller, Terri Kaminski
No: Jolene Pieper
Abstain: Bob Soderberg

Motion Carried by Voice Vote (Yes 7, No 1, Abstained 1)

C. Peter & Donna Maniaci, Property Owners. Conditional Use Permit application to convert/expand an existing detached accessory structure (garage) into a "Mother-In-Law Suite" accessory dwelling unit and modify the provisions under Section 17.08(64) of the Zoning Code, for property located at W213N11111 Appleton Avenue (CUP #04-2026). (ACTION)

Motion: Approve as presented
Motioned By: Jolene Pieper
Seconded By: David Baum

Yes: Robert Warren, Meg Cutts, Kristen Borst, Jolene Pieper, Rick Miller, Bob Soderberg
No: David Baum, Jan Miller, Terri Kaminski
Abstain: None

Motion Carried by Voice Vote (Yes 6, No 3, Abstained 0)

DRAFT

D. Crew Carwash, Property Owner of N96 W17500 County Line Road. Request to grant a 12-month extension for Conditional Use Permit approval for a 4,500 sqft automated car wash facility (CUP #05-2026). (ACTION)

Motion: Approve as presented
Motioned By: Jolene Pieper
Seconded By: David Baum

Yes: Robert Warren, Meg Cutts, David Baum, Jan Miller, Kristen Borst, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg
No: None
Abstain: None

Motion Carried by Voice Vote (Yes 9, No 0, Abstained 0)

E. Ordinance adopting text amendments to Section 14 (Building Code) and Section 17 (General Zoning Code) of the Village of Germantown Municipal Code. (ACTION)

Motion: Approve as presented
Motioned By: Jolene Pieper
Seconded By: David Baum

Yes: Robert Warren, Meg Cutts, David Baum, Jan Miller, Kristen Borst, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg
No: None
Abstain: None

Motion Carried by Voice Vote (Yes 9, No 0, Abstained 0)

F. A Resolution Establishing an Occupancy Bond Deposit Schedule Required Under Section 14.065 of the Municipal Code (Building Code). (ACTION)

Motion: Approve as presented
Motioned By: Jolene Pieper
Seconded By: David Baum

Yes: Robert Warren, Meg Cutts, David Baum, Jan Miller, Kristen Borst, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg
No: None
Abstain: None

Motion Carried by Voice Vote (Yes 9, No 0, Abstained 0)

G. A Resolution Establishing a Schedule of Property Record Maintenance Fees Required Under Section 14.055 of the Municipal Code (Building Code). (ACTION)

DRAFT

Motion: Approve as presented
Motioned By: Jolene Pieper
Seconded By: David Baum

Yes: Robert Warren, Meg Cutts, David Baum, Jan Miller, Kristen Borst, Jolene Pieper, Rick Miller, Terri Kaminski, Bob Soderberg
No: None
Abstain: None

Motion Carried by Voice Vote (Yes 9, No 0, Abstained 0)

H. Award of Architectural Firm contract for Police Department Building construction project (ACTION)

Motion: Approve the selection of FGM Architects to provide Architectural and Engineering services for the new Police Facility, and authorization for the Village Administrator and Village Attorney to negotiate and execute a contract for the services in the amount not to exceed $34,559,000
Motioned By: Meg Cutts
Seconded By: Robert Warren

Yes: Robert Warren, Meg Cutts, Rick Miller, Terri Kaminski, Bob Soderberg
No: David Baum, Jan Miller, Kristen Borst
Abstain: Jolene Pieper

Motion Carried by Roll Call Vote (Yes 5, No 3, Abstained 1)

I. Contract with Innovative Public Advisors LLC in an amount not to exceed $9,750 to lead recruitment for the Finance Director position (ACTION)

Motion: Approve as presented
Motioned By: Rick Miller
Seconded By: Terri Kaminski

Yes: Robert Warren, Meg Cutts, Jan Miller, Kristen Borst, Rick Miller, Terri Kaminski, Bob Soderberg
No: None
Abstain: David Baum

Trustee Pieper was not present for this vote.

Motion Carried by Roll Call Vote (Yes 7, No 0, Abstained 1)

J. Contract with Innovative Public Advisors LLC in an amount not to exceed $9,750 to lead recruitment for the Village Engineer position (ACTION)

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Motion: Approve as presented
Motioned By: Jan Miller
Seconded By: Meg Cutts

Yes: Robert Warren, Meg Cutts, Jan Miller, Kristen Borst, Rick Miller, Terri Kaminski, Bob Soderberg
No: None
Abstain: David Baum

Trustee Pieper was not present for this vote.

Motion Carried by Roll Call Vote (Yes 7, No 0, Abstained 1)

XI. ADJOURNMENT:

Village President Soderberg adjourned the Village Board meeting at 9:17 PM.

DRAFT

From: crb crb
To: Comments
Subject: V.B. MEETING 4-20-26
Date: Monday, April 20, 2026 2:45:58 PM

CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello,

We would like you as a board to "POSTPONE" the NEW POILCE DEPT BUILDING item.
This should be decided in May of 2026 or?
Due to the fact the NEW BOARD MEMBERS are the ones who will be getting the phone calls on the concerns of this issue.
YES, WE UNDERSTAND THAT THE POLICE DEPARTMENT NEEDS A NEW BUILDING.
You need to have all information and estimates on costs, not like what happens with the new DPW building!
DPW BUILDING started out at $10 millions. By the time it was done.
Almost $40 millions later.
This was on the front page of the GERMANTOWN NEWS paper back in 2022 sometime.
Didn't have time yet to go to the library to find the front-page article with Mr. Kreklow picture included.
Supposedly the editor at the paper didn't have it in their achieves either!
Remember who is paying for this.
Is it the POLICE DEPARTMENT paying for it?
OR
The TAXPAYERS???
We would like all questions answer before you, The board makes any decisions on this issue.

Also, since when does the POLICE DEPARTMENT decide who should be doing the work on the project for the village?
Did they ask all the proper questions that needed to be asked of the firm?
Don't know!
Do the police department members have any knowledge what needs to be done?
Don't know!
But they do know what they want in the building.
This is loud and clear!
What to watch for?
Don't know!
Yes, they can have input who they would prefer.
We had the understand the board is in charge of who decides who will get the project to do.
This is why the residents elected the board to make decisions, not leaving it up to the

DRAFT

departments.
If we are borrowing for this project(which we have to); this needs a budget.
This needs a firm set budget, no going over at all! Not a penny!
REMEMBER THE RESIDENTS ARE WATCHING!!!
We were under the impression that at the special meeting last month for PUBLIC SAFETY that all 3 firms would be present at the meeting.
This is why they had a special meeting. RIGHT???
They would be able answer any and all questions ask of them.
The only one that show up was the one the police department wanted to hire.
Nothing said about the other 2 firms ,why they were not there.
When ask of the project about the Fitchburg POLICE DEPT. Project, the trustee could not get an answer to their questions. This is not right at all. But it is all over the Fitchburg website.
Interesting!
We would like answers to their questions now too!
We want answer why the project was moved to the old DPW area instead of leaving where it is. A central location.
Why the Friday before it was said it would be built on the current site.
Then Monday a.m. Before the meeting it gets change to the OLD DPW site.
What about the BEDROCK COST? No estimates on this included!
Nothing said about the "SAFE ROOM" to be included in the plan.
So, is it on the plan or not? Will this be addon? At what cost?
What about the boring? Another addon? At what cost?
Also, additional utilities maybe needed. Where are the estimates? Another addon? AT what cost?
Why wasn't this attached?
This was asked in public comments.
At what cost will this be? Yes, this might be done at a different time.
BUT where is the estimate for the cost? Will this be another addon?
At what cost?
Does this include everything, right down to the furniture they will need?
Or
More addons?
We would like to see everything "SPELLED OUT" before starting anything in the village going forward.
How will this project and or any project going forward will be paid for?
At what cost to the taxpayers?
It is coming across $272. Per house worth $450,000. Is nothing for us to pay!
It is coming across, like that amount is "FINE WITH THE RESIDENTS"!
Did they ask the residents?
We never got ask this question at all!
No, this is not fine with us.

DRAFT

Remember the $172. Increases in taxes for the borrowing of $17 millions for this year!
Another question was asked by a trustee who last night on the board is today.
He stated that he worked with Zimmerman before , they were very good to work with, it was said.
Another issue too! The other 2 firms were cheaper, then the firm the police department pick out. Like we have said, who is paying for it?

YOU NEED SPECIAL MEETING AGAIN, WITH ALL 3 FIRMS PRESENT. LET THEM SHOW THE BOARD AND RESIDENTS WHAT THEY CAN EACH DO FOR US.
THEN DECIDE!

Most important, you want the police dept to have this new building,
What happens to the residents input?
It was also said this firm would cut back on the residents' meetings to ONE!!!
REALLY!!!
Remember who pays the bills!
DON'T YOU THINK YOU SHOULD A PUBLIC HEARING WITH THE RESIDENTS FIRST?
BEFORE SAYING YES TO A FRIM!

PLEASE VOTE NO TONIGHT AT THE VILLAGE BOARD!
LET THE NEW BOARD DECIDE WHAT SHOULD BE DONE!
In May 2026 or ?, we say whatever it takes to DO IT RIGHT! THE FIRST TIME!
SINCE THEY WILL GET ALL THE CALLS AND COMPLAINS ON THIS ISSUE!

We are not saying "NO" to the New Police Dept. Building.
Just make sure you have any and all information needed before starting project!
No going back, once you start it!
How more than what they say?
JUST SAYING!!!!

Also, this is not the residents or this board at this time fault, they didn't get a new building before this.
Remember, this has been going for 25 years or so.
Yes, some of the trustees were on the board and vote NO for whatever reason at the time.
We understand why the Chief is upset, but he should not be taking this out on the board and or residents.
But we are upset too!
Like we have said, just keep on opening up our checkbook and keep paying!
You expect us not to say a word! Guess again! So wrong!!!!

DRAFT

WE ARE VERY UNHAPPY AGAIN!
Are you really listening to the residents at all?
We don't think so!

The Schneider's

DRAFT

From: crb crb
To: Comments
Subject: why????
Date: Monday, April 20, 2026 9:50:38 PM

CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello,

Once again, the procedures for doing projects in village are not being followed!
Why wasn't this "BUILDING OVERSITE COMMITTEE used for both the FIRE AND POLICE DEPT BUILDINGS?
Once again both FIRE AND POLICE GOT CHOOSE WHO THEY WANTED!
Not a suggestion, but who they wanted for the projects!
So, BE IT!
VERY DISAPPOINTED AGAIN BY THE VILLAGE AND BOARD MEMBERS!!!
This started with the former administer.
SO WRONG!
As residents, what to do we know about what committees should be used!
We had an understanding, this why had a former administer and president and a board, who were to make and guide how things should be done right!

Then to ask the pay rate chart to be adjusted to new rate!
Why use driving 1 hour to work? To help to get to apply for the different jobs?
Why use FOXPOINT, WEST ALLIS and NEW BERLIN-where former and almost former employees are working at and will be working at?

To hear now!!!!!!!!!!!!!!!!!!!
THAT THE FIRE DEPARTMENT WILL BE OVER THE BUDGET BY $2 MILLION DOLLARS! On the update of the building!
Where do you think money will be coming from?
Once again, the taxpayers?
WE SAY **** NO!
START CUTTING NOW !
NOT LATER!

You BEST BELIEVE WILL BE WATCHING THE NEW POLICE DEPT. BUILDING BUDGET!
DON'T EVEN THINK OF GOING OVER THE BUDGET!
NOT EVEN A PENNY!

MAYBE, YOU SHOULD HAVE THE PHONE NUMBER PUBLICLY LISTED OF ALL THE OLD

DRAFT

MEMBERS TO WHO VOTED IN FAVOR OF THE BOTH PROJECTS!!
So, all taxpayers who want to complain to them can! Can do it!

Was it that important to take this vote tonight?
Why not let the NEW MEMEBERS HAVE SAY?
Were some afraid they might VOTED, NO?

Also, as it stated in GGF meeting tonight, sure hope the almost out- the -door financial director is correct in saying that "nothing" was found concerning the former clerk/treasurer. Thanks GOD! For the resident who found the over and under billing on the water and sewer bills! Yes, we did get our money back! Only with the help of a former employee helping us!

Just wait until the person who spoke in "public comments" tonight's hearing about what just happen tonight!

Glad to hear someone enjoy our comments we send in too!
They know who are, we are speaking about, by the comments they made tonight.

Just keep on approval everything for the taxpayers to pay for.
Maybe, we will all have to move out of the village sooner, than later!

Most of you seem like the increases are not that bad!
Well, they are starting to add up!

VERY DISAPPOPINTED IN THE VILLAGE AND BOARD AGAIN!
The Schneider's

DRAFT

From: Jenna Kruschel
To: Comments; Samuel Kruschel
Subject: Fwd: Comments re-CUP #05-2022 Apple Works Winery
Date: Sunday, March 8, 2026 2:44:02 PM
Attachments: Letter to Board - Apple Works Winery CUP 2026.docx
Attachment with Updated Map.pdf

Some people who received this message don't often get email from hirschboeck@gmail.com. Learn why this is important

CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello,

We are unable to attend Monday's meeting in person so attached are comments regarding the proposed amendment to the CUP at Apple Works Winery as well as a map that shows our property vs. the outdated map provided in the agenda materials.

Thank you,
Sam and Jenna Kruschel
W177N12581 Apple Blossom Lane

DRAFT

From: Samuel Kruschel
To: Comments; Bob Soderberg
Cc: Jenna Kruschel
Subject: Re: Comments re-CUP #05-2022 Apple Works Winery
Date: Monday, April 20, 2026 4:54:43 PM
Attachments: Letter to Board - Apple Works Winery CUP 2026.docx
Attachment with Updated Map.pdf

Some people who received this message don't often get email from kruschelsp24@gmail.com. Learn why this is important

CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Bob and others,

We are unable to attend tonight's meeting in person and wanted to reiterate that we are still against the proposed amendments to the CUP at Apple Works Winery. If helpful, also attached is our original letter and the map that shows our property vs. the outdated map provided in the agenda materials.

Respectfully,
Sam and Jenna Kruschel
W177N12581 Apple Blossom Lane

On Sun, Mar 8, 2026 at 3:24 PM Samuel Kruschel <kruschelsp24@gmail.com> wrote:

> Hello,
>
> We are unable to attend Monday's meeting in person so attached are comments regarding the proposed amendment to the CUP at Apple Works Winery as well as a map that shows our property vs. the outdated map provided in the agenda materials.
>
> Thank you,
> Sam and Jenna Kruschel
> W177N12581 Apple Blossom Lane

DRAFT

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Action Item

ITEM TITLE: Equity Salary Adjustment for Fire Chief Delain (ACTION)

SUBMITTED BY: Steve Kreklow, Administrator

SUMMARY EXPLANATION:

I apologize for not being present for this Equity Adjustment Request. However, I believe that the request merits moving forward.

Based on an analysis of internal and external comparisons, I am recommending a $14,000 annual pay increase for Fire Chief Delain. A salary survey of 28 municipalities completed by the City of Water in 2025 showed the following average pay range for the position of Fire Chief:

Minimum	$111,914
Midpoint	$129,376
Maximum	$148,366

Chief Delain's current salary is $115,218, but based on his years of experience, he should be at or near the midpoint of the market.

Internal Equity comparisons also justify an adjustment to Chief Delain's pay. The Fire Chief is in the same pay range and has historically been benchmarked to Police Captain positions. The two recently appointed Police Captain positions are paid $128,8323 and $136,812 respectively. Again, based on years of experience and job responsibilities, Fire Chief Delain's salary should be comparable to these positions.

As a result of these factors, an increase in pay from $115,218 to $129,218 is justified. The Fire Department has funds available in their salary budget due to temporarily vacant positions to fund this increase, and it can be accounted for the during preparation of the 2027 budget.

ATTACHMENT:

1. Delain Equity Adjustment 260316
2. Watertown 2025 Comp Survey
3. Year-To-Date Salaries Memo - Uselding
4. YTD Salary

STAFF RECOMMENDATION:

Forward the request to increase Fire Chief Delain's salary from $115,218 to $129,218 to the Village Board with a positive recommendation.

ACTION BY COMMITTEE:

Village of Germantown

ADMINISTRATION DEPARTMENT

N112 W17001 Mequon Rd
Germantown, WI 53022

(262) 250-4750

www.germantownwi.gov

ehirn@germantownwi.gov

Equity Request

Equity increases are not intended to replace, or supplement, merit or reclassification increases, nor are they given solely on the basis of longevity, performance, or workload. Refer to Page 2 for appropriate criteria to potentially justify an equity increase.

Section 1 | Employee & Position Information

Employee Name: John Delain

Department/Division: Fire Department

Position Title: Fire Chief

Supervisor: Village Administrator

Section 2 | Equity Adjustment Request Information

Equity Type:
- [x] Internal Inequity
- [x] External Inequity
- [ ] Retention Concerns
- [ ] Salary Compression
- [ ] Additional duties and/or responsibilities

Proposed Increase: $ 14,000.00
- [ ] Hourly
- [x] Annually

Please provide justification to support this request, including where the funding for the increase will come from. Use additional attachments as needed.

The Fire Chief's current annual salary is $115,218. A recent salary survey of 28 municipalities completed by the City of Watertown showed following results for Fire Chief positions:

Minimum: $111,924
Midpoint: $129,376
Maximum: $148,366

Given Chief Delain's overall experience and tenure with the Village of Germantown, his salary close to the midpoint of his peers

In addition, the Fire Chief salary has generally been comparable to the salaries for Police Captains in Germantown. Police Captain salaries are currently set at $128,823 and $136,812. The proposed increase would bring the Fire Chief's salary more in line with internal comparables.

NOTE: THIS INCREASE REQUIRES VILLAGE BOARD APPROVAL.

Section 3 | Approval Process

Finance Director ☑ Approved ☐ Not Approved ☐ Request Meeting

Reviews the request to determine if it meets the policy criteria and that appropriate documentation is submitted.

Comments:

Funds from vacancies will be used to cover the increased cost in 2026 and will be properly accounted for in the 2027 Budget.

Signature: Matthew Uselding Digitally signed by Matthew Uselding Date: 2026.03.11 14:26:35 -05'00' Date:

Support Services Manager ☑ Approved ☐ Not Approved ☐ Request Meeting

Reviews the request to determine if appropriate funds exist.

Comments:

Based on the findings of the Watertown compensation study, I support the recommended $14,000 equity adjustment for Chief Delain.To further validate the competitiveness of this recommendation, I reached out to seven neighboring municipalities and obtained updated compensation data between March 10–11, 2026. The data shows the following salary distribution for comparable positions:Minimum: $118,099Median (Midpoint): $138,952Maximum: $154,801In addition to providing salary data, the majority of municipalities indicated that their compensation strategy is to maintain employees around the midpoint of the salary range to remain competitive and retain experienced leadership.Even with the proposed $14,000 adjustment, Chief Delain's salary would still fall below the current midpoint of comparable municipalities. This indicates that while the adjustment helps move the position toward greater market alignment, it may still not fully address long-term market equity.A more comprehensive alignment will likely need to be addressed during the Village's upcoming pay range review. In the interim, however, the $14,000 equity adjustment is reasonable, justified, and supported by both the Watertown study and current regional market data.

Signature: Gosia Wormsbacher Digitally signed by Gosia Wormsbacher Date: 2026.03.11 10:55:28 -05'00' Date: 03/11/2026

Village Administrator ☑ Approved ☐ Not Approved ☐ Request Meeting

Final approval.

Comments:

Approved pending approval by the Village Board

Signature: Steven R. Kreklow Digitally signed by Steven R. Kreklow Date: 2026.03.10 15:44:48 -05'00' Date: 03/10/2026

Purpose: To establish a process to help departments balance competitive pay with divisional, departmental and organizational equity.

Criteria: To be eligible for an equity increase, an employee must be actively working (not on leave), be an employee in good standing and meet one or more of the below criteria:

1. Internal salary inequity between employees in the same job title within the same division or department as applicable.
2. Internal salary inequity between new hires and current employees in the same job title within the same division or department as applicable.
3. External market inequity, as evidenced by one or more of the below situations:
    a. Valid market data showing that our competition pays higher salaries for similar work
    b. Recruitment difficulties
    c. Sharp increase in turnover for similar work within the division/department (as a result of compensation)
4. Immediate retention concerns, such as an external job offer made to an employee.
5. Salary compression between supervisors and those whom they supervise
6. Additional duties and/or responsibilities have been added to the position that increase the complexity or scope but do not warrant a reclassification. Changes to the job must be substantial and on-going and will typically represent at least 20% of the overall position. An updated job description is required to substantiate the request for an equity increase.

Process: If a department is concerned about possible salary inequity, they should contact the Support Services Manager. The Support Services Manager may run internal salary reports and request external market comparable data to help assess the possible salary inequity. After review with the Support Services Manager, if the department director would like to submit an equity increase request, they must follow the process above.

Effective Date: Equity increases may be effective the first of the pay period following approval of the request or other date as deemed appropriate during the approval process.

Summary for Participating Comparable Entities

City of Watertown, Wisconsin
Compensation and Benefit Study

Presented by:

McGrath
HUMAN RESOURCES GROUP

www.mcgrathhumanresources.com

Finalized Project 2025

Project Manager:
Malayna Halvorson Maes, Senior Consultant
McGrath Human Resources Group
Wisconsin Office
malayna@mcgrathhumanresources.com
815-728-9111 ext. 103

Principal:
Dr. Victoria McGrath, CEO
McGrath Human Resources Group
PO Box 865
Jamestown, TN 38556
victoriaphd@mcgrathconsulting.com
815.728.9111 (v)
815.331.0215 (f)

Greetings-

Thank you for your participation in the market compensation update for the City of Watertown, Wisconsin. Following are the summarized results.

Organizations Solicited for Data

Comparable Organizations	Area of Focus
City of Hartford	All
City of Appleton	Health only
City of Beaver Dam	All
City of Brookfield	All
City of Fort Atkinson	All
City of Germantown	All
City of Jefferson	All
City of Lake Mills	All
City of Menasha	Health only
City of Muskego	Library only
City of Oconomowoc	All
City of Pewaukee	All
City of Stoughton*	All
City of Sun Prairie	All
City of Waukesha	All
City of Waupun*	Utilities only
City of West Allis	Health only
City of West Bend	All
City of Whitewater	All
Dodge County	All
Jefferson County	All
Sauk County	Health only
Village of Cambridge*	Library only
Village of Hartland	All
Village of McFarland	All
Village of Menomonee Falls	All
Waukesha County	All
Western Lakes Fire District, WI	Fire only

*Did not Provide data

Market Data Solicited

Salary data was sought for benchmark positions. We collect pay data including minimum, midpoint, maximum pay and actual incumbent pay (when available/provided). When computing the average or the 50th percentile, consultants eliminated salaries that were considered statistically too high or low.

The following table outlines the Job Title, Average Market Minimum, Average Market Midpoint, Average Market Maximum, and Average Incumbent Actual.

Survey	Department	Avg Market Minimum	Avg Market Midpoint	Avg Market Maximum	Avg Market Incumbent
A/P Clerk	Finance Department	$24.68	$28.22	$33.92	$29.88
A/R Clerk	Finance Department	$22.05	$26.22	$29.99	$27.03
Administrative Assistant I	Multiple	$20.21	$23.67	$27.68	$21.95
Administrative Assistant II	Multiple	$22.34	$23.60	$28.69	$24.89
Administrative Assistant III	Multiple	$24.63	$28.29	$32.51	$27.27
Adult Librarian	Library	$27.04	$31.65	$36.19	$28.68
Arborist	Forestry Department	$28.24	$32.28	$37.16	$30.39
Assistant Health Director	Health Department	$42.18	$49.65	$57.13	
Assistant Police Chief	Police Department	$47.63	$58.88	$63.03	$60.23
Asst Streets Superintendent/Manager	Street Department	$39.20	$44.77	$50.69	$44.83
Battalion Chief	Fire Department	$30.46	$35.41	$41.12	$35.88
Building Inspector II	Building Inspection	$34.68	$39.63	$45.72	$39.61
Building Maintenance Worker	Rec Admin	$21.84	$25.26	$29.40	$25.07
Circulation Manager	Library	$27.53	$31.65	$36.19	$28.49
City Attorney	City Attorney	$60.02	$70.53	$81.03	$74.62
City Clerk	Finance Department	$39.59	$47.55	$55.51	$45.64
City Forester	Forestry Department	$35.99	$42.82	$48.17	$42.68
Civil Engineer I	Engineering/Planning	$34.08	$40.81	$47.33	$35.10
Civil Engineer II	Engineering/Planning	$38.78	$46.47	$53.91	$49.85
Code Enforcement Officer	Building Inspection	$29.12	$31.58	$37.02	$36.58
Collection Systems Specialist	Wastewater	$0.00	$0.00	$0.00	$31.75
Court Clerk	Municipal Court	$24.22	$26.41	$30.08	$24.25
CSR	Rec Admin	$18.68	$20.08	$22.66	$21.62
Custodian /Janitor	Library	$18.41	$20.65	$24.65	$19.73
Deputy Fire Chief	Fire Department	$48.27	$54.61	$58.48	$56.73
Deputy Treasurer	Finance Department	$25.64	$31.13	$37.02	$31.79
Economic Development Coordinator/Manager	Administration	$45.09	$52.89	$62.59	$56.08
Engineering Project Manager	Engineering/Planning	$39.59	$47.55	$54.70	$48.18
Environmental Sanitarian (certified)	Health Department	$33.58	$38.12	$43.63	$38.63
Equipment Operator / Light Equip Opr	Street Department	$25.92	$29.79	$34.41	$29.54

Survey	Department	Avg Market Minimum	Avg Market Midpoint	Avg Market Maximum	Avg Market Incumbent
Finance Director	Finance Department	$50.19	$59.78	$67.52	$59.78
Fire Chief	Fire Department	$53.81	$62.20	$71.33	$64.42
Heavy Equipment Operators	Street Department	$26.33	$30.18	$35.08	$30.09
Human Resources Assistant	Administration	$23.21	$26.87	$30.54	$28.79
Human Resources Specialist/Generalist	Administration	$32.69	$37.94	$43.44	$37.18
IT Specialist	Administration	$30.82	$35.74	$42.00	$35.70
Journey/Master Electrician	Building Inspection	$34.07	$36.52	$41.71	$44.29
Lead Mechanic	Street Department	$29.92	$33.83	$39.84	$35.70
Legal Assistant	City Attorney	$24.58	$28.22	$34.35	$28.36
Library Assistant	Library	$20.05	$22.80	$26.55	$21.76
Library Director	Library	$43.72	$52.18	$60.79	$50.36
LPN	Health Department	$28.09	$32.19	$36.62	$0.00
Mechanic	Street Department	$27.71	$32.23	$37.93	$34.03
Media and Communications Director	Media Productions	$32.63	$37.22	$42.81	$35.80
Media Producer	Media Productions	$29.17	$33.56	$39.40	$31.96
Office Coordinator	Health Department	$25.64	$29.81	$34.90	$28.36
Office Manager	Rec Admin	$30.77	$35.15	$39.76	$34.06
Paralegal	City Attorney	$29.93	$34.05	$39.44	$35.85
Parks Maintenance Technician	Park Department	$25.15	$29.52	$33.85	$28.15
Parks Maintenance Worker	Park Department	$23.53	$26.02	$31.25	$27.75
Parks Manager/Supervisor	Park Department	$37.47	$43.23	$50.46	$40.57
Police Captain	Police Department	$46.59	$52.60	$60.66	$62.00
Police Chief	Police Department	$51.77	$59.79	$69.21	$65.36
Police Sergeant	Police Department	$40.70	$47.32	$50.20	$49.05
Preparedness Planner	Health Department	$34.00	$39.58	$45.09	$31.13
Property/Evidence Technician	Police Department	$24.68	$28.21	$31.73	$29.48
Public Health Nurse	Health Department	$34.53	$39.07	$44.98	$40.05
Public Health Officer	Health Department	$48.54	$57.77	$65.12	$55.46
Public Works Director	Engineering/Planning	$55.13	$58.56	$69.22	$64.66
Records Specialist	Police Department	$23.04	$28.17	$30.79	$29.01
Recreation and Parks Director	Rec Admin	$43.27	$48.56	$57.62	$52.68
Recreation Manager - Aquatics	Rec Admin	$31.12	$35.23	$42.27	$33.27
Recreation Manager - League (Adult & Youth)	Rec Admin	$31.12	$35.23	$42.27	$33.27
Special Events Coordinator	Rec Admin	$26.33	$30.61	$35.54	$28.86
Sr Maintenance Technician	Library	$26.50	$31.18	$36.26	$33.50
Sr Maintenance Technician	Police Department	$26.50	$31.18	$36.26	$33.50
Streets Superintendent/Manager	Street Department	$41.32	$48.32	$56.19	$45.06
Streets Worker	Street Department	$24.22	$26.66	$32.43	$22.33
Tech Services Assistant /Cataloging	Library	$19.75	$22.97	$26.34	$20.53
Teen Library Specialist	Library	$20.05	$22.69	$26.55	$21.80
Utilities Maintenance Technician	Wastewater	$27.83	$33.00	$38.17	$32.49
Utility Billing Clerk	Water	$21.82	$25.09	$29.46	$25.73
Utility Billing Coordinator	Water	$26.41	$31.19	$35.84	$32.39
W/WW Utilities Maintenance Foreman	Wastewater	$36.98	$41.35	$46.10	$41.99
Wastewater Coll. System Crew Leader	Wastewater	$0.00	$0.00	$0.00	$34.79

Survey	Department	Avg Market Minimum	Avg Market Midpoint	Avg Market Maximum	Avg Market Incumbent
Wastewater Plant Operations Foreman	Wastewater	$31.80	$34.53	$38.25	$37.25
Wastewater Systems Operator Advanced	Wastewater	$27.53	$31.75	$37.16	$32.95
Wastewater Systems Operator Basic	Wastewater	$26.85	$31.55	$35.54	$32.88
Water Distrib. Tech	Water	$26.81	$30.11	$33.45	$0.00
Water Operations Foreman	Water	$34.08	$36.67	$40.57	$37.53
Water Operations/Distrib. Crew Leader	Water	$34.08	$36.67	$40.57	$37.53
Water Operator II/III	Water	$28.04	$32.48	$37.46	$32.28
Water Operator IT	Water	$24.95	$27.84	$31.22	$0.00
Youth Librarian	Library	$27.04	$31.65	$36.19	$29.14
Zoning Administrator	Building Inspection	$43.71	$51.75	$59.51	$47.32

Benefit Survey Results

In addition to compensation, the project provided an analysis of major benefits offered among comparables. We are able to share aggregated information for Health Insurance premiums paid by employees, Holidays, and Paid Time Off.

Medical Insurance

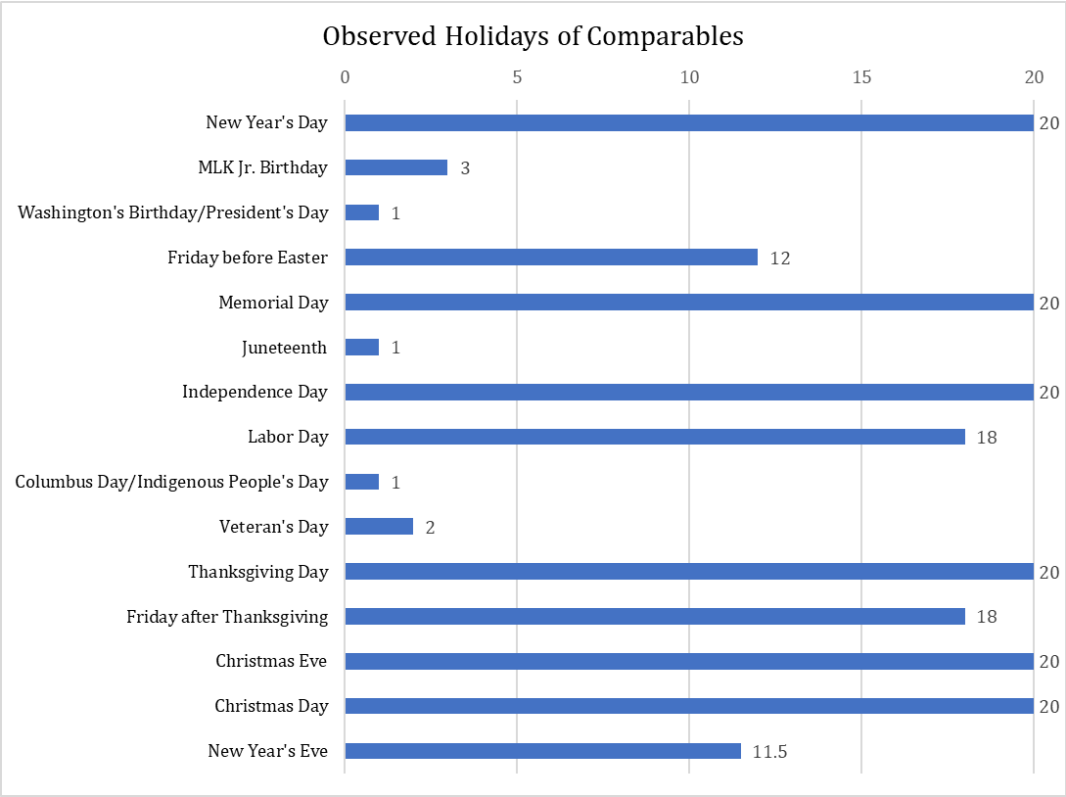
It is extremely difficult to compare health insurance, as the number of plans, plan designs and employer contributions toward premiums, deductibles and/or Health Savings Accounts are significantly different among organizations. What can be compared is the highest annual risk to employee, which calculates the annual premium and the health plan's out-of-pocket maximum.

Health Insurance Premiums & Deductibles

Highest Annual Risk to Employee	Number of Comps Reporting this Answer *Comp may offer multiple plans.
Single Insurance Plans	
$0 – $2,999	7
$3,000 - $5,999	13
$6,000 - $9,999	7
$10,000 - $14,999	8
Family Insurance Plans	
$0 - $5,999	6
$6,000 – $11,999	13
$12,000 - $19,999	7
$20,000 - $31,999	8

Holidays

The following figure displays the observed holidays based on the number of comparables that reported them:



Additionally, comparables reported, on average, two (2) personal days/floating holidays per year.

Vacation Leave

The comparables provide a range of 5-10 days during the first year of service, with the majority reporting a starting accrual of 10 days annually. The maximum number of vacation accruals range from 25-30 days, with the average accrual of respondents at 200 hours, which is occurring between the 15th and 25th year of employment.

Sick Leave

Comparables reported a range of sick leave accrual between 6-12 days with most at 12 days. The maximum allowed balance range between 25-180 days.

Consulting Services Available

The McGrath Human Resources Group provides a full range of human resource services, primarily for the public sector, with an emphasis on all aspects of compensation. We offer a transparent, engaging, and collaborative approach with fresh ideas and utilizing best practices. Our services include:

- Compensation & Benefit Analysis
- Human Resources Audits
- Employee Handbook Development
- Performance Management Programs
- Training
- FLSA Compliance Analysis
- Job Description Development
- Executive Recruitment
- Human Resource Policy Development
- Assessment Center Testing

A full listing and additional information are on our website: www.mcgrathhumanresources.com.

Achieve a competitive advantage by realizing the full potential of a strategically focused, committed, and competent work force. Whether you are establishing basic human resource practices or need assistance on a complex project, our consultants enable your organization to meet its objectives, increase productivity and innovation while maximizing the return of your investment.

A Final Word

Thank you again for your participation in this important project for the City of Watertown. If we can answer any questions, or be of service, please contact the project manager or CEO listed on the cover sheet of this report.

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: April 20, 2026

PLACEMENT: Action Item

ITEM TITLE: Equity Salary Adjustment for Fire Chief Delain (ACTION)

SUBMITTED BY: Matthew Uselding, Finance Director

SUMMARY EXPLANATION:

As of the current reporting period, total salary expenditures across all departments are $2,924,167.53, representing 25.43% of the adopted annual salary budget of $11,498,153. Overall, expenditures are tracking slightly below the expected pace for this point (26.9%) in the fiscal year, indicating generally favorable budget performance.

Departmental Highlights

Most departments are trending within a reasonable range of expected spending (approximately 25% year-to-date). Notable observations include:

- In Line with Expectations (25–30%)
    - Police Administration (27.0%), Police Patrol (24.4%), Fire Protection (24.4%)
    - Highway (28.0%), Parks (28.3%), Planning & Zoning (28.0%)
    - Library (27.3%), Building & Grounds (24.2%)
- Slightly Elevated
    - Fire Administration (31.9%) are modestly ahead of pace but not currently concerning.
- Below Expected Pace
    - Engineering (17.3%), Yard Waste (20.9%), Clerk (22.0%), and Recreation (22.2%) are tracking below budget, likely due to timing of staffing or seasonal fluctuations.

Salary Type Breakdown

- Full-Time Wages: $2,537,133.45 (25.72%) – consistent with expectations
- Part-Time Wages: $199,645.30 (18.06%) – below pace, likely due to seasonal hiring patterns
- Board & Commissions: $14,260.49 (28.81%) – slightly elevated but within reason
- Overtime: $173,128.29 (55.28%) – significantly above expected pace and warrants monitoring

Key Takeaways

- Overall salary expenditures are well-controlled and slightly under budget through the current period.

- Overtime is the primary area of concern, trending at over 55% of the annual budget, which may indicate staffing pressures or operational demands that should be monitored closely.
- Part-time and certain departmental wages are lagging, which may offset some upward pressure from overtime.

Conclusion

At this stage, the Village is in a favorable position with respect to salary expenditures, with most departments operating within expected ranges. Continued monitoring of overtime and staffing trends will be important to ensure expenditures remain within budget through the remainder of the fiscal year.

Row Labels	**Department**	**Budget**	**YTD Acutal**	**Percent of Budget**
10500000	Non-D	$ 109,920.00	$ -	0.0%
10510000	Village Board	$ 42,000.00	$ 13,595.21	32.4%
10521000	Admin	$ 122,740.00	$ 36,370.00	29.6%
10531000	Clerk	$ 237,173.00	$ 52,192.46	22.0%
10532000	Finance	$ 170,811.00	$ 51,245.76	30.0%
10533000	Assessor	$ 500.00	$ -	0.0%
10541000	PD Admin	$ 1,818,174.00	$ 490,094.04	27.0%
10542000	PD Patrol	$ 2,532,373.00	$ 618,892.12	24.4%
10543000	PD Detective	$ 322,856.00	$ 96,700.70	30.0%
10545000	Emergency Management	$ 6,795.00	$ 1,935.61	28.5%
10551000	Fire Admin	$ 465,876.00	$ 148,641.85	31.9%
10552000	Fire Protection	$ 2,187,990.00	$ 534,645.59	24.4%
10561000	Engineering	$ 88,393.00	$ 15,264.57	17.3%
10562000	Highway	$ 753,180.05	$ 210,952.61	28.0%
10563000	Parks	$ 426,420.98	$ 120,471.69	28.3%
10564000	Building & Grounds	$ 501,420.97	$ 121,145.70	24.2%
10565000	Yard Waste	$ 58,920.00	$ 12,290.20	20.9%
10570000	Library	$ 628,131.00	$ 171,628.41	27.3%
10581000	Inspection	$ 32,430.00	$ 9,049.98	27.9%
10582000	Planning & Zoning	$ 176,682.00	$ 49,489.52	28.0%
10591000	Recreation	$ 748,097.00	$ 165,804.01	22.2%
10592000	Senior Center	$ 67,270.00	$ 3,757.50	5.6%
	Grand Total	**$ 11,498,153.00**	**$ 2,924,167.53**	**25.43%**

	Type	**Budget**	**YTD Acutal**	**Percent of Budget**
	Full Time	$ 9,864,924.00	$ 2,537,133.45	25.72%
	Part Time	$ 1,105,649.00	$ 199,645.30	18.06%
	Board & Commissions	$ 49,500.00	$ 14,260.49	28.81%
	Personnel Cost Adj	$ 234,920.00	$ -	0.00%
	Vacany & Turnover	$ (125,000.00)	$ -	0.00%
	Election Workers	$ 55,000.00	$ -	0.00%
	Overtime	$ 313,160.00	$ 173,128.29	55.28%
		$ 11,498,153.00	**$ 2,924,167.53**	**25.43%**

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Action Item

ITEM TITLE: 2026 Budget Amendment to Carry Over 2025 Funds to FY2026 for Projects Not Completed (ACTION)

SUBMITTED BY:

SUMMARY EXPLANATION:

The Department of Public Works (DPW) has requested authorization to roll over funds from the FY2025 budget into FY2026 for several projects that were previously approved but were not completed during the 2025 fiscal year. These funds would allow staff to complete the originally planned improvements without requiring new budget appropriations.

The requested rollovers are as follows:

- **10563000-591800 – Library HVAC Upgrades:** $22,000
- **10563000-591900 – Senior Center Alarm Upgrade:** $9,900
- **10562000-591000 – Truck #790 Truck Boxes:** $3,000
-

The total rollover request is **$34,900**.

Approval of this request will allow DPW staff to proceed with these projects in FY2026 using funds that were previously budgeted and allocated for these purposes.

ATTACHMENT:

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Resolution

ITEM TITLE: *An Ordinance Repealing and Recreating Section 1.50 of the Germantown Municipal Code Relating to Municipal Court Assessments and Fees. (ACTION)*

SUBMITTED BY: Brian Sajdak, Attorney

SUMMARY EXPLANATION:

Background

The Legislature has adopted 2025 Wisconsin Act 113 which authorizes an increase in court fees imposed in municipal court actions. The Court can now collect up to $48.00 in court fees, which is divided to provide for $43.00 to the Court and $5.00 to the State. This is an increase of $10.00 per citation. The court costs were last increased in 2013, which saw a similar $10 increase from $28.00 to $38.00 ($33.00 to the Court and $5.00 to the State).

Analysis

The increase in fees necessitates an amendment to the Village's ordinances and deposit schedule (a/k/a/ the bond schedule). As a refresher, the deposit schedule reflects the amount for each violation that will appear on a citation issued by the Village. For most people, this amount reflects what they would pay upon a finding of guilty to the citation as it is written. However, for out-of-state residents, the deposit amount reflects the amount of the bond that the individual would have to pay before being released (thus the alternate name of "bond schedule"). The deposit amount for a typical citation is broken down as follows:

Base Fine + Court Costs + State/Jail Fees + State Penalty Assessment = Deposit Amount.

Some other violations, like operating while intoxicated, have additional fees/assessments added by the State. The attached schedule provides a breakdown of these amounts utilizing the increased court fees. This ordinance will have the effect of amending the deposit schedule to reflect the increase in only the court costs component. All other components will remain the same. In other words, the deposit amounts for all violations will increase by $10.

The ordinance also provides for an amendment to the language which removes the specific dollar amounts from the ordinance. This change reflects best practice and allows for future changes to be made by simply adopting a new deposit schedule by resolution as opposed to both an ordinance change and resolution which would be required under the current code.

Fiscal Impact

The increased court fees will help fund Mid-Moraine Municipal Court operations, of which the Village is a member. Under the Operating Agreement for the Court, the municipal portion of court costs (e.g., the $43 paid to the Court) are maintained in the Municipal Court operational account. Any excess revenue over budgeted expenditures is to be disbursed to member municipalities at the end of each fiscal year. The attached chart provides the annual revenue generated to the member communities.

ATTACHMENT:

1. Forfeiture Table Eff March 22, 2026
2. MMMC Citations and Fines Paid Summary
3. Municipal Court Costs Ordinance - 4.3.2026

STAFF RECOMMENDATION:

A motion to recommend to the Village Board the adoption of the proposed ordinance as presented.

ACTION BY COMMITTEE:

The General Government & Finance Committee approved unanimously on April 20, 2026.

MID-MORAINE MUNICIPAL COURT
FORFEITURE TABLE
Effective: March 22, 2026

FINE	Crt Costs	State CC	PA (26%)	Drug Fee	Jail Asmnt
$ 5.00	$ 43.00	$ 5.00	$ 1.30	$ 13.00	$ 10.00
$ 10.00	$ 43.00	$ 5.00	$ 2.60	$ 13.00	$ 10.00
$ 15.00	$ 43.00	$ 5.00	$ 3.90	$ 13.00	$ 10.00
$ 20.00	$ 43.00	$ 5.00	$ 5.20	$ 13.00	$ 10.00
$ 25.00	$ 43.00	$ 5.00	$ 6.50	$ 13.00	$ 10.00
$ 30.00	$ 43.00	$ 5.00	$ 7.80	$ 13.00	$ 10.00
$ 35.00	$ 43.00	$ 5.00	$ 9.10	$ 13.00	$ 10.00
$ 40.00	$ 43.00	$ 5.00	$ 10.40	$ 13.00	$ 10.00
$ 45.00	$ 43.00	$ 5.00	$ 11.70	$ 13.00	$ 10.00
$ 50.00	$ 43.00	$ 5.00	$ 13.00	$ 13.00	$ 10.00
$ 55.00	$ 43.00	$ 5.00	$ 14.30	$ 13.00	$ 10.00
$ 60.00	$ 43.00	$ 5.00	$ 15.60	$ 13.00	$ 10.00
$ 65.00	$ 43.00	$ 5.00	$ 16.90	$ 13.00	$ 10.00
$ 70.00	$ 43.00	$ 5.00	$ 18.20	$ 13.00	$ 10.00
$ 75.00	$ 43.00	$ 5.00	$ 19.50	$ 13.00	$ 10.00
$ 80.00	$ 43.00	$ 5.00	$ 20.80	$ 13.00	$ 10.00
$ 85.00	$ 43.00	$ 5.00	$ 22.10	$ 13.00	$ 10.00
$ 90.00	$ 43.00	$ 5.00	$ 23.40	$ 13.00	$ 10.00
$ 95.00	$ 43.00	$ 5.00	$ 24.70	$ 13.00	$ 10.00
$ 100.00	$ 43.00	$ 5.00	$ 26.00	$ 13.00	$ 10.00
$ 105.00	$ 43.00	$ 5.00	$ 27.30	$ 13.00	$ 10.00
$ 110.00	$ 43.00	$ 5.00	$ 28.60	$ 13.00	$ 10.00
$ 115.00	$ 43.00	$ 5.00	$ 29.90	$ 13.00	$ 10.00
$ 120.00	$ 43.00	$ 5.00	$ 31.20	$ 13.00	$ 10.00
$ 125.00	$ 43.00	$ 5.00	$ 32.50	$ 13.00	$ 10.00
$ 130.00	$ 43.00	$ 5.00	$ 33.80	$ 13.00	$ 10.00
$ 135.00	$ 43.00	$ 5.00	$ 35.10	$ 13.00	$ 10.00
$ 140.00	$ 43.00	$ 5.00	$ 36.40	$ 13.00	$ 10.00
$ 145.00	$ 43.00	$ 5.00	$ 37.70	$ 13.00	$ 10.00
$ 150.00	$ 43.00	$ 5.00	$ 39.00	$ 13.00	$ 10.00
$ 155.00	$ 43.00	$ 5.00	$ 40.30	$ 13.00	$ 10.00
$ 160.00	$ 43.00	$ 5.00	$ 41.60	$ 13.00	$ 10.00
$ 165.00	$ 43.00	$ 5.00	$ 42.90	$ 13.00	$ 10.00
$ 170.00	$ 43.00	$ 5.00	$ 44.20	$ 13.00	$ 10.00
$ 175.00	$ 43.00	$ 5.00	$ 45.50	$ 13.00	$ 10.00
$ 180.00	$ 43.00	$ 5.00	$ 46.80	$ 13.00	$ 10.00
$ 185.00	$ 43.00	$ 5.00	$ 48.10	$ 13.00	$ 10.00
$ 190.00	$ 43.00	$ 5.00	$ 49.40	$ 13.00	$ 10.00
$ 195.00	$ 43.00	$ 5.00	$ 50.70	$ 13.00	$ 10.00
$ 200.00	$ 43.00	$ 5.00	$ 52.00	$ 13.00	$ 10.00
$ 210.00	$ 43.00	$ 5.00	$ 54.60	$ 13.00	$ 10.00
$ 220.00	$ 43.00	$ 5.00	$ 57.20	$ 13.00	$ 10.00
$ 225.00	$ 43.00	$ 5.00	$ 58.50	$ 13.00	$ 10.00
$ 235.00	$ 43.00	$ 5.00	$ 61.10	$ 13.00	$ 10.00
$ 250.00	$ 43.00	$ 5.00	$ 65.00	$ 13.00	$ 10.00
$ 275.00	$ 43.00	$ 5.00	$ 71.50	$ 13.00	$ 10.00

MID-MORAINE MUNICIPAL COURT
FORFEITURE TABLE
Effective: March 22, 2026

FINE	Crt Costs	State CC	PA (26%)	Drug Fee	Jail Asmnt
$ 300.00	$ 43.00	$ 5.00	$ 78.00	$ 13.00	$ 10.00
$ 325.00	$ 43.00	$ 5.00	$ 84.50	$ 13.00	$ 10.00
$ 345.00	$ 43.00	$ 5.00	$ 89.70	$ 13.00	$ 10.00
$ 350.00	$ 43.00	$ 5.00	$ 91.00	$ 13.00	$ 10.00
$ 375.00	$ 43.00	$ 5.00	$ 97.50	$ 13.00	$ 10.00
$ 400.00	$ 43.00	$ 5.00	$ 104.00	$ 13.00	$ 10.00
$ 425.00	$ 43.00	$ 5.00	$ 110.50	$ 13.00	$ 10.00
$ 435.00	$ 43.00	$ 5.00	$ 113.10	$ 13.00	$ 10.00
$ 450.00	$ 43.00	$ 5.00	$ 117.00	$ 13.00	$ 10.00
$ 475.00	$ 43.00	$ 5.00	$ 123.50	$ 13.00	$ 10.00
$ 500.00	$ 43.00	$ 5.00	$ 130.00	$ 13.00	$ 10.00
$ 525.00	$ 43.00	$ 5.00	$ 136.50	$ 13.00	$ 10.00
$ 545.00	$ 43.00	$ 5.00	$ 141.70	$ 13.00	$ 10.00
$ 550.00	$ 43.00	$ 5.00	$ 143.00	$ 13.00	$ 10.00
$ 575.00	$ 43.00	$ 5.00	$ 149.50	$ 13.00	$ 10.00
$ 600.00	$ 43.00	$ 5.00	$ 156.00	$ 13.00	$ 10.00
$ 750.00	$ 43.00	$ 5.00	$ 195.00	$ 13.00	$ 10.00
$ 1,000.00	$ 43.00	$ 5.00	$ 260.00	$ 13.00	$ 10.00
$ 5,000.00	$ 43.00	$ 5.00	$ 1,300.00	$ 13.00	$ 50.00

OWI Forfeitures				**Bond Amt**	
Fine	**$ 150.00**	**$ 200.00**	**$ 225.00**	**$ 250.00**	**$ 275.00**
Court Costs	$ 43.00	$ 43.00	$ 43.00	$ 43.00	$ 43.00
CC State	$ 5.00	$ 5.00	$ 5.00	$ 5.00	$ 5.00
Penalty Asmt	$ 39.00	$ 52.00	$ 58.50	$ 65.00	$ 71.50
Drug Fee	$ 13.00	$ 13.00	$ 13.00	$ 13.00	$ 13.00
Jail Assmnt	$ 10.00	$ 10.00	$ 10.00	$ 10.00	$ 10.00
Safe Ride Sur	$ 75.00	$ 75.00	$ 75.00	$ 75.00	$ 75.00
OWI Surchg	$ 535.00	$ 535.00	$ 535.00	$ 535.00	$ 535.00
Total	**$ 870.00**	**$ 933.00**	**$ 964.50**	**$ 996.00**	**$ 1,027.50**
IID (over .15)	$ 50.00	$ 50.00	$ 50.00	$ 50.00	$ 50.00
Total	**$ 920.00**	**$ 983.00**	**$ 1,014.50**	**$ 1,046.00**	**$ 1,077.50**

Reckless Drvg Forfeiture

Fine	**$ 200.00**
Court Costs	$ 43.00
CC State	$ 5.00
Penalty Asmt	$ 52.00
Drug Fee	$ 13.00
Jail Assmnt	$ 10.00
Safe Surchrg	$ 75.00
OWI Surchg	$ 535.00
Total	**$ 933.00**

TOTAL	
$	77.30
$	83.60
$	89.90
$	96.20
$	102.50
$	108.80
$	115.10
$	121.40
$	127.70
$	134.00
$	140.30
$	146.60
$	152.90
$	159.20
$	165.50
$	171.80
$	178.10
$	184.40
$	190.70
$	197.00
$	203.30
$	209.60
$	215.90
$	222.20
$	228.50
$	234.80
$	241.10
$	247.40
$	253.70
$	260.00
$	266.30
$	272.60
$	278.90
$	285.20
$	291.50
$	297.80
$	304.10
$	310.40
$	316.70
$	323.00
$	335.60
$	348.20
$	354.50
$	367.10
$	386.00
$	417.50

TOTAL	
$	**449.00**
$	**480.50**
$	**505.70**
$	**512.00**
$	**543.50**
$	**575.00**
$	**606.50**
$	**619.10**
$	**638.00**
$	**669.50**
$	**701.00**
$	**732.50**
$	**757.70**
$	**764.00**
$	**795.50**
$	**827.00**
$	**1,016.00**
$	**1,331.00**
$	**6,411.00**

$	**300.00**
$	43.00
$	5.00
$	78.00
$	13.00
$	10.00
$	75.00
$	535.00
$	**1,059.00**
$	50.00
$	**1,109.00**

Published: 03/21/26

Mid-Moraine Municipal Court
Citations and Fines Summary 2021-2025

Citations Processed

	2021	2022	2023	2024	2025
C-West Bend	3,317	3,318	2,733	2,673	2,605
V-Germantown	1,151	1,430	1,538	1,177	1,199
C-Hartford	1,834	1,352	1,693	1,606	1,654
V-Kewaskum	628	571	502	398	390
V-Slinger	1,178	1,347	1,589	1,192	1,165
V-Jackson	1,081	912	1,277	972	738
C-Port Washington	1,015	934	1,106	1,093	920
V-Grafton	760	564	554	661	590
V-Saukville	1,006	919	758	753	667
C-Cedarburg	662	558	496	406	392
T-Thiensville	319	428	325	300	332
C-Mequon	1,704	2,247	2,386	2,535	1,980
V-Fredonia	91	98	80	63	65
V-Newburg	84	75	125	107	141
T-Trenton	129	233	135	419	615
T-Hartford	68	51	80	72	83
Total	17,048	17,059	17,400	16,451	15,561

Fines Paid to Municipalities

	2021	2022	2023	2024	2025
C-West Bend	$ 248,519	$ 231,996	$ 240,243	$ 192,732	$ 163,801
V-Germantown	$ 152,300	$ 133,353	$ 136,557	$ 123,567	$ 108,948
C-Hartford	$ 102,755	$ 98,677	$ 66,785	$ 63,038	$ 88,749
V-Kewaskum	$ 24,488	$ 22,992	$ 26,559	$ 17,887	$ 12,845
V-Slinger	$ 53,973	$ 52,132	$ 48,525	$ 48,739	$ 38,624
V-Jackson	$ 34,972	$ 51,035	$ 36,786	$ 30,111	$ 28,325
C-Port Washington	$ 62,235	$ 56,054	$ 36,693	$ 36,670	$ 42,483
V-Grafton	$ 44,595	$ 41,069	$ 29,343	$ 22,612	$ 32,023
V-Saukville	$ 33,798	$ 42,672	$ 37,138	$ 33,332	$ 31,847
C-Cedarburg	$ 37,107	$ 36,534	$ 25,341	$ 22,885	$ 19,410
T-Thiensville	$ 19,177	$ 12,538	$ 10,749	$ 9,390	$ 10,789
C-Mequon	$ 99,210	$ 101,056	$ 82,636	$ 70,945	$ 71,562
V-Fredonia	$ 6,518	$ 2,984	$ 2,817	$ 2,442	$ 1,585
V-Newburg	$ 5,690	$ 1,952	$ 2,908	$ 2,892	$ 2,419
T-Trenton	$ 8,854	$ 4,173	$ 7,164	$ 7,106	$ 3,833
T-Hartford	$ 942	$ 3,629	$ 4,788	$ 874	$ 4,310
Total	$ 937,154	$ 894,868	$ 797,055	$ 687,245	$ 663,575

STATE OF WISCONSIN VILLAGE OF GERMANTOWN WASHINGTON COUNTY

ORDINANCE NO. _____-2026

AN ORDINANCE REPEALING AND RECREATING SECTION 1.50
OF THE GERMANTOWN MUNICIPAL CODE RELATING TO
MUNICPAL COURT ASSESSMENTS AND FEES

WHEREAS, the Village Board previously enacted section 1.50 of the Germantown Municipal Code which establishes the amount of assessments and fees that are assessed by the municipal court for violations; and

WHEREAS, the Wisconsin Legislature enacted 2025 Wisconsin Act 113, which became effective March 22, 2026, increased the amount of municipal court fees which are required to be paid by certain violators upon conviction.

NOW, THEREFORE, the Village Board of the Village of Germantown, Wisconsin, do ordain as follows:

SECTION I

Section 1.50 of the Germantown Municipal Code is repealed and recreated to read as follows:

1.50 - ASSESSMENTS AND SURCHARGES.

(1) **PENALTY SURCHARGE.** The penalty surcharge imposed by the Municipal Court as mandated by Wis. Stats. § 757.05(1)(a), shall, for offenses committed in the Village of Germantown on or after the effective date of this article, be levied in that amount scheduled for the offense as a component of the Municipal Court schedule of permitted deposits, as adopted by the Village Board from time to time by resolution.

(2) **ASSESSMENTS.** Municipal Court costs as governed by Wis. Stat. § 814.65 for actions filed after the effective date of this section, arising out of offenses committed in the Village of Germantown, shall be assessed in that amount scheduled for the offense as a component of the Municipal Court schedule of permitted deposits, as adopted by the Village Board from time to time by resolution.

SECTION II

Notwithstanding the above, the schedule of permitted deposits in connection therewith shall be amended accordingly to reflect the imposition of the maximum amount of court fees allowed under 2025 Wisconsin Act 113. Future amendments to the schedule of permitted depositions shall be by resolution adopted by the Village Board upon the recommendation of the Municipal Court pursuant to Wis. Stat. § 800.037.

SECTION III

The terms and provisions of this ordinance are severable. Should any term or provision of this ordinance be found to be invalid by a court of competent jurisdiction, the remaining terms and provisions shall remain in full force and effect.

SECTION IV

All ordinances or parts of ordinances contravening the terms of this ordinance are hereby to that extent repealed.

SECTION V

This ordinance shall take effect and be in full force upon its passage and the day after its publication.

Adopted: _____

_____
Robert A Soderberg, Village President

ATTEST:

_____
Donna Ott, Village Clerk

Approved as to form:

_____
Brian C. Sajdak, Village Attorney

Published:

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Action Item

ITEM TITLE: Temporary Class "B" Beer/"Class B" Wine Application for Deutschstadt Heritage Foundation, Maifest - May 15-17, 2026 (ACTION)

SUBMITTED BY: Kasie Miller, Chief Deputy Clerk

SUMMARY EXPLANATION:

ATTACHMENT:

1. 05.15.26-05.17.26 Maifest - Beer and Wine_Redacted

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

Form
AB-220

Temporary Alcohol Beverage License

Municipality

License(s) Requested	Fees	
☑ Temporary "Class B" Wine ☒ Temporary Class "B" Beer	License Fees	$ 10
	Background Check	$ 28
	Total Fees	$ 38.-

Rct# 1089-05 343-26 KM

Part A: Organization Information

1. Organization Name
Deutschstadt Heritage Foundation

2. Organization Permanent Address
N112 W16240 Mequon Rd.

3. City	4. State	5. Zip Code
Germantown	WI	53022

6. Mailing Address (if different from permanent address)

7. FEIN	8. Date of Organization/Incorporation	9. State of Organization/Incorporation
39-1619261	1988	Wisconsin

10. Phone	11. Email
414-403-8427	maifestgermantown@gmail.com

12. Organization type *(check one)*

☐ Bona Fide Club ☐ Church ☐ Fair Association/Agricultural Society ☐ Veteran's Organization
☑ Lodge/Society ☐ Chamber of Commerce or similar Civic or Trade Organization under ch. 181, Wis. Stats.

13. Is this organization required to hold a Wisconsin Seller's permit? ..... ☐ Yes ☑ No

14. Wisconsin Seller's Permit Number (if applicable)

Part B: Individual Information

List the name, title, and phone number for all officers, directors, and agent of the organization. Include an Individual Questionnaire (Form AB-100) for each person listed below. Attach additional sheets if necessary.

Corporations must also include Alcohol Beverage Appointment of Agent (Form AB-101).

Last Name	First Name	Title	Phone
✓ AB-100 Hagan	Charlie	President	[redacted]
✓ AB-100 Nelson	Gerald	Vice-President	[redacted]
✓ AB-100 Danczyk	Michelle	Treasurer	[redacted]
✓ AB-100 Lastrilla	Judy	Secretary	[redacted]

Continued →

Part C: Event Information

1. Name of Event (if applicable) Maifest			
2. Dates of Operation May 15, May 16, May 17 2026		3. Hours of Operation varies by day	
4. Premises Address W162 N11900 Park Ave. (Fireman's Park)			
5. City Germantown		6. State WI	7. Zip Code 53022
8. County Washington	9. Governing Municipality ☐ City ☐ Town ☑ Village of: Germantown		10. Aldermanic District
11. Organizer of Event (if not the named applicant)	12. Email and/or Phone Number for Organizer of Event maifestgermantown@gmail.com /414-403-8427		
13. Organizer Website http://maifestgermantown.org/	14. Event Website http://maifestgermantown.org/		

15: 4pm - 12pm
16: 11am - 12pm
17: 11am - 8pm

15. Premises Description - Describe the building or buildings and any outside areas where alcohol beverages and records are sold, stored, or consumed, and related records are kept. Describe all rooms within the building, including living quarters. Authorized alcohol beverage activities and storage of records may occur only on the premises described in this application. Attach a map or diagram and additional sheets if necessary.

See attached diagram for specific detail.
Sold in Main Tent behind Bar.
Stored in Main Tent in refrigerated trailers. (Locked when not in use)
Consumed in Fireman's Park including tents and park pavillion.
Records kept either behind the bar or locked in storage room in pavillion.

Part D: Attestation

Who must sign this application?

- one officer or director of the nonprofit organization

READ CAREFULLY BEFORE SIGNING: Under penalty of law, I have answered each of the above questions completely and truthfully. I agree that I am acting solely on behalf of the applicant organization and not on behalf of any other individual or entity seeking the license. Further, I agree that the rights and responsibilities conferred by the license(s), if granted, will not be assigned to another individual or entity. I agree to operate according to the law, including but not limited to, purchasing alcohol beverages from Wisconsin-permitted wholesalers. I understand that lack of access to any portion of a licensed premises during inspection will be deemed a refusal to allow inspection. Such refusal is a misdemeanor and grounds for revocation of this license. I understand that any license issued contrary to Wis. Stat. Chapter 125 shall be void under penalty of state law. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than $1,000 if convicted.

Last Name	First Name	M.I.
Nelson	Gerald	J

Title	Email	Phone
Vice-President	janelson@prodigy.net	[redacted]

Signature	Date
Gerald J Nelson	03/16/26

Part E: For Clerk Use Only

Date Application Was Filed With Clerk	License Number
Date License Granted	Date License Issued
Signature of Clerk/Deputy Clerk	

Form **AB-100**

Alcohol Beverage Individual Questionnaire

Date 03/13/2026

All individuals involved in the alcohol beverage business must complete this form, including:

- sole proprietor
- all partners of a partnership
- all officers, directors, and agent of a corporation or nonprofit organization
- members and agent of a limited liability company

Your alcohol beverage application is not complete until all required Individual Questionnaires are submitted.

Part A: Business Information

1. Legal Business Name (individual name if sole proprietor)
Deutschstadt Heritage Foundation

2. Business Trade Name or DBA
Maifest

3. Entity Type *(check one)*
☐ Sole Proprietor ☐ Partnership ☐ Limited Liability Company ☐ Corporation ☑ Nonprofit Organization

Part B: Individual Information

1. Last Name	2. First Name	3. M.I.
Nelson	Gerald	J

4. Relationship to Business (Title)	5. Email	6. Phone
Vice-President	janelson@prodigy.net	[redacted]

7. Home Address [redacted]

8. City	9. State	10. Zip Code	11. Date of Birth
[redacted]	[redacted]	[redacted]	[redacted]

12. Driver's License/State ID Number	13. Driver's License/State ID State of Issuance
[redacted]	[redacted]

Part C: Address History

1. Do you currently live in Wisconsin? ☑ Yes ☐ No

If yes, provide the month and year when you permanently moved to Wisconsin (MM/YYYY) 11/1948

2. List in chronological order all of your addresses **within the last 5 years.** Attach additional sheets if necessary.

Previous Address 1	City	State	Zip Code
Previous Address 2	City	State	Zip Code
Previous Address 3	City	State	Zip Code
Previous Address 4	City	State	Zip Code
Previous Address 5	City	State	Zip Code

3. List all states and counties you have lived in as an adult. Attach additional sheets if necessary.

State	County	State	County	State	County	State	County
WI	Ashland	WI	Walworth	KY	Christian	KY	Knox
WI	LaCrosse	WI	Milwaukee	WI	Washington		

Continued →

Part D: Criminal History

1. Have you ever been convicted of any offenses (excluding traffic offenses unless related to alcohol beverages) for violation of any federal, Wisconsin, or another state's laws or of any county or municipal ordinances?..... ☐ Yes ☑ No

If yes to question 1, please list details of each conviction below. Attach additional sheets as needed.

Law/Ordinance Violated	Location	Conviction Date

Penalty Imposed	Was sentence completed?..... ☐ Yes ☐ No

Law/Ordinance Violated	Location	Conviction Date

Penalty Imposed	Was sentence completed?..... ☐ Yes ☐ No

Law/Ordinance Violated	Location	Conviction Date

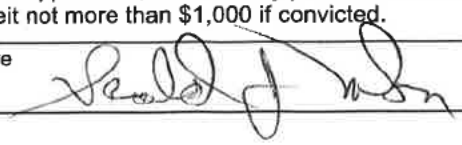
Penalty Imposed	Was sentence completed?..... ☐ Yes ☐ No

2. Are charges for any offenses currently pending against you (excluding traffic offenses unless related to alcohol beverages) for violation of any federal, Wisconsin, or another state's laws or any county or municipal ordinances?..... ☐ Yes ☑ No

If yes to question 2, describe nature and status of pending charges using the space below. Attach additional sheets as needed.

Part E: Attestation

READ CAREFULLY BEFORE SIGNING: Under penalty of law, I have answered each of the above questions completely and truthfully. I certify that I am not prohibited from participating in this business due to any involvement in another tier of the alcohol beverage industry as a restricted investor. I understand that any license issued contrary to Wis. Stat. Chapter 125 shall be void under penalty of state law. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than $1,000 if convicted.

Signature	Date
	03/13/2026

Form
AB-100

Alcohol Beverage Individual Questionnaire

Date 03/20/26

All individuals involved in the alcohol beverage business must complete this form, including:

- sole proprietor
- all partners of a partnership
- all officers, directors, and agent of a corporation or nonprofit organization
- members and agent of a limited liability company

Your alcohol beverage application is not complete until all required Individual Questionnaires are submitted.

Part A: Business Information

1. Legal Business Name (individual name if sole proprietor)
Deutschstadt Heritage Foundation
2. Business Trade Name or DBA

3. Entity Type *(check one)*
☐ Sole Proprietor ☐ Partnership ☐ Limited Liability Company ☐ Corporation ☒ Nonprofit Organization

Part B: Individual Information

1. Last Name	2. First Name	3. M.I.
Lastrilla	Judith	C

4. Relationship to Business (Title)	5. Email	6. Phone
Secretary	judylastrilla@yahoo.com	[redacted]

7. Home Address [redacted]

8. City	9. State	10. Zip Code	11. Date of Birth
[redacted]		[redacted]	[redacted]

12. Driver's License/State ID Number [redacted]
13. Driver's License/State ID State of Issuance

Part C: Address History

1. Do you currently live in Wisconsin? ☒ Yes ☐ No

If yes, provide the month and year when you permanently moved to Wisconsin (MM/YYYY) [redacted]

2. List in chronological order all of your addresses **within the last 5 years**. Attach additional sheets if necessary.

Previous Address 1	City	State	Zip Code
Previous Address 2	City	State	Zip Code
Previous Address 3	City	State	Zip Code
Previous Address 4	City	State	Zip Code
Previous Address 5	City	State	Zip Code

3. List all states and counties you have lived in as an adult. Attach additional sheets if necessary.

State	County	State	County	State	County	State	County
WI	Washington						
State	County	State	County	State	County	State	County

Continued →

Part D: Criminal History

1. Have you ever been convicted of any offenses (excluding traffic offenses unless related to alcohol beverages) for violation of any federal, Wisconsin, or another state's laws or of any county or municipal ordinances? ☐ Yes ☒ No

If yes to question 1, please list details of each conviction below. Attach additional sheets as needed.

Law/Ordinance Violated	Location	Conviction Date

Penalty Imposed	Was sentence completed? ☐ Yes ☐ No

Law/Ordinance Violated	Location	Conviction Date

Penalty Imposed	Was sentence completed? ☐ Yes ☐ No

Law/Ordinance Violated	Location	Conviction Date

Penalty Imposed	Was sentence completed? ☐ Yes ☐ No

2. Are charges for any offenses currently pending against you (excluding traffic offenses unless related to alcohol beverages) for violation of any federal, Wisconsin, or another state's laws or any county or municipal ordinances? ☐ Yes ☒ No

If yes to question 2, describe nature and status of pending charges using the space below. Attach additional sheets as needed.

Part E: Attestation

READ CAREFULLY BEFORE SIGNING: Under penalty of law, I have answered each of the above questions completely and truthfully. I certify that I am not prohibited from participating in this business due to any involvement in another tier of the alcohol beverage industry as a restricted investor. I understand that any license issued contrary to Wis. Stat. Chapter 125 shall be void under penalty of state law. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than $1,000 if convicted.

Signature	Date
Judith C. Castrilla	Mar. 20, 2026

Save Print Clear

Form **AB-100**

Alcohol Beverage Individual Questionnaire

Date

All individuals involved in the alcohol beverage business must complete this form, including:

- sole proprietor
- all partners of a p ership
- all officers, directors, and agent of a corporation or nonprofit organization
- members and agent of a limited liability company

Your alcohol bever e pplication is not complete until all required Individual Questionnaires are submitted.

Part A: Business Information

1. Legal Business Name (individual name if sole proprietor): Deutschstadt Heritage Foundation
2. Business Trade Name or DBA:
3. Entity Type *(check one)*: ☐ Sole Proprietor ☐ Partnership ☐ Limited Liability Company ☑ Corporation ☑ Nonprofit Organization

Part B: Individual Information

1. Last Name	2. First Name	3. M.I.
Damczyk	Michelle	L

4. Relationship to Business (Title)	5. Email	6. Phone
Treasurer	michelle_damczyk@yahoo.com	[redacted]

7. Home Address: [redacted]

8. City	9. State	10. Zip Code	11. Date of Birth
[redacted]	[redacted]	[redacted]	[redacted]

12. Driver's License/State ID Number	13. Driver's License/State ID State of Issuance
[redacted]	[redacted]

Part C: Address History

1. Do you currently live in Wisconsin? ☑ Yes ☐ No

If yes, provide the month and year when you permanently moved to Wisconsin (MM/YYYY): 02/1968

2. List in chronological order all of your addresses **within the last 5 years**. Attach additional sheets if necessary.

	City	State	Zip Code
Previous Address 1: [redacted]	Germantown	WI	53022
Previous Address 2:			
Previous Address 3:			
Previous Address 4:			
Previous Address 5:			

3. List all states and counties you have lived in as an adult. Attach additional sheets if necessary.

State	County	State	County	State	County	State	County
WI	Dane	WI	Washington				
WI	Sauk						

Continued →

Part D: Criminal History

1. Have you ever been convicted of any offenses (excluding traffic offenses unless related to alcohol beverages) for violation of any federal, Wisconsin, or another state's laws or of any county or municipal ordinances?..... ☐ Yes ☑ No

If yes to question 1, please list details of each conviction below. Attach additional sheets as needed.

Law/Ordinance Violated	Location	Conviction Date

Penalty Imposed	Was sentence completed?..... ☐ Yes ☐ No

Law/Ordinance Violated	Location	Conviction Date

Penalty Imposed	Was sentence completed?..... ☐ Yes ☐ No

Law/Ordinance Violated	Location	Conviction Date

Penalty Imposed	Was sentence completed?..... ☐ Yes ☐ No

2. Are charges for any offenses currently pending against you (excluding traffic offenses unless related to alcohol beverages) for violation of any federal, Wisconsin, or another state's laws or any county or municipal ordinances?..... ☐ Yes ☑ No

If yes to question 2, describe nature and status of pending charges using the space below. Attach additional sheets as needed.

Part E: Attestation

READ CAREFULLY BEFORE SIGNING: Under penalty of law, I have answered each of the above questions completely and truthfully. I certify that I am not prohibited from participating in this business due to any involvement in another tier of the alcohol beverage industry as a restricted investor. I understand that any license issued contrary to Wis. Stat. Chapter 125 shall be void under penalty of state law. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than $1,000 if convicted.

Signature	Date
Michelle Dorsey	3.25.2026

Form **AB-100**

Alcohol Beverage Individual Questionnaire

Date 3-27-2026

All individuals involved in the alcohol beverage business must complete this form, including:

- sole proprietor
- all partners of a partnership
- all officers, directors, and agent of a corporation or nonprofit organization
- members and agent of a limited liability company

Your alcohol beverage application is not complete until all required Individual Questionnaires are submitted.

Part A: Business Information

1. Legal Business Name (individual name if sole proprietor): DEUTSCHSTADT HERITAGE FOUNDATION

2. Business Trade Name or DBA:

3. Entity Type *(check one)*
☐ Sole Proprietor ☐ Partnership ☐ Limited Liability Company ☐ Corporation ☒ Nonprofit Organization

Part B: Individual Information

1. Last Name	2. First Name	3. M.I.
HARGAN	CHARLES	J.

4. Relationship to Business (Title)	5. Email	6. Phone
PRESIDENT	chargan@wi.rr.com	[redacted]

7. Home Address: [redacted]

8. City	9. State	10. Zip Code	11. Date of Birth
[redacted]	[redacted]	[redacted]	[redacted]

12. Driver's License/State ID Number	13. Driver's License/State ID State of Issuance
[redacted]	[redacted]

Part C: Address History

1. Do you currently live in Wisconsin? ☒ Yes ☐ No

If yes, provide the month and year when you permanently moved to Wisconsin (MM/YYYY): [redacted]

2. List in chronological order all of your addresses **within the last 5 years**. Attach additional sheets if necessary.

Previous Address 1	City	State	Zip Code
Previous Address 2	City	State	Zip Code
Previous Address 3	City	State	Zip Code
Previous Address 4	City	State	Zip Code
Previous Address 5	City	State	Zip Code

3. List all states and counties you have lived in as an adult. Attach additional sheets if necessary.

State	County	State	County	State	County	State	County
WI	WASHINGTON						
WI	MILWAUKEE						

Continued →

Part D: Criminal History

1. Have you ever been convicted of any offenses (excluding traffic offenses unless related to alcohol beverages) for violation of any federal, Wisconsin, or another state's laws or of any county or municipal ordinances?..... ☐ Yes ☒ No

If yes to question 1, please list details of each conviction below. Attach additional sheets as needed.

Law/Ordinance Violated	Location	Conviction Date
Penalty Imposed	Was sentence completed?..... ☐ Yes ☐ No	
Law/Ordinance Violated	Location	Conviction Date
Penalty Imposed	Was sentence completed?..... ☐ Yes ☐ No	
Law/Ordinance Violated	Location	Conviction Date
Penalty Imposed	Was sentence completed?..... ☐ Yes ☐ No	

2. Are charges for any offenses currently pending against you (excluding traffic offenses unless related to alcohol beverages) for violation of any federal, Wisconsin, or another state's laws or any county or municipal ordinances?..... ☐ Yes ☒ No

If yes to question 2, describe nature and status of pending charges using the space below. Attach additional sheets as needed.

Part E: Attestation

READ CAREFULLY BEFORE SIGNING: Under penalty of law, I have answered each of the above questions completely and truthfully. I certify that I am not prohibited from participating in this business due to any involvement in another tier of the alcohol beverage industry as a restricted investor. I understand that any license issued contrary to Wis. Stat. Chapter 125 shall be void under penalty of state law. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than $1,000 if convicted.

Signature	Date
Charles J. Hargan	3-27-2026

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Action Item

ITEM TITLE: Resolution Disallowing the Claim of Davine Black (ACTION)

SUBMITTED BY: Donna Ott, Village Clerk

SUMMARY EXPLANATION:

ATTACHMENT:

1. Resolution Disallowing Claim
2. Redacted Claim

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

STATE OF WISCONSIN VILLAGE OF GERMANTOWN WASHINGTON COUNTY

RESOLUTION NO. _____ - 2025

A RESOLUTION DISALLOWING THE CLAIM OF DAVINE BLACK FOR VEHICLE DAMAGE

WHEREAS, Davine Black filed a claim with the Village on March 09, 2026, for damage to vehicle allegedly caused by a pothole while driving south on Hilltop Drive in the Village of Germantown; and

WHEREAS, the claim was forwarded to the Village's Attorney, who has reviewed the claim and recommended that the Village disallow the claim; and

NOW THEREFORE, BE IT RESOLVED by the Village Board of the Village of Germantown, Wisconsin, that the claim of Davine Black described above is hereby disallowed as that term is used in Wis. Stat. §893.80; and

BE IT FURTHER RESOLVED, that the Village Clerk's Office is directed pursuant Wis. Stat. §893.80(I g) to provide Davine Black with written notice of the disallowance.

Adopted: May 4, 2026

_____
Robert A Soderberg, Village President

ATTEST:

_____
Donna Ott, Village Clerk

RECEIVED

MAR 09 2026

VILLAGE OF GERMANTOWN
CLERK'S OFFICE

Village Clerk
N112 W17001 Mequon Road
P.O. Box 337
Germantown, Wisconsin 53022-0337
Phone: (262) 250-4700
www.germantownwi.gov

Village of Germantown ...Willkommen

NOTICE OF CLAIM

Name: Davine Black
Address: [redacted]
Phone: [redacted]

Incident/Accident Information
Date: 01/19/2026
Time: approx 8am
Place: Hilltop drive in Front of Maple Terrace

CIRCUMSTANCES OF CLAIM

In the space below briefly describe the circumstances of your claim. (Attach additional sheets, if necessary.) For auto damages, attach a copy of police report, if any, and attach a diagram of the accident scene indicating north, south, east or west corners if the accident occurred at an intersection. For bodily injury, indicate nature of injury and whether or not medical attention was given and give the name of the physician. Also identify any witnesses to the incident/accident.

Driving South on Hilltop Dr From Hubertus Rd, hit a pot hole on right side of road in Front of Maple Terrace causing a flat tire to my right Front tire.

Signed: Dani Block Date: 2/3/26

****

CLAIM

NOTE: You are not required to make a claim at this time. As long as you have filed the above Notice of Claim you may file a claim with the Village at any time consistent with the applicable statute of limitations. However, in order for the Village to formally accept or deny your claim at this time, the following claim must be completed and signed.

The undersigned hereby makes a claim against the Village of arising out of the circumstances described above in the amount of $ 873.68.

To process this claim it is necessary to detail all damages being sought.

Signed: Dani Block Date: 2/3/26

Email Address: [redacted]

Village Clerk
N112 W17001 Mequon Road
P.O. Box 337
Germantown, Wisconsin 53022-0337
Phone: (262) 250-4700
www.germantownwi.gov

Village of Germantown
...Willkommen

NOTICE OF CLAIM

Name: Davine Black
Address: [redacted]
Phone: [redacted]

Incident/Accident Information
Date: 01/19/2026
Time: 8am
Place: Hilltop dr in front of Maple Terrace

CIRCUMSTANCES OF CLAIM-ADDTIONAL SHEET

In the space below briefly describe the circumstances of your claim. (Attach additional sheets, if necessary.) For auto damages, attach a copy of police report, if any, and attach a diagram of the accident scene indicating north, south, east or west corners if the accident occurred at an intersection. For bodily injury, indicate nature of injury and whether or not medical attention was given and give the name of the physician. Also identify any witnesses to the incident/accident.

Driving my personal vehicle (2017 C43 AMG) southbound on [redacted] Hilltop Dr coming from Hubertus Rd. The road was snowcovered and appeared to be flat with no defects. As I was passing the Maple Terrace Trailer Park my car dipped as I hit a hole on the right side of the southbound lane that was unable to be seen with snow. My car then alerted me that the tire pressure was at zero. I contacted my dealership and was able to have my vehicle towed and inspected. There was a hole [redacted] in the sidewall of the passenger (right) front tire. Dylan Black (262-441-3165) was also in the vehicle at the time of incident. Dealership evaluated vehicle and replaced both front tires as necessary due to popped tire. Entirety of service costed $873.68

Signed: Davine Black Date: 2/3/26

MERCEDES BENZ OF
MILWAUKEE NORTH
1400 W SILVER SPRING DR
Milwaukee WI 53209
414-290-1400

11:51

Batch:96
TAP
/
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$ 873.68
APPROVAL 01299
01299
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VISA DEBIT
A0000000031010
cardholder acknowledges
receipt of goods and
services set forth

S-BENZ

E NORTH
ilwaukee, WI 53209
90-1400

SERVICE DEPARTMENT HOURS
7:30 a.m. to 5:30 p.m.
Monday - Friday
8:00 a.m. to 4:00 p.m. Saturday

R/O Close Date	Status
01/21/26	Pre-Invoice
Mileage In	Mileage Out
91541	91541
Service Advisor / Tag #	
TODD DEKKER	

Work Phone	Vehicle Identification Number
[redacted]	55SWF6EB2HU195469
Home Phone	Delivery Date / In-Service Date
[redacted]	09/15/21 / 11/11/16
Body	Color / License Number
	DIAMOND WH / 862TTE

Model
NZ C43W4

AMOUNT

AND PARTS
Email: [redacted]

COMPLIMENTARY MULTI-POINT INSPECTION
Caused by
PERFORM COMPLIMENTARY MULTI-POINT INSPECTION
PERFORMED COMPLIMENTARY MULTI-POINT INSPECTION
Sub Total: .00

#2 - CC: **EFFECTIVE 10/1/25 THERE WILL BE A 3% PROCESSING FEE FOR ALL CREDIT CARD TRANSACTIONS **
Sub Total: .00

#3 - Customer Reports:
ADVISE ON DAMAGED FRONT WHEEL
Caused by
REPLACE DAMAGED FRONT WHEEL
QUOTED OUT 2 NEW FRONT TIRES. CHECKED RIM SFOR CRACKS AND DID NOT FIND ANY.
Sub Total: .00

#4 - Customer Reports:
REPLACE BOTH FRONT TIRES AS NECESSARY - BQ8402375
Caused by
CHECK BOTH FRONT TIRES
QUOTED OUT BOTH FRONT TIRES
Sub Total: .00

LABOR

TERMS: "I hereby authorize the repair work hereinafter to be done along with the necessary material and agree that you are not responsible for loss or damage to vehicle or articles left in the vehicle in

.CEDES-BENZ
— OF —
ILWAUKEE NORTH

1400 W Silver Spring Dr Milwaukee, WI 53209
Phone: (414) 290-1400

SERVICE DEPARTMENT HOURS
7:30 a.m. to 5:30 p.m.
Monday - Friday
8:00 a.m. to 4:00 p.m. Saturday

R/O Open Date	R/O Number
01/19/26	63032043/2
R/O Close Date	**Status**
01/21/26	Pre-Invoice
Mileage In	**Mileage Out**
91541	91541

Service Advisor / Tag #
TODD DEKKER

,LACK, DAVINE
[redacted]
[redacted]

Work Phone	Vehicle Identification Number
[redacted]	55SWF6EB2HU195469
Home Phone	**Delivery Date** / **In-Service Date**
[redacted]	09/15/21 / 11/11/16

Year	Make	Model	Body	Color	License Number
2017	MERCEDES BENZ	C43W4		DIAMOND WH	862TTE

DESCRIPTION OF SERVICE AND PARTS	AMOUNT
#5 - TOW: TOWED IN	
Sub Total: .00	
#6 * USD: UNSCHEDULED SERVICE DROP-OFF	
Sub Total: .00	
#7 * G2TIRE: MOUNT & BALANCE 2 NEW TIRES	
*TIRES - 2: FRONT LEFT TIRE HAS BEEN BLOWN OUT FRO	
Caused by	
MOUNT & BALANCE 2 NEW TIRES	80.0
Tech: IVAN BARBERENA (540)	
Caused by	
DOT: RF/LF-193X2664V3225	
Installed Q 8 40 3984 :TIRE, PIRELLI 225/40R19 SKU 2@366.00	732.0
Installed BALALUM :WEIGHT 2@4.50	9.0
MOUNTED & BALANCED 2 NEW TIRES. TORQED TO SPEC	
AND SET PSI.	
Sub Total: 821.00	
**********	
* ***EFFECTIVE 10/1/25 THERE WILL BE A 3% PROCESSING FEE *	
* FOR ALL CREDIT CARD TRANSACTIONS*** *	
**********	

TERMS: "I hereby authorize the repair work hereinafter to be done along with the necessary material and agree that you are not responsible for loss or damage to vehicle or articles left in the vehicle in case of fire, theft, or any other cause beyond your control or for any delays caused by unavailability of parts or delays in parts shipments by the supplier or transporter. I hereby grant you or your employees permission to operate the vehicle herein described on streets, highways, or elsewhere for the purpose of testing and/or inspection. An express mechanic's lien is hereby acknowledged on above vehicle to secure the amount of repairs thereto."

DISCLAIMER OF WARRANTIES. Any warranties on the products sold hereby are those made by the manufacturer. The seller hereby expressly disclaims all warranties either express or implied, including any implied warranty of merchantability or fitness for a particular purpose, and the seller neither assumes nor authorizes any other person to assume for it any liability in connection with the sale of said products. Any limitation contained herein does not apply where prohibited by law.

NO RETURN ON ELECTRICAL OR SAFETY ITEMS OR SPECIAL ORDERS.

X

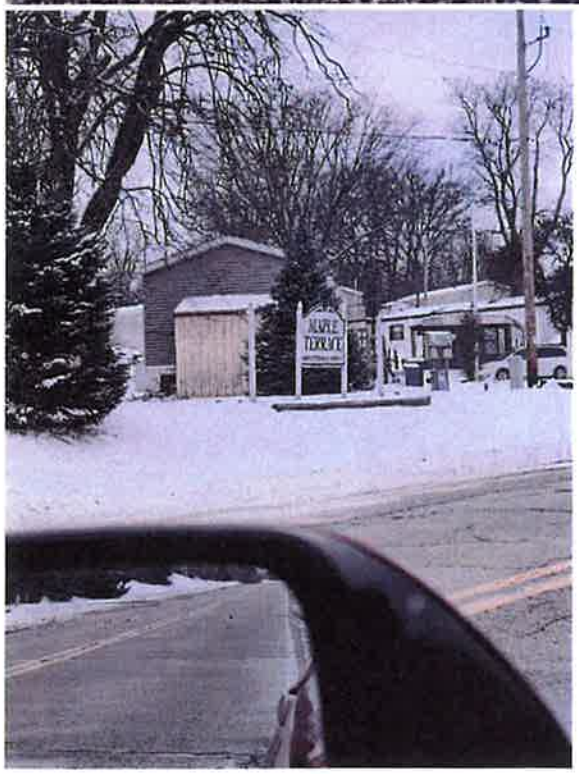
LABOR	80.
PARTS	741.
DEDUCTIBLE	.
SUBLET	.
SHOP SUPPLIES	4.
HAZARDOUS MATERIALS	.
SALES TAX OR TAX I.D.	48.
SPECIAL ORDER DEPOSIT	.
DISCOUNTS	.
TOTAL DUE	873.

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BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Action Item

ITEM TITLE: Abacus Architects, Agent for DONTOF LLC, Property Owner, and Basic Metals, Inc. W180 N11819 River Lane; Certified Survey Map (CSM) application to combine two (2) existing parcels into one 7-ac parcel in the Germantown Industrial Park. (ACTION)

SUBMITTED BY: Jordan Yanke, Associate Planner

SUMMARY EXPLANATION:

Abacus Architects has submitted a Certified Survey Map (CSM) application to combine two (2) existing parcels into one (1) parcel totaling 6.96 acres. The property is located at W180 N11819 River Lane in the Germantown Industrial Park. The purpose for the land combination is to allow a 42,000 soft addition to and connection of two existing industrial buildings into one building with a total 131,500 sqft of building area. Basic Metals opened their original facility in 1994. The proposed CSM and building addition/expansion will enable Basic Metals to support continued growth, employment and economic activity in the Village.

ATTACHMENT:

1. CERTIFIED SURVEY MAP (CSM)
2. STAFF REPORT_BASIC METALS, INC._CSM
3. PROJECT NARRATIVE
4. ARCHITECTURAL RENDERING
5. SITE DEVELOPMENT, LANDSCAPE, & BUILDING PLANS
6. APPLICATION

STAFF RECOMMENDATION:

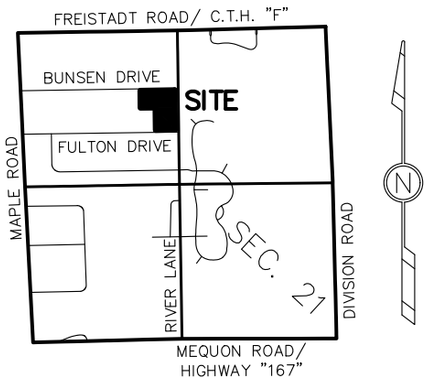
STAFF RECOMMENDATION:
APPROVE the proposed 1-lot Certified Survey Map (CSM) for the Basic Metals property located at W180N11819 River Lane subject to one (1) condition.

ACTION BY COMMITTEE:

PLAN COMMISSION RECOMMENDATION:
APPROVE the proposed 1-lot Certified Survey Map (CSM) for the Basic Metals property located at W180 N11819 River Lane subject to one (1) condition.

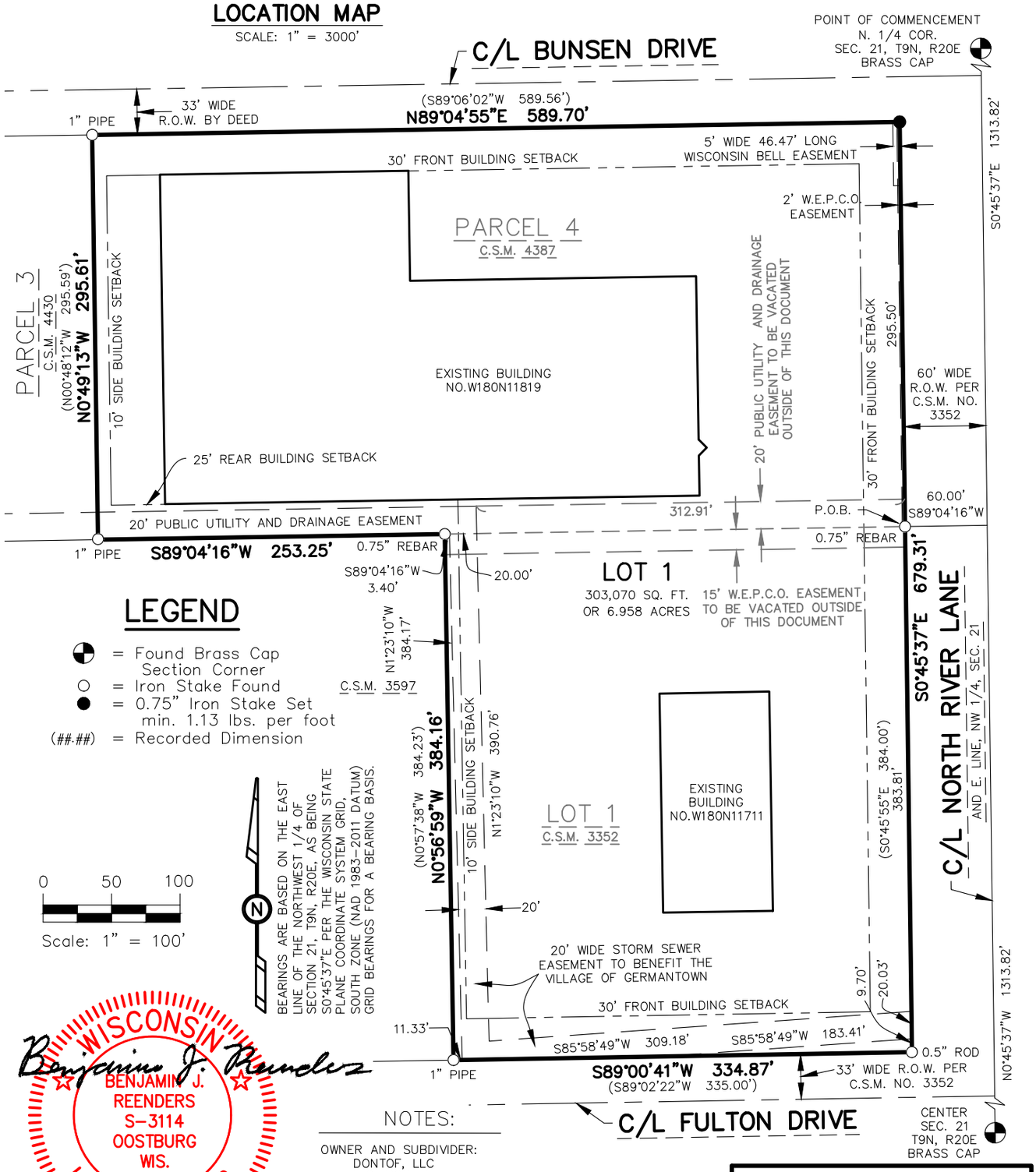
CERTIFIED SURVEY MAP

LOT 1 C.S.M. 3352 AND PARCEL 4 C.S.M. 4387, PART OF THE SE 1/4 OF THE NW 1/4 AND THE NE 1/4 OF THE NW 1/4 OF SECTION 21, T9N, R20E, VILLAGE OF GERMANTOWN, WASHINGTON COUNTY, WISCONSIN.



LOCATION MAP

SCALE: 1" = 3000'



LEGEND

- = Found Brass Cap Section Corner
- = Iron Stake Found
- = 0.75" Iron Stake Set min. 1.13 lbs. per foot
- (##.##) = Recorded Dimension

0 50 100

Scale: 1" = 100'

BEARINGS ARE BASED ON THE EAST LINE OF THE NORTHWEST 1/4 OF SECTION 21, T9N, R20E, AS BEING S0°45'37"E PER THE WISCONSIN STATE PLANE COORDINATE SYSTEM GRID, SOUTH ZONE (NAD 1983-2011 DATUM) GRID BEARINGS FOR A BEARING BASIS.

WISCONSIN
BENJAMIN J. REENDERS
S-3114
OOSTBURG
WIS.
1/14/2026
LAND SURVEYOR

Benjamin J. Reenders

NOTES:

OWNER AND SUBDIVIDER:
DONTOF, LLC
P.O. BOX 757
GERMANTOWN, WI 53022
(262) 255-9034

CEDAR CREEK CIVIL
www.cedarcreekcivil.com

FILE No.:	DATE:	PAGE:
2025190S	1/14/2026	1 OF 3

This instrument was drafted by Benjamin J. Reenders.

CERTIFIED SURVEY MAP

LOT 1 C.S.M. 3352 AND PARCEL 4 C.S.M. 4387, PART OF THE SE 1/4 OF THE NW 1/4 AND THE NE 1/4 OF THE NW 1/4 OF SECTION 21, T9N, R20E, VILLAGE OF GERMANTOWN, WASHINGTON COUNTY, WISCONSIN.

SURVEYOR'S CERTIFICATE

I, Benjamin J. Reenders, Professional Land Surveyor, hereby certify:

That I have surveyed, divided and mapped Lot 1, Certified Survey Map Number 3352 and Parcel 4, Certified Survey Map Number 4387 being a part of the Southeast 1/4 of the Northwest 1/4 and the Northeast 1/4 of the Northwest 1/4 of Section 21, Township 9 North, Range 20 East, Village of Germantown, Washington County, Wisconsin bounded and described as follows:

COMMENCING at the North 1/4 Corner of said Section 21; thence S0°45'37"E 1313.82 feet along the East line of said Northwest 1/4; thence S89°04'16"W 60.00 feet to the West right-of-way line of River Lane and the POINT OF BEGINNING of this description; thence S0°45'37"E 383.81 feet along said West right-of-way line; thence S89°00'41"W 334.87 feet along the North right-of-way line of Fulton Drive; thence N0°56'59"W 384.16 feet along the West line of said Lot 1; thence S89°04'16"W 253.25 feet along the South line of said Parcel 4; thence N0°49'13"W 295.61 feet along the West line of said Parcel 4; thence N89°04'55"E 589.70 feet along the South right-of-way line of Bunsen Drive; thence S0°45'37"E 295.50 feet along the West right-of-way line of River Lane to the point of beginning.

This parcel contains 303,070 square feet, or 6.958 acres.

That such map is a correct representation of the exterior boundaries of the land surveyed and the division thereof.

That I have fully complied with provisions of Section 236.34 of the Wisconsin Statutes and the subdivision regulation of the Village of Germantown in surveying, dividing and mapping the same.

Benjamin J. Reenders Dated this 14th day of January, 2026

Benjamin J. Reenders PLS S-3114



This instrument was drafted by Benjamin J. Reenders.

CEDAR CREEK CIVIL
ENGINEERS•SURVEYORS•DRAFTERS
www.cedarcreekcivil.com

FILE No.:	DATE:	PAGE:
2025190S	1/14/2026	2 OF 3

CERTIFIED SURVEY MAP

LOT 1 C.S.M. 3352 AND PARCEL 4 C.S.M. 4387, PART OF THE SE 1/4 OF THE NW 1/4 AND THE NE 1/4 OF THE NW 1/4 OF SECTION 21, T9N, R20E, VILLAGE OF GERMANTOWN, WASHINGTON COUNTY, WISCONSIN.

CORPORATE OWNER'S CERTIFICATE

DONTOF, LLC as Owner, does hereby certify the they have caused the lands described herein to be surveyed, divided, mapped, and dedicated as represented on this map. DONTOF, LLC further certifies that this map is required by section 236.20 or 236.12 to be submitted to the following for approval or objection: Village of Germantown.

_____
Managing Member

WITNESS the hand and seal of said Owner on this _____ day of _____ 2026.

STATE OF WISCONSIN)
WASHINGTON COUNTY) ss

PERSONALLY came before me on this _____ day of _____, 2026
The signer is to me known to be the person who executed the foregoing certificate and acknowledged the same.

_____ My Commission Expires _____
Notary Public

VILLAGE OF GERMANTOWN PLANNING COMMISSION APPROVAL

This Certified Survey Map is hereby approved by the Planing Commission of the Village of Germantown on this day _____ of _____, 2026.

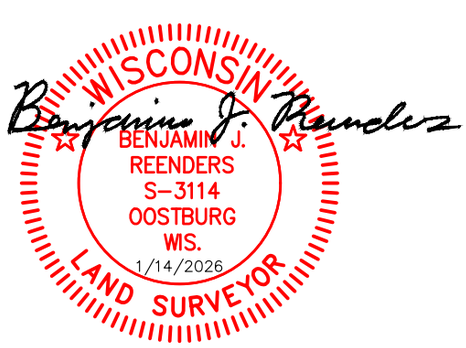
_____ _____
Robert A. Soderberg, Chairman Date

_____ _____
Deborah J. Remich, Secretary Date

VILLAGE OF GERMANTOWN BOARD APPROVAL

APPROVED by the Village of Germantown Village Board on this _____ day of _____2026.

_____ _____
Village President Village Clerk



This instrument was drafted by Benjamin J. Reenders.

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FILE No.:	DATE:	PAGE:
2025190S	1/14/2026	3 OF 3

CERTIFIED SURVEY MAP (CSM) & SITE PLAN APPLICATION

05/04/26 Village Board Meeting

Abacus Architects / DONTOF LLC / Basic Metals, Inc.

Village Staff Report & Recommendation ***Germantown, Wisconsin***

SUMMARY

Abacus Architects, Agent for DONTOF LLC, Property Owner, and Basic Metals, Inc. Certified Survey Map (CSM) and Site Plan applications for a 42,000 sqft addition to the existing office and manufacturing facility located at W180N11819 River Lane in the Germantown Industrial Park.

Location: W180N11819 River Lane

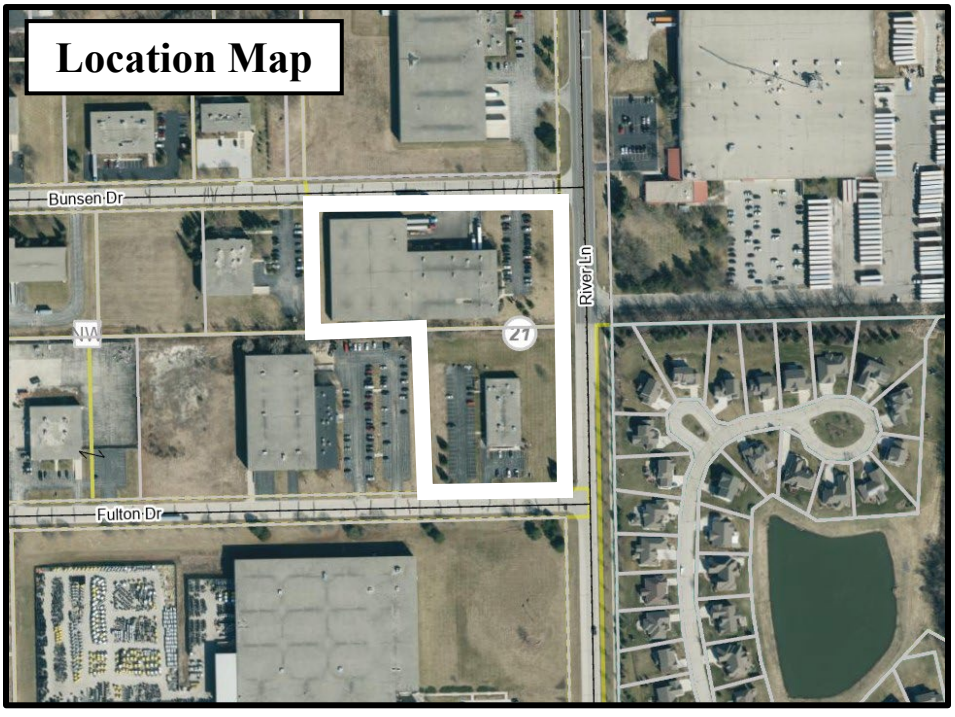
Applicant/ Owner:

Abacus Architects
640 N. Vel R. Phillips Ave, Suite 210
Milwaukee, WI 53203

DONTOF LLC
W180N11819 River Lane
Germantown, WI 53022

Zoning: M-1: Limited Industrial

Adjacent Land Uses		Zoning
North	Industrial	M-1
South	Industrial	M-1
East	Industrial/Single-Family Residential	M-1/PDD-27
West	Industrial	M-1



Background/Proposal
Abacus Architects, Agent for DONTOF LLC, Property Owner, and Basic Metals, Inc. Certified Survey Map (CSM) and Site Plan applications for a 42,000 sqft addition to the existing office and manufacturing facility located at W180N11819 River Lane in the Germantown Industrial Park.

Basic Metals is an independent metal supplier specializing in cut-to-length aluminum sheet, slit coil, and circle products (website). Originally approved for their manufacturing and warehousing facility at the subject location in 1994, the company is currently looking to expand its facility to serve their continued growth. Thus, Basic Metals has submitted this application and development proposal for consideration.

Certified Survey Map (CSM)
The subject site is currently comprised of two (2) parcels totaling 6.96 acres. The applicant submitted a Certified Survey Map (CSM) to combine the parcels to create one (1) lot for development purposes. The lot combination is necessary in order to accommodate the proposed building expansion and to comply with applicable zoning standards. Below are the parcels that would be combined into an individual lot:

- GTNV_212904 (4.00 Acres) – Existing Basic Metals Site
- GTNV_212970 (2.96 Acres) – Former VBA Site (Acquired by Basic Metals)

Site Plan
The total site is 6.96 acres in area with an existing 76,855 square foot manufacturing and warehouse facility (northern building) and a 12,640 square foot office building (southern building). Associated driveways and off-street parking areas serve the site. As presented on the site plan, the proposed construction includes an approximate 42,000 square foot building addition which will be connected to both existing structures. This will create one overall building/facility roughly 131,495 square feet in size. The following is a summarized list of the proposed site plan components:

- 42,000 sqft building addition (total building approximately 131,495 sqft)
- New truck loading and unloading area with (2) new dock doors and (4) drive-in doors
- Building addition to incorporate the following:
  - Precast concrete wall panels with color consistent with existing manufacturing facility (northern building)
  - Building height of 43.5’
  - Metal parapet coping
  - Overhead door with dock seal leveler, stops, and vehicle constraints
- Existing office building portion to be repainted according to rendering
- Existing off-street parking areas and driveway entrances to Fulton Drive to be reconfigured/reconstructed

Parking, Access, and Traffic Circulation
Access to the northern area of the site will remain the same with two (2) access driveways to/from Bunsen Drive, one serving an off-street parking lot and the other used by trucks for loading and unloading purposes. The southern portion of the site will also be served by two (2) driveways. Similar to the northern area of the site, a southern

driveway to/from Fulton Drive will serve an off-street parking lot and the other will serve trucks for loading and unloading activities. As the applicant points out in the submitted project narrative, the newly constructed southern driveway providing access to the dock doors will be 129' in width. Given that this width is above the 35' standard for driveways in non-residential districts, the applicant has requested the Plan Commission to vary the standard as part of their Site Plan application.

The proposed project does include a reduction in the number of parking spaces in the southern part of the property (i.e. southern parking lot). Currently, there are 71 parking spaces while the proposed project would result in a total of 36 parking spaces, meaning a reduction of 35 spaces. The northern parking lot contains 40 parking spaces and will remain unchanged.

Storm Water Management
The proposed addition and reconfigured asphalt/concrete areas will add 0.98 acres of impervious area to the 6.96-acre site, resulting in 63% impervious lot coverage on site, or 4.39 acres (191,425 sqft) of impervious area. This percentage is below the maximum allowed percentage for the property's M-1: Limited Industrial District designation and the Industrial Park requirements. In order to accommodate the increased impervious area, the project involves the creation of a detention pond that will be located just east of the new building addition.

Landscaping and Buffering
A mixture of evergreen trees, deciduous trees, and shrubs are shown as part of new landscape plantings in the application materials. The plantings are primarily shown around the southeastern part of the site, mostly surrounding the new parking lot along River Lane.

Lighting
Additional exterior lighting is proposed with this development. The applicant submitted a lighting plan and site photometric study, which is included as an attachment to this memo. The plan shows three (3) 20' single-head light poles and five (5) new LED wall pack lights on the building addition.

Utilities
The site will continue to be served by municipal water and sanitary sewer. As shown on the submitted Certified Survey Map (CSM), there are existing easements running east/west through the middle of the site that will need to be vacated to allow for the building addition. Through separate processing and documentation, the noted 20' public utility and drainage easement will be vacated by the Village, while the 15' WEPCO (We Energies) easement will be released. New easements will be established to serve each entity where necessary.

Signage
No additional exterior signage is proposed at this time.

Staff Comments

Community Development: Planning & Zoning

The zoning for this parcel in the Germantown Industrial Park is M-1: Limited Industrial, and the proposed site improvements comply with the M-1 zoning district regulations. The office/manufacturing/warehousing use that Basic Metals maintains at the subject location is a desirable land use under the Village's 2050 Comprehensive Plan in the Germantown Industrial Park. Staff finds the proposal consistent with the 2050 Comprehensive Plan.

As mentioned previously, the project proposal includes a reduction in the number of off-street parking spaces in the southern part of the site. There are currently 71 spaces serving the southern building. Upon the completion of construction, a total of 36 parking spaces would be located in this same area. Given that the existing southern building (12,640 sqft) will be used as office space and the proposed building addition (42,000 sqft) will be used for warehousing purposes, 36 parking spaces are sufficient to serve that area of the site. Not only do the existing 71 spaces seem excessive, the added building area dedicated to warehousing does not factor in when determining required parking per the Zoning Code.

Part of the project proposal includes reconfiguration/reconstruction of the southern driveways to/from Fulton Drive. Most importantly and pointed out in the submitted project narrative, one of the new southern driveways is shown at 129' in width. While the Zoning Code specifies a maximum width of 35' for driveways in non-residential districts, Code Section 17.45(4)(e) states that the Plan Commission is authorized to vary the width requirement in appropriate situations. As pointed out in the narrative, Basic Metals is requesting an increased driveway width to serve the new loading and unloading area at the southern end of the building addition. This is strictly for full-size 53' flatbed trailers that will be coming to the site and either docking or driving into the new warehousing area. With 85' from the front of the building to the right-of-way on Fulton Drive, the trucks will not protrude onto the public road according to the applicant, even if there is waiting time for the trucks to dock or drive into the building. In respect to the width, it is not dissimilar to existing driveway widths used for the same purpose throughout the Industrial Park. In fact, Basic Metals existing northern building is served by a driveway that is approximately 110' in width, and nearby businesses such as D&G Transportation and Wacker Neuson have driveways that are even greater in width. The Plan Commission should discuss the driveway width and determine if the proposed 129' width is acceptable or if modifications need to be made.

The Plan Commission should also discuss the architecture of the building addition. Elevations and a rendering were submitted by the applicant and included as attachments to this memo. While there are no set design standards, the Zoning Code specifies that the Plan Commission shall act as the Architectural Review Board. Although staff understands that the building addition is intended to incorporate the design and color of Basic Metals existing facility (northern building), the addition height (43.5') and length (324') present a façade that could be deemed monotonous or drab. In other words, it lacks variety or architectural detail that would "break up" the large façade facing River Lane. At the same time, the overall color scheme with black and blue geometric panels on the office building against a solid brown façade behind it creates a

stark contrast that appears disjointed. The Plan Commission should discuss the design of the new building addition and overall color scheme to determine if it's acceptable or if alterations in the design/color are warranted.

Regarding the exterior lighting, the proposal is within the Village's lighting guidelines in terms of pole height and fixture type. However, since the site is slightly higher in elevation than the Blackstone Creek residential area to the east, staff recommends additional measures be taken in order to shield any light that may emanate from the new light pole fixtures around the parking lot across River Lane to the east. A condition of approval has been added to address this.

Finally, note that a condition of approval addresses existing and future roof-mounted equipment. Any existing or proposed rooftop equipment (RTU) shall be screened from view by line of sight at 5' above grade from all property lines around the building and the centerline of the adjacent roadways.

Public Works/Village Engineer/Village Surveyor
The Village Engineer identified a series of technical corrections in an April 9, 2026, memo which is included as an attachment to this report. The Village Surveyor has also identified a series of technical corrections in a February 25, 2026, memo which is included as an attachment as well. The applicant will be required to review these staff comments and make the necessary corrections prior to recording the Certified Survey Map (CSM) and issuance of permits to commence construction.

Village Forester
The Village Forester has reviewed the submitted landscape plan and provided comments to the applicant. The landscaping proposed is lacking the required street tree plantings and both the interior and perimeter parking lot planting requirements. More specifically, additional plantings are needed to fulfill the required landscape greenbelt standard (15' width) between the new parking lot and property boundaries, as noted under Zoning Code Section 17.45(1)(c). These plantings will be important to act as a visual buffer and keep potential light from headlights shining east toward the residential properties across the road.

The tree removal plan and preservation plan are also lacking required information, although minimal changes at that. A condition of approval has been included to address the review comments by making the landscape plan contingent upon final approval/acceptance by the Village Forester and Community Development staff.

VILLAGE STAFF RECOMMENDATIONS

APPROVE the proposed 1-lot Certified Survey Map (CSM) for the Basic Metals property located at W180N11819 River Lane, subject to the following condition:

1. All technical issues and corrections identified by the Village Surveyor (see February 25, 2026, memo from Bob Beilfuss, PLC) shall be addressed and reflected in a revised CSM reviewed and approved by Village staff prior to recording.

APPROVE the Site Plan application for Basic Metals for a 42,000 square foot building addition to an existing office and manufacturing facility located at W180N11819 River Lane, subject to the following conditions:

1. This approval is for the various plan sheets that comprise the site development plan set as noted below and is subject to compliance with all the conditions and requirements set forth herein and subsequently adopted and/or revised by the Plan Commission. Approval is granted for the following unless superseded by subsequent plan sheets approved by Village Staff pursuant to revisions required herein and/or by the Plan Commission:
    a. *Architectural, civil, and landscaping plans dated February 9, 2026 (11 pages).*
    b. *Lighting and photometric study plan dated February 5, 2026 (22 pages).*

    If revised plan sheets are necessary, each revised sheet shall contain the date of said revision clearly stamped in the lower right corner.
2. State agency (DSPS) approved plans and a $20,000 occupancy bond are required by Inspection Services. The Village of Germantown is an authorized delegated agent of DSPS and may be used as an alternative to provide all commercial plan review and inspection services through SAFEBuilt of WI and the Village of Germantown.
3. The technical issues and plan revisions identified in the April 9, 2026, memo from the Village Engineer shall be addressed in revised plan sheets and/or supplemental documents prior to commencing construction activities and/or issuance of building permits.
4. The landscape plan shall be subject to final approval/acceptance from the Village Forester and Community Development staff prior to commencing construction activities. The landscape plan shall be revised to include the required street tree, interior/perimeter parking lot, and landscape greenbelt (15' width) plantings on site. Plantings along the east side of the new parking lot shall act as a buffer and ensure light from headlights does not shine east toward the residential properties across the road.
5. All temporary and permanent exterior signs require a Sign Permit and shall comply with all current Village sign regulations. New signage shall be subject to review and approval by the Plan Commission.

6. Existing and proposed rooftop equipment (RTU) shall be screened from view by line of sight at 5’ above grade from all property lines around the building and the centerline of the adjacent roadways.
7. Applicant/owner shall work cooperatively with the Village to secure the necessary easement vacation/release of the 20’ public utility and drainage easement prior to issuance of building permits.
8. Applicant/owner shall secure the necessary easement vacation/release of the 15’ WEPCO (We Energies) easement prior to issuance of building permits. Proof of easement vacation/release shall be submitted to the Village.
9. Applicant/owner shall revise the lighting plan to include additional measures (i.e. back-shielding) to reduce light emanating from the new light poles around the parking lot to the east. The plan shall be revised to specifically eliminate any light trespass or glare directed towards River Lane to avoid any nuisance for the residential properties to the east.

Basic Metals, Inc.

The Cutting Edge Source
For Your Metal Needs

Dear Village of Germantown Officials,

My name is Andrew Fogel, and I am the President of Basic Metals Inc., located in the Germantown Industrial Park. We are currently planning a 42,000 square foot warehouse addition to our existing facility, representing a significant investment in Germantown and supporting continued growth, employment, and economic activity within the Village.

We are writing to respectfully request relief from the Village's recently implemented ordinance limiting industrial driveway entrances to a maximum width of 35 feet.

Our proposed building addition has been specifically designed to safely and efficiently accommodate our daily truck traffic, including the simultaneous loading and unloading of up to six full-size 53-foot flatbed trailers. Under the new ordinance, we would be limited to only two loading docks instead of the six total truck positions (two docks and four drive-in doors) included in the current design. This reduction would materially impact our operations and create unintended traffic and safety concerns.

Specifically:

Limiting the facility to two loading docks would result in increased truck congestion on Fulton Drive as trucks wait for available loading or unloading positions. With only two on-site parking spaces available, truck drivers would likely begin preparing their loads for final delivery while staged on Fulton Drive. This preparation often includes removing tarps, releasing straps, and adjusting loads, activities that are not appropriate to perform on the side of a public road.

Allowing a wider driveway would enable us to accommodate trucks fully on-site, reducing congestion on Fulton Drive and eliminating the temptation for drivers to conduct strapping or untarping activities on the street.

The proposed driveway configuration would also allow us to shift a significant portion of our truck traffic away from Bunsen Drive, where our current loading docks are located, improving overall traffic flow within the industrial park.

Additionally, other businesses within the Industrial Park have driveway entrances exceeding the 35' requirement. Basic Metals current drive is approximately 110' on Bunsen Dr. D&G Transportation (west of Basic Metals on Bunsen) drive is approximately 165' and Wacker Neuson Logistics (south of Basic Metals on Morse Dr) has a drive approximately 250' wide.

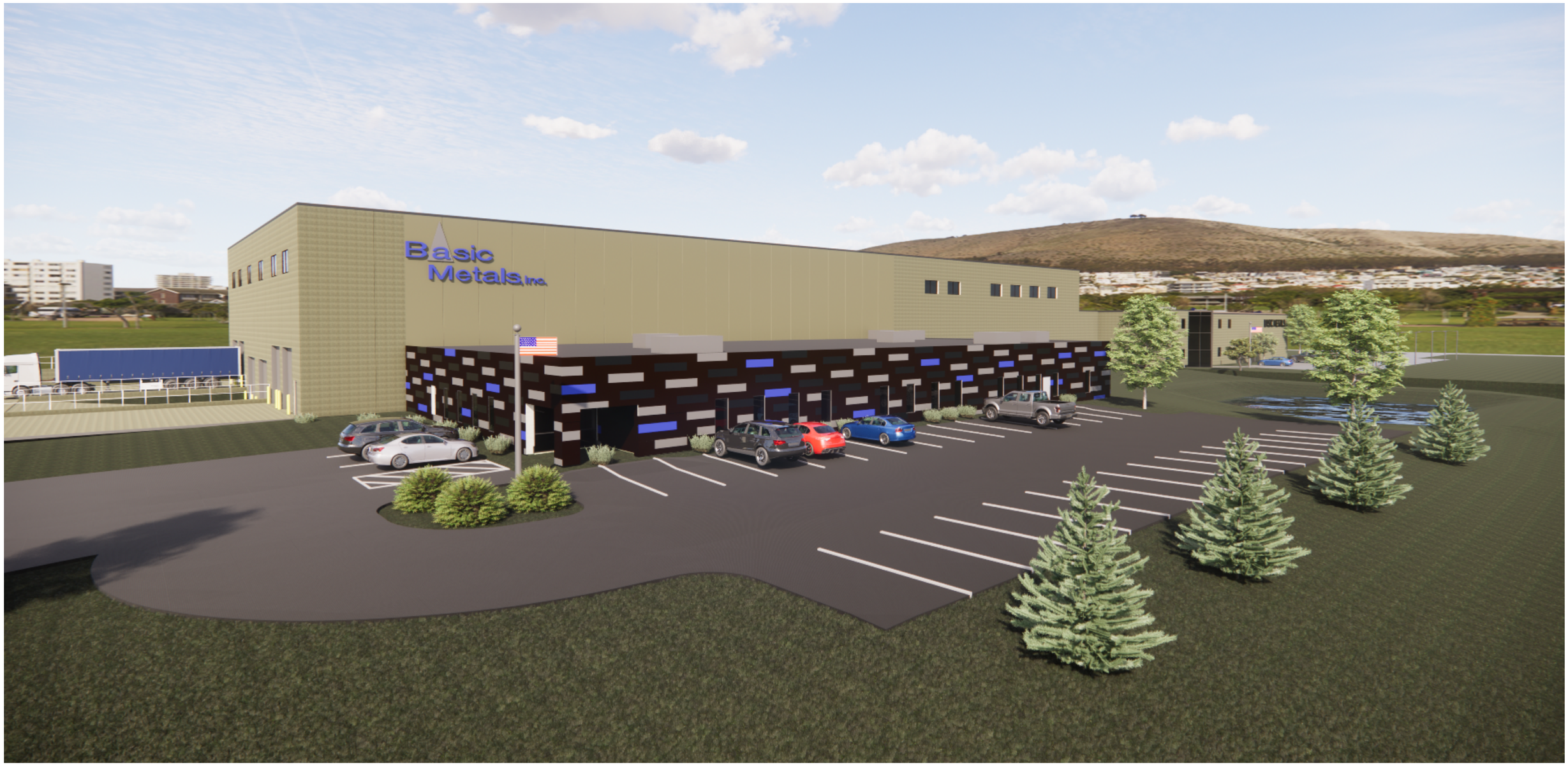
Our goal is to design a facility that operates efficiently, minimizes traffic impacts, and prioritizes safety for drivers, employees, and neighboring businesses. Granting relief from the driveway width limitation would directly support these objectives and, in our view, aligns with the original intent of industrial zoning within the park.

Thank you for your time and consideration. We appreciate your willingness to review this request and would welcome the opportunity to discuss our site plan in greater detail.

Sincerely,

Andrew Fogel
President
Basic Metals Inc.

W180 N11819 River Lane • P.O. Box 757 • Germantown, WI 53022
1-800-989-1996 • (262) 255-9034 • Fax (262) 255-9073
www.basicmetals.com



02/09/2026

BASIC METALS II

BASIC METALS INC., W180N11819 N RIVER LN, GERMANTOWN, WI, 53022

A1 RENDERING

PROJ. NO. 2024-100

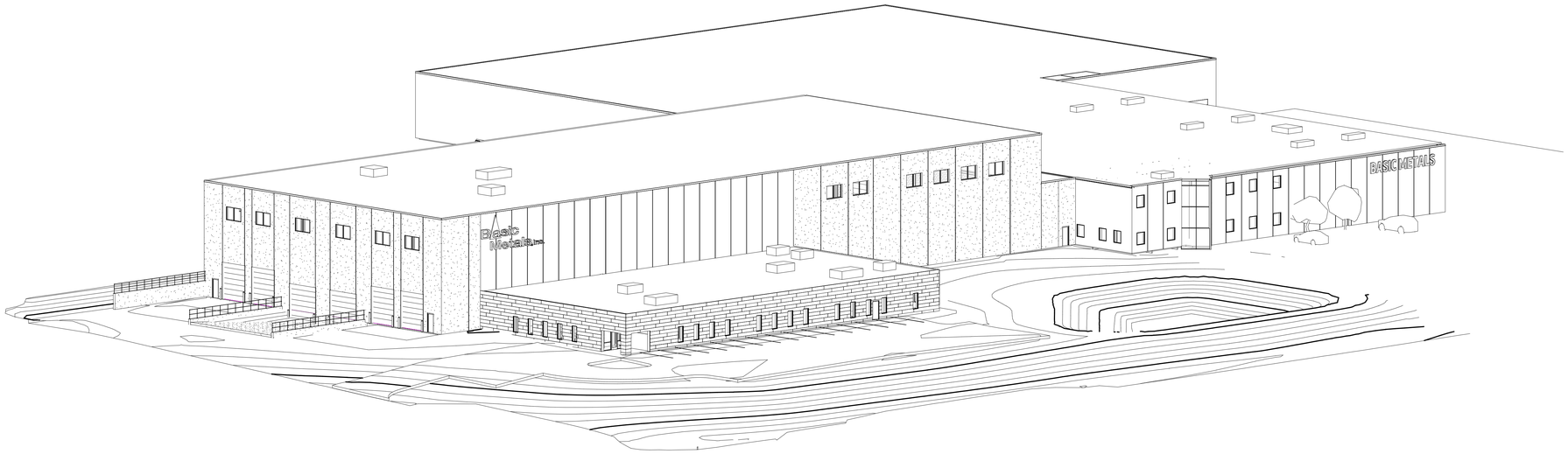
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BUILDING ADDITION & ALTERATION

BASIC METALS II

BASIC METALS INC., W180N11819 N RIVER LN, GERMANTOWN, WI, 53022



ARCHITECTURAL / CIVIL

ABACUS ARCHITECTS, INC.
1135A MICHIGAN AVENUE
SHEBOYGAN, WISCONSIN 53081
P: 920-452-4444

A 101	TITLE SHEET
A 200	EXISTING CONDITIONS AND DEMO PLAN
A 201	SITE PLAN
A 202	GRADING PLAN
A 203	EROSION CONTROL PLAN
A 204	UTILITY PLAN
A 205	DETAILS
A 206	LANDSCAPE PLAN
A 302	EXISTING DEMO & NEW FLOOR PLANS
A 303	OVERALL FLOOR PLAN & CLERESTORY PLAN
A 501	EXTERIOR ELEVATIONS

STRUCTURAL

CSD STRUCTURAL ENGINEERS
8989 N PORT WASHINGTON RD, SUITE 101
MILWAUKEE, WI 53217
P: 414-351-5588

PROJECT INFORMATION

APPLICABLE BUILDING CODES

2025 WISCONSIN ADMINISTRATIVE CODE (W.C.B.C.), SPS 361-366
2021 INTERNATIONAL BUILDING CODE (IBC)
2021 INTERNATIONAL EXISTING BUILDING CODE (IEBC)
2021 INTERNATIONAL ENERGY CONSERVATION CODE (IECC)
2017 ICC / ANSI A117.1 ACCESSIBLE AND USABLE BUILDING AND FACILITIES

PROJECT SUMMARY

BASIC METALS ACQUIRED THE PROPERTY TO THE SOUTH OF THEIR CURRENT SITE. PARCELS ARE TO BE COMBINED THROUGH REVISED CSM. EXISTING 12,000 SF OFFICE BUILDING TO REMAIN AS AN OFFICE BUILDING. NEW ADDITION IS A STORAGE OCCUPANCY. ADDITION TO HAVE 3HR FIRE WALL BETWEEN BUILDING TO THE NORTH AND THE ADDITION. NO FIRE WALL REQUIRED BETWEEN ADDITION AND OFFICE BUILDING TO THE EAST.

BUILDING AREA

EXISTING BUILDING AREA:
NORTH BLDG AREA - 76,855 S.F.
EAST BLDG AREA - 12,640 S.F.

BUILDING ADDITION AREA:
FLOOR AREA - 41,658 S.F.

CONSTRUCTION CLASSIFICATION

TYPE IIB CONSTRUCTION (W.C.B.C. SECTION 602.2)

OCCUPANCY CLASSIFICATION

NON-SEPARATED OCCUPANCIES (W.C.B.C. SECTION 508.3)

USE GROUPS PRESENT IN THE BUILDING INCLUDE:

BUSINESS GROUP "B" (W.C.B.C. SECTION 304.1)

FACTORY INDUSTRIAL GROUP "F-1" MODERATE HAZARD (W.C.B.C. SECTION 306.2)

STORAGE GROUP (S-2) LOW HAZARD (SECTION 311.3)

FIRE PROTECTION

BUILDING IS FULLY PROTECTED WITH AN AUTOMATIC SPRINKLER SYSTEM PER NFPA 13.

PROJECT NOTES

EXTENT OF WORK

THE INTENT OF THE CONTRACT DOCUMENTS IS TO INCLUDE ALL ITEMS NECESSARY FOR THE PROPER EXECUTION AND COMPLETION OF THE WORK BY THE CONTRACTOR. PERFORMANCE BY THE CONTRACTOR SHALL BE REQUIRED TO THE EXTENT CONSISTENT WITH THE CONTRACT DOCUMENTS AND REASONABLY INFERABLE FROM THEM AS BEING NECESSARY TO PRODUCE THE INTENDED RESULTS.

SITE VISIT

THE CONTRACTOR SHALL VISIT THE SITE, BECOME FAMILIAR WITH LOCAL CONDITIONS UNDER WHICH THE WORK IS TO BE PERFORMED AND CORRELATE PERSONAL OBSERVATIONS WITH REQUIREMENTS OF THE CONTRACT DOCUMENTS.

NOTICE TO BIDDERS

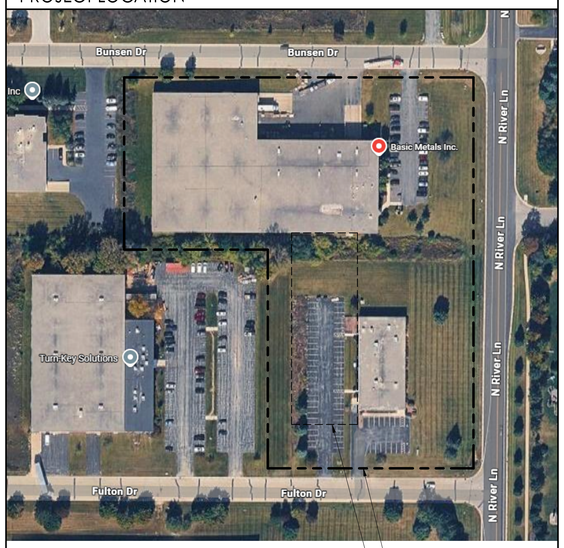
BIDDERS SHALL REVIEW ALL DRAWINGS AND ALL SPECIFICATION SECTIONS TO DETERMINE THE IMPACT OF OTHER SECTIONS OF WORK ON THEIR OWN WORK.

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PROJECT LOCATION



AERIAL MAP

ABACUS ARCHITECTS

REVISIONS:

△	DATE	ISSUE

NOTICE TO BIDDERS
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ISSUE DATE: 02/09/2026
BUILDING ADDITION & ALTERATION
BASIC METALS II
BASIC METALS INC., W180N11819 N RIVER LN, GERMANTOWN, WI, 53022
1135A MICHIGAN AVE. SHEBOYGAN, WI 53081 | (920) 452-4444 | 640 VEL R. PHILLIPS AVE. SUITE 210, MILWAUKEE, WI 53203

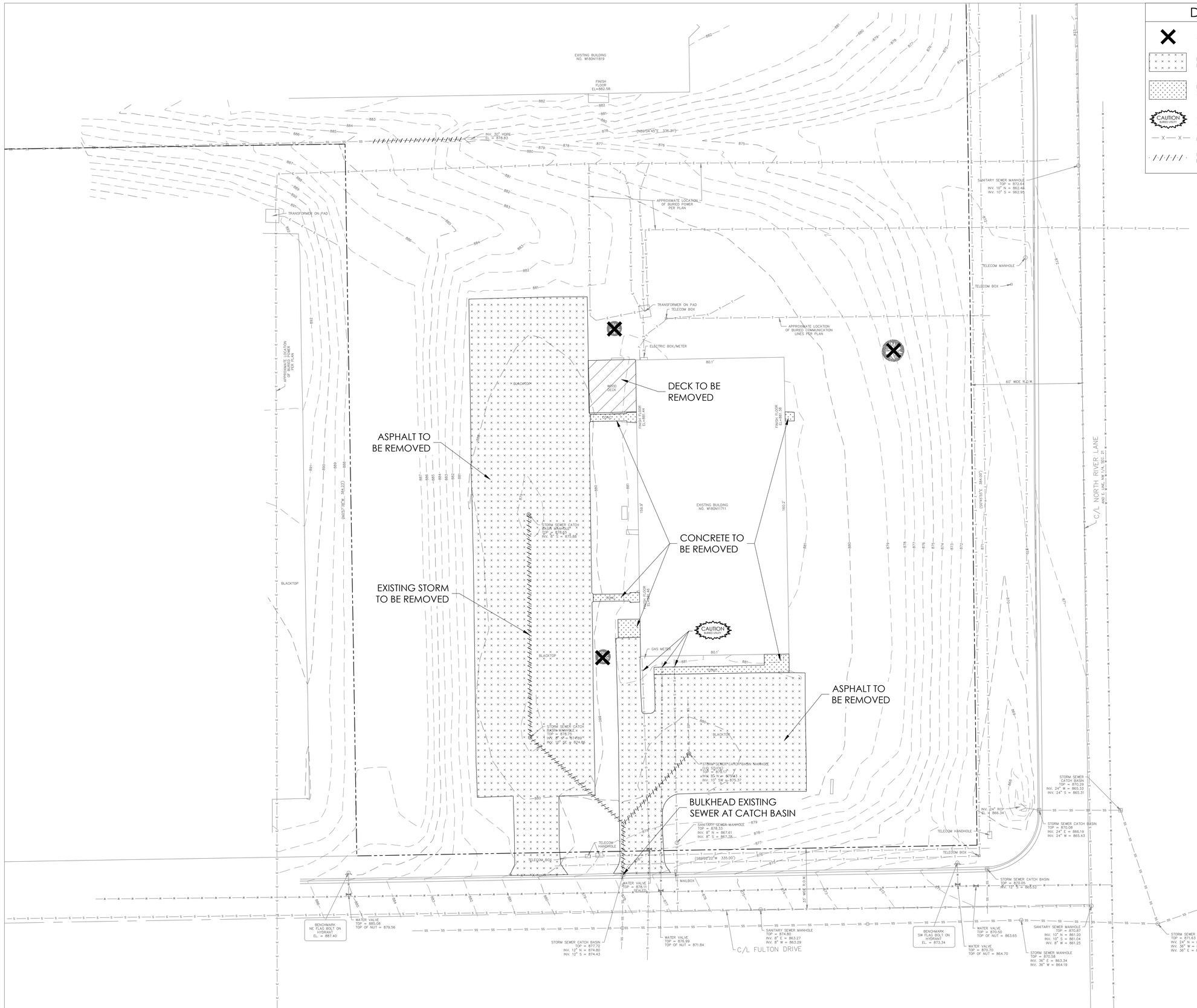
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CHECKED BY: KS

TITLE SHEET

A
101

PROJ. NO. 2024-100



DEMOLITION LEGEND

- APPROXIMATE LOCATION OF TREES TO BE REMOVED.
- HATCH TYPE INDICATES ASPHALT PAVEMENT TO BE REMOVED AND DISPOSED OF OFFSITE
- HATCH TYPE INDICATES CONCRETE PAVEMENT TO BE REMOVED AND DISPOSED OF OFFSITE
- SYMBOL INDICATES LOCATIONS WHERE ADDITIONAL CAUTION IS ADVISED AS A RESULT OF POTENTIAL UTILITY CONFLICTS
- LINE TYPE INDICATES FULL-DEPTH SAWCUT TO BE PERFORMED
- LINE TYPE INDICATES UTILITIES TO BE ABANDONED OR RELOCATED. REFER TO NOTES ON PLANS FOR ADDITIONAL INFORMATION.

ABACUS ARCHITECTS

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NEW CONSTRUCTION/EXPANSION

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1135A MICHIGAN AVE. SHEBOYGAN, WI 53081 (920) 452-4444 | 640 N VEL R. PHILLIPS AVE. SUITE 210 MILWAUKEE, WI 53203

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EXISTING CONDITIONS AND DEMO PLAN

A
200

PROJ. NO. 2024-100

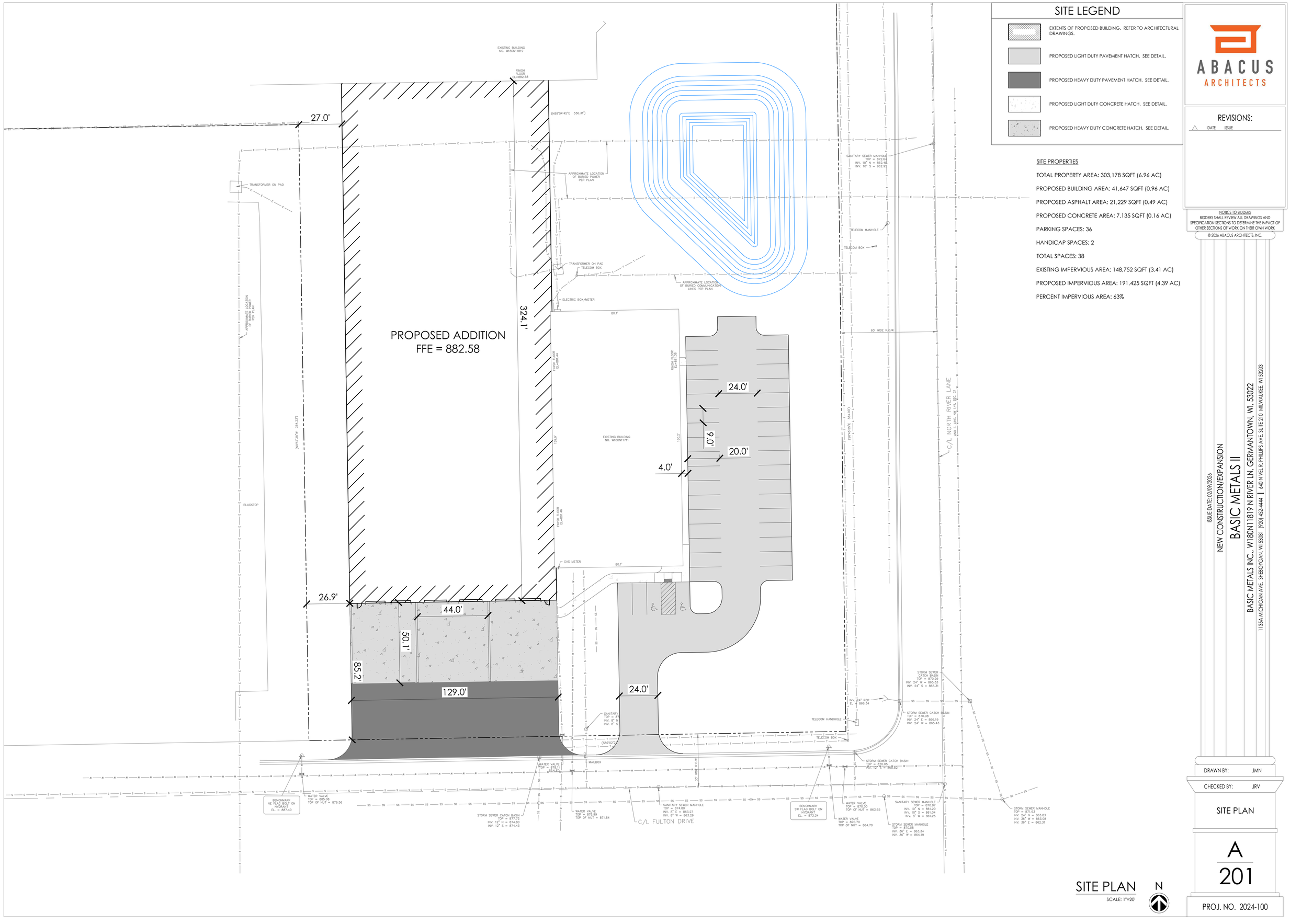
EXISTING CONDITIONS AND DEMO PLAN

SCALE: 1"=20'

N

February 6, 2026

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SITE LEGEND

- EXTENTS OF PROPOSED BUILDING. REFER TO ARCHITECTURAL DRAWINGS.
- PROPOSED LIGHT DUTY PAVEMENT HATCH. SEE DETAIL.
- PROPOSED HEAVY DUTY PAVEMENT HATCH. SEE DETAIL.
- PROPOSED LIGHT DUTY CONCRETE HATCH. SEE DETAIL.
- PROPOSED HEAVY DUTY CONCRETE HATCH. SEE DETAIL.

SITE PROPERTIES

TOTAL PROPERTY AREA: 303,178 SQFT (6.96 AC)

PROPOSED BUILDING AREA: 41,647 SQFT (0.96 AC)

PROPOSED ASPHALT AREA: 21,229 SQFT (0.49 AC)

PROPOSED CONCRETE AREA: 7,135 SQFT (0.16 AC)

PARKING SPACES: 36

HANDICAP SPACES: 2

TOTAL SPACES: 38

EXISTING IMPERVIOUS AREA: 148,752 SQFT (3.41 AC)

PROPOSED IMPERVIOUS AREA: 191,425 SQFT (4.39 AC)

PERCENT IMPERVIOUS AREA: 63%

ABACUS ARCHITECTS

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SITE PLAN

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201

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SITE PLAN

SCALE: 1"=20'

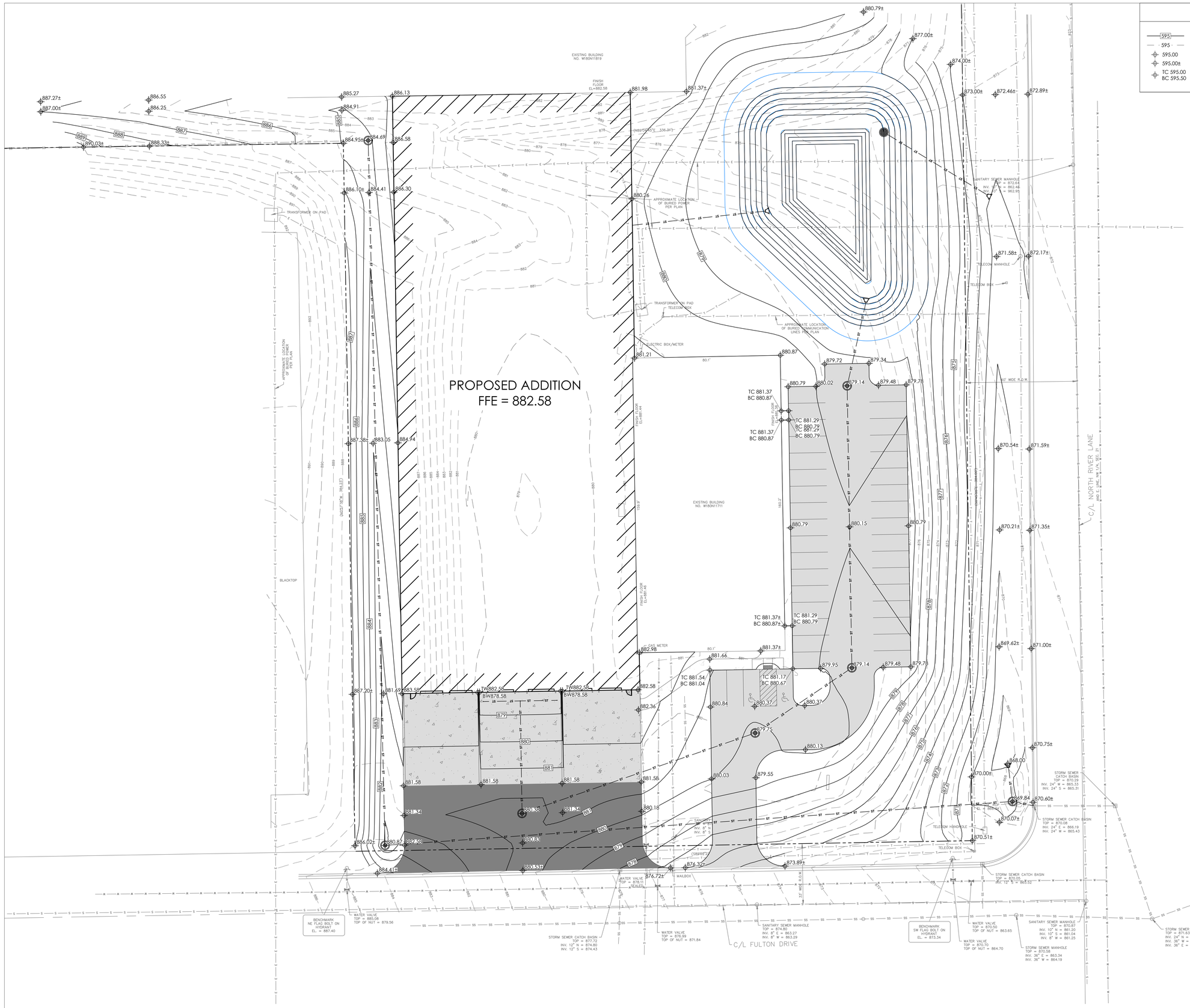
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GRADING LEGEND

595	PROPOSED CONTOUR
595	EXISTING CONTOUR
595.00	PROPOSED SPOT ELEVATION
595.00±	MATCH EXISTING ELEVATION
TC 595.00 BC 595.50	PROPOSED TOP OF CURB ELEVATION PROPOSED BOTTOM OF CURB ELEVATION



GRADING PLAN

SCALE: 1"=20'

N

ABACUS ARCHITECTS

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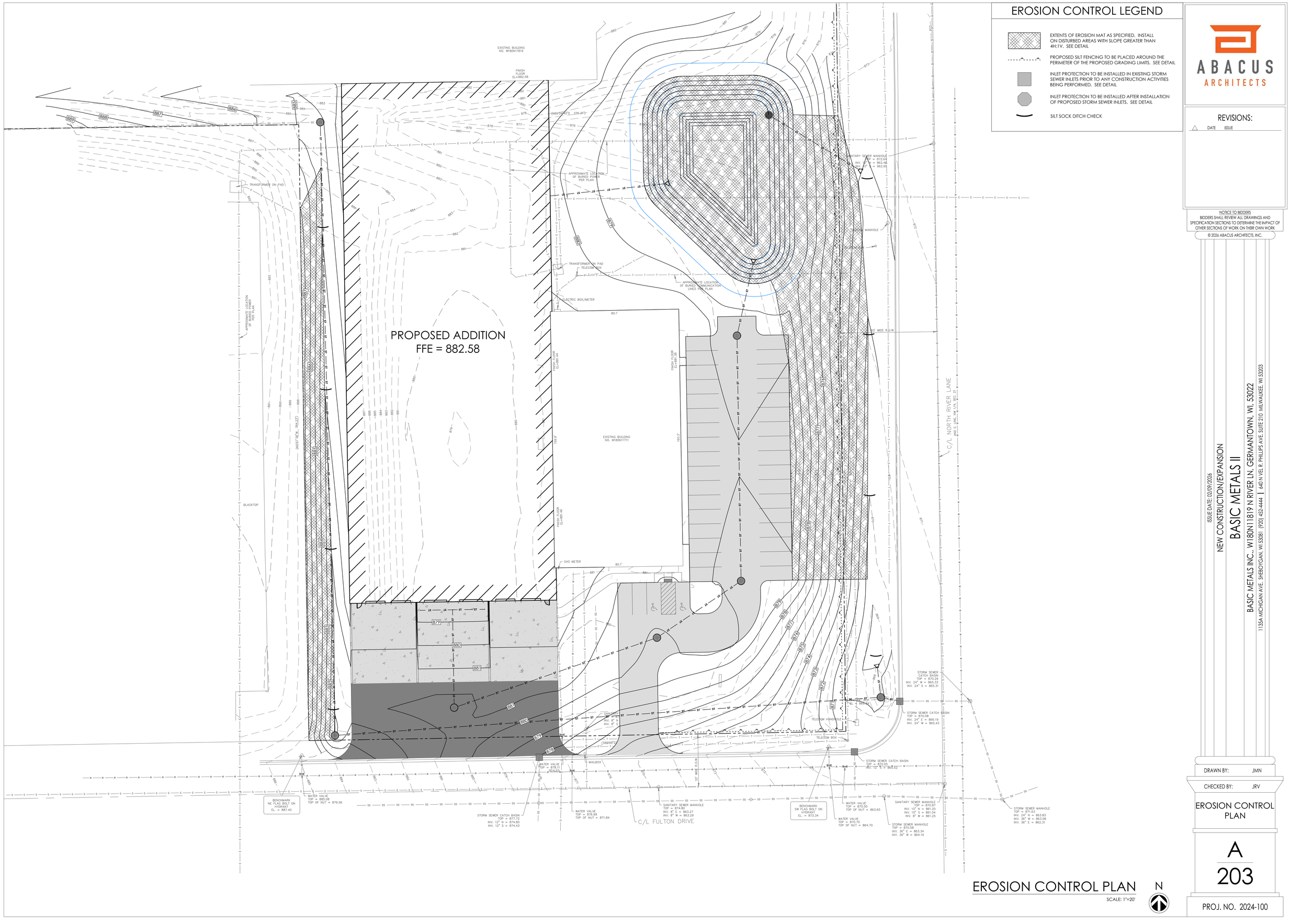
GRADING PLAN

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202

PROJ. NO. 2024-100

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EROSION CONTROL LEGEND

- EXTENTS OF EROSION MAT AS SPECIFIED. INSTALL ON DISTURBED AREAS WITH SLOPE GREATER THAN 4H:1V. SEE DETAIL
- PROPOSED SILT FENCING TO BE PLACED AROUND THE PERIMETER OF THE PROPOSED GRADING LIMITS. SEE DETAIL
- INLET PROTECTION TO BE INSTALLED IN EXISTING STORM SEWER INLETS PRIOR TO ANY CONSTRUCTION ACTIVITIES BEING PERFORMED. SEE DETAIL
- INLET PROTECTION TO BE INSTALLED AFTER INSTALLATION OF PROPOSED STORM SEWER INLETS. SEE DETAIL
- SILT SOCK DITCH CHECK

ABACUS ARCHITECTS

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EROSION CONTROL PLAN

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203

PROJ. NO. 2024-100

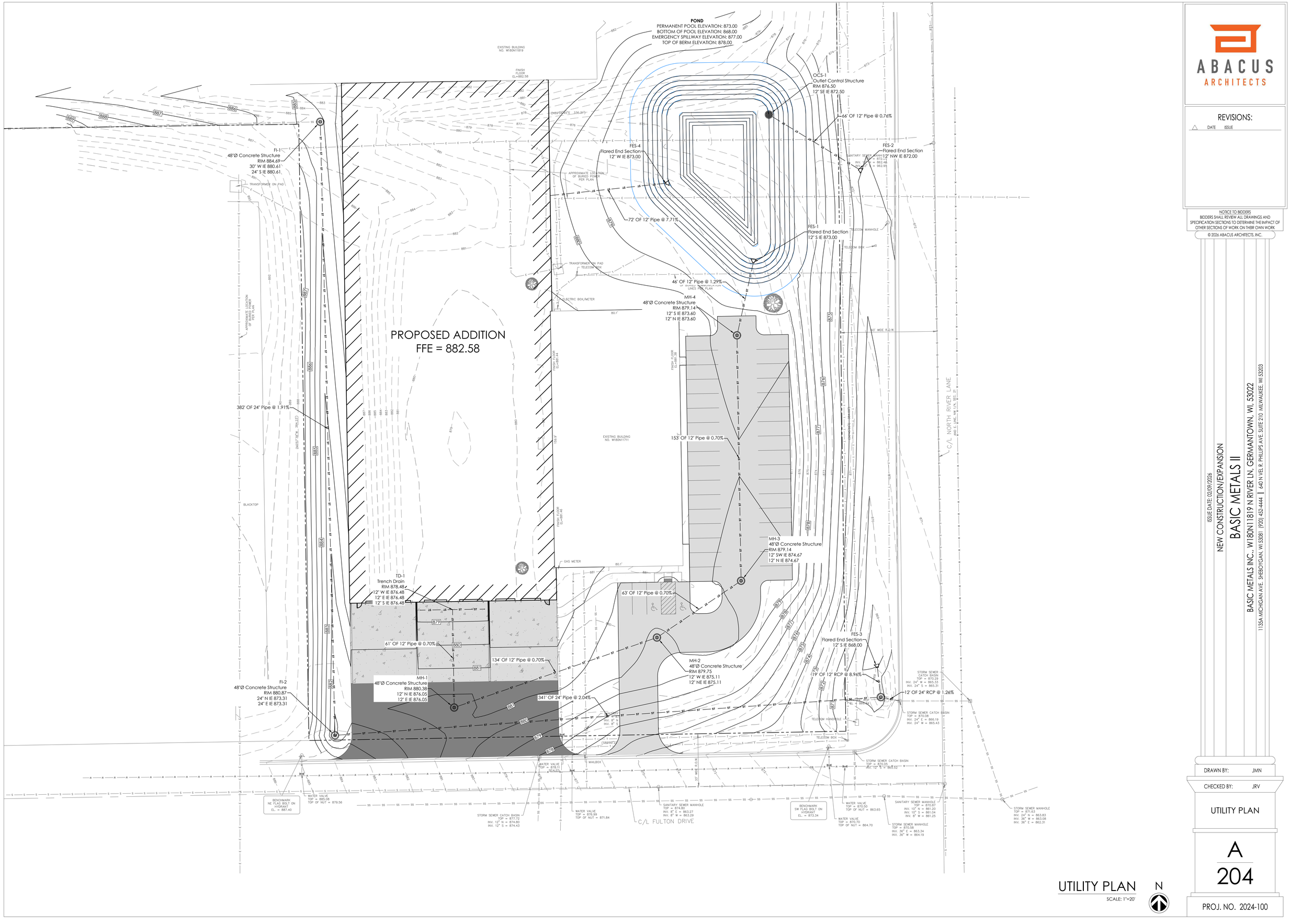
EROSION CONTROL PLAN

SCALE: 1"=20'

N

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UTILITY PLAN

SCALE: 1"=20'

N

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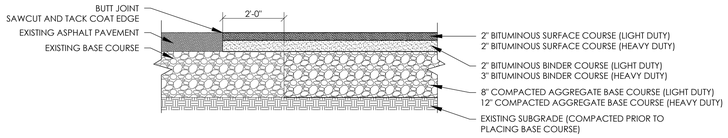
UTILITY PLAN

A
204

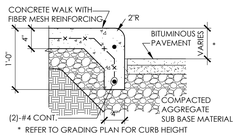
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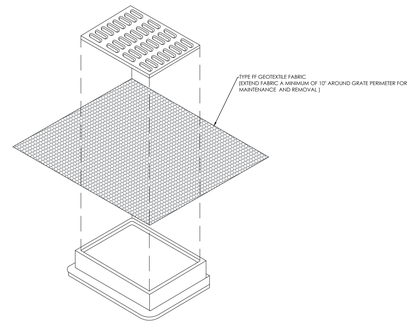
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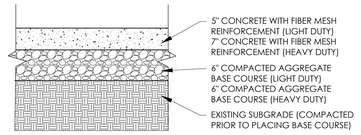
ASPHALT PAVEMENT CROSS SECTION



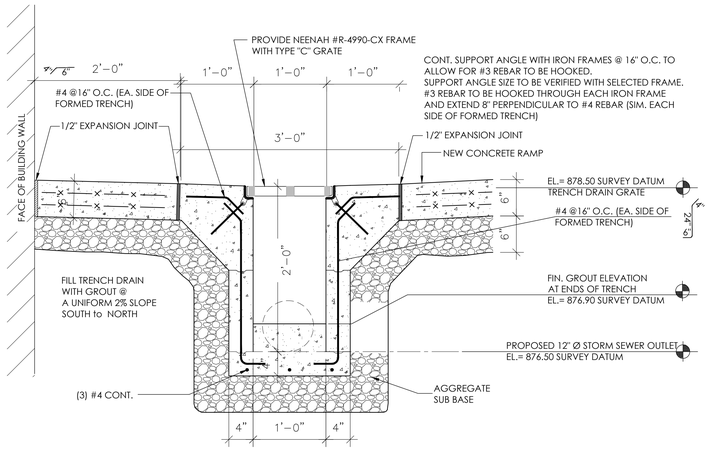
CONCRETE CURB & SIDEWALK SECTION



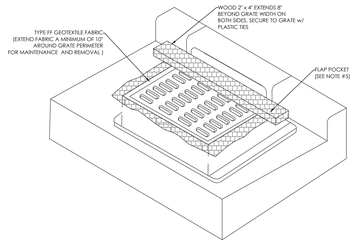
INLET PROTECTION TYPE "B"



CONCRETE PAVEMENT CROSS SECTION



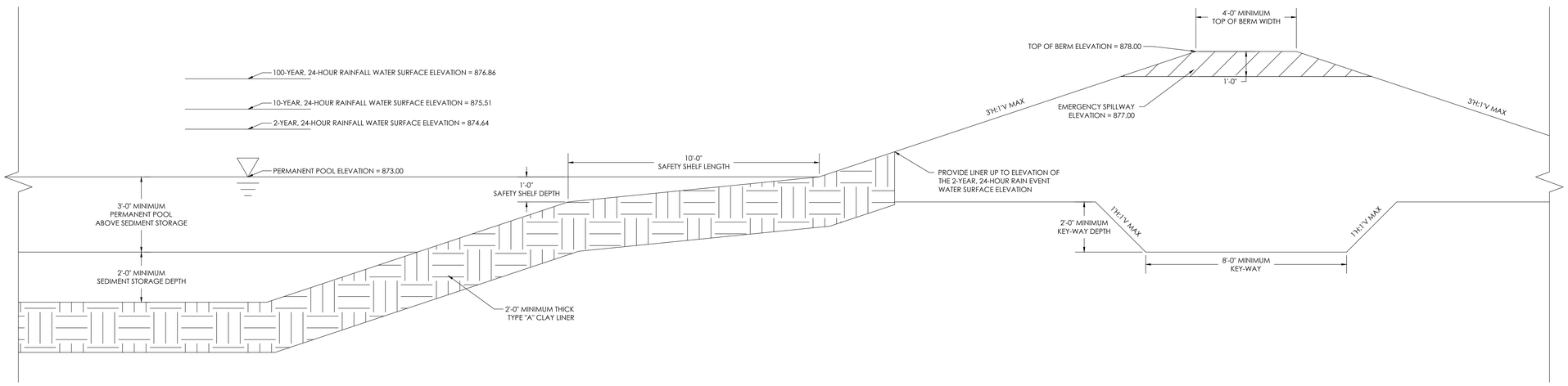
TRENCH DRAIN SECTION



INLET PROTECTION TYPE "C"

MAINTENANCE NOTES:

1. WHEN REMOVING OR MAINTAINING INLET PROTECTION, CARE SHALL BE TAKEN SO THAT THE SEDIMENT TRAPPED IN THE FABRIC DOES NOT FALL INTO THE STRUCTURE. MATERIAL THAT HAS FALLEN INTO THE INLET SHALL BE IMMEDIATELY REMOVED.



WET DETENTION POND CROSS SECTION

DETAILS

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DETAILS

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205

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LANDSCAPE LEGEND

- EVERGREEN TREES
- DECIDUOUS TREES
- SHRUBS

PROPOSED ADDITION
FFE = 882.58

EXISTING BUILDING
NO. W180N11819

EXISTING BUILDING
NO. W180N11711

FINISH FLOOR
EL=882.58

FINISH FLOOR
EL=881.44

FINISH FLOOR
EL=881.38

FINISH FLOOR
EL=881.46

(N89°00'43"E 336.31')

(N00°00'43"W 364.33')

APPROXIMATE LOCATION OF BURIED POWER PER PLAN

APPROXIMATE LOCATION OF BURIED COMMUNICATION LINES PER PLAN

APPROXIMATE LOCATION OF WATER LATERAL PER PLAN

TRANSFORMER ON PAD

TRANSFORMER ON PAD
TELECOM BOX

ELECTRIC BOX/METER

GAS METER

SANITARY SEWER MANHOLE
TOP = 872.64
INV. 10" N = 862.44
INV. 10" S = 862.35

TELECOM MANHOLE

TELECOM BOX

TELECOM HANDHOLE

TELECOM BOX

80.1'

80.1'

80' WIDE R.O.W.

C/L NORTH RIVER LANE
AND E. LINE, NW 1/4, SEC. 21

BLACKTOP

MAILBOX

WATER VALVE
TOP = 878.11
SEALED

WATER VALVE
TOP = 876.99
TOP OF NUT = 871.84

WATER VALVE
TOP = 870.50
TOP OF NUT = 863.65

WATER VALVE
TOP = 870.70
TOP OF NUT = 864.70

WATER VALVE
TOP = 885.08
TOP OF NUT = 879.56

BENCHMARK
NE FLAG BOLT ON HYDRANT
EL. = 887.40

BENCHMARK
SW FLAG BOLT ON HYDRANT
EL. = 873.34

STORM SEWER CATCH BASIN
TOP = 877.72
INV. 12" N = 874.80
INV. 12" S = 874.43

STORM SEWER CATCH BASIN
TOP = 870.23
INV. 24" W = 865.53
INV. 24" S = 865.31

STORM SEWER CATCH BASIN
TOP = 870.08
INV. 24" E = 866.19
INV. 24" W = 865.43

STORM SEWER CATCH BASIN
TOP = 870.05
INV. 12" S = 865.52

SANITARY SEWER MANHOLE
TOP = 874.80
INV. 8" E = 863.27
INV. 8" W = 863.29

SANITARY SEWER MANHOLE
TOP = 870.87
INV. 10" N = 861.20
INV. 10" S = 861.04
INV. 8" W = 861.25

STORM SEWER MANHOLE
TOP = 870.58
INV. 36" E = 863.34
INV. 36" W = 864.19

STORM SEWER MANHOLE
TOP = 871.63
INV. 24" N = 863.83
INV. 36" W = 863.08
INV. 36" E = 862.31

C/L FULTON DRIVE

LANDSCAPE PLAN
SCALE: 1"=20'

N

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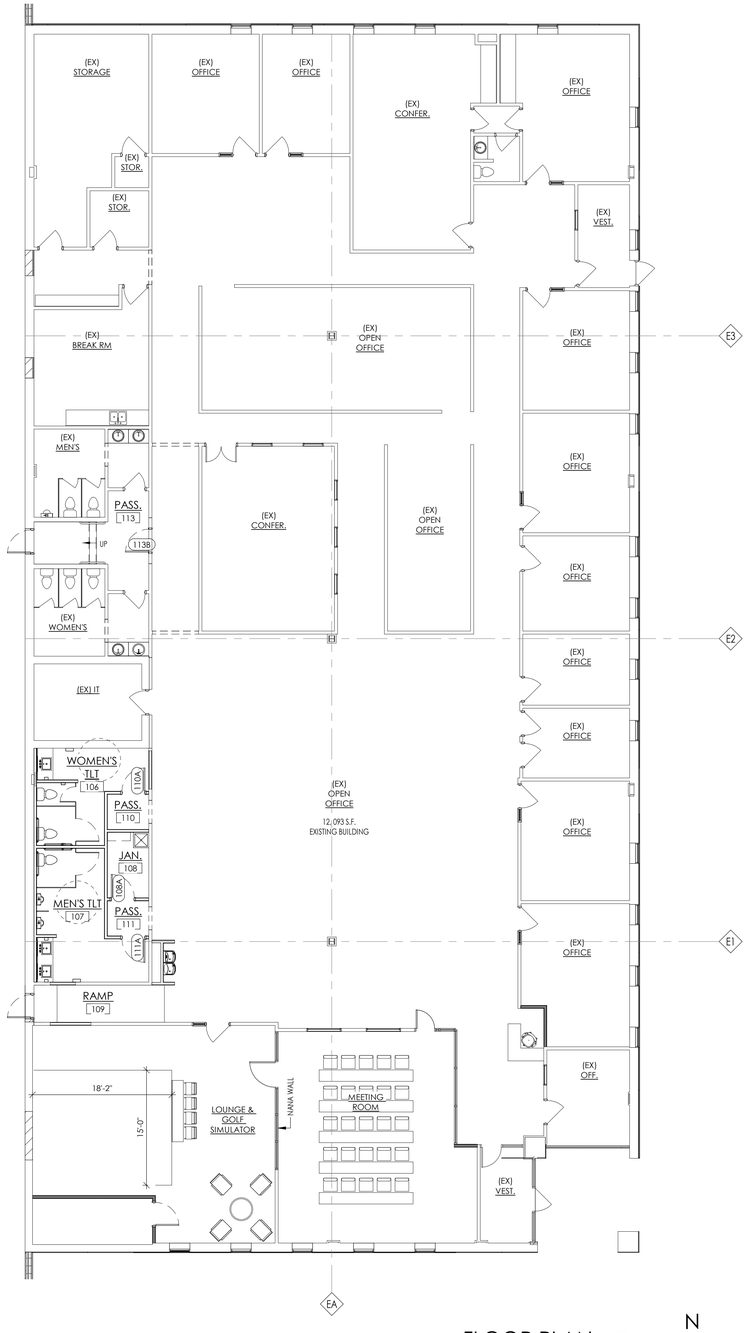
LANDSCAPE PLAN

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206

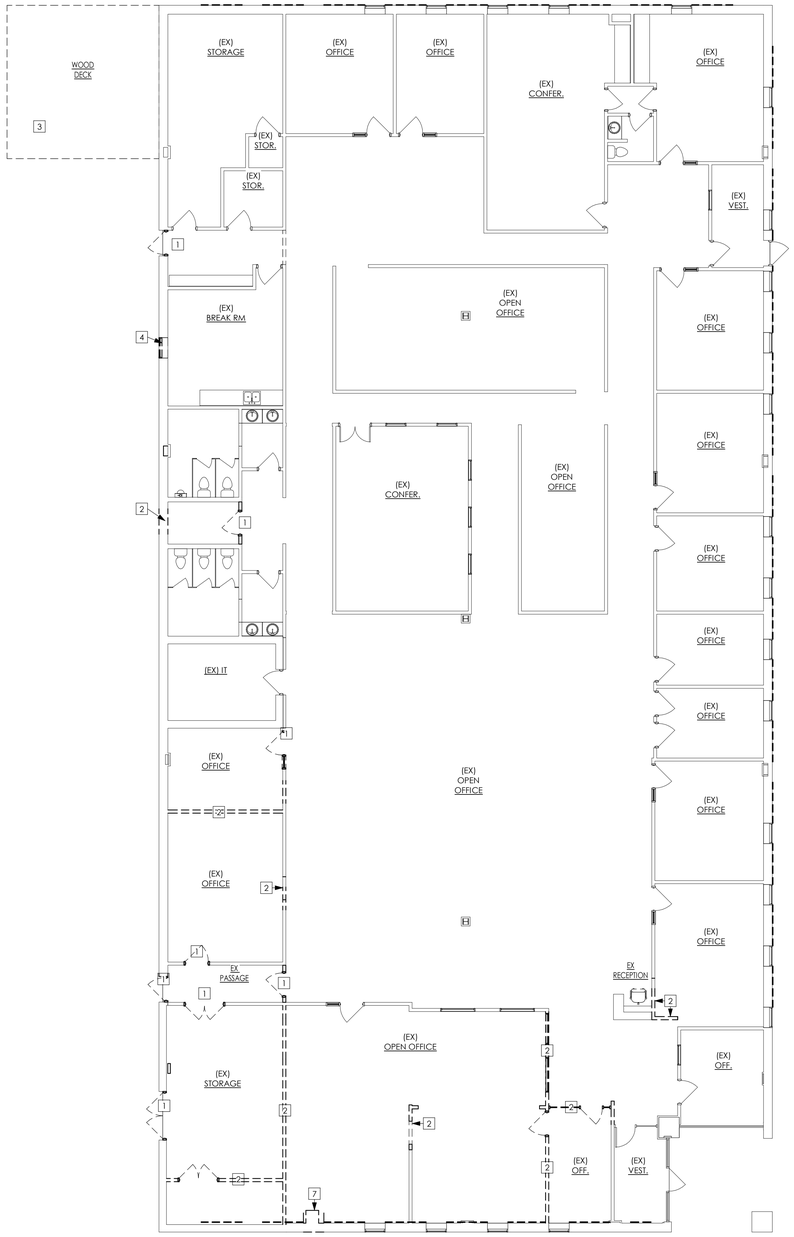
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FLOOR PLAN 2 A 302
SCALE: 1/8" = 1'-0"



DEMOLITION FLOOR PLAN 1 A 302
SCALE: 1/8" = 1'-0"

GENERAL DEMOLITION PLAN NOTES

- GENERAL CONTRACTOR AND SUBCONTRACTORS TO VERIFY ALL FIELD CONDITIONS & DIMENSIONS.
- OWNER SHALL REMOVE ALL MOVABLE FURNISHINGS AND EQUIPMENT WHICH IS NOT MECHANICALLY FASTENED TO EXISTING PRIOR TO DEMOLITION PHASE. GENERAL CONTRACTOR SHALL COORDINATE WITH OWNER.
- WHERE ITEMS ARE TO BE REMOVED, PATCH & REPAIR ADJACENT SURFACES AS NECESSARY TO RECEIVE NEW FINISHES.
- DIMENSIONS SHOWING THE EXTENT OF REMOVAL ARE TO BE FIELD VERIFIED TO COORDINATE WITH NEW CONDITIONS.
- ALL EXISTING MATERIALS TO BE TURNED OVER TO OWNER.
- GENERAL CONTRACTOR TO CONFIRM EXTENT OF DEMOLITION/RENOVATION WITH ALL TRADES PRIOR TO BIDDING. DRAWINGS DO NOT SHOW EXTENT OF PLUMBING, HVAC, OR ELECTRICAL DESIGN/INTENT.
- PATCH & REPAIR ALL EXISTING CONSTRUCTION TO REMAIN AS NECESSARY FOR NEW CONSTRUCTION.

DEMOLITION PLAN KEYNOTES

NO.	DESCRIPTION
1	REMOVE DOOR/OPENING TO REPLACE
2	REMOVE WALLS/SECTION OF WALL
3	REMOVE EXTERIOR DECK & SUPPORT STRUCTURE
4	REMOVE & INFILL WINDOW
5	REMOVE DOOR/OPENING AND INFILL
6	REMOVE WALLS/SECTION OF WALL FOR NEW DOOR
7	REMOVE SECTION OF WALL FOR NEW WINDOW

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EXISTING DEMO & NEW FLOOR PLANS

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302

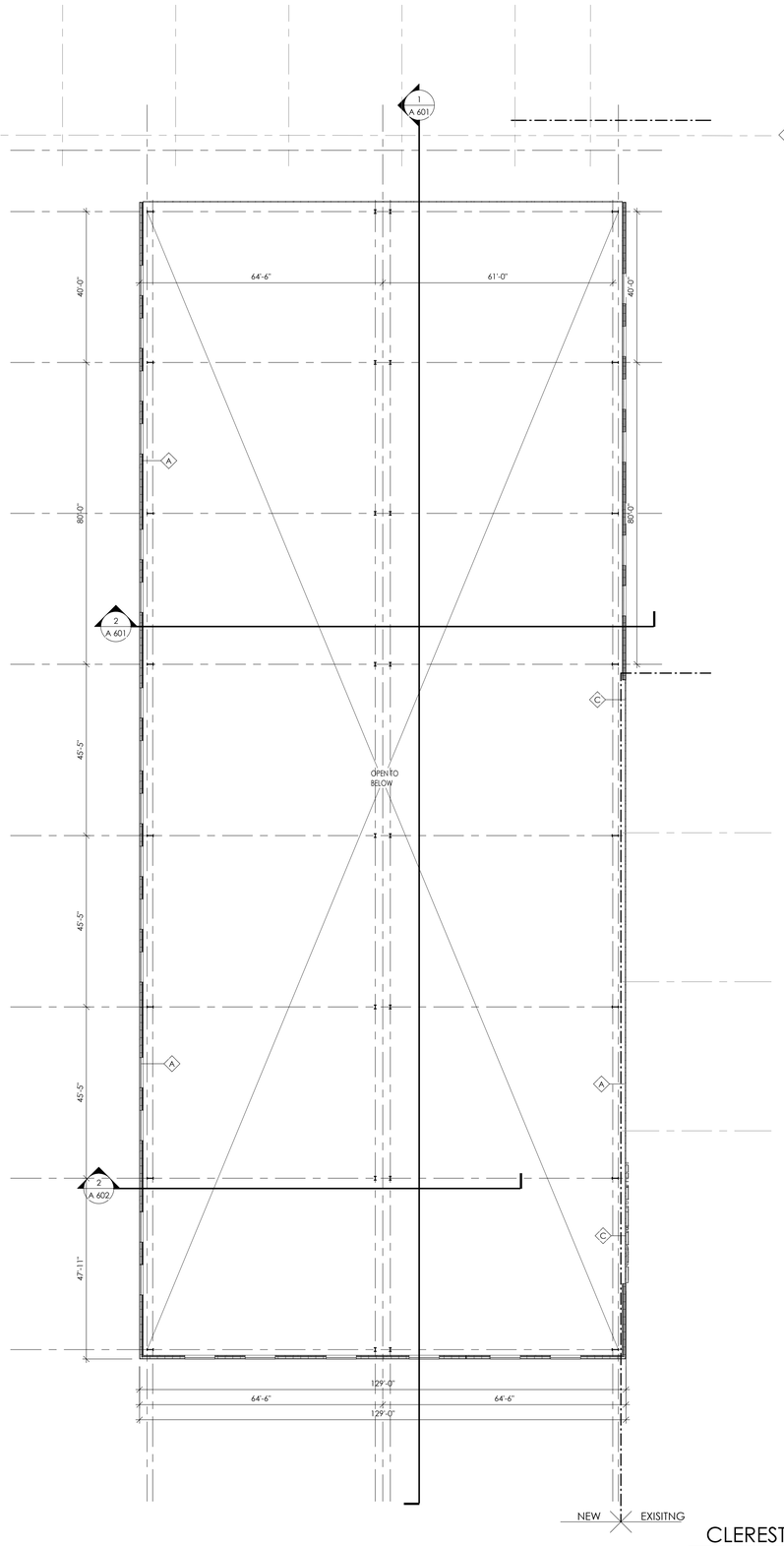
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GENERAL PLAN NOTES

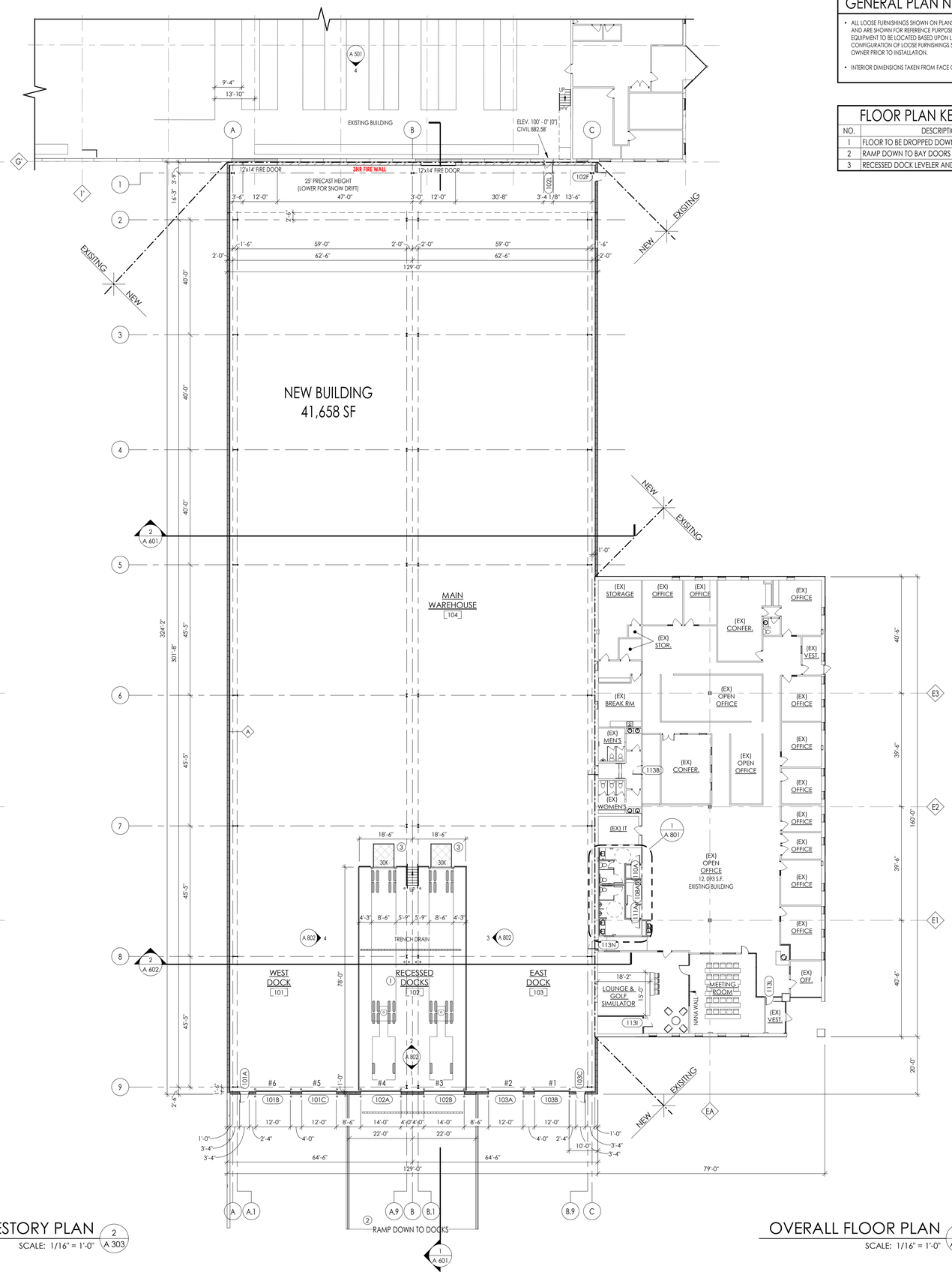
- ALL LOOSE FURNISHINGS SHOWN ON PLANS ARE NOT IN CONTRACT AND ARE SHOWN FOR REFERENCE PURPOSES ONLY. ANY DEVICES OR EQUIPMENT TO BE LOCATED BASED UPON LOCATION OR CONFIGURATION OF LOOSE FURNISHINGS SHALL BE VERIFIED WITH THE OWNER PRIOR TO INSTALLATION.
- INTERIOR DIMENSIONS TAKEN FROM FACE OF STUD TO FACE OF STUD.

FLOOR PLAN KEYNOTES

NO.	DESCRIPTION
1	FLOOR TO BE DROPPED DOWN 4' OF REST OF FLOOR
2	RAMP DOWN TO BAY DOORS
3	RECESSED DOCK LEVELER AND DOCK BUMPERS



CLERESTORY PLAN (2 / A 303)
SCALE: 1/16" = 1'-0"



OVERALL FLOOR PLAN (1 / A 303)
SCALE: 1/16" = 1'-0"

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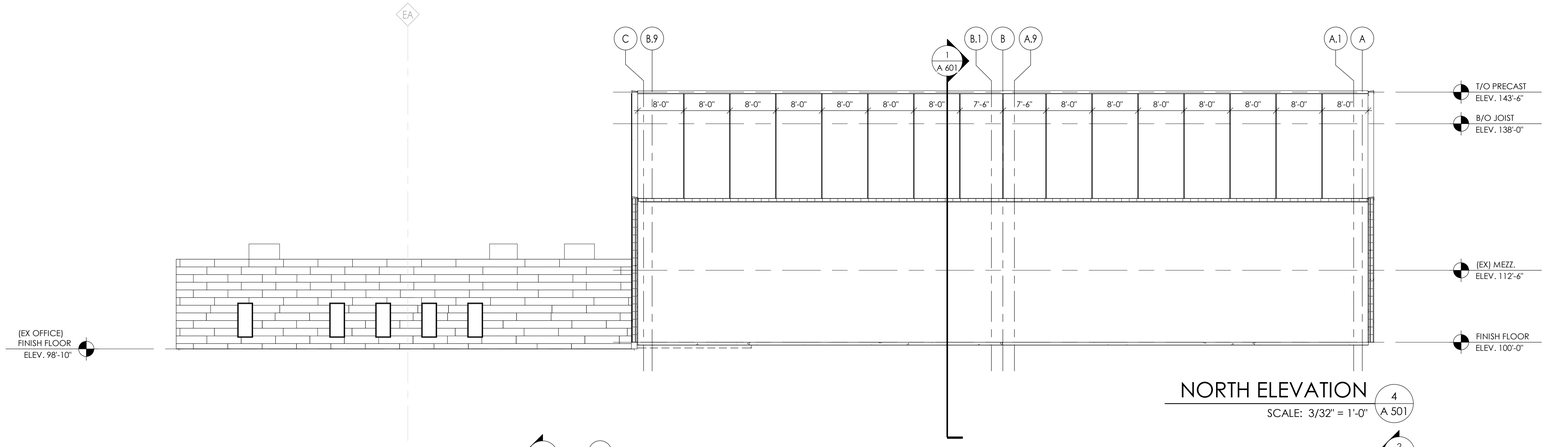
PRELIMINARY - NOT FOR CONSTRUCTION

DRAWN BY: MSJ/BK
CHECKED BY: KS

OVERALL FLOOR PLAN & CLERESTORY PLAN

A
303

PROJ. NO. 2024-100



NORTH ELEVATION 4 A 501

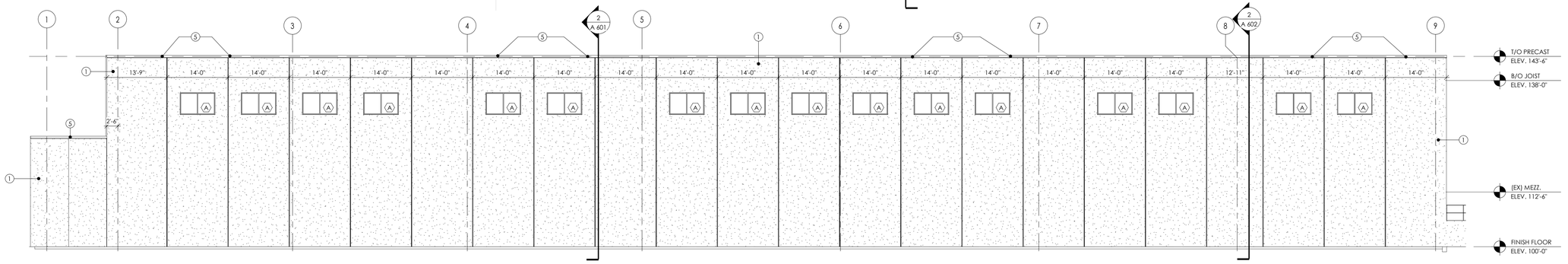
SCALE: 3/32" = 1'-0"

GENERAL EXTERIOR ELEVATION NOTES

- ALL EXPOSED MISC. EXTERIOR STEEL SHALL BE PAINTED WITH PAINT FINISH E-1.
- MASONRY COURSING SHOWN FOR MATERIAL REPRESENTATION ONLY. ACTUAL COURSING MAY VARY.
- MASONRY CONTROL JOINTS SHALL BE LOCATED AT ALL MASONRY HEIGHT CHANGES, WINDOW OPENINGS, DOOR OPENINGS, 5' MAX. FROM BUILDING CORNERS, AND 25' MAX. AT CONTINUOUS WALL LOCATIONS.

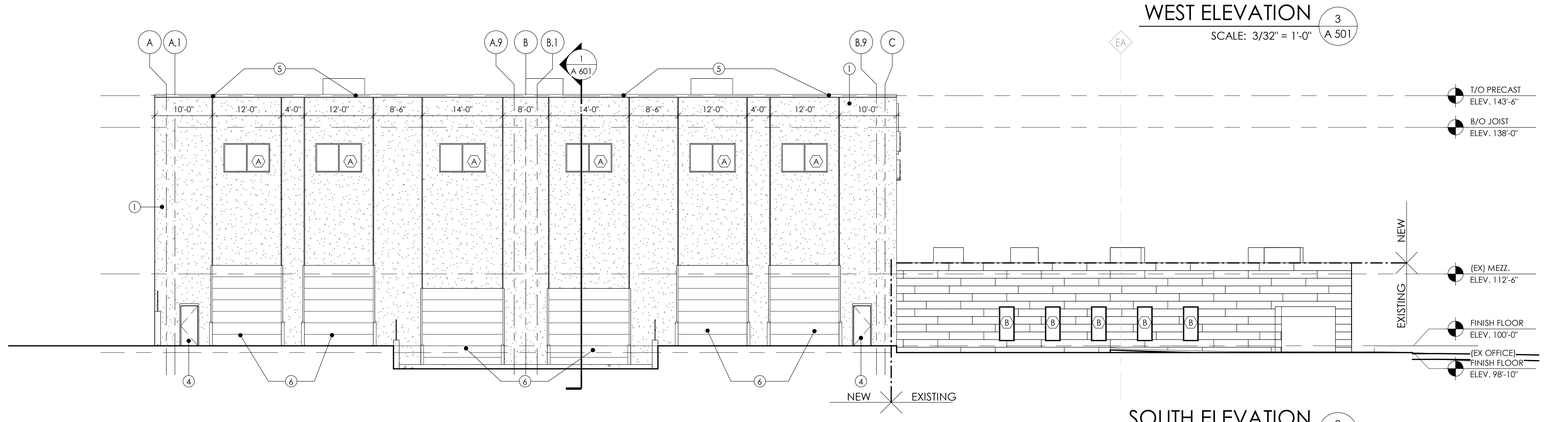
ELEVATION KEYNOTES

NO.	DESCRIPTION
1	PRECAST CONCRETE PANELS
2	INSULATED METAL PANEL
4	HOLLOW METAL DOOR AND FRAME
5	METAL PARAPET COPING
6	OVER HEAD DOOR WITH DOCK SEAL LEVELER, STOPS & VEHICLE RESTRAINT



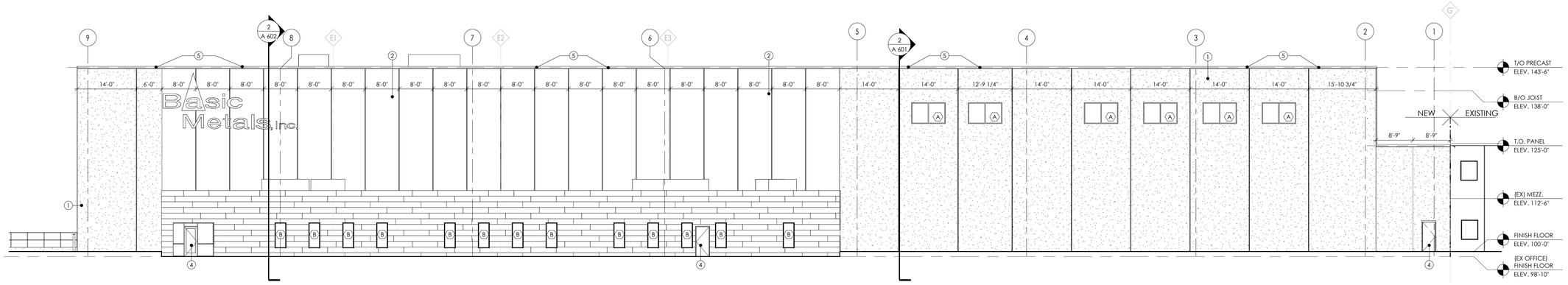
WEST ELEVATION 3 A 501

SCALE: 3/32" = 1'-0"



SOUTH ELEVATION 2 A 501

SCALE: 3/32" = 1'-0"



EAST ELEVATION 1 A 501

SCALE: 3/32" = 1'-0"

ABACUS ARCHITECTS

REVISIONS:

△	DATE	ISSUE

NOTICE TO BIDDERS
BIDDERS SHALL REVIEW ALL DRAWINGS AND SPECIFICATION SECTIONS TO DETERMINE THE IMPACT OF OTHER SECTIONS OF WORK ON THEIR OWN WORK

© 2026 ABACUS ARCHITECTS, INC.

PRELIMINARY - NOT FOR CONSTRUCTION

ISSUE DATE: 02/09/2026

BUILDING ADDITION & ALTERATION

BASIC METALS II

BASIC METALS INC., W180N11819 N RIVER LN, GERMANTOWN, WI 53022
1135A MICHIGAN AVE. SHEBOYGAN, WI 53081 | (920) 452-4444 | 640 VEL R. PHILLIPS AVE. SUITE 210, MILWAUKEE, WI 53203

DRAWN BY: MSJ
CHECKED BY: KS

EXTERIOR ELEVATIONS

A
501

PROJ. NO. 2024-100

RECEIVED
FEB - 9 REC'D
OFFICE OF THE VILLAGE PLANNER
VILLAGE OF GERMANTOWN

Village of Germantown
...Willkommen

Fee must accompany application.
☐ $3340 with public improvements
☒ $2260 no public improvements
Paid On: 2/9/26 Check/CC 14039

CERTIFIED SURVEY MAP APPLICATION

Pursuant to Section 18.06 of the Municipal Code

Please read and complete this application carefully. **All applications must be signed and dated.**

APPLICANT/AGENT:

Keith Solum
Abacus Architects
610 N. Vel R. Phillips Ave, Ste 210
Milwaukee, WI 53203
Phone (920) 234-2394
Email ksolum@abacusarch.com

PROPERTY OWNER:

DONTOF LLC
W180N11819 River Ln
PO Box 757
Germantown, WI 53022-0757
Phone (262) 345-3174
Email afogel@basicmetals.com

PROPERTY ADDRESS

W180N11819 and W180N11711 N. River Lane

TAX KEY NUMBER

212904 and 212970

PURPOSE OF LAND SPLIT

The purpose is to combine two properties into one property

Will the land split require rezoning? No

From N/A To N/A

READ AND INITIAL THE FOLLOWING:

AF I understand that the Certified Survey Map is not valid until recorded at the Washington County Register of Deeds. The Village will record the document and charge the applicant all applicable recording fees.

AF I understand that the Map will not be placed on the Village Board agenda until all the technical corrections to the CSM are made, the payment of any outstanding impact fees are paid to the Village Clerk's Department, and the original signed and stamped copy of the Map is submitted on the proper paper.

AF I understand that parcels created outside the Sewer Service Area will require a soil test. I also understand that all properties abutting a State Highway will require DOT approval and I will be responsible for securing such approval prior to recording.

AF I understand all delinquent property taxes on any of the properties involved shall be paid prior to recording.

SIGNATURES: ALL APPLICATIONS MUST BE SIGNED

Applicant 02-06-2026 Date

Owner 2-6-25 Date

Village of Germantown ...Willkommen

RECEIVED
FEB - 9 REC'D
OFFICE OF THE VILLAGE PLANNER
VILLAGE OF GERMANTOWN

Fee must accompany application
- ☐ $810 Minor Addition
- ☐ $1,430 Construction <10,000 SF
- ☒ $2,410 Construction 10,000 SF to 50,000
- ☐ $3,980 Industrial Construction >50,000 SF
- ☐ $3,980 Commercial Construction >50,000
- ☐ $350 Plan Commission Consultation
- ☒ $125 Fire Department Plan Review

Paid On: 2/9/26 Check/CC 14039

SITE PLAN REVIEW APPLICATION

Pursuant to Section 17.43 of the Municipal Code

Please read and complete this application carefully. All applications must be signed and dated.

1 APPLICANT OR AGENT

Keith Solum
Abacus Architects
640 N. Vel R. Phillips Ave, Ste 210
Milwaukee, WI 53203

Phone (920) 234-2394
E-Mail ksolum@abacusarch.com

PROPERTY OWNER

DONTOF LLC
W180N11819 River Ln
PO Box 757
Germantown, WI 53022-757

Phone (262) 345-3174
E-Mail afogel@basicmetals.com

2 PROPERTY ADDRESS

W180N11819 and W180N11711 N. River Lane
Germantown, WI 53022

3 NEIGHBORING USES – Specify name and type of use, e.g. Enviro Tech – Industrial, Smith – Residential, etc.

North	South	East	West
Nelson Box-Industrial Basic Metals-Industrial	Wacker Neuson-Industrial	Heaney, Thompson, Scheidmeir - Residential	Banner-Ind.

4 READ AND INITIAL THE FOLLOWING:

AF I am aware of the Village of Germantown ordinance requiring fire sprinklers in most new construction.

AF I understand that all new development is subject to Impact and/or Connection Fees that must be paid before building permits will be issued.

AF I understand that an incomplete application will be withdrawn from the Plan Commission agenda and that all resubmissions to the Plan Commission are subject to a new application fee.

5 SIGNATURES – ALL APPLICATION MUST BE SIGNED BY OWNER!

Applicant 02-06-2026 Date

Owner 2-6-25 Date

Revised 12/5/25

Sharepoint>06-APPLICATIONS ALL>Application Forms>Site Plan

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: Monday May 4th, 2026

AGENDA ITEM: New Business

ITEM TITLE: Resolution Adopting the Water Supply Service Area Plan (WSSAP)

SUBMITTED BY: Paul Haugen, Water Utility Superintendent

SUMMARY EXPLANATION:
Under WIDNR rule NR 854, public water systems serving 10,000+ people must develop a Water Supply Service Area Plan (WSSAP) by December 31, 2025. This plan is intended to help the Germantown Water Utility ensure they can meet water demands for the next 10 years. The Plan requires a map defining existing/future service areas, sourcing water information, and high level demand forecasts to ensure sustainable, efficient water supply management and infrastructure.
As per the NR 854 rule, the Plan was posted online for public review and comment for 30 days. No comments were received during that period. The Village Board needs to memorialize acceptance of the WSSAP.

ATTACHMENT: ORDINANCE_____RESOLUTION X OTHER _____

RECOMMENDATION:
Staff is recommending adoption of the WSSAP by resolution with review in 5 years and a revised plan in 10 years.

COMMITTEE ACTION:

Proper parliamentary procedure to deny a request is to have a motion made in the affirmative and by voting NAY would deny the request if a majority vote.

STATE OF WISCONSIN VILLAGE OF GERMANTOWN WASHINGTON COUNTY

RESOLUTION NO. _____-2025

A RESOLUTION ADOPTING THE WATER SUPPLY SERVICE AREA PLAN
OF THE GERMANTOWN WATER UTILITY

WHEREAS, the Village operates the Germantown Water Utility, a public water system subject to the rules and regulations of the Wisconsin Department of Natural Resources; and

WHEREAS, under Wis. Admin. Code Ch. NR854, a public water system serving more than 10,000 people must develop a Water Supply System Area Plan ("WSSAP"); and

WHEREAS, Village staff worked with Foth Infrastructure & Environment, LLC to develop the WSSAP; and

WHEREAS, the WSSAP has been posted online for public review and comment for at least 30 days in accordance with NR854;

NOW, THEREFORE, BE IT RESOLVED by the Village Board of the Village of Germantown that the attached WSSAP dated December 2025 is hereby adopted and approved.

Adopted: August 18, 2025

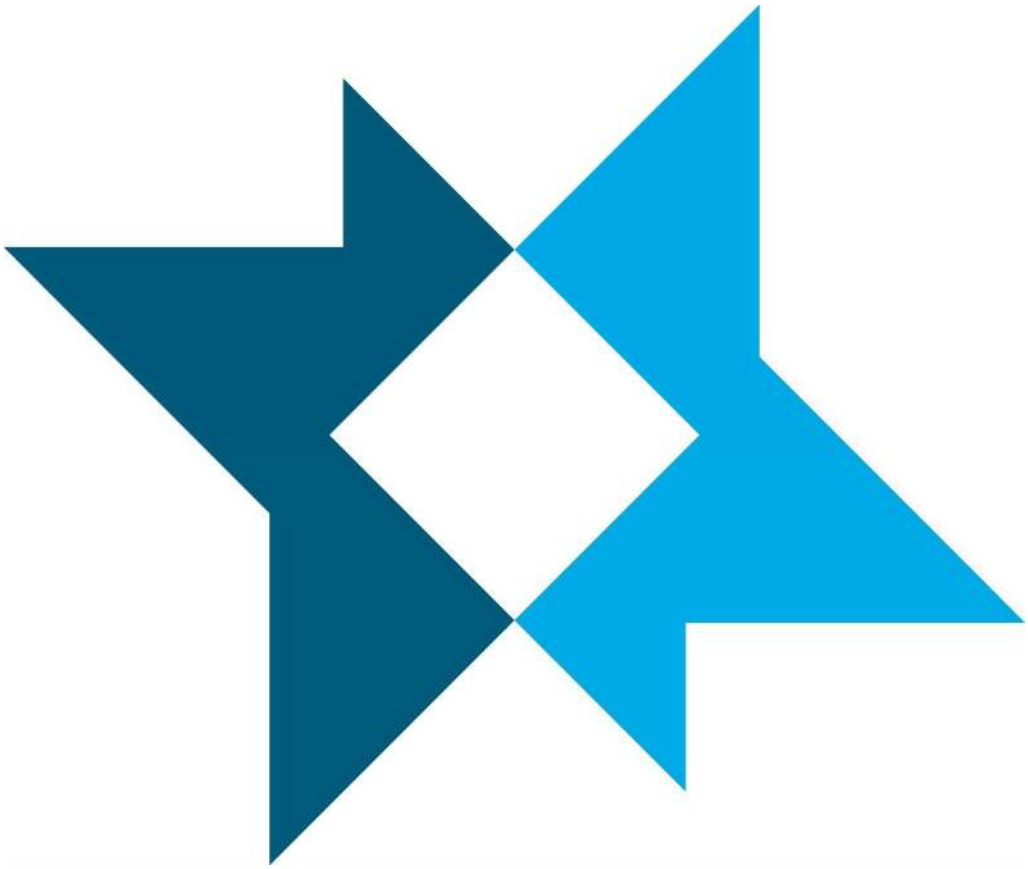
_____
Robert A Soderberg, Village President

ATTEST:

_____
Donna Ott, Village Clerk

Plan

Water Supply Service Area Plan (WSSAP)



Village of Germantown

Washington County, Wisconsin

December 2025

Project ID: 25G018.03

Solving our clients' toughest science and engineering challenges.

Water Supply Service Area Plan

Project ID: 25G018.23

Prepared for

Village of Germantown

N112 W17007 Mequon Road
Germantown, WI 53022

Prepared by

Foth Infrastructure & Environment, LLC

December 2025

REUSE OF DOCUMENTS

This document (including any enclosures and attachments) has been prepared for the exclusive use and benefit of the addressee(s) and solely for the purpose for which it is provided. Any use outside of said purpose and/or by anyone other than the addressee(s) is at the unauthorized user's sole risk.

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Water Supply Service Area Plan

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Appendix A 2014 – 2024 Top 10 Water Users
Appendix B Public Notice and Review Comments

Water Supply Service Area Plan (WSSAP)

Executive Summary

Purpose
Wisconsin law requires communities serving a population over 10,000 people that withdraw water from waters of the State to prepare a Water Supply Service Area Plan (WSSAP) by the end of 2025. The purpose of this plan is to help the Germantown Water Utility ensure they can meet water demands for the next 10 years. This is accomplished through a high-level analysis of the existing and anticipated future water supply and storage facilities.

Existing Water System
Germantown's water system is comprised of six (6) groundwater wells, two (2) water treatment facilities, four (4) elevated storage tanks, one (1) booster station, and three (3) pressure reducing valve vaults. An additional groundwater well will be placed into service in January 2026. The water distribution system provides a means of transporting and distributing water from the water treatment plants and wells to the utility customers. Within Germantown's water system, there are three pressure zones including the Primary Pressure Zone, the Low/Reduced Pressure Zone, and the High/Boosted Pressure Zone. The majority of the infrastructure is within the Primary Pressure Zone, but the system can provide water between the three zones.

Water Quality
Raw water quality is generally good with the exception of radium and iron being present in some of the water captured from the wells. Treatment is completed prior to the water entering the distribution system. All treatment points are regularly monitored to ensure water entering the distribution system meets all state and federal requirements for consumption.

Current Water Use
Germantown's average day water demand is approximately 2.1 million gallons per day with a maximum daily demand of approximately 4.2 million gallons/day.

2035 Water Use Projections
Germantown's average day water demand in 2035 is projected to be approximately 3.0 million gallons per day with a maximum daily demand of approximately 6.0 million gallons/day.

WSSAP Recommendations
Based on the supply analysis, the Village will have sufficient supply through the 10-year planning period. In 2035, the combined reliable supply capacity is anticipated to be at 98%. In addition, the High/Boosted Pressure Zone would have a supply deficit in the event of failure of the booster station supply or discharge main. It is recommended that the Village continue planning for two (2) additional deep wells. One will be located in the Primary Pressure Zone and the second in the High/Boosted Pressure Zone. The Village should also plan for an elevated storage tank in the High/Boosted Pressure Zone. Additionally, the Village should plan to monitor water use annually and review the WSSAP a minimum of every five (5) years. Significant changes to water use may adjust the timeframe for the recommended improvements.

Public Participation
The Village has undertaken a public participation process and invited comments to finalize the WSSAP. All comments are incorporated via Appendix B.

1. Introduction

The Village of Germantown Water Utility is a municipally owned utility that provides water service to residences and businesses within the Village's corporate boundaries and a portion of the Village of Menomonee Falls. The Village currently obtains water from six (6) groundwater wells. A seventh (7) well will be placed into service in January 2026. The water from two (2) of the wells is treated using pressure filtration and hydrous manganese oxide (HMO) addition at the well stations prior to being discharged to the distribution system. The distribution system is separated into three (3) pressure zones.

Wisconsin State Statue s281.348 requires all public water systems serving a population of 10,000 or more that withdraw water from waters of the State to have a water supply service area plan (WSSAP) prepared by December 31, 2025. Requirements and procedures for the WSSAP, established in Wisconsin Administrative Code NR 854 (Water Supply Service Area Planning Rule), became effective On July 1, 2024. In response to the need for this plan, the Village of Germantown retained Foth Infrastructure and Environment, LLC to prepare a WSSAP to meet the requirements set forth in NR 854.

1.1 Purpose

The objective of the WSSAP is to develop a process that helps a water utility ensure they can adequately supply their customers over a 10-to-20-year planning period. The WSSAP is intended to be used as a planning document and is not meant to contain the level of detail required for an engineered facility plan.

The purpose of this plan is to provide background on the Village of Germantown's existing water system and water use, develop a high-level basis of criteria required to evaluate water supply and storage requirements, and identify the required supply and storage improvements necessary to serve the Village of Germantown over the next 10-year planning period until 2035.

1.2 Previously Approved Plans and Agreements

In the development of the WSSAP, the Village was requested to provide all previously approved planning documents to ensure a consistent plan. Planning documents used in the development of the WSSAP include:

- Village of Germantown 2050 Comprehensive Plan, Adopted September 26, 2022.
  - Amendment No. 1 – Adopted May 15, 2023
  - Amendment No. 2 – Adopted November 20, 2023
- A Regional Water Supply Plan for Southeastern Wisconsin – Planning Report No. 52, SEWRPC, 2010.
- Community Assistance Planning Report No. 70 (2nd Edition), Sanitary Sewer Service Area for the Village of Germantown and Environs, Washington County, Wisconsin, SEWRPC, 2023, 2025.

1.3 Scope of Work

The Village requested preparation of a 10-year WSSAP to accomplish the objectives set forth in NR 854 of the Wisconsin Administrative Code. The primary objectives of the work are listed below:

- Provide background information on the Village of Germantown.
- Determine the estimated water service area population throughout the planning period.
- Provide a summary of existing sources of supply.
- Provide a summary of the existing water system.
- Identify water quality issues in the Village's existing sources of supply.
- Determine the Village's projected water demand throughout the planning period.
- Summarize the basis of design criteria used for evaluating supply and storage capacities.
- Evaluate alternative water sources.
- Provide recommendations for future water system improvements and water sources.
- Provide recommendations for the analysis of consistency with other plans and agreements, public participation, and submission policies.
- Prepare a report documenting all phases of the plan.

1.4 Location

The Village of Germantown is located in the southeast corner of Washington County, Wisconsin. The Village is located northwest of Milwaukee and approximately 10 miles west of Lake Michigan. The Village encompasses a combined area of approximately 34.45 square miles. The northern portion of the Village is primarily rural residential and agricultural. The majority of the existing urban development is located in the southern central portion of the Village. The Village is bound on the north by the Town of Jackson, on the west by the Village of Richfield, on the east by the City of Mequon, and on the south by the Village of Menomonee Falls.

1.5 Water Service Area

The Village of Germantown currently provides water service within the corporate boundaries of the Village of Germantown and a portion of the Village of Menomonee Falls. As part of this Study, the existing water service area was approximated based on GIS data and billing meter data. The ultimate water service area coincides with the sanitary sewer service area that is anticipated to be approved by the Milwaukee Metropolitan Sewerage District (MMSD) and the Wisconsin Department of Natural Resources (WDNR) in early 2026. The parcels currently served and the ultimate service area are shown in **Figure 1-1**. Parcels shown on the figure within the ultimate service area boundary that are not served are either not developed or are served by private wells. To determine the proposed service area at the end of the planning period, the Village Staff identified all parcels they anticipate will be developed by 2035. These areas are shown in **Figure 1-1.**

1.6 Land Use

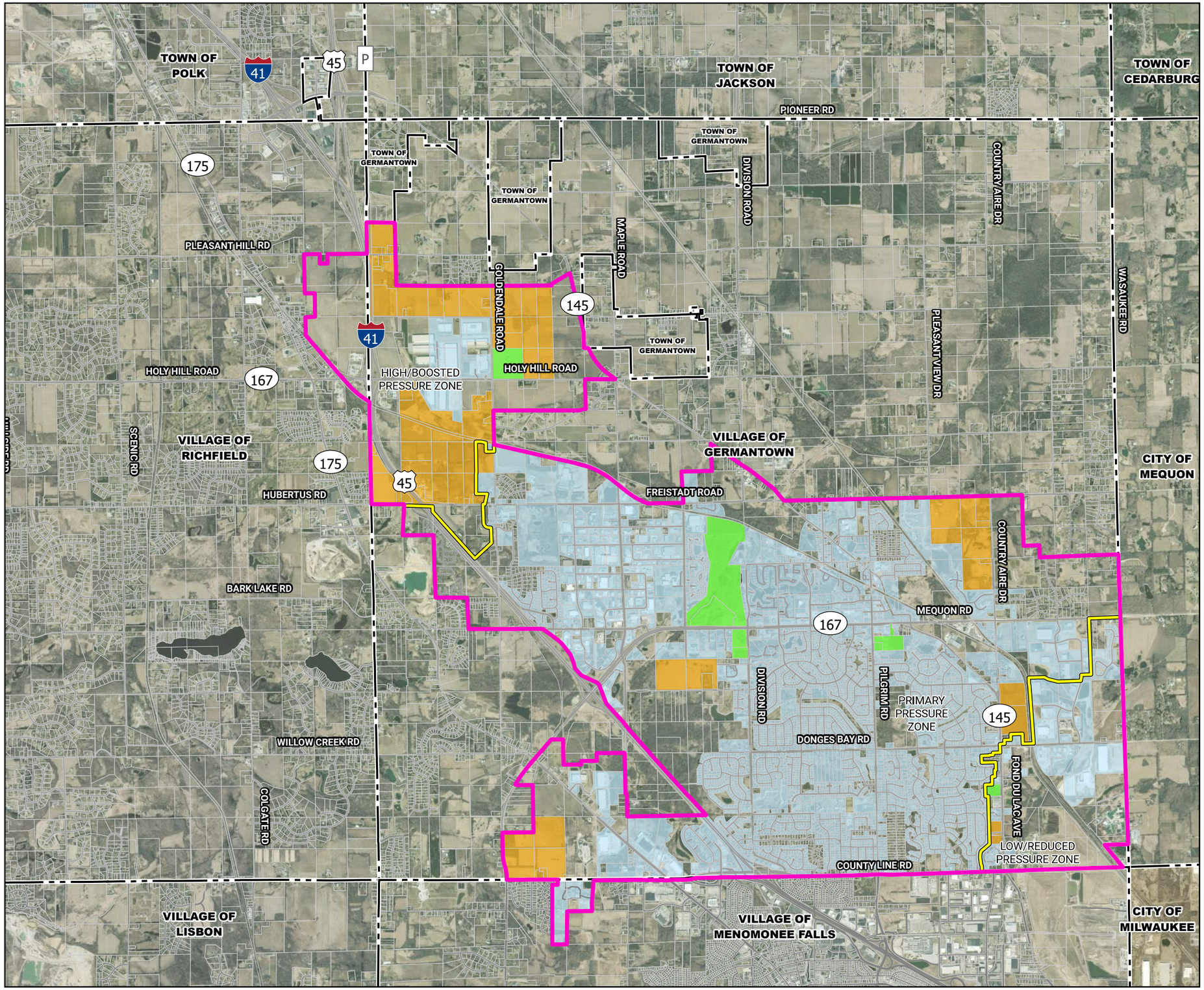
Land use data, when combined with water use data, provides a basis for estimating water demands throughout the Village of Germantown. Existing land use classifications used in this report were based on current zoning information provided by the Village and are shown in **Figure 1-2**. The future land use for parcels proposed to be developed by 2035 was provided by the Village and is summarized in **Table 1-1**.

1.7 Population Projections

There is generally a close relationship between a community's population and water use. As a result, it can be expected that water demands will increase as the population grows. Precise

VILLAGE OF GERMANTOWN

FIGURE 1-1: FUTURE WATER SERVICE AREA



- Water Service Area
- Properties Currently Served
- 2035 Development Areas to be Served
- 2035 Development Areas Already Served
- Municipal Boundaries
- Parcels
- Roads
- Pressure Zone Boundary

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December 2025

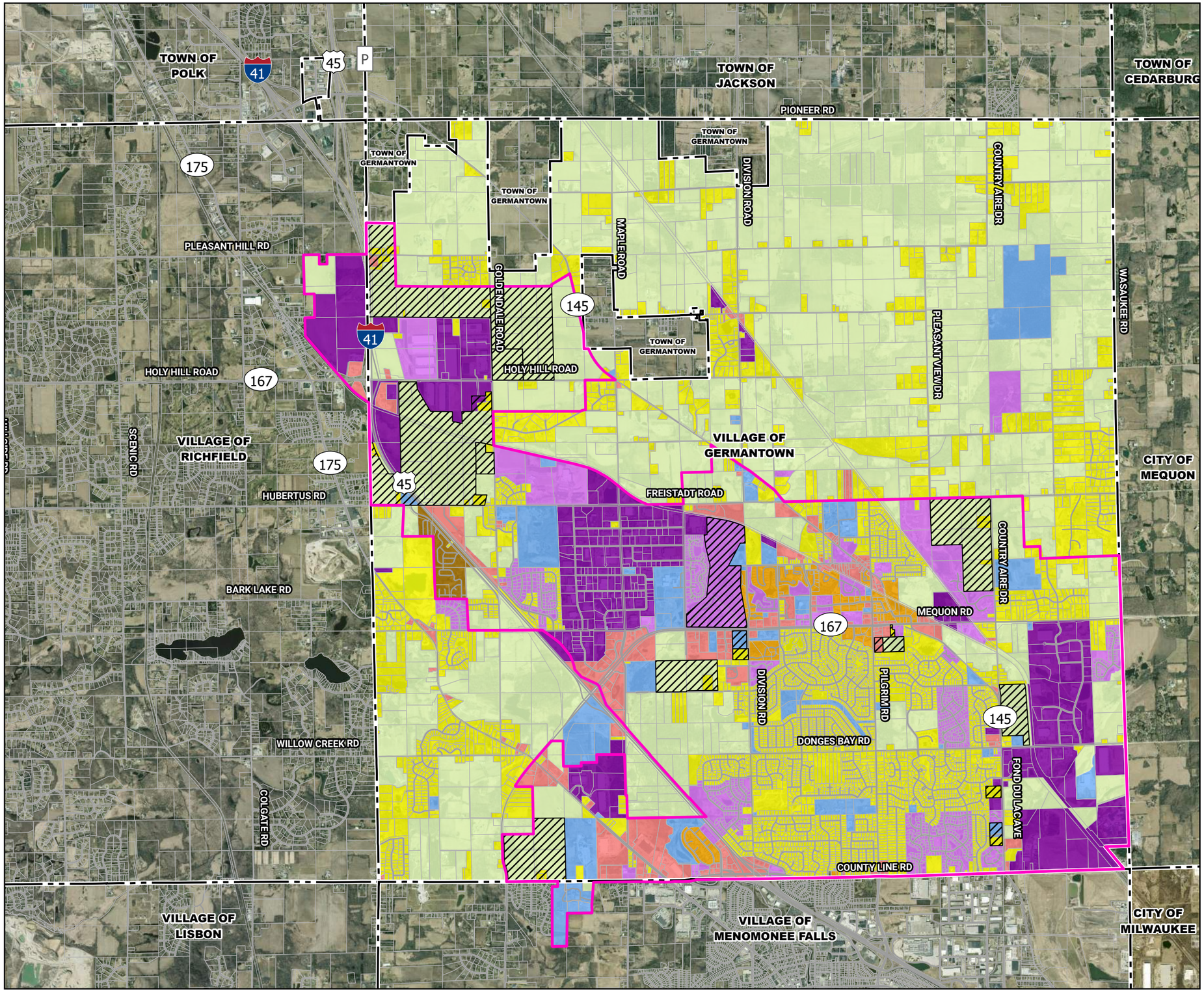
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VILLAGE OF GERMANTOWN

FIGURE 1-2: LAND USE



- Water Service Area
- Municipal Boundaries
- Parcels
- Roads

Existing Land Use

- Agriculture/Open Land
- Residential
- Multi-Family Residential
- MHP Mobile Home Park Residential
- Business
- Industrial
- Governmental/Institutional
- PDD Planned Development District
- 2035 Development and Rezoning Areas

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December 2025

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Foth

Table 1-1 2035 Service Area Land Use Summary

Classification	Area (acres)		
		10 Year Planning Period	
	Existing	Add'l Dev.	Total
Low Density Residential	2,105	153	2,258
Medium Density Residential			0
High Density Residential	308	248	556
Residential Farmstead & Agriculture	230	(52)	178
Mixed Use		878	878
Commercial	664	(5)	659
Governmental/Institutional	467	(10)	457
Industrial	1,236	237	1,473
Park Open Space/Natural	4		4
Total	**5,014**	**1,448**	**6,462**

statistics on population and the number of dwelling units are reported by the Bureau of the Census for each decade. Population projections for each municipality in Wisconsin are developed by the Wisconsin Department of Administration (WDOA) and the Southeastern Wisconsin Regional Planning Commission (SEWRPC). The historic population estimates and WDOA and SEWRPC population projections are shown in **Figure 1-3**.

The water service area population was estimated based on the number of residential customers that are currently served by the Village of Germantown. The water service area population shown in **Figure 1-3** does not include Village residents that are served by private wells. It was assumed that by 2050, the water service population will include all Village residents currently served by private wells.

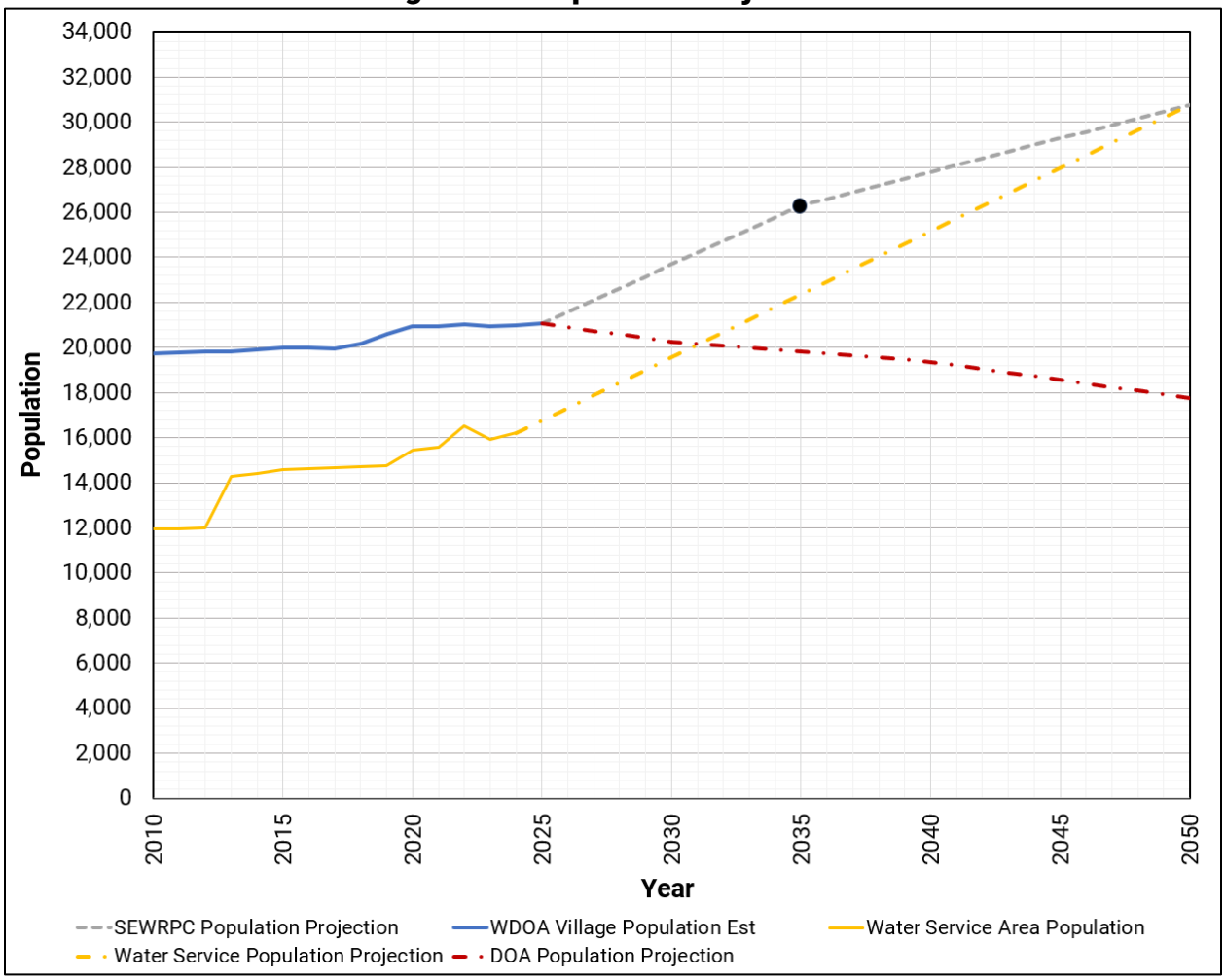
As shown, the population has increased slightly since 2010. WDOA is currently predicting that the Village's population will begin to decline. This decline contradicts the anticipated growth previously projected by the WDOA and projected by the SEWRPC in the Village's 2050 Comprehensive Plan. The 2035 and 2050 population, based on SEWRPC projections, is estimated to be **26,304** and **30,766** respectively.

For the purposes of this Study, the projected population of the Village will be based on SEWRPC projections. It was assumed that the growth will be linear from 2025 to 2035. The 2035 Village population and water service area population were estimated to be 26,304 and 22,400 respectively.

2. Sources of Supply

As part of the requirements for NR 854, the municipality is required to evaluate alternative sources of supply. There are over 11,000 public water systems in the State of Wisconsin, of which 268 are located in Washington County. A total of seven (7) of the 268 public water systems in Washington County are classified as municipal community water systems. Surface water and groundwater are both used as sources of supply by communities in the State of Wisconsin. Typically, smaller communities have relied on groundwater sources while larger communities adjacent to major rivers, large lakes, or the Great Lakes have used surface water.

Figure 1-3 Population Projection



2.1 Existing Sources of Supply

The Village is currently supplied by six (6) groundwater wells. A seventh well (Well No. 12) will be placed in-service in January 2026. A summary of the individual well characteristics is included in **Table 2-1**. The discharge capacity of the wells is regulated by the WDNR. The WDNR approved well discharge capacities are summarized in **Table 2-2**. The average annual water withdrawal rate for each of the seven (7) wells over the past 10 years is summarized in **Table 2-3**.

Table 2-1 Summary of Wells

Characteristic	Well 2	Well 3	Well 4	Well 5	Well 7	Well 11	Well 12
Construction Date	12/01/64	10/01/67	06/18/75	12/22/87	05/26/94	02/28/09	11/9/21
Service Zone	Primary	Primary	Primary	Primary	Primary	Primary	High
Diameter of Inner Casing, in	16.375	14	10	12	16	16	24
Depth of Inner Casing, ft	123	531	536.5	102.4	112	617	101
Diameter of Borehole, in	15.25	13.25	10	12	19.25 & 13	15	21
Depth of Borehole, ft	342	1,282	1,271	40	370	1,401	394
Static Water Level[(a)], ft	9	188	260	1	4.5	326	58
Pumping Water Level[(a)], ft	63	320	485	19	87.3	528	86
Specific Capacity[(a)], gpm/ft	9.3	7.6	1.6	44.4	8.5	3.7	28.6
Well Pumping Rate[(a)], gpm	500	1,001	357	800	700	751	800

(a) As reported on the Well Construction Reports.

Table 2-2 WDNR Approved Well Capacities

Well	WDNR HiCap Well I.D.	Approved Pump Capacity (gpm)	Approval Date	Maximum Monthly Approved Withdrawal (gpd)
Well 2	BH245	500	10/12/1962	720,000
Well 3	BH246	680	3/30/1967	979,000
Well 4	BH247	500	6/18/1975	604,000
Well 5	BH277	1,100	9/3/1987	1,224,000
Well 7	HN169	1,200	8/25/1993	1,728,000
Well 11	WJ910	750	5/12/2008	1,080,000
Well 12	AAJ181	800	9/7/2021	691,000
Maximum Average Monthly Withdrawal				**6,418,600**
Maximum Reliable Monthly Withdrawal				**4,690,600**

Table 2-3 Average Well Withdrawal Rates

Well	Average Daily Withdrawal (000's gpd)											Average	
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	000's gpd	gpm
2	155	156	198	200	219	182	224	220	179	177	183	190	132
3	231	293	301	218	62	264	349	364	288	243	257	261	181
4	207	245	249	236	270	185	325	172	231	248	248	238	165
5	569	552	388	378	397	333	382	451	422	452	358	425	295
7	611	742	658	543	631	536	691	625	498	526	366	584	406
11	535	305	289	259	347	284	189	232	289	331	321	307	213
12	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	2,308	2,292	2,083	1,833	1,926	1,785	2,160	2,064	1,905	1,976	1,733	2,006	1,393

2.2 Alternate Water Supply Sources

Alternative water sources near the Village of Germantown evaluated for this Study include surface water, groundwater wells, and connections to neighboring water systems. The following are summaries of the alternative water sources for the Village of Germantown.

2.2.1 Surface Water Supply Source

The significant surface waters in the vicinity of the Village of Germantown include the Menomonee River and Lake Michigan. The Menomonee River is not viewed as a suitable source of supply for the Village of Germantown and is not being considered as an alternative supply source. Lake Michigan is the source of supply for numerous communities in eastern Wisconsin and is considered a suitable source of supply for the Village of Germantown.

2.2.2 Groundwater Supply Source

Groundwater serves as the primary source of supply for all seven (7) of the municipal community water systems in Washington County, including the Village of Germantown. There are three (3) primary groundwater aquifers in the vicinity of the Village including the Quaternary-age sand and gravel (Sand and Gravel Aquifer), Silurian-age Niagara Formation (Niagara Aquifer), and the Ordovician-age and Cambrian-age sandstone formations (Sandstone Aquifer). The bedrock geology and known aquifers in the vicinity of Washington and Ozaukee Counties are shown in **Table 2-4**.

The Sand and Gravel Aquifer consist of outwash, glacial-lake deposits, or alluvium. The thickness of the Sand and Gravel Aquifer varies based on location and is primarily considered an adequate aquifer in areas west of the Village of Germantown. Generally, the Sand and Gravel Aquifer is not considered an adequate source of supply in the vicinity of the Village.

The Niagara aquifer in the vicinity of the Village of Germantown is predominantly comprised of dolomite rock. The Niagara Aquifer can be locally confined; however, it is often hydraulically connected to the overlying Sand and Gravel Aquifer. Groundwater flow and availability within the Niagara is often dependent on local horizontal and vertical fracturing, typical of dolomite aquifers; however, more recent studies have shown that porous coarse-grained stratigraphic units, specifically the Racine Formation and Mayville Formation (lowest formation in the aquifer), can significantly contribute to well yield. The Niagara and underlying sandstone aquifers are separated by the Maquoketa shale formation, which is considered a low-permeable aquitard formation.

The Sandstone Aquifer includes all Ordovician and Cambrian rocks older than the Maquoketa Shale formation. The Sandstone Aquifer in the Vicinity of the Village of Germantown can be divided into hydraulically connected subgroups consisting of the Galena-Platteville aquifer, upper sandstone aquifer, and lower sandstone aquifer. Of the three primary aquifers (Sand and Gravel, Niagara, and Sandstone), the Niagara and Sandstone aquifers are considered the most suitable sources of water supply for the Village.

Water quality in the individual aquifers varies based on location. Overall, the quality of the groundwater is fair to good; however, some water has characteristics that are unsuitable and require different levels of treatment to be suitable for industrial and domestic uses. Chemical characteristics of concern in the area include hardness, iron and manganese, sulfate, radium and

gross alpha, and arsenic. These characteristics need to be evaluated at individual sites to determine the adequacy of the individual aquifers.

Table 2-4 Washington County Bedrock Geology

System	Rock Unit	Lithology	Aquifer	Saturated Thickness	Water Yield	Comments
Quaternary	Holocene Deposits	Unconsolidated clay, silt, sand, gravel, and organic matter.	Sand and Gravel	0 – 500 ft; generally, 0 – 100 ft	Up to +500 gpm	Sufficient for domestic use
	Pleistocene Deposits	Unconsolidated clay, silt, sand, gravel, cobbles, boulders, and organic matter.				
Devonian	Undifferentiated Dolomite and Shale	Dolomite, brown to gray and gray shale. Crevices and solution channels are abundant but discontinuous.	Niagara	0 – 700 ft	Up to 1,000 gpm; generally 150 – 500 gpm	Sufficient for domestic, municipal, industrial, or irrigation use
Silurian	Undifferentiated Dolomite	Dolomite, white to gray. Crevices and solution channels are abundant but discontinuous.				
Ordovician	Maquoketa Shale	Shale, dolomitic, blue-gray; dolomitic beds as thick as 65 feet occur at the top.		Na	Na	Confining
	Galena Dolomite, Decorah Formation, and Platteville Formation, Undifferentiated	Dolomite and some slightly shaly dolomite, light-gray to blue-gray.	Sandstone	300 – 900 ft	Up to 1,200 gpm; generally 300 – 600 gpm	Rarely used for domestic use because of depth and cost
	St. Peter Standstone	Sandstone, fine- to medium grained, white to light-gray; dolomitic in some places, shaly at base in some places.				
	Prairie du Chien Group	Dolomite, gray or white; some sandstone and sandy dolomite.				
Camrian	Trempealeau Formation	Sandstone, very fine to medium grained; dolomite, light gray, interbedded with siltstone.				
	Franconia Sandstone	Sandstone, very fine to medium grained, siltstone or dolomite, sandstone, dolomitic at base, medium to coarse grained.				
	Galesville Sandstone	Sandstone, fine to medium grained, light gray				
	Eau Claire Sandstone	Sandstone, fine to medium grained, light gray to light pink, dolomitic, some shale beds.				
	Mount Simon Sandstone	Sandstone, white to light-gray; fine- to coarse-grained, mostly medium; some beds dolomitic, some interbedded shale.				
Precambrian	Precambrian rocks, Undifferentiated	Crystalline rocks.				

2.2.3 Connection to Neighboring Water Communities

The municipal community water systems nearest in proximity to the Village of Germantown include the Village of Jackson located approximately 9 miles to the north, the Village of Menomonee Falls located approximately 4 miles to the south, and the City of Mequon located approximately 5 miles to the east.

The Village of Jackson is supplied with water from five (5) groundwater wells. The Village of Menomonee Falls is supplied with water from three (3) groundwater wells and surface water from Lake Michigan. The City of Mequon is supplied with surface water from Lake Michigan. The surplus capacities and transmission capacities of these water systems are unknown and are not currently being considered as alternative supply sources for the Village of Germantown.

3. Water Quality of Existing Sources

Water quality characteristics determine the level and type of treatment that is required for a municipal water supply. Raw water quality can be generally based on inorganic, radionuclide, and per/poly-fluoroalkyls (PFAS) characteristics. Water quality sample results obtained from the WDNR public water system database were analyzed as part of this Plan. Inorganic raw water quality characteristics from the existing groundwater wells are summarized in **Table 3-1**. Radionuclide raw water quality characteristics from the existing groundwater wells are summarized in **Table 3-2**.

As shown in the tables, raw water from Well No. 4 exceeds the secondary standard for iron, raw water from Well No. 12 exceeds the secondary standard for copper, and raw water from all wells except Wells No. 3 and No. 4 exceed the secondary standard for TDS. Raw water from Wells No. 3 and No. 11 exceed the Wisconsin DNR Maximum Contaminant Limit (MCL) for total radium and gross alpha.

Raw water samples have been collected at the entry points to the distribution system and analyzed for PFAS. The sampling results for PFAS are summarized in **Table 3-3**. As shown, PFAS concentrations are all below the MCL in the treated water entering the distribution system.

4. Existing Water System

The Village of Germantown's water system consists of a water distribution system, seven (7) groundwater wells, two (2) water treatment facilities (WTF), four (4) elevated storage tanks, one (1) booster station, and three (3) pressure reducing valve vaults.

The water distribution system provides a means of transporting and distributing water from the water treatment plants and wells to the utility customers and other points of usage. Per the Village of Germantown's 2024 Water, Electric, or Joint Utility Annual Report submitted to the Wisconsin Public Service Commission (WPSC), the Village's water distribution system consists of approximately 66.8 miles of water main ranging in size from 4-inch to 16-inch in diameter. The distribution system consists of three (3) pressure zones, including the Primary Pressure Zone, the High/Boosted Pressure Zone, and the Low/Reduced Pressure Zone. The pressure zones operate on different hydraulic grades, allowing the Village to serve a larger elevation range. A schematic of the Village of Germantown's existing water system is shown in **Figure 4-1**.

Table 3-1 Inorganic Raw Water Characteristics

Characteristic	Concentration							MCL	Secondary Standard
	Well 2[(a)]	Well 3[(a)]	Well 4[(a)]	Well 5[(a)]	Well 7[(a)]	Well 11[(a)]	Well 12[(b)]		
Alkalinity, total, mg/l	300	300	260	330	310	210	350		
Aluminum, mg/l	ND	ND	ND	ND	ND	ND	ND		**0.05 to 0.2**
Antimony total, mg/l	0.00014	ND	ND	ND	ND	ND	ND	**0.006**	
Arsenic, mg/l	0.0013	ND	0.00059	0.0011	0.0009	0.0006	0.0017	**0.010**	
Asbestos, FIB/l	NT	NT	NT	NT	NT	NT		**7**	
Barium, mg/l	0.11	0.066	0.057	0.12	0.073	0.011	0.12	**2**	
Beryllium total, mg/l	ND	ND	ND	ND	ND	ND	ND	**0.004**	
Cadmium, mg/l	ND	0.00011	0.0001	ND	ND	ND	ND	**0.005**	
Calcium, mg/l	110	100	110	92	110	140	96		
Chloride, mg/l	81	4.8	5	92	56	18	81		**250**
Chromium, mg/l	ND	ND	ND	ND	ND	ND	ND	**0.1**	
Copper ug/l	NT	NT	NT	NT	NT	NT	**2.7**		**1.0**
Cyanide, mg/l	NT	NT	NT	NT	NT	NT	ND	**0.2**	
Fluoride, mg/l	0.49	0.41	0.58	0.46	0.51	0.68	0.14	**4.0**	**2.0**
Hardness, Total (CaCO3), mg/l	480	380	380	420	440	430	460		
Iron, mg/l	0.13	ND	**0.3**	ND	ND	ND	0.2		**0.3**
Lead, ug/l	NT	NT	NT	NT	NT	NT	ND		
Magnesium, mg/l	46	30	25	46	42	23	50		
Manganese, ug/l	6.4	9.9	29	17	5.4	ND	17		**50**
Mercury, mg/l	ND	ND	ND	ND	ND	ND	ND	**0.002**	
Nickel, mg/l	0.0061	0.002	0.0011	0.014	0.0032	0.0019	0.0017	**0.1**	
Nitrate, mg/l	NT	NT	NT	NT	NT	NT	0.053	**10**	
Nitrate-Nitrite (N03+N02), mg/l	0.93	ND	ND	0.087	0.27	ND	0.053	**10**	
Nitrite (N02-N), mg/l	ND	ND	ND	ND	ND	ND	ND	**1**	
Nitrogen-Ammonia as (N), mg/l	NT	NT	NT	NT	NT	NT			
pH, S.U.	7.19	7.52	7.47	7.25	7.19	7.22	7.27		
Residue, TOT, Filt (TDS), mg/l	**650**	440	460	**570**	**600**	**640**	**550**		**500**
Selenium, mg/l	ND	ND	ND	ND	ND	ND	ND	**0.05**	
Silver, ug/l	ND	ND	ND	ND	ND	ND	ND		**0.1**
Sodium, mg/l	31	7	7.5	36	33	18	37		
Strontium, ug/l	NT	NT	NT	NT	NT	NT			
Sulfate, mg/l	130	70	110	61	130	240	49		**250**
Thallium Total, mg/l	ND	ND	ND	ND	ND	ND	ND	**0.002**	

NT – Not Tested
ND – Non-Detect
(a) Results from sample collected on 02/14/2017.
(b) Results from sample collected on 11/2/2021.

Table 3-2 Radionuclide Raw Water Characteristics

Characteristic	Activity, pCi/l (unless indicated otherwise)							MCL
	Well 2[(a)(e)]	Well 3[(b)]	Well 4[(c)(e)]	Well 5[(a)(e)]	Well 7[(a)(e)]	Well 11[(b)]	Well 12[(d)]	
Radium 226	ND	**6.01**	2.42	ND	0.553	**10.2**	ND	**5**
Radium 228	ND	**5.2**	1.86	ND	ND	4.75	ND	**5**
Total Combined Radium	ND	**11.21**	4.28	ND	0.553	**14.95**	ND	**5**
Gross Alpha (excl. radon & Uranium)	0.921	**28.9**	11.5	0.822	1.56	**32.7**	0.97	**15**
Radon-222	NT	NT	NT	NT	NT	NT	ND	
Combined Uranium, ug/l	0.575	0.2	0.289	0.351	0.286	0.424	ND	**30**

NT – Not Tested
ND – Non-Detect
(a) Results from sample collected on 01/29/2020.
(b) Results from sample collected on 08/05/2025.
(c) Results from sample collected on 03/07/2023.
(d) Results from sample collected on 11/02/2021.
(e) Results from grab at entry point to the system

Table 3-3 PFAS Treated Water Characteristics

Characteristic	Concentration, ng/l							MCL
	Well 2[(a)]	Well 3[(a)]	Well 4[(a)]	Well 5[(a)]	Well 7[(a)]	Well 11[(b)]	Well 12[(d)]	
PFBS	0.66	NT	NT	0.56	0.46	NT	0.41	
PFHXS	0.73	NT	NT	0.64	0.53	NT	0.68	
PFOA	ND	ND	ND	ND	0.59	ND	0.54	
PFOS	0.64	ND	ND	0.34	1.1	ND	ND	
PFOA and PFOS Total	0.64	ND	ND	0.34	1.69	ND	0.54	**70**

NT – Not Tested
ND – Non-Detect
(a) Results from sample collected on 01/24/2023.

4.1 Primary Pressure Zone

The Primary Pressure Zone serves most of the Village and is supplied by six (6) groundwater wells (Wells No. 2, No. 3, No. 4, No. 5, No. 7, and No. 11). Well Stations No. 3 and No. 11 are provided with HMO feed systems and pressure filters for radium removal. Raw water from Wells No. 3 and No. 11 is pumped through pressure filters before being directly discharged to the distribution system. All well stations are provided with chlorination feed systems for disinfection and fluoride feed systems for prevention of dental caries.

There are three (3) spheroid style elevated storage tanks that provide storage in the Primary Pressure Zone. Water Towers No. 1 and No. 2 have total volumes of 500,000 gallons. Water Tower No. 3 has a total volume of 1,000,000 gallons.

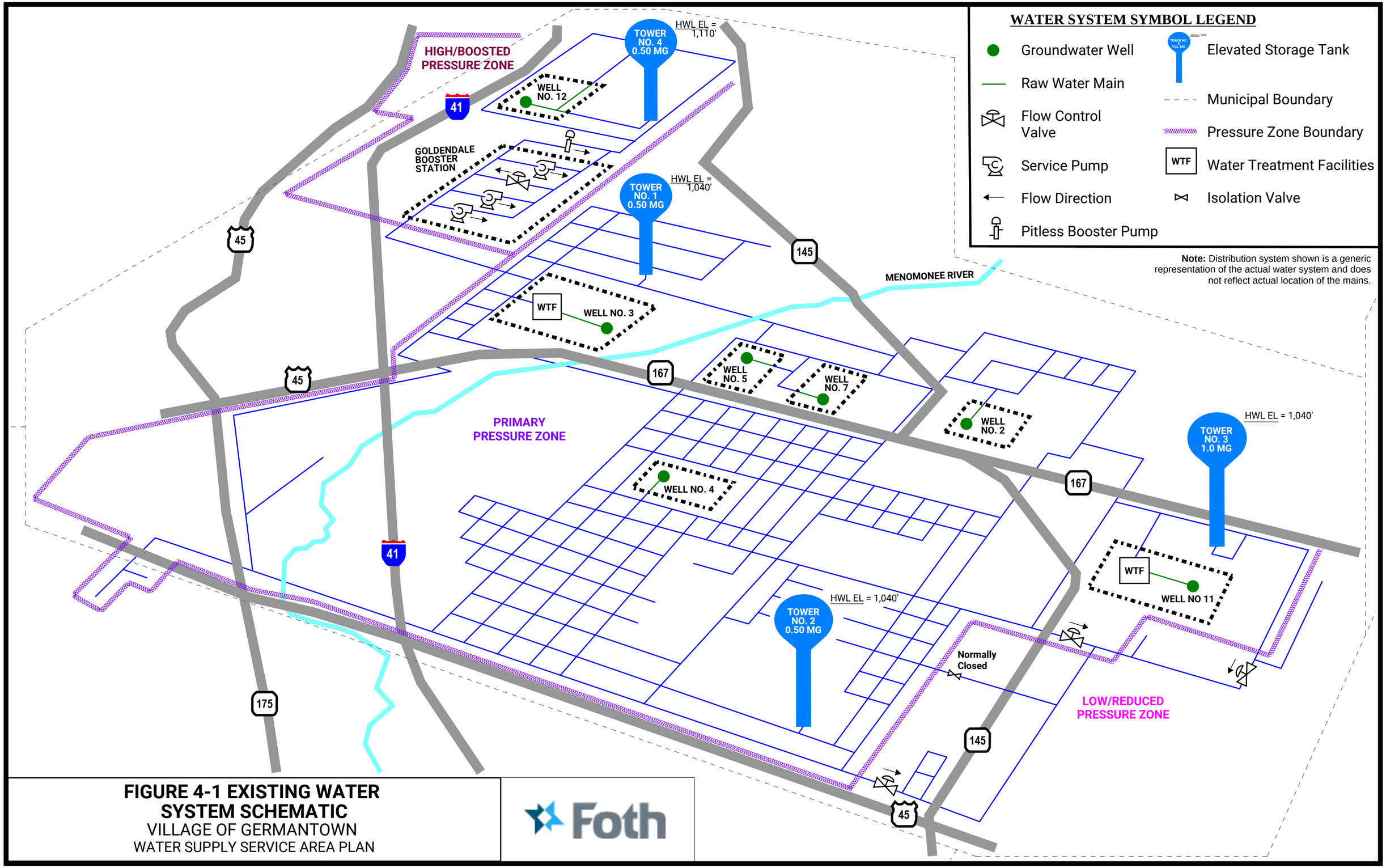


FIGURE 4-1 EXISTING WATER SYSTEM SCHEMATIC
VILLAGE OF GERMANTOWN
WATER SUPPLY SERVICE AREA PLAN

Foth

4.2 High/Boosted Pressure Zone

The High/Boosted Pressure Zone serves the northwestern portion of the Village and is supplied by one (1) groundwater well (Well No. 12). Prior to discharge into the distribution system, raw water from Well No. 12 is treated with sodium hypochlorite for disinfection and fluoride for prevention of dental caries. There is one elevated storage tank that provides storage in the High/Boosted Pressure Zone. Water Tower No. 4 has a volume of 500,000 gallons and is a spheroid style tank.

4.3 Low/Reduced Pressure Zone

The Low/Reduced Pressure Zone serves the southeastern portion of the Village and is supplied entirely by the Primary Pressure Zone. Water enters the Low/Reduced Pressure Zone through three pressure reducing valve stations. There are currently no groundwater wells or elevated storage tanks in the Low/Reduced Pressure Zone.

4.4 Interzone Transfer

The Village operates one booster station. The Goldendale Booster Station houses two (2) service pumps and a flow control valve. In addition, a pitless style booster pump is located at the Goldendale Booster Station site. The service pumps and pitless booster pump allow transfer of water from the Primary Pressure Zone to the High/Boosted Pressure Zone. The flow control valve can transfer water from the High/Boosted Pressure Zone to the Primary Pressure Zone.

5. Water Use

The analysis of present and past water use, as well as the projection of future water use, serve as the basis for capital improvements planning for the water supply and distribution system. Present and past water use was analyzed using water use information obtained from the WPSC and the Village. From this information, basic water use design criteria was developed. When applied to the land use and/or population data, the basic water use design criteria can be used to determine the water use requirements at various stages of development. The following sections summarize the methodology used to determine the basic water use design criteria.

5.1 Past and Present Water Demand

An analysis of past and present water demand was completed based on information obtained from the PSC and Village. The total volume of water supplied to the users is measured at the well stations. Water use factors that must be determined to design storage, pumping, and pipeline facilities include average annual water use, maximum day water use, and peak hourly fluctuations.

5.2 Average Annual Water Use

The volume of water supplied to the Village from 2014 to 2024 was evaluated to determine the average annual water use. A summary of total water pumpage and total water sold is provided in **Table 5-1**. The total average annual finished water pumpage (treated water entering the Village) has decreased 19.4 percent since 2014 from 2.15 mgd to 1.73 mgd. The total water sold within the Village's water service area has decreased 18.0 percent since 2014 from 1.798 mgd to 1.475 mgd. For the purposes of this plan, a conservative existing average annual design demand of **2.10 mgd** will be used for evaluating system capacities.

Table 5-1 Average Annual Water Use

Year	Total Raw Water Pumpage (000's gal)	Total Finished Water Pumpage (000's gal)	Avg Annual Demand (gpd)	Total Sales (000's gal)	Average Annual Sales (mgd)	Non-Revenue (000's gal)	Non - Revenue (%)	Water Loss (000's gal)	Water Loss (%)
2014	787,390	784,990	2,150,658	656,303	1.798	128,687	16%	114,673	15%
2015	820,000	820,000	2,246,575	698,737	1.914	121,263	15%	104,459	13%
2016	755,701	755,701	2,064,757	582,434	1.596	173,267	23%	83,209	11%
2017	665,190	665,190	1,822,438	539,912	1.479	125,278	19%	39,280	6%
2018	702,879	702,879	1,925,696	582,561	1.596	120,318	17%	40,318	6%
2019	648,856	648,856	1,777,688	512,608	1.404	136,248	21%	98,407	15%
2020	791,124	791,124	2,161,541	655,106	1.795	136,018	17%	24,018	3%
2021	752,382	752,382	2,061,321	740,013	2.027	12,369	2%	122,631	16%
2022	668,326	668,326	1,831,030	613,236	1.680	55,085	8%	55,085	8%
2023	720,928	720,928	1,975,145	654,907	1.794	66,021	9%	66,021	9%
2024	634,329	634,329	1,733,139	538,236	1.475	96,093	15%	96,093	15%
Avg	**722,464**	**722,246**	**1,977,272**	**615,823**	**1.687**	**106,422**	**15%**	**76,745**	**11%**
5yr - Running Avg.	**713,418**	**713,418**	**1,952,435**	**640,300**	**1.754**	**73,117**	**10%**	**72,770**	**10%**

5.3 Historical Water Sales

A historical summary of the number of customers served and total water used based on individual customer class is shown in **Table 5-2**. As shown in the table, the residential, multi-family, commercial, industrial, and public water has been relatively constant. Overall, residential water use consists of approximately 42 percent of the total retail sales, multi-family water use consists of approximately 9 percent of the total retail sales, commercial water use consists of approximately 20 percent of the total retail sales, industrial water use consists of approximately 27 percent of the total retail sales, and public water use consists of approximately 2 percent of the total retail sales.

5.4 Non-Revenue Water

Non-revenue water includes the water that is pumped but not sold in the water system. Non-revenue water consists of unbilled authorized consumption, apparent losses, and real losses. Unbilled authorized consumption includes some metered uses such as water use to prevent freezing and unmetered estimated uses such as hydrant flushing and fire protection. Apparent losses include estimated losses due to unauthorized consumption (theft), data and billing errors, and meter inaccuracies. Real losses include estimated reported and unreported leakage. A summary of the Village's non-revenue water is included in **Table 5-1**. The total non-revenue water has ranged from 2 to 23 percent from 2014 to 2024 and averaged 15 percent. The total real losses have ranged from 3 to 16 percent from 2014 to 2024 and averaged 11 percent. For the purposes of this study, a non-revenue water use of **15 percent** will be used when determining water demands.

Table 5-2 Historical Water Sales

Year	Total Sales (000's Gal)	Residential		Multi-Family		Commercial		Industrial		Public	
		000's Gal	% of Retail	000's Gal	% of Retail	000's Gal	% of Retail	000's Gal	% of Retail	000's Gal	% of Retail
2014	656,303	264,880	40%	49,317	8%	106,747	16%	227,407	35%	7,952	1%
2015	698,737	270,293	39%	51,143	7%	121,561	17%	247,368	35%	8,372	1%
2016	582,434	262,740	45%	49,760	9%	126,118	22%	134,939	23%	8,877	2%
2017	539,912	255,115	47%	49,659	9%	128,166	24%	96,416	18%	10,556	2%
2018	582,561	249,242	43%	51,029	9%	128,235	22%	144,840	25%	9,215	2%
2019	512,608	242,644	47%	50,407	10%	127,015	25%	82,754	16%	9,788	2%
2020	655,106	248,957	38%	77,153	12%	117,846	18%	203,066	31%	8,084	1%
2021	740,013	242,287	33%	82,109	11%	125,878	17%	281,292	38%	8,447	1%
2022	613,236	241,063	39%	55,748	9%	118,982	19%	185,523	30%	11,925	2%
2023	654,907	258,972	40%	62,921	10%	142,259	22%	179,538	27%	11,217	2%
2024	538,236	241,955	45%	55,103	10%	123,151	23%	108,077	20%	9,950	2%
Avg.			**42%**		**9%**		**20%**		**27%**		**2%**

5.5 Seasonal Water Use

Understanding seasonal fluctuations in water usage are important factors in the design and sizing of water supply and storage facilities. Monthly water use information for the Village was determined using WPSC annual reports from 2014 to 2024. A summary of the monthly water use is included in **Table 5-3.**

Table 5-3 Summary for Monthly Water Use from 2014-2024

Month	Water Use		Percent of Average Month	Average Percent of Total Pump
	000's Gal	gpd		
January	57,693	1,861,070	96%	8%
February	49,439	1,765,695	82%	7%
March	54,692	1,764,258	91%	8%
April	50,976	1,699,191	85%	7%
May	61,046	1,969,226	101%	8%
June	66,796	2,226,542	111%	9%
July	74,495	2,403,076	123%	10%
August	74,952	2,417,795	125%	10%
September	64,366	2,145,533	107%	9%
October	59,115	1,906,941	98%	8%
November	53,427	1,780,894	88%	7%
December	55,464	1,789,152	92%	8%
Total				**100%**

5.6 Top 10 Water Users

The ten (10) largest water users for each year from 2014 through 2024 were provided by the Village. The largest water users by volume, as reported by the Village, in 2024 are summarized in **Table 5-4**. The largest water user in 2024 was G & H Pets, LLC. These top users make up approximately 30 percent of the total water sales in Germantown. A summary of the top 10 users since 2014 is included in **Appendix A.**

Table 5-4 2024 Largest Water Users by Volume

Customer	Use Category	Amount Sold (000's gal)	Amount Sold (gpd)	Percent of Total Annual Water Sold
G & H PETS LLC	Industrial	86,470[(a)]	236,904	16.1
DSM FOOD SPECIALTIES	Industrial	16,407	44,951	3.0
SUNLITE PLASTICS	Industrial	10,059	27,559	1.9
HILLTOP HIGHLANDS/BROOKSIDE	Residential	8,711	23,866	1.6
FIRST CHOICE INGREDIENTS	Industrial	8,480	23,233	1.6
WEST ROCK	Industrial	8,359	22,901	1.6
DSM FOOD SPECIALTIES (METER 2)	Industrial	7,600	20,822	1.4
STERLING PHARMA SOLUTIONS	Industrial	7,402	20,279	1.4
FAIRWAY KNOLL	Multifamily	4,314	11,819	0.8
GERMANTOWN HIGH SCHOOL	Institutional	4,042	11,074	0.8
	Total	**161,884**	**443,408**	**30.1**

(a) G & H Pets, LLC's meter was replaced in 2025 due to inaccurate readings. Amount sold in 2024 was estimated based on 4th quarter readings from 2025.

5.7 Maximum Day Water Use

The maximum day demand is defined as the amount of water pumped during a single day of the year with the highest water usage. The maximum day demand is often expressed as a ratio (or factor) of the annual average day pumpage. Maximum day demand ratios vary from municipality to municipality based on factors such as population, primary land use, climate, and economic status.

Typically, maximum day demands usually occur during the summer months, on hot days, and during dry periods. The high demands are typically related to watering lawns, irrigation/gardening, washing, and industrial cooling. It is important to note that artificial demands caused by water main breaks, tank filling/overflows, or hydrant flushing be identified and excluded from the evaluation for determining maximum day demands.

Water records were analyzed to determine the maximum daily demand for the Village. Maximum day demand is recorded in the annual WPSC reports. A summary of the historical maximum day water use in the Village is shown in **Table 5-5.** As shown, the ratio of maximum day water use to average annual water use has ranged from 1.55 to 2.15. The majority of the maximum day demands occur during periods of high demands in summer. However, some of the highest maximum day demands have historically occurred when one of the Village's largest water consumers takes their private well offline and exclusively relies on the Village as its sole source of supply.

For the purposes of this plan, an evaluation was performed to determine the appropriate maximum day demand ratio to be used for evaluating the water system capacity. A summary of the evaluation is shown in **Table 5-6.** For the years 2014 to 2024, the average maximum day demand ratio was 1.78, with a standard deviation of 16 percent. To evaluate the existing water supply and storage needs for this plan, a **maximum day to average day ratio of 2.00** will be used. Even with the artificial maximum day demands, this ratio provides a confidence level greater than 90 percent based on maximum day pumpage ratios reported over the evaluation period.

Table 5-5 Historical Maximum Day Water Use Summary

Year	Avg. Day Pumpage (MGD)	Max. Day Pumpage (MGD)	Date of Max. Day	Day of Week	Ratio of Max. to Avg. Day	Reason for Max. Day
2014	2.15	4.627	5/21	Wednesday	2.15	Large User On-Line.
2015	2.25	3.695	7/23	Thursday	1.64	High Demand.
2016	2.06	3.643	7/13	Wednesday	1.76	High Demand.
2017	1.82	3.418	8/23	Wednesday	1.88	High Demand.
2018	1.93	3.433	7/13	Friday	1.78	High Demand.
2019	1.78	3.039	9/6	Friday	1.71	High Demand.
2020	2.16	3.342	7/31	Friday	1.55	High Demand.
2021	2.06	4.038	6/9	Wednesday	1.96	High User.
2022	1.83	3.285	8/10	Wednesday	1.79	Summer User.
2023	1.98	3.207	-	-	1.62	-
2024	1.73	3.026	-	-	1.75	-

Table 5-6 Maximum Day to Average Day Ratio Evaluation

Item	2014 – 2024
Number of Years of Data	11
Maximum Ratio - Max. to Avg. Day Pumpage	2.15
Minimum Ratio - Max. to Avg. Day Pumpage	1.55
Average Ratio Max. to Avg. Day Pumpage	1.78
Standard Deviation	16%

Confidence Level (%)	Ratio of Max. to Avg. Day Pumpage 2014 – 2024
80%	1.92
85%	1.95
90%	1.99
95%	2.05
98%	2.11
99%	2.15

5.8 Unit Consumption Values

Projections of customer demands serve as the basis for capital improvements planning. Water consumption data for the Village serves as the basis for estimating future water needs within the future water service area. All the residential, commercial, industrial, and public customers in the Village are metered. The water data and number of customers for each customer class are presented in **Table 5-7**. Water use and customer data can be used to develop per capita and per customer unit consumption values and consumption values on an acreage basis. The per capita and per acreage unit consumption values are necessary to determine future water requirements for the design of supply and storage facilities.

Table 5-7 Metered Sales

Year	Total Sales 000's Gal	Residential		Multi-Family		Commercial		Industrial		Public	
		000's Gal	No. of Cust.	000's Gal	No. of Cust.	000's Gal	No. of Cust.	000's Gal	No. of Cust.	000's Gal	No. of Cust.
2014	656,303	264,880	4,774	49,317	107	106,747	433	227,407	22	7,952	23
2015	698,737	270,293	4,840	51,143	108	121,561	451	247,368	22	8,372	19
2016	582,434	262,740	4,857	49,760	108	126,118	450	134,939	22	8,877	23
2017	539,912	255,115	4,865	49,659	108	128,166	466	96,416	22	10,556	23
2018	582,561	249,242	4,868	51,029	109	128,235	455	144,840	22	9,215	23
2019	512,608	242,644	4,878	50,407	110	127,015	459	82,754	23	9,788	23
2020	655,106	248,957	4,898	77,153	141	117,846	462	203,066	26	8,084	23
2021	740,013	242,287	4,957	82,109	141	125,878	465	281,292	26	8,447	25
2022	613,236	241,063	5,294	55,748	145	118,982	454	185,523	24	11,925	33
2023	654,907	258,972	5,034	62,921	147	142,259	448	179,538	25	11,217	24
2024	538,236	241,955	5,143	55,103	149	123,151	470	108,077	25	9,950	34

5.8.1 Residential Water Use

Residential water use consists of dwelling buildings that serve a single family or two-family unit through a single meter. Residential water use accounts for the majority of water use within the Village. The residential water use was estimated based on gallon per capita day (gpcd) and gallon per acreage day (gpad) basis.

The residential water use per capita was estimated based on 2024 annual residential water use and estimated water service area population. The estimated water service area population includes customers classified as residential and multi-family. A summary of residential water use is shown in **Table 5-8.** A per capita average day water use of **50 gpcd** will be used for projecting future residential water use.

Table 5-8 Residential Water Use

Year	No. of Customers	Est. Water Service Population	Annual Water Use (000 gal's)	Per Customer (gpd)	Per Capita (gpd)
2014	4,774	14,413	264,880	152	50
2015	4,840	14,602	270,293	153	51
2016	4,857	14,646	262,740	148	49
2017	4,865	14,666	255,115	144	48
2018	4,868	14,694	249,242	140	46
2019	4,878	14,740	242,644	136	45
2020	4,898	15,427	248,957	139	44
2021	4,957	15,578	248,957	138	44
2022	5,294	16,522	241,063	125	40
2023	5,034	15,898	258,972	141	45
2024	5,143	16,218	241,955	129	41
Avg.				140	**46**

Residential water use, on an acreage basis, was estimated based on parcels with access to water service that were zoned as residential in 2024 and annual residential water use. There are approximately 2,105 acres of land within the existing service area that had access to water service that was classified for residential use. Approximately 241,955,000 gallons of water was

used for residential purposes in 2024. On this basis, residential water use is 314 gpad**.** Due to the large fluctuation of dwelling unit densities in residential land, a conservative design factor of **400 gpad** will be used for projecting future residential water.

5.8.2 Multi-Family Water Use

Multi-family residential water use includes multiple-dwelling unit buildings serving three (3) or more family units through a single meter. The multi-family residential water use was estimated based on per capita and per acreage basis.

The multi-family water use per capita was estimated based on annual multi-family water use and estimated water service area population. A summary of multi-family water use is shown in **Table 5-9.** A per capita average day water use of **10 gpcd** will be used for projecting future multi-family water use.

Table 5-9 Multi-Family Water Use

Year	No. of Customers	Est. Water Service Population	Annual Water Use (000 gal's)	Per Customer (gpd)	Per Capita (gpd)
2014	107	14,413	49,317	1,263	9
2015	108	14,602	51,143	1,297	10
2016	108	14,646	49,760	1,262	9
2017	108	14,666	49,659	1,260	9
2018	109	14,694	51,029	1,283	10
2019	110	14,740	50,407	1,255	9
2020	141	15,427	77,153	1,499	14
2021	141	15,578	82,109	1,595	14
2022	145	16,522	55,748	1,053	9
2023	147	15,898	62,921	1,173	11
2024	149	16,218	55,103	1,013	9
Avg.				1,269	**10**

Multi-family water use, on an acreage basis, was estimated using high density land use areas within the existing service area and 2024 annual multi-family water use. There are approximately 308 acres of land within the existing service area that is classified for multi-family use. Approximately 55,103,000 gallons of water was used for multi-family purposes in 2024. On this basis, multi-family water use is 489 gpad. A conservative design factor of **500 gpad** will be used for projecting future multi-family water use.

5.8.3 Commercial/Business Park Water Use

Commercial water use consists of business, not-for-profit organizations, and other institutions (with the exception of governmental) that provide goods or services and that take services for non-residential purposes. Commercial type water uses include churches, private schools/colleges/universities, restaurants, gas stations, strip malls, co-ops, etc. The commercial water use was estimated based on per capita and per acreage basis.

The commercial water use per capita was estimated based on 2024 annual commercial/business park water use and estimated water service area population. A summary of the Village's existing commercial/business park water use is shown in **Table 5-10**. A per capita average day water use of **25 gpcd** will be used for projecting future commercial water use.

Table 5-10 Commercial/Business Park Water Use

Year	No. of Customers	Est. Water Service Population	Annual Water Use (000 gal's)	Per Customer (gpd)	Per Capita (gpd)
2014	433	14,413	106,747	675	20
2015	451	14,602	121,561	738	23
2016	450	14,646	126,118	768	24
2017	466	14,666	128,166	754	24
2018	455	14,694	128,235	772	24
2019	459	14,740	127,015	758	24
2020	462	15,427	117,846	699	21
2021	465	15,578	117,846	694	21
2022	454	16,522	118,982	718	20
2023	448	15,898	142,259	870	25
2024	470	16,218	123,151	718	21
Avg.				742	**22**

Commercial/business park water use, on an acreage basis, was estimated using commercial land use areas within the existing service area and 2024 annual commercial water use. There are approximately 664 acres of land within the existing service area that is classified for commercial use. Approximately 123,151,000 gallons of water was used for commercial purposes in 2024. On this basis, commercial/business park water use is 507 gpad. A design factor of **550 gpad** will be used for projecting future commercial/business park water use.

5.8.4 Industrial Water Use

Industrial water users include customers that engage in the manufacturing or production of goods. Industrial water use per customer varies greatly depending on the type of industry. The industrial water use was estimated based on per capita and per acreage basis.

The industrial water use per capita was estimated based on 2024 annual industrial water use and estimated water service area population. A summary of industrial water use is shown in **Table 5-11**. A per capita average day water use of **30 gpcd** will be used for projecting future industrial water use.

Table 5-11 Industrial Water Use

Year	No. of Customers	Est. Water Service Population	Annual Water Use (000 gal's)	Per Customer (gpd)	Per Capita (gpd)
2014	22	14,413	227,407	28,320	43
2015	22	14,602	247,368	30,805	46
2016	22	14,646	134,939	16,804	25
2017	22	14,666	96,416	12,007	18
2018	22	14,694	144,840	18,037	27
2019	23	14,740	82,754	9,858	15
2020	26	15,427	203,066	21,398	36
2021	26	15,578	203,066	21,398	36
2022	24	16,522	185,523	21,178	31
2023	25	15,898	179,538	19,675	31
2024	25	16,218	108,077	11,844	18
Avg.				19,211	**30**

Industrial water use, on an acreage basis, was estimated using industrial land use areas within the existing service area and 2024 annual industrial water use. There are approximately 1,236 acres of land within the existing service area that is classified for industrial use. Approximately 108,077,000 gallons of water was used for industrial purposes in 2024. On this basis, industrial water use is 239 gpad. Due to the large fluctuation in potential water use for an industry, a conservative design factor of **500 gpad** will be used for projecting future industrial water use.

5.8.5 Public Water Use

Public (Government/Institutional) water users include customers that are agencies of local, state, or federal government, or a local, state, or federal entity. Public water users also include public schools. Public water use was estimated based on per capita and per acreage basis.

The public water use per capita was estimated based on 2024 annual public water use and estimated water service area population. A summary of public water use is shown in **Table 5-12**. A per capita average day water use of **5 gpcd** will be used for projecting future public water use.

Table 5-12 Public Water Use

Year	No. of Customers	Est. Water Service Population	Annual Water Use (000 gal's)	Per Customer (gpd)	Per Capita (gpd)
2014	23	14,413	7,952	947	2
2015	19	14,602	8,372	1,207	2
2016	23	14,646	8,877	1,057	2
2017	23	14,666	10,556	1,257	2
2018	23	14,694	9,215	1,098	2
2019	23	14,740	9,788	1,166	2
2020	23	15,427	8,084	963	1
2021	25	15,578	8,084	886	1
2022	33	16,522	11,925	990	2
2023	24	15,898	11,217	1,280	2
2024	34	16,218	9,950	802	2
Avg.				1,059	**2**

Public water use, on an acreage basis, was estimated using public land use areas within the existing service area and 2024 annual public water use. There are approximately 467 acres of land within the existing service area that is classified for public use. Approximately 9,950,000 gallons of water was used for public purposes in 2024. On this basis, public water use is 58 gpad. A conservative design factor of **100 gpad** will be used for projecting future public water use.

5.9 Summary of Design Factors

Demand design factors developed in the previous sections are summarized in **Tables 5-13, 5-14, and 5-15.** These factors are used for determining the design demands used to evaluate the required capacities of the proposed supply and storage facilities. Future developments will need to be evaluated to ensure their water use falls within the design criteria. Further evaluations

will be required if a development exceeds these design factors to ensure that the Village can provide adequate service.

Table 5-13 Design Demand Rates

Demand Parameter	Value
Maximum Day to Average Day Ratio	2.00
Percent of Non-Revenue Water	15%

Table 5-14 Ultimate Water Use Design Factors per Acre

User Classification	Average Day Value, gpad
Residential	400
Multi-Family Residential	500
Commercial/Business Park	550
Industrial	500
Public	100

Table 5-15 Ultimate Water Use Design Factors per Capita

User Classification	Average Day Value, gpcd	Maximum Day Value, gpcd
Residential	50	100
Multi-Family Residential	10	20
Commercial/Business Park	25	50
Industrial	30	60
Public	5	10
Total Sales	**120**	**240**
Non-Revenue (15%)	**18**	**36**
Total Water Use	**138**	**276**

5.10 Design Water Demands

The existing design demand based on existing water use discussed in the previous sections are summarized in **Table 5-16.** The proposed design demands anticipated in 2035 were developed based on the design demand factors and land use information obtained from the 2050 Comprehensive Plan. The additional demands anticipated in 2035, based on land use classification provided by the Village, are summarized in **Table 5-17**. The future 2035 water system design demands are summarized in **Table 5-18**.

Table 5-16 Existing Design Demands

Demand Criteria	Existing Design Demands					
	Combined System		Primary & Low/Reduced Pressure Zone		High/Boosted Pressure Zone	
	(mgd)	(gpm)	(mgd)	(gpm)	(mgd)	(gpm)
Average Day Demand	2.10	1458	1.85	1285	0.25	174
Max. Day Demand	4.20	2917	3.70	2569	0.50	348
Peak Hour Demand	5.67	3938	4.99	3468	0.68	469

Table 5-17 2035 Design Demands Classifications

Classification	2035 Planning Period		
	Add'l Dev. Acres	Design Factor (gpad)	Water Demand (gpd)
Low Density Residential	153	400	61,000
Medium Density Residential	0	400	0
High Density Residential	248	500	124,160
Residential Farmstead & Agriculture	(52)	0	0
Mixed Use	878	550	482,829
Commercial	(5)	550	(2,778)
Governmental/Institutional	(10)	100	(1,040)
Industrial	237	500	118,260
Park Open Space	0	0	0
Average Day Water Use, gpd			**782,431**
Non-Revenue Water (15%), gpd			**117,365**
Total Average Day Demand, gpd			**899,796**
Total Maximum Day Demand, gpd			**1,799,591**

Table 5-18 2035 Design Demands

Demand Criteria	2035 Design Demands					
	Combined System		Primary & Low/Reduced Pressure Zone		High/Boosted Pressure Zone	
	(mgd)	(gpm)	(mgd)	(gpm)	(mgd)	(gpm)
Average Day	3.01	2,091	2.23	1,549	0.78	542
Max. Day Demand	6.02	4,182	4.46	3,098	1.56	1,084
Peak Hour Demand	8.13	5,645	6.02	4,182	2.11	1,463

6. Supply and Storage Analysis

Reliable supply and storage capacity evaluations were performed to determine if the existing water system could adequately serve the projected 2035 demand requirements of the Village of Germantown. The reliable supply and storage capacity evaluations and the design criteria used for this evaluation are summarized in the following sections.

6.1 Reliable Supply Capacity Evaluation

The minimum reliable supply capacity for the combined system and individual pressure zones should equal the maximum day demand with the largest source of supply out-of-service. This will allow pumping units or treatment systems to be taken out-of-service for repair and still enable the utility to meet demand requirements. This will also allow supply facilities to replenish storage facilities during off-peak hours while depletion of available storage occurs during peak demand hours.

As previously mentioned, no wells are located in the Low/Reduced Pressure Zone. The sole source of supply for the Low/Reduced Pressure Zone is the Primary Pressure Zone. As a result, for the purposes of this Plan, water demands within the Low/Reduced Pressure Zone are included in the Primary Pressure Zone capacity evaluations.

For the Village of Germantown, two (2) criteria were evaluated to determine the reliable supply capacity of the combined system, as well as each individual pressure zone. The two (2) criteria included:

- Raw water (well) supply capacity.
- Interzone transfer capacity.

The raw water well supply capacity is the capacity of the existing supply sources (wells) to supply water from the aquifer to the distribution system. For the purposes of this Plan, the individual well reliable capacity will be considered as 100 percent of the design capacity of the well when operating 24 hours per day. The total reliable raw water supply capacity for the system/pressure zone is the sum of the individual well's reliable capacity less the largest well.

The interzone transfer capacity is the capacity of the transfer pumps and/or flow control valves to deliver water from one pressure zone to another pressure zone. The capacity of the transfer pumps is based on several factors including:

- Available capacity in the source pressure zone.
- Capacity of the transfer pumps and flow control valves.
- Supply and discharge main capacity.
- Station operation.

For the Village of Germantown's Goldendale Booster Station, the transfer capacity from the Primary Pressure Zone to the High/Boosted Pressure Zone is limited by the supply main capacity of 2,300 gpm and operation of the booster station. The booster station only allows for either the pitless pump or the transfer pumps to operate at one time. A summary of criteria used to determine the reliable supply capacity of each pressure zone and combined system is shown in **Table 6-1.**

As shown in **Table 6-1**, the Village of Germantown's combined system reliable capacity is **6.16 mgd**. The combined systems' reliable capacity is limited by the largest well, Well No. 7, being out-of-service. The Primary and Low/Reduced Pressure Zones reliable capacity is **5.00 mgd**. The Primary and Low/Reduced Pressure Zones reliable capacity is also limited by the largest well, Well No. 7, being out-of-service. The High/Boosted Zone's 2035 maximum day demand exceeds

Table 6-1 Existing Reliable Supply and System Capacity Evaluation

Description	Combined System Capacity		Main & Low/Reduced Pressure Zone Capacity		High/Boosted Pressure Zone Capacity	
	(gpm)	(MGD)	(gpm)	(MGD)	(gpm)	(MGD)
Raw Water Supply (Wells)						
Well 2	500	0.72	500	0.72		
Well 3	700	1.01	700	1.01		
Well 4	425	0.61	425	0.61		
Well 5	1,100	1.58	1,100	1.58		
Well 7	1,200	1.73	1,200	1.73		
Well 11	750	1.08	750	1.08		
Well 12	800	1.15			800	1.15
Interzone Transfer Capacity						
Goldendale Transfer Pump 1					850	1.22
Goldendale Transfer Pump 2					850	1.22
Goldendale Pitless Transfer Pump					2,300	3.31
Goldendale Flow Control Valve			1,700	2.45		
Criteria 1 – Raw Water Supply Capacity						
Total Well Supply Capacity	5,475	7.88	4,675	6.73	800	1.15
Less: Largest Well Supply Unit	1,200	1.73	1,200	1.73	800	1.15
Reliable Raw Water Supply Unit	**4,275**	**6.16**	**3,475**	**5.00**	**0**	**0.00**
Criteria 2 – Interzone Transfer Capacity						
Total Booster Pump Capacity					4,000	5.76
Less: Largest Booster Pump Unit					2,300	3.31
Reliable Transfer Pump Supply					**1,700**	**2.45**
Reliable Interzone Transfer Capacity			**0**	**0**	**1,578**	**2.27**
RELIABLE SUPPLY CAPACITY	**4,275**	**6.16**	**3,475**	**5.00**	**1,578**	**2.27**

the total well capacity in the High/Boosted Zone, so there is no additional capacity for the transfer valve to supply water from the High/Boosted Zone to the Primary Zone.

The High/Boosted Pressure Zones reliable capacity is **2.27 mgd**. The High/Boosted Zones reliable capacity is limited when the only well in the High/Boosted Zone, Well No. 12, is out-of-service; however, the service pumps at the Goldendale Booster Station allow water to be transferred from the Primary and Low/Reduced Pressure Zones to the High/Boosted Pressure Zone. The allowable transfer capacity was determined to be the difference between the Primary and Low/Reduced Pressure Zones supply capacity and the Primary and Low/Reduced Zones 2035 maximum day demand.

A recommended reliable capacity evaluation was performed to ensure the reliable supply capacities could meet the projected 2035 water demands. The results of the evaluation are shown in **Table 6-2**. As shown, the Village currently has adequate supply capacity to meet the projected 2035 demands in the combined system and each pressure zone individually.

Table 6-2 2035 Recommended Reliable Capacity Evaluation

Criteria	Combined System	Primary and Low/Reduced Pressure Zone	High/Boosted Pressure Zone
Total Average Annual Pumpage (MGY)	1,099	814	285
Average Day Pumpage (MGD)	3.01	2.23	0.78
(Gallons Per Minute)	2,091	1,549	542
Design Maximum Day Pumpage (MGD)	6.02	4.46	1.56
(Gallons Per Minute)	4,182	3,098	1,084
Existing Reliable Supply Capacity (MGD)	**6.16**	**5.00**	**2.27**
(Gallons Per Minute)	**4,275**	**3,475**	**1,578**
Additional Reliable Supply Capacity Required (gpm)	**None**	**None**	**None**

Note: Design Maximum Day Pumpage is based upon a Maximum Day Demand Factor of 2.00.

6.2 Water Storage Facilities Design Criteria

Elevated storage provides water for fire protection, peak demand periods use, and operational flexibility for water supply facilities. Operating storage is required to provide a control range to stop and start pumping equipment. Equalizing (peak hour) storage furnishes the increments of demand which exceed the capacity of the supply facilities. Firefighting reserve furnishes the increments of demand imposed during a firefighting period that exceeds the capacity of the supply facilities.

It is anticipated that the peak hour demands and reliable supply capacities will change as the community grows and water supply improvements are implemented. The fire protection requirements may change dependent on the specific development requirements. To assure a reliable supply for fire protection, this portion of storage should be reserved for emergency use only and should not be utilized to meet peak hour or operation requirements. The criteria used to determine the optimum storage volume for this plan are as follows:

- As a minimum, the reliable supply capacity should equal the projected maximum day supply requirements.
- The total available storage should be capable of meeting demands in excess of the maximum day demand, as well as fire protection needs.

It is possible to reduce required storage volumes if there are excessive supply capacities within the system or if it is possible to transfer water from one pressure zone to another pressure zone. The following criteria may be used to offset storage requirements when reliable pumping/supply capacity exceeds maximum day demands:

- Peak Hour Storage: The reliable pumping capacity in excess of the maximum day demand requirement may be utilized to offset peak hour equalization storage.
- Fire Protection Storage: Reliable pumping capacity in excess of the peak hour demand requirement may offset the required fire protection storage needed for the duration of the maximum fire flow requirement for the pressure zone.

If an automatic control valve(s) exists that allows water to be transferred from a higher pressure zone to a lower pressure zone, the available storage in the higher pressure zone less the sum of the peak hour equalization storage and the operations storage may offset the fire protection storage requirement in the lower pressure zone based upon the available rate of water transfer when assuming a fire at the most hydraulically remote location in the lower pressure zone with the largest contributing control valve out-of-service.

The supply and storage analysis for the Village was completed based on the methodology described above and the following design criteria:

Operating Storage:	***Approx. 30% of gross storage or top 10 feet of tanks.***
Peak Hour Equalization Storage:	***As calculated based on a typical diurnal curve.***
Fire Flow Storage:	***Primary Pressure Zone: 3,500 gpm for 3 hours (630,000 gallons), as determined by the Village Fire Department***.
	High/Boosted Pressure Zone: 2,500 gpm for 3 hours (450,000 gallons), from previous recommendations.

6.3 Water Storage Facilities Evaluation

The results of the storage evaluation are summarized in **Table 6-3.** As shown and mentioned previously, the Village water system has adequate reliable supply capacity to meet the projected 2035 maximum day demands.

The optimum storage requirements are shown in **Table 6-3**. The optimum storage requirements for the combined system, Primary and Low/Reduced Pressure Zones, and High/Boosted Pressure Zone are 2,079,000 gallons, 1,744,000 gallons, and 780,000 gallons, respectively. Based on the existing storage volume and available transfer capacity, the existing storage will be adequate in the Primary Pressure Zone and inadequate in the High/Boosted Pressure Zone in meeting the projected 2035 water demands. As a result, the Village will need to begin evaluating options to either provide additional storage in this zone or provide additional supply to offset storage requirements.

7. WSSAP Recommendations

As part of this plan, water system recommendations are provided to ensure the Village can adequately provide water service to its customers over the next 10 years. It should be noted that the recommendations of this Plan are solely directed to sources of supply such as wells, surface water intakes, and connections to neighboring communities. This plan does not provide recommendations for additional or redundant transmission or supply mains. While potential deficiencies with elevated storage and transmission mains are noted in the supply capacity evaluation, further discussion will be required confirming the Village's design criteria prior to recommending these improvements.

Based on the supply analysis presented in the previous sections, the Village will have sufficient supply through the 10-year planning period. However, at the end of the planning period, the Combined System reliable supply capacity will be at approximately 98%. In addition, the

Table 6-3 Reliable Supply and Storage Analysis based on Projected 2035 Demands

Criteria	Combined System	Primary and Low/Reduced Pressure Zone	High/Boosted Pressure Zone
SUPPLY			
2035 Supply Requirements			
Design Average Day Demand (gpm)	2,091	1,549	542
Design Maximum Day Demand (gpm)	**4,182**	**3,098**	**1,084**
Design Peak Hour Demand (gpm)	5,645	4,182	1,463
Present/Proposed Reliable Supply Capacity (gpm) (1)	**4,275**	**3,475**	**1,578**
Reliable Supply Capacity Excess or (Deficiency) (gpm)	**93**	**377**	**494**
STORAGE			
2035 Storage Requirements			
Peak Hour Equalizing Requirements (gallons) (2)	752,000	557,000	190,000
Optimum Fire Protection Needs (gallons) (3)	630,000	630,000	450,000
Operating/Reserve Storage (gallons) (4)	696,100	556,300	139,800
Total Optimum Storage Requirements (gallons)	**2,079,000**	**1,744,000**	**780,000**
Available Effective Storage Capacity (gallons)			
Tower #1 (327,800 gallons peak hour; 172,200 fire flow)	500,000	500,000	
Tower #2 (327,800 gallons peak hour; 172,200 fire flow)	500,000	500,000	
Tower #3 (613,100 gallons peak hour; 386,900 fire flow)	1,000,000	1,000,000	
Tower #4 (491,700 gallons peak hour; 8,300 fire flow)	500,000		500,000
Total Effective Storage Capacity (gallons) (5)	**2,390,400**	**1,898,700**	**500,000**
Subtotal Capacity Required (gallons)	**None**	**None**	**280,000**
Credit for Excess Available Reliable System Supply Capacity for Peak Hour (6)	581,000	506,000	190,000
Credit for Excess Available Reliable System Supply Capacity for Fire Protection (7)	None	None	20,750
Credit for Available FCVs Transfer Capacity for Fire Protection (8)	NA	306,000	NA
Credit for Available Sporleder Road Booster Station Service Pumps (9)	NA	NA	22,000
Subtotal of Available Storage and Offsetting Excessive Supply Capacity (Gallons)	**581,000**	**812,000**	**232,750**
Total Storage Capacity Excess or (Deficiency) (Gallons)	**581,000**	**812,000**	**47,250**

1. Reliable Supply Capacities from Table 6-1.
2. Peak hour storage is storage required to meet demands which exceed the maximum day demand rate assuming the reliable supply capacity is equal to the maximum demand rate.
3. Optimum fire protection based on 3,500 gpm for 180 minutes for the Primary Pressure Zone and 2,500 gpm for 180 minutes for the High/Boosted Pressure Zone.
4. Reserve storage is the storage requirement to provide a start/stop range for pump operation and emergency reserve supply. Based on a SCADA Operating Range of 10 feet to the Overflow.
5. Total effective storage capacity is limited to a total of the optimum fire protection needs plus peak hour available storage.
6. Supply capacity credit cannot exceed peak hour equalization and is calculated utilizing the time-of-day demand curve and current supply capacity.
7. Supply capacity cannot exceed fire protection needs and is calculated as the reliable supply capacity in excess of the peak hour demand x 180 minutes.
8. Available credit when reliable supply capacity exceeds the maximum day demand in the High/Boosted Pressure Zone. Credit is based on three hours of supply and cannot exceed transfer valve capacity.
9. Available credit when reliable supply capacity exceeds the maximum day demand in the Primary Pressure Zone. Credit is based on three hours of supply and cannot exceed booster pump capacity.

High/Boosted Pressure Zone would have a supply deficit in the event of failure of the Goldendale Booster Station supply or discharge main. For these reasons, and to offset storage deficiencies and be ready should a high usage customer connect to the water system, Foth recommends the Village continue planning for an additional well. Future deep well sites have been identified in the Primary Pressure Zone and High/Boosted Pressure Zone. The location of the well will be further

evaluated based on future development trends. The following sections provide summaries of source water alternatives, and environmental and economic impacts associated with future wells.

7.1 Previously Recommended Sources of Supply

The Village is currently planning for a future well in the High/Boosted Pressure Zone, a future well in the Primary Pressure Zone, and a future elevated storage tank in the High/Boosted Pressure Zone. Well Station No. 12 has been designed to accommodate a future expansion to house water treatment facilities required for a deep sandstone well. Area for a future well site west of Interstate '41' in the Primary Pressure Zone has also been identified in a recently approved development plan. The Village does not have a site selected for the future elevated tank. It is anticipated that the tank will be located in the vicinity of Interstate '41' on the south side of the High/Boosted Pressure Zone. A schematic of the recommended water system is shown in **Figure 7-1**. With the addition of these wells and elevated storage tank, the Village will have excess supply and storage capacity over the planning period of the WSSAP.

7.2 Alternate Source Evaluation

Alternative sources were previously evaluated. SEWRPC prepared a Regional Water Supply Plan for Southeastern Wisconsin in December of 2010 (Report Number 52). The plan included recommendations on the sources of supply for municipalities located within Southeastern Wisconsin. The plan recommended that the Village of Germantown convert from using groundwater wells to surface water from Lake Michigan. This recommendation was made to allow the deep aquifer to recover, reduce chloride discharges to surface waters, improve impacts on stream flows, preserve groundwater for other sources, and use available excess production capacity at the Milwaukee Water Works. The Village is aware of the recommendation but is not planning to convert at this time due to the complexity and cost associated with the conversion. As a result, the Village is planning to construct additional groundwater wells when required.

A Niagara Aquifer well site investigation was performed in the vicinity of the previously recommended Primary Pressure Zone well site located west of Interstate '41'. Results of the investigation indicated that a Niagara well would impact neighboring private wells. To eliminate these concerns, a deep Sandstone Aquifer well was recommended for that location. To avoid interfering with the existing Niagara Aquifer well, any future well on the Well No. 12 site would also be required to be a deep Sandstone Aquifer well.

7.3 Recommended Alternative

The deep Sandstone Aquifer wells are estimated to yield between 800 and 1,000 gpm based on similar wells in the Village of Germantown. The proposed well sites are not in close proximity to other municipal wells so they are not anticipated to negatively impact other well yields. However, prior to moving forward with any new wells, it is recommended that a preliminary well impact assessment be completed to determine expected potential interference between all municipal and other high-capacity wells in the area.

Water quality concerns of deep Sandstone Aquifer wells in the vicinity of Germantown primarily include radium and iron. It is anticipated that treatment for one or both of these will be required with the proposed wells.

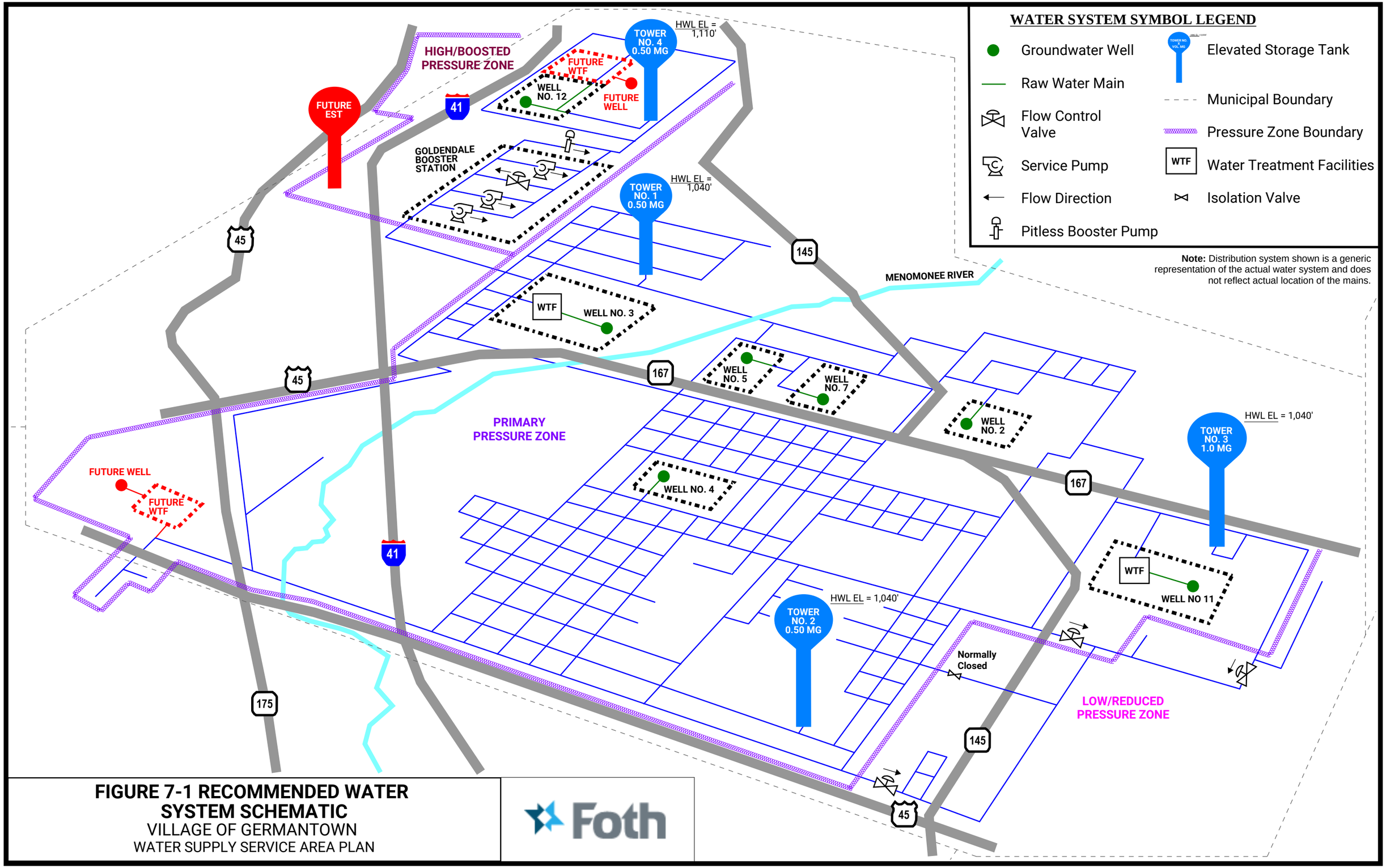


FIGURE 7-1 RECOMMENDED WATER SYSTEM SCHEMATIC
VILLAGE OF GERMANTOWN
WATER SUPPLY SERVICE AREA PLAN

Foth

7.4 Environmental Impact

It is not anticipated that deep Sandstone Aquifer wells will have a negative environmental impact on the surrounding area. The Sandstone Aquifer well in the vicinity of Germantown is confined by the Maquoketa Shale. As a result, the wells will not be hydraulically connected to surface waters and will not impact local surface water, wetlands, or flood plains.

7.5 Economic Impact

The economic impact of the future sources of supply is highly dependent on water quality and site constraints. For planning purposes, it can be estimated that construction of a future well, well station, and required treatment facilities will be between $3 -$5 million per well.

7.6 Public Participation

The Village has undertaken a public participation process to discuss the WSSAP. This included:

- Public notice of the proposed plan.
- A minimum of one public hearing on the proposed plan.
- Opportunity to provide written comment on the proposed plan.

Public notice of the proposed plan, included in **Appendix B**, was issued on February 18, 2026. Comments and responses from the open comment period from February 25, 2026 to March 27, 2026 are included in **Appendix B**. Comments and responses from the public hearing held on May 4, 2026 are included in **Appendix B**. No public comments were received.

7.7 WSSAP Updates

The Village shall, at a minimum, review the Water Supply Service Area Plan every 5 years and update the Plan every 10 years. Changes in water use and population shall be monitored by the Village to assess the need to update the plan.

Appendix A

2014 – 2024 Top 10 Water Users

Client: Village of Germantown
Title: Appendix A 2014 - 2024 Top 10 Water Users
Date: December 2025

	2014		2015		2016		2017		2018		2019		2020		2021		2022		2023		2024		
Customer Name	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	Yearly Ranking	000's Gal Sold	
GEHL GUERNSEY FARMS	1	163611	1	181696	1	44,607	1	37,098	1	79,169	1	23,884	1	143,121	2	95,994	1	127,388	1	89,655	-	-	
DSM FOOD SPECIALTIES	2	14812	2	15287	2	17,260	2	16,578	2	19,789	2	17,537	2	16,476	1	919,806[a]	2	15,269	3	13,773	2	16,407	
DSM FOOD SPECIALTIES (METER 2)	3	11384	6	7290	5	7,861	5	7,559	4	8,613	5	7,644	5	7,247	5	8,700	4	7,043	6	6,372	7	7,600	
FIRST CHOICE INGREDIENTS	4	7858	3	8895	3	9,576	8	5,936	6	6,852	6	7,004	6	7,017	7	6,537	6	6,109	8	5,836	5	8,480	
STERLING PHARMA SOLUTIONS	5	7726	5	7305	7	5,515			9	4,345	10	3,613	8	4,100	10	4,675	8	4,961	9	5,088	8	7,402	
MISTER CAR WASH	6	6663	4	7698	6	7,329	4	8,243	3	11,667	3	9,298	3	8,625	3	10,094	-	-	-	-	-	-	
SUNLITE PLASTICS W	7	5080	7	5885	9	5,065	6	6,545	5	8,505	8	5,704	7	5,403	8	6,379	5	6,372	7	5,757	3	10,059	
WEST ROCK W	8	5070	8	5861	10	4,862	9	5,255	7	5,315	7	6,696	4	8,023	4	9,719	3	9,437	4	10,143	6	8,359	
MGS GROUP NORTH	9	4821	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
STEIN'S GARDEN CENTER	10	3039	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
STERLING PHARMA SOLUTIONS (METER 2)	-	-	9	5445	8	5,092	-	-	-	-	-	-	-	-	-	-	-	-	10	4,784	-	-	
GKN SINTER METALS	-	-	10	4309	4	9,198	7	5,950	-	-	4	7,710	9	4,004	-	-	9	4,287	-	-	-	-	
CHRIS JUREWICZ W	-	-	-	-	-	-	3	10,061	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GEHL GUERNSEY FARMS (METER 2)	-	-	-	-	-	-	10	4,534	10	4,258	9	3,649	-	-	-	-	-	-	-	-	-	-	
MGS GROUP NORTH	-	-	-	-	-	-	-	-	8	4,387	-	-	-	-	-	-	-	-	-	-	-	-	
L T HAMPEL	-	-	-	-	-	-	-	-	-	-	-	-	10	3,845	9	4,963	7	5,336	-	-	-	-	
GLENN & KRISTINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	8,587			-	-	-	-	
FAIRWAY KNOLL N	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	4,139	-	-	9	4,314	
G & H PETS LLC[b]	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	26,820	1	86,470	
HILLTOP HIGHLANDS/BROOKSIDE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	9,429	4	8,711	
GERMANTOWN HIGH SCHOOL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	4,042	Average
Top 10 Annual Sales (000's Gal)		230,064		249,671		116,365		107,759		152,900		92,739		207,861		155,648		190,341		177,657		161,844	**151,457**
Total Annual Sales (000's Gal)		656,303		698,737		582,434		539,912		582,561		512,608		655,106		740,013		613,236		654,907		538,236	**602,113**
Top 10 % of Total Annual Water Sales		35%		36%		20%		20%		26%		18%		32%		21%		31%		27%		30%	**25%**

(a) The reported value for DSM FOOD SPECIALTIES for the year 2021 was ommited as an outlier due to this value being a result of a major water leak.
(b) G & H Pets, LLC's meter was replaced in 2025 due to inaccurate readings. Amount sold in 2024 was estimated based on 4th quarter readings from 2025.

Appendix B

Public Notice and Review Comments

USA TODAY CO.

PO Box 630848 Cincinnati, OH 45263-0848

LocaliQ

AFFIDAVIT OF PUBLICATION

Village Of Germantown
Po Box 337
Germantown WI 53022

STATE OF WISCONSIN, COUNTY OF BROWN

I hereby state that I am authorized by Journal Media Group to certify on behalf of Journal Sentinel Inc, publisher of Community Newspapers, public newspapers of general circulation, printed and published in the city and county of Milwaukee; and that an advertisement of which the annexed is a true copy, was printed and published in the MJS-North NOW in the issues dated:

02/25/2026

That said newspaper was regularly issued and circulated on those dates and that the fees charged are legal.

Sworn to and subscribed before on 02/25/2026

Legal Clerk

Notary, State of WI, County of Brown

9.3.29

My commission expires

Publication Cost:	$84.82	
Tax Amount:	$0.00	
Payment Cost:	$84.82	
Order No:	12100701	# of Copies:
Customer No:	963028	0
PO #:	LWIX0463096	

THIS IS NOT AN INVOICE!

Please do not use this form for payment remittance.

KONGMENG YANG
Notary Public
State of Wisconsin

NOTICE OF PUBLIC COMMENT
OPPORTUNITY
VILLAGE OF GERMANTOWN

NOTICE is hereby given that the Village of Germantown is providing the opportunity for customers to share public comments for its final draft of the Water Supply Service Area Plan.

The Wisconsin Department of Natural Resources (WI DNR) requires a Water Supply Service Area Plan for communities serving populations of 10,000 or more, and the Village of Germantown meets this definition with an estimated 2025 population of 21,000.

The purpose of this plan is to illustrate compliance with Section 281.348 of the Wisconsin Statutes and Chapter NR854 as follows:

-Identify Service Area.
-Take inventory of existing sources of water supply.
-Identify both existing and future populations within the service area.
-Estimate water demands forecasts.
-Identify options for the alternate water supply.
-Demonstrate the plan effectively utilizes existing infrastructure.
-Illustrate the plan supports and is consistent with comprehensive plan for the service area.
-Assess the environmental and economic impacts of implementing the proposed diversion.

The public can access the final draft of the plan on the Village's website: www.germantownwi.gov

Per the WI DNR (NR854.08), the Village of Germantown is sharing the plan with the public with an open comment period from **February 25, 2026, to March 27, 2026**. At the end of the comment period, a public hearing will be scheduled with the Germantown Village Board for adoption.

Submit all comments regarding the plan to Water Superintendent Paul Haugen at phaugen@germantownwi.gov. Please include in the subject line "Water Supply Service Area Plan."

Paul Haugen, Water Superintendent
N112W17001 Mequon Rd
Germantown WI 53022

Dated this 18th day of February 2026
WNAXLP
February 25 2026
LWIX0463096

Water Supply Service Area Plan

Notice of Public Comment Opportunity

Notice is hereby given that the Village of Germantown is providing the opportunity for customers to share public comments for its final draft of the Water Supply Service Area Plan.

The Wisconsin Department of Natural Resources (WI DNR) requires a Water Supply Service Area Plan for communities serving populations of 10,000 or more, and the Village of Germantown meets this definition with an estimated 2025 population of 21,000.

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- Demonstrate the plan effectively utilizes existing infrastructure.
- Illustrate the plan supports and is consistent with comprehensive plan for the service area.
- Assess the environmental and economic impacts of implementing the proposed diversion.

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Per the WI DNR (NR854.08), the Village of Germantown is sharing the plan with the public with an open comment period from February 25, 2026, to March 27, 2026. At the end of the comment period, a public hearing will be scheduled with the Germantown Village Board for adoption.

Submit all comments regarding the plan to Water Superintendent Paul Haugen at phaugen@germantownwi.gov. Please include in the subject line "Water Supply Service Area Plan."

Government Websites by CivicPlus®

Public Comments

Village of Germantown Water Service Area Plan Open Comment Period

Project ID: 25G018.03

Open Comment Period

February 25, 2026 to March 27, 2026

NAME	PHONE NUMBER(S)	COMMENTS	RESPONSE
		Foth Correction: The High Water Level (HWL) of Tower 4 was corrected from 1,100 ft to 1,110 ft.	Acknowledged.
			No public comments received.

Public Comments

Village of Germantown Water Service Area Plan Public Hearing

Project ID: 25G018.03

Public Hearing

May 4, 2026, Start Time 7:00 p.m. to End Time ___:___

NAME	PHONE NUMBER(S)	COMMENTS	RESPONSE
			No public comments received.

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Action Item

ITEM TITLE: Proposal to adopt the 2026 pay rate chart, including recommended classification modifications aligned with market analysis and organizational needs (ACTION)

SUBMITTED BY:

SUMMARY EXPLANATION:

This agenda item provides an overview of a comprehensive compensation study conducted using data from 19 comparable municipalities within approximately a one-hour radius of Germantown. The purpose of the study was to evaluate the Village's current pay structure against the local market, determine whether positions are aligned with competitive ranges, and identify areas requiring adjustment.

The analysis includes a detailed comparison of minimum, midpoint, and maximum salary ranges, as well as a review of position alignment to ensure roles are appropriately classified based on responsibilities and scope. As part of this process, certain positions have been identified for potential reclassification to better reflect market conditions.

Based on these findings, a proposed 2026 pay chart has been developed, reflecting average compensation ranges across the surveyed municipalities. The goal of the proposed structure is to position the Village more competitively in the labor market while maintaining internal consistency and equity.

In addition, a budgetary impact analysis is included to illustrate the financial implications of implementing the proposed pay chart, particularly for positions currently below the minimum of the recommended ranges. Implementation considerations, including potential phased approaches, will also be discussed.

Supporting materials attached to this agenda item include:

- Full salary study data from participating municipalities
- Proposed 2026 pay chart
- Budgetary impact analysis spreadsheet

This item is intended to support informed discussion and provide direction on how the Village wishes to proceed with compensation strategy moving forward.

ATTACHMENT:

1. Budgetary impact analysis - GGF

2. salary_study_DATA_GGF
3. 2026 Pay Range VOG - PROPOSED for GGF
4. 2024-2025 Current Pay Rate Chart - Pay Scale1

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

NEW PAY CHART & RECLASS BUDGETARY IMPACT

Position	Department	Old class	Old Min	New Class	New Min	Current Salary	Budget Impact Gross	FICA & WRS	Budget Impact w/FICA & WRS	
Director of Finance	Finance	6	$ 83,777.00	7	$ 100,832.00	$ 105,573.31	$ (4,741.31)	$ (704.08)	$ (5,445.39)	no budgetary impact
Deputy Clerk	Clerk	2	$ 45,869.00	3	$ 64,143.00	$ 63,000.00	$ 1,143.00	$ 169.74	$ 1,312.74	
Deputy Clerk	Clerk	2	$ 45,869.00	3	$ 64,143.00	$ 56,000.00	$ 8,143.00	$ 1,209.24	$ 9,352.24	
Engineering Technician	Engineering	3	$ 53,324.00	3	$ 64,143.00	$ 63,413.00	$ 730.00	$ 108.41	$ 838.41	
Civil Engineer	Engineering	4	$ 65,181.00	5	$ 85,825.00	$ 66,158.72	$ 19,666.28	$ 2,920.44	$ 22,586.72	
Utility Billing Clerk	Finance	1	$ 33,942.00	1	$ 49,738.00	$ 48,048.00	$ 1,690.00	$ 250.97	$ 1,940.97	
Senior Center Coordinator	Recreation	1	$ 33,942.00	2	$ 55,726.00	$ 44,625.00	$ 11,101.00	$ 1,648.50	$ 12,749.50	vacant position - positing range adjus
Recreation Supervisor	Recreation	3	$ 53,324.00	3	$ 64,143.00	$ 59,049.90	$ 5,093.10	$ 756.33	$ 5,849.43	
Parks & Rec Director	Recreation	6	$ 83,777.00	6	$ 94,218.00	$ 86,211.89	$ 8,006.11	$ 1,188.91	$ 9,195.02	
Communication Coordinator	Recreation	1	$ 33,942.00	2	$ 55,726.00	$ 51,692.56	$ 4,033.44	$ 598.97	$ 4,632.41	
Admin Assistant	Recreation	1	$ 33,942.00	1	$ 49,738.00	$ 48,438.00	$ 1,300.00	$ 193.05	$ 1,493.05	
Assistant Director	Library	3	$ 53,324.00	4	$ 72,463.00	$ 60,965.57	$ 11,497.43	$ 1,707.37	$ 13,204.80	
Adult Services Manager	Library	2	$ 45,869.00	2	$ 55,726.00	$ 50,600.70	$ 5,125.30	$ 761.11	$ 5,886.41	
Youth Services Manager	Library	2	$ 45,869.00	2	$ 55,726.00	$ 52,862.44	$ 2,863.56	$ 425.24	$ 3,288.80	
Circulation Manager	Library	2	$ 45,869.00	2	$ 55,726.00	$ 53,040.00	$ 2,686.00	$ 398.87	$ 3,084.87	
							$ 83,078.22	$ 12,337.12	**$ 95,415.34**	annual all with benefits
							$ 60,905.93	$ 9,044.53	$ 69,950.46	annual less library with benefits

Municipality	External Job Title	Department	Internal Mapping Equivalent	Min Pay	Mid Pay	Max Pay	Pay Type	Notes
Brookfield	Accountant	Finance	Accountant	$ 62,088.00	$ 66,539.20	$ 70,990.40		
Brookfield	Accounting Clerk	Finance	Accounting Clerk	$ 53,060.80	$ 56,888.00	$ 60,715.20		
Brookfield	Administrative Specialist *	Recreation	Administrative Assistant - Recreation	$ 65,584.48	$ 75,422.10	$ 85,259.98		
Brookfield	Office Services Assistant *	Recreation	Administrative Assistant - Recreation	$ 47,174.40	$ 50,554.40	$ 53,934.40		
Brookfield	Office Assistant *	Recreation	Administrative Assistant - Recreation	$ 40,310.40	$ 43,201.60	$ 46,092.80		
Brookfield	Administrative Specialist ****	Fire	Administrative Assistant to the Fire Chief	$ 65,584.48	$ 75,422.10	$ 85,259.98		
Brookfield	Office Services Assistant ****	Fire	Administrative Assistant to the Fire Chief	$ 47,174.40	$ 50,554.40	$ 53,934.40		
Brookfield	Office Assistant ****	Fire	Administrative Assistant to the Fire Chief	$ 40,310.40	$ 43,201.60	$ 46,092.80		
Brookfield	Administrative Specialist *****	DPW	Administrative Assistant-Public Works Utility	$ 65,584.48	$ 75,422.10	$ 85,259.98		
Brookfield	Office Services Assistant *****	DPW	Administrative Assistant-Public Works Utility	$ 47,174.40	$ 50,554.40	$ 53,934.40		
Brookfield	Office Assistant *****	DPW	Administrative Assistant-Public Works Utility	$ 40,310.40	$ 43,201.60	$ 46,092.80		
Brookfield	Librarian*	Library	Adult Service Librarian	$ 72,654.40	$ 77,864.80	$ 83,075.20		
Brookfield	Administrative Specialist ***	Police	Assistant - Police / Police Support Staff	$ 65,584.48	$ 75,422.10	$ 85,259.98		
Brookfield	Office Services Assistant ***	Police	Assistant - Police / Police Support Staff	$ 47,174.40	$ 50,554.40	$ 53,934.40		
Brookfield	Office Assistant ***	Police	Assistant - Police / Police Support Staff	$ 40,310.40	$ 43,201.60	$ 46,092.80		
Brookfield	Circulation Services Supervisor*	Library	Assistant Library Director	$ 70,175.56	$ 80,701.92	$ 91,228.02		
Brookfield	Zoning and Building Administrator	Community Development	Associate Planner / Zoning Administrator	$ 98,424.56	$ 113,188.66	$ 127,952.24		
Brookfield	Planning Administrator	Community Development	Associate Planner / Zoning Administrator	$ 91,985.92	$ 105,783.60	$ 119,581.80		
Brookfield	Associate Planner	Community Development	Associate Planner / Zoning Administrator	$ 85,968.48	$ 98,863.44	$ 111,758.66		
Brookfield	Planning Technician II	Community Development	Associate Planner / Zoning Administrator	$ 67,184.00	$ 71,988.80	$ 76,793.60		
Brookfield	Planning Technician I	Community Development	Associate Planner / Zoning Administrator	$ 62,088.00	$ 66,539.20	$ 70,990.40		
Brookfield	Deputy Fire Chief	Fire	Battalion Chief		$ 130,050.24			
Brookfield	Assistant Fire Chief	Fire	Battalion Chief		$ 147,249.48			
Brookfield	Librarian***	Library	Circulation Manager	$ 72,654.40	$ 77,864.80	$ 83,075.20		
Brookfield	Land Information System Manager	Engineering	Civil Engineer / Land Surveyor	$ 85,968.48	$ 98,863.44	$ 111,758.66		
Brookfield	Engineering Techncian III	Engineering	Civil Engineer / Land Surveyor	$ 81,744.00	$ 89,450.40	$ 97,156.80		
Brookfield	Director of Community Development	Community Development	Community Development Director	$ 129,014.86	$ 148,367.18	$ 167,719.50		
Brookfield	Deputy City Clerk	Clerks	Deputy Clerk	$ 69,846.40	$ 74,859.20	$ 79,872.00		
Brookfield	Records Clerk I	Clerks	Deputy Clerk	$ 57,387.20	$ 61,516.00	$ 65,644.80		
Brookfield	Records Clerk II	Clerks	Deputy Clerk	$ 57,387.20	$ 61,516.00	$ 65,644.80		
Brookfield	Administration and Licensing Clerk	Clerks	Deputy Clerk	$ 53,060.80	$ 56,888.00	$ 60,715.20		
Brookfield	Records Clerk I	Clerks	Deputy Clerk	$ 53,060.80	$ 56,888.00	$ 60,715.20		
Brookfield	Finance director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 129,014.86	$ 148,367.18	$ 167,719.50		
Brookfield	Deputy Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 105,314.30	$ 121,111.64	$ 136,909.24		
Brookfield	Director of Parks, Recreations & Forestry	Recreation	Director of Park & Recreation	$ 120,574.74	$ 138,661.12	$ 156,747.24		
Brookfield	WPCC Manager	DPW	Director of Public Works	$ 105,314.30	$ 121,111.64	$ 136,909.24		
Brookfield	Engineering Technician II	Engineering	Engineering Technician	$ 78,561.60	$ 84,177.60	$ 89,793.60		
Brookfield	Engineering Techncian I	Engineering	Engineering Technician	$ 64,563.20	$ 69,191.20	$ 73,819.20		
Brookfield	Fire Chief	Fire	Fire Chief	$ 138,045.96	$ 158,752.62	$ 179,460.06		
Brookfield	Fleet Manager	DPW	Foreman	$ 85,968.48	$ 98,863.44	$ 111,758.66		
Brookfield	Library Director	Library	Library Director	$ 120,574.74	$ 138,661.12	$ 156,747.24		
Brookfield	Deputy Library Director	Library	Library Director	$ 98,424.56	$ 113,188.66	$ 127,952.24		
Brookfield	Administrative Assistant I ******	Community Development	Planning Assistant	$ 53,060.80	$ 56,888.00	$ 60,715.20		
Brookfield	Police Captain	Police	Police Captain		$ 134,222.40			
Brookfield	Police Chief	Police	Police Chief	$ 138,045.96	$ 158,752.62	$ 179,460.06		
Brookfield	Administrative Specialist **	Police	Police Department Clerk Administrative	$ 65,584.48	$ 75,422.10	$ 85,259.98		
Brookfield	Office Services Assistant **	Police	Police Department Clerk Administrative	$ 47,174.40	$ 50,554.40	$ 53,934.40		
Brookfield	Office Assistant **	Police	Police Department Clerk Administrative	$ 40,310.40	$ 43,201.60	$ 46,092.80		
Brookfield	Sergeant	Police	Police Lieutenant		$ 114,025.60			
Brookfield	Recreation Supervisor	Recreation	Recreation Supervisor	$ 70,175.56	$ 80,701.92	$ 91,228.02		
Brookfield	Administrative Coordinator *	Recreation	Recreation Supervisor	$ 69,846.40	$ 74,859.20	$ 79,872.00		
Brookfield	Communications Specialist	Recreation	Recreation Supervisor	$ 69,846.40	$ 74,859.20	$ 79,872.00		
Brookfield	Administrative Coordinator **	Recreation	Senior Coordinator	$ 69,846.40	$ 74,859.20	$ 79,872.00		
Brookfield	Payroll Management Accountant	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 80,344.16	$ 92,395.94	$ 104,446.94		
Brookfield	Deputy Treasuer	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 69,846.40	$ 74,859.20	$ 79,872.00		
Brookfield	Attendance and Time Clerk	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 57,387.20	$ 61,516.00	$ 65,644.80		
Brookfield	Attendance and Time clerk II	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 57,387.20	$ 61,516.00	$ 65,644.80		

Brookfield	Attendance and Time Clerk I	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 53,060.80	$ 56,888.00	$ 60,715.20
Brookfield	Special Operations	Police	Sergeant		$ 123,136.00	
Brookfield	Highway Superintendent	DPW	Superintendent	$ 105,314.30	$ 121,111.64	$ 136,909.24
Brookfield	Water Utility Superintendent	DPW	Superintendent	$ 105,314.30	$ 121,111.64	$ 136,909.24
Brookfield	Assistant Public Works Superintendent	DPW	Superintendent	$ 85,968.48	$ 98,863.44	$ 111,758.66
Brookfield	Facilities Supervisor	DPW	Superintendent	$ 85,968.48	$ 98,863.44	$ 111,758.66
Brookfield	Water Operations Superintendent	DPW	Superintendent	$ 85,968.48	$ 98,863.44	$ 111,758.66
Brookfield	HR Director	Admin	Support Services Manager	$ 129,014.86	$ 148,367.18	$ 167,719.50
Brookfield	Deputy HR Director	Admin	Support Services Manager	$ 105,314.30	$ 121,111.64	$ 136,909.24
Brookfield	Director of Finance and Administration	Finance	Village Administrator	$ 158,048.80	$ 181,755.86	$ 205,463.18
Brookfield	Mayor	Admin	Village Administrator		$ 137,568.46	
Brookfield	City Clerk	Clerks	Village Clerk + CMC	$ 98,424.56	$ 113,188.66	$ 127,952.24
Brookfield	Engineering Project Manager	Engineering	Village Engineer	$ 98,424.56	$ 113,188.66	$ 127,952.24
Brookfield	Project Enginner	Engineering	Village Engineer	$ 91,985.92	$ 105,783.60	$ 119,581.80
Brookfield	Librarian**	Library	Youth Services Librarian	$ 72,654.40	$ 77,864.80	$ 83,075.20
Brown Deer	Senior Accountant	Finance	Accountant	64,054.00	78,917.00	93,782.00
Brown Deer	Administrative Assistant*	Recreation	Administrative Assistant - Recreation	$ 40,852.00	$ 50,332.00	$ 59,812.00
Brown Deer	Administrative Assistant****	Admin	Administrative Assistant to the Fire Chief	$ 40,852.00	$ 50,332.00	$ 59,812.00
Brown Deer	Administrative Assistant*****	DPW	Administrative Assistant-Public Works Utility	$ 40,852.00	$ 50,332.00	$ 59,812.00
Brown Deer	Librarian*	Library	Adult Service Librarian	53,673.00	66,119.00	78,582.00
Brown Deer	Administrative Assistant***	Police	Assistant - Police / Police Support Staff	$ 40,852.00	$ 50,332.00	$ 59,812.00
Brown Deer	Librarian***	Library	Circulation Manager	53,673.00	66,119.00	78,582.00
Brown Deer	Library Circulation Supervisor	Library	Circulation Manager	$ 50,922.00	$ 62,740.00	$ 74,555.00
Brown Deer	Assistant Circulation Supervisor	Library	Circulation Manager	$ 45,395.00	$ 55,929.00	$ 66,463.00
Brown Deer	Marketing & Communications Coordinator	Recreation	Communication Coordinator	56,302.00	69,367.00	82,430.00
Brown Deer	Community Development Director	Community Development	Community Development Director	82,843.00	102,069.00	121,294.00
Brown Deer	Deputy Clerk / Administrative Assistant	Clerks	Deputy Clerk	$ 45,395.00	$ 55,929.00	$ 66,463.00
Brown Deer	Finance Director / Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	94,764.00	116,753.00	138,743.00
Brown Deer	Park and Recreation Director	Recreation	Director of Park & Recreation	75,040.00	92,453.00	109,866.00
Brown Deer	DPW Director / Engineer*	DPW	Director of Public Works	89,325.00	110,053.00	130,780.00
Brown Deer	Library Director	Library	Library Director	75,040.00	92,453.00	109,866.00
Brown Deer	Police Captain	Police	Police Captain	100,143.00	123,382.00	146,619.00
Brown Deer	Police Chief	Police	Police Chief	110,293.00	135,885.00	161,476.00
Brown Deer	Administrative Services Manager - Police	Police	Police Department Clerk Administrative	56,302.00	69,367.00	82,430.00
Brown Deer	Police Desk Clerk	Police	Police Department Clerk Administrative	$ 40,852.00	$ 50,332.00	$ 59,812.00
Brown Deer	Police Lieutenant	Police	Police Lieutenant	94,764.00	116,753.00	138,743.00
Brown Deer	Parks & Recreation Supervisor	Recreation	Recreation Supervisor	56,302.00	69,367.00	82,430.00
Brown Deer	Parks & Recreation Coordinator	Recreation	Senior Coordinator	$ 50,922.00	$ 62,740.00	$ 74,555.00
Brown Deer	Police Sergeants	Police	Sergeant	89,325.00	110,053.00	130,780.00
Brown Deer	DPW Operations Supervisor	DPW	Superintendent	75,040.00	92,453.00	109,866.00
Brown Deer	HR Manager / Deputy Treasurer	Admin	Support Services Manager	75,040.00	92,453.00	109,866.00
Brown Deer	Village Manager	Admin	Village Administrator	119,286.00	146,966.00	174,646.00
Brown Deer	Village Clerk	Clerks	Village Clerk + CMC	$ 64,054.00	$ 78,917.00	$ 93,782.00
Brown Deer	DPW Director / Engineer**	Engineering	Village Engineer	89,325.00	110,053.00	130,780.00
Brown Deer	Librarian**	Library	Youth Services Librarian	53,673.00	66,119.00	78,582.00
Caledonia	Staff Accountant	Finance	Accountant	$ 75,107.00	$ 86,374.00	$ 97,640.00
Caledonia	Utility Accountant	Finance	Accountant	$ 75,107.00	$ 86,374.00	$ 97,640.00
Caledonia	Finance technician	Finance	Accounting Clerk	$ 48,415.00	$ 55,677.00	$ 62,939.00
Caledonia	Accounting Clerk	Finance	Accounting Clerk	$ 48,415.00	$ 55,677.00	$ 62,939.00
Caledonia	Utility District Clerk	Finance	Accounts Clerk	$ 48,415.00	$ 55,677.00	$ 62,939.00
Caledonia	Administrative Receptionist *	Recreation	Administrative Assistant - Recreation	$ 39,831.00	$ 45,806.00	$ 51,780.00
Caledonia	Administrative Assistant - Fire Department	Fire	Administrative Assistant to the Fire Chief	$ 41,822.00	$ 48,096.00	$ 54,370.00
Caledonia	Administrative Receptionist ******	DPW	Administrative Assistant-Public Works Utility	$ 39,831.00	$ 45,806.00	$ 51,780.00
Caledonia	Administrative Receptionist ***	Police	Assistant - Police / Police Support Staff	$ 39,831.00	$ 45,806.00	$ 51,780.00
Caledonia	Zoning Administrator & Planner	Community Development	Associate Planner / Zoning Administrator	$ 68,125.00	$ 78,343.00	$ 88,562.00
Caledonia	Engineer	Engineering	Civil Engineer / Land Surveyor	$ 82,806.00	$ 95,226.00	$ 107,647.00
Caledonia	Development Director	Community Development	Community Development Director	$ 91,293.00	$ 104,987.00	$ 118,681.00
Caledonia	Deputy Clerk	Clerks	Deputy Clerk	$ 48,415.00	$ 55,677.00	$ 62,939.00

Caledonia	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 95,859.00	$ 110,237.00	$ 124,616.00
Caledonia	Engineering Techs	Engineering	Engineering Technician	$ 64,881.00	$ 74,613.00	$ 84,344.00
Caledonia	Fire Chief	Fire	Fire Chief	$ 113,691.00	$ 130,744.00	$ 155,187.00
Caledonia	DPW (Highway) Foreman	DPW	Foreman	$ 71,531.00	$ 82,261.00	$ 92,990.00
Caledonia	Senior Utility Field Operator	DPW	Foreman	$ 71,531.00	$ 82,261.00	$ 92,990.00
Caledonia	Public Services Admin Coordinator	Community Development	Planning Assistant	$ 48,415.00	$ 55,677.00	$ 62,939.00
Caledonia	Police Chief	Police	Police Chief	$ 113,691.00	$ 130,744.00	$ 155,187.00
Caledonia	Administrative Receptionist **	Police	Police Department Clerk Administrative	$ 39,831.00	$ 45,806.00	$ 51,780.00
Caledonia	Parks Manager	Recreation	Recreation Supervisor	$ 58,849.00	$ 67,676.00	$ 76,503.00
Caledonia	Parks Supervisor	Recreation	Recreation Supervisor	$ 41,822.00	$ 48,096.00	$ 54,370.00
Caledonia	Accounting, Payroll / Benefit Clerk	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 39,831.00	$ 45,806.00	$ 51,780.00
Caledonia	DPW Highway Operations Supervisor	DPW	Superintendent	$ 82,806.00	$ 95,226.00	$ 107,647.00
Caledonia	Utility Operations Foreman	DPW	Superintendent	$ 82,806.00	$ 95,226.00	$ 107,647.00
Caledonia	HR Manager	Admin	Support Services Manager	$ 82,806.00	$ 95,226.00	$ 107,647.00
Caledonia	Village Administrator	Admin	Village Administrator	$ 144,615.00	$ 152,650.00	$ 160,684.00
Caledonia	Village Clerk	Clerks	Village Clerk + CMC	$ 71,531.00	$ 82,261.00	$ 92,990.00
Caledonia	Village Engineer	Engineering	Village Engineer	$ 91,293.00	$ 104,987.00	$ 118,681.00
Elkhorn	Treasurer	Finance	Accountant	$ 71,926.40	$ 84,260.80	$ 96,803.20
Elkhorn	Account Clerk - Payroll / AP**	Finance	Accounting Clerk	$ 45,136.00	$ 52,873.60	$ 60,736.00
Elkhorn	Account Clerk - Utility Billing	Finance	Accounting Clerk	$ 45,136.00	$ 52,873.60	$ 60,736.00
Elkhorn	Admin Asssit I - Utilities	Finance	Accounting Clerk	$ 40,164.80	$ 47,049.60	$ 54,059.20
Elkhorn	Customer Account Clerk - Utilities	Finance	Accounting Clerk	$ 40,164.80	$ 47,049.60	$ 54,059.20
Elkhorn	Administrative Specialist*	Recreation	Administrative Assistant - Recreation	$ 45,136.00	$ 52,873.60	$ 60,736.00
Elkhorn	Admin Asssit I - Park & Rec	Recreation	Administrative Assistant - Recreation	$ 40,164.80	$ 47,049.60	$ 54,059.20
Elkhorn	Receptionist *	Admin	Administrative Assistant - Recreation	$ 35,734.40	$ 41,870.40	$ 48,110.40
Elkhorn	Administrative Specialist****	Admin	Administrative Assistant to the Fire Chief	$ 45,136.00	$ 52,873.60	$ 60,736.00
Elkhorn	Admin Assist II - Fire / EMS	Fire	Administrative Assistant to the Fire Chief	$ 42,577.60	$ 49,878.40	$ 57,304.00
Elkhorn	Admin Asssit I - Fire/EMS	Fire	Administrative Assistant to the Fire Chief	$ 40,164.80	$ 47,049.60	$ 54,059.20
Elkhorn	Receptionist ****	Admin	Administrative Assistant to the Fire Chief	$ 35,734.40	$ 41,870.40	$ 48,110.40
Elkhorn	Administrative Specialist*****	DPW	Administrative Assistant-Public Works Utility	$ 45,136.00	$ 52,873.60	$ 60,736.00
Elkhorn	Admin Assist II - Public Works	DPW	Administrative Assistant-Public Works Utility	$ 42,577.60	$ 49,878.40	$ 57,304.00
Elkhorn	Admin Assist II - Utilities	DPW	Administrative Assistant-Public Works Utility	$ 42,577.60	$ 49,878.40	$ 57,304.00
Elkhorn	Admin Asssit I - Public Works	DPW	Administrative Assistant-Public Works Utility	$ 40,164.80	$ 47,049.60	$ 54,059.20
Elkhorn	Receptionist *****	Admin	Administrative Assistant-Public Works Utility	$ 35,734.40	$ 41,870.40	$ 48,110.40
Elkhorn	Adult Services Librarian	Library	Adult Service Librarian	$ 53,747.20	$ 62,961.60	$ 72,342.40
Elkhorn	Administrative Specialist***	Police	Assistant - Police / Police Support Staff	$ 45,136.00	$ 52,873.60	$ 60,736.00
Elkhorn	Receptionist ***	Admin	Assistant - Police / Police Support Staff	$ 35,734.40	$ 41,870.40	$ 48,110.40
Elkhorn	Assistant Fire Chief	Fire	Battalion Chief	$ 80,808.00	$ 94,681.60	$ 108,763.20
Elkhorn	Youth services Librarian**	Library	Circulation Manager	$ 53,747.20	$ 62,961.60	$ 72,342.40
Elkhorn	Circulation Supervisor - MML	Library	Circulation Manager	$ 47,840.00	$ 56,035.20	$ 64,376.00
Elkhorn	Deputy City Clerk	Clerks	Deputy Clerk	$ 45,136.00	$ 52,873.60	$ 60,736.00
Elkhorn	Finance Director / Comptroller	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 96,241.60	$ 112,777.60	$ 129,542.40
Elkhorn	Recreation Director	Recreation	Director of Park & Recreation	$ 80,808.00	$ 94,681.60	$ 108,763.20
Elkhorn	Director of Public Works	DPW	Director of Public Works	$ 102,024.00	$ 119,537.60	$ 137,321.60
Elkhorn	Engineering Tech	Engineering	Engineering Technician	$ 60,382.40	$ 70,761.60	$ 81,265.60
Elkhorn	Fire Chief	Fire	Fire Chief	$ 96,241.60	$ 112,777.60	$ 129,542.40
Elkhorn	Utilility Field Office Coordinator	DPW	Foreman	$ 64,001.60	$ 75,004.80	$ 86,153.60
Elkhorn	Library Director	Library	Library Director	$ 80,808.00	$ 94,681.60	$ 108,763.20
Elkhorn	Police Captain	Police	Police Captain	$ 85,654.40	$ 100,360.00	$ 115,294.40
Elkhorn	Police Chief	Police	Police Chief	$ 102,024.00	$ 119,537.60	$ 137,321.60
Elkhorn	Confidential Secretary - Police	Police	Police Department Clerk Administrative	$ 47,840.00	$ 56,035.20	$ 64,376.00
Elkhorn	Administrative Specialist**	Police	Police Department Clerk Administrative	$ 45,136.00	$ 52,873.60	$ 60,736.00
Elkhorn	Receptionist **	Police	Police Department Clerk Administrative	$ 35,734.40	$ 41,870.40	$ 48,110.40
Elkhorn	Recreation Supervisor	Recreation	Recreation Supervisor	$ 56,971.20	$ 66,747.20	$ 76,668.80
Elkhorn	Office Manager	Recreation	Senior Coordinator	$ 60,382.40	$ 70,761.60	$ 81,265.60
Elkhorn	Admin Assist II - Park & Rec	Recreation	Senior Coordinator	$ 42,577.60	$ 49,878.40	$ 57,304.00
Elkhorn	HR Generalist	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 67,849.60	$ 79,497.60	$ 91,312.00
Elkhorn	Account Clerk - Payroll / AP*	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 45,136.00	$ 52,873.60	$ 60,736.00

Elkhorn	Water Superintendent	DPW	Superintendent	$ 80,808.00	$ 94,681.60	$ 108,763.20
Elkhorn	HR Manager	Admin	Support Services Manager	$ 71,926.40	$ 84,260.80	$ 96,803.20
Elkhorn	City Administrator	Admin	Village Administrator	$ 121,513.60	$ 142,376.00	$ 163,550.40
Elkhorn	City Clerk	Clerks	Village Clerk + CMC	$ 71,926.40	$ 84,260.80	$ 96,803.20
Elkhorn	Youth services Librarian	Library	Youth Services Librarian	$ 53,747.20	$ 62,961.60	$ 72,342.40
Fitchburg	Accountant	FINANCE	Accountant	$ 71,302.40	$ 75,379.20	$ 79,456.00
Fitchburg	Finance Specialist - Procurement / Budget	FINANCE	Accountant	$ 71,302.40	$ 75,379.20	$ 79,456.00
Fitchburg	Accounting Clerk II	FINANCE	Accounting Clerk	$ 56,659.20	$ 59,904.00	$ 63,128.00
Fitchburg	Accounting Clerk I	Finance	Accounting Clerk	$ 51,812.80	$ 54,766.40	$ 57,740.80
Fitchburg	Utility Billing Assistant	Finance	Accounts Clerk	$ 48,131.20	$ 50,876.80	$ 53,622.40
Fitchburg	Administrative Assistant*	Recreation	Administrative Assistant - Recreation	$ 56,659.20	$ 59,904.00	$ 63,128.00
Fitchburg	Office Assistant	Recreation	Administrative Assistant - Recreation	$ 48,131.20	$ 50,876.80	$ 53,622.40
Fitchburg	Fire Administrative Services Manager	Fire	Administrative Assistant to the Fire Chief	$ 76,190.40	$ 80,537.60	$ 84,884.80
Fitchburg	Administrative Assistant****	FIRE	Administrative Assistant to the Fire Chief	$ 56,659.20	$ 59,904.00	$ 63,128.00
Fitchburg	Administrative Assistant*****	DPW	Administrative Assistant-Public Works Utility	$ 56,659.20	$ 59,904.00	$ 63,128.00
Fitchburg	Youth Services Librarian**	LIBRARY	Adult Service Librarian	$ 71,302.40	$ 75,379.20	$ 79,456.00
Fitchburg	Administrative Assistant***	Police	Assistant - Police / Police Support Staff	$ 56,659.20	$ 59,904.00	$ 63,128.00
Fitchburg	Support Specialist III	Police	Assistant - Police / Police Support Staff	$ 56,659.20	$ 59,904.00	$ 63,128.00
Fitchburg	Support Specialist II	POLICE	Assistant - Police / Police Support Staff	$ 48,131.20	$ 50,876.80	$ 53,622.40
Fitchburg	Support Specialist I	Police	Assistant - Police / Police Support Staff	$ 45,676.80	$ 48,297.60	$ 50,897.60
Fitchburg	Adult Service Manager	LIBRARY	Assistant Library Director	$ 81,057.60	$ 85,696.00	$ 90,334.40
Fitchburg	Youth Services Manager	LIBRARY	Assistant Library Director	$ 81,057.60	$ 85,696.00	$ 90,334.40
Fitchburg	City Planner / Zoning Administrator	ENGINEERING	Associate Planner / Zoning Administrator	$ 110,344.00	$ 116,646.40	$ 126,110.40
Fitchburg	Community Deveolopment Planner	Community Development	Associate Planner / Zoning Administrator	$ 81,057.60	$ 85,696.00	$ 90,334.40
Fitchburg	GIS Coordinator	Community Development	Associate Planner / Zoning Administrator	$ 81,057.60	$ 85,696.00	$ 90,334.40
Fitchburg	Associate Planner	Community Development	Associate Planner / Zoning Administrator	$ 76,190.40	$ 80,537.60	$ 84,884.80
Fitchburg	Battalion Chief	FIRE	Battalion Chief	$ 95,696.64	$ 101,162.88	$ 109,374.72
Fitchburg	Youth Services Librarian***	LIBRARY	Circulation Manager	$ 71,302.40	$ 75,379.20	$ 79,456.00
Fitchburg	Senior Project Engineer	ENGINEERING	Civil Engineer / Land Surveyor	$ 85,987.20	$ 90,896.00	$ 95,804.80
Fitchburg	Project Engineer	ENGINEERING	Civil Engineer / Land Surveyor	$ 76,190.40	$ 80,537.60	$ 84,884.80
Fitchburg	Coummunity Media Services Manager	RECREATION	Communication Coordinator	$ 71,302.40	$ 75,379.20	$ 79,456.00
Fitchburg	Production Assistant	Recreation	Communication Coordinator	$ 56,659.20	$ 59,904.00	$ 63,128.00
Fitchburg	Economic Development Director	Community Development	Community Development Director	$ 110,344.00	$ 116,646.40	$ 126,110.40
Fitchburg	Deputy City Clerk	CLERKS	Deputy Clerk	$ 61,526.40	$ 65,041.60	$ 68,556.80
Fitchburg	Finance Director / Comptroller	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 115,232.00	$ 121,804.80	$ 131,684.80
Fitchburg	Accounting Manager / Treasurer	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 85,987.20	$ 90,896.00	$ 95,804.80
Fitchburg	Recreation And Community Service Director	REC / COMMUNITY SERVICES	Director of Park & Recreation	$ 100,568.00	$ 106,329.60	$ 114,940.80
Fitchburg	Director of Public Works / City Engineer*	DPW	Director of Public Works	$ 124,987.20	$ 132,121.60	$ 142,833.60
Fitchburg	Engineering Technician III	Engineering	Engineering Technician	$ 76,190.40	$ 80,537.60	$ 84,884.80
Fitchburg	Engineering Technician II	Engineering	Engineering Technician	$ 71,302.40	$ 75,379.20	$ 79,456.00
Fitchburg	Engineering Techncian I	Engineering	Engineering Technician	$ 66,435.20	$ 70,220.80	$ 74,027.20
Fitchburg	Fire Chief	Fire	Fire Chief	$ 115,232.00	$ 121,804.80	$ 131,684.80
Fitchburg	Library Director	LIBRARY	Library Director	$ 100,568.00	$ 106,329.60	$ 114,940.80
Fitchburg	Economic Development Specialist	Community Development	Planning Assistant	$ 76,190.40	$ 80,537.60	$ 84,884.80
Fitchburg	Police Captain	Police	Police Captain	$ 100,568.00	$ 106,329.60	$ 114,940.80
Fitchburg	Police Chief	Police	Police Chief	$ 124,987.20	$ 132,121.60	$ 142,833.60
Fitchburg	Deputy Police Chief	Police	Police Chief	$ 110,344.00	$ 116,646.40	$ 126,110.40
Fitchburg	Police Administratie Services Manager	Police	Police Department Clerk Administrative	$ 76,190.40	$ 80,537.60	$ 84,884.80
Fitchburg	Executive Assistant	Police	Police Department Clerk Administrative	$ 61,526.40	$ 65,041.60	$ 68,556.80
Fitchburg	Administrative Assistant**	Police	Police Department Clerk Administrative	$ 56,659.20	$ 59,904.00	$ 63,128.00
Fitchburg	Police Shift Lieutenant	Police	Police Lieutenant	$ 90,811.50	$ 96,018.00	$ 103,798.50
Fitchburg	Community Center / Recreation Manager	Recreation	Senior Coordinator	$ 76,190.40	$ 80,537.60	$ 84,884.80
Fitchburg	Community Development Program Coordinator	Recreation	Senior Coordinator	$ 76,190.40	$ 80,537.60	$ 84,884.80
Fitchburg	Assistant Senior Center Director	Recreation	Senior Coordinator	$ 71,302.40	$ 75,379.20	$ 79,456.00
Fitchburg	Community Center / Recreation coordinator	Recreation	Senior Coordinator	$ 51,812.80	$ 54,766.40	$ 57,740.80
Fitchburg	HR Business Partner	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 66,435.20	$ 70,220.80	$ 74,027.20
Fitchburg	Payroll Specialist	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 66,435.20	$ 70,220.80	$ 74,027.20
Fitchburg	Police Sergeant	Police	Sergeant	$ 85,995.00	$ 90,889.50	$ 95,803.50

Fitchburg	Assistant Public Works Director	DPW	Superintendent	$ 110,344.00	$ 116,646.40	$ 126,110.40
Fitchburg	Park Maintenance Supervisor	DPW	Superintendent	$ 81,057.60	$ 85,696.00	$ 90,334.40
Fitchburg	Street Supervisor	DPW	Superintendent	$ 81,057.60	$ 85,696.00	$ 90,334.40
Fitchburg	Utility Supervisor	DPW	Superintendent	$ 81,057.60	$ 85,696.00	$ 90,334.40
Fitchburg	Human Resources Director	Admin	Support Services Manager	$ 105,476.80	$ 111,488.00	$ 117,520.00
Fitchburg	Deputy City Administrator	ADMIN	Village Administrator	$ 124,987.20	$ 132,121.60	$ 142,833.60
Fitchburg	City Clerk	Clerks	Village Clerk + CMC	$ 90,812.80	$ 96,012.80	$ 101,192.00
Fitchburg	Director of Public Works / City Engineer**	Engineering	Village Engineer	$ 124,987.20	$ 132,121.60	$ 142,833.60
Fitchburg	Principal Engineer	Engineering	Village Engineer	$ 95,700.80	$ 101,171.20	$ 109,366.40
Fitchburg	Youth Services Librarian*	Library	Youth Services Librarian	$ 71,302.40	$ 75,379.20	$ 79,456.00
Fond Du Lac	Senior Accountant	Finance	Accountant	$ 64,772.00	$ 74,025.00	$ 83,278.00
Fond Du Lac	Administrative Specialist III*	Recreation	Administrative Assistant - Recreation	$ 54,905.00	$ 62,748.00	$ 70,592.00
Fond Du Lac	Administrative Specialist II*	Recreation	Administrative Assistant - Recreation	$ 49,959.00	$ 57,096.00	$ 64,233.00
Fond Du Lac	Administrative Specialist I*	Recreation	Administrative Assistant - Recreation	$ 45,038.00	$ 51,472.00	$ 57,905.00
Fond Du Lac	Administrative Specialist III****	Fire	Administrative Assistant to the Fire Chief	$ 54,905.00	$ 62,748.00	$ 70,592.00
Fond Du Lac	Administrative Specialist II****	Fire	Administrative Assistant to the Fire Chief	$ 49,959.00	$ 57,096.00	$ 64,233.00
Fond Du Lac	Administrative Specialist I****	Fire	Administrative Assistant to the Fire Chief	$ 45,038.00	$ 51,472.00	$ 57,905.00
Fond Du Lac	Administrative Specialist III*****	DPW	Administrative Assistant-Public Works Utility	$ 54,905.00	$ 62,748.00	$ 70,592.00
Fond Du Lac	Administrative Specialist II*****	DPW	Administrative Assistant-Public Works Utility	$ 49,959.00	$ 57,096.00	$ 64,233.00
Fond Du Lac	Administrative Specialist I*****	DPW	Administrative Assistant-Public Works Utility	$ 45,038.00	$ 51,472.00	$ 57,905.00
Fond Du Lac	Librarian I*	Library	Adult Service Librarian	$ 59,821.00	$ 68,359.00	$ 76,898.00
Fond Du Lac	Administrative Specialist III***	Police	Assistant - Police / Police Support Staff	$ 54,905.00	$ 62,748.00	$ 70,592.00
Fond Du Lac	Administrative Specialist II***	Police	Assistant - Police / Police Support Staff	$ 49,959.00	$ 57,096.00	$ 64,233.00
Fond Du Lac	Administrative Specialist I***	Police	Assistant - Police / Police Support Staff	$ 45,038.00	$ 51,472.00	$ 57,905.00
Fond Du Lac	Assistant Chief of EMS	Fire	Battalion Chief	$ 105,464.00	$ 120,530.00	$ 135,596.00
Fond Du Lac	Assistant Fire Chief - Training	Fire	Battalion Chief	$ 105,464.00	$ 120,530.00	$ 135,596.00
Fond Du Lac	Librarian I***	Library	Circulation Manager	$ 59,821.00	$ 68,359.00	$ 76,898.00
Fond Du Lac	Circulation Supervisor*	Library	Circulation Manager	$ 54,933.00	$ 62,754.00	$ 70,574.00
Fond Du Lac	Circulation Supervisor**	Library	Circulation Manager	$ 54,933.00	$ 62,754.00	$ 70,574.00
Fond Du Lac	Circulation Supervisor***	Library	Circulation Manager	$ 54,933.00	$ 62,754.00	$ 70,574.00
Fond Du Lac	Senior Network Engineer	Engineering	Civil Engineer / Land Surveyor	$ 83,257.00	$ 95,151.00	$ 107,045.00
Fond Du Lac	City Engineer II	Engineering	Civil Engineer / Land Surveyor	$ 69,693.00	$ 79,649.00	$ 89,605.00
Fond Du Lac	Director - Community Development	Community Development	Community Development Director	$ 120,276.00	$ 137,459.00	$ 154,641.00
Fond Du Lac	Clerk Cashier	Clerks	Deputy Clerk	$ 40,092.00	$ 45,820.00	$ 51,547.00
Fond Du Lac	Director - Aministration / CFO**	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 120,276.00	$ 137,459.00	$ 154,641.00
Fond Du Lac	Director - Public Works	DPW	Director of Public Works	$ 127,671.00	$ 145,909.00	$ 164,148.00
Fond Du Lac	GIS Coordinator	Engineering	Engineering Technician	$ 69,693.00	$ 79,649.00	$ 89,605.00
Fond Du Lac	Fire Chief	Fire	Fire Chief	$ 120,276.00	$ 137,459.00	$ 154,641.00
Fond Du Lac	Library Director	Library	Library Director	$ 120,276.00	$ 137,459.00	$ 154,641.00
Fond Du Lac	Administrative Specialist III******	Community Development	Planning Assistant	$ 54,905.00	$ 62,748.00	$ 70,592.00
Fond Du Lac	Administrative Specialist II******	Community Development	Planning Assistant	$ 49,959.00	$ 57,096.00	$ 64,233.00
Fond Du Lac	Administrative Specialist I******	Community Development	Planning Assistant	$ 45,038.00	$ 51,472.00	$ 57,905.00
Fond Du Lac	Police Chief	Police	Police Chief	$ 120,276.00	$ 137,459.00	$ 154,641.00
Fond Du Lac	Administrative Specialist III**	Police	Police Department Clerk Administrative	$ 54,905.00	$ 62,748.00	$ 70,592.00
Fond Du Lac	Administrative Specialist II**	Police	Police Department Clerk Administrative	$ 49,959.00	$ 57,096.00	$ 64,233.00
Fond Du Lac	Administrative Specialist I**	Police	Police Department Clerk Administrative	$ 45,038.00	$ 51,472.00	$ 57,905.00
Fond Du Lac	Records Clerk - Police	Police	Police Department Clerk Administrative	$ 43,630.00	$ 49,863.00	$ 56,096.00
Fond Du Lac	Assistant Chief of Police	Police	Police Lieutenant	$ 105,464.00	$ 120,530.00	$ 135,596.00
Fond Du Lac	Payroll Manager	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 69,693.00	$ 79,649.00	$ 89,605.00
Fond Du Lac	Wastewater Superintendent	DPW	Superintendent	$ 98,070.00	$ 112,080.00	$ 126,090.00
Fond Du Lac	Water Plant Superivsor	DPW	Superintendent	$ 64,772.00	$ 74,025.00	$ 83,278.00
Fond Du Lac	City Attorney / Director HR**	Admin	Support Services Manager	$ 120,276.00	$ 137,459.00	$ 154,641.00
Fond Du Lac	Human Resources Manager	Admin	Support Services Manager	$ 75,863.00	$ 86,700.00	$ 97,538.00
Fond Du Lac	Administrative Services Manager	Admin	Support Services Manager	$ 59,826.00	$ 68,373.00	$ 76,919.00
Fond Du Lac	City Attorney / Director HR*	Admin	Village Administrator	$ 120,276.00	$ 137,459.00	$ 154,641.00
Fond Du Lac	Director - Aministration / CFO*	Admin	Village Administrator	$ 120,276.00	$ 137,459.00	$ 154,641.00
Fond Du Lac	City Manager	Admin	Village Administrator		$ 125,000.00	
Fond Du Lac	City Clerk	Clerks	Village Clerk + CMC	$ 90,675.00	$ 103,629.00	$ 116,583.00

Fond Du Lac	City Engineer	Engineering	Village Engineer	$ 105,464.00	$ 120,530.00	$ 135,596.00
Fond Du Lac	Librarian I**	Library	Youth Services Librarian	$ 59,821.00	$ 68,359.00	$ 76,898.00
Fox Point	Financial Manager	FINANCE	Accountant		$ 85,284.00	
Fox Point	Assistant Financial Manager	FINANCE	Accountant		$ 82,800.00	
Fox Point	DPW Admin Assistant	DPW	Administrative Assistant-Public Works Utility		$ 38,750.00	
Fox Point	Deputy Village Clerk	Clerks	Deputy Clerk		$ 70,380.00	
Fox Point	Village Clerk/Treasurer	FINANCE	Director of Finance (CPFO, CPA, or CGFM)		$ 108,000.00	
Fox Point	DPW Director	DPW	Director of Public Works		$ 132,478.00	
Fox Point	DPW Foreman	DPW	Foreman		$ 82,990.00	
Fox Point	DPW Fleet Manager	DPW	Foreman		$ 78,104.00	
Fox Point	Police Captain	Police	Police Captain		$ 121,907.00	
Fox Point	Police Chief	Police	Police Chief		$ 137,482.00	
Fox Point	DPW Superintendent	DPW	Superintendent		$ 95,261.00	
Fox Point	Assistant Village Manager	Admin	Support Services Manager		$ 83,804.00	
Fox Point	Village Manager	ADMIN	Village Administrator		$ 170,000.00	
Grafton	Accountant/Finance Analyst	FINANCE	Accountant	$ 68,473.60	$ 80,974.40	$ 95,763.20
Grafton	Accounting Clerk	FINANCE	Accounting Clerk	$ 50,336.00	$ 59,529.60	$ 70,387.20
Grafton	Administrative Specialist - Parks & Rec	Recreation	Administrative Assistant - Recreation	$ 54,350.40	$ 64,292.80	$ 76,024.00
Grafton	Administrative Specialist - Public Works	DPW	Administrative Assistant-Public Works Utility	$ 54,350.40	$ 64,292.80	$ 76,024.00
Grafton	Police Records Technician	POLICE	Assistant - Police / Police Support Staff	$ 46,612.80	$ 55,120.00	$ 65,187.20
Grafton	Assistant Village Engineer	ENGINEERING	Civil Engineer / Land Surveyor	$ 93,121.60	$ 110,136.00	$ 130,249.60
Grafton	Community Development Director	Community Development	Community Development Director	$ 108,638.40	$ 128,481.60	$ 151,944.00
Grafton	Deputy Village Clerk	Clerks	Deputy Clerk	$ 54,350.40	$ 64,292.80	$ 76,024.00
Grafton	Director of Administrative Services**	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 108,638.40	$ 128,481.60	$ 151,944.00
Grafton	Director of Parks and Recreation	REC / COMMUNITY SERVICES	Director of Park & Recreation	$ 100,588.80	$ 118,955.20	$ 140,670.40
Grafton	Director of Public Works / Village Engineer	DPW/ENGINEERING	Director of Public Works	$ 117,312.00	$ 138,756.80	$ 164,112.00
Grafton	Engineering Techncian II	Engineering	Engineering Technician	$ 68,473.60	$ 80,974.40	$ 95,763.20
Grafton	Public Works Foreman	DPW	Foreman	$ 63,398.40	$ 74,984.00	$ 88,670.40
Grafton	Administrative Specialist - Community Development	Community Development	Planning Assistant	$ 54,350.40	$ 64,292.80	$ 76,024.00
Grafton	Office Assistant - Community development	Community Development	Planning Assistant	$ 46,612.80	$ 55,120.00	$ 65,187.20
Grafton	Assistant Police Chief	Police	Police Captain	$ 108,638.40	$ 128,481.60	$ 151,944.00
Grafton	Police Chief	Police	Police Chief	$ 117,312.00	$ 138,756.80	$ 164,112.00
Grafton	Administrative Specialist - Police	Police	Police Department Clerk Administrative	$ 54,350.40	$ 64,292.80	$ 76,024.00
Grafton	Senior Coordinator / Recreation Program Supervisor*	REC / COMMUNITY SERVICES	Recreation Supervisor	$ 63,398.40	$ 74,984.00	$ 88,670.40
Grafton	Senior Coordinator / Recreation Program Supervisor**	Recreation	Senior Coordinator	$ 63,398.40	$ 74,984.00	$ 88,670.40
Grafton	Senior Center Assistant	Recreation	Senior Coordinator	$ 46,612.80	$ 55,120.00	$ 65,187.20
Grafton	Human Resources Generalist	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 68,473.60	$ 80,974.40	$ 95,763.20
Grafton	Public Works Superintendent	DPW	Superintendent	$ 86,236.80	$ 101,982.40	$ 120,619.20
Grafton	Director of Administrative Services*	Admin	Support Services Manager	$ 108,638.40	$ 128,481.60	$ 151,944.00
Grafton	Village Clerk	Clerks	Village Clerk + CMC	$ 86,236.80	$ 101,982.40	$ 120,619.20
Grafton	Utility Director Engineer	Engineering	Village Engineer	$ 108,638.40	$ 128,481.60	$ 151,944.00
Green Bay	Grant Accountant LTE	Finance	Accountant	$ 82,950.00	$ 92,706.00	$ 112,237.00
Green Bay	Sr Accountant	Finance	Accountant	$ 77,147.00	$ 86,237.00	$ 104,395.00
Green Bay	Accountant	Finance	Accountant	$ 71,406.00	$ 79,789.00	$ 96,595.00
Green Bay	Financial Analyst	Finance	Accountant	$ 65,582.00	$ 73,320.00	$ 88,733.00
Green Bay	Accounting Assistant	Finance	Accounting Clerk	$ 65,582.40	$ 73,320.00	$ 88,732.80
Green Bay	Account Clerk III	Finance	Accounting Clerk	$ 59,779.20	$ 66,809.60	$ 80,912.00
Green Bay	Accounting Clerk II	Finance	Accounting Clerk	$ 55,577.60	$ 60,340.80	$ 73,049.60
Green Bay	Administrative Clerk II*	Recreation	Administrative Assistant - Recreation	$ 55,577.60	$ 60,340.80	$ 73,049.60
Green Bay	Administrative Clerk*	Recreation	Administrative Assistant - Recreation	$ 49,483.20	$ 52,228.80	$ 63,211.20
Green Bay	Executive Assistant**	Fire	Administrative Assistant to the Fire Chief	$ 59,779.20	$ 66,809.60	$ 80,912.00
Green Bay	Executive Secretary**	Fire	Administrative Assistant to the Fire Chief	$ 59,779.20	$ 66,809.60	$ 80,912.00
Green Bay	Administrative Clerk II****	Fire	Administrative Assistant to the Fire Chief	$ 55,577.60	$ 60,340.80	$ 73,049.60
Green Bay	Administrative Clerk****	Fire	Administrative Assistant to the Fire Chief	$ 49,483.20	$ 52,228.80	$ 63,211.20
Green Bay	Executive Assistant***	DPW	Administrative Assistant-Public Works Utility	$ 59,779.20	$ 66,809.60	$ 80,912.00
Green Bay	Executive Secretary***	DPW	Administrative Assistant-Public Works Utility	$ 59,779.20	$ 66,809.60	$ 80,912.00
Green Bay	Administrative Clerk II*****	DPW	Administrative Assistant-Public Works Utility	$ 55,577.60	$ 60,340.80	$ 73,049.60
Green Bay	Administrative Clerk*****	DPW	Administrative Assistant-Public Works Utility	$ 49,483.20	$ 52,228.80	$ 63,211.20

Green Bay	Administrative Clerk II***	Police	Assistant - Police / Police Support Staff	$ 55,577.60	$ 60,340.80	$ 73,049.60
Green Bay	Planning Manager	Community Development	Associate Planner / Zoning Administrator	$ 94,557.00	$ 105,685.00	$ 127,920.00
Green Bay	Park Planner	Community Development	Associate Planner / Zoning Administrator	$ 88,755.00	$ 99,181.00	$ 120,074.00
Green Bay	Zoning Administrator	Community Development	Associate Planner / Zoning Administrator	$ 82,950.00	$ 92,706.00	$ 112,237.00
Green Bay	Planner II	Community Development	Associate Planner / Zoning Administrator	$ 77,147.00	$ 86,237.00	$ 104,395.00
Green Bay	Community Development Specialist	Community Development	Associate Planner / Zoning Administrator	$ 65,582.00	$ 73,320.00	$ 88,733.00
Green Bay	Planner I	Community Development	Associate Planner / Zoning Administrator	$ 65,582.00	$ 73,320.00	$ 88,733.00
Green Bay	Assistant Fire Chief	Fire	Battalion Chief	$ 106,131.00	$ 118,646.00	$ 143,612.00
Green Bay	Battalion Chief	Fire	Battalion Chief	$ 106,131.00	$ 118,646.00	$ 143,612.00
Green Bay	Civil Engineer III	Engineering	Civil Engineer / Land Surveyor	$ 88,755.00	$ 99,181.00	$ 120,074.00
Green Bay	Civil Engineer II	Engineering	Civil Engineer / Land Surveyor	$ 82,950.00	$ 92,706.00	$ 112,237.00
Green Bay	GIS Coordinator	Engineering	Civil Engineer / Land Surveyor	$ 82,950.00	$ 92,706.00	$ 112,237.00
Green Bay	Civil Engineer I	Engineering	Civil Engineer / Land Surveyor	$ 77,147.00	$ 86,237.00	$ 104,395.00
Green Bay	GIS Analyst	Engineering	Civil Engineer / Land Surveyor	$ 71,406.00	$ 79,789.00	$ 96,595.00
Green Bay	Communications Technician	Recreation	Communication Coordinator	$ 71,406.40	$ 79,788.80	$ 96,595.20
Green Bay	Development Director	Community Development	Community Development Director	$ 132,246.00	$ 147,805.00	$ 178,922.00
Green Bay	Deputy Development Director	Community Development	Community Development Director	$ 106,131.00	$ 118,646.00	$ 143,612.00
Green Bay	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 143,846.00	$ 160,731.00	$ 194,588.00
Green Bay	Assistant Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 100,353.00	$ 112,165.00	$ 135,766.00
Green Bay	Deputy Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 94,557.00	$ 105,685.00	$ 127,920.00
Green Bay	Finance Manager	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 82,950.00	$ 92,706.00	$ 112,237.00
Green Bay	Financial Services Adminstrator	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 77,147.20	$ 86,236.80	$ 104,395.20
Green Bay	Financial Supervisor	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 77,147.00	$ 86,237.00	$ 104,395.00
Green Bay	Parks, Recreation and Forestry Director	Recreation	Director of Park & Recreation	$ 132,246.00	$ 147,805.00	$ 178,922.00
Green Bay	Deputy Parks Director	Recreation	Director of Park & Recreation	$ 106,131.00	$ 118,646.00	$ 143,612.00
Green Bay	Park Superintendent	Recreation	Director of Park & Recreation	$ 94,557.00	$ 105,685.00	$ 127,920.00
Green Bay	Rrecreation Manager	Recreation	Director of Park & Recreation	$ 82,950.00	$ 92,706.00	$ 112,237.00
Green Bay	Public Works Director	DPW	Director of Public Works	$ 143,846.00	$ 160,731.00	$ 194,588.00
Green Bay	Facilities Manager	DPW	Director of Public Works	$ 106,131.00	$ 118,646.00	$ 143,612.00
Green Bay	Engineering Technician	Engineering	Engineering Technician	$ 71,406.40	$ 79,788.80	$ 96,595.20
Green Bay	Engineering Aide III	Engineering	Engineering Technician	$ 65,582.40	$ 73,320.00	$ 88,732.80
Green Bay	Engineering Aide II	Engineering	Engineering Technician	$ 55,577.60	$ 60,340.80	$ 73,049.60
Green Bay	Engineering Aide I	Engineering	Engineering Technician	$ 52,561.60	$ 55,473.60	$ 67,163.20
Green Bay	Fire Chief	Fire	Fire Chief	$ 132,246.00	$ 147,805.00	$ 178,922.00
Green Bay	Fleet Manager	DPW	Foreman	$ 94,557.00	$ 105,685.00	$ 127,920.00
Green Bay	Administrative Clerk II******	Community Development	Planning Assistant	$ 55,577.60	$ 60,340.80	$ 73,049.60
Green Bay	Administrative Clerk******	Community Development	Planning Assistant	$ 49,483.20	$ 52,228.80	$ 63,211.20
Green Bay	Police Commander	Police	Police Captain	$ 106,131.00	$ 118,646.00	$ 143,612.00
Green Bay	Police Captain	Police	Police Captain	$ 106,131.00	$ 118,646.00	$ 143,612.00
Green Bay	Police Chief	Police	Police Chief	$ 132,246.00	$ 147,805.00	$ 178,922.00
Green Bay	Executive Assistant*	Police	Police Department Clerk Administrative	$ 59,779.20	$ 66,809.60	$ 80,912.00
Green Bay	Executive Secretary*	Police	Police Department Clerk Administrative	$ 59,779.20	$ 66,809.60	$ 80,912.00
Green Bay	Administrative Clerk II**	Police	Police Department Clerk Administrative	$ 55,577.60	$ 60,340.80	$ 73,049.60
Green Bay	Administrative Clerk**	Police	Police Department Clerk Administrative	$ 49,483.20	$ 52,228.80	$ 63,211.20
Green Bay	Recreation Supervisor	Recreation	Recreation Supervisor	$ 77,147.00	$ 86,237.00	$ 104,395.00
Green Bay	Community Liason	Recreation	Senior Coordinator	$ 59,779.20	$ 66,809.60	$ 80,912.00
Green Bay	Payroll Manager	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 82,950.00	$ 92,706.00	$ 112,237.00
Green Bay	Benefits Specialist	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 65,582.40	$ 73,320.00	$ 88,732.80
Green Bay	Payroll Specialist	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 59,779.20	$ 66,809.60	$ 80,912.00
Green Bay	Time Clerk	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 55,577.60	$ 60,340.80	$ 73,049.60
Green Bay	Assistant Public Works Director	DPW	Superintendent	$ 106,131.00	$ 118,646.00	$ 143,612.00
Green Bay	Public Works Superintendent	DPW	Superintendent	$ 94,557.00	$ 105,685.00	$ 127,920.00
Green Bay	Maintenance Manager	DPW	Superintendent	$ 82,950.00	$ 92,706.00	$ 112,237.00
Green Bay	Public Works Supervisor	DPW	Superintendent	$ 77,147.00	$ 86,237.00	$ 104,395.00
Green Bay	Human Resources Director	Admin	Support Services Manager	$ 132,246.00	$ 147,805.00	$ 178,922.00
Green Bay	Human Resources Manager	Admin	Support Services Manager	$ 100,353.00	$ 112,165.00	$ 135,766.00
Green Bay	Business Manager	Admin	Support Services Manager	$ 88,755.00	$ 99,181.00	$ 120,074.00
Green Bay	Administrative Manager	Admin	Support Services Manager	$ 82,950.00	$ 92,706.00	$ 112,237.00

Green Bay	Communications Director	Admin	Support Services Manager	$ 82,950.00	$ 92,706.00	$ 112,237.00	
Green Bay	Administrative Supervisor	Admin	Support Services Manager	$ 77,147.00	$ 86,237.00	$ 104,395.00	
Green Bay	Wellness Administrator	Admin	Support Services Manager	$ 77,147.00	$ 86,237.00	$ 104,395.00	
Green Bay	Business Support Specialist	Admin	Support Services Manager	$ 71,406.00	$ 79,789.00	$ 96,595.00	
Green Bay	Human Resources Generalist II	Admin	Support Services Manager	$ 71,406.00	$ 79,789.00	$ 96,595.00	
Green Bay	Safety Coordinator	Admin	Support Services Manager	$ 71,406.00	$ 79,789.00	$ 96,595.00	
Green Bay	Workplace Culture Specialist	Admin	Support Services Manager	$ 71,406.00	$ 79,789.00	$ 96,595.00	
Green Bay	Chief of Operations	Admin	Village Administrator	$ 143,846.00	$ 160,731.00	$ 194,588.00	
Green Bay	City Clerk	Clerks	Village Clerk + CMC	$ 88,755.00	$ 99,181.00	$ 120,074.00	
Green Bay	Assistant City Engineer	Engineering	Village Engineer	$ 100,353.00	$ 112,165.00	$ 135,766.00	
Greendale	Senior Financial Analyst	Finance	Accountant	$ 68,344.21	$ 77,446.07	$ 86,547.92	
Greendale	Admin Assistant*	Recreation	Administrative Assistant - Recreation	$ 41,142.40	$ 50,356.80	$ 59,550.40	hourly
Greendale	Welcome Center Receptionist	Recreation	Administrative Assistant - Recreation	$ 29,889.60	$ 34,299.20	$ 38,708.80	hourly
Greendale	Admin Assistant****	Fire	Administrative Assistant to the Fire Chief	$ 41,142.40	$ 50,356.80	$ 59,550.40	hourly
Greendale	Admin Assistant*****	DPW	Administrative Assistant-Public Works Utility	$ 41,142.40	$ 50,356.80	$ 59,550.40	hourly
Greendale	Police Support	Police	Assistant - Police / Police Support Staff	$ 45,240.00	$ 51,272.00	$ 57,324.80	
Greendale	Admin Assistant***	Police	Assistant - Police / Police Support Staff	$ 41,142.40	$ 50,356.80	$ 59,550.40	hourly
Greendale	Fire Captain	Fire	Battalion Chief	$ 66,809.60	$ 76,876.80	$ 86,923.20	
Greendale	Deputy Clerk	Clerks	Deputy Clerk	$ 60,340.80	$ 68,307.20	$ 76,294.40	hourly
Greendale	Trasurer / Finance Director	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 91,182.69	$ 104,233.42	$ 117,284.15	
Greendale	Director of Public Works	DPW	Director of Public Works	$ 91,182.69	$ 104,233.42	$ 117,284.15	
Greendale	Fire Chief	Fire	Fire Chief	$ 111,188.69	$ 130,084.13	$ 148,979.57	
Greendale	Foreman Lead	DPW	Foreman	$ 72,092.80	$ 82,617.60	$ 93,142.40	
Greendale	Police Captain	Police	Police Captain	$ 101,392.67	$ 117,895.27	$ 134,397.88	
Greendale	Police Chief	Police	Police Chief	$ 112,450.50	$ 130,952.44	$ 149,454.39	
Greendale	Police Admin Assistant	Police	Police Department Clerk Administrative	$ 51,022.40	$ 61,838.40	$ 72,654.40	
Greendale	Admin Assistant**	Police	Police Department Clerk Administrative	$ 41,142.40	$ 50,356.80	$ 59,550.40	hourly
Greendale	Police Lieutenant	Police	Police Lieutenant	$ 96,824.00	$ 110,780.80	$ 124,758.40	
Greendale	Police Sergeant	Police	Sergeant	$ 92,206.40	$ 104,624.00	$ 117,041.60	
Greendale	Assistant Village Manager	Admin	Support Services Manager	$ 87,078.95	$ 99,898.26	$ 112,717.57	
Greendale	Village Manager	Admin	Village Administrator	$ 122,264.38	$ 146,536.52	$ 170,808.65	
Greendale	Village Clerk	Clerks	Village Clerk + CMC	$ 78,597.26	$ 90,853.88	$ 103,110.51	
Greenfield	DEPUTY TREASURER	Finance	Accountant	$ 81,470.00	$ 87,274.00	$ 93,491.00	
Greenfield	SENIOR ACCOUNTANT	Finance	Accountant	$ 81,470.00	$ 87,274.00	$ 93,491.00	
Greenfield	PAYROLL & ACCOUNTING SPECIALIST**	Finance	Accountant	$ 67,080.00	$ 71,864.00	$ 76,980.80	
Greenfield	FINANCE SPECIALIST	Finance	Accounting Clerk	$ 64,251.20	$ 68,868.80	$ 73,777.60	
Greenfield	ADMINISTRATIVE ASSISTANT *	Recreation	Administrative Assistant - Recreation	$ 64,251.20	$ 68,868.80	$ 73,777.60	
Greenfield	ADMINISTRATIVE ASSISTANT ****	Fire	Administrative Assistant to the Fire Chief	$ 64,251.20	$ 68,868.80	$ 73,777.60	
Greenfield	ADMINISTRATIVE ASSISTANT *****	DPW	Administrative Assistant-Public Works Utility	$ 64,251.20	$ 68,868.80	$ 73,777.60	
Greenfield	LIBRARIAN, TEEN **	Library	Adult Service Librarian	$ 51,001.60	$ 54,641.60	$ 58,552.00	
Greenfield	ADMINISTRATIVE ASSISTANT ***	Police	Assistant - Police / Police Support Staff	$ 64,251.20	$ 68,868.80	$ 73,777.60	
Greenfield	LIBRARY, ASSISTANT DIRECTOR	Library	Assistant Library Director	$ 76,220.00	$ 81,649.00	$ 87,465.00	
Greenfield	LIBRARY YOUTH SERVICES MANAGER	Library	Assistant Library Director	$ 64,604.80	$ 69,222.40	$ 74,172.80	
Greenfield	PLANNER	Community Development	Associate Planner / Zoning Administrator	$ 73,336.00	$ 78,560.00	$ 84,155.00	
Greenfield	BATTALION CHIEF	Fire	Battalion Chief	$ 104,108.00	$ 111,520.00	$ 124,742.00	
Greenfield	LIBRARIAN, TEEN ***	Library	Circulation Manager	$ 51,001.60	$ 54,641.60	$ 58,552.00	
Greenfield	CITY PLANNER	Community Development	Community Development Director	$ 90,649.00	$ 97,105.00	$ 104,022.00	
Greenfield	DEPUTY CITY CLERK	Clerks	Deputy Clerk	$ 72,259.20	$ 77,376.00	$ 82,929.60	
Greenfield	CLERK SPECIALIST	Clerks	Deputy Clerk	$ 56,971.20	$ 59,030.40	$ 61,172.80	
Greenfield	FINANCE DIRECTOR	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 122,534.00	$ 131,263.00	$ 140,609.00	
Greenfield	ASSISTANT FINANCE DIRECTOR	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 105,843.00	$ 113,382.00	$ 121,458.00	
Greenfield	PARKS & RECREATION DIRECTOR	Recreation	Director of Park & Recreation	$ 98,477.00	$ 105,492.00	$ 113,006.00	
Greenfield	ENGINEERING SPECIALIST	Engineering	Engineering Technician	$ 64,251.20	$ 68,868.80	$ 73,777.60	
Greenfield	ASSISTANT FIRE CHIEF	Fire	Fire Chief	$ 122,534.00	$ 131,263.00	$ 140,609.00	
Greenfield	WORKING FOREMAN	DPW	Foreman	$ 83,532.80	$ 89,460.80	$ 95,804.80	
Greenfield	LIBRARY DIRECTOR	Library	Library Director	$ 104,833.00	$ 112,300.00	$ 120,299.00	
Greenfield	POLICE CAPTAIN	Police	Police Captain	$ 118,709.00	$ 127,162.00	$ 136,222.00	
Greenfield	ASSISTANT POLICE CHIEF	Police	Police Chief	$ 125,266.00	$ 134,186.00	$ 143,745.00	

Greenfield	ADMINISTRATIVE ASSISTANT **	Police	Police Department Clerk Administrative	$ 64,251.20	$ 68,868.80	$ 73,777.60
Greenfield	POLICE CLERK TYPIST	Police	Police Department Clerk Administrative	$ 53,851.20	$ 57,678.40	$ 61,796.80
Greenfield	PARKS SUPERVISOR	Recreation	Recreation Supervisor	$ 85,139.00	$ 90,322.00	$ 96,289.00
Greenfield	RECREATION SUPERVISOR	Recreation	Recreation Supervisor	$ 74,014.00	$ 79,286.00	$ 84,931.00
Greenfield	PAYROLL & ACCOUNTING SPECIALIST*	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 67,080.00	$ 71,864.00	$ 76,980.80
Greenfield	SUPERINTENDENT OF PUBLIC WORKS	DPW	Superintendent	$ 105,843.00	$ 113,382.00	$ 121,458.00
Greenfield	HUMAN RESOURCES DIRECTOR	Admin	Support Services Manager	$ 106,567.00	$ 114,157.00	$ 122,288.00
Greenfield	CITY CLERK	Clerks	Village Clerk + CMC	$ 98,477.00	$ 105,492.00	$ 113,006.00
Greenfield	CITY ENGINEER	Engineering	Village Engineer	$ 90,649.00	$ 97,105.00	$ 104,022.00
Greenfield	LIBRARIAN, TEEN *	Library	Youth Services Librarian	$ 51,001.60	$ 54,641.60	$ 58,552.00
Hales Corners	Accounting Clerk & Licensing Clerk**	Finance	Accounts Clerk	$ 46,612.80	$ 48,900.80	$ 51,188.80
Hales Corners	Administrative Services Specialist*	Recreation	Administrative Assistant - Recreation	$ 41,951.52	$ 46,612.80	$ 50,341.82
Hales Corners	Administrative Services Specialist****	Fire	Administrative Assistant to the Fire Chief	$ 41,951.52	$ 46,612.80	$ 50,341.82
Hales Corners	Administrative Services Specialist*****	DPW	Administrative Assistant-Public Works Utility	$ 41,951.52	$ 46,612.80	$ 50,341.82
Hales Corners	Fire Captain	Fire	Battalion Chief	$ 65,694.72	$ 73,003.84	$ 80,312.96
Hales Corners	Public Works Director	DPW	Director of Public Works	$ 87,300.00	$ 97,000.00	$ 106,700.00
Hales Corners	Police Fire Chief*	Fire	Fire Chief	$ 103,312.00	$ 114,791.00	$ 127,546.00
Hales Corners	Highway Foreman	DPW	Foreman	$ 70,096.00	$ 77,105.60	$ 84,816.16
Hales Corners	Police Captain	Police	Police Captain	$ 90,080.00	$ 99,088.00	$ 108,997.00
Hales Corners	Police Fire Chief**	Police	Police Chief	$ 103,312.00	$ 114,791.00	$ 127,546.00
Hales Corners	Administrative Services Specialist**	Police	Police Department Clerk Administrative	$ 41,951.52	$ 46,612.80	$ 50,341.82
Hales Corners	Police Admin Clerk	Police	Police Department Clerk Administrative	$ 37,648.00	$ 41,412.80	$ 45,177.60
Hales Corners	Police Lieutenant	Police	Police Lieutenant	$ 93,574.00	$ 103,971.00	$ 115,523.00
Hales Corners	Assistant Village Administrator**	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 74,797.00	$ 82,276.00	$ 90,504.00
Hales Corners	Assistant Village Administrator*	Admin	Support Services Manager	$ 74,797.00	$ 82,276.00	$ 90,504.00
Hales Corners	Administrator*	Admin	Village Administrator	$ 135,262.00	$ 148,789.00	$ 163,668.00
Hales Corners	Administrator**	Admin	Village Clerk + CMC	$ 135,262.00	$ 148,789.00	$ 163,668.00
Hartford	ACCOUNT CLERK	FINANCE	Accounting Clerk		$ 49,108.80	
Hartford	ACCOUNT CLERK	FINANCE	Accounting Clerk		$ 57,983.47	
Hartford	CASHIER	FINANCE	Accounting Clerk		$ 53,747.20	
Hartford	RECREATION SUPPORT SPECIALIST	RECREATION	Administrative Assistant - Recreation		$ 46,093.84	
Hartford	ADMIN ASST/PARAMEDIC	Fire	Administrative Assistant to the Fire Chief		$ 50,377.60	
Hartford	ADMINISTRATIVE ASSISTANT	DPW	Administrative Assistant-Public Works Utility		$ 39,633.88	
Hartford	DPW SECRETARY	ENGINEERING	Administrative Assistant-Public Works Utility		$ 57,564.00	
Hartford	POLICE ADM. ASSISTANT	POLICE	Assistant - Police / Police Support Staff		$ 62,628.80	
Hartford	BUILDING INSPECTOR	Community Development	Associate Planner / Zoning Administrator		$ 97,602.96	
Hartford	CITY PLANNER	Community Development	Associate Planner / Zoning Administrator		$ 100,054.76	
Hartford	CIRCULATION SUPERVISOR	LIBRARY	Circulation Manager		$ 51,061.40	
Hartford	YOUTH SERVICES LIBRARIAN**	LIBRARY	Circulation Manager		$ 48,694.88	
Hartford	SR. ENG TECHNICIAN	ENGINEERING	Civil Engineer / Land Surveyor		$ 69,567.16	
Hartford	TECHNOLOGY COORDINATOR	Recreation	Communication Coordinator		$ 76,325.60	
Hartford	VIDEO TECHNICIAN	Recreation	Communication Coordinator		$ 37,992.24	
Hartford	DEPUTY CITY CLERK	CLERKS	Deputy Clerk		$ 56,014.40	
Hartford	FINANCE DIRECTOR/TREAS	FINANCE	Director of Finance (CPFO, CPA, or CGFM)		$ 77,812.80	
Hartford	PARKS/RECREATION DIRECTOR	RECREATION	Director of Park & Recreation		$ 95,215.12	
Hartford	DIRECTOR OF PUBLIC WORKS	DPW	Director of Public Works		$ 87,672.00	
Hartford	ENGINEERING AIDE II	Engineering	Engineering Technician		$ 65,942.76	
Hartford	FIRE & RESCUE CHIEF	Fire	Fire Chief		$ 113,214.40	
Hartford	LIBRARY DIRECTOR	LIBRARY	Library Director		$ 83,830.24	
Hartford	ZONING TECH/ADMIN ASST	Community Development	Planning Assistant		$ 55,346.72	
Hartford	CAPTAIN	Police	Police Captain		$ 118,248.00	
Hartford	POLICE CHIEF	Police	Police Chief		$ 132,537.60	
Hartford	POLICE SUPPORT SPECIALIST	Police	Police Department Clerk Administrative		$ 56,534.40	
Hartford	LIEUTENANT	Police	Police Lieutenant		$ 108,160.00	
Hartford	RECREATION SUPERVISOR	RECREATION	Recreation Supervisor		$ 56,455.36	
Hartford	PARK/REC OFFICE MANAGER	Recreation	Senior Coordinator		$ 59,035.08	
Hartford	PAYROLL SPECIALIST	Finance	Senior Deputy Treasurer / Payroll Accountant		$ 61,422.40	
Hartford	ADMIN/PERSONNEL ANALYST	Finance	Senior Deputy Treasurer / Payroll Accountant		$ 56,160.00	

Hartford	SERGEANT	Police	Sergeant		$ 94,156.40	
Hartford	PUBLIC WORKS SUPERINTENDENT	DPW	Superintendent		$ 71,427.20	
Hartford	SEWER UTILITY DIRECTOR	DPW	Superintendent		$ 97,752.20	
Hartford	UTILITY SUPERINTENDENT	DPW	Superintendent		$ 132,503.80	
Hartford	CITY ADMINISTRATOR	ADMINISTRATION	Village Administrator		$ 173,284.80	
Hartford	CITY CLERK	CLERKS	Village Clerk + CMC		$ 83,345.60	
Hartford	CITY ENGINEER	Engineering	Village Engineer		$ 132,739.46	
Hartford	YOUTH SERVICES LIBRARIAN	Library	Youth Services Librarian		$ 48,694.88	
Manitowoc	Accountant	Finance	Accountant	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	Admin Support Specialist	REC	Administrative Assistant - Recreation	$ 46,363.20	$ 52,998.40	$ 59,612.80
Manitowoc	Fire Admin Assistant	Fire	Administrative Assistant to the Fire Chief	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	Admin Assistant - DPI	DPW	Administrative Assistant-Public Works Utility	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	Admin Support Specialist	DPW	Administrative Assistant-Public Works Utility	$ 46,363.20	$ 52,998.40	$ 59,612.80
Manitowoc	Librarian*	LIBRARY	Adult Service Librarian	$ 60,403.20	$ 69,035.20	$ 77,667.20
Manitowoc	Admin Assistant - Police	Police	Assistant - Police / Police Support Staff	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	Admin Support Specialist	POLICE	Assistant - Police / Police Support Staff	$ 46,363.20	$ 52,998.40	$ 59,612.80
Manitowoc	City Planner	Community Development	Associate Planner / Zoning Administrator	$ 83,795.00	$ 95,765.00	$ 107,736.00
Manitowoc	GIS ? Land Records Analyst	Community Development	Associate Planner / Zoning Administrator	$ 65,083.20	$ 74,380.80	$ 83,699.20
Manitowoc	Associate Planner	Community Development	Associate Planner / Zoning Administrator	$ 65,083.20	$ 74,380.80	$ 83,699.20
Manitowoc	BATTALION CHIEF (2912 hrs)	Fire	Battalion Chief	$ 88,461.00	$ 101,098.00	$ 113,736.00
Manitowoc	Materials Manager	LIBRARY	Circulation Manager	$ 69,755.00	$ 79,720.00	$ 89,685.00
Manitowoc	Surveyor Technician	Engineering	Civil Engineer / Land Surveyor	$ 60,403.20	$ 69,035.20	$ 77,667.20
Manitowoc	Media and Special Events Coordinator	Recreation	Communication Coordinator	$ 60,403.20	$ 69,035.20	$ 77,667.20
Manitowoc	Director of Community Development	Community Development	Community Development Director	$ 118,868.00	$ 135,849.00	$ 152,830.00
Manitowoc	Deputy City Clerk	Clerks	Deputy Clerk	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	Admin Support Specialist	CLERKS	Deputy Clerk	$ 46,363.20	$ 52,998.40	$ 59,612.80
Manitowoc	Finance Director / Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 109,517.00	$ 125,162.00	$ 140,807.00
Manitowoc	Comptroller	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 74,440.00	$ 85,074.00	$ 95,708.00
Manitowoc	Parks & Rec Division Manager	Recreation	Director of Park & Recreation	$ 79,106.00	$ 90,407.00	$ 101,708.00
Manitowoc	Director of Public Infrastructure	DPW	Director of Public Works	$ 118,868.00	$ 135,849.00	$ 152,830.00
Manitowoc	Engineering Technician	Engineering	Engineering Technician	$ 60,403.20	$ 69,035.20	$ 77,667.20
Manitowoc	Mainteance Engineer	Engineering	Engineering Technician	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	Engineering / Stormwater Technician	Engineering	Engineering Technician	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	Fire Chief	Fire	Fire Chief	$ 109,517.00	$ 125,162.00	$ 140,807.00
Manitowoc	Fleet Team Leader	DPW	Foreman	$ 65,083.20	$ 74,380.80	$ 83,699.20
Manitowoc	CSW Supervisor / Fleet Maintenance	DPW	Foreman	$ 51,064.00	$ 58,344.00	$ 65,644.80
Manitowoc	Executive Director	n/a	Library Director	$ 102,497.00	$ 117,139.00	$ 131,782.00
Manitowoc	Admin Assistant - Comm Development	Community Development	Planning Assistant	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	Captain of Detectives (2080 hrs)	Police	Police Captain	$ 88,461.00	$ 101,098.00	$ 113,736.00
Manitowoc	Police Chief	Police	Police Chief	$ 109,517.00	$ 125,162.00	$ 140,807.00
Manitowoc	Office Manager	Police	Police Department Clerk Administrative	$ 69,755.00	$ 79,720.00	$ 89,685.00
Manitowoc	Administrative Clerk	Police	Police Department Clerk Administrative	$ 46,363.20	$ 52,998.40	$ 59,612.80
Manitowoc	LIEUTENANT (2080 hrs)	Police	Police Lieutenant	$ 78,557.00	$ 89,780.00	$ 101,002.00
Manitowoc	Recreation Team Leader	Recreation	Recreation Supervisor	$ 65,083.20	$ 74,380.80	$ 83,699.20
Manitowoc	Generalist	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 60,403.20	$ 69,035.20	$ 77,667.20
Manitowoc	Payroll Administrator	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	HR Director	Admin	Support Services Manager	$ 109,517.00	$ 125,162.00	$ 140,807.00
Manitowoc	Assistant to the Mayor	Admin	Support Services Manager	$ 55,723.20	$ 63,689.60	$ 71,635.20
Manitowoc	Mayor	Admin	Village Administrator	$ 97,812.00	$ 111,785.00	$ 125,759.00
Manitowoc	City Clerk / Deputy Treasurer	Clerks	Village Clerk + CMC	$ 79,106.00	$ 90,407.00	$ 101,708.00
Manitowoc	Engineering Division Manager	Engineering	Village Engineer	$ 88,461.00	$ 101,098.00	$ 113,736.00
Manitowoc	Youth Services Manager	Library	Youth Services Librarian	$ 69,755.00	$ 79,720.00	$ 89,685.00
Manitowoc	Librarian**	Library	Youth Services Librarian	$ 60,403.20	$ 69,035.20	$ 77,667.20
Men Falls	Assistant Fiance Director	Finance	Accountant	$ 87,526.40	$ 106,953.60	$ 125,153.60
Men Falls	Municipal Accountant	Finance	Accounting Clerk	$ 54,891.20	$ 66,996.80	$ 78,540.80
Men Falls	Accounting Clerk	Finance	Accounts Clerk	$ 51,833.60	$ 63,252.80	$ 74,048.00
Men Falls	Utility Billing Specialist	Finance	Accounts Clerk	$ 51,833.60	$ 63,252.80	$ 74,048.00
Men Falls	Adminstrative Clerk*	Recreation	Administrative Assistant - Recreation	$ 43,492.80	$ 53,081.60	$ 62,150.40

Men Falls	Office Coordinator - Fire	Fire	Administrative Assistant to the Fire Chief	$ 51,833.60	$ 63,252.80	$ 74,048.00
Men Falls	Adminstrative Clerk*****	DPW	Administrative Assistant-Public Works Utility	$ 43,492.80	$ 53,081.60	$ 62,150.40
Men Falls	Adult Services Librarian	LIBRARY	Adult Service Librarian	$ 51,833.60	$ 63,252.80	$ 74,048.00
Men Falls	Adminstrative Clerk***	Police	Assistant - Police / Police Support Staff	$ 43,492.80	$ 53,081.60	$ 62,150.40
Men Falls	Planner /Parks & Open Space	Community Development	Associate Planner / Zoning Administrator	$ 69,284.80	$ 84,656.00	$ 99,112.00
Men Falls	GIS Coordinator	Community Development	Associate Planner / Zoning Administrator	$ 65,395.20	$ 79,830.40	$ 93,537.60
Men Falls	BATTALION CHIEF (2756 hrs)	Fire	Battalion Chief	$ 103,212.20	$ 126,059.44	$ 147,666.48
Men Falls	Deputy Chief Fire	Fire	Battalion Chief	$ 87,526.40	$ 106,953.60	$ 125,153.60
Men Falls	Supervisor Circulation Services	LIBRARY	Circulation Manager	$ 61,672.00	$ 75,296.00	$ 88,275.20
Men Falls	Senior Civil Engineer	ENGINEERING	Civil Engineer / Land Surveyor	$ 82,576.00	$ 100,859.20	$ 118,081.60
Men Falls	Civil Engineer	ENGINEERING	Civil Engineer / Land Surveyor	$ 69,284.80	$ 84,656.00	$ 99,112.00
Men Falls	Director of Planning & Development	Community Development	Community Development Director	$ 98,342.40	$ 120,161.60	$ 140,670.40
Men Falls	Deputy Village Clerk	Clerks	Deputy Clerk	$ 61,672.00	$ 75,296.00	$ 88,275.20
Men Falls	Finance Dir / Village Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 104,166.40	$ 127,316.80	$ 149,073.60
Men Falls	Director - Public Works	DPW	Director of Public Works	$ 117,145.60	$ 143,041.60	$ 167,440.00
Men Falls	Engineering Tech II	Engineering	Engineering Technician	$ 58,177.60	$ 71,032.00	$ 83,304.00
Men Falls	Fire Chief	Fire	Fire Chief	$ 117,145.60	$ 143,041.60	$ 167,440.00
Men Falls	Assistant Fire Chief	Fire	Fire Chief	$ 98,342.40	$ 120,161.60	$ 140,670.40
Men Falls	Director - Library	LIBRARY	Library Director	$ 92,747.20	$ 113,360.00	$ 132,683.20
Men Falls	Captain - Police	Police	Police Captain	$ 98,342.40	$ 120,161.60	$ 140,670.40
Men Falls	Police Chief	Police	Police Chief	$ 117,145.60	$ 143,041.60	$ 167,440.00
Men Falls	Assistant Chief of Police	Police	Police Chief	$ 104,166.40	$ 127,316.80	$ 149,073.60
Men Falls	Police Support Specialist	Police	Police Department Clerk Administrative	$ 48,880.00	$ 59,758.40	$ 69,888.00
Men Falls	Lieutenant - Police	Police	Police Lieutenant	$ 92,747.20	$ 113,360.00	$ 132,683.20
Men Falls	Senior Financial Analyst	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 77,896.00	$ 95,139.20	$ 111,446.40
Men Falls	Sergeant - Police	Police	Sergeant	$ 87,526.40	$ 106,953.60	$ 125,153.60
Men Falls	Deputy Director of Public Works	DPW	Superintendent	$ 87,526.40	$ 106,953.60	$ 125,153.60
Men Falls	Deputy Director of Utilities	DPW	Superintendent	$ 87,526.40	$ 106,953.60	$ 125,153.60
Men Falls	Diretor - HR	Admin	Support Services Manager	$ 104,166.40	$ 127,316.80	$ 149,073.60
Men Falls	Assistant HR Director	Admin	Support Services Manager	$ 87,526.40	$ 106,953.60	$ 125,153.60
Men Falls	Senior HR Analyst	Admin	Support Services Manager	$ 77,896.00	$ 95,139.20	$ 111,446.40
Men Falls	Village Clerk	Clerks	Village Clerk + CMC	$ 92,747.20	$ 113,360.00	$ 132,683.20
Men Falls	Civil Engineering Manager	Engineering	Village Engineer	$ 98,342.40	$ 120,161.60	$ 140,670.40
Men Falls	Children's Services Librarian	Library	Youth Services Librarian	$ 51,833.60	$ 63,252.80	$ 74,048.00
Mequon	Assistant Finance Director	Finance	Accountant	$ 72,315.00	$ 79,545.00	$ 97,625.00
Mequon	Accounts Receivable Specialist	Finance	Accounting Clerk	$ 50,251.00	$ 55,274.00	$ 67,839.00
Mequon	Administrative Assistant *	Recreation	Administrative Assistant - Recreation	$ 50,251.00	$ 55,274.00	$ 67,839.00
Mequon	Administrative Assistant ****	Fire	Administrative Assistant to the Fire Chief	$ 50,251.00	$ 55,274.00	$ 67,839.00
Mequon	Administrative Assistant *****	DPW	Administrative Assistant-Public Works Utility	$ 50,251.00	$ 55,274.00	$ 67,839.00
Mequon	Administrative Assistant ***	Police	Assistant - Police / Police Support Staff	$ 50,251.00	$ 55,274.00	$ 67,839.00
Mequon	Planner I	Community Development	Associate Planner / Zoning Administrator	$ 66,958.00	$ 73,654.00	$ 90,393.00
Mequon	Assistant City Engineer	ENGINEERING	Civil Engineer / Land Surveyor	$ 89,734.00	$ 99,988.00	$ 125,628.00
Mequon	Director of Cummunity Development	Community Development	Community Development Director	$ 107,681.00	$ 129,217.00	$ 150,753.00
Mequon	Asst. Community Development Dir.	Community Development	Community Development Director	$ 89,734.00	$ 99,988.00	$ 125,628.00
Mequon	Deputy Clerk	Clerks	Deputy Clerk	$ 50,251.00	$ 55,274.00	$ 67,839.00
Mequon	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 107,681.00	$ 129,217.00	$ 150,753.00
Mequon	Director of Public Works / City Engineer**	DPW	Director of Public Works	$ 107,681.00	$ 129,217.00	$ 150,753.00
Mequon	Deputy Director of Public Works	DPW	Director of Public Works	$ 89,734.00	$ 99,988.00	$ 125,628.00
Mequon	Engineering Technician	Engineering	Engineering Technician	$ 61,998.00	$ 68,197.00	$ 83,698.00
Mequon	Buildings & Grounds Foreman	DPW	Foreman	$ 61,998.00	$ 68,197.00	$ 83,698.00
Mequon	Foreman Mechanic	DPW	Foreman	$ 61,998.00	$ 68,197.00	$ 83,698.00
Mequon	Sewer Section Foreman	DPW	Foreman	$ 61,998.00	$ 68,197.00	$ 83,698.00
Mequon	Police Captain	Police	Police Captain	$ 89,734.00	$ 99,988.00	$ 125,628.00
Mequon	Police Chief	Police	Police Chief	$ 107,681.00	$ 129,217.00	$ 150,753.00
Mequon	Administrative Clerk	Police	Police Department Clerk Administrative	$ 50,251.00	$ 55,274.00	$ 67,839.00
Mequon	Finance Coordinator	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 61,998.00	$ 68,197.00	$ 83,698.00
Mequon	Deputy Director of Utilities	DPW	Superintendent	$ 89,734.00	$ 99,988.00	$ 125,628.00
Mequon	Buildings & Grounds Superintendent	DPW	Superintendent	$ 78,100.00	$ 85,906.00	$ 91,767.00

Mequon	Highway Superintendent	DPW	Superintendent	$ 78,100.00	$ 85,906.00	$ 91,767.00
Mequon	Sewer Superintendent	DPW	Superintendent	$ 78,100.00	$ 85,906.00	$ 91,767.00
Mequon	Fleet Superintendent	DPW	Superintendent	$ 72,315.00	$ 79,545.00	$ 97,625.00
Mequon	Assistant City Administrator	Admin	Support Services Manager	$ 107,681.00	$ 129,217.00	$ 150,753.00
Mequon	Human Resources Coordinator	Admin	Support Services Manager	$ 61,998.00	$ 68,197.00	$ 83,698.00
Mequon	City Administrator	Admin	Village Administrator	PER CONTRACT	PER CONTRACT	PER CONTRACT
Mequon	City Clerk	Clerks	Village Clerk + CMC	$ 89,734.00	$ 99,988.00	$ 125,628.00
Mequon	Director of Public Works / City Engineer*	Engineering	Village Engineer	$ 107,681.00	$ 129,217.00	$ 150,753.00
Mukwanago	Clerk Treasurer**	Clerks	Accountant	$ 87,749.00	$ 103,105.50	$ 118,462.00
Mukwanago	Accountant I	Finance	Accountant	$ 62,129.60	$ 72,997.60	$ 83,865.60
Mukwanago	Accountant / HR Specialist*	Finance	Accounting Clerk	$ 62,129.60	$ 72,997.60	$ 83,865.60
Mukwanago	Deputy Treasurer - Administrative Payables Clerk	Finanance	Accounting Clerk	$ 48,193.60	$ 56,628.00	$ 65,062.40
Mukwanago	Administrative Clerk*	Recreation	Administrative Assistant - Recreation	$ 44,844.80	$ 52,686.40	$ 60,528.00
Mukwanago	Administrative Clerk****	Fire	Administrative Assistant to the Fire Chief	$ 44,844.80	$ 52,686.40	$ 60,528.00
Mukwanago	Administrative Clerk*****	DPW	Administrative Assistant-Public Works Utility	$ 44,844.80	$ 52,686.40	$ 60,528.00
Mukwanago	Community Planner	Community Development	Associate Planner / Zoning Administrator	$ 75,178.00	$ 88,333.00	$ 101,488.00
Mukwanago	Deputy Clerk / Treasurer**	Clerks	Deputy Clerk	$ 51,812.80	$ 60,881.60	$ 69,950.40
Mukwanago	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 87,749.00	$ 103,105.50	$ 118,462.00
Mukwanago	Public Works Director	DPW	Director of Public Works	$ 87,749.00	$ 103,105.50	$ 118,462.00
Mukwanago	Utilities Director	DPW	Director of Public Works	$ 87,749.00	$ 103,105.50	$ 118,462.00
Mukwanago	Fire Chief	Fire	Fire Chief	$ 96,525.00	$ 113,416.50	$ 130,308.00
Mukwanago	Deputy Clerk - Community & Economic Development	Community Development	Planning Assistant	$ 48,193.60	$ 56,628.00	$ 65,062.40
Mukwanago	Assistant Police Chief	Police	Police Captain	$ 96,525.00	$ 113,416.50	$ 130,308.00
Mukwanago	Police Chief	Police	Police Chief	$ 96,525.00	$ 113,416.50	$ 130,308.00
Mukwanago	Police Dipatcher / Clerk	Police	Police Department Clerk Administrative	$ 51,812.80	$ 60,881.60	$ 69,950.40
Mukwanago	Administrative Clerk**	Police	Police Department Clerk Administrative	$ 44,844.80	$ 52,686.40	$ 60,528.00
Mukwanago	Police Lieutenant	Police	Police Lieutenant	$ 87,749.00	$ 103,105.50	$ 118,462.00
Mukwanago	Deputy Clerk / Treasurer*	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 51,812.80	$ 60,881.60	$ 69,950.40
Mukwanago	Accountant / HR Specialist**	Admin	Support Services Manager	$ 62,129.60	$ 72,997.60	$ 83,865.60
Mukwanago	Administrator	Admin	Village Administrator	$ 105,684.00	$ 124,178.00	$ 142,672.00
Mukwanago	Clerk Treasurer*	Finance	Village Clerk + CMC	$ 87,749.00	$ 103,105.50	$ 118,462.00
Nenah	Fiannce and Accounting Admin Specialist	Finance	Accountant	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	Payroll / AP Coordinator**	Finance	Accounting Clerk	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	Utility Billing Coordinator	Finance	Accounting Clerk	$ 49,441.40	$ 59,113.60	$ 70,678.40
Nenah	Accounting Clerk	Finance	Accounting Clerk	$ 44,928.00	$ 53,705.60	$ 64,230.40
Nenah	Cashier - FT	Finance	Accounting Clerk	$ 44,928.00	$ 53,705.60	$ 64,230.40
Nenah	Parks Admin Specialist	Recreation	Administrative Assistant - Recreation	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	Parks Technician	Recreation	Administrative Assistant - Recreation	$ 49,441.40	$ 59,113.60	$ 70,678.40
Nenah	Parks & Rec Admin Assistant	Recreation	Administrative Assistant - Recreation	$ 44,928.00	$ 53,705.60	$ 64,230.40
Nenah	Fire / Rescue Mgmt Assistant	Fire	Administrative Assistant to the Fire Chief	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	Office Manager	DPW	Administrative Assistant-Public Works Utility	$ 49,441.40	$ 59,113.60	$ 70,678.40
Nenah	Water Administrative Assistant	DPW	Administrative Assistant-Public Works Utility	$ 49,441.40	$ 59,113.60	$ 70,678.40
Nenah	Public Works Garage Admin Assistant	DPW	Administrative Assistant-Public Works Utility	$ 44,928.00	$ 53,705.60	$ 64,230.40
Nenah	Adult Services Librarian	LIBRARY	Adult Service Librarian	$ 62,982.40	$ 75,316.80	$ 90,043.20
Nenah	Adult Services Manager	LIBRARY	Assistant Library Director	$ 81,078.40	$ 96,928.00	$ 115,876.80
Nenah	Youth Services Manager	LIBRARY	Assistant Library Director	$ 81,078.40	$ 96,928.00	$ 115,876.80
Nenah	Circulation Services Manager	LIBRARY	Assistant Library Director	$ 81,078.40	$ 96,928.00	$ 115,876.80
Nenah	Deputy Chief Fire	FIRE	Battalion Chief	$ 85,592.00	$ 102,336.00	$ 122,345.60
Nenah	Assistant Chief of Prevention / Inspection	FIRE	Battalion Chief	$ 72,030.40	$ 86,132.80	$ 102,960.00
Nenah	Assistant Chief of Training / Emergency Mgmt	FIRE	Battalion Chief	$ 72,030.40	$ 86,132.80	$ 102,960.00
Nenah	Youth Services Librarian**	LIBRARY	Circulation Manager	$ 62,982.40	$ 75,316.80	$ 90,043.20
Nenah	Civil Engineer II	ENGINEERING	Civil Engineer / Land Surveyor	$ 72,030.40	$ 86,132.80	$ 102,960.00
Nenah	Civil Engineer III	ENGINEERING	Civil Engineer / Land Surveyor	$ 72,030.40	$ 86,132.80	$ 102,960.00
Nenah	Director of CD & Assessment	Community Development	Community Development Director	$ 103,646.40	$ 123,947.20	$ 148,158.40
Nenah	Deputy Director of CD & Assessment	Community Development	Community Development Director	$ 85,592.00	$ 102,336.00	$ 122,345.60
Nenah	Deputy City Clerk	Clerks	Deputy Clerk	$ 44,928.00	$ 53,705.60	$ 64,230.40
Nenah	Director of Finance	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 103,646.40	$ 123,947.20	$ 148,158.40
Nenah	Deputy Director of Finance	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 81,078.40	$ 96,928.00	$ 115,876.80

Nenah	Assistant Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 72,030.40	$ 86,132.80	$ 102,960.00
Nenah	Director of Parks and Rec	Recreation	Director of Park & Recreation	$ 99,132.80	$ 118,539.20	$ 141,710.40
Nenah	Superintednent of Recreation	Recreation	Director of Park & Recreation	$ 76,544.00	$ 91,520.00	$ 109,428.80
Nenah	Superintendent of Parks	Recreation	Director of Park & Recreation	$ 76,544.00	$ 91,520.00	$ 109,428.80
Nenah	Director of Public Works	DPW	Director of Public Works	$ 103,646.40	$ 123,947.20	$ 148,158.40
Nenah	Director of Water Utility	DPW	Director of Public Works	$ 99,132.80	$ 118,539.20	$ 141,710.40
Nenah	Engineering Tech II	Engineering	Engineering Technician	$ 62,982.40	$ 75,316.80	$ 90,043.20
Nenah	Fire Chief	Fire	Fire Chief	$ 108,160.00	$ 129,334.40	$ 154,648.00
Nenah	Fleet Maintenance Superintendent	DPW	Foreman	$ 67,516.80	$ 80,704.00	$ 96,491.20
Nenah	Library Director	LIBRARY	Library Director	$ 103,646.40	$ 123,947.20	$ 148,158.40
Nenah	Comm Dev Specialist	Community Development	Planning Assistant	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	Admin Assistant	Comm Development	Planning Assistant	$ 44,928.00	$ 53,705.60	$ 64,230.40
Nenah	Assistant Chief - Police	Police	Police Captain	$ 90,105.60	$ 107,744.00	$ 128,814.40
Nenah	Captain - Police	Police	Police Captain	$ 85,592.00	$ 102,336.00	$ 122,345.60
Nenah	Police Chief	Police	Police Chief	$ 103,646.40	$ 123,947.20	$ 148,158.40
Nenah	Exec Admin Assistant	Police	Police Department Clerk Administrative	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	Park Supervisor	Recreation	Recreation Supervisor	$ 67,516.80	$ 80,704.00	$ 96,491.20
Nenah	Recreation Supervisor	Recreation	Recreation Supervisor	$ 67,516.80	$ 80,704.00	$ 96,491.20
Nenah	Parks Lead Tech	Recreation	Recreation Supervisor	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	Payroll / AP Coordinator*	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	Public Works Superintendent	DPW	Superintendent	$ 81,078.40	$ 96,928.00	$ 115,876.80
Nenah	Assistant Superintendent	DPW	Superintendent	$ 67,516.80	$ 80,704.00	$ 96,491.20
Nenah	Director of HR & Safety	Admin	Support Services Manager	$ 103,646.40	$ 123,947.20	$ 148,158.40
Nenah	HR & Safety Assistant	Admin	Support Services Manager	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	Communications Specialist	Admin	Support Services Manager	$ 53,976.00	$ 64,521.60	$ 77,147.20
Nenah	City Clerk	CLERKS	Village Clerk + CMC	$ 90,105.60	$ 107,744.00	$ 128,814.40
Nenah	Youth Services Librarian	Library	Youth Services Librarian	$ 62,982.40	$ 75,316.80	$ 90,043.20
New Berlin	Accounting Coordinator	Finance	Accountant	$ 52,778.32	$ 59,468.52	$ 66,902.09
New Berlin	Accounting Clerk	FInance	Accounting Clerk	$ 50,748.38	$ 57,181.27	$ 64,328.93
New Berlin	Bookkeeper	FINANCE	Accounting Clerk	$ 50,748.38	$ 57,181.27	$ 64,328.93
New Berlin	Recreation Specialist	Recreation	Administrative Assistant - Recreation	$ 59,279.39	$ 69,653.28	$ 80,027.18
New Berlin	Office Coordinator*	Recreation	Administrative Assistant - Recreation	$ 52,778.32	$ 59,468.52	$ 66,902.09
New Berlin	Clerk Administrative Specialist*	Recreation	Administrative Assistant - Recreation	$ 50,748.38	$ 57,181.27	$ 64,328.93
New Berlin	Office Assistant*	Recreation	Administrative Assistant - Recreation	$ 46,919.73	$ 52,867.30	$ 59,475.71
New Berlin	Office Coordinator****	Fire	Administrative Assistant to the Fire Chief	$ 52,778.32	$ 59,468.52	$ 66,902.09
New Berlin	Clerk Administrative Specialist**	Fire	Administrative Assistant to the Fire Chief	$ 50,748.38	$ 57,181.27	$ 64,328.93
New Berlin	Office Assistant****	Fire	Administrative Assistant to the Fire Chief	$ 46,919.73	$ 52,867.30	$ 59,475.71
New Berlin	Water Resoure Assistant Manager (Stormwater)	DPW	Administrative Assistant-Public Works Utility	$ 63,428.95	$ 74,529.01	$ 85,629.08
New Berlin	Office Coordinator*****	DPW	Administrative Assistant-Public Works Utility	$ 52,778.32	$ 59,468.52	$ 66,902.09
New Berlin	Clerk Administrative Specialist****	DPW	Administrative Assistant-Public Works Utility	$ 50,748.38	$ 57,181.27	$ 64,328.93
New Berlin	Office Assistant*****	DPW	Administrative Assistant-Public Works Utility	$ 46,919.73	$ 52,867.30	$ 59,475.71
New Berlin	Librarian *	LIBRARY	Adult Service Librarian	$ 61,743.16	$ 69,569.76	$ 78,265.98
New Berlin	Clerk Administrative Specialist***	Police	Assistant - Police / Police Support Staff	$ 50,748.38	$ 57,181.27	$ 64,328.93
New Berlin	Office Assistant***	Police	Assistant - Police / Police Support Staff	$ 46,919.73	$ 52,867.30	$ 59,475.71
New Berlin	Library Services Manager	LIBRARY	Assistant Library Director	$ 72,619.80	$ 85,328.27	$ 98,036.73
New Berlin	Lead Librarian	LIBRARY	Assistant Library Director	$ 55,401.30	$ 65,096.53	$ 74,791.76
New Berlin	Principal Planner	Community Development	Associate Planner / Zoning Administrator	$ 63,428.95	$ 74,529.01	$ 85,629.08
New Berlin	Battalion Fire Chief	FIRE	Battalion Chief	$ 99,958.13	$ 117,450.80	$ 134,943.48
New Berlin	Division Chief of CRR - Fire	FIRE	Battalion Chief	$ 99,958.13	$ 117,450.80	$ 134,943.48
New Berlin	Division Chief of Training - Fire - Proposed	FIRE	Battalion Chief	$ 99,958.13	$ 117,450.80	$ 134,943.48
New Berlin	Librarian ***	LIBRARY	Circulation Manager	$ 61,743.16	$ 69,569.76	$ 78,265.98
New Berlin	Assistant City Engineer	ENGINEERING	Civil Engineer / Land Surveyor	$ 83,142.41	$ 97,692.33	$ 112,242.26
New Berlin	Community Relations Specialist	Recreation	Communication Coordinator	$ 50,748.38	$ 57,181.27	$ 64,328.93
New Berlin	Director of Community Development	Community Development	Community Development Director	$ 112,312.96	$ 131,967.72	$ 151,622.49
New Berlin	Deputy Director Community Dev.	Community Development	Community Development Director	$ 94,300.12	$ 110,802.65	$ 127,305.17
New Berlin	Deputy City Clerk	Clerks	Deputy Clerk	$ 67,868.97	$ 79,746.05	$ 91,623.12

New Berlin	Office Manager	Admin	Deputy Clerk	$ 63,428.95	$ 74,529.01	$ 85,629.08	
New Berlin	Assistant Deputy Clerk	Clerks	Deputy Clerk	$ 59,279.39	$ 69,653.28	$ 80,027.18	
New Berlin	Finance Director	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 112,312.96	$ 131,967.72	$ 151,622.49	
New Berlin	Deputy Director of Finance	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 88,962.38	$ 104,530.80	$ 120,099.21	
New Berlin	Parks Supervisor	Recreation	Director of Park & Recreation	$ 83,142.41	$ 97,692.33	$ 112,242.26	
New Berlin	Director of Public Works	DPW	Director of Public Works	$ 112,312.96	$ 131,967.72	$ 151,622.49	
New Berlin	Utility Manager	DPW	Director of Public Works	$ 99,958.13	$ 117,450.80	$ 134,943.48	
New Berlin	Deputy Director of Public Works	DPW	Director of Public Works	$ 94,300.12	$ 110,802.65	$ 127,305.17	
New Berlin	Deputy Chief of Administration Fire	Fire	Fire Chief	$ 112,312.96	$ 131,967.72	$ 151,622.49	
New Berlin	Fire Chief	Fire	Fire Chief	$ 112,312.96	$ 131,967.72	$ 151,622.49	
New Berlin	Fire Captains	Fire	Fire Chief	$ 94,300.12	$ 110,802.65	$ 127,305.17	
New Berlin	Library Director	LIBRARY	Library Director	$ 99,958.13	$ 117,450.80	$ 134,943.48	
New Berlin	Office Coordinator***	Community Development	Planning Assistant	$ 52,778.32	$ 59,468.52	$ 66,902.09	
New Berlin	Police Chief	Police	Police Chief	$ 119,051.73	$ 139,885.79	$ 160,719.84	
New Berlin	Deputy Police Chief	Police	Police Chief	$ 105,955.62	$ 124,497.85	$ 143,040.09	
New Berlin	Police Captain	Police	Police Chief	$ 94,300.12	$ 110,802.65	$ 127,305.17	
New Berlin	Office Coordinator**	Police	Police Department Clerk Administrative	$ 52,778.32	$ 59,468.52	$ 66,902.09	
New Berlin	Clerk Administrative Specialist******	Police	Police Department Clerk Administrative	$ 50,748.38	$ 57,181.27	$ 64,328.93	
New Berlin	Office Assistant**	Police	Police Department Clerk Administrative	$ 46,919.73	$ 52,867.30	$ 59,475.71	
New Berlin	Recreation Manager	Recreation	Recreation Supervisor	$ 77,703.19	$ 91,301.25	$ 104,899.31	
		Recreation	Recreation Supervisor	$ 67,868.97	$ 79,746.05	$ 91,623.12	
New Berlin	Recreation Coordinator	Recreation	Senior Coordinator	$ 50,748.38	$ 57,181.27	$ 64,328.93	
New Berlin	Senior Coordinator	Recreation	Senior Coordinator	$ 42,852.99	$ 48,974.85	$ 55,096.70	Position was incorrectly listed on the 2025 Ranges; refer to comp study adjustments folder
New Berlin	Payroll Coordinator	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 52,778.32	$ 59,468.52	$ 66,902.09	
New Berlin	Water Resource Manager (Stormwater)	DPW	Superintendent	$ 88,962.38	$ 104,530.80	$ 120,099.21	
New Berlin	Utility Supervisor	DPW	Superintendent	$ 83,142.41	$ 97,692.33	$ 112,242.26	
New Berlin	Facilities Supervisor	DPW	Superintendent	$ 83,142.41	$ 97,692.33	$ 112,242.26	
New Berlin	Streets Supervisor	DPW	Superintendent	$ 77,703.19	$ 91,301.25	$ 104,899.31	
New Berlin	HR Director	Admin	Support Services Manager	$ 99,958.13	$ 117,450.80	$ 134,943.48	
New Berlin	Public Services Manager	Admin	Support Services Manager	$ 72,619.80	$ 85,328.27	$ 98,036.73	
New Berlin	HR Benefits and Leave Specialist	Admin	Support Services Manager	$ 67,868.97	$ 79,746.05	$ 91,623.12	
New Berlin	Administrative Services Coordinator	Admin	Support Services Manager	$ 64,212.89	$ 72,352.55	$ 81,396.62	
New Berlin	Administrative Services Manager	Admin	Support Services Manager	$ 63,428.95	$ 74,529.01	$ 85,629.08	
New Berlin	HR Coordinator	Admin	Support Services Manager	$ 59,368.43	$ 66,894.00	$ 75,255.75	
New Berlin	Executive Assistant	Admin	Support Services Manager	$ 59,279.39	$ 69,653.28	$ 80,027.18	
New Berlin	City Clerk	CLERKS	Village Clerk + CMC	$ 94,300.12	$ 110,802.65	$ 127,305.17	
New Berlin	City Engineer	Engineering	Village Engineer	$ 88,962.38	$ 104,530.80	$ 120,099.21	
New Berlin	Librarian **	Library	Youth Services Librarian	$ 61,743.16	$ 69,569.76	$ 78,265.98	
Onalaska	Accounting Specialist	FINANCE	Accounting Clerk	$ 55,941.45	$ 64,068.26	$ 733,375.67	
Onalaska	Accounting Clerk	DPW	Accounting Clerk	$ 52,774.96	$ 60,441.75	$ 69,222.33	
Onalaska	Office Specialist - Finance	FINANCE	Accounting Clerk	$ 52,774.96	$ 60,441.75	$ 69,222.33	
Onalaska	Office Specialist	Recreation	Administrative Assistant - Recreation	$ 52,774.96	$ 60,441.75	$ 69,222.33	
Onalaska	Project Assistant	Recreation	Administrative Assistant - Recreation	$ 44,310.87	$ 50,748.06	$ 58,120.40	
Onalaska	Administrative Assistant - Fire	Fire	Administrative Assistant to the Fire Chief	$ 49,787.70	$ 57,020.52	$ 65,304.08	
Onalaska	Planning Director	Community Development	Associate Planner / Zoning Administrator	$ 94,511.91	$ 108,241.97	$ 123,966.64	
Onalaska	Lead Building Inspector	Community Development	Associate Planner / Zoning Administrator	$ 74,862.29	$ 85,737.78	$ 98,193.19	
Onalaska	Assistant Fire Chief/Fire Inspector	FIRE	Battalion Chief	$ 89,162.18	$ 102,115.07	$ 116,949.66	
Onalaska	Deputy City Clerk/Administrative Assistant	Clerks	Deputy Clerk	$ 59,297.94	$ 67,912.35	$ 77,778.21	
Onalaska	Finance Director	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 106,193.58	$ 121,620.68	$ 139,288.92	
Onalaska	Accounting and Payroll Supervisor	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 74,862.29	$ 85,737.78	$ 98,193.19	
Onalaska	Park & Recreation Director	Recreation	Director of Park & Recreation	$ 94,511.91	$ 108,241.97	$ 123,966.64	
Onalaska	Public Works Director	DPW	Director of Public Works	$ 106,193.58	$ 121,620.68	$ 139,288.92	
Onalaska	Staff Engineer	Engineering	Engineering Technician	$ 74,862.29	$ 85,737.78	$ 98,193.19	
Onalaska	Fire Chief	Fire	Fire Chief	$ 106,193.58	$ 121,620.68	$ 139,288.92	

Onalaska	Lead Mechanic/Fleet Supervisor	DPW	Foreman	$ 70,624.80	$ 80,884.70	$ 92,635.09
Onalaska	Planning Associate	Community Development	Planning Assistant	$ 66,627.17	$ 76,306.32	$ 87,391.59
Onalaska	Office Specialist – Inspection, Planning/Zoning	Community Development	Planning Assistant	$ 52,774.96	$ 60,441.75	$ 69,222.33
Onalaska	Assistant Chief of Police	Police	Police Captain	$ 100,182.62	$ 114,736.49	$ 131,404.64
Onalaska	Chief of Police	Police	Police Chief	$ 112,565.20	$ 128,917.92	$ 147,646.26
Onalaska	Executive Assistant - Police	Police	Police Department Clerk Administrative	$ 59,297.94	$ 67,912.35	$ 77,778.21
Onalaska	Law Enforcement Records Specialist	Police	Police Department Clerk Administrative	$ 49,787.70	$ 57,020.52	$ 65,304.08
Onalaska	Recreation Manager	Recreation	Recreation Supervisor	$ 74,862.29	$ 85,737.78	$ 98,193.19
Onalaska	Parks Manager	Recreation	Recreation Supervisor	$ 74,862.29	$ 85,737.78	$ 98,193.19
Onalaska	Facility Manager	Recreation	Recreation Supervisor	$ 74,862.29	$ 85,737.78	$ 98,193.19
Onalaska	Buildings Supervisor	Recreation	Recreation Supervisor	$ 62,855.82	$ 71,987.09	$ 82,444.90
Onalaska	Recreation Coordinator	Recreation	Recreation Supervisor	$ 62,855.82	$ 71,987.09	$ 82,444.90
Onalaska	Sales/Marketing Coordinator	Recreation	Recreation Supervisor	$ 62,855.82	$ 71,987.09	$ 82,444.90
Onalaska	Event Coordinator	Recreation	Senior Coordinator	$ 59,297.94	$ 67,912.35	$ 77,778.21
Onalaska	Event Specialist	Recreation	Senior Coordinator	$ 44,310.87	$ 50,748.06	$ 58,120.40
Onalaska	Payroll/Office Specialist	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 55,941.45	$ 64,068.26	$ 733,375.67
Onalaska	Asst Director of Operations	DPW	Superintendent	$ 94,511.91	$ 108,241.97	$ 123,966.64
Onalaska	Superintendent	DPW	Superintendent	$ 74,862.29	$ 85,737.78	$ 98,193.19
Onalaska	Human Resource Director	Admin	Support Services Manager	$ 94,511.91	$ 108,241.97	$ 123,966.64
Onalaska	Human Resources Generalist	Admin	Support Services Manager	$ 62,855.82	$ 71,987.09	$ 82,444.90
Onalaska	City Administrator	ADMIN	Village Administrator	$ 150,637.63	$ 172,521.26	$ 197,584.00
Onalaska	City Clerk	Clerks	Village Clerk + CMC	$ 84,115.26	$ 96,334.97	$ 110,329.87
Onalaska	City Engineer	Engineering	Village Engineer	$ 94,511.91	$ 108,241.97	$ 123,966.64
Port Washington	Staff Accountant	FINANCE	Accounts Clerk	$ 54,304.80	$ 63,808.14	$ 73,311.48
Port Washington	Administration Specialist, Parks & Recreation	Recreation	Administrative Assistant - Recreation	$ 49,368.00	$ 58,007.40	$ 66,646.80
Port Washington	Admin Assistant, Fire	Fire	Administrative Assistant to the Fire Chief	$ 49,368.00	$ 58,007.40	$ 66,646.80
Port Washington	Administration Specialist, Public Works & Finance	DPW	Administrative Assistant-Public Works Utility	$ 49,368.00	$ 58,007.40	$ 66,646.80
Port Washington	Adult Services Librarian	Library	Adult Service Librarian	$ 54,304.80	$ 63,808.14	$ 73,311.48
Port Washington	Executive Assistant - Police	Police	Assistant - Police / Police Support Staff	$ 59,160.00	$ 69,513.00	$ 79,866.00
Port Washington	Associate Library Director	Library	Assistant Library Director	$ 59,160.00	$ 69,513.00	$ 79,866.00
Port Washington	Inspections and Zoning Manager	Community Development	Associate Planner / Zoning Administrator	$ 71,583.60	$ 84,110.73	$ 96,637.86
Port Washington	Deputy Fire Chief	Fire	Battalion Chief	$ 85,924.80	$ 100,961.64	$ 115,998.48
Port Washington	Fire Lieutenant	Fire	Battalion Chief	$ 79,560.00	$ 93,483.00	$ 107,406.00
Port Washington	Head of Circulation Library	Library	Circulation Manager	$ 54,304.80	$ 63,808.14	$ 73,311.48
Port Washington	Director of Community Development	Community Development	Community Development Director	$ 92,612.94	$ 109,039.02	$ 125,278.44
Port Washington	Deputy Clerk	Clerks	Deputy Clerk	$ 59,160.00	$ 69,513.00	$ 79,866.00
Port Washington	Finance Director/City Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 100,223.16	$ 117,762.06	$ 135,300.96
Port Washington	Dir of Parks & Recreation/Dir of Forestry	Recreation	Director of Park & Recreation	$ 85,924.80	$ 100,961.64	$ 115,998.48
Port Washington	Director of Public Works	DPW	Director of Public Works	$ 100,223.16	$ 117,762.06	$ 135,300.96
Port Washington	Fire Chief	Fire	Fire Chief	$ 100,223.16	$ 117,762.06	$ 135,300.96
Port Washington	Library Director	Library	Library Director	$ 79,560.00	$ 93,483.00	$ 107,406.00
Port Washington	Administration Specialist, Community Dev.	Community Development	Planning Assistant	$ 49,368.00	$ 58,007.40	$ 66,646.80
Port Washington	Police Captain	Police	Police Captain	$ 92,612.94	$ 109,039.02	$ 125,278.44
Port Washington	Chief of Police	Police	Police Chief	$ 100,223.16	$ 117,762.06	$ 135,300.96
Port Washington	Recording Clerk Manager - Police	Police	Police Department Clerk Administrative	$ 59,160.00	$ 69,513.00	$ 79,866.00
Port Washington	Records Clerk	Police	Police Department Clerk Administrative	$ 49,368.00	$ 58,007.40	$ 66,646.80
Port Washington	Police Lieutenant	Police	Police Lieutenant	$ 85,924.80	$ 100,961.64	$ 115,998.48
Port Washington	Dir. of Senior Life Enrichment & Outreach	Recreation	Recreation Supervisor	$ 71,583.60	$ 84,111.24	$ 96,637.86
Port Washington	Parks & Recreation Supervisor	Recreation	Recreation Supervisor	$ 59,160.00	$ 69,513.00	$ 79,866.00
Port Washington	Program Manager, Recreation	Recreation	Senior Coordinator	$ 59,160.00	$ 69,513.00	$ 79,866.00
Port Washington	Admin Assistant, Senior Life Enrichment	Recreation	Senior Coordinator	$ 49,368.00	$ 58,007.40	$ 66,646.80
Port Washington	Water and Wastewater Superintendent	DPW	Superintendent	$ 85,924.80	$ 100,961.64	$ 115,998.48
Port Washington	Streets Superintendent	DPW	Superintendent	$ 79,560.00	$ 93,483.00	$ 107,406.00
Port Washington	Director of Human Resouces	Admin	Support Services Manager	$ 100,223.16	$ 117,762.06	$ 135,300.96
Port Washington	Executive Assistant - City Administrator	Admin	Support Services Manager	$ 59,160.00	$ 69,513.00	$ 79,866.00
Port Washington	HR Generalist	Admin	Support Services Manager	$ 54,304.80	$ 63,808.14	$ 73,311.48
Port Washington	Director of Administration / City Clerk*	Admin	Village Administrator	$ 100,222.69	$ 117,761.66	$ 135,300.63
Port Washington	Director of Administration / City Clerk**	Clerks	Village Clerk + CMC	$ 100,222.69	$ 117,761.66	$ 135,300.63

Port Washington	City Engineer	Engineering	Village Engineer	$ 92,612.94	$ 109,039.02	$ 125,278.44	
Port Washington	Children's Librarian	Library	Youth Services Librarian	$ 54,304.80	$ 63,808.14	$ 73,311.48	
Slinger	Utilities Clerk	Finance	Accounts Clerk	$ 46,113.00	$ 53,007.50	$ 59,902.00	
Slinger	Police Secretary	Police	Assistant - Police / Police Support Staff	$ 45,458.00	$ 51,529.50	$ 57,601.00	
Slinger	Deputy Clerk	Clerks	Deputy Clerk	$ 52,826.00	$ 62,307.50	$ 71,789.00	
Slinger	Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 69,337.00	$ 79,276.50	$ 89,216.00	
Slinger	Parks & Rec Director	Recreation	Director of Park & Recreation	$ 74,637.00	$ 85,416.50	$ 96,196.00	
Slinger	Village Engineer/DPW Director**	DPW	Director of Public Works	$ 105,206.00	$ 118,684.50	$ 132,163.00	
Slinger	DPW Working Foreman	DPW	Foreman	$ 61,633.00	$ 71,097.00	$ 80,561.00	
Slinger	Police Captain	Police	Police Captain	$ 99,910.00	$ 110,210.00	$ 120,510.00	
Slinger	Police Chief	Police	Police Chief	$ 105,060.00	$ 117,326.50	$ 129,593.00	
Slinger	Police Lieutenant	Police	Police Lieutenant	$ 94,760.00	$ 104,244.00	$ 113,728.00	
Slinger	Recreation Supervisor	Recreation	Recreation Supervisor	$ 53,775.00	$ 63,021.50	$ 72,268.00	
Slinger	Deputy Treasurer	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 47,770.00	$ 54,550.50	$ 61,331.00	
Slinger	Utilities Superintendent	DPW	Superintendent	$ 72,639.00	$ 87,295.50	$ 101,952.00	
Slinger	Clerk/HR*	Admin	Support Services Manager	$ 71,795.00	$ 81,693.00	$ 91,591.00	
Slinger	Administrative Supervisor	Admin	Support Services Manager	$ 55,459.00	$ 64,961.50	$ 74,464.00	
Slinger	Clerk/HR**	Clerks	Village Clerk + CMC	$ 71,795.00	$ 81,693.00	$ 91,591.00	
Slinger	Village Engineer/DPW Director*	Engineering	Village Engineer	$ 105,206.00	$ 118,684.50	$ 132,163.00	
South Milwaukee	Treasurer Clerk	Finance	Accounting Clerk	$ 51,584.00	$ 58,957.60	$ 66,331.20	
South Milwaukee	Clerk Administrative Specialist*	Recreation	Administrative Assistant - Recreation	$ 51,584.00	$ 58,957.60	$ 66,331.20	
South Milwaukee	Clerk Administrative Specialist**	Fire	Administrative Assistant to the Fire Chief	$ 51,584.00	$ 58,957.60	$ 66,331.20	
South Milwaukee	Admin Assist - Fire	Fire	Administrative Assistant to the Fire Chief	$ 46,488.00	$ 53,112.80	$ 59,737.60	
South Milwaukee	Clerk Administrative Specialist****	DPW	Administrative Assistant-Public Works Utility	$ 51,584.00	$ 58,957.60	$ 66,331.20	
South Milwaukee	Admin Assist - Water / Wastewater	DPW	Administrative Assistant-Public Works Utility	$ 42,619.20	$ 48,713.60	$ 54,808.00	
South Milwaukee	Librarian*	Library	Adult Service Librarian	$ 61,796.80	$ 70,626.40	$ 79,456.00	
South Milwaukee	Clerk Administrative Specialist***	Police	Assistant - Police / Police Support Staff	$ 51,584.00	$ 58,957.60	$ 66,331.20	
South Milwaukee	Assist Library Director	Library	Assistant Library Director	$ 72,030.40	$ 82,305.60	$ 92,580.80	
South Milwaukee	Fire Captains	Fire	Battalion Chief	$ 92,456.00	$ 105,674.40	$ 118,892.80	
South Milwaukee	Librarian***	Library	Circulation Manager	$ 61,796.80	$ 70,626.40	$ 79,456.00	
South Milwaukee	Circulation Desk/ Clerk	Library	Circulation Manager	$ 34,964.80	$ 39,956.80	$ 44,948.80	shows FT equivalent
South Milwaukee	Econ Development Manager	Community Development	Community Development Director	$ 77,147.20	$ 88,171.20	$ 99,195.20	
South Milwaukee	Deputy Clerk	Clerks	Deputy Clerk	$ 72,030.40	$ 82,305.60	$ 92,580.80	
South Milwaukee	City Treasurer / Comptroller	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 82,264.00	$ 94,016.00	$ 105,768.00	
South Milwaukee	Engineering & Inspection Supervisor	Engineering	Engineering Technician	$ 87,339.20	$ 102,616.80	$ 117,894.40	
South Milwaukee	Fire Chief	Fire	Fire Chief	$ 115,481.60	$ 131,976.00	$ 148,470.40	
South Milwaukee	Distrib. And Collections Project Lead	DPW	Foreman	$ 66,892.80	$ 76,460.80	$ 86,028.80	
South Milwaukee	Library Director	Library	Library Director	$ 92,456.00	$ 105,674.40	$ 118,892.80	
South Milwaukee	Admin Assit - Inspection & Econ Development	Community Development	Planning Assistant	$ 51,584.00	$ 58,957.60	$ 66,331.20	
South Milwaukee	Admin Assit - Engineering	Community Development	Planning Assistant	$ 46,488.00	$ 53,112.80	$ 59,737.60	
South Milwaukee	Police Captain	Police	Police Captain	$ 102,689.60	$ 117,353.60	$ 132,017.60	
South Milwaukee	Police Chief	Police	Police Chief	$ 115,481.60	$ 131,976.00	$ 148,470.40	
South Milwaukee	Clerk Administrative Specialist******	Police	Police Department Clerk Administrative	$ 51,584.00	$ 58,957.60	$ 66,331.20	
South Milwaukee	Police Lieutenant	Police	Police Lieutenant	$ 92,456.00	$ 105,674.40	$ 118,892.80	
South Milwaukee	Deputy Treasurer	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 72,030.40	$ 82,305.60	$ 92,580.80	
South Milwaukee	Waster / Wastewater Superintendent	DPW	Superintendent	$ 97,593.60	$ 111,519.20	$ 125,444.80	
South Milwaukee	Street Superintendent	DPW	Superintendent	$ 87,339.20	$ 99,819.20	$ 112,299.20	
South Milwaukee	Facilities Manager	DPW	Superintendent	$ 77,147.20	$ 88,171.20	$ 99,195.20	
South Milwaukee	Street Department Manager	DPW	Superintendent	$ 77,147.20	$ 88,171.20	$ 99,195.20	
South Milwaukee	Water Office Manager	DPW	Superintendent	$ 66,892.80	$ 76,460.80	$ 86,028.80	
South Milwaukee	Chief Operator - Waste/Wastewater	DPW	Superintendent	$ 66,892.80	$ 76,460.80	$ 86,028.80	
South Milwaukee	Building & Grounds Supervisor	DPW	Superintendent	$ 61,796.80	$ 70,626.40	$ 79,456.00	
South Milwaukee	Assist. City Administrator	Admin	Support Services Manager	$ 82,264.00	$ 94,016.00	$ 105,768.00	
South Milwaukee	HR Manager	Admin	Support Services Manager	$ 77,147.20	$ 88,171.20	$ 99,195.20	
South Milwaukee	Payroll / Benefits Coordinator	Admin	Support Services Manager	$ 61,796.80	$ 70,626.40	$ 79,456.00	
South Milwaukee	City Administrator	Admin	Village Administrator	$ 146,140.80	$ 167,013.60	$ 187,886.40	
South Milwaukee	City Clerk	Clerks	Village Clerk + CMC	$ 82,264.00	$ 94,016.00	$ 105,768.00	
South Milwaukee	City Engineer	Engineering	Village Engineer	$ 107,806.40	$ 123,219.20	$ 138,632.00	

South Milwaukee	Librarian**	Library	Youth Services Librarian	$ 61,796.80	$ 70,626.40	$ 79,456.00	
St. Francis	Deputy City Clerk / Treasurer**	Finance	Accountant		$ 75,657.92	$ 76,414.42	mid = current / max = approved as of 6/2026
St. Francis	Building Inspector	Community Development	Associate Planner / Zoning Administrator		$ 114,803.17	$ 115,951.06	mid = current / max = approved as of 6/2026
St. Francis	Fire Captain	Fire	Battalion Chief		$ 108,815.03	$ 109,903.25	mid = current / max = approved as of 6/2026
St. Francis	Deputy City Clerk / Treasurer*	Clerks	Deputy Clerk		$ 75,657.92	$ 76,414.42	mid = current / max = approved as of 6/2026
St. Francis	City Clerk / Treasurer*	Finance	Director of Finance (CPFO, CPA, or CGFM)		$ 111,659.18	$ 112,775.73	mid = current / max = approved as of 6/2026
St. Francis	Fire Chief	Fire	Fire Chief		$ 133,393.31	$ 134,727.22	mid = current / max = approved as of 6/2026
St. Francis	Highway Crew Foreman	DPW	Foreman		$ 75,842.42	$ 76,600.78	mid = current / max = approved as of 6/2026
St. Francis	Police Captain	Police	Police Captain		$ 125,143.20	$ 126,394.74	mid = current / max = approved as of 6/2026
St. Francis	Police Chief	Police	Police Chief		$ 136,757.52	$ 138,125.09	mid = current / max = approved as of 6/2026
St. Francis	Police Lieutenant	Police	Police Lieutenant		$ 118,361.98	$ 119,545.71	mid = current / max = approved as of 6/2026
St. Francis	Police Sergeant	Police	Sergeant		$ 106,894.11	$ 107,963.02	mid = current / max = approved as of 6/2026
St. Francis	Public Works Superintendent	DPW	Superintendent		$ 95,438.34	$ 96,392.61	mid = current / max = approved as of 6/2026
St. Francis	City Clerk / Treasurer*	Clerks	Village Clerk + CMC		$ 111,659.18	$ 112,775.73	mid = current / max = approved as of 6/2026
Sun Prairie	Controller	Finance	Accountant	$ 79,101.53	$ 92,944.30	$ 106,787.06	
Sun Prairie	Accountant	Finance	Accountant	$ 69,316.34	$ 81,446.70	$ 93,577.06	
Sun Prairie	Business Services Specialist - Finance/REC	Recreation	Administrative Assistant - Recreation	$ 46,585.78	$ 54,738.30	$ 62,890.81	
Sun Prairie	Business Services Specialist - Fire	Fire	Administrative Assistant to the Fire Chief	$ 51,477.29	$ 60,485.82	$ 69,494.34	
Sun Prairie	Adult Programming & Outreach Librarian	Library	Adult Service Librarian	$ 62,855.07	$ 73,854.70	$ 84,854.34	
Sun Prairie	Adult Services Librarian	Library	Adult Service Librarian	$ 56,882.41	$ 66,836.83	$ 76,791.25	
Sun Prairie	Administrative and Project Librarian	Library	Assistant Library Director	$ 62,855.07	$ 73,854.70	$ 84,854.34	
Sun Prairie	Planning Director	Community Development	Associate Planner / Zoning Administrator	$ 110,544.95	$ 129,890.32	$ 149,235.69	
Sun Prairie	Principal Planner	Community Development	Associate Planner / Zoning Administrator	$ 79,101.53	$ 92,944.30	$ 106,787.06	
Sun Prairie	Planner	Community Development	Associate Planner / Zoning Administrator	$ 75,695.08	$ 88,941.72	$ 102,188.35	
Sun Prairie	Deputy Fire/EMS Chief	Fire	Battalion Chief	$ 116,072.28	$ 136,384.93	$ 156,697.58	
Sun Prairie	Fire Battalion Chief	Fire	Battalion Chief	$ 90,268.15	$ 106,065.08	$ 121,862.00	
Sun Prairie	Circulation & Access Services Librarian	Library	Circulation Manager	$ 62,855.07	$ 73,854.70	$ 84,854.34	
Sun Prairie	Staff Engineer II	Engineering	Civil Engineer / Land Surveyor	$ 82,371.05	$ 96,785.98	$ 111,200.91	
Sun Prairie	Staff Engineer I	Engineering	Civil Engineer / Land Surveyor	$ 75,695.08	$ 88,941.72	$ 102,188.35	
Sun Prairie	Communications Manager	Recreation	Communication Coordinator	$ 79,101.53	$ 92,944.30	$ 106,787.06	
Sun Prairie	Director of Community Development	Community Development	Community Development Director	$ 127,969.69	$ 150,364.39	$ 172,759.08	
Sun Prairie	Economic Development Director	Community Development	Community Development Director	$ 110,544.95	$ 129,890.32	$ 149,235.69	
Sun Prairie	Public Records Specialist	Clerks	Deputy Clerk	$ 62,855.07	$ 73,854.70	$ 84,854.34	
Sun Prairie	Deputy Clerk	Clerks	Deputy Clerk	$ 62,855.07	$ 73,854.70	$ 84,854.34	
Sun Prairie	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 121,875.90	$ 143,204.18	$ 164,532.46	
Sun Prairie	Director of Parks, Recreation, & Forestry	Recreation	Director of Park & Recreation	$ 121,875.90	$ 143,204.18	$ 164,532.46	
Sun Prairie	Parks and Forestry Director	Recreation	Director of Park & Recreation	$ 105,281.02	$ 123,705.20	$ 142,129.38	
Sun Prairie	Recreation Director	Recreation	Director of Park & Recreation	$ 90,268.15	$ 106,065.08	$ 121,862.00	
Sun Prairie	Wastewater Conveyance & Treatment Director	DPW	Director of Public Works	$ 121,875.90	$ 143,204.18	$ 164,532.46	
Sun Prairie	Public Works Operations Director	DPW	Director of Public Works	$ 105,281.02	$ 123,705.20	$ 142,129.38	
Sun Prairie	Engineering Technician II	Engineering	Engineering Technician	$ 72,436.03	$ 85,112.34	$ 97,788.64	
Sun Prairie	Engineering Technician I	Engineering	Engineering Technician	$ 69,316.34	$ 81,446.70	$ 93,577.06	
Sun Prairie	Fire/EMS Chief	Fire	Fire Chief	$ 127,969.69	$ 150,364.39	$ 172,759.08	
Sun Prairie	Fleet & Contracts Manager	DPW	Foreman	$ 86,380.82	$ 101,497.46	$ 116,614.10	
Sun Prairie	Fleet Maintenance Crewleader	DPW	Foreman	$ 72,436.03	$ 85,112.34	$ 97,788.64	
Sun Prairie	Director of Library Services	Library	Library Director	$ 121,875.90	$ 143,204.18	$ 164,532.46	
Sun Prairie	Planning Assistant - Vacant	Community Development	Planning Assistant	$ 62,855.07	$ 73,854.70	$ 84,854.34	
Sun Prairie	Building Permit Specialist	Community Development	Planning Assistant	$ 51,477.29	$ 60,485.82	$ 69,494.34	
Sun Prairie	Business Services Specialist - Planning	Community Development	Planning Assistant	$ 46,585.78	$ 54,738.30	$ 62,890.81	
Sun Prairie	Assistant Chief of Police	Police	Police Captain	$ 116,072.28	$ 136,384.93	$ 156,697.58	
Sun Prairie	Police Chief	Police	Police Chief	$ 127,969.69	$ 150,364.39	$ 172,759.08	
Sun Prairie	Clerk Administrative Specialist******	Police	Police Department Clerk Administrative	$ 66,331.43	$ 77,939.43	$ 89,547.43	
Sun Prairie	Police Records Specialist	Police	Police Department Clerk Administrative	$ 51,477.29	$ 60,485.82	$ 69,494.34	
Sun Prairie	Police Lieutenant	Police	Police Lieutenant	$ 110,544.95	$ 129,890.32	$ 149,235.69	
Sun Prairie	Parks Supervisor	Recreation	Recreation Supervisor	$ 86,380.82	$ 101,497.46	$ 116,614.10	
Sun Prairie	Recreation Supervisor	Recreation	Recreation Supervisor	$ 72,436.03	$ 85,112.34	$ 97,788.64	
Sun Prairie	Community Events and Development Manager	Recreation	Recreation Supervisor	$ 69,316.34	$ 81,446.70	$ 93,577.06	
Sun Prairie	Recreation Coordinator II	Recreation	Recreation Supervisor	$ 56,882.41	$ 66,836.83	$ 76,791.25	

Sun Prairie	Recreation Coordinator I	Recreation	Senior Coordinator	$ 51,477.29	$ 60,485.82	$ 69,494.34
Sun Prairie	Senior Accountant/Deputy Treasurer	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 79,101.53	$ 92,944.30	$ 106,787.06
Sun Prairie	Sergeant	Police	Sergeant	$ 90,268.15	$ 106,065.08	$ 121,862.00
Sun Prairie	Public Works Manager	DPW	Superintendent	$ 86,380.82	$ 101,497.46	$ 116,614.10
Sun Prairie	Human Resources Director	Admin	Support Services Manager	$ 116,072.28	$ 136,384.93	$ 156,697.58
Sun Prairie	Assistant City Attorney	Admin	Support Services Manager	$ 90,268.15	$ 106,065.08	$ 121,862.00
Sun Prairie	Media Center Director	Admin	Support Services Manager	$ 79,101.53	$ 92,944.30	$ 106,787.06
Sun Prairie	Public Services Business Manager	Admin	Support Services Manager	$ 75,695.08	$ 88,941.72	$ 102,188.35
Sun Prairie	Business Analyst & Applications Administrator	Admin	Support Services Manager	$ 75,695.08	$ 88,941.72	$ 102,188.35
Sun Prairie	Benefits Coordinator	Admin	Support Services Manager	$ 75,695.08	$ 88,941.72	$ 102,188.35
Sun Prairie	HR Business Partner	Admin	Support Services Manager	$ 72,436.03	$ 85,112.34	$ 97,788.64
Sun Prairie	Grants/Contracts Coordinator	Admin	Support Services Manager	$ 69,316.34	$ 81,446.70	$ 93,577.06
Sun Prairie	Performance Management Coordinator	Admin	Support Services Manager	$ 69,316.34	$ 81,446.70	$ 93,577.06
Sun Prairie	Technology Coordinator	Admin	Support Services Manager	$ 69,316.34	$ 81,446.70	$ 93,577.06
Sun Prairie	Management Analyst	Admin	Support Services Manager	$ 66,331.43	$ 77,939.43	$ 89,547.43
Sun Prairie	Neighborhood Services Specialist	Admin	Support Services Manager	$ 66,331.43	$ 77,939.43	$ 89,547.43
Sun Prairie	Director of Administrative Services	Admin	Village Administrator	$ 127,969.69	$ 150,364.39	$ 172,759.08
Sun Prairie	City Clerk	Clerks	Village Clerk + CMC	$ 105,281.02	$ 123,705.20	$ 142,129.38
Sun Prairie	Director of Public Services - City Engineer	Engineering	Village Engineer	$ 127,969.69	$ 150,364.39	$ 172,759.08
Sun Prairie	Engineering Director	Engineering	Village Engineer	$ 121,875.90	$ 143,204.18	$ 164,532.46
Sun Prairie	Principal Engineer	Engineering	Village Engineer	$ 90,268.15	$ 106,065.08	$ 121,862.00
Sun Prairie	Adult Programming & Outreach Librarian*	Library	Youth Services Librarian	$ 62,855.07	$ 73,854.70	$ 84,854.34
Sun Prairie	Youth Services Librarian	Library	Youth Services Librarian	$ 62,855.07	$ 73,854.70	$ 84,854.34
Superior	Accountant	Finance	Accountant	$ 72,904.00	$ 80,995.20	$ 91,124.80
Superior	STAFF ACCOUNTANT	Finance	Accountant	$ 58,988.80	$ 65,540.80	$ 73,736.00
Superior	ACCOUNT CLERK	Finance	Accounting Clerk	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	ESD UTILITY BILLING TECHNICIAN	n/a	Accounts Clerk	$ 54,350.40	$ 60,382.40	$ 67,932.80
Superior	ADMINISTRATIVE ASSISTANT*	Recreation	Administrative Assistant - Recreation	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	ADMINISTRATIVE ASSISTANT (CONF)-FIRE	Fire	Administrative Assistant to the Fire Chief	$ 58,988.80	$ 65,540.80	$ 73,736.00
Superior	ADMINISTRATIVE ASSISTANT****	Fire	Administrative Assistant to the Fire Chief	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	ADMINISTRATIVE ASSISTANT-PUBLIC WORKS/PARKS R&F	DPW	Administrative Assistant-Public Works Utility	$ 58,988.80	$ 65,540.80	$ 73,736.00
Superior	ADMINISTRATIVE ASSISTANT*****	DPW	Administrative Assistant-Public Works Utility	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	ADMINISTRATIVE ASSISTANT-POLICE DEPT	Police	Assistant - Police / Police Support Staff	$ 58,988.80	$ 65,540.80	$ 73,736.00
Superior	ADMINISTRATIVE ASSISTANT***	Police	Assistant - Police / Police Support Staff	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	ESD WW FACILITIES PLANNING COORDINATOR	Community Development	Associate Planner / Zoning Administrator	$ 72,904.00	$ 80,995.20	$ 91,124.80
Superior	PLANNER-HOUSING COORDINATOR	Community Development	Associate Planner / Zoning Administrator	$ 63,585.60	$ 70,657.60	$ 79,497.60
Superior	ASSIST FIRE CHIEF	Fire	Battalion Chief	$ 96,075.20	$ 106,745.60	$ 120,099.20
Superior	FIRE BATTALION CHIEF	FIRE	Battalion Chief	$ 86,819.20	$ 96,470.40	$ 108,534.40
Superior	BUILDING INSPECTOR - COMMERCIAL CIVIL ENGINEERING	Community Development	Civil Engineer / Land Surveyor	$ 72,904.00	$ 80,995.20	$ 91,124.80
Superior	CIVIL ENGINEERING TECHNICIAN II	Engineering	Civil Engineer / Land Surveyor	$ 58,988.80	$ 65,540.80	$ 73,736.00
Superior	ESD CIVIL ENGINEERING TECHNICIAN II	Engineering	Civil Engineer / Land Surveyor	$ 58,988.80	$ 65,540.80	$ 73,736.00
Superior	Planning / Econ Development Director	Community Development	Community Development Director	$ 119,267.20	$ 132,516.80	$ 149,073.60
Superior	DEPUTY CITY CLERK	Clerks	Deputy Clerk	$ 63,585.60	$ 70,657.60	$ 79,497.60
Superior	CITY CLERK TECHNICIAN	Clerks	Deputy Clerk	$ 54,350.40	$ 60,382.40	$ 67,932.80
Superior	CITY CLERK ASSISTANT	Clerks	Deputy Clerk	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	CLERK II	Clerks	Deputy Clerk	$ 43,222.40	$ 48,027.20	$ 54,038.40
Superior	Finance director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 119,267.20	$ 132,516.80	$ 149,073.60
Superior	ASST FINANCE DIRECTOR	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 77,542.40	$ 86,153.60	$ 96,928.00
Superior	RECREATION, & FORESTRY DIRECTOR	RECREATION	Director of Park & Recreation	$ 96,075.20	$ 106,745.60	$ 120,099.20
Superior	PARKS, REC & FORESTRY SUPERINTENDENT	Recreation	Director of Park & Recreation	$ 77,542.40	$ 86,153.60	$ 96,928.00
Superior	Public Works Director	DPW	Director of Public Works	$ 119,267.20	$ 132,516.80	$ 149,073.60
Superior	ASST PUBLIC WORKS DIRECTOR	DPW	Director of Public Works	$ 100,713.60	$ 111,904.00	$ 125,902.40
Superior	ESD CIVIL ENGINEERING TECHNICIAN IV	Engineering	Engineering Technician	$ 72,904.00	$ 80,995.20	$ 91,124.80
Superior	ESD ENVIRONMENTAL ENGINEER TECH IV	Engineering	Engineering Technician	$ 72,904.00	$ 80,995.20	$ 91,124.80
Superior	CIVIL ENGINEERING TECHNICIAN III	Engineering	Engineering Technician	$ 68,224.00	$ 75,795.20	$ 85,280.00
Superior	ESD CIVIL ENGINEERING TECHNICIAN III	Engineering	Engineering Technician	$ 68,224.00	$ 75,795.20	$ 85,280.00
Superior	ESD ENVIRONMENTAL ENGINEER TECH III	Engineering	Engineering Technician	$ 68,224.00	$ 75,795.20	$ 85,280.00
Superior	ESD ENVIRONMENTAL ENGINEER TECH II	Engineering	Engineering Technician	$ 58,988.80	$ 65,540.80	$ 73,736.00

Superior	GIS TECHNICIAN/DATABASE SPECIALIST	Engineering	Engineering Technician	$ 54,350.40	$ 60,382.40	$ 67,932.80
Superior	CIVIL ENGINEERING TECHNICIAN I	Engineering	Engineering Technician	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	ESD CIVIL ENGINEERING TECHNICIAN I	Engineering	Engineering Technician	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	ESD ENVIRONMENTAL ENGINEER TECHNICIAN I	Engineering	Engineering Technician	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	FIRE CHIEF	Fire	Fire Chief	$ 109,990.40	$ 122,220.80	$ 137,508.80
Superior	FLEET MANAGER	DPW	Foreman	$ 72,904.00	$ 80,995.20	$ 91,124.80
Superior	WORKING FOREMAN - Regular + Mechanic Fill-in	DPW	Foreman	$ 68,224.00	$ 75,795.20	$ 85,280.00
Superior	PLANNING TECHNICIAN	Community Development	Planning Assistant	$ 54,350.40	$ 60,382.40	$ 67,932.80
Superior	ASSIST POLICE CHIEF	Police	Police Captain	$ 96,075.20	$ 106,745.60	$ 120,099.20
Superior	POLICE CAPTAIN	Police	Police Captain	$ 91,436.80	$ 101,587.20	$ 114,296.00
Superior	POLICE CHIEF	Police	Police Chief	$ 109,990.40	$ 122,220.80	$ 137,508.80
Superior	ADMINISTRATIVE ASSISTANT**	Police	Police Department Clerk Administrative	$ 49,712.00	$ 55,224.00	$ 62,129.60
Superior	Police Lieutenant	Police	Police Lieutenant	$ 86,819.20	$ 96,470.40	$ 108,534.40
Superior	CITY & TOURISM COMMUNICATIONS COORDINATOR	Recreation	Recreation Supervisor	$ 63,585.60	$ 70,657.60	$ 79,497.60
Superior	PARK/REC/FORESTRY VOLUNT, EVENTS & PROG COORD	Recreation	Senior Coordinator	$ 63,585.60	$ 70,657.60	$ 79,497.60
Superior	PAYROLL TECHNICIAN (CONF)	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 54,350.40	$ 60,382.40	$ 67,932.80
Superior	POLICE SERGEANT	Police	Sergeant	$ 82,180.80	$ 91,312.00	$ 102,731.20
Superior	PUBLIC WORKS SUPERINTENDENT	DPW	Superintendent	$ 82,180.80	$ 91,312.00	$ 102,731.20
Superior	FACILITIES, MAINT & CONSTRUCTION SUPERINTENDENT	DPW	Superintendent	$ 77,542.40	$ 86,153.60	$ 96,928.00
Superior	HUMAN RESOURCES DIRECTOR	Admin	Support Services Manager	$ 109,990.40	$ 122,220.80	$ 137,508.80
Superior	CITY CLERK	Clerks	Village Clerk + CMC	$ 86,819.20	$ 96,470.40	$ 108,534.40
Wauwatosa	FINANCIAL ANALYST	FINANCE	Accountant	$ 69,659.20	$ 79,705.60	$ 88,982.40
Wauwatosa	ACCOUNTING ANALYST	FINANCE	Accountant	$ 64,812.80	$ 74,172.80	$ 82,804.80
Wauwatosa	ADMIN SUPPORT SPECIALIST*	Recreation	Administrative Assistant - Recreation	$ 56,222.40	$ 64,355.20	$ 71,864.00
Wauwatosa	OFFICE ASSISTANT*	Recreation	Administrative Assistant - Recreation	$ 52,353.60	$ 59,924.80	$ 66,892.80
Wauwatosa	ADMIN SUPPORT SPECIALIST****	Fire	Administrative Assistant to the Fire Chief	$ 56,222.40	$ 64,355.20	$ 71,864.00
Wauwatosa	OFFICE ASSISTANT****	Fire	Administrative Assistant to the Fire Chief	$ 52,353.60	$ 59,924.80	$ 66,892.80
Wauwatosa	ADMIN SUPPORT SPECIALIST*****	DPW	Administrative Assistant-Public Works Utility	$ 56,222.40	$ 64,355.20	$ 71,864.00
Wauwatosa	OFFICE ASSISTANT*****	DPW	Administrative Assistant-Public Works Utility	$ 52,353.60	$ 59,924.80	$ 66,892.80
Wauwatosa	OFFICE ASSISTANT******	DPW	Administrative Assistant-Public Works Utility	$ 52,353.60	$ 59,924.80	$ 66,892.80
Wauwatosa	LIBRARIAN*	LIBRARY	Adult Service Librarian	$ 74,859.20	$ 85,654.40	$ 95,659.20
Wauwatosa	COMMUNITY SUPPORT SPECIALIST (ADMIN)	POLICE	Assistant - Police / Police Support Staff	$ 56,222.40	$ 64,355.20	$ 71,864.00
Wauwatosa	OFFICE ASSISTANT***	Police	Assistant - Police / Police Support Staff	$ 52,353.60	$ 59,924.80	$ 66,892.80
Wauwatosa	ASSISTANT LIBRARY DIRECTOR	LIBRARY	Assistant Library Director	$ 99,860.80	$ 114,296.00	$ 127,628.80
Wauwatosa	LIBRARY SUPERVISOR - Adult	LIBRARY	Assistant Library Director	$ 86,236.80	$ 98,945.60	$ 110,468.80
Wauwatosa	LIBRARY SUPERVISOR - Childrens	LIBRARY	Assistant Library Director	$ 86,236.80	$ 98,945.60	$ 110,468.80
Wauwatosa	LIBRARY SUPERVISOR - Circulation	LIBRARY	Assistant Library Director	$ 86,236.80	$ 98,945.60	$ 110,468.80
Wauwatosa	PLANNING & ZONING MANAGER	Community Development	Associate Planner / Zoning Administrator	$ 99,860.80	$ 114,296.00	$ 127,628.80
Wauwatosa	PRINCIPAL PLANNER	Community Development	Associate Planner / Zoning Administrator	$ 80,496.00	$ 92,102.40	$ 102,835.20
Wauwatosa	APPRAISER	CITY ASSESOR	Associate Planner / Zoning Administrator	$ 69,659.20	$ 79,705.60	$ 88,982.40
Wauwatosa	FIRE ASSISTANT CHIEF	FIRE	Battalion Chief	$ 115,377.60	$ 122,844.80	$ 137,176.00
Wauwatosa	BATTALION CHIEF	FIRE	Battalion Chief	$ 107,328.00	$ 122,844.80	$ 137,176.00
Wauwatosa	DEPUTY CHIEF	FIRE	Battalion Chief	$ 107,328.00	$ 122,844.80	$ 137,176.00
Wauwatosa	LIBRARIAN***	LIBRARY	Circulation Manager	$ 74,859.20	$ 85,654.40	$ 95,659.20
Wauwatosa	SENIOR CIVIL ENGINEER	PUBLIC WORKS	Civil Engineer / Land Surveyor	$ 99,860.80	$ 114,296.00	$ 127,628.80
Wauwatosa	CIVIL ENGINEER - 2	ENGINEERING	Civil Engineer / Land Surveyor	$ 80,496.00	$ 92,102.40	$ 102,835.20
Wauwatosa	CIVIL ENGINEER - 1	ENGINEERING	Civil Engineer / Land Surveyor	$ 74,859.20	$ 85,654.40	$ 95,659.20
Wauwatosa	MULTIMEDIA TECHNICIAN	Recreation	Communication Coordinator	$ 45,406.40	$ 51,958.40	$ 57,990.40
Wauwatosa	DEVELOPMENT DIRECTOR	Community Development	Community Development Director	$ 133,140.80	$ 152,360.00	$ 170,123.20
Wauwatosa	BUILDING & SAFETY MANAGER	Community Development	Community Development Director	$ 99,860.80	$ 114,296.00	$ 127,628.80
Wauwatosa	ECONOMIC DEVELOPMENT MANAGER	Community Development	Community Development Director	$ 99,860.80	$ 114,296.00	$ 127,628.80
Wauwatosa	FINANCE DIRECTOR	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 143,062.40	$ 163,716.80	$ 182,790.40
Wauwatosa	ASSISTANT FINANCE DIRECTOR	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 107,328.00	$ 122,844.80	$ 137,176.00
Wauwatosa	ACCOUNTING MANAGER	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 92,913.60	$ 106,329.60	$ 118,726.40
Wauwatosa	UTILITY FINANCE MANAGER	FINANCE	Director of Finance (CPFO, CPA, or CGFM)	$ 92,913.60	$ 106,329.60	$ 118,726.40
Wauwatosa	DPW DIRECTOR	DPW	Director of Public Works	$ 153,753.60	$ 175,968.00	$ 196,476.80
Wauwatosa	CONSTRUCTION MANAGER	DPW	Director of Public Works	$ 107,328.00	$ 122,844.80	$ 137,176.00
Wauwatosa	SENIOR ENGINEERING TECHNICIAN	Engineering	Engineering Technician	$ 74,859.20	$ 85,654.40	$ 95,659.20

Wauwatosa	ENGINEERING TECHNICIAN	Engineering	Engineering Technician	$ 64,812.80	$ 74,172.80	$ 82,804.80
Wauwatosa	FIRE DIRECTOR	Fire	Fire Chief	$ 133,140.80	$ 152,360.00	$ 170,123.20
Wauwatosa	DPW FIELD SUPERVISOR	DPW	Foreman	$ 69,659.20	$ 79,705.60	$ 88,982.40
Wauwatosa	FACILITIES SUPERVISOR	DPW	Foreman	$ 69,659.20	$ 79,705.60	$ 88,982.40
Wauwatosa	LIBRARY DIRECTOR	LIBRARY	Library Director	$ 123,926.40	$ 141,835.20	$ 158,350.40
Wauwatosa	PARKS MAINTENANCE WORKER	Community Development	Planning Assistant	$ 52,353.60	$ 59,924.80	$ 66,892.80
Wauwatosa	POLICE CAPTAIN	Police	Police Captain	$ 115,377.60	$ 122,844.80	$ 137,176.00
Wauwatosa	POLICE DIRECTOR	Police	Police Chief	$ 133,140.80	$ 152,360.00	$ 170,123.20
Wauwatosa	ADMIN SUPPORT SPECIALIST**	Police	Police Department Clerk Administrative	$ 56,222.40	$ 64,355.20	$ 71,864.00
Wauwatosa	OFFICE ASSISTANT**	Police	Police Department Clerk Administrative	$ 52,353.60	$ 59,924.80	$ 66,892.80
Wauwatosa	POLICE LIEUTENANT	Police	Police Lieutenant	$ 107,328.00	$ 122,844.80	$ 137,176.00
Wauwatosa	PAYROLL MANAGER/SENIOR ACCOUNTANT	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 80,496.00	$ 92,102.40	$ 102,835.20
Wauwatosa	PAYROLL SPECIALIST	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 56,222.40	$ 64,355.20	$ 71,864.00
Wauwatosa	POLICE SERGEANT	Police	Sergeant	$ 92,913.60	$ 106,329.60	$ 118,726.40
Wauwatosa	FACILITIES MANAGER	DPW	Superintendent	$ 99,860.80	$ 114,296.00	$ 127,628.80
Wauwatosa	SUPERINTENDENT	DPW	Superintendent	$ 99,860.80	$ 114,296.00	$ 127,628.80
Wauwatosa	ASSISTANT CONSTRUCTION MANAGER	DPW	Superintendent	$ 92,913.60	$ 106,329.60	$ 118,726.40
Wauwatosa	DPW BUSINESS MANAGER	DPW	Superintendent	$ 92,913.60	$ 106,329.60	$ 118,726.40
Wauwatosa	PARKS & LANDSCAPE MANAGER	DPW	Superintendent	$ 86,236.80	$ 98,945.60	$ 110,468.80
Wauwatosa	OPERATIONS SUPERVISOR	DPW	Superintendent	$ 74,859.20	$ 85,654.40	$ 95,659.20
Wauwatosa	WATER SUPERVISOR	DPW	Superintendent	$ 74,859.20	$ 85,654.40	$ 95,659.20
Wauwatosa	HR DIRECTOR	Admin	Support Services Manager	$ 143,062.40	$ 163,716.80	$ 182,790.40
Wauwatosa	BENEFITS & WELLNESS MANAGER	Admin	Support Services Manager	$ 92,913.60	$ 106,329.60	$ 118,726.40
Wauwatosa	COMMUNICATIONS MANAGER	Admin	Support Services Manager	$ 92,913.60	$ 106,329.60	$ 118,726.40
Wauwatosa	ORGANIZATIONAL DEV SPECIALIST	Admin	Support Services Manager	$ 86,236.80	$ 98,945.60	$ 110,468.80
Wauwatosa	SENIOR HR GENERALIST	Admin	Support Services Manager	$ 86,236.80	$ 98,945.60	$ 110,468.80
Wauwatosa	HR GENERALIST / TALENT ACQUISITION SPECIALIST	Admin	Support Services Manager	$ 74,859.20	$ 85,654.40	$ 95,659.20
Wauwatosa	COMMUNICATIONS SPECIALIST	Admin	Support Services Manager	$ 69,659.20	$ 79,705.60	$ 88,982.40
Wauwatosa	DEPUTY CITY ADMINISTRATOR	ADMIN	Village Administrator	$ 165,235.20	$ 189,113.60	$ 211,140.80
Wauwatosa	DIRECTOR OF MUNICIPAL SERVICES	Clerks	Village Clerk + CMC	$ 99,860.80	$ 114,296.00	$ 127,628.80
Wauwatosa	CITY CLERK/MANAGEMENT ANALYST	Clerks	Village Clerk + CMC	$ 86,236.80	$ 98,945.60	$ 110,468.80
Wauwatosa	CITY ENGINEER	Engineering	Village Engineer	$ 133,140.80	$ 152,360.00	$ 170,123.20
Wauwatosa	ASSISTANT CITY ENGINEER	Engineering	Village Engineer	$ 107,328.00	$ 122,844.80	$ 137,176.00
Wauwatosa	LIBRARIAN**	Library	Youth Services Librarian	$ 74,859.20	$ 85,654.40	$ 95,659.20
West Allis	Senior Accountant	Finance	Accountant	$ 74,172.80	$ 84,052.80	$ 90,646.40
West Allis	Accountant	Finance	Accountant	64,313.60	72,904.00	78,624.00
West Allis	Senior Buyer	Finance	Accounting Clerk	$ 69,222.40	$ 78,457.60	$ 84,614.40
West Allis	Accounting Specialist II	Finance	Accounting Clerk	64,313.60	72,904.00	78,624.00
West Allis	Accounting Specialist	Finance	Accounting Clerk	49,524.80	56,139.20	60,548.80
West Allis	Business Operations Specialist*	Various	Administrative Assistant - Recreation	69,222.40	78,457.60	84,614.40
West Allis	Administrative Support Specialist*	Various	Administrative Assistant - Recreation	49,524.80	56,139.20	60,548.80
West Allis	Administrative Support Assistant*	Various	Administrative Assistant - Recreation	44,616.00	50,564.80	54,516.80
West Allis	Clerical Assistant*	Clerks	Administrative Assistant - Recreation	38,251.20	43,347.20	46,737.60
West Allis	Business Operations Specialist****	Various	Administrative Assistant to the Fire Chief	69,222.40	78,457.60	84,614.40
West Allis	Administrative Support Specialist****	Various	Administrative Assistant to the Fire Chief	49,524.80	56,139.20	60,548.80
West Allis	Administrative Support Assistant****	Various	Administrative Assistant to the Fire Chief	44,616.00	50,564.80	54,516.80
West Allis	Clerical Assistant****	Clerks	Administrative Assistant to the Fire Chief	38,251.20	43,347.20	46,737.60
West Allis	Business Operations Specialist*****	Various	Administrative Assistant-Public Works Utility	69,222.40	78,457.60	84,614.40
West Allis	Administrative Support Specialist*****	Various	Administrative Assistant-Public Works Utility	49,524.80	56,139.20	60,548.80
West Allis	Administrative Support Assistant*****	Various	Administrative Assistant-Public Works Utility	44,616.00	50,564.80	54,516.80
West Allis	Clerical Assistant*****	Clerks	Administrative Assistant-Public Works Utility	38,251.20	43,347.20	46,737.60
West Allis	Librarian*	Library	Adult Service Librarian	64,313.60	72,904.00	78,624.00
West Allis	Business Operations Specialist***	Various	Assistant - Police / Police Support Staff	69,222.40	78,457.60	84,614.40
West Allis	Administrative Support Specialist***	Various	Assistant - Police / Police Support Staff	49,524.80	56,139.20	60,548.80
West Allis	Administrative Support Assistant***	Various	Assistant - Police / Police Support Staff	44,616.00	50,564.80	54,516.80
West Allis	Clerical Assistant***	Clerks	Assistant - Police / Police Support Staff	38,251.20	43,347.20	46,737.60
West Allis	Children Services Supervisor	Library	Assistant Library Director	$ 74,172.80	$ 84,052.80	$ 90,646.40
West Allis	City Planning Director	Community Development	Associate Planner / Zoning Administrator	$ 84,011.20	$ 95,222.40	$ 102,689.60

West Allis	Development Project Manager	Community Development	Associate Planner / Zoning Administrator	$ 79,081.60	$ 89,606.40	$ 96,636.80
West Allis	Community Development Senior Planner	Community Development	Associate Planner / Zoning Administrator	$ 74,172.80	$ 84,052.80	$ 90,646.40
West Allis	Zoning Administrator and City Process Liason	Community Development	Associate Planner / Zoning Administrator	69,222.40	78,457.60	84,614.40
West Allis	Lead Planner	Community Development	Associate Planner / Zoning Administrator	$ 69,222.40	$ 78,457.60	$ 84,614.40
West Allis	Economic Development Specialist	Community Development	Associate Planner / Zoning Administrator	59,384.00	67,288.00	72,571.20
West Allis	City Planner	Community Development	Associate Planner / Zoning Administrator	59,384.00	67,288.00	72,571.20
West Allis	Associate Planner	Community Development	Associate Planner / Zoning Administrator	54,454.40	61,713.60	66,560.00
West Allis	Battalion Chief	Fire	Battalion Chief	$ 93,828.80	$ 106,329.60	$ 114,670.40
West Allis	Librarian***	Library	Circulation Manager	64,313.60	72,904.00	78,624.00
West Allis	Senior Principal Engineer	Engineering	Civil Engineer / Land Surveyor	$ 84,011.20	$ 95,222.40	$ 102,689.60
West Allis	Engineer & Professional Land Surveyor	Community Development	Civil Engineer / Land Surveyor	$ 74,172.80	$ 84,052.80	$ 90,646.40
West Allis	Professional Engineer	Engineering	Civil Engineer / Land Surveyor	$ 74,172.80	$ 84,052.80	$ 90,646.40
West Allis	Civil Engineer	Engineering	Civil Engineer / Land Surveyor	$ 69,222.40	$ 78,457.60	$ 84,614.40
West Allis	Content and Multimedia Creator	Recreation	Communication Coordinator	59,384.00	67,288.00	72,571.20
West Allis	Market & Events Specialist	Recreation	Communication Coordinator	59,384.00	67,288.00	72,571.20
West Allis	Graphic Design / Production Specialist	Recreation	Communication Coordinator	59,384.00	67,288.00	72,571.20
West Allis	Econ Development Executive Director	Community Development	Community Development Director	$ 93,828.80	$ 106,329.60	$ 114,670.40
West Allis	Deputy City Clerk	Clerks	Deputy Clerk	$ 84,011.20	$ 95,222.40	$ 102,689.60
West Allis	Customer Service Administrator	Clerks	Deputy Clerk	$ 69,222.40	$ 78,457.60	$ 84,614.40
West Allis	Deputy Clerk - Elections	Clerks	Deputy Clerk	64,313.60	72,904.00	78,624.00
West Allis	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 118,476.80	$ 134,284.80	$ 144,809.60
West Allis	City Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 93,828.80	$ 106,329.60	$ 114,670.40
West Allis	Deputy Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 93,828.80	$ 106,329.60	$ 114,670.40
West Allis	Director of Public Works	Director	Director of Public Works	$ 118,476.80	$ 134,284.80	$ 144,809.60
West Allis	Assistant Dir of Public Works	Engineering	Director of Public Works	$ 93,828.80	$ 106,329.60	$ 114,670.40
West Allis	Engineering Technician Specialist	Engineering	Engineering Technician	64,313.60	72,904.00	78,624.00
West Allis	Engineering Technician	Engineering	Engineering Technician	59,384.00	67,288.00	72,571.20
West Allis	Engineering Services Specialist	Engineering	Engineering Technician	54,454.40	61,713.60	66,560.00
West Allis	Fire Chief	Fire	Fire Chief	$ 118,476.80	$ 134,284.80	$ 144,809.60
West Allis	Assistant Fire Chief	Fire	Fire Chief	$ 108,638.40	$ 123,115.20	$ 132,766.40
West Allis	Deputy Fire Chief	Fire	Fire Chief	$ 93,828.80	$ 106,329.60	$ 114,670.40
West Allis	Fleet Services Manager	DPW	Foreman	$ 79,081.60	$ 89,606.40	$ 96,636.80
West Allis	Fleet Manager	DPW	Foreman	74,172.80	84,052.80	90,646.40
West Allis	Library Director	Library	Library Director	$ 103,688.00	$ 117,520.00	$ 126,734.40
West Allis	Library Services Manager	Library	Library Director	$ 84,011.20	$ 95,222.40	$ 102,689.60
West Allis	Business Operations Specialist******	Various	Planning Assistant	69,222.40	78,457.60	84,614.40
West Allis	Administrative Support Specialist - Police Body Cam	Police	Police Department Clerk Administrative	49,524.80	56,139.20	60,548.80
West Allis	Police Captain	Police	Police Captain	$ 98,758.40	$ 111,924.80	$ 120,702.40
West Allis	Police Chief	Police	Police Chief	$ 118,476.80	$ 134,284.80	$ 144,809.60
West Allis	Deputy Police Chief - Operations	Police	Police Chief	$ 108,638.40	$ 123,115.20	$ 132,766.40
West Allis	Deputy Police chief - Support Services	Police	Police Chief	$ 108,638.40	$ 123,115.20	$ 132,766.40
West Allis	Business Operations Specialist**	Police	Police Department Clerk Administrative	69,222.40	78,457.60	84,614.40
West Allis	Administrative Support Specialist**	Police	Police Department Clerk Administrative	49,524.80	56,139.20	60,548.80
West Allis	Administrative Support Assistant**	Police	Police Department Clerk Administrative	44,616.00	50,564.80	54,516.80
West Allis	Clerical Assistant**	Police	Police Department Clerk Administrative	38,251.20	43,347.20	46,737.60
West Allis	POLICE LIEUTENANT	Police	Police Lieutenant	$ 93,828.80	$ 106,329.60	$ 114,670.40
West Allis	Tourism and Event Manager	Recreation	Recreation Supervisor	$ 74,172.80	$ 84,052.80	$ 90,646.40
West Allis	Senior Center Coordinator	Recreation	Senior Coordinator	$ 69,222.40	$ 78,457.60	$ 84,614.40
West Allis	Deputy Tresurer / Senior Accountant	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 74,172.80	$ 84,052.80	$ 90,646.40
West Allis	Street & Sewer Supervisor	DPW	Superintendent	$ 74,172.80	$ 84,052.80	$ 90,646.40
West Allis	Assistant City Admin	Admin	Support Services Manager	$ 118,476.80	$ 134,284.80	$ 144,809.60
West Allis	Admin Services Manager	Admin	Support Services Manager	$ 84,011.20	$ 95,222.40	$ 102,689.60
West Allis	Business Manager	Admin	Support Services Manager	$ 84,011.20	$ 95,222.40	$ 102,689.60
West Allis	HR Manager	Admin	Support Services Manager	$ 84,011.20	$ 95,222.40	$ 102,689.60
West Allis	HR Generalist	Admin	Support Services Manager	$ 69,222.40	$ 78,457.60	$ 84,614.40
West Allis	CITY CLERK	Clerks	Village Clerk + CMC	$ 93,828.80	$ 106,329.60	$ 114,670.40
West Allis	City Engineer	Engineering	Village Engineer	$ 118,476.80	$ 134,284.80	$ 144,809.60
West Allis	Assistant City Engineer	Engineering	Village Engineer	$ 93,828.80	$ 106,329.60	$ 114,670.40

West Allis	Prinicipal Engineer	Engineering	Village Engineer	$ 79,081.60	$ 89,606.40	$ 96,636.80
West Allis	Librarian**	Library	Youth Services Librarian	64,313.60	72,904.00	78,624.00

Internal Category	Department	Current Pay Scale	# of Matches	Avg Min	Avg Mid	Avg Max	VOG Min	VOG MIN%	VOG MIN STAT	VOG Mid	VOG MID%	VOG MID STAT	VOG Max	VOG MAX%	VOG MAX STAT	Market Position	Notes
Communication Coordinator	Recreation	1	13	$ 60,861.96	$ 67,056.92	$ 76,917.85	$ 33,942.00	-44%	below mkt avg	$ 44,625.00	-33%	below mkt avg	$ 53,666.00	-30%	below mkt avg		
Administrative Assistant - Recreation	Recreation	1	44	$ 48,690.11	$ 55,312.68	$ 62,961.96	$ 33,942.00	-30%	below mkt avg	$ 44,625.00	-19%	below mkt avg	$ 53,666.00	-15%	below mkt avg		
Police Department Clerk Administrative	Police	1	53	$ 51,697.53	$ 58,778.38	$ 66,606.01	$ 33,942.00	-34%	below mkt avg	$ 44,625.00	-24%	below mkt avg	$ 53,666.00	-19%	below mkt avg		
Assistant - Police / Police Support Staff	Police	1	37	$ 49,807.41	$ 56,421.39	$ 63,000.04	$ 33,942.00	-32%	below mkt avg	$ 44,625.00	-21%	below mkt avg	$ 53,666.00	-15%	below mkt avg		
Administrative Assistant to the Fire Chief	Fire	1	43	$ 50,684.36	$ 57,291.16	$ 65,062.72	$ 33,942.00	-33%	below mkt avg	$ 44,625.00	-22%	below mkt avg	$ 53,666.00	-18%	below mkt avg		
Administrative Assistant-Public Works Utility	DPW	1	49	$ 49,695.56	$ 55,984.09	$ 64,509.49	$ 33,942.00	-32%	below mkt avg	$ 44,625.00	-20%	below mkt avg	$ 53,666.00	-17%	below mkt avg		
Senior Coordinator	Recreation	1	21	$ 57,951.91	$ 65,111.74	$ 73,508.80	$ 33,942.00	-41%	below mkt avg	$ 44,625.00	-31%	below mkt avg	$ 53,666.00	-27%	below mkt avg		
Accounts Clerk	Clerks	1	8	$ 50,199.30	$ 57,394.78	$ 64,624.06	$ 33,942.00	-32%	below mkt avg	$ 44,625.00	-22%	below mkt avg	$ 53,666.00	-17%	below mkt avg		
Circulation Manager	Library	1	24	$ 58,200.11	$ 65,614.78	$ 75,870.22	$ 33,942.00	-42%	below mkt avg	$ 44,625.00	-32%	below mkt avg	$ 53,666.00	-29%	below mkt avg		
Deputy Clerk	Clerks	2	39	$ 57,611.06	$ 65,499.07	$ 73,398.39	$ 45,869.00	-20%	below mkt avg	$ 54,547.00	-17%	below mkt avg	$ 62,387.00	-15%	below mkt avg		
Planning Assistant	Community Development	2	27	$ 53,572.23	$ 60,904.83	$ 69,604.90	$ 45,869.00	-14%	below mkt avg	$ 54,547.00	-10%	below mkt avg	$ 62,387.00	-10%	below mkt avg		
Accounting Clerk	Finance	2	35	$ 52,517.95	$ 59,325.90	$ 89,007.25	$ 45,869.00	-13%	below mkt avg	$ 54,547.00	-8%	below mkt avg	$ 62,387.00	-30%	below mkt avg		
Adult Service Librarian	Library	2	16	$ 60,885.87	$ 69,761.51	$ 78,601.64	$ 45,869.00	-25%	below mkt avg	$ 54,547.00	-22%	below mkt avg	$ 62,387.00	-21%	below mkt avg		
Youth Services Librarian	Library	2	18	$ 61,758.91	$ 69,534.28	$ 79,727.90	$ 45,869.00	-26%	below mkt avg	$ 54,547.00	-22%	below mkt avg	$ 62,387.00	-22%	below mkt avg		
Engineering Technician	Engineering	3	40	$ 64,605.20	$ 72,445.42	$ 82,053.32	$ 53,324.00	-17%	below mkt avg	$ 63,413.00	-12%	below mkt avg	$ 76,259.00	-7%	below mkt avg		
Recreation Supervisor	Recreation	3	33	$ 66,988.21	$ 76,374.93	$ 87,849.43	$ 53,324.00	-20%	below mkt avg	$ 63,413.00	-17%	below mkt avg	$ 76,259.00	-13%	below mkt avg		
Accountant	Finance	3	35	$ 70,157.77	$ 79,711.95	$ 90,023.25	$ 53,324.00	-24%	below mkt avg	$ 63,413.00	-20%	below mkt avg	$ 76,259.00	-15%	below mkt avg		
Senior Deputy Treasurer / Payroll Accountant	Finance	3	35	$ 63,100.55	$ 70,486.01	$ 100,660.30	$ 53,324.00	-15%	below mkt avg	$ 63,413.00	-10%	below mkt avg	$ 76,259.00	-24%	below mkt avg		
Assistant Library Director	Library	3	18	$ 76,175.63	$ 86,946.28	$ 97,832.01	$ 53,324.00	-30%	below mkt avg	$ 63,413.00	-27%	below mkt avg	$ 76,259.00	-22%	below mkt avg		
Civil Engineer / Land Surveyor	Engineering	4	33	$ 78,028.74	$ 88,370.75	$ 101,720.21	$ 65,181.00	-16%	below mkt avg	$ 77,513.00	-12%	below mkt avg	$ 88,653.00	-13%	below mkt avg		
Associate Planner / Zoning Administrator	Community Development	4	47	$ 76,506.33	$ 87,659.40	$ 98,061.70	$ 65,181.00	-15%	below mkt avg	$ 77,513.00	-12%	below mkt avg	$ 88,653.00	-10%	below mkt avg		
Foreman	DPW	4	29	$ 70,693.67	$ 80,279.74	$ 91,224.31	$ 65,181.00	-8%	below mkt avg	$ 77,513.00	-3%	below mkt avg	$ 88,653.00	-3%	below mkt avg		
Sergeant	Police	5	10	$ 88,630.76	$ 104,041.33	$ 115,007.67	$ 75,774.00	-15%	below mkt avg	$ 90,110.00	-13%	below mkt avg	$ 103,061.00	-10%	below mkt avg		
Battalion Chief	Fire	5	33	$ 93,507.80	$ 109,258.82	$ 122,281.48	$ 75,774.00	-19%	below mkt avg	$ 90,110.00	-18%	below mkt avg	$ 103,061.00	-16%	below mkt avg		
Superintendent	DPW	5	62	$ 84,144.80	$ 96,269.96	$ 109,024.60	$ 75,774.00	-10%	below mkt avg	$ 90,110.00	-6%	below mkt avg	$ 103,061.00	-5%	below mkt avg		
Support Services Manager	Admin	5	78	$ 82,278.79	$ 94,569.93	$ 108,557.59	$ 75,774.00	-8%	below mkt avg	$ 90,110.00	-5%	below mkt avg	$ 103,061.00	-5%	below mkt avg		
Village Clerk + CMC	Clerks	5	28	$ 89,189.13	$ 101,947.57	$ 116,428.81	$ 75,774.00	-15%	below mkt avg	$ 90,110.00	-12%	below mkt avg	$ 103,061.00	-11%	below mkt avg		
Library Director	Library	5	18	$ 100,287.68	$ 113,763.30	$ 130,551.90	$ 75,774.00	-24%	below mkt avg	$ 90,110.00	-21%	below mkt avg	$ 103,061.00	-21%	below mkt avg		
Police Lieutenant	Police	6	18	$ 94,143.50	$ 108,958.95	$ 121,771.72	$ 83,777.00	-11%	below mkt avg	$ 99,626.00	-9%	below mkt avg	$ 108,366.00	-11%	below mkt avg		
Director of Park & Recreation	Recreation	6	24	$ 93,588.09	$ 106,950.08	$ 124,474.57	$ 83,777.00	-10%	below mkt avg	$ 99,626.00	-7%	below mkt avg	$ 108,366.00	-13%	below mkt avg		
Director of Finance (CPFO, CPA, or CGFM)	Finance	6	46	$ 99,590.44	$ 112,996.37	$ 129,691.46	$ 83,777.00	-16%	below mkt avg	$ 99,626.00	-12%	below mkt avg	$ 108,366.00	-16%	below mkt avg		
Police Captain	Police	7	28	$ 99,138.45	$ 114,824.34	$ 129,668.72	$ 97,392.00	-2%	below mkt avg	$ 110,147.00	-4%	below mkt avg	$ 119,810.00	-8%	below mkt avg		
Fire Chief	Fire	7	28	$ 112,127.94	$ 128,499.16	$ 145,978.53	$ 97,392.00	-13%	below mkt avg	$ 110,147.00	-14%	below mkt avg	$ 119,810.00	-18%	below mkt avg		
Community Development Director	Community Development	7	26	$ 105,236.36	$ 121,273.03	$ 139,302.01	$ 97,392.00	-7%	below mkt avg	$ 110,147.00	-9%	below mkt avg	$ 119,810.00	-14%	below mkt avg		
Village Engineer	Engineering	7	27	$ 102,014.41	$ 117,688.05	$ 132,476.59	$ 97,392.00	-5%	below mkt avg	$ 110,147.00	-6%	below mkt avg	$ 119,810.00	-10%	below mkt avg		
Police Chief	Police	8	34	$ 113,174.87	$ 130,680.73	$ 147,758.85	$ 107,677.00	-5%	below mkt avg	$ 121,779.00	-7%	below mkt avg	$ 136,620.00	-8%	below mkt avg		
Director of Public Works	DPW	8	34	$ 107,672.43	$ 123,355.55	$ 142,410.22	$ 107,677.00	0%	above mkt avg	$ 121,779.00	-1%	below mkt avg	$ 136,620.00	-4%	below mkt avg		
Village Administrator	Admin	9	22	$ 129,651.59	$ 148,830.23	$ 168,154.46	$ -	-100%	below mkt avg	$ -	-100%	below mkt avg	$ -	-100%	below mkt avg		per contract

Municipality	External Job Title	Department	Internal Mapping Equivalent	Min Pay	Mid Pay	Max Pay	Pay Type	Notes	Min Pay	Mid Pay	Max Pay
Brookfield	Accountant	Finance	Accountant	$ 62,088.00	$ 66,539.20	$ 70,990.40					
Brown Deer	Senior Accountant	Finance	Accountant	64,054.00	78,917.00	93,782.00					
Caledonia	Staff Accountant	Finance	Accountant	$ 75,107.00	$ 86,374.00	$ 97,640.00					
Caledonia	Utility Accountant	Finance	Accountant	$ 75,107.00	$ 86,374.00	$ 97,640.00					
Fox Point	Financial Manager	Finance	Accountant		$ 85,284.00				$ 94,511.91	$ 108,241.97	$ 123,966.64
Fox Point	Assistant Financial Manager	Finance	Accountant		$ 82,800.00				$ 94,511.91	$ 108,241.97	$ 123,966.64
Grafton	Accountant/Finance Analyst	Finance	Accountant	$ 68,473.60	$ 80,974.40	$ 95,763.20			$ 54,905.00	$ 62,748.00	$ 70,592.00
Greendale	Senior Financial Analyst	Finance	Accountant	$ 68,344.21	$ 77,446.07	$ 86,547.92			$ 82,950.00	$ 92,706.00	$ 112,237.00
Greenfield	DEPUTY TREASURER	Finance	Accountant	$ 81,470.00	$ 87,274.00	$ 93,491.00			$ 65,582.40	$ 73,320.00	$ 88,732.80
Greenfield	SENIOR ACCOUNTANT	Finance	Accountant	$ 81,470.00	$ 87,274.00	$ 93,491.00					
Greenfield	PAYROLL & ACCOUNTING SPECIALIST**	Finance	Accountant	$ 67,080.00	$ 71,864.00	$ 76,980.80					
Men Falls	Assistant Fiance Director	Finance	Accountant	$ 87,526.40	$ 106,953.60	$ 125,153.60			Assistant		
Mequon	Assistant Finance Director	Finance	Accountant	$ 72,315.00	$ 79,545.00	$ 97,625.00					
Mukwanago	Clerk Treasurer**	Finance	Accountant	$ 87,749.00	$ 103,105.50	$ 118,462.00					
Mukwanago	Accountant I	Finance	Accountant	$ 62,129.60	$ 72,997.60	$ 83,865.60					
New Berlin	Accounting Coordinator	Finance	Accountant	$ 52,778.32	$ 59,468.52	$ 66,902.09					
St. Francis	Deputy City Clerk / Treasurer**	Finance	Accountant		$ 75,657.92	$ 76,414.42	mid = current / max = approved as of 6/2026				
Wauwatosa	FINANCIAL ANALYST	Finance	Accountant	$ 69,659.20	$ 79,705.60	$ 88,982.40					
Wauwatosa	ACCOUNTING ANALYST	Finance	Accountant	$ 64,812.80	$ 74,172.80	$ 82,804.80					
West Allis	Senior Accountant	Finance	Accountant	$ 74,172.80	$ 84,052.80	$ 90,646.40					
West Allis	Accountant	Finance	Accountant	64,313.60	72,904.00	78,624.00					
Brookfield	Accounting Clerk	Finance	Accounting Clerk	$ 53,060.80	$ 56,888.00	$ 60,715.20					
Caledonia	Finance technician	Finance	Accounting Clerk	$ 48,415.00	$ 55,677.00	$ 62,939.00					
Caledonia	Accounting Clerk	Finance	Accounting Clerk	$ 48,415.00	$ 55,677.00	$ 62,939.00					
Grafton	Accounting Clerk	Finance	Accounting Clerk	$ 50,336.00	$ 59,529.60	$ 70,387.20			$ 75,863.00	$ 86,700.00	$ 97,538.00
Greenfield	FINANCE SPECIALIST	Finance	Accounting Clerk	$ 64,251.20	$ 68,868.80	$ 73,777.60			$ 59,779.20	$ 66,809.60	$ 80,912.00
Hales Corners	Accounting Clerk & Licensing Clerk*	Finance	Accounting Clerk	$ 46,612.80	$ 48,900.80	$ 51,188.80					
Hartford	ACCOUNT CLERK	Finance	Accounting Clerk		$ 49,108.80						
Hartford	ACCOUNT CLERK	Finance	Accounting Clerk		$ 57,983.47						
Hartford	CASHIER	Finance	Accounting Clerk		$ 53,747.20						
Men Falls	Municipal Accountant	Finance	Accounting Clerk	$ 54,891.20	$ 66,996.80	$ 78,540.80					
Mequon	Accounts Receivable Specialist	Finance	Accounting Clerk	$ 50,251.00	$ 55,274.00	$ 67,839.00					
Mukwanago	Accountant / HR Specialist*	Finance	Accounting Clerk	$ 62,129.60	$ 72,997.60	$ 83,865.60					
Mukwanago	Deputy Treasurer - Administrative Payables Clerk	Finance	Accounting Clerk	$ 48,193.60	$ 56,628.00	$ 65,062.40					
New Berlin	Accounting Clerk	Finance	Accounting Clerk	$ 50,748.38	$ 57,181.27	$ 64,328.93					
New Berlin	Bookkeeper	Finance	Accounting Clerk	$ 50,748.38	$ 57,181.27	$ 64,328.93					
South Milwaukee	Treasurer Clerk	Finance	Accounting Clerk	$ 51,584.00	$ 58,957.60	$ 66,331.20					
West Allis	Senior Buyer	Finance	Accounting Clerk	$ 69,222.40	$ 78,457.60	$ 84,614.40					
West Allis	Accounting Specialist II	Finance	Accounting Clerk	64,313.60	72,904.00	78,624.00					
West Allis	Accounting Specialist	Finance	Accounting Clerk	49,524.80	56,139.20	60,548.80					
Caledonia	Utility District Clerk	Finance	Accounts Clerk	$ 48,415.00	$ 55,677.00	$ 62,939.00					
Hales Corners	Accounting Clerk & Licensing Clerk**	Finance	Accounts Clerk	$ 46,612.80	$ 48,900.80	$ 51,188.80					
Men Falls	Accounting Clerk	Finance	Accounts Clerk	$ 51,833.60	$ 63,252.80	$ 74,048.00					
Men Falls	Utility Billing Specialist	Finance	Accounts Clerk	$ 51,833.60	$ 63,252.80	$ 74,048.00					
Port Washington	Staff Accountant	Finance	Accounts Clerk	$ 54,304.80	$ 63,808.14	$ 73,311.48					
Slinger	Utilities Clerk	Finance	Accounts Clerk	$ 46,113.00	$ 53,007.50	$ 59,902.00					
Brookfield	Administrative Specialist *	Recreation	Administrative Assistant - Recreation	$ 65,584.48	$ 75,422.10	$ 85,259.98					
Brookfield	Office Services Assistant *	Recreation	Administrative Assistant - Recreation	$ 47,174.40	$ 50,554.40	$ 53,934.40					
Brookfield	Office Assistant *	Recreation	Administrative Assistant - Recreation	$ 40,310.40	$ 43,201.60	$ 46,092.80					
Brown Deer	Administrative Assistant*	Recreation	Administrative Assistant - Recreation	$ 40,852.00	$ 50,332.00	$ 59,812.00					
Caledonia	Administrative Receptionist *	Recreation	Administrative Assistant - Recreation	$ 39,831.00	$ 45,806.00	$ 51,780.00					
Grafton	Administrative Specialist - Parks & Rec	Recreation	Administrative Assistant - Recreation	$ 54,350.40	$ 64,292.80	$ 76,024.00				$ 125,000.00	
Greendale	Admin Assistant*	Recreation	Administrative Assistant - Recreation	$ 41,142.40	$ 50,356.80	$ 59,550.40	hourly		$ 82,950.00	$ 92,706.00	$ 112,237.00
Greendale	Welcome Center Receptionist	Recreation	Administrative Assistant - Recreation	$ 29,889.60	$ 34,299.20	$ 38,708.80	hourly		$ 82,950.00	$ 92,706.00	$ 112,237.00
Greenfield	ADMINISTRATIVE ASSISTANT *	Recreation	Administrative Assistant - Recreation	$ 64,251.20	$ 68,868.80	$ 73,777.60			$ 77,147.00	$ 86,237.00	$ 104,395.00
Hales Corners	Administrative Services Specialist*	Recreation	Administrative Assistant - Recreation	$ 41,951.52	$ 46,612.80	$ 50,341.82					
Hartford	RECREATION SUPPORT SPECIALIST	Recreation	Administrative Assistant - Recreation		$ 46,093.84						
Men Falls	Adminstrative Clerk*	Recreation	Administrative Assistant - Recreation	$ 43,492.80	$ 53,081.60	$ 62,150.40					
Mequon	Administrative Assistant *	Recreation	Administrative Assistant - Recreation	$ 50,251.00	$ 55,274.00	$ 67,839.00					
Mukwanago	Administrative Clerk*	Recreation	Administrative Assistant - Recreation	$ 44,844.80	$ 52,686.40	$ 60,528.00					
New Berlin	Recreation Specialist	Recreation	Administrative Assistant - Recreation	$ 59,279.39	$ 69,653.28	$ 80,027.18					

New Berlin	Office Coordinator*	Recreation	Administrative Assistant - Recreation	$ 52,778.32	$ 59,468.52	$ 66,902.09						
New Berlin	Clerk Administrative Specialist*	Recreation	Administrative Assistant - Recreation	$ 50,748.38	$ 57,181.27	$ 64,328.93						
New Berlin	Office Assistant*	Recreation	Administrative Assistant - Recreation	$ 46,919.73	$ 52,867.30	$ 59,475.71						
Port Washington	Administration Specialist, Parks & Recreation	Recreation	Administrative Assistant - Recreation	$ 49,368.00	$ 58,007.40	$ 66,646.80						
South Milwaukee	Clerk Administrative Specialist*	Recreation	Administrative Assistant - Recreation	$ 51,584.00	$ 58,957.60	$ 66,331.20						
Wauwatosa	ADMIN SUPPORT SPECIALIST*	Recreation	Administrative Assistant - Recreation	$ 56,222.40	$ 64,355.20	$ 71,864.00						
Wauwatosa	OFFICE ASSISTANT*	Recreation	Administrative Assistant - Recreation	$ 52,353.60	$ 59,924.80	$ 66,892.80						
West Allis	Business Operations Specialist*	Recreation	Administrative Assistant - Recreation	69,222.40	78,457.60	84,614.40						
West Allis	Administrative Support Specialist*	Recreation	Administrative Assistant - Recreation	49,524.80	56,139.20	60,548.80						
West Allis	Administrative Support Assistant*	Recreation	Administrative Assistant - Recreation	44,616.00	50,564.80	54,516.80						
West Allis	Clerical Assistant*	Recreation	Administrative Assistant - Recreation	38,251.20	43,347.20	46,737.60						
Brookfield	Administrative Specialist ****	Fire	Administrative Assistant to the Fire Chief	$ 65,584.48	$ 75,422.10	$ 85,259.98						
Brookfield	Office Services Assistant ****	Fire	Administrative Assistant to the Fire Chief	$ 47,174.40	$ 50,554.40	$ 53,934.40						
Brookfield	Office Assistant ****	Fire	Administrative Assistant to the Fire Chief	$ 40,310.40	$ 43,201.60	$ 46,092.80						
Brown Deer	Administrative Assistant****	Fire	Administrative Assistant to the Fire Chief	$ 40,852.00	$ 50,332.00	$ 59,812.00						
Caledonia	Administrative Assistant - Fire Department	Fire	Administrative Assistant to the Fire Chief	$ 41,822.00	$ 48,096.00	$ 54,370.00						
Greendale	Admin Assistant****	Fire	Administrative Assistant to the Fire Chief	$ 41,142.40	$ 50,356.80	$ 59,550.40	hourly		$ 82,950.00	$ 92,706.00	$ 112,237.00	
Greenfield	ADMINISTRATIVE ASSISTANT ****	Fire	Administrative Assistant to the Fire Chief	$ 64,251.20	$ 68,868.80	$ 73,777.60			$ 77,147.00	$ 86,237.00	$ 104,395.00	
Hales Corners	Administrative Services Specialist****	Fire	Administrative Assistant to the Fire Chief	$ 41,951.52	$ 46,612.80	$ 50,341.82						
Hartford	ADMIN ASST/PARAMEDIC	Fire	Administrative Assistant to the Fire Chief		$ 50,377.60							
Men Falls	Office Coordinator - Fire	Fire	Administrative Assistant to the Fire Chief	$ 51,833.60	$ 63,252.80	$ 74,048.00						
Mequon	Administrative Assistant ****	Fire	Administrative Assistant to the Fire Chief	$ 50,251.00	$ 55,274.00	$ 67,839.00						
Mukwanago	Administrative Clerk****	Fire	Administrative Assistant to the Fire Chief	$ 44,844.80	$ 52,686.40	$ 60,528.00						
New Berlin	Office Coordinator****	Fire	Administrative Assistant to the Fire Chief	$ 52,778.32	$ 59,468.52	$ 66,902.09						
New Berlin	Clerk Administrative Specialist**	Fire	Administrative Assistant to the Fire Chief	$ 50,748.38	$ 57,181.27	$ 64,328.93						
New Berlin	Office Assistant****	Fire	Administrative Assistant to the Fire Chief	$ 46,919.73	$ 52,867.30	$ 59,475.71						
Port Washington	Admin Assistant, Fire	Fire	Administrative Assistant to the Fire Chief	$ 49,368.00	$ 58,007.40	$ 66,646.80						
South Milwaukee	Clerk Administrative Specialist**	Fire	Administrative Assistant to the Fire Chief	$ 51,584.00	$ 58,957.60	$ 66,331.20						
South Milwaukee	Admin Assist - Fire	Fire	Administrative Assistant to the Fire Chief	$ 46,488.00	$ 53,112.80	$ 59,737.60						
Wauwatosa	ADMIN SUPPORT SPECIALIST****	Fire	Administrative Assistant to the Fire Chief	$ 56,222.40	$ 64,355.20	$ 71,864.00						
Wauwatosa	OFFICE ASSISTANT****	Fire	Administrative Assistant to the Fire Chief	$ 52,353.60	$ 59,924.80	$ 66,892.80						
West Allis	Business Operations Specialist****	Fire	Administrative Assistant to the Fire Chief	69,222.40	78,457.60	84,614.40						
West Allis	Administrative Support Specialist****	Fire	Administrative Assistant to the Fire Chief	49,524.80	56,139.20	60,548.80						
West Allis	Administrative Support Assistant****	Fire	Administrative Assistant to the Fire Chief	44,616.00	50,564.80	54,516.80						
West Allis	Clerical Assistant****	Fire	Administrative Assistant to the Fire Chief	38,251.20	43,347.20	46,737.60						
Brookfield	Administrative Specialist *****	DPW	Administrative Assistant-Public Works Utility	$ 65,584.48	$ 75,422.10	$ 85,259.98						
Brookfield	Office Services Assistant *****	DPW	Administrative Assistant-Public Works Utility	$ 47,174.40	$ 50,554.40	$ 53,934.40						
Brookfield	Office Assistant *****	DPW	Administrative Assistant-Public Works Utility	$ 40,310.40	$ 43,201.60	$ 46,092.80						
Brown Deer	Administrative Assistant*****	DPW	Administrative Assistant-Public Works Utility	$ 40,852.00	$ 50,332.00	$ 59,812.00						
Caledonia	Administrative Receptionist ******	DPW	Administrative Assistant-Public Works Utility	$ 39,831.00	$ 45,806.00	$ 51,780.00						
Fox Point	DPW Admin Assistant	DPW	Administrative Assistant-Public Works Utility		$ 38,750.00				$ 106,193.58	$ 121,620.68	$ 139,288.92	
Grafton	Administrative Specialist - Public Works	DPW	Administrative Assistant-Public Works Utility	$ 54,350.40	$ 64,292.80	$ 76,024.00			$ 40,092.00	$ 45,820.00	$ 51,547.00	
Greendale	Admin Assistant*****	DPW	Administrative Assistant-Public Works Utility	$ 41,142.40	$ 50,356.80	$ 59,550.40	hourly		$ 82,950.00	$ 92,706.00	$ 112,237.00	
Greenfield	ADMINISTRATIVE ASSISTANT *****	DPW	Administrative Assistant-Public Works Utility	$ 64,251.20	$ 68,868.80	$ 73,777.60			$ 77,147.00	$ 86,237.00	$ 104,395.00	
Hales Corners	Administrative Services Specialist*****	DPW	Administrative Assistant-Public Works Utility	$ 41,951.52	$ 46,612.80	$ 50,341.82						
Hartford	ADMINISTRATIVE ASSISTANT	DPW	Administrative Assistant-Public Works Utility		$ 39,633.88							
Hartford	DPW SECRETARY	DPW	Administrative Assistant-Public Works Utility		$ 57,564.00							
Men Falls	Adminstrative Clerk*****	DPW	Administrative Assistant-Public Works Utility	$ 43,492.80	$ 53,081.60	$ 62,150.40						
Mequon	Administrative Assistant *****	DPW	Administrative Assistant-Public Works Utility	$ 50,251.00	$ 55,274.00	$ 67,839.00						
Mukwanago	Administrative Clerk*****	DPW	Administrative Assistant-Public Works Utility	$ 44,844.80	$ 52,686.40	$ 60,528.00						
New Berlin	Water Resoure Assistant Manager (Stormwater)	DPW	Administrative Assistant-Public Works Utility	$ 63,428.95	$ 74,529.01	$ 85,629.08						
New Berlin	Office Coordinator*****	DPW	Administrative Assistant-Public Works Utility	$ 52,778.32	$ 59,468.52	$ 66,902.09						
New Berlin	Clerk Administrative Specialist****	DPW	Administrative Assistant-Public Works Utility	$ 50,748.38	$ 57,181.27	$ 64,328.93						
New Berlin	Office Assistant*****	DPW	Administrative Assistant-Public Works Utility	$ 46,919.73	$ 52,867.30	$ 59,475.71						
Port Washington	Administration Specialist, Public Works & Finance	DPW	Administrative Assistant-Public Works Utility	$ 49,368.00	$ 58,007.40	$ 66,646.80						
South Milwaukee	Clerk Administrative Specialist****	DPW	Administrative Assistant-Public Works Utility	$ 51,584.00	$ 58,957.60	$ 66,331.20						
South Milwaukee	Admin Assist - Water / Wastewater	DPW	Administrative Assistant-Public Works Utility	$ 42,619.20	$ 48,713.60	$ 54,808.00						
Wauwatosa	ADMIN SUPPORT SPECIALIST*****	DPW	Administrative Assistant-Public Works Utility	$ 56,222.40	$ 64,355.20	$ 71,864.00						
Wauwatosa	OFFICE ASSISTANT*****	DPW	Administrative Assistant-Public Works Utility	$ 52,353.60	$ 59,924.80	$ 66,892.80						
Wauwatosa	OFFICE ASSISTANT******	DPW	Administrative Assistant-Public Works Utility	$ 52,353.60	$ 59,924.80	$ 66,892.80						
West Allis	Business Operations Specialist*****	DPW	Administrative Assistant-Public Works Utility	69,222.40	78,457.60	84,614.40						
West Allis	Administrative Support Specialist*****	DPW	Administrative Assistant-Public Works Utility	49,524.80	56,139.20	60,548.80						

West Allis	Administrative Support Assistant*****	DPW	Administrative Assistant-Public Works Utility		44,616.00		50,564.80		54,516.80			
West Allis	Clerical Assistant*****	DPW	Administrative Assistant-Public Works Utility		38,251.20		43,347.20		46,737.60			
Brookfield	Librarian*	Library	Adult Service Librarian	$	72,654.40	$	77,864.80	$	83,075.20			
Brown Deer	Librarian*	Library	Adult Service Librarian		53,673.00		66,119.00		78,582.00			
Brown Deer	Library Circulation Supervisor**	Library	Adult Service Librarian	$	50,922.00	$	62,740.00	$	74,555.00			
Brown Deer	Assistant Circulation Supervisor**	Library	Adult Service Librarian	$	45,395.00	$	55,929.00	$	66,463.00			
Greenfield	LIBRARIAN, TEEN **	Library	Adult Service Librarian	$	51,001.60	$	54,641.60	$	58,552.00		$ 55,577.60	$ 60,340.80 $ 73,049.60
Men Falls	Adult Services Librarian	Library	Adult Service Librarian	$	51,833.60	$	63,252.80	$	74,048.00			
New Berlin	Librarian *	Library	Adult Service Librarian	$	61,743.16	$	69,569.76	$	78,265.98			
Port Washington	Adult Services Librarian	Library	Adult Service Librarian	$	54,304.80	$	63,808.14	$	73,311.48			
South Milwaukee	Librarian*	Library	Adult Service Librarian	$	61,796.80	$	70,626.40	$	79,456.00			
Wauwatosa	LIBRARIAN*	Library	Adult Service Librarian	$	74,859.20	$	85,654.40	$	95,659.20			
West Allis	Librarian*	Library	Adult Service Librarian		64,313.60		72,904.00		78,624.00			
Brookfield	Administrative Specialist ***	Police	Assistant - Police / Police Support Staff	$	65,584.48	$	75,422.10	$	85,259.98			
Brookfield	Office Services Assistant ***	Police	Assistant - Police / Police Support Staff	$	47,174.40	$	50,554.40	$	53,934.40			
Brookfield	Office Assistant ***	Police	Assistant - Police / Police Support Staff	$	40,310.40	$	43,201.60	$	46,092.80			
Brown Deer	Administrative Assistant***	Police	Assistant - Police / Police Support Staff	$	40,852.00	$	50,332.00	$	59,812.00			
Caledonia	Administrative Receptionist ***	Police	Assistant - Police / Police Support Staff	$	39,831.00	$	45,806.00	$	51,780.00			
Grafton	Police Records Technician	Police	Assistant - Police / Police Support Staff	$	46,612.80	$	55,120.00	$	65,187.20		$ 69,693.00	$ 79,649.00 $ 89,605.00
Greendale	Police Support	Police	Assistant - Police / Police Support Staff	$	45,240.00	$	51,272.00	$	57,324.80		$ 106,131.00	$ 118,646.00 $ 143,612.00
Greendale	Admin Assistant***	Police	Assistant - Police / Police Support Staff	$	41,142.40	$	50,356.80	$	59,550.40	hourly	$ 82,950.00	$ 92,706.00 $ 112,237.00
Greenfield	ADMINISTRATIVE ASSISTANT ***	Police	Assistant - Police / Police Support Staff	$	64,251.20	$	68,868.80	$	73,777.60		$ 77,147.00	$ 86,237.00 $ 104,395.00
Hartford	POLICE ADM. ASSISTANT	Police	Assistant - Police / Police Support Staff			$	62,628.80					
Men Falls	Adminstrative Clerk***	Police	Assistant - Police / Police Support Staff	$	43,492.80	$	53,081.60	$	62,150.40			
Mequon	Administrative Assistant ***	Police	Assistant - Police / Police Support Staff	$	50,251.00	$	55,274.00	$	67,839.00			
New Berlin	Clerk Administrative Specialist***	Police	Assistant - Police / Police Support Staff	$	50,748.38	$	57,181.27	$	64,328.93			
New Berlin	Office Assistant***	Police	Assistant - Police / Police Support Staff	$	46,919.73	$	52,867.30	$	59,475.71			
Port Washington	Executive Assistant - Police	Police	Assistant - Police / Police Support Staff	$	59,160.00	$	69,513.00	$	79,866.00			
Slinger	Police Secretary	Police	Assistant - Police / Police Support Staff	$	45,458.00	$	51,529.50	$	57,601.00			
South Milwaukee	Clerk Administrative Specialist***	Police	Assistant - Police / Police Support Staff	$	51,584.00	$	58,957.60	$	66,331.20			
Wauwatosa	COMMUNITY SUPPORT SPECIALIST (ADMIN)	Police	Assistant - Police / Police Support Staff	$	56,222.40	$	64,355.20	$	71,864.00			
Wauwatosa	OFFICE ASSISTANT***	Police	Assistant - Police / Police Support Staff	$	52,353.60	$	59,924.80	$	66,892.80			
West Allis	Business Operations Specialist***	Police	Assistant - Police / Police Support Staff		69,222.40		78,457.60		84,614.40			
West Allis	Administrative Support Specialist***	Police	Assistant - Police / Police Support Staff		49,524.80		56,139.20		60,548.80			
			Assistant - Police / Police Support Staff		44,616.00		50,564.80		54,516.80			
West Allis	Clerical Assistant***	Police	Assistant - Police / Police Support Staff		38,251.20		43,347.20		46,737.60			
West Allis	Administrative Support Specialist - Police Body Cam	Police	Assistant - Police / Police Support Staff		49,524.80		56,139.20		60,548.80			
Brookfield	Circulation Services Supervisor*	Library	Assistant Library Director	$	70,175.56	$	80,701.92	$	91,228.02			
Greenfield	LIBRARY, ASSISTANT DIRECTOR	Library	Assistant Library Director	$	76,220.00	$	81,649.00	$	87,465.00		$ 52,561.60	$ 55,473.60 $ 67,163.20
Greenfield	LIBRARY YOUTH SERVICES MANAGER	Library	Assistant Library Director	$	64,604.80	$	69,222.40	$	74,172.80		$ 52,561.60	$ 55,473.60 $ 67,163.20
New Berlin	Library Services Manager	Library	Assistant Library Director	$	72,619.80	$	85,328.27	$	98,036.73			
New Berlin	Lead Librarian	Library	Assistant Library Director	$	55,401.30	$	65,096.53	$	74,791.76			
Port Washington	Associate Library Director	Library	Assistant Library Director	$	59,160.00	$	69,513.00	$	79,866.00			
South Milwaukee	Assist Library Director	Library	Assistant Library Director	$	72,030.40	$	82,305.60	$	92,580.80			
Wauwatosa	ASSISTANT LIBRARY DIRECTOR	Library	Assistant Library Director	$	99,860.80	$	114,296.00	$	127,628.80			
Wauwatosa	LIBRARY SUPERVISOR - Adult	Library	Assistant Library Director	$	86,236.80	$	98,945.60	$	110,468.80			
Wauwatosa	LIBRARY SUPERVISOR - Childrens	Library	Assistant Library Director	$	86,236.80	$	98,945.60	$	110,468.80			
Wauwatosa	LIBRARY SUPERVISOR - Circulation	Library	Assistant Library Director	$	86,236.80	$	98,945.60	$	110,468.80			
West Allis	Children Services Supervisor	Library	Assistant Library Director	$	74,172.80	$	84,052.80	$	90,646.40			
Brookfield	Zoning and Building Administrator	Community Development	Associate Planner / Zoning Administrator	$	98,424.56	$	113,188.66	$	127,952.24			
Brookfield	Planning Administrator	Community Development	Associate Planner / Zoning Administrator	$	91,985.92	$	105,783.60	$	119,581.80			
Brookfield	Associate Planner	Community Development	Associate Planner / Zoning Administrator	$	85,968.48	$	98,863.44	$	111,758.66			
Brookfield	Planning Technician II	Community Development	Associate Planner / Zoning Administrator	$	67,184.00	$	71,988.80	$	76,793.60			
Brookfield	Planning Technician I	Community Development	Associate Planner / Zoning Administrator	$	62,088.00	$	66,539.20	$	70,990.40			
			Associate Planner / Zoning Administrator	$	68,125.00	$	78,343.00	$	88,562.00			
Greenfield	PLANNER	Community Development	Associate Planner / Zoning Administrator	$	73,336.00	$	78,560.00	$	84,155.00			
Hartford	CITY PLANNER	Community Development	Associate Planner / Zoning Administrator			$	100,054.76					
Hartford	BUILDING INSPECTOR	Community Development	Associate Planner / Zoning Administrator			$	97,602.96					
Men Falls	Planner /Parks & Open Space	Community Development	Associate Planner / Zoning Administrator	$	69,284.80	$	84,656.00	$	99,112.00			
Men Falls	GIS Coordinator	Community Development	Associate Planner / Zoning Administrator	$	65,395.20	$	79,830.40	$	93,537.60			
Mequon	Planner I	Community Development	Associate Planner / Zoning Administrator	$	66,958.00	$	73,654.00	$	90,393.00			
Mukwanago	Community Planner	Community Development	Associate Planner / Zoning Administrator	$	75,178.00	$	88,333.00	$	101,488.00			

New Berlin	Principal Planner	Community Development	Associate Planner / Zoning Administrator	$ 63,428.95	$ 74,529.01	$ 85,629.08						
Port Washington	Inspections and Zoning Manager	Community Development	Associate Planner / Zoning Administrator	$ 71,583.60	$ 84,110.73	$ 96,637.86						
St. Francis	Building Inspector	Community Development	Associate Planner / Zoning Administrator		$ 114,803.17	$ 115,951.06	mid = current / max = approved as of 6/2026					
Wauwatosa	PLANNING & ZONING MANAGER	Community Development	Associate Planner / Zoning Administrator	$ 99,860.80	$ 114,296.00	$ 127,628.80						
Wauwatosa	PRINCIPAL PLANNER	Community Development	Associate Planner / Zoning Administrator	$ 80,496.00	$ 92,102.40	$ 102,835.20						
Wauwatosa	APPRAISER	Community Development	Associate Planner / Zoning Administrator	$ 69,659.20	$ 79,705.60	$ 88,982.40						
West Allis	City Planning Director	Community Development	Associate Planner / Zoning Administrator	$ 84,011.20	$ 95,222.40	$ 102,689.60						
West Allis	Development Project Manager	Community Development	Associate Planner / Zoning Administrator	$ 79,081.60	$ 89,606.40	$ 96,636.80						
West Allis	Community Development Senior Planner	Community Development	Associate Planner / Zoning Administrator	$ 74,172.80	$ 84,052.80	$ 90,646.40						
West Allis	Zoning Administrator and City Process Liason	Community Development	Associate Planner / Zoning Administrator	69,222.40	78,457.60	84,614.40						
West Allis	Lead Planner	Community Development	Associate Planner / Zoning Administrator	$ 69,222.40	$ 78,457.60	$ 84,614.40						
West Allis	City Planner	Community Development	Associate Planner / Zoning Administrator	59,384.00	67,288.00	72,571.20						
West Allis	Economic Development Specialist	Community Development	Associate Planner / Zoning Administrator	59,384.00	67,288.00	72,571.20						
West Allis	Associate Planner	Community Development	Associate Planner / Zoning Administrator	54,454.40	61,713.60	66,560.00						
Brookfield	Deputy Fire Chief	Fire	Battalion Chief		$ 130,050.24							
Brookfield	Assistant Fire Chief	Fire	Battalion Chief		$ 147,249.48							
Greendale	Fire Captain	Fire	Battalion Chief	$ 66,809.60	$ 76,876.80	$ 86,923.20				$ 83,257.00	$ 95,151.00	$ 107,045.00
Greenfield	BATTALION CHIEF	Fire	Battalion Chief	$ 104,108.00	$ 111,520.00	$ 124,742.00				$ 71,406.00	$ 79,789.00	$ 96,595.00
Hales Corners	Fire Captain	Fire	Battalion Chief	$ 65,694.72	$ 73,003.84	$ 80,312.96						
Men Falls	BATTALION CHIEF (2756 hrs)	Fire	Battalion Chief	$ 103,212.20	$ 126,059.44	$ 147,666.48						
Men Falls	Deputy Chief Fire	Fire	Battalion Chief	$ 87,526.40	$ 106,953.60	$ 125,153.60						
New Berlin	Battalion Fire Chief	Fire	Battalion Chief	$ 99,958.13	$ 117,450.80	$ 134,943.48						
New Berlin	Division Chief of CRR - Fire	Fire	Battalion Chief	$ 99,958.13	$ 117,450.80	$ 134,943.48						
New Berlin	Division Chief of Training - Fire - Proposed	Fire	Battalion Chief	$ 99,958.13	$ 117,450.80	$ 134,943.48						
Port Washington	Deputy Fire Chief	Fire	Battalion Chief	$ 85,924.80	$ 100,961.64	$ 115,998.48						
Port Washington	Fire Lieutenant	Fire	Battalion Chief	$ 79,560.00	$ 93,483.00	$ 107,406.00						
South Milwaukee	Fire Captains	Fire	Battalion Chief	$ 92,456.00	$ 105,674.40	$ 118,892.80						
St. Francis	Fire Captain	Fire	Battalion Chief		$ 108,815.03	$ 109,903.25	mid = current / max = approved as of 6/2026					
Wauwatosa	FIRE ASSISTANT CHIEF	Fire	Battalion Chief	$ 115,377.60	$ 122,844.80	$ 137,176.00						
Wauwatosa	BATTALION CHIEF	Fire	Battalion Chief	$ 107,328.00	$ 122,844.80	$ 137,176.00						
Wauwatosa	DEPUTY CHIEF	Fire	Battalion Chief	$ 107,328.00	$ 122,844.80	$ 137,176.00						
West Allis	Battalion Chief	Fire	Battalion Chief	$ 93,828.80	$ 106,329.60	$ 114,670.40						
Brookfield	Librarian***	Library	Circulation Manager	$ 72,654.40	$ 77,864.80	$ 83,075.20						
Brown Deer	Librarian***	Library	Circulation Manager	53,673.00	66,119.00	78,582.00						
Brown Deer	Library Circulation Supervisor*	Library	Circulation Manager	$ 50,922.00	$ 62,740.00	$ 74,555.00						
Brown Deer	Assistant Circulation Supervisor*	Library	Circulation Manager	$ 45,395.00	$ 55,929.00	$ 66,463.00						
Greenfield	LIBRARIAN, TEEN ***	Library	Circulation Manager	$ 51,001.60	$ 54,641.60	$ 58,552.00				$ 55,577.60	$ 60,340.80	$ 73,049.60
Hartford	CIRCULATION SUPERVISOR	Library	Circulation Manager		$ 51,061.40							
Hartford	YOUTH SERVICES LIBRARIAN**	Library	Circulation Manager		$ 48,694.88							
Men Falls	Supervisor Circulation Services	Library	Circulation Manager	$ 61,672.00	$ 75,296.00	$ 88,275.20						
New Berlin	Librarian ***	Library	Circulation Manager	$ 61,743.16	$ 69,569.76	$ 78,265.98						
Port Washington	Head of Circulation Library	Library	Circulation Manager	$ 54,304.80	$ 63,808.14	$ 73,311.48						
South Milwaukee	Librarian***	Library	Circulation Manager	$ 61,796.80	$ 70,626.40	$ 79,456.00						
South Milwaukee	Circulation Desk/ Clerk	Library	Circulation Manager	$ 34,964.80	$ 39,956.80	$ 44,948.80	shows FT equivalent					
Wauwatosa	LIBRARIAN***	Library	Circulation Manager	$ 74,859.20	$ 85,654.40	$ 95,659.20						
West Allis	Librarian***	Library	Circulation Manager	64,313.60	72,904.00	78,624.00						
Brookfield	Land Information System Manager	Engineering	Civil Engineer / Land Surveyor	$ 85,968.48	$ 98,863.44	$ 111,758.66						
Brookfield	Engineering Technician III	Engineering	Civil Engineer / Land Surveyor	$ 81,744.00	$ 89,450.40	$ 97,156.80						
Caledonia	Engineer	Engineering	Civil Engineer / Land Surveyor	$ 82,806.00	$ 95,226.00	$ 107,647.00						
Grafton	Assistant Village Engineer	Engineering	Civil Engineer / Land Surveyor	$ 93,121.60	$ 110,136.00	$ 130,249.60				$ 49,959.00	$ 57,096.00	$ 64,233.00
Hartford	SR. ENG TECHNICIAN	Engineering	Civil Engineer / Land Surveyor		$ 69,567.16							
Men Falls	Senior Civil Engineer	Engineering	Civil Engineer / Land Surveyor	$ 82,576.00	$ 100,859.20	$ 118,081.60						
Men Falls	Civil Engineer	Engineering	Civil Engineer / Land Surveyor	$ 69,284.80	$ 84,656.00	$ 99,112.00						
Mequon	Assistant City Engineer	Engineering	Civil Engineer / Land Surveyor	$ 89,734.00	$ 99,988.00	$ 125,628.00						
New Berlin	Assistant City Engineer	Engineering	Civil Engineer / Land Surveyor	$ 83,142.41	$ 97,692.33	$ 112,242.26						
Wauwatosa	SENIOR CIVIL ENGINEER	Engineering	Civil Engineer / Land Surveyor	$ 99,860.80	$ 114,296.00	$ 127,628.80						
Wauwatosa	CIVIL ENGINEER - 2	Engineering	Civil Engineer / Land Surveyor	$ 80,496.00	$ 92,102.40	$ 102,835.20						
Wauwatosa	CIVIL ENGINEER - 1	Engineering	Civil Engineer / Land Surveyor	$ 74,859.20	$ 85,654.40	$ 95,659.20						
West Allis	Senior Principal Engineer	Engineering	Civil Engineer / Land Surveyor	$ 84,011.20	$ 95,222.40	$ 102,689.60						
West Allis	Engineer & Professional Land Surveyor	Engineering	Civil Engineer / Land Surveyor	$ 74,172.80	$ 84,052.80	$ 90,646.40						
West Allis	Professional Engineer	Engineering	Civil Engineer / Land Surveyor	$ 74,172.80	$ 84,052.80	$ 90,646.40						
West Allis	Civil Engineer	Engineering	Civil Engineer / Land Surveyor	$ 69,222.40	$ 78,457.60	$ 84,614.40						

Brown Deer	Marketing & Communications Coordinator	Recreation	Communication Coordinator		56,302.00		69,367.00		82,430.00			
Hartford	TECHNOLOGY COORDINATOR	Recreation	Communication Coordinator			$	76,325.60					
Hartford	VIDEO TECHNICIAN	Recreation	Communication Coordinator			$	37,992.24					
New Berlin	Community Relations Specialist	Recreation	Communication Coordinator	$	50,748.38	$	57,181.27	$	64,328.93			
Wauwatosa	MULTIMEDIA TECHNICIAN	Recreation	Communication Coordinator	$	45,406.40	$	51,958.40	$	57,990.40			
West Allis	Content and Multimedia Creator	Recreation	Communication Coordinator		59,384.00		67,288.00		72,571.20			
West Allis	Graphic Design / Production Specialist	Recreation	Communication Coordinator		59,384.00		67,288.00		72,571.20			
Brookfield	Director of Community Development	Community Development	Community Development Director	$	129,014.86	$	148,367.18	$	167,719.50			
Brown Deer	Community Development Director	Community Development	Community Development Director		82,843.00		102,069.00		121,294.00			
Caledonia	Development Director	Community Development	Community Development Director	$	91,293.00	$	104,987.00	$	118,681.00			
Grafton	Community Development Director	Community Development	Community Development Director	$	108,638.40	$	128,481.60	$	151,944.00		$ 45,038.00	$ 51,472.00 $ 57,905.00
Greenfield	CITY PLANNER	Community Development	Community Development Director	$	90,649.00	$	97,105.00	$	104,022.00		$ 77,147.20	$ 86,236.80 $ 104,395.20
Men Falls	Director of Planning & Development	Community Development	Community Development Director	$	98,342.40	$	120,161.60	$	140,670.40			
Mequon	Director of Cummunity Development	Community Development	Community Development Director	$	107,681.00	$	129,217.00	$	150,753.00			
Mequon	Asst. Community Development Dir.	Community Development	Community Development Director	$	89,734.00	$	99,988.00	$	125,628.00			
New Berlin	Director of Community Development	Community Development	Community Development Director	$	112,312.96	$	131,967.72	$	151,622.49			
New Berlin	Deputy Director Community Dev.	Community Development	Community Development Director	$	94,300.12	$	110,802.65	$	127,305.17			
Port Washington	Director of Community Development	Community Development	Community Development Director	$	92,612.94	$	109,039.02	$	125,278.44			
South Milwaukee	Econ Development Manager	Community Development	Community Development Director	$	77,147.20	$	88,171.20	$	99,195.20			
Wauwatosa	DEVELOPMENT DIRECTOR	Community Development	Community Development Director	$	133,140.80	$	152,360.00	$	170,123.20			
Wauwatosa	ECONOMIC DEVELOPMENT MANAGER	Community Development	Community Development Director	$	99,860.80	$	114,296.00	$	127,628.80			
Wauwatosa	BUILDING & SAFETY MANAGER	Community Development	Community Development Director	$	99,860.80	$	114,296.00	$	127,628.80			
West Allis	Econ Development Executive Director	Community Development	Community Development Director	$	93,828.80	$	106,329.60	$	114,670.40			
Brookfield	Deputy City Clerk	Clerks	Deputy Clerk	$	69,846.40	$	74,859.20	$	79,872.00			
Brookfield	Records Clerk I	Clerks	Deputy Clerk	$	57,387.20	$	61,516.00	$	65,644.80			
Brookfield	Records Clerk II	Clerks	Deputy Clerk	$	57,387.20	$	61,516.00	$	65,644.80			
Brookfield	Administration and Licensing Clerk	Clerks	Deputy Clerk	$	53,060.80	$	56,888.00	$	60,715.20			
Brookfield	Records Clerk I	Clerks	Deputy Clerk	$	53,060.80	$	56,888.00	$	60,715.20			
Brown Deer	Deputy Clerk / Administrative Assistant	Clerks	Deputy Clerk	$	45,395.00	$	55,929.00	$	66,463.00			
Caledonia	Deputy Clerk	Clerks	Deputy Clerk	$	48,415.00	$	55,677.00	$	62,939.00			
Fox Point	Deputy Village Clerk	Clerks	Deputy Clerk			$	70,380.00				$ 94,511.91	$ 108,241.97 $ 123,966.64
Grafton	Deputy Village Clerk	Clerks	Deputy Clerk	$	54,350.40	$	64,292.80	$	76,024.00		$ 127,671.00	$ 145,909.00 $ 164,148.00
Greendale	Deputy Clerk	Clerks	Deputy Clerk	$	60,340.80	$	68,307.20	$	76,294.40	hourly	$ 82,950.00	$ 92,706.00 $ 112,237.00
Greenfield	DEPUTY CITY CLERK	Clerks	Deputy Clerk	$	72,259.20	$	77,376.00	$	82,929.60		$ 65,582.40	$ 73,320.00 $ 88,732.80
Greenfield	CLERK SPECIALIST	Clerks	Deputy Clerk	$	56,971.20	$	59,030.40	$	61,172.80		$ 71,406.40	$ 79,788.80 $ 96,595.20
Hartford	DEPUTY CITY CLERK	Clerks	Deputy Clerk			$	56,014.40					
Men Falls	Deputy Village Clerk	Clerks	Deputy Clerk	$	61,672.00	$	75,296.00	$	88,275.20			
Mequon	Deputy Clerk	Clerks	Deputy Clerk	$	50,251.00	$	55,274.00	$	67,839.00			
Mukwanago	Deputy Clerk / Treasurer**	Clerks	Deputy Clerk	$	51,812.80	$	60,881.60	$	69,950.40			
New Berlin	Deputy City Clerk	Clerks	Deputy Clerk	$	67,868.97	$	79,746.05	$	91,623.12			
New Berlin	Office Manager	Clerks	Deputy Clerk	$	63,428.95	$	74,529.01	$	85,629.08			
New Berlin	Assistant Deputy Clerk	Clerks	Deputy Clerk	$	59,279.39	$	69,653.28	$	80,027.18			
Port Washington	Deputy Clerk	Clerks	Deputy Clerk	$	59,160.00	$	69,513.00	$	79,866.00			
Slinger	Deputy Clerk	Clerks	Deputy Clerk	$	52,826.00	$	62,307.50	$	71,789.00			
South Milwaukee	Deputy Clerk	Clerks	Deputy Clerk	$	72,030.40	$	82,305.60	$	92,580.80			
St. Francis	Deputy City Clerk / Treasurer*	Clerks	Deputy Clerk			$	75,657.92	$	76,414.42	mid = current / max = approved as of 6/2026		
West Allis	Deputy City Clerk	Clerks	Deputy Clerk	$	84,011.20	$	95,222.40	$	102,689.60			
West Allis	Customer Service Administrator	Clerks	Deputy Clerk	$	69,222.40	$	78,457.60	$	84,614.40			
West Allis	Deputy Clerk - Elections	Clerks	Deputy Clerk		64,313.60		72,904.00		78,624.00			
Brookfield	Finance director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	129,014.86	$	148,367.18	$	167,719.50			
Brookfield	Deputy Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	105,314.30	$	121,111.64	$	136,909.24			
Brown Deer	Finance Director / Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)		94,764.00		116,753.00		138,743.00			
Caledonia	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	95,859.00	$	110,237.00	$	124,616.00			
Fox Point	Village Clerk/Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)			$	108,000.00				$ 94,511.91	$ 108,241.97 $ 123,966.64
Grafton	Director of Administrative Services**	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	108,638.40	$	128,481.60	$	151,944.00		$ 45,038.00	$ 51,472.00 $ 57,905.00
Greendale	Trasurer / Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	91,182.69	$	104,233.42	$	117,284.15		$ 88,755.00	$ 99,181.00 $ 120,074.00
Greenfield	FINANCE DIRECTOR	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	122,534.00	$	131,263.00	$	140,609.00		$ 59,779.20	$ 66,809.60 $ 80,912.00
Greenfield	ASSISTANT FINANCE DIRECTOR	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	105,843.00	$	113,382.00	$	121,458.00		$ 71,406.00	$ 79,789.00 $ 96,595.00
Hartford	FINANCE DIRECTOR/TREAS	Finance	Director of Finance (CPFO, CPA, or CGFM)			$	77,812.80					
Men Falls	Finance Dir / Village Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	104,166.40	$	127,316.80	$	149,073.60			
Mequon	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	107,681.00	$	129,217.00	$	150,753.00			
Mukwanago	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$	87,749.00	$	103,105.50	$	118,462.00			

New Berlin	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 112,312.96	$ 131,967.72	$ 151,622.49					
New Berlin	Deputy Director of Finance	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 88,962.38	$ 104,530.80	$ 120,099.21					
Port Washington	Finance Director/City Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 100,223.16	$ 117,762.06	$ 135,300.96					
Slinger	Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 69,337.00	$ 79,276.50	$ 89,216.00					
South Milwaukee	City Treasurer / Comptroller	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 82,264.00	$ 94,016.00	$ 105,768.00					
St. Francis	City Clerk / Treasurer*	Finance	Director of Finance (CPFO, CPA, or CGFM)		$ 111,659.18	$ 112,775.73	mid = current / max = approved as of 6/2026				
Wauwatosa	FINANCE DIRECTOR	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 143,062.40	$ 163,716.80	$ 182,790.40					
Wauwatosa	ASSISTANT FINANCE DIRECTOR	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 107,328.00	$ 122,844.80	$ 137,176.00					
Wauwatosa	ACCOUNTING MANAGER	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 92,913.60	$ 106,329.60	$ 118,726.40					
Wauwatosa	UTILITY FINANCE MANAGER	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 92,913.60	$ 106,329.60	$ 118,726.40					
West Allis	Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 118,476.80	$ 134,284.80	$ 144,809.60					
West Allis	City Treasurer	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 93,828.80	$ 106,329.60	$ 114,670.40					
West Allis	Deputy Finance Director	Finance	Director of Finance (CPFO, CPA, or CGFM)	$ 93,828.80	$ 106,329.60	$ 114,670.40					
Brookfield	Director of Parks, Recreations & Forestry	Recreation	Director of Park & Recreation	$ 120,574.74	$ 138,661.12	$ 156,747.24					
Brown Deer	Park and Recreation Director	Recreation	Director of Park & Recreation	75,040.00	92,453.00	109,866.00					
Grafton	Director of Parks and Recreation	Recreation	Director of Park & Recreation	$ 100,588.80	$ 118,955.20	$ 140,670.40		$ 49,959.00	$ 57,096.00	$ 64,233.00	
Greenfield	PARKS & RECREATION DIRECTOR	Recreation	Director of Park & Recreation	$ 98,477.00	$ 105,492.00	$ 113,006.00					
Hartford	PARKS/RECREATION DIRECTOR	Recreation	Director of Park & Recreation		$ 95,215.12						
New Berlin	Parks Supervisor	Recreation	Director of Park & Recreation	$ 83,142.41	$ 97,692.33	$ 112,242.26					
Port Washington	Dir of Parks & Recreation/Dir of Forestry	Recreation	Director of Park & Recreation	$ 85,924.80	$ 100,961.64	$ 115,998.48					
Slinger	Parks & Rec Director	Recreation	Director of Park & Recreation	$ 74,637.00	$ 85,416.50	$ 96,196.00					
Brookfield	WPCC Manager	DPW	Director of Public Works	$ 105,314.30	$ 121,111.64	$ 136,909.24					
Brown Deer	DPW Director / Engineer*	DPW	Director of Public Works	89,325.00	110,053.00	130,780.00					
Fox Point	DPW Director	DPW	Director of Public Works		$ 132,478.00			$ 84,115.26	$ 96,334.97	$ 110,329.87	
Grafton	Director of Public Works / Village Engineer	DPW	Director of Public Works	$ 117,312.00	$ 138,756.80	$ 164,112.00		$ 45,038.00	$ 51,472.00	$ 57,905.00	
Greendale	Director of Public Works	DPW	Director of Public Works	$ 91,182.69	$ 104,233.42	$ 117,284.15		$ 106,131.00	$ 118,646.00	$ 143,612.00	
Hales Corners	Public Works Director	DPW	Director of Public Works	$ 87,300.00	$ 97,000.00	$ 106,700.00					
Hartford	DIRECTOR OF PUBLIC WORKS	DPW	Director of Public Works		$ 87,672.00						
Men Falls	Director - Public Works	DPW	Director of Public Works	$ 117,145.60	$ 143,041.60	$ 167,440.00					
Mequon	Director of Public Works / City Engineer**	DPW	Director of Public Works	$ 107,681.00	$ 129,217.00	$ 150,753.00					
Mequon	Deputy Director of Public Works	DPW	Director of Public Works	$ 89,734.00	$ 99,988.00	$ 125,628.00					
Mukwanago	Public Works Director	DPW	Director of Public Works	$ 87,749.00	$ 103,105.50	$ 118,462.00					
Mukwanago	Utilities Director	DPW	Director of Public Works	$ 87,749.00	$ 103,105.50	$ 118,462.00					
New Berlin	Director of Public Works	DPW	Director of Public Works	$ 112,312.96	$ 131,967.72	$ 151,622.49					
New Berlin	Utility Manager	DPW	Director of Public Works	$ 99,958.13	$ 117,450.80	$ 134,943.48					
New Berlin	Deputy Director of Public Works	DPW	Director of Public Works	$ 94,300.12	$ 110,802.65	$ 127,305.17					
Port Washington	Director of Public Works	DPW	Director of Public Works	$ 100,223.16	$ 117,762.06	$ 135,300.96					
Slinger	Village Engineer/DPW Director**	DPW	Director of Public Works	$ 105,206.00	$ 118,684.50	$ 132,163.00					
Wauwatosa	DPW DIRECTOR	DPW	Director of Public Works	$ 153,753.60	$ 175,968.00	$ 196,476.80					
Wauwatosa	CONSTRUCTION MANAGER	DPW	Director of Public Works	$ 107,328.00	$ 122,844.80	$ 137,176.00					
West Allis	Director of Public Works	DPW	Director of Public Works	$ 118,476.80	$ 134,284.80	$ 144,809.60					
West Allis	Assistant Dir of Public Works	DPW	Director of Public Works	$ 93,828.80	$ 106,329.60	$ 114,670.40					
Brookfield	Engineering Technician II	Engineering	Engineering Technician	$ 78,561.60	$ 84,177.60	$ 89,793.60					
Brookfield	Engineering Techncian I	Engineering	Engineering Technician	$ 64,563.20	$ 69,191.20	$ 73,819.20					
Caledonia	Engineering Techs	Engineering	Engineering Technician	$ 64,881.00	$ 74,613.00	$ 84,344.00					
Grafton	Engineering Techncian II	Engineering	Engineering Technician	$ 68,473.60	$ 80,974.40	$ 95,763.20		$ 54,905.00	$ 62,748.00	$ 70,592.00	
Greenfield	ENGINEERING SPECIALIST	Engineering	Engineering Technician	$ 64,251.20	$ 68,868.80	$ 73,777.60		$ 59,779.20	$ 66,809.60	$ 80,912.00	
Hartford	ENGINEERING AIDE II	Engineering	Engineering Technician		$ 65,942.76						
Men Falls	Engineering Tech II	Engineering	Engineering Technician	$ 58,177.60	$ 71,032.00	$ 83,304.00					
Mequon	Engineering Technician	Engineering	Engineering Technician	$ 61,998.00	$ 68,197.00	$ 83,698.00					
South Milwaukee	Engineering & Inspection Supervisor	Engineering	Engineering Technician	$ 87,339.20	$ 102,616.80	$ 117,894.40					
Wauwatosa	SENIOR ENGINEERING TECHNICIAN	Engineering	Engineering Technician	$ 74,859.20	$ 85,654.40	$ 95,659.20					
Wauwatosa	ENGINEERING TECHNICIAN	Engineering	Engineering Technician	$ 64,812.80	$ 74,172.80	$ 82,804.80					
West Allis	Engineering Technician Specialist	Engineering	Engineering Technician	64,313.60	72,904.00	78,624.00					
West Allis	Engineering Technician	Engineering	Engineering Technician	59,384.00	67,288.00	72,571.20					
West Allis	Engineering Services Specialist	Engineering	Engineering Technician	54,454.40	61,713.60	66,560.00					
Brookfield	Fire Chief	Fire	Fire Chief	$ 138,045.96	$ 158,752.62	$ 179,460.06					
Caledonia	Fire Chief	Fire	Fire Chief	$ 113,691.00	$ 130,744.00	$ 155,187.00					
Greendale	Fire Chief	Fire	Fire Chief	$ 111,188.69	$ 130,084.13	$ 148,979.57		$ 64,772.00	$ 74,025.00	$ 83,278.00	
Greenfield	ASSISTANT FIRE CHIEF	Fire	Fire Chief	$ 122,534.00	$ 131,263.00	$ 140,609.00		$ 71,406.00	$ 79,789.00	$ 96,595.00	
Hales Corners	Police Fire Chief*	Fire	Fire Chief	$ 103,312.00	$ 114,791.00	$ 127,546.00					
Hartford	FIRE & RESCUE CHIEF	Fire	Fire Chief		$ 113,214.40						

Men Falls	Fire Chief	Fire	Fire Chief	$ 117,145.60	$ 143,041.60	$ 167,440.00						
Men Falls	Assistant Fire Chief	Fire	Fire Chief	$ 98,342.40	$ 120,161.60	$ 140,670.40						
Mukwanago	Fire Chief	Fire	Fire Chief	$ 96,525.00	$ 113,416.50	$ 130,308.00						
New Berlin	Deputy Chief of Administration Fire	Fire	Fire Chief	$ 112,312.96	$ 131,967.72	$ 151,622.49						
New Berlin	Fire Chief	Fire	Fire Chief	$ 112,312.96	$ 131,967.72	$ 151,622.49						
New Berlin	Fire Captains	Fire	Fire Chief	$ 94,300.12	$ 110,802.65	$ 127,305.17						
Port Washington	Fire Chief	Fire	Fire Chief	$ 100,223.16	$ 117,762.06	$ 135,300.96						
South Milwaukee	Fire Chief	Fire	Fire Chief	$ 115,481.60	$ 131,976.00	$ 148,470.40						
St. Francis	Fire Chief	Fire	Fire Chief		$ 133,393.31	$ 134,727.22	mid = current / max = approved as of 6/2026					
Wauwatosa	FIRE DIRECTOR	Fire	Fire Chief	$ 133,140.80	$ 152,360.00	$ 170,123.20						
West Allis	Fire Chief	Fire	Fire Chief	$ 118,476.80	$ 134,284.80	$ 144,809.60						
West Allis	Assistant Fire Chief	Fire	Fire Chief	$ 108,638.40	$ 123,115.20	$ 132,766.40						
West Allis	Deputy Fire Chief	Fire	Fire Chief	$ 93,828.80	$ 106,329.60	$ 114,670.40						
Brookfield	Fleet Manager	DPW	Foreman	$ 85,968.48	$ 98,863.44	$ 111,758.66						
Caledonia	DPW (Highway) Foreman	DPW	Foreman	$ 71,531.00	$ 82,261.00	$ 92,990.00						
Caledonia	Senior Utility Field Operator	DPW	Foreman	$ 71,531.00	$ 82,261.00	$ 92,990.00						
Fox Point	DPW Foreman	DPW	Foreman		$ 82,990.00			$ 106,193.58	$ 121,620.68	$ 139,288.92		
Fox Point	DPW Fleet Manager	DPW	Foreman		$ 78,104.00			$ 106,193.58	$ 121,620.68	$ 139,288.92		
Grafton	Public Works Foreman	DPW	Foreman	$ 63,398.40	$ 74,984.00	$ 88,670.40		$ 105,464.00	$ 120,530.00	$ 135,596.00		
Greendale	Foreman Lead	DPW	Foreman	$ 72,092.80	$ 82,617.60	$ 93,142.40		$ 106,131.00	$ 118,646.00	$ 143,612.00		
Greenfield	WORKING FOREMAN	DPW	Foreman	$ 83,532.80	$ 89,460.80	$ 95,804.80						
Hales Corners	Highway Foreman	DPW	Foreman	$ 70,096.00	$ 77,105.60	$ 84,816.16						
Mequon	Buildings & Grounds Foreman	DPW	Foreman	$ 61,998.00	$ 68,197.00	$ 83,698.00						
Mequon	Foreman Mechanic	DPW	Foreman	$ 61,998.00	$ 68,197.00	$ 83,698.00						
Mequon	Sewer Section Foreman	DPW	Foreman	$ 61,998.00	$ 68,197.00	$ 83,698.00						
Slinger	DPW Working Foreman	DPW	Foreman	$ 61,633.00	$ 71,097.00	$ 80,561.00						
South Milwaukee	Distrib. And Collections Project Lead	DPW	Foreman	$ 66,892.80	$ 76,460.80	$ 86,028.80						
St. Francis	Highway Crew Foreman	DPW	Foreman		$ 75,842.42	$ 76,600.78	mid = current / max = approved as of 6/2026					
Wauwatosa	DPW FIELD SUPERVISOR	DPW	Foreman	$ 69,659.20	$ 79,705.60	$ 88,982.40						
Wauwatosa	FACILITIES SUPERVISOR	DPW	Foreman	$ 69,659.20	$ 79,705.60	$ 88,982.40						
West Allis	Fleet Services Manager	DPW	Foreman	$ 79,081.60	$ 89,606.40	$ 96,636.80						
West Allis	Fleet Manager	DPW	Foreman	74,172.80	84,052.80	90,646.40						
Brookfield	Library Director	Library	Library Director	$ 120,574.74	$ 138,661.12	$ 156,747.24						
Brookfield	Deputy Library Director	Library	Library Director	$ 98,424.56	$ 113,188.66	$ 127,952.24						
Brown Deer	Library Director	Library	Library Director	75,040.00	92,453.00	109,866.00						
Greenfield	LIBRARY DIRECTOR	Library	Library Director	$ 104,833.00	$ 112,300.00	$ 120,299.00		$ 55,577.60	$ 60,340.80	$ 73,049.60		
Hartford	LIBRARY DIRECTOR	Library	Library Director		$ 83,830.24							
Men Falls	Director - Library	Library	Library Director	$ 92,747.20	$ 113,360.00	$ 132,683.20						
New Berlin	Library Director	Library	Library Director	$ 99,958.13	$ 117,450.80	$ 134,943.48						
Port Washington	Library Director	Library	Library Director	$ 79,560.00	$ 93,483.00	$ 107,406.00						
South Milwaukee	Library Director	Library	Library Director	$ 92,456.00	$ 105,674.40	$ 118,892.80						
Wauwatosa	LIBRARY DIRECTOR	Library	Library Director	$ 123,926.40	$ 141,835.20	$ 158,350.40						
West Allis	Library Director	Library	Library Director	$ 103,688.00	$ 117,520.00	$ 126,734.40						
West Allis	Library Services Manager	Library	Library Director	$ 84,011.20	$ 95,222.40	$ 102,689.60						
Brookfield	Administrative Assistant I ******	Community Development	Planning Assistant	$ 53,060.80	$ 56,888.00	$ 60,715.20						
Caledonia	Public Services Admin Coordinator	Community Development	Planning Assistant	$ 48,415.00	$ 55,677.00	$ 62,939.00						
Grafton	Administrative Specialist - Community Development	Community Development	Planning Assistant	$ 54,350.40	$ 64,292.80	$ 76,024.00		$ 105,464.00	$ 120,530.00	$ 135,596.00		
Grafton	Office Assistant - Community development	Community Development	Planning Assistant	$ 46,612.80	$ 55,120.00	$ 65,187.20		$ 59,821.00	$ 68,359.00	$ 76,898.00		
Hartford	ZONING TECH/ADMIN ASST	Community Development	Planning Assistant		$ 55,346.72							
Mukwanago	Deputy Clerk - Community & Economic Development	Community Development	Planning Assistant	$ 48,193.60	$ 56,628.00	$ 65,062.40						
New Berlin	Office Coordinator***	Community Development	Planning Assistant	$ 52,778.32	$ 59,468.52	$ 66,902.09						
Port Washington	Administration Specialist, Community Dev.	Community Development	Planning Assistant	$ 49,368.00	$ 58,007.40	$ 66,646.80						
South Milwaukee	Admin Assit - Inspection & Econ Development	Community Development	Planning Assistant	$ 51,584.00	$ 58,957.60	$ 66,331.20						
South Milwaukee	Admin Assit - Engineering	Community Development	Planning Assistant	$ 46,488.00	$ 53,112.80	$ 59,737.60						
Wauwatosa	PARKS MAINTENANCE WORKER	Community Development	Planning Assistant	$ 52,353.60	$ 59,924.80	$ 66,892.80						
West Allis	Business Operations Specialist******	Community Development	Planning Assistant	69,222.40	78,457.60	84,614.40						
Brookfield	Police Captain	Police	Police Captain		$ 134,222.40							
Brown Deer	Police Captain	Police	Police Captain	100,143.00	123,382.00	146,619.00						
Fox Point	Police Captain	Police	Police Captain		$ 121,907.00			$ 94,511.91	$ 108,241.97	$ 123,966.64		
Grafton	Assistant Police Chief	Police	Police Captain	$ 108,638.40	$ 128,481.60	$ 151,944.00		$ 45,038.00	$ 51,472.00	$ 57,905.00		
Greendale	Police Captain	Police	Police Captain	$ 101,392.67	$ 117,895.27	$ 134,397.88		$ 132,246.00	$ 147,805.00	$ 178,922.00		
Greenfield	POLICE CAPTAIN	Police	Police Captain	$ 118,709.00	$ 127,162.00	$ 136,222.00						

Hales Corners	Police Captain	Police	Police Captain	$ 90,080.00	$ 99,088.00	$ 108,997.00						
Hartford	CAPTAIN	Police	Police Captain		$ 118,248.00							
Men Falls	Captain - Police	Police	Police Captain	$ 98,342.40	$ 120,161.60	$ 140,670.40						
Mequon	Police Captain	Police	Police Captain	$ 89,734.00	$ 99,988.00	$ 125,628.00						
Mukwanago	Assistant Police Chief	Police	Police Captain	$ 96,525.00	$ 113,416.50	$ 130,308.00						
Port Washington	Police Captain	Police	Police Captain	$ 92,612.94	$ 109,039.02	$ 125,278.44						
Slinger	Police Captain	Police	Police Captain	$ 99,910.00	$ 110,210.00	$ 120,510.00						
South Milwaukee	Police Captain	Police	Police Captain	$ 102,689.60	$ 117,353.60	$ 132,017.60						
St. Francis	Police Captain	Police	Police Captain		$ 125,143.20	$ 126,394.74	mid = current / max = approved as of 6/2026					
Wauwatosa	POLICE CAPTAIN	Police	Police Captain	$ 115,377.60	$ 122,844.80	$ 137,176.00						
West Allis	Police Captain	Police	Police Captain	$ 98,758.40	$ 111,924.80	$ 120,702.40						
Brookfield	Police Chief	Police	Police Chief	$ 138,045.96	$ 158,752.62	$ 179,460.06						
Brown Deer	Police Chief	Police	Police Chief	110,293.00	135,885.00	161,476.00						
Caledonia	Police Chief	Police	Police Chief	$ 113,691.00	$ 130,744.00	$ 155,187.00						
Fox Point	Police Chief	Police	Police Chief		$ 137,482.00			$ 89,162.18	$ 102,115.07	$ 116,949.66		
Grafton	Police Chief	Police	Police Chief	$ 117,312.00	$ 138,756.80	$ 164,112.00		$ 45,038.00	$ 51,472.00	$ 57,905.00		
Greendale	Police Chief	Police	Police Chief	$ 112,450.50	$ 130,952.44	$ 149,454.39		$ 132,246.00	$ 147,805.00	$ 178,922.00		
Greenfield	ASSISTANT POLICE CHIEF	Police	Police Chief	$ 125,266.00	$ 134,186.00	$ 143,745.00		$ 71,406.00	$ 79,789.00	$ 96,595.00		
Hales Corners	Police Fire Chief**	Police	Police Chief	$ 103,312.00	$ 114,791.00	$ 127,546.00						
Hartford	POLICE CHIEF	Police	Police Chief		$ 132,537.60							
Men Falls	Police Chief	Police	Police Chief	$ 117,145.60	$ 143,041.60	$ 167,440.00						
Men Falls	Assistant Chief of Police	Police	Police Chief	$ 104,166.40	$ 127,316.80	$ 149,073.60						
Mequon	Police Chief	Police	Police Chief	$ 107,681.00	$ 129,217.00	$ 150,753.00						
Mukwanago	Police Chief	Police	Police Chief	$ 96,525.00	$ 113,416.50	$ 130,308.00						
New Berlin	Police Chief	Police	Police Chief	$ 119,051.73	$ 139,885.79	$ 160,719.84						
New Berlin	Deputy Police Chief	Police	Police Chief	$ 105,955.62	$ 124,497.85	$ 143,040.09						
New Berlin	Police Captain	Police	Police Chief	$ 94,300.12	$ 110,802.65	$ 127,305.17						
Port Washington	Chief of Police	Police	Police Chief	$ 100,223.16	$ 117,762.06	$ 135,300.96						
Slinger	Police Chief	Police	Police Chief	$ 105,060.00	$ 117,326.50	$ 129,593.00						
South Milwaukee	Police Chief	Police	Police Chief	$ 115,481.60	$ 131,976.00	$ 148,470.40						
St. Francis	Police Chief	Police	Police Chief		$ 136,757.52	$ 138,125.09	mid = current / max = approved as of 6/2026					
Wauwatosa	POLICE DIRECTOR	Police	Police Chief	$ 133,140.80	$ 152,360.00	$ 170,123.20						
West Allis	Police Chief	Police	Police Chief	$ 118,476.80	$ 134,284.80	$ 144,809.60						
West Allis	Deputy Police Chief - Operations	Police	Police Chief	$ 108,638.40	$ 123,115.20	$ 132,766.40						
West Allis	Deputy Police chief - Support Services	Police	Police Chief	$ 108,638.40	$ 123,115.20	$ 132,766.40						
Brookfield	Administrative Specialist **	Police	Police Department Clerk Administrative	$ 65,584.48	$ 75,422.10	$ 85,259.98						
Brookfield	Office Services Assistant **	Police	Police Department Clerk Administrative	$ 47,174.40	$ 50,554.40	$ 53,934.40						
Brookfield	Office Assistant **	Police	Police Department Clerk Administrative	$ 40,310.40	$ 43,201.60	$ 46,092.80						
Brown Deer	Administrative Services Manager - Police	Police	Police Department Clerk Administrative	56,302.00	69,367.00	82,430.00						
Brown Deer	Police Desk Clerk	Police	Police Department Clerk Administrative	$ 40,852.00	$ 50,332.00	$ 59,812.00						
Caledonia	Administrative Receptionist **	Police	Police Department Clerk Administrative	$ 39,831.00	$ 45,806.00	$ 51,780.00						
Grafton	Administrative Specialist - Police	Police	Police Department Clerk Administrative	$ 54,350.40	$ 64,292.80	$ 76,024.00		$ 69,693.00	$ 79,649.00	$ 89,605.00		
Greendale	Police Admin Assistant	Police	Police Department Clerk Administrative	$ 51,022.40	$ 61,838.40	$ 72,654.40		$ 106,131.00	$ 118,646.00	$ 143,612.00		
Greendale	Admin Assistant**	Police	Police Department Clerk Administrative	$ 41,142.40	$ 50,356.80	$ 59,550.40	hourly	$ 82,950.00	$ 92,706.00	$ 112,237.00		
Greenfield	ADMINISTRATIVE ASSISTANT **	Police	Police Department Clerk Administrative	$ 64,251.20	$ 68,868.80	$ 73,777.60		$ 77,147.00	$ 86,237.00	$ 104,395.00		
Greenfield	POLICE CLERK TYPIST	Police	Police Department Clerk Administrative	$ 53,851.20	$ 57,678.40	$ 61,796.80						
Hales Corners	Administrative Services Specialist**	Police	Police Department Clerk Administrative	$ 41,951.52	$ 46,612.80	$ 50,341.82						
Hales Corners	Police Admin Clerk	Police	Police Department Clerk Administrative	$ 37,648.00	$ 41,412.80	$ 45,177.60						
Hartford	POLICE SUPPORT SPECIALIST	Police	Police Department Clerk Administrative		$ 56,534.40							
Men Falls	Police Support Specialist	Police	Police Department Clerk Administrative	$ 48,880.00	$ 59,758.40	$ 69,888.00						
Mequon	Administrative Clerk	Police	Police Department Clerk Administrative	$ 50,251.00	$ 55,274.00	$ 67,839.00						
Mukwanago	Police Dipatcher / Clerk	Police	Police Department Clerk Administrative	$ 51,812.80	$ 60,881.60	$ 69,950.40						
Mukwanago	Administrative Clerk**	Police	Police Department Clerk Administrative	$ 44,844.80	$ 52,686.40	$ 60,528.00						
New Berlin	Office Coordinator**	Police	Police Department Clerk Administrative	$ 52,778.32	$ 59,468.52	$ 66,902.09						
New Berlin	Clerk Administrative Specialist******	Police	Police Department Clerk Administrative	$ 50,748.38	$ 57,181.27	$ 64,328.93						
New Berlin	Office Assistant**	Police	Police Department Clerk Administrative	$ 46,919.73	$ 52,867.30	$ 59,475.71						
Port Washington	Recording Clerk Manager - Police	Police	Police Department Clerk Administrative	$ 59,160.00	$ 69,513.00	$ 79,866.00						
Port Washington	Records Clerk	Police	Police Department Clerk Administrative	$ 49,368.00	$ 58,007.40	$ 66,646.80						
South Milwaukee	Clerk Administrative Specialist******	Police	Police Department Clerk Administrative	$ 51,584.00	$ 58,957.60	$ 66,331.20						
Wauwatosa	ADMIN SUPPORT SPECIALIST**	Police	Police Department Clerk Administrative	$ 56,222.40	$ 64,355.20	$ 71,864.00						
Wauwatosa	OFFICE ASSISTANT**	Police	Police Department Clerk Administrative	$ 52,353.60	$ 59,924.80	$ 66,892.80						
West Allis	Business Operations Specialist**	Police	Police Department Clerk Administrative	69,222.40	78,457.60	84,614.40						

West Allis	Administrative Support Specialist**	Police	Police Department Clerk Administrative		49,524.80		56,139.20		60,548.80		
West Allis	Administrative Support Assistant**	Police	Police Department Clerk Administrative		44,616.00		50,564.80		54,516.80		
West Allis	Clerical Assistant**	Police	Police Department Clerk Administrative		38,251.20		43,347.20		46,737.60		
Brookfield	Sergeant	Police	Police Lieutenant			$	114,025.60				
Brown Deer	Police Lieutenant	Police	Police Lieutenant		94,764.00		116,753.00		138,743.00		
Greendale	Police Lieutenant	Police	Police Lieutenant	$	96,824.00	$	110,780.80	$	124,758.40	$ 132,246.00	$ 147,805.00 $ 178,922.00
Hales Corners	Police Lieutenant	Police	Police Lieutenant	$	93,574.00	$	103,971.00	$	115,523.00		
Hartford	LIEUTENANT	Police	Police Lieutenant			$	108,160.00				
Men Falls	Lieutenant - Police	Police	Police Lieutenant	$	92,747.20	$	113,360.00	$	132,683.20		
Mukwanago	Police Lieutenant	Police	Police Lieutenant	$	87,749.00	$	103,105.50	$	118,462.00		
Port Washington	Police Lieutenant	Police	Police Lieutenant	$	85,924.80	$	100,961.64	$	115,998.48		
Slinger	Police Lieutenant	Police	Police Lieutenant	$	94,760.00	$	104,244.00	$	113,728.00		
South Milwaukee	Police Lieutenant	Police	Police Lieutenant	$	92,456.00	$	105,674.40	$	118,892.80		
St. Francis	Police Lieutenant	Police	Police Lieutenant			$	118,361.98	$	119,545.71	mid = current / max = approved as of 6/2026	
Wauwatosa	POLICE LIEUTENANT	Police	Police Lieutenant	$	107,328.00	$	122,844.80	$	137,176.00		
West Allis	POLICE LIEUTENANT	Police	Police Lieutenant	$	93,828.80	$	106,329.60	$	114,670.40		
Caledonia	Police Techncian /Evidence Custodian	Police	Police Records Clerk	$	49,117.00	$	56,484.00	$	63,851.00		
New Berlin	Police Clerk	Police	Police Records Clerk	$	50,748.38	$	57,181.27	$	64,328.93		
New Berlin	Clerk Administrative Specialist*****	Police	Police Records Clerk	$	50,748.38	$	57,181.27	$	64,328.93		
South Milwaukee	Clerk Administrative Specialist*****	Police	Police Records Clerk	$	51,584.00	$	58,957.60	$	66,331.20		
South Milwaukee	Police Clerk (FT)	Police	Police Support Staff	$	51,584.00	$	58,957.60	$	66,331.20		
Brookfield	Recreation Supervisor	Recreation	Recreation Supervisor	$	70,175.56	$	80,701.92	$	91,228.02		
Brookfield	Administrative Coordinator *	Recreation	Recreation Supervisor	$	69,846.40	$	74,859.20	$	79,872.00		
Brookfield	Communications Specialist	Recreation	Recreation Supervisor	$	69,846.40	$	74,859.20	$	79,872.00		
Brown Deer	Parks & Recreation Supervisor	Recreation	Recreation Supervisor		56,302.00		69,367.00		82,430.00		
Caledonia	Parks Manager	Recreation	Recreation Supervisor	$	58,849.00	$	67,676.00	$	76,503.00		
Caledonia	Parks Supervisor	Recreation	Recreation Supervisor	$	41,822.00	$	48,096.00	$	54,370.00		
Grafton	Senior Coordinator / Recreation Program Supervisor*	Recreation	Recreation Supervisor	$	63,398.40	$	74,984.00	$	88,670.40	$ 105,464.00	$ 120,530.00 $ 135,596.00
Greenfield	PARKS SUPERVISOR	Recreation	Recreation Supervisor	$	85,139.00	$	90,322.00	$	96,289.00		
Greenfield	RECREATION SUPERVISOR	Recreation	Recreation Supervisor	$	74,014.00	$	79,286.00	$	84,931.00		
Hartford	RECREATION SUPERVISOR	Recreation	Recreation Supervisor			$	56,455.36				
New Berlin	Recreation Manager	Recreation	Recreation Supervisor	$	77,703.19	$	91,301.25	$	104,899.31		
New Berlin	Assistant Recreation Manager	Recreation	Recreation Supervisor	$	67,868.97	$	79,746.05	$	91,623.12		
Port Washington	Dir. of Senior Life Enrichment & Outreach	Recreation	Recreation Supervisor	$	71,583.60	$	84,111.24	$	96,637.86		
Port Washington	Parks & Recreation Supervisor	Recreation	Recreation Supervisor	$	59,160.00	$	69,513.00	$	79,866.00		
Slinger	Recreation Supervisor	Recreation	Recreation Supervisor	$	53,775.00	$	63,021.50	$	72,268.00		
West Allis	Tourism and Event Manager	Recreation	Recreation Supervisor	$	74,172.80	$	84,052.80	$	90,646.40		
Brookfield	Administrative Coordinator **	Recreation	Senior Coordinator	$	69,846.40	$	74,859.20	$	79,872.00		
Brown Deer	Parks & Recreation Coordinator	Recreation	Senior Coordinator	$	50,922.00	$	62,740.00	$	74,555.00		
Grafton	Senior Coordinator / Recreation Program Supervisor**	Recreation	Senior Coordinator	$	63,398.40	$	74,984.00	$	88,670.40	$ 105,464.00	$ 120,530.00 $ 135,596.00
Grafton	Senior Center Assistant	Recreation	Senior Coordinator	$	46,612.80	$	55,120.00	$	65,187.20	$ 120,276.00	$ 137,459.00 $ 154,641.00
Hartford	PARK/REC OFFICE MANAGER	Recreation	Senior Coordinator			$	59,035.08				
New Berlin	Recreation Coordinator	Recreation	Senior Coordinator	$	50,748.38	$	57,181.27	$	64,328.93		
New Berlin	Senior Coordinator	Recreation	Senior Coordinator	$	42,852.99	$	48,974.85	$	55,096.70		
Port Washington	Program Manager, Recreation	Recreation	Senior Coordinator	$	59,160.00	$	69,513.00	$	79,866.00		
Port Washington	Admin Assistant, Senior Life Enrichment	Recreation	Senior Coordinator	$	49,368.00	$	58,007.40	$	66,646.80		
West Allis	Senior Center Coordinator	Recreation	Senior Coordinator	$	69,222.40	$	78,457.60	$	84,614.40		
Brookfield	Payroll Management Accountant	Finance	Senior Deputy Treasurer / Payroll Accountant	$	80,344.16	$	92,395.94	$	104,446.94		
Brookfield	Deputy Treasuer	Finance	Senior Deputy Treasurer / Payroll Accountant	$	69,846.40	$	74,859.20	$	79,872.00		
Brookfield	Attendance and Time Clerk	Finance	Senior Deputy Treasurer / Payroll Accountant	$	57,387.20	$	61,516.00	$	65,644.80		
Brookfield	Attendance and Time clerk II	Finance	Senior Deputy Treasurer / Payroll Accountant	$	57,387.20	$	61,516.00	$	65,644.80		
Brookfield	Attendance and Time Clerk I	Finance	Senior Deputy Treasurer / Payroll Accountant	$	53,060.80	$	56,888.00	$	60,715.20		
Caledonia	Accounting, Payroll / Benefit Clerk	Finance	Senior Deputy Treasurer / Payroll Accountant	$	39,831.00	$	45,806.00	$	51,780.00		
Grafton	Human Resources Generalist	Finance	Senior Deputy Treasurer / Payroll Accountant	$	68,473.60	$	80,974.40	$	95,763.20	$ 54,905.00	$ 62,748.00 $ 70,592.00
Greenfield	PAYROLL & ACCOUNTING SPECIALIST*	Finance	Senior Deputy Treasurer / Payroll Accountant	$	67,080.00	$	71,864.00	$	76,980.80		
Hales Corners	Assistant Village Administrator**	Finance	Senior Deputy Treasurer / Payroll Accountant	$	74,797.00	$	82,276.00	$	90,504.00		
Hartford	ADMIN/PERSONNEL ANALYST	Finance	Senior Deputy Treasurer / Payroll Accountant			$	56,160.00				
Hartford	PAYROLL SPECIALIST	Finance	Senior Deputy Treasurer / Payroll Accountant			$	61,422.40				
			Senior Deputy Treasurer / Payroll Accountant	$	77,896.00	$	95,139.20	$	111,446.40		
Mequon	Finance Coordinator	Finance	Senior Deputy Treasurer / Payroll Accountant	$	61,998.00	$	68,197.00	$	83,698.00		
Mukwanago	Deputy Clerk / Treasurer*	Finance	Senior Deputy Treasurer / Payroll Accountant	$	51,812.80	$	60,881.60	$	69,950.40		
New Berlin	Payroll Coordinator	Finance	Senior Deputy Treasurer / Payroll Accountant	$	52,778.32	$	59,468.52	$	66,902.09		

Slinger	Deputy Treasurer	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 47,770.00	$ 54,550.50	$ 61,331.00					
South Milwaukee	Deputy Treasurer	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 72,030.40	$ 82,305.60	$ 92,580.80					
Wauwatosa	PAYROLL MANAGER/SENIOR ACCOUNTANT	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 80,496.00	$ 92,102.40	$ 102,835.20					
Wauwatosa	PAYROLL SPECIALIST	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 56,222.40	$ 64,355.20	$ 71,864.00					
West Allis	Deputy Tresurer / Senior Accountant	Finance	Senior Deputy Treasurer / Payroll Accountant	$ 74,172.80	$ 84,052.80	$ 90,646.40					
Brookfield	Special Operations	Police	Sergeant		$ 123,136.00						
Brown Deer	Police Sergeants	Police	Sergeant	89,325.00	110,053.00	130,780.00					
Greendale	Police Sergeant	Police	Sergeant	$ 92,206.40	$ 104,624.00	$ 117,041.60		$ 106,131.00	$ 118,646.00	$ 143,612.00	
Hartford	SERGEANT	Police	Sergeant		$ 94,156.40						
Men Falls	Sergeant - Police	Police	Sergeant	$ 87,526.40	$ 106,953.60	$ 125,153.60					
St. Francis	Police Sergeant	Police	Sergeant		$ 106,894.11	$ 107,963.02	mid = current / max = approved as of 6/2026				
Wauwatosa	POLICE SERGEANT	Police	Sergeant	$ 92,913.60	$ 106,329.60	$ 118,726.40					
Brookfield	Highway Superintendent	DPW	Superintendent	$ 105,314.30	$ 121,111.64	$ 136,909.24					
Brookfield	Water Utility Superintendent	DPW	Superintendent	$ 105,314.30	$ 121,111.64	$ 136,909.24					
Brookfield	Assistant Public Works Superintendent	DPW	Superintendent	$ 85,968.48	$ 98,863.44	$ 111,758.66					
Brookfield	Facilities Supervisor	DPW	Superintendent	$ 85,968.48	$ 98,863.44	$ 111,758.66					
Brookfield	Water Operations Superintendent	DPW	Superintendent	$ 85,968.48	$ 98,863.44	$ 111,758.66					
Brown Deer	DPW Operations Supervisor	DPW	Superintendent	75,040.00	92,453.00	109,866.00					
Caledonia	DPW Highway Operations Supervisor	DPW	Superintendent	$ 82,806.00	$ 95,226.00	$ 107,647.00					
Caledonia	Utility Operations Foreman	DPW	Superintendent	$ 82,806.00	$ 95,226.00	$ 107,647.00					
Fox Point	DPW Superintendent	DPW	Superintendent		$ 95,261.00			$ 100,182.62	$ 114,736.49	$ 131,404.64	
Grafton	Public Works Superintendent	DPW	Superintendent	$ 86,236.80	$ 101,982.40	$ 120,619.20		$ 49,959.00	$ 57,096.00	$ 64,233.00	
Greenfield	SUPERINTENDENT OF PUBLIC WORKS	DPW	Superintendent	$ 105,843.00	$ 113,382.00	$ 121,458.00					
Hartford	PUBLIC WORKS SUPERINTENDENT	DPW	Superintendent		$ 71,427.20						
Hartford	SEWER UTILITY DIRECTOR	DPW	Superintendent		$ 97,752.20						
Hartford	UTILITY SUPERINTENDENT	DPW	Superintendent		$ 132,503.80						
Men Falls	Deputy Director of Public Works	DPW	Superintendent	$ 87,526.40	$ 106,953.60	$ 125,153.60					
Men Falls	Deputy Director of Utilities	DPW	Superintendent	$ 87,526.40	$ 106,953.60	$ 125,153.60					
Mequon	Deputy Director of Utilities	DPW	Superintendent	$ 89,734.00	$ 99,988.00	$ 125,628.00					
Mequon	Buildings & Grounds Superintendent	DPW	Superintendent	$ 78,100.00	$ 85,906.00	$ 91,767.00					
Mequon	Highway Superintendent	DPW	Superintendent	$ 78,100.00	$ 85,906.00	$ 91,767.00					
Mequon	Sewer Superintendent	DPW	Superintendent	$ 78,100.00	$ 85,906.00	$ 91,767.00					
Mequon	Fleet Superintendent	DPW	Superintendent	$ 72,315.00	$ 79,545.00	$ 97,625.00					
New Berlin	Water Resource Manager (Stormwater)	DPW	Superintendent	$ 88,962.38	$ 104,530.80	$ 120,099.21					
New Berlin	Utility Supervisor	DPW	Superintendent	$ 83,142.41	$ 97,692.33	$ 112,242.26					
New Berlin	Facilities Supervisor	DPW	Superintendent	$ 83,142.41	$ 97,692.33	$ 112,242.26					
New Berlin	Streets Supervisor	DPW	Superintendent	$ 77,703.19	$ 91,301.25	$ 104,899.31					
Port Washington	Water and Wastewater Superintendent	DPW	Superintendent	$ 85,924.80	$ 100,961.64	$ 115,998.48					
Port Washington	Streets Superintendent	DPW	Superintendent	$ 79,560.00	$ 93,483.00	$ 107,406.00					
Slinger	Utilities Superintendent	DPW	Superintendent	$ 72,639.00	$ 87,295.50	$ 101,952.00					
South Milwaukee	Waster / Wastewater Superintendent	DPW	Superintendent	$ 97,593.60	$ 111,519.20	$ 125,444.80					
South Milwaukee	Street Superintendent	DPW	Superintendent	$ 87,339.20	$ 99,819.20	$ 112,299.20					
South Milwaukee	Facilities Manager	DPW	Superintendent	$ 77,147.20	$ 88,171.20	$ 99,195.20					
South Milwaukee	Street Department Manager	DPW	Superintendent	$ 77,147.20	$ 88,171.20	$ 99,195.20					
South Milwaukee	Water Office Manager	DPW	Superintendent	$ 66,892.80	$ 76,460.80	$ 86,028.80					
South Milwaukee	Chief Operator - Waste/Wastewater	DPW	Superintendent	$ 66,892.80	$ 76,460.80	$ 86,028.80					
South Milwaukee	Building & Grounds Supervisor	DPW	Superintendent	$ 61,796.80	$ 70,626.40	$ 79,456.00					
St. Francis	Public Works Superintendent	DPW	Superintendent		$ 95,438.34	$ 96,392.61	mid = current / max = approved as of 6/2026				
Wauwatosa	FACILITIES MANAGER	DPW	Superintendent	$ 99,860.80	$ 114,296.00	$ 127,628.80					
Wauwatosa	SUPERINTENDENT	DPW	Superintendent	$ 99,860.80	$ 114,296.00	$ 127,628.80					
Wauwatosa	ASSISTANT CONSTRUCTION MANAGER	DPW	Superintendent	$ 92,913.60	$ 106,329.60	$ 118,726.40					
Wauwatosa	DPW BUSINESS MANAGER	DPW	Superintendent	$ 92,913.60	$ 106,329.60	$ 118,726.40					
Wauwatosa	PARKS & LANDSCAPE MANAGER	DPW	Superintendent	$ 86,236.80	$ 98,945.60	$ 110,468.80					
Wauwatosa	OPERATIONS SUPERVISOR	DPW	Superintendent	$ 74,859.20	$ 85,654.40	$ 95,659.20					
Wauwatosa	WATER SUPERVISOR	DPW	Superintendent	$ 74,859.20	$ 85,654.40	$ 95,659.20					
West Allis	Street & Sewer Supervisor	DPW	Superintendent	$ 74,172.80	$ 84,052.80	$ 90,646.40					
Brookfield	HR Director	Admin	Support Services Manager	$ 129,014.86	$ 148,367.18	$ 167,719.50					
Brookfield	Deputy HR Director	Admin	Support Services Manager	$ 105,314.30	$ 121,111.64	$ 136,909.24					
Brown Deer	HR Manager / Deputy Treasurer	Admin	Support Services Manager	75,040.00	92,453.00	109,866.00					
Caledonia	HR Manager	Admin	Support Services Manager	$ 82,806.00	$ 95,226.00	$ 107,647.00					
Fox Point	Assistant Village Manager	Admin	Support Services Manager		$ 83,804.00			$ 74,862.29	$ 85,737.78	$ 98,193.19	
Grafton	Director of Administrative Services*	Admin	Support Services Manager	$ 108,638.40	$ 128,481.60	$ 151,944.00		$ 45,038.00	$ 51,472.00	$ 57,905.00	
Greendale	Assistant Village Manager	Admin	Support Services Manager	$ 87,078.95	$ 99,898.26	$ 112,717.57		$ 94,557.00	$ 105,685.00	$ 127,920.00	

Greenfield	HUMAN RESOURCES DIRECTOR	Admin	Support Services Manager	$ 106,567.00	$ 114,157.00	$ 122,288.00	$ 59,779.20	$ 66,809.60	$ 80,912.00
Hales Corners	Assistant Village Administrator*	Admin	Support Services Manager	$ 74,797.00	$ 82,276.00	$ 90,504.00			
Men Falls	Diretor - HR	Admin	Support Services Manager	$ 104,166.40	$ 127,316.80	$ 149,073.60			
Men Falls	Assistant HR Director	Admin	Support Services Manager	$ 87,526.40	$ 106,953.60	$ 125,153.60			
Men Falls	Senior HR Analyst	Admin	Support Services Manager	$ 77,896.00	$ 95,139.20	$ 111,446.40			
Mequon	Assistant City Administrator	Admin	Support Services Manager	$ 107,681.00	$ 129,217.00	$ 150,753.00			
Mequon	Human Resources Coordinator	Admin	Support Services Manager	$ 61,998.00	$ 68,197.00	$ 83,698.00			
Mukwanago	Accountant / HR Specialist**	Admin	Support Services Manager	$ 62,129.60	$ 72,997.60	$ 83,865.60			
New Berlin	HR Director	Admin	Support Services Manager	$ 99,958.13	$ 117,450.80	$ 134,943.48			
New Berlin	Public Services Manager	Admin	Support Services Manager	$ 72,619.80	$ 85,328.27	$ 98,036.73			
New Berlin	HR Benefits and Leave Specialist	Admin	Support Services Manager	$ 67,868.97	$ 79,746.05	$ 91,623.12			
New Berlin	Administrative Services Coordinator	Admin	Support Services Manager	$ 64,212.89	$ 72,352.55	$ 81,396.62			
New Berlin	Administrative Services Manager	Admin	Support Services Manager	$ 63,428.95	$ 74,529.01	$ 85,629.08			
New Berlin	HR Coordinator	Admin	Support Services Manager	$ 59,368.43	$ 66,894.00	$ 75,255.75			
New Berlin	Executive Assistant	Admin	Support Services Manager	$ 59,279.39	$ 69,653.28	$ 80,027.18			
Port Washington	Director of Human Resouces	Admin	Support Services Manager	$ 100,223.16	$ 117,762.06	$ 135,300.96			
Port Washington	Executive Assistant - City Administrator	Admin	Support Services Manager	$ 59,160.00	$ 69,513.00	$ 79,866.00			
Port Washington	HR Generalist	Admin	Support Services Manager	$ 54,304.80	$ 63,808.14	$ 73,311.48			
Slinger	Clerk/HR*	Admin	Support Services Manager	$ 71,795.00	$ 81,693.00	$ 91,591.00			
Slinger	Administrative Supervisor	Admin	Support Services Manager	$ 55,459.00	$ 64,961.50	$ 74,464.00			
South Milwaukee	Assist. City Administrator	Admin	Support Services Manager	$ 82,264.00	$ 94,016.00	$ 105,768.00			
South Milwaukee	HR Manager	Admin	Support Services Manager	$ 77,147.20	$ 88,171.20	$ 99,195.20			
South Milwaukee	Payroll / Benefits Coordinator	Admin	Support Services Manager	$ 61,796.80	$ 70,626.40	$ 79,456.00			
Wauwatosa	HR DIRECTOR	Admin	Support Services Manager	$ 143,062.40	$ 163,716.80	$ 182,790.40			
Wauwatosa	COMMUNICATIONS MANAGER	Admin	Support Services Manager	$ 92,913.60	$ 106,329.60	$ 118,726.40			
Wauwatosa	BENEFITS & WELLNESS MANAGER	Admin	Support Services Manager	$ 92,913.60	$ 106,329.60	$ 118,726.40			
Wauwatosa	ORGANIZATIONAL DEV SPECIALIST	Admin	Support Services Manager	$ 86,236.80	$ 98,945.60	$ 110,468.80			
Wauwatosa	SENIOR HR GENERALIST	Admin	Support Services Manager	$ 86,236.80	$ 98,945.60	$ 110,468.80			
Wauwatosa	HR GENERALIST / TALENT ACQUISITION SPECIALIST	Admin	Support Services Manager	$ 74,859.20	$ 85,654.40	$ 95,659.20			
Wauwatosa	COMMUNICATIONS SPECIALIST	Admin	Support Services Manager	$ 69,659.20	$ 79,705.60	$ 88,982.40			
West Allis	Assistant City Admin	Admin	Support Services Manager	$ 118,476.80	$ 134,284.80	$ 144,809.60			
West Allis	Admin Services Manager	Admin	Support Services Manager	$ 84,011.20	$ 95,222.40	$ 102,689.60			
West Allis	Business Manager	Admin	Support Services Manager	$ 84,011.20	$ 95,222.40	$ 102,689.60			
West Allis	HR Manager	Admin	Support Services Manager	$ 84,011.20	$ 95,222.40	$ 102,689.60			
West Allis	HR Generalist	Admin	Support Services Manager	$ 69,222.40	$ 78,457.60	$ 84,614.40			
Brookfield	Director of Finance and Administration	Admin	Village Administrator	$ 158,048.80	$ 181,755.86	$ 205,463.18			
Brookfield	Mayor	Admin	Village Administrator		$ 137,568.46				
Brown Deer	Village Manager	Admin	Village Administrator	119,286.00	146,966.00	174,646.00			
Caledonia	Village Administrator	Admin	Village Administrator	$ 144,615.00	$ 152,650.00	$ 160,684.00			
Fox Point	Village Manager	Admin	Village Administrator		$ 170,000.00		$ 74,862.29	$ 85,737.78	$ 98,193.19
Greendale	Village Manager	Admin	Village Administrator	$ 122,264.38	$ 146,536.52	$ 170,808.65	$ 94,557.00	$ 105,685.00	$ 127,920.00
Hales Corners	Administrator*	Admin	Village Administrator	$ 135,262.00	$ 148,789.00	$ 163,668.00			
Hartford	CITY ADMINISTRATOR	Admin	Village Administrator		$ 173,284.80				
Mequon	City Administrator	Admin	Village Administrator	PER CONTRACT	PER CONTRACT	PER CONTRACT			
Mukwanago	Administrator	Admin	Village Administrator	$ 105,684.00	$ 124,178.00	$ 142,672.00			
Port Washington	Director of Administration / City Clerk*	Admin	Village Administrator	$ 100,222.69	$ 117,761.66	$ 135,300.63			
South Milwaukee	City Administrator	Admin	Village Administrator	$ 146,140.80	$ 167,013.60	$ 187,886.40			
Wauwatosa	DEPUTY CITY ADMINISTRATOR	Admin	Village Administrator	$ 165,235.20	$ 189,113.60	$ 211,140.80			
Brookfield	City Clerk	Clerks	Village Clerk + CMC	$ 98,424.56	$ 113,188.66	$ 127,952.24			
Brown Deer	Village Clerk	Clerks	Village Clerk + CMC	$ 64,054.00	$ 78,917.00	$ 93,782.00			
Caledonia	Village Clerk	Clerks	Village Clerk + CMC	$ 71,531.00	$ 82,261.00	$ 92,990.00			
Grafton	Village Clerk	Clerks	Village Clerk + CMC	$ 86,236.80	$ 101,982.40	$ 120,619.20	$ 49,959.00	$ 57,096.00	$ 64,233.00
Greendale	Village Clerk	Clerks	Village Clerk + CMC	$ 78,597.26	$ 90,853.88	$ 103,110.51	$ 88,755.00	$ 99,181.00	$ 120,074.00
Greenfield	CITY CLERK	Clerks	Village Clerk + CMC	$ 98,477.00	$ 105,492.00	$ 113,006.00	$ 65,582.00	$ 73,320.00	$ 88,733.00
Hales Corners	Administrator**	Clerks	Village Clerk + CMC	$ 135,262.00	$ 148,789.00	$ 163,668.00			
Hartford	CITY CLERK	Clerks	Village Clerk + CMC		$ 83,345.60				
Men Falls	Village Clerk	Clerks	Village Clerk + CMC	$ 92,747.20	$ 113,360.00	$ 132,683.20			
Mequon	City Clerk	Clerks	Village Clerk + CMC	$ 89,734.00	$ 99,988.00	$ 125,628.00			
Mukwanago	Clerk Treasurer*	Clerks	Village Clerk + CMC	$ 87,749.00	$ 103,105.50	$ 118,462.00			
Mukwanago	Clerk Treasurer*	Clerks	Village Clerk + CMC	$ 87,749.00	$ 103,105.50	$ 118,462.00			
New Berlin	City Clerk	Clerks	Village Clerk + CMC	$ 94,300.12	$ 110,802.65	$ 127,305.17			
Port Washington	Director of Administration / City Clerk**	Clerks	Village Clerk + CMC	$ 100,222.69	$ 117,761.66	$ 135,300.63			

Slinger	Clerk/HR**	Clerks	Village Clerk + CMC	$ 71,795.00	$ 81,693.00	$ 91,591.00						
South Milwaukee	City Clerk	Clerks	Village Clerk + CMC	$ 82,264.00	$ 94,016.00	$ 105,768.00						
St. Francis	City Clerk / Treasurer*	Clerks	Village Clerk + CMC		$ 111,659.18	$ 112,775.73	mid = current / max = approved as of 6/2026					
Wauwatosa	DIRECTOR OF MUNICIPAL SERVICES	Clerks	Village Clerk + CMC	$ 99,860.80	$ 114,296.00	$ 127,628.80						
Wauwatosa	CITY CLERK/MANAGEMENT ANALYST	Clerks	Village Clerk + CMC	$ 86,236.80	$ 98,945.60	$ 110,468.80						
West Allis	CITY CLERK	Clerks	Village Clerk + CMC	$ 93,828.80	$ 106,329.60	$ 114,670.40						
Brookfield	Engineering Project Manager	Engineering	Village Engineer	$ 98,424.56	$ 113,188.66	$ 127,952.24						
Brookfield	Project Enginner	Engineering	Village Engineer	$ 91,985.92	$ 105,783.60	$ 119,581.80						
Brown Deer	DPW Director / Engineer**	Engineering	Village Engineer	89,325.00	110,053.00	130,780.00						
Caledonia	Village Engineer	Engineering	Village Engineer	$ 91,293.00	$ 104,987.00	$ 118,681.00						
Grafton	Utility Director Engineer	Engineering	Village Engineer	$ 108,638.40	$ 128,481.60	$ 151,944.00		$ 49,959.00	$ 57,096.00	$ 64,233.00		
Greenfield	CITY ENGINEER	Engineering	Village Engineer	$ 90,649.00	$ 97,105.00	$ 104,022.00		$ 65,582.00	$ 73,320.00	$ 88,733.00		
Hartford	CITY ENGINEER	Engineering	Village Engineer		$ 132,739.46							
Men Falls	Civil Engineering Manager	Engineering	Village Engineer	$ 98,342.40	$ 120,161.60	$ 140,670.40						
Mequon	Director of Public Works / City Engineer*	Engineering	Village Engineer	$ 107,681.00	$ 129,217.00	$ 150,753.00						
New Berlin	City Engineer	Engineering	Village Engineer	$ 88,962.38	$ 104,530.80	$ 120,099.21						
Port Washington	City Engineer	Engineering	Village Engineer	$ 92,612.94	$ 109,039.02	$ 125,278.44						
Slinger	Village Engineer/DPW Director*	Engineering	Village Engineer	$ 105,206.00	$ 118,684.50	$ 132,163.00						
South Milwaukee	City Engineer	Engineering	Village Engineer	$ 107,806.40	$ 123,219.20	$ 138,632.00						
Wauwatosa	CITY ENGINEER	Engineering	Village Engineer	$ 133,140.80	$ 152,360.00	$ 170,123.20						
Wauwatosa	ASSISTANT CITY ENGINEER	Engineering	Village Engineer	$ 107,328.00	$ 122,844.80	$ 137,176.00						
West Allis	City Engineer	Engineering	Village Engineer	$ 118,476.80	$ 134,284.80	$ 144,809.60						
West Allis	Assistant City Engineer	Engineering	Village Engineer	$ 93,828.80	$ 106,329.60	$ 114,670.40						
West Allis	Prinicipal Engineer	Engineering	Village Engineer	$ 79,081.60	$ 89,606.40	$ 96,636.80						
Brookfield	Librarian**	Library	Youth Services Librarian	$ 72,654.40	$ 77,864.80	$ 83,075.20						
Brown Deer	Librarian**	Library	Youth Services Librarian	53,673.00	66,119.00	78,582.00						
Brown Deer	Library Circulation Supervisor***	Library	Youth Services Librarian	$ 50,922.00	$ 62,740.00	$ 74,555.00						
Brown Deer	Assistant Circulation Supervisor***	Library	Youth Services Librarian	$ 45,395.00	$ 55,929.00	$ 66,463.00						
Greenfield	LIBRARIAN, TEEN *	Library	Youth Services Librarian	$ 51,001.60	$ 54,641.60	$ 58,552.00		$ 55,577.60	$ 60,340.80	$ 73,049.60		
Hartford	YOUTH SERVICES LIBRARIAN	Library	Youth Services Librarian		$ 48,694.88							
Men Falls	Children's Services Librarian	Library	Youth Services Librarian	$ 51,833.60	$ 63,252.80	$ 74,048.00						
New Berlin	Librarian **	Library	Youth Services Librarian	$ 61,743.16	$ 69,569.76	$ 78,265.98						
Port Washington	Children's Librarian	Library	Youth Services Librarian	$ 54,304.80	$ 63,808.14	$ 73,311.48						
South Milwaukee	Librarian**	Library	Youth Services Librarian	$ 61,796.80	$ 70,626.40	$ 79,456.00						
Wauwatosa	LIBRARIAN**	Library	Youth Services Librarian	$ 74,859.20	$ 85,654.40	$ 95,659.20						
West Allis	Librarian**	Library	Youth Services Librarian	64,313.60	72,904.00	78,624.00						

Internal Category	Department	Current Pay Scale	# of Matches	Avg Min	Avg Mid	Avg Max	VOG Min	VOG MIN%	VOG MIN STAT	VOG Mid	VOG MID%	VOG MID STAT	VOG Max	VOG MAX%	VOG MAX STAT	Market Position	Notes
Administrative Assistant - Recreation	Recreation	1	26	$ 48,991.77	$ 55,607.94	$ 62,987.42	$ 33,942.00	-31%	below mkt avg	$ 44,625.00	-20%	below mkt avg	$ 53,666.00	-15%	below mkt avg		
Administrative Assistant to the Fire Chief	Fire	1	24	$ 49,482.38	$ 56,142.46	$ 63,223.95	$ 33,942.00	-31%	below mkt avg	$ 44,625.00	-21%	below mkt avg	$ 53,666.00	-15%	below mkt avg		
Assistant - Police / Police Support Staff	Police	1	24	$ 49,492.51	$ 56,703.95	$ 63,305.85	$ 33,942.00	-31%	below mkt avg	$ 44,625.00	-21%	below mkt avg	$ 53,666.00	-15%	below mkt avg		
Administrative Assistant-Public Works Utility	DPW	1	29	$ 49,770.27	$ 55,685.36	$ 63,972.29	$ 33,942.00	-32%	below mkt avg	$ 44,625.00	-20%	below mkt avg	$ 53,666.00	-16%	below mkt avg		
Accounts Clerk	Clerks	1	6	$ 49,852.13	$ 57,983.17	$ 65,906.21	$ 33,942.00	-32%	below mkt avg	$ 44,625.00	-23%	below mkt avg	$ 53,666.00	-19%	below mkt avg		
Police Department Clerk Administrative	Police	1	30	$ 50,027.89	$ 57,322.09	$ 64,674.56	$ 33,942.00	-32%	below mkt avg	$ 44,625.00	-22%	below mkt avg	$ 53,666.00	-17%	below mkt avg		
Police Records Clerk	Police	1	4	$ 50,549.44	$ 57,451.04	$ 64,710.02	$ 33,942.00	-33%	below mkt avg	$ 44,625.00	-22%	below mkt avg	$ 53,666.00	-17%	below mkt avg		
Planning Assistant	Community Development	2	12	$ 52,038.81	$ 59,323.44	$ 67,368.43	$ 45,869.00	-12%	below mkt avg	$ 54,547.00	-8%	below mkt avg	$ 62,387.00	-7%	below mkt avg		
Accounting Clerk	Finance	2	19	$ 53,918.61	$ 59,952.53	$ 68,501.93	$ 45,869.00	-15%	below mkt avg	$ 54,547.00	-9%	below mkt avg	$ 62,387.00	-9%	below mkt avg		
Communication Coordinator	Recreation	1	7	$ 54,244.96	$ 61,057.22	$ 69,978.35	$ 33,942.00	-37%	below mkt avg	$ 44,625.00	-27%	below mkt avg	$ 53,666.00	-23%	below mkt avg		
Senior Coordinator	Recreation	1	10	$ 55,792.37	$ 63,887.24	$ 73,204.16	$ 33,942.00	-39%	below mkt avg	$ 44,625.00	-30%	below mkt avg	$ 53,666.00	-27%	below mkt avg		
Circulation Manager	Library	1	14	$ 57,275.03	$ 63,919.01	$ 74,980.66	$ 33,942.00	-41%	below mkt avg	$ 44,625.00	-30%	below mkt avg	$ 53,666.00	-28%	below mkt avg		
Youth Services Librarian	Library	2	12	$ 58,408.83	$ 65,983.73	$ 76,417.44	$ 45,869.00	-21%	below mkt avg	$ 54,547.00	-17%	below mkt avg	$ 62,387.00	-18%	below mkt avg		
Adult Service Librarian	Library	2	11	$ 58,408.83	$ 67,555.45	$ 76,417.44	$ 45,869.00	-21%	below mkt avg	$ 54,547.00	-19%	below mkt avg	$ 62,387.00	-18%	below mkt avg		
Deputy Clerk	Clerks	2	26	$ 60,189.16	$ 68,093.15	$ 76,180.71	$ 45,869.00	-24%	below mkt avg	$ 54,547.00	-20%	below mkt avg	$ 62,387.00	-18%	below mkt avg		
Senior Deputy Treasurer / Payroll Accountant	Finance	3	20	$ 63,521.34	$ 70,336.54	$ 80,144.78	$ 53,324.00	-16%	below mkt avg	$ 63,413.00	-10%	below mkt avg	$ 76,259.00	-5%	below mkt avg		
Recreation Supervisor	Recreation	3	16	$ 66,243.75	$ 74,272.03	$ 84,673.74	$ 53,324.00	-20%	below mkt avg	$ 63,413.00	-15%	below mkt avg	$ 76,259.00	-10%	below mkt avg		
Engineering Technician	Engineering	3	14	$ 66,620.72	$ 74,810.45	$ 84,508.71	$ 53,324.00	-20%	below mkt avg	$ 63,413.00	-15%	below mkt avg	$ 76,259.00	-10%	below mkt avg		
Foreman	DPW	4	19	$ 70,327.69	$ 79,458.37	$ 89,394.41	$ 65,181.00	-7%	below mkt avg	$ 77,513.00	-2%	below mkt avg	$ 88,653.00	-1%	below mkt avg		
Accountant	Finance	3	21	$ 71,036.14	$ 80,937.33	$ 90,305.61	$ 53,324.00	-25%	below mkt avg	$ 63,413.00	-22%	below mkt avg	$ 76,259.00	-16%	below mkt avg		
Associate Planner / Zoning Administrator	Community Development	4	27	$ 73,245.39	$ 85,890.04	$ 94,115.71	$ 65,181.00	-11%	below mkt avg	$ 77,513.00	-10%	below mkt avg	$ 88,653.00	-6%	below mkt avg		
Assistant Library Director	Library	3	12	$ 75,246.32	$ 85,750.19	$ 95,651.89	$ 53,324.00	-29%	below mkt avg	$ 63,413.00	-26%	below mkt avg	$ 76,259.00	-20%	below mkt avg		
Civil Engineer / Land Surveyor	Engineering	4	16	$ 81,678.17	$ 92,517.31	$ 106,439.73	$ 65,181.00	-20%	below mkt avg	$ 77,513.00	-16%	below mkt avg	$ 88,653.00	-17%	below mkt avg		
Support Services Manager	Admin	5	42	$ 83,052.56	$ 95,717.57	$ 108,604.03	$ 75,774.00	-9%	below mkt avg	$ 90,110.00	-6%	below mkt avg	$ 103,061.00	-5%	below mkt avg		
Superintendent	DPW	5	44	$ 83,954.57	$ 96,826.54	$ 109,230.42	$ 75,774.00	-10%	below mkt avg	$ 90,110.00	-7%	below mkt avg	$ 103,061.00	-6%	below mkt avg		
Village Clerk + CMC	Clerks	5	20	$ 89,948.34	$ 102,994.61	$ 117,677.46	$ 75,774.00	-16%	below mkt avg	$ 90,110.00	-13%	below mkt avg	$ 103,061.00	-12%	below mkt avg		
Sergeant	Police	5	7	$ 90,492.85	$ 107,449.53	$ 119,932.92	$ 75,774.00	-16%	below mkt avg	$ 90,110.00	-16%	below mkt avg	$ 103,061.00	-14%	below mkt avg		
Director of Park & Recreation	Recreation	6	8	$ 91,197.82	$ 104,355.86	$ 120,675.20	$ 83,777.00	-8%	below mkt avg	$ 99,626.00	-5%	below mkt avg	$ 108,366.00	-10%	below mkt avg		
Battalion Chief	Fire	5	18	$ 93,935.23	$ 111,547.99	$ 121,751.73	$ 75,774.00	-19%	below mkt avg	$ 90,110.00	-19%	below mkt avg	$ 103,061.00	-15%	below mkt avg		
Police Lieutenant	Police	6	13	$ 93,995.58	$ 109,890.18	$ 122,743.73	$ 83,777.00	-11%	below mkt avg	$ 99,626.00	-9%	below mkt avg	$ 108,366.00	-12%	below mkt avg		
Library Director	Library	5	12	$ 97,747.20	$ 110,414.90	$ 126,960.40	$ 75,774.00	-22%	below mkt avg	$ 90,110.00	-18%	below mkt avg	$ 103,061.00	-19%	below mkt avg		
Community Development Director	Community Development	7	16	$ 100,078.76	$ 116,102.41	$ 132,760.27	$ 97,392.00	-3%	below mkt avg	$ 110,147.00	-5%	below mkt avg	$ 119,810.00	-10%	below mkt avg		
Village Engineer	Engineering	7	18	$ 100,163.71	$ 116,812.00	$ 130,821.95	$ 97,392.00	-3%	below mkt avg	$ 110,147.00	-6%	below mkt avg	$ 119,810.00	-8%	below mkt avg		
Police Captain	Police	7	17	$ 100,993.31	$ 117,674.58	$ 131,204.68	$ 97,392.00	-4%	below mkt avg	$ 110,147.00	-6%	below mkt avg	$ 119,810.00	-9%	below mkt avg		
Director of Finance (CPFO, CPA, or CGFM)	Finance	6	26	$ 102,095.57	$ 115,563.77	$ 131,830.15	$ 83,777.00	-18%	below mkt avg	$ 99,626.00	-14%	below mkt avg	$ 108,366.00	-18%	below mkt avg		
Director of Public Works	DPW	8	21	$ 103,467.38	$ 119,326.54	$ 137,420.96	$ 107,677.00	4%	above mkt avg	$ 121,779.00	2%	above mkt avg	$ 136,620.00	-1%	below mkt avg		
Fire Chief	Fire	7	19	$ 111,147.07	$ 127,864.63	$ 144,534.35	$ 97,392.00	-12%	below mkt avg	$ 110,147.00	-14%	below mkt avg	$ 119,810.00	-17%	below mkt avg		
Police Chief	Police	8	24	$ 112,135.96	$ 130,790.12	$ 147,344.33	$ 107,677.00	-4%	below mkt avg	$ 121,779.00	-7%	below mkt avg	$ 136,620.00	-7%	below mkt avg		
Village Administrator	Admin	9	13	$ 132,973.21	$ 154,634.79	$ 172,474.41	$ -	-100%	below mkt avg	$ -	-100%	below mkt avg	$ -	-100%	below mkt avg	per contract	

What's included:

Raw Data → enter all municipality survey data
Internal Pay Structure → your Germantown pay chart (anchor)
Job Mapping → map external titles to your internal categories
Comparison Summary → where you'll analyze and summarize results

Any hourly rates have been converted to 100% FTE equivalent by multiplying by 2080
If no mid point was given, mid point was created by mathematical equation
If more than 3 steps were provided, we selected midpoint from those steps (as the one in the middle)
For municipalities that offered two rates (resident and non-resident) we used the non-resident rates
If actual wages were given and more than one for the position, an average was entered
If Assistant job is shown and one is not available at VOG, we equalized it to the manager's job (example, Assistant Finance Dir does not exist at VOG, we assigned that to Finance Director position)

*	Rec
**	Police
***	Police
****	Fire
*****	DPW

Internal Category	Sub-Category	Level	Internal Min	Internal Mid	Internal Max
Communication Coordinator	Recreation	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Administrative Assistant - Recreation	Recreation	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Police Department Clerk Administrative	Police	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Assistant - Police / Police Support Staff	Police	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Assistant - Police	Police	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Administrative Assistant to the Fire Chief	Fire	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Administrative Assistant-Public Works Utility	DPW	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Senior Coordinator	Recreation	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Accounts Clerk	Clerks	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Police Records Clerk	Police	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Circulation Manager	Library	1	$ 33,942.00	$ 44,625.00	$ 53,666.00
Communications Officer	Admin	2	$ 45,869.00	$ 54,547.00	$ 62,387.00
Deputy Clerk	Clerks	2	$ 45,869.00	$ 54,547.00	$ 62,387.00
Planning Assistant	Community Development	2	$ 45,869.00	$ 54,547.00	$ 62,387.00
Accounting Clerk	Finance	2	$ 45,869.00	$ 54,547.00	$ 62,387.00
Adult Service Librarian	Library	2	$ 45,869.00	$ 54,547.00	$ 62,387.00
Youth Services Librarian	Library	2	$ 45,869.00	$ 54,547.00	$ 62,387.00
Recreation Supervisor	Recreation	3	$ 53,324.00	$ 63,413.00	$ 76,259.00
Accountant	Finance	3	$ 53,324.00	$ 63,413.00	$ 76,259.00
Senior Deputy Treasurer / Payroll Accountant	Finance	3	$ 53,324.00	$ 63,413.00	$ 76,259.00
Assistant Library Director	Library	3	$ 53,324.00	$ 63,413.00	$ 76,259.00
Engineering Technician	Engineering	3	$ 53,324.00	$ 63,413.00	$ 76,259.00
Civil Engineer / Land Surveyor	Engineering	4	$ 65,181.00	$ 77,513.00	$ 88,653.00
Associate Planner / Zoning Administrator	Community Development	4	$ 65,181.00	$ 77,513.00	$ 88,653.00
Foreman	DPW	4	$ 65,181.00	$ 77,513.00	$ 88,653.00
Village Clerk	Clerks	4	$ 65,181.00	$ 77,513.00	$ 88,653.00
Accountant (CPA, CPFO, or CGFM)	Finance	4	$ 65,181.00	$ 77,513.00	$ 88,653.00
Asset Management & Operations Specialist		4	$ 65,181.00	$ 77,513.00	$ 88,653.00
Sergeant	Police	5	$ 75,774.00	$ 90,110.00	$ 103,061.00
Battalion Chief	Fire	5	$ 75,774.00	$ 90,110.00	$ 103,061.00
Superintendent	DPW	5	$ 75,774.00	$ 90,110.00	$ 103,061.00
Support Services Manager	Admin	5	$ 75,774.00	$ 90,110.00	$ 103,061.00
Village Clerk + CMC	Clerks	5	$ 75,774.00	$ 90,110.00	$ 103,061.00
Director of Finance	Finance	5	$ 75,774.00	$ 90,110.00	$ 103,061.00
CMC Director of Finance	Finance	5	$ 75,774.00	$ 90,110.00	$ 103,061.00
Library Director	Library	5	$ 75,774.00	$ 90,110.00	$ 103,061.00

Police Lieutenant	Police	6	$ 83,777.00	$ 99,626.00	$ 108,366.00
Director of Park & Recreation	Recreation	6	$ 83,777.00	$ 99,626.00	$ 108,366.00
Director of Finance (CPFO, CPA, or CGFM)	Finance	6	$ 83,777.00	$ 99,626.00	$ 108,366.00
Police Captain	Police	7	$ 97,392.00	$ 110,147.00	$ 119,810.00
Fire Chief	Fire	7	$ 97,392.00	$ 110,147.00	$ 119,810.00
Community Development Director	Community Development	7	$ 97,392.00	$ 110,147.00	$ 119,810.00
Village Engineer	Engineering	7	$ 97,392.00	$ 110,147.00	$ 119,810.00
Police Chief	Police	8	$ 107,677.00	$ 121,779.00	$ 136,620.00
Director of Public Works	DPW	8	$ 107,677.00	$ 121,779.00	$ 136,620.00
Village Administrator	Admin	9			
Mechanic I	DPW		$ 28.50	$ 33.48	$ 40.26
Mechanic I	DPW		$ 59,280.00	$ 69,638.40	$ 83,745.75
Mechanic II	DPW		$ 28.72	$ 33.77	$ 40.61
Mechanic III	DPW		$ 59,737.60	$ 70,241.60	$ 84,471.14
Crew Leader	DPW		$ 28.87	$ 33.96	$ 40.84
Crew Leader	DPW		$ 60,049.60	$ 70,636.80	$ 84,946.40
Operator	DPW		$ 27.81	$ 32.73	$ 39.36
Operator	DPW		$ 57,844.80	$ 68,078.40	$ 81,869.72
Maint Operator	DPW		$ 28.14	$ 33.13	$ 39.84
Maint Operator	DPW		$ 58,531.20	$ 68,910.40	$ 82,870.27
HE Operator	DPW		$ 28.32	$ 33.35	$ 40.11
HE Operator	DPW		$ 58,905.60	$ 69,368.00	$ 83,420.57
Maint Oper w /DNR cert	DPW		$ 28.53	$ 33.56	$ 40.36
Maint Oper w /DNR cert	DPW		$ 59,342.40	$ 69,804.80	$ 83,945.86
Designated Operator	DPW		$ 29.22	$ 34.38	$ 41.34
Designated Operator	DPW		$ 60,777.60	$ 71,510.40	$ 85,996.98
Police Support Staff	Police				

PROPOSED

Village of Germantown 2026 Pay Rate Chart

	Position	Minimum	Midpoint	Max
1	Utility Accounts Clerk	$49,738	$56,699	$67,000
1	Administrative Assistant - Recreation			
1	Assistant - Police / Police Support Staff			
1	Administrative Assistant-Public Works			
1	Administrative Assistant to the Fire Chief			
1	Police Records Clerk			
1	Police Department Clerk Administrative			
2	Planning Assistant	$55,726	$63,096	$72,409
2	Accounting Clerk			
2	Circulation Manager			
2	Communication Coordinator/Officer			
2	System Specialist			
2	Youth Services Librarian			
2	Adult Service Librarian			
2	Senior Center Coordinator			
3	Deputy Clerk	$64,143	$71,878	$81,376
3	Senior Deputy Treasurer / Payroll Accountant			
3	Recreation Supervisor			
3	Engineering Technician			
4	Accountant	$72,463	$83,008	$92,366
4	Foreman			
4	Asset Management & Operations Specialist			
4	Associate Planner / Zoning Administrator			
4	Assistant Library Director			
5	Civil Engineer / Land Surveyor	$85,825	$99,101	$112,376
5	Support Services Manager			
5	Superintendent			
5	Sergeant			
5	Village Clerk + Village Clerk CMC			
6	Battalion Chief	$94,218	$109,052	$124,000
6	Police Lieutenant			
6	Director of Park & Recreation			
6	Library Director			
7	Director of Finance incl (CPFO, CPA, or CGFM)	$100,832	$116,538	$131,654
7	Village Engineer			
7	Police Captain			
7	Community Development Director			
8	Director of Public Works	$108,916	$125,993	$143,099
8	Fire Chief			
8	Police Chief			
0	Village Administrator		Per Contract	

Village of Germantown 2024 Pay Rate Chart

	Position	Minimum	Midpoint	Max
1	Administrative Assistant-Recreation Communication Coordinator Police Department Clerk Administrative Assistant-Police Administrative Assistant to the Fire Chief Senior Coordinator Administrative Assistant-Public Works Utility Accounts Clerk Police Records Clerk	$33,942	$44,625	$53,666
2	Communications Officer Deputy Clerk Planning Assistant Accounting Clerk Adult Service Librarian* Youth Services Librarian* Circulation Manager*	$45,869	$54,547	$62,387
3	Recreation Supervisor Accountant Senior Deputy Treasurer/Payroll Accountant Assistant Library Director* Engineering Technician	$53,324	$63,413	$76,259
4	Civil Engineer Associate Planner / Zoning Administrator Foreman Village Clerk Accountant (CPA, CPFO, or CGFM)	$65,181	$77,513	$88,653
5	Sergeant Battalion Chief Superintendent Support Services Manager Village Clerk + CMC Director of Finance Library Director*	$75,774	$90,110	$103,061
6	Police Lieutenant Director of Park & Recreation Director of Finance (CPFO, CPA, or CGFM)	$83,777	$99,626	$108,366
7	Police Captain Fire Chief Community Development Director Village Engineer	$97,392	$110,147	$119,810
8	Police Chief Director of Public Works	$107,677	$121,779	$136,620
9	Village Administrator		Per Contract	

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Action Item

ITEM TITLE: Consideration to Increase the Pay Range for the Recruitment of Senior Center Coordinator Position. (ACTION)

SUBMITTED BY:

SUMMARY EXPLANATION:

Request to increase the hiring range for the Senior Center Coordinator position due to ongoing recruitment challenges. The position has been vacant for over six months, with limited applicant interest at the current pay range. Market data indicates the role is underpaid compared to similar positions.

Approval is requested to either:

- Increase the hiring range to $53,000–$63,000 to align with market conditions, or
- Reclassify the position from Old Pay Class 1 to Old Pay Class 3 to allow for a more competitive salary offering.

This adjustment is necessary to successfully recruit and fill this critical position.

ATTACHMENT:

1. Senior Center Coordinator - Job Description

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

Village of Germantown
Senior Center Coordinator

Job Description Code	SCC-2026	**Established Date**	01/30/2026
Last Revised Date	01/30/2026	**Bargaining Unit**	N/A
EEO	EEO1-Administrative Support Workers	**Occupational Group**	N/A
FLSA	Exempt	**Benefit Code**	General
Physical Class	Phy/Drug All		

Summary of Job

Under the direction of the Park and Recreation Director, the Senior Center Coordinator is responsible for developing, implementing, and overseeing comprehensive recreation and human service programs for senior adults. This role manages day-to-day operations of the Senior Center, supervises staff and volunteers, coordinates programs, trips, and special events, and serves as a key liaison between senior residents, the Village, and community partners. The position requires flexibility, strong organizational skills, and a passion for serving older adults.

Essential Duties & Responsibilities

Essential duties include, but are not limited to, the following:

- Develops, organizes, and implements recreation, wellness, educational, cultural, and human service programs for senior adults, including classes, workshops, trips, special events, and co-sponsored programs.
- Supervises, trains, assigns, evaluates, and disciplines Senior Center staff and volunteers; provides personnel recommendations to the Park and Recreation Director regarding staffing, performance, and operational needs.
- Coordinates and maintains accurate records related to Senior Center programs, participation, and operations.

- Prepares and distributes program-related communications, including brochures, flyers, newsletters, letters, posters, and weekly news releases.
- Coordinates daily senior transportation services and transportation for field trips and excursions; may serve as a substitute or program driver as needed.
- Assists with budgeting, purchasing, and staffing related to Senior Center programs and services.
- Oversees Senior Center facilities and property; recommends improvements, repairs, and equipment modifications.
- Assists in recruiting, interviewing, and selecting staff and volunteers for Senior Center programs.
- Provides front-line customer service by answering phone calls and assisting visitors at the Senior Center.
- Coordinates program registration for classes, trips, and special events.
- Coordinates facility rentals and assigns staff to supervise rentals.
- Sets up and takes down tables, chairs, and equipment for programs and events.
- Serves as a liaison between the Village and senior residents, connecting individuals to appropriate resources and services.
- Maintains positive and cooperative relationships with Village officials, staff, community organizations, and the public.
- Builds and maintains professional relationships within the County and the recreation profession; attends meetings and professional conferences as appropriate.
- Writes and submits grant applications and seeks sponsorship opportunities.
- Coordinates quarterly meetings of the Senior Advisory Committee and prepares meeting agendas.
- Performs other related duties as assigned.

Typical Qualifications

Education and Experience

- Associate's degree or Bachelor's degree from an accredited institution in recreation, education, geriatrics, social work, or a closely related field.
- Minimum of two (2) years of progressively responsible experience in recreation, education, human services, or a related field.
- Extensive experience in program planning and development is required.

Licenses and Certifications

- Valid Wisconsin Driver's License.
- First Aid/CPR/AED certification required prior to or within one (1) month of employment.

Knowledge, Skills, and Abilities

Knowledge, Skills and Abilities

- Knowledge of the philosophies, practices, and principles of senior recreation and programming.
- Knowledge of facilities, equipment, and operational needs associated with senior centers.
- Strong verbal and written communication skills, including the ability to promote programs and prepare reports, correspondence, budgets, and personnel-related documents.
- Ability to work effectively with individuals and groups with diverse interests and backgrounds, including seniors, staff, volunteers, elected officials, and the public.
- Ability to negotiate, persuade, train, and provide guidance while applying policies, procedures, and standards appropriately.
- Ability to interpret and work with budgets, contracts, and basic statistical and financial data.
- Strong organizational skills with the ability to prioritize multiple projects, manage time effectively, and meet deadlines in a changing environment.
- Ability to exercise sound judgment, creativity, and decisiveness, including working under pressure and with minimal supervision.
- Proficiency in Microsoft Office applications and ability to learn recreation management software (e.g., RecTrac) related to registrations and accounting.

- Strong customer service orientation and ability to handle sensitive or challenging situations professionally.
- Ability to work both independently and collaboratively as part of a team.
- Flexibility to adjust priorities and work schedules to meet program and community needs.
- Ability and willingness to perform light facility cleaning duties, including restrooms, as needed.

Other Necessary Requirements

Physical Requirements

This position requires regular movement throughout the facility, including setting up and taking down rooms, moving tables and chairs, lifting boxes, pushing wheelchairs, and operating office and program equipment. The ability to lift and/or push up to approximately 30 pounds is required. The position also requires frequent standing, walking, sitting, reaching, and use of hands and arms for operating equipment and performing office-related tasks.

Work Environment

Work is performed primarily in a Senior Center environment with a moderate noise level, though activity levels may vary depending on programming. Work hours are flexible and may include evenings and weekends to accommodate programs, special events, and meetings.

Equal Employment Opportunity / ADA Compliance

The Village of Germantown is an Equal Opportunity Employer. In compliance with applicable state and federal law, the Village provides reasonable accommodations to qualified individuals with disabilities. Applicants and employees are encouraged to discuss potential accommodations that may be needed to perform the essential functions of the position.

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Discussion

ITEM TITLE: Discussion regarding the Police and Fire Departments Budgets and Procedures as it relates to the Newly Proposed Police Department Building and Addition to Fire Station (DISCUSSION)

SUBMITTED BY: Jolene Pieper, Trustee

SUMMARY EXPLANATION:

ATTACHMENT:

1. DOC042826-04282026135933

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

VILLAGE BOARD

AGENDA ITEM REQUEST FORM

I, Trustee Jolene Pieper hereby request that the following items(s) be placed on the next agenda of the Village Board for consideration and action:

ITEM REQUESTED: Police + Fire station budget and procedures.

DISCUSSION/REASON: The new Police Department and the addition to the fire station needs to be revisted due to significant increases that have not been budgeted. Also, the fire station addition will not adequately meet the needs of the staff. A joint Public Safety building should perhaps be entertained. Also, nothing is going through the Construction Oversight Committee as it should to catch these costs.

Dated the 28th day of April, 2026

Signature of Trustee 1

Signature of Trustee 2

Received: _____

By: _____

BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Discussion

ITEM TITLE: Review of the Downgrade and Rating Report by Moody (DISCUSSION)

SUBMITTED BY: Jan Miller, Trustee

SUMMARY EXPLANATION:

ATTACHMENT:

1. Village-Board-Agenda-Item-Request-Form - Moodys Rating - 5.4.2026
2. Gtown - Moody Rating Action 22Apr2026

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

VILLAGE BOARD

AGENDA ITEM REQUEST FORM

I, Trustee Jan Miller **hereby request that the following items(s)**

be placed on the next agenda of the Village Board for consideration and action:

ITEM REQUESTED:

May 4, 2026 - Review of Moodys Downgrade and Rating report -

DISCUSSION/REASON:

It is our first downgrad in 15 years. What steps are being taken to be rated more favorable as we borrow for large Capital Borrowng in the future. For instance the Annual $3.5 Million Annual Borrowing which increased to 17.1 million this year.

Dated the 28 **day of** April, **20**26

Signature of Trustee 1

Signature of Trustee 2

Received: _____

By: _____

MOODY'S
RATINGS

Rating Action: Moody's Ratings downgrades Germantown, WI's issuer, GO and revenue ratings to Aa3; assigns Aa3 to new GOs

22 Apr 2026

New York, April 22, 2026 -- Moody's Ratings (Moody's) has downgraded the Village of Germantown, WI's outstanding issuer, general obligation unlimited tax (GOULT), and water revenue ratings to Aa3 from Aa2. We also assigned a Aa3 rating to the village's General Obligation Promissory Notes with a proposed par amount of $17.1 million. Following the sale, the village will have around $110 million in debt outstanding.

The downgrade to Aa3 is driven by the available fund balance and liquidity ratios narrowing relative to peers because of capital projects and leverage that will remain slightly elevated given continued borrowing plans.

RATINGS RATIONALE

The Aa3 issuer rating reflects the village's solid economic base driving development that has increased the full value per capita over $200,000. Resident incomes (128% of the US) are also strong. The population has been steadily increasing over the last decade, and residents have access to various employment opportunities in the Milwaukee area. The long-term liabilities ratio will be just under 300% following the current issuance and will remain slightly elevated compared to peers because of additional borrowing plans.

The available fund balance ratio is expected to remain between 30% and 40% for at least the next few years. While still strong, this level is materially below peer medians and the more than 50% range maintained by the village in recent years. The decline was driven by the use of cash for capital projects. The available fund balance ratio is expected to increase in fiscal 2025 (year-end Dec. 31) because of revenue growth from the village's TIDs, positive utility and performance supported by rate increases which will offset a minor decrease in the general fund. The village issued bonds in fiscal 2025 and in fiscal 2026 to reimburse some of the costs. Factoring in the reimbursement and projected balanced operations, the available fund balance ratio is expected to reach around 35% in fiscal 2026. Future capital investment will be financed with debt instead of reserves.

The GOULT debt is rated Aa3, at the same level as the issuer rating, because of the village's full faith and credit pledge and authority to levy an unlimited property tax dedicated to debt service.

The Aa3 rating on the village's water revenue debt is based on the expectation that days on cash on hand will be restored to over 100 days by fiscal 2026 from the very narrow 33 days at the end of fiscal 2024 supported by water rate increases and repayment from tax increment districts. The rating also reflects its limited sized system, stable service area with strong residential incomes and satisfactory debt service coverage. Days cash on hand declined in fiscal 2024 because of capital spending and some advances to TID funds. Legal provisions are sound but rate-setting authority is limited because rate increases require approval from the Wisconsin Public Service Commission (PSC).

RATING OUTLOOK

We do not assign outlooks to local governments with this amount of debt.

FACTORS THAT COULD LEAD TO AN UPGRADE OF THE RATINGS

- Strong confidence the available fund balance ratio will be maintained materially above 35%

- Reduction in long-term liabilities ratio to 200% or below while keeping up with capital investments

- Sustained increase in cash on hand to over 250 days (water)

- Maintained debt service coverage well above 2x (water)

FACTORS THAT COULD LEAD TO A DOWNGRADE OF THE RATINGS

- The available fund balance ratio falling under 20%

- Increase in leverage to over 350%

- If days cash on hand is not restored to over 100 days as expected (water)

- Weakened debt service coverage near sum sufficient coverage (water)

PROFILE

The Village of Germantown is situated in Washington County, approximately 25 miles northwest of Milwaukee. The village is governed by a nine-member board and provides municipal services to roughly 21,000 residents. The water enterprise serves approximately 6,200 residential, commercial, public and industrial customers.

METHODOLOGY

The principal methodology used in the issuer and general obligation ratings was US Cities and Counties published in December 2025 and available at https://ratings.moodys.com/rmc-documents/455983. The principal methodology used in the revenue rating was US Municipal Utility Revenue Debt published in March 2024 and available at https://ratings.moodys.com/rmc-documents/416489. Alternatively, please see the Rating Methodologies page on https://ratings.moodys.com for a copy of these methodologies.

REGULATORY DISCLOSURES

For further specification of Moody's key rating assumptions and sensitivity analysis, see the sections Methodology Assumptions and Sensitivity to Assumptions in the disclosure form. Moody's Rating Symbols and Definitions can be found on https://ratings.moodys.com/rating-definitions.

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For ratings issued on a program, series, category/class of debt or security, certain regulatory disclosures applicable to each rating of a subsequently issued bond or note of the same series, category/class of debt, or security, or pursuant to a program for which the ratings are derived exclusively from existing ratings, in accordance with Moody's rating practices, can be found in the most recent Credit Rating Announcement related to the same class of Credit Rating.

For provisional ratings, the Credit Rating Announcement provides certain regulatory disclosures in relation to the provisional rating assigned, and in relation to a definitive rating that may be assigned subsequent to the final issuance of the debt, in each case where the transaction structure and terms have not changed prior to the assignment of the definitive rating in a manner that would have affected the rating.

Moody's does not always publish a separate Credit Rating Announcement for each Credit Rating assigned in the Anticipated Ratings Process or Subsequent Ratings Process.

Regulatory disclosures contained in this press release apply to the credit rating and, if applicable, the related rating outlook or rating review.

Please see https://ratings.moodys.com for any updates on changes to the lead rating analyst and to the Moody's legal entity that has issued the rating.

Please see the issuer/deal page on https://ratings.moodys.com for additional regulatory disclosures for each credit rating.

Umar Farooq
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Gera McGuire
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BUSINESS OF THE VILLAGE BOARD

MEETING DATE: May 4, 2026

PLACEMENT: Action Item

ITEM TITLE: Village Administrator Vacancy. The Village Board may convene into closed session pursuant to Wis. Stat. § 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and then may reconvene in open session to take such action as it deems appropriate. (ACTION)

SUBMITTED BY: Brian Sajdak, Attorney

SUMMARY EXPLANATION:

Under Wis. Stat. § 19.85(1)(c), the Village Board is authorized to go into closed session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. This provision provides the Board with the ability to go into closed session for the purposes of reviewing applications of potential candidates and to decide on next steps in the process of filling the existing vacancy.

ATTACHMENT:

STAFF RECOMMENDATION:

A motion to convene into closed session pursuant to Wis. Stat. § 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

ACTION BY COMMITTEE: