

|                       |                                                                |
|-----------------------|----------------------------------------------------------------|
| <b>MEETING:</b>       | <b>GERMANTOWN COMMUNITY LIBRARY BOARD</b>                      |
| <b>DATE AND TIME:</b> | <b>Wednesday, May 27, 2026 5:30 PM</b>                         |
| <b>LOCATION:</b>      | <b>Germantown Community Library<br/>N112W16957 Mequon Road</b> |

## **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. **APPROVAL OF AGENDA:**
- IV. **MEETING MINUTES:**
  - A. April 22, 2026, Meeting Minutes - DRAFT
- V. **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.*
- VI. **FINANCIAL MATTERS:**
  - A. Treasurer's Report
  - B. Accounts Payable
  - C. Budget Reports
- VII. **REPORTS (Discussion Unless Otherwise Noted):**
  - A. Correspondence
  - B. Village Reports
  - C. County Reports
  - D. System Reports
  - E. President's Report
  - F. Director's Report
- VIII. **UNFINISHED BUSINESS:**
- IX. **NEW BUSINESS:**
  - A. Elections of Library Board Officers (ACTION)
  - B. Donations and Gifts Policy (ACTION)
  - C. 2026 Pay Rate Chart (ACTION)
- X. **ADJOURNMENT:**

LIBRARY BOARD AGENDA

May 27, 2026

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**The next regular meeting of the Germantown Community Library Board will be on Wednesday, June 24, 2026 at 5:30 p.m.**

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 Director at (262) 253-7760, ext. 2005 or smithp@[germantownlibrarywi.org](mailto:germantownlibrarywi.org) at least 48 hours 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 LIBRARY BOARD**

MEETING DATE: May 27, 2026

PLACEMENT: Action Item

ITEM TITLE: April 22, 2026, Meeting Minutes - DRAFT

SUBMITTED BY: Connie Lloyd, Asst. Director

SUMMARY EXPLANATION:

Review the submitted April 22, 2026, meeting minutes.

ATTACHMENT:

1. April 22, 2026, Meeting Minutes - DRAFT

STAFF RECOMMENDATION:

Approve the submitted meeting minutes.

ACTION BY COMMITTEE:

|                       |                                                                |
|-----------------------|----------------------------------------------------------------|
| <b>MEETING:</b>       | <b>GERMANTOWN COMMUNITY OF THE LIBRARY BOARD</b>               |
| <b>DATE AND TIME:</b> | <b>Wednesday, April 22, 2026 5:30 PM</b>                       |
| <b>LOCATION:</b>      | <b>Germantown Community Library<br/>N112W16957 Mequon Road</b> |

### 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.*  
The regular meeting of the Germantown Community Library was called to order by President Joyce Nelson at 05:30 PM.

II. **ROLL CALL:**

**Present:** Library Board President Joyce Nelson, Library Board Member Darlene Vosen, Library Board Member Charlene Brady, School District Representative Katie Kohel

**Absent:** Village Trustee Jolene Pieper due to Village Board committee assignments changing.

**Excused:** Member Joletta Kerpan, Library Board Member Sarah Larson

**Also present:** Library Director Trisha Smith, Assistant Library Director Connie Lloyd

III. **APPROVAL OF AGENDA:**

**Motion:** Approve as presented

**Motioned By:** Darlene Vosen

**Seconded By:** Charlene Brady

**Yes:** Joyce Nelson, Darlene Vosen, Charlene Brady, Katie Kohel

**No:** None

**Abstain:** None

**Motion Passed (Yes 4, No 0, Abstained 0)**

IV. **MEETING MINUTES:**

A. March 25, 2026, Meeting Minutes - DRAFT

**Motion:** Approve as presented

**Motioned By:** Darlene Vosen

**Seconded By:** Charlene Brady



**Yes:** Joyce Nelson, Darlene Vosen, Charlene Brady, Katie Kohel

**No:** None

**Abstain:** None

**Motion Passed (Yes 4, No 0, Abstained 0)**

- V. **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.*

VI. **FINANCIAL MATTERS:**

A. Treasurer's Report

Vosen mentioned she is eliminating the Treasurer's paperwork prior to 7 years.

**Motion:** Approve as presented

**Motioned By:** Joyce Nelson

**Seconded By:** Charlene Brady

**Yes:** Joyce Nelson, Darlene Vosen, Charlene Brady, Katie Kohel

**No:** None

**Abstain:** None

**Motion Passed (Yes 4, No 0, Abstained 0)**

B. Accounts Payable

**Motion:** Approve as presented

**Motioned By:** Joyce Nelson

**Seconded By:** Charlene Brady

**On roll call vote:**

**Yes:** Joyce Nelson, Darlene Vosen, Charlene Brady, Katie Kohel

**No:** None

**Abstain:** None

**Motion Passed (Yes 4, No 0, Abstained 0)**

C. Budget Reports

Smith reviewed the submitted Budget Report.

VII. **REPORTS (Discussion Unless Otherwise Noted):**

A. Correspondence

Nelson reported there was no correspondence last month.

**B. Village Reports**

Smith reported Mitch Reynolds is the Interim Village Administrator. Tim Zimmerman was hired as the new Public Works Director. Matthew Uselding, Finance Director, has resigned, and his last day will be May 8. Kevin Driscoll, Village Engineer, has also resigned.

**C. County Reports**

See Director's Report.

**D. System Reports**

Smith noted the ADA Website required changes deadline has been extended from April 2027 to April 2028.

**E. President's Report**

**F. Director's Report**

See the submitted Director's Report and attachments.

**VIII. UNFINISHED BUSINESS:**

**A. Code of Conduct Policy Update (ACTION)**

**Motion:** Approve as presented

**Motioned By:** Darlene Vosen

**Seconded By:** Charlene Brady

**Yes:** Joyce Nelson, Darlene Vosen, Charlene Brady, Katie Kohel

**No:** None

**Abstain:** None

**Motion Passed (Yes 4, No 0, Abstained 0)**

**IX. NEW BUSINESS:**

**A. Study Pods (PRESENTATION)**

Smith reviewed the submitted Study Pods evaluation information. More information and recommendations will be presented in the coming months.

**X. ADJOURNMENT:**

Nelson announced the next Library Board meeting will be held on Wednesday, May 27, 2026, at 5:30 PM at the Germantown Community Library.  
Nelson adjourned the meeting at 06:23 PM.

DRAFT

## **BUSINESS OF THE LIBRARY BOARD**

MEETING DATE: May 27, 2026

PLACEMENT: Action Item

ITEM TITLE: Treasurer's Report

SUBMITTED BY: Darlene Vosen, Library Board Member

SUMMARY EXPLANATION:

Review the submitted Treasurer's Report.

ATTACHMENT:

1. Treasurer's Report

STAFF RECOMMENDATION:

Approve the submitted Treasurer's Report.

ACTION BY COMMITTEE:

## Germantown Community Library Board

Financial Report May 12, 2026

By Darlene Vosen

### Bank Five Nine GCL Board Checking Account (7928) (\*included in, but accounted for separately)

|                                      |          |            |
|--------------------------------------|----------|------------|
| Balance 4/14/26 per online statement |          | \$1,035.45 |
| 4/28 Deposit Donation jugs           | +\$82.70 |            |
| Balance 5/12/26 per online statement |          | \$1,118.15 |

**\*Early Literacy Fund:** \$199.58 + \$18.55 = **\$218.13**

**\*Programming Supplies:** \$515.87 + \$64.15 = **\$580.02**

### Bank Five Nine GCL Board Savings Account (4029)

|                                       |         |            |
|---------------------------------------|---------|------------|
| Balance 4/14/26 per on-line statement |         | \$4,770.02 |
| Interest April                        | +\$0.39 |            |
| Balance 5/12/26 per on-line statement |         | \$4,770.41 |

### Bank Five Nine GCL Building Account (7962) (\*\*included in, but accounted for separately)

|                                       |           |              |
|---------------------------------------|-----------|--------------|
| Balance 4/14/26 per on-line statement |           | \$5,715.72   |
| Interest April                        | +\$0.47   |              |
| 4/28 Deposit materials                | +\$129.00 |              |
| Balance 5/12/26 per on-line statement |           | \$5,845.19** |

**\*\*Book & Materials:** \$735.07 + \$129.00 = **\$864.07**

**\*\*Un-designated:** \$4,980.65 + **\$0.47 (interest)** = **\$4,981.12** (need \$2,500 to keep account active)

### Bank Five Nine Furniture/Building Fund CD Accounts:

|                                                                   |                        |
|-------------------------------------------------------------------|------------------------|
| <b>CD #1 Furniture (4025)</b> Balance 3/4/25 per bank statement   | \$15,000.00            |
| 4.72/4.81% Interest 17 months ( <b>mature 8/4/26</b> )            |                        |
| <b>CD #2 Furniture (5608)</b> Balance 2/06/25 per bank statement  | \$15,000.00            |
| 4.72/4.81% Interest 17 months ( <b>mature 7/6/26</b> )            |                        |
| <b>CD #4 Furniture (8801)</b> Balance 10/31/25 per bank statement | \$10,000.00            |
| 4.09/4.15% Interest 19 months ( <b>mature 5/31/27</b> )           |                        |
| <b>CD #5 Expansion (8989)</b> Balance 10/27/25 per bank statement | \$12,323.34 (new base) |
| 4.09%/4.15% Interest 13 months ( <b>mature 11/27/26</b> )         |                        |

**Furniture & Equipment (\$40,000.00) + Expansion (\$12,323.34) = \$52,323.34**

## **BUSINESS OF THE LIBRARY BOARD**

MEETING DATE: May 27, 2026

PLACEMENT: Action Item

ITEM TITLE: Accounts Payable

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

Review the submitted Accounts Payable report.

ATTACHMENT:

1. Accounts Payable

STAFF RECOMMENDATION:

Approve the submitted Accounts Payable report.

ACTION BY COMMITTEE:

# Village of Germantown, WI - PRODUCTION



## INVOICE LIST BY GL ACCOUNT

| YEAR/PERIOD: 2026/4 TO 2026/4 |                      |                  |    |         |     |       |          |          |       |                                |
|-------------------------------|----------------------|------------------|----|---------|-----|-------|----------|----------|-------|--------------------------------|
| ACCOUNT/VENDOR                |                      | INVOICE          | PO | YEAR/PR | TYP | S     | CHECK    | RUN      | CHECK | DESCRIPTION                    |
| 10570000                      |                      |                  |    |         |     |       |          |          |       | Library                        |
| 10570000                      | 462900               |                  |    |         |     |       |          |          |       | Library Fines & Fees           |
| 100365                        | FRIENDS OF           | FGLC040426       | 0  | 2026    | 4   | INV P | 507.46   | 26.04.16 | 14711 | Reimbursement                  |
|                               |                      |                  |    |         |     |       | 507.46   |          |       | ACCOUNT TOTAL                  |
| 10570000                      | 521400               |                  |    |         |     |       |          |          |       | Library Life Insurance         |
| 100933                        | SECURIAN FINANCIAL G | 002832L MAY 2026 | 0  | 2026    | 4   | INV P | 123.62   | 26.04.16 | 14749 | LIFE INSURANCE                 |
|                               |                      |                  |    |         |     |       | 123.62   |          |       | ACCOUNT TOTAL                  |
| 10570000                      | 531000               |                  |    |         |     |       |          |          |       | Library Gen Supplies & Expense |
| 999999                        | SQ *NORTHWOODS LASER | 22785            | 0  | 2026    | 4   | INV P | 22.50    |          |       | Northwoods Laser               |
| 999999                        | CINTAS CORP          | 22786            | 0  | 2026    | 4   | INV P | 44.00    |          |       | Cintas Corp                    |
|                               |                      |                  |    |         |     |       | 66.50    |          |       |                                |
|                               |                      |                  |    |         |     |       | 66.50    |          |       | ACCOUNT TOTAL                  |
| 10570000                      | 531010               |                  |    |         |     |       |          |          |       | Library Office Supplies        |
| 101624                        | STAPLES              | 6060580613       | 0  | 2026    | 4   | INV P | 69.76    | 26.04.16 | 14752 | Office Supplies                |
| 101624                        | STAPLES              | 6061013192       | 0  | 2026    | 4   | INV P | 39.49    | 26.04.29 | 14871 | Office Supplies                |
|                               |                      |                  |    |         |     |       | 109.25   |          |       |                                |
|                               |                      |                  |    |         |     |       | 109.25   |          |       | ACCOUNT TOTAL                  |
| 10570000                      | 531080               |                  |    |         |     |       |          |          |       | Library Professional Dev       |
| 101190                        | WI LIBRARY ASSOCIATI | 22702            | 0  | 2026    | 4   | INV P | 325.00   |          |       | Wisconsin Library A            |
| 101190                        | WI LIBRARY ASSOCIATI | 22751            | 0  | 2026    | 4   | INV P | 150.00   |          |       | WI Library Associat            |
|                               |                      |                  |    |         |     |       | 475.00   |          |       |                                |
| 999999                        | FSP*THE OSTHOFF RESO | 22701            | 0  | 2026    | 4   | INV P | 172.84   |          |       | The Osthoff Resort             |
|                               |                      |                  |    |         |     |       | 647.84   |          |       | ACCOUNT TOTAL                  |
| 10570000                      | 531100               |                  |    |         |     |       |          |          |       | Library Materials              |
| 100032                        | AMAZON CAPITAL SERVI | 1614-4JRL-YLLJ   | 0  | 2026    | 4   | INV P | 5,165.89 | 26.04.08 | 14634 | Collection Material            |
| 100134                        | BLACKSTONE PUBLISHIN | 2228125          | 0  | 2026    | 4   | INV P | 65.28    | 26.04.29 | 14826 | Collection Material            |
| 100134                        | BLACKSTONE PUBLISHIN | 2228126          | 0  | 2026    | 4   | INV P | 46.15    | 26.04.29 | 14826 | Collection Material            |
| 100134                        | BLACKSTONE PUBLISHIN | 2228523          | 0  | 2026    | 4   | INV P | 95.88    | 26.04.29 | 14826 | Collection Material            |
| 100134                        | BLACKSTONE PUBLISHIN | 2229113          | 0  | 2026    | 4   | INV P | 77.90    | 26.04.29 | 14826 | Collection Material            |
| 100134                        | BLACKSTONE PUBLISHIN | 2231601          | 0  | 2026    | 4   | INV P | 77.88    | 26.04.29 | 14826 | Collection Material            |
|                               |                      |                  |    |         |     |       | 363.09   |          |       |                                |
| 100167                        | CAVENDISH SQUARE     | CAL355883I       | 0  | 2026    | 4   | INV P | 186.03   | 26.04.08 | 14636 | Collection Material            |
| 100385                        | GERMANTOWN HISTORICA | GCL032426        | 0  | 2026    | 4   | INV P | 55.00    | 26.04.08 | 14649 | Collection Material            |

# Village of Germantown, WI - PRODUCTION

## INVOICE LIST BY GL ACCOUNT

| YEAR/PERIOD: 2026/4 TO 2026/4 |                      |                          |    |         |     |       |           |                     |       |                   |          |  |
|-------------------------------|----------------------|--------------------------|----|---------|-----|-------|-----------|---------------------|-------|-------------------|----------|--|
| ACCOUNT/VENDOR                |                      | INVOICE                  | PO | YEAR/PR | TYP | S     | CHECK RUN |                     | CHECK | DESCRIPTION       |          |  |
| 100667                        | OVERDRIVE INC        | 00669CO26075798          | 0  | 2026    | 4   | INV P | 289.97    | 26.04.16            | 14738 | Collection        | Material |  |
| 100667                        | OVERDRIVE INC        | 00669CO26121196          | 0  | 2026    | 4   | INV P | 240.98    | 26.04.29            | 14861 | Collection        | Material |  |
| 100667                        | OVERDRIVE INC        | 00669CP26068262          | 0  | 2026    | 4   | INV P | 96.86     | 26.04.16            | 14738 | Collection        | Material |  |
| 100667                        | OVERDRIVE INC        | 00669CP26105539          | 0  | 2026    | 4   | INV P | 91.97     | 26.04.16            | 14738 | Collection        | Material |  |
| 100667                        | OVERDRIVE INC        | 00669CP26107856          | 0  | 2026    | 4   | INV P | 147.97    | 26.04.16            | 14738 | Collection        | Material |  |
|                               |                      |                          |    |         |     |       | 867.75    |                     |       |                   |          |  |
| 101265                        | PLAYAWAY PRODUCTS    | 526445                   | 0  | 2026    | 4   | INV P | 194.52    | 26.04.08            | 14671 | Collection        | Material |  |
| 101265                        | PLAYAWAY PRODUCTS    | 527669                   | 0  | 2026    | 4   | INV P | 371.94    | 26.04.08            | 14671 | Collection        | Material |  |
| 101265                        | PLAYAWAY PRODUCTS    | 528061                   | 0  | 2026    | 4   | INV P | 441.93    | 26.04.08            | 14671 | Collection        | Material |  |
| 101265                        | PLAYAWAY PRODUCTS    | 530244                   | 0  | 2026    | 4   | INV P | 59.39     | 26.04.16            | 14739 | Collection        | Material |  |
|                               |                      |                          |    |         |     |       | 1,067.78  |                     |       |                   |          |  |
| 101571                        | LIBRARY IDEAS LLC    | 125638                   | 0  | 2026    | 4   | INV P | 125.56    | 26.04.16            | 14724 | Collection        | Material |  |
| 101571                        | LIBRARY IDEAS LLC    | 125667                   | 0  | 2026    | 4   | INV P | 251.13    | 26.04.08            | 14662 | Collection        | Material |  |
|                               |                      |                          |    |         |     |       | 376.69    |                     |       |                   |          |  |
| ACCOUNT TOTAL                 |                      |                          |    |         |     |       | 8,082.23  |                     |       |                   |          |  |
| 10570000                      | 531190               | Marketing & Promotion    |    |         |     |       |           |                     |       |                   |          |  |
| 999999                        | CANVA* I04826-435787 | 22703                    | 0  | 2026    | 4   | INV P | 200.45    | Canva               |       |                   |          |  |
| 999999                        | CCI*CONSTANT-CONTACT | 22704                    | 0  | 2026    | 4   | INV P | 96.01     | Constant Contact    |       |                   |          |  |
|                               |                      |                          |    |         |     |       | 296.46    |                     |       |                   |          |  |
| ACCOUNT TOTAL                 |                      |                          |    |         |     |       | 296.46    |                     |       |                   |          |  |
| 10570000                      | 531430               | Library Book Processing  |    |         |     |       |           |                     |       |                   |          |  |
| 100032                        | AMAZON CAPITAL SERVI | 1GL1-GP4L-PYFG           | 0  | 2026    | 4   | INV P | 167.10    | 26.04.08            | 14634 | Book Processing   | Sup      |  |
| 100246                        | DEMCO                | 7782313                  | 0  | 2026    | 4   | INV P | 276.58    | 26.04.08            | 14642 | Book Processing   | Sup      |  |
| 100246                        | DEMCO                | 7792923                  | 0  | 2026    | 4   | INV P | 628.39    | 26.04.29            | 14834 | Book Processing   | Sup      |  |
|                               |                      |                          |    |         |     |       | 904.97    |                     |       |                   |          |  |
| ACCOUNT TOTAL                 |                      |                          |    |         |     |       | 1,072.07  |                     |       |                   |          |  |
| 10570000                      | 531440               | Library Periodicals      |    |         |     |       |           |                     |       |                   |          |  |
| 999999                        | THE BUSINESS JOURNAL | 22787                    | 0  | 2026    | 4   | INV P | 90.00     | The Business Journa |       |                   |          |  |
| ACCOUNT TOTAL                 |                      |                          |    |         |     |       | 90.00     |                     |       |                   |          |  |
| 10570000                      | 531470               | Library Computer Service |    |         |     |       |           |                     |       |                   |          |  |
| 100402                        | GORDON FLESCH COMPAN | I552705                  | 0  | 2026    | 4   | INV P | 1,235.32  | 26.04.29            | 14841 | Computer Services |          |  |
| 100402                        | GORDON FLESCH COMPAN | IN15467648               | 0  | 2026    | 4   | INV P | 277.58    | 26.04.08            | 14653 | Computer Services |          |  |
| 100402                        | GORDON FLESCH COMPAN | IN15583424               | 0  | 2026    | 4   | INV P | 140.90    | 26.04.29            | 14842 | Computer Services |          |  |
|                               |                      |                          |    |         |     |       | 1,653.80  |                     |       |                   |          |  |



# Village of Germantown, WI - PRODUCTION



## INVOICE LIST BY GL ACCOUNT

| YEAR/PERIOD: 2026/4 TO 2026/4 |                      |                 |    |                                |     |           |           |          |       |                     |
|-------------------------------|----------------------|-----------------|----|--------------------------------|-----|-----------|-----------|----------|-------|---------------------|
| ACCOUNT/VENDOR                |                      | INVOICE         | PO | YEAR/PR                        | TYP | S         | CHECK     | RUN      | CHECK | DESCRIPTION         |
| 999999                        | ADOBE INC            | 22784           | 0  | 2026 4                         | INV | P         | 822.77    |          |       | Adobe Inc           |
| ACCOUNT TOTAL                 |                      |                 |    |                                |     |           | 2,476.57  |          |       |                     |
| 10570000                      | 531490               |                 |    | Library Program Supplies & Exp |     |           |           |          |       |                     |
| 100032                        | AMAZON CAPITAL SERVI | 1RJN-TG9M-YTMR  | 0  | 2026 4                         | INV | P         | 2,621.47  | 26.04.08 | 14634 | Programming Supplie |
| 100368                        | FUN EXPRESS LLC      | 74196176601     | 0  | 2026 4                         | INV | P         | 652.40    | 26.04.29 | 14838 | Programming Supplie |
| 100368                        | FUN EXPRESS LLC      | 74196183301     | 0  | 2026 4                         | INV | P         | 102.54    | 26.04.29 | 14838 | Programming Supplie |
|                               |                      |                 |    |                                |     |           | 754.94    |          |       |                     |
| 100800                        | PACK, WILLIAM        | GCL042026       | 0  | 2026 4                         | INV | P         | 325.00    | 26.04.29 | 14862 | Programming Supplie |
| 100920                        | SCHLITZ AUDUBON NATU | 22750           | 0  | 2026 4                         | INV | P         | 150.00    |          |       | Friends of Schlitz  |
| 101380                        | STATELINE GENEALOGY  | GCL042126       | 0  | 2026 4                         | INV | P         | 125.00    | 26.04.16 | 14753 | Programming Supplie |
| 999999                        | SENDIK'S GERMANTOWN  | 22709           | 0  | 2026 4                         | INV | P         | 12.53     |          |       | Sendik's            |
| 999999                        | PICK N SAVE #357     | 22710           | 0  | 2026 4                         | INV | P         | 11.98     |          |       | Pick N Save         |
|                               |                      |                 |    |                                |     |           | 24.51     |          |       |                     |
| ACCOUNT TOTAL                 |                      |                 |    |                                |     |           | 4,000.92  |          |       |                     |
| 10570000                      | 561400               |                 |    | Library Telephone              |     |           |           |          |       |                     |
| 101082                        | US CELLULAR          | 22732           | 0  | 2026 4                         | INV | P         | 21.16     |          | 0     |                     |
| 101082                        | US CELLULAR          | 22740           | 0  | 2026 4                         | INV | P         | 21.12     |          | 0     |                     |
|                               |                      |                 |    |                                |     |           | 42.28     |          |       |                     |
| ACCOUNT TOTAL                 |                      |                 |    |                                |     |           | 42.28     |          |       |                     |
| 10570000                      | 571000               |                 |    | Library Insurance & Bonds      |     |           |           |          |       |                     |
| 100193                        | CNA SURETY           | 15279526-031026 | 0  | 2026 4                         | INV | P         | 111.00    | 26.04.29 | 14832 | WI DISHONESTY BOND- |
| 100193                        | CNA SURETY           | 15279526-0326   | 0  | 2026 4                         | INV | P         | 111.00    | 26.04.08 | 14638 | WI DISHONESTY B INS |
|                               |                      |                 |    |                                |     |           | 222.00    |          |       |                     |
| ACCOUNT TOTAL                 |                      |                 |    |                                |     |           | 222.00    |          |       |                     |
| ORG 10570000 TOTAL            |                      |                 |    |                                |     |           | 17,737.20 |          |       |                     |
| FUND 10                       | General Fund         | TOTAL:          |    |                                |     | 17,737.20 |           |          |       |                     |

\*\* END OF REPORT - Generated by Trisha Smith \*\*

## **BUSINESS OF THE LIBRARY BOARD**

MEETING DATE: May 27, 2026

PLACEMENT: Presentation

ITEM TITLE: Budget Reports

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

Review the submitted Budget Report.

ATTACHMENT:

1. Budget Report

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

# Village of Germantown, WI - PRODUCTION



## YEAR-TO-DATE BUDGET REPORT

| FOR 2026 04             |                 |      |                    |                      |                   |             |              |                     |                |
|-------------------------|-----------------|------|--------------------|----------------------|-------------------|-------------|--------------|---------------------|----------------|
| ACCOUNTS<br>10          | FOR:<br>General | Fund | ORIGINAL<br>APPROP | TRANFRS/<br>ADJSTMTS | REVISED<br>BUDGET | YTD ACTUAL  | ENCUMBRANCES | AVAILABLE<br>BUDGET | PCT<br>USE/COL |
| <b>10570000 Library</b> |                 |      |                    |                      |                   |             |              |                     |                |
| 10570000 432600         | County Library  |      | -342,000           | 0                    | -342,000          | -176,632.44 | .00          | -165,367.56         | 51.6%          |
| 10570000 462900         | Library Fines & |      | -12,000            | 0                    | -12,000           | -5,829.23   | .00          | -6,170.77           | 48.6%          |
| 10570000 471700         | Library Donatio |      | 0                  | 0                    | 0                 | -51,000.00  | .00          | 51,000.00           | 100.0%         |
| 10570000 511000         | Library Reg Sal |      | 306,124            | 0                    | 306,124           | 97,740.22   | .00          | 208,383.78          | 31.9%          |
| 10570000 511100         | Library PT Sala |      | 320,807            | 0                    | 320,807           | 97,692.92   | .00          | 223,114.08          | 30.5%          |
| 10570000 511200         | Library Board   |      | 1,200              | 0                    | 1,200             | 710.00      | .00          | 490.00              | 59.2%          |
| 10570000 511600         | Library Overtim |      | 0                  | 0                    | 0                 | 84.91       | .00          | -84.91              | 100.0%         |
| 10570000 521000         | Library Social  |      | 47,960             | 0                    | 47,960            | 14,572.30   | .00          | 33,387.70           | 30.4%          |
| 10570000 521100         | Library State R |      | 40,336             | 0                    | 40,336            | 12,363.16   | .00          | 27,972.84           | 30.7%          |
| 10570000 521200         | Library Health  |      | 98,978             | 0                    | 98,978            | 32,993.12   | .00          | 65,984.88           | 33.3%          |
| 10570000 521300         | Library Dental  |      | 5,050              | 0                    | 5,050             | 1,951.80    | .00          | 3,098.20            | 38.6%          |
| 10570000 521400         | Library Life In |      | 1,557              | 0                    | 1,557             | 494.48      | .00          | 1,062.52            | 31.8%          |
| 10570000 531000         | Library Gen Sup |      | 4,000              | 0                    | 4,000             | 1,764.03    | .00          | 2,235.97            | 44.1%          |
| 10570000 531010         | Library Office  |      | 6,000              | 0                    | 6,000             | 1,401.64    | .00          | 4,598.36            | 23.4%          |
| 10570000 531080         | Library Profess |      | 5,000              | 0                    | 5,000             | 782.84      | .00          | 4,217.16            | 15.7%          |
| 10570000 531100         | Library Materia |      | 76,000             | 0                    | 76,000            | 24,501.95   | .00          | 51,498.05           | 32.2%          |
| 10570000 531190         | Marketing & Pro |      | 6,000              | 0                    | 6,000             | 1,123.72    | .00          | 4,876.28            | 18.7%          |
| 10570000 531240         | Library Travel  |      | 1,500              | 0                    | 1,500             | .00         | .00          | 1,500.00            | .0%            |
| 10570000 531430         | Library Book Pr |      | 8,000              | 0                    | 8,000             | 2,480.67    | .00          | 5,519.33            | 31.0%          |
| 10570000 531440         | Library Periodi |      | 6,000              | 0                    | 6,000             | 918.00      | .00          | 5,082.00            | 15.3%          |
| 10570000 531470         | Library Compute |      | 24,000             | 0                    | 24,000            | 3,894.53    | .00          | 20,105.47           | 16.2%          |
| 10570000 531490         | Library Program |      | 20,000             | 0                    | 20,000            | 9,977.05    | .00          | 10,022.95           | 49.9%          |
| 10570000 552300         | Library System  |      | 26,000             | 0                    | 26,000            | .00         | .00          | 26,000.00           | .0%            |
| 10570000 561000         | Library Buildin |      | 70,000             | 0                    | 70,000            | 23,852.62   | .00          | 46,147.38           | 34.1%          |
| 10570000 561400         | Library Telepho |      | 3,408              | 0                    | 3,408             | 90.30       | .00          | 3,317.70            | 2.6%           |
| 10570000 571000         | Library Insuran |      | 8,283              | 0                    | 8,283             | 7,714.74    | .00          | 568.26              | 93.1%          |
| 10570000 5PCARD         | UNALLOCATED PCA |      | 0                  | 0                    | 0                 | 85.76       | .00          | -85.76              | 100.0%         |
| TOTAL Library           |                 |      | 732,203            | 0                    | 732,203           | 103,729.09  | .00          | 628,473.91          | 14.2%          |
| TOTAL General Fund      |                 |      | 732,203            | 0                    | 732,203           | 103,729.09  | .00          | 628,473.91          | 14.2%          |
| TOTAL REVENUES          |                 |      | -354,000           | 0                    | -354,000          | -233,461.67 | .00          | -120,538.33         |                |
| TOTAL EXPENSES          |                 |      | 1,086,203          | 0                    | 1,086,203         | 337,190.76  | .00          | 749,012.24          |                |



YEAR-TO-DATE BUDGET REPORT

| FOR 2026 04                                     |                    |                      |                   |            |              |                     |                |
|-------------------------------------------------|--------------------|----------------------|-------------------|------------|--------------|---------------------|----------------|
|                                                 | ORIGINAL<br>APPROP | TRANFRS/<br>ADJSTMTS | REVISED<br>BUDGET | YTD ACTUAL | ENCUMBRANCES | AVAILABLE<br>BUDGET | PCT<br>USE/COL |
| GRAND TOTAL                                     | 732,203            | 0                    | 732,203           | 103,729.09 | .00          | 628,473.91          | 14.2%          |
| ** END OF REPORT - Generated by Trisha Smith ** |                    |                      |                   |            |              |                     |                |

## **BUSINESS OF THE LIBRARY BOARD**

MEETING DATE: May 27, 2026

PLACEMENT: Presentation

ITEM TITLE: Director's Report

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

Review the submitted Director's Report and attachments.

ATTACHMENT:

1. Director's Report
2. Director's Report (pt. 1 - Library Highlights)
3. Director's Report (pt. 2 - WLA Trustee Day)
4. Director's Report (pt. 3 - Village Board 4-20-26 Study Pods)
5. Director's Report (pt. 4 - Village Board 5-4-26 Appointments)
6. Director's Report (pt. 5 - Circulation Statistics)
7. Director's Report (pt. 6 - Wash. Co. - Apr 22)
8. Director's Report (pt. 7 - All Staff Meeting)

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

# Director's Report: May 2026

## STATE OF WISCONSIN

- The Wisconsin Library Association conference will be held on Tuesday, October 20 – Friday, October 23 in Middleton, WI. The Friends & Trustees Day at the conference will be held on Wednesday, October 21 (attached)

## MONARCH LIBRARY SYSTEM

- The Monarch Library System Directors met on Thursday, May 14 at the W J Niederkorn Library in Port Washington. Updates will be provided at the June meeting due to timing of the library board packet.
- Agendas and minutes: <https://monarchlibraries.org/library-director-meetings/>

## WASHINGTON COUNTY

### VILLAGE OF GERMANTOWN:

- Previous meetings:
  - Government & Finance Committee (4/20)
    - V. A. Proposal to adopt the 2026 pay rate chart, including recommended classification modifications aligned with market analysis and organizational needs (ACTION) (attached under agenda item IX. C.)
  - Village Board (4/20)
    - X. A. Resolution Authorizing the Issuance and Establishing Parameters for the Sale of Not to Exceed \$17,170,000 General Obligation Promissory Notes (ACTION) (attached) (10-Year Note: \$10,000 40K Total, Library Study Pods)
  - Village Board (5/4)
    - V. A. Appointment Spreadsheet (ACTION) (attached) (Library Board: Joyce Nelson & Patrick Kaiser)
    - XI. E. Proposal to adopt the 2026 pay rate chart, including recommended classification modification aligned with market analysis and organizational needs (ACTION) (attached under agenda item IX. C.)
- Agendas and minutes: <https://germantownwi.portal.civicclerk.com/>
- Recordings: <https://www.youtube.com/@villageofgermantownwiscons871/streams>

### FRIENDS OF THE GERMANTOWN COMMUNITY LIBRARY

- The Friends of the Library \$0.50 Adult Fiction Pop-Up Sale is going on now through mid-June.

### DONATIONS:

| Donor                               | Amount   | Department | Plaque | Address                   |
|-------------------------------------|----------|------------|--------|---------------------------|
| Chick-fil-A<br>(library fundraiser) | \$250.00 | Programs   | n/a    | Menomonee Falls, WI 53051 |
| Kaminski, Terri                     | \$38.00  | Materials  | n/a    | Germantown, WI 53022      |

- Donation Jars:
  - Early Literacy: \$26.35
  - Programming Supplies: \$52.94

Monthly Donations Total: \$367.29

### DEPOSITS:

**REQUEST FOR CHECK (PREVIOUSLY VOTED ON) (see attached):**

**STATISTICS:**

- Circulation Statistics (see attached)
  - Physical: **22,848** (-1.7% from 2025 / -2.5% YTD)
  - Digital: **5,952** (7.6% from 2025 / 9.6% YTD)
  - Total: **28,800** (0.1% from 2025 / -0.3% YTD)

**PROGRAMMING:**

- The Summer Reading Challenge for all ages will run on Monday, June 8 – Saturday, August 8.
- Ongoing Programs (number of monthly offerings):
  - Youth: Storytime (17), Miss Julies Music (4) (May), Family Fun Night, Lego @ the Library, Adventure Academy (4), Who Was Book Club, Thursday Performances & Saturday Programs
  - Tween/Teen: Tween Programs, Teen Programs, Teen Advisory Board & Craft Workshops (3)
  - Adult: Job Service Assistance, Blood Drives, Adult Puzzle Days, Fiber Arts Meet Up, Craft Workshops (3), Adult Crafts (2) & Book Groups (6)
  - Outreach: Senior Living Facility Visits (6), Adult Day Center (2), Home Delivery, Preschool Readings, Enchanted Library (3), Kid's Klub (4) & Book Delivery
- Upcoming Programs & Outreach Calendar: <https://germantownlibrarywi.events.mylibrary.digital/>
  - Highlighted Upcoming Special Events:
    - Sat, June 6 @ 10am – Kettle Moraine Symphony Youth Performance
    - Sat, June 13 @ 1-2:30pm – Summer Reading Kick-Off Party
    - Wed, June 17 @ 6pm – Joys of Birding
    - Thurs, June 18 @ 10:30am – Wanakia Wildlife

**IN THE NEWS (ATTACHED):**

- “Badger Talk on plant disease is coming to Germantown on Tuesday” (Wash. Co. Daily, Apr 22)

**DIRECTOR CONTINUING EDUCATION HOURS (100 HOURS EVERY 5 YEARS – EXPIRES IN 12/2027)**

- Tuesday, April 28 & Wednesday 29: WAPL Conference (Elkhart Lake, WI) (9 hours)

**DIRECTOR MEETINGS, PROGRAMS & OUTREACH (PAST):**

- Mon, May 4 – Wash. Co. Directors
- Mon, May 4 – Village Board (online)
- Thurs, May 7 – Printing Contract Vendor
- Mon, May 11 – Make It @ the Library (3)
- Wed, May 13 – Village Department Heads
- Wed, May 13 – LEGO @ the Library
- Thurs, May 14 – Monarch Directors (Port Washington)
- Mon, May 18 – Friends of the Library
- Mon, May 18 – GGF & Village Board (online)
- Wed, May 20 – Village Wellness Lunch
- Thurs, May 21 – Monarch Director's Chat
- Tues, May 26 – Monarch Marketing Committee
- Wed, May 27 – Library Board Member

## **DEPARTMENT UPDATES**

### **ADMIN & ALL STAFF**

- Our annual all-staff meeting & training day was held on Thursday, May 7 (attached).
- The library will be closed on Monday, May 25 for Memorial Day.

### **YOUTH, ADULT & OUTREACH SERVICES**

- Outreach and youth staff partnered with Washington County Parks for storytime at Homestead Hollow County Park and had 64 patrons attend. The program offered a free day at the park for attending.
- Outreach participated in the Blazer Dash Saturday, May 16 and Bethlehem Lutheran Day of Reading on Thursday, May 28.
- Outreach Specialist and Youth Services Manager visited the Germantown Elementary public and private schools to promote the Summer Reading Challenge.
- The Youth Services Manager welcomed a 'Student Librarian' from County Line Elementary on Friday, May 8. The student learned all about different jobs at the library with hands-on experiences guided by staff and even created her own display in the youth department.

### **CIRCULATION & TECHNICAL SERVICES**

- New DVD discs will be kept behind the Circulation Desk to ensure they are available to as many patrons as possible. New DVD cases will remain where they are currently located on the endcaps.
- 2025 Tax forms have been removed from the lobby and counted in order to inform next year's ordering procedures.

### **TECHNOLOGY, BUILDING & GROUNDS**

- Seasonal items have been put out on the library's outdoor patio area.
- DPW coordinated repairs of the air handling unit #1 with Pieper Power and the library on Friday, May 1. The repairs required the power to the library to be turned off to replace damaged wiring. The library remained open to the public with limited services. Power and all services were restored by 10:30 AM. The air handling unit has been working properly since the repair.



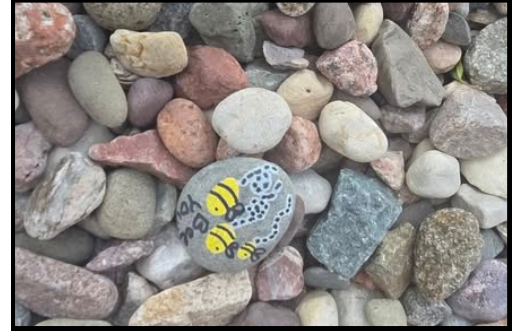
# Library Highlights (May 2026)



Kelly Schultz joined us from County Line Elementary School for Meet Your Neighbor Storytime.



Crafters have been busy at our Wednesdays Adult Craft program.



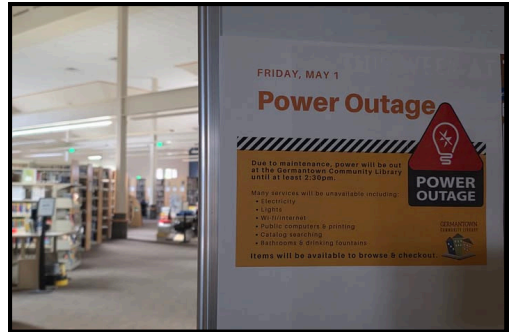
Girl Scouts from MacArthur Elementary School donated kindness rocks to the library.



Staff worked with Germantown High School Key Club to donate books for Summer Reading prizes.



Kids planted flowers and learned about seeds at Storytime.



The library had a scheduled power outage on Friday, May 1 due to building maintenance.



Staff attended Literacy Night at Amy Belle Elementary School.



Emilia was the Student Librarian from County Line Elementary School and spent the morning at the library.



Students from Richfield Middle School spent the morning volunteering at the library.



The Germantown Fire Department trained staff on Hands-Only CPR as part of our staff training.



Staff completed a variety of emergency training drills as part of our staff training.



Many mini bookshelves were made as part of our monthly Make It @ the Library program.



## Friends & Trustees Day Returns - Share Your Voice at WLA 2026

From Wisconsin Library Association <wla@memberclicks-mail.net>

Date Wed 5/6/2026 10:29 AM

To Trisha Smith <smithp@germantownlibrarywi.org>

[VISIT OUR WEBSITE](#) | [EMAIL US](#) | [RENEW YOUR MEMBERSHIP](#)



Library board trustees, Friends groups, consultants, and volunteer advocates are some of the most essential voices in our library community and we're making space just for you!

We're excited to announce the return of Friends & Trustees Day at the Wisconsin Library Association Annual Conference on Wednesday, October 21, as part of this year's theme, "Rooted in Community."

This dedicated track centers the perspectives and experiences of library supporters, while also offering sessions that will be valuable for library staff, directors, and community partners. Together, these conversations reflect what's working, what's challenging, and how libraries and their supporters can continue to grow strong, connected communities.

### Share your experience

We invite you to submit a session proposal specifically for this track. Whether it's a presentation, panel, or interactive workshop, your insight can inspire and equip others across Wisconsin.

Consider sharing:

- Successful fundraising or advocacy efforts
- Building strong relationships with library directors and staff
- Engaging your community in meaningful ways
- Navigating challenges or change
- Creative programming or partnerships

Submit your proposal: <https://rebrand.ly/jgqptqj>



**Join us as an attendee**

Not ready to present? Friends & Trustees Day is also a great opportunity to:

- Connect with others in similar roles
- Gather practical ideas you can bring back to your library
- Feel energized and supported in your work

Learn more about the conference:

<https://www.wisconsinlibraries.org/2026-wla-conference>

We hope to see you on October 21 as we come together to strengthen and celebrate the communities that support our libraries.

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Submit Your Proposal [HERE](#)

[WEBSITE](#)

[FACEBOOK](#)

[TWITTER](#)

[EMAIL US](#)

WISCONSIN LIBRARY ASSOCIATION

PO Box 6437 | 112 Owen Road #6437 | Monona, WI 53716

608.245.3640

[wla@wisconsinlibraries.org](mailto:wla@wisconsinlibraries.org)

This email was sent to [smithp@germantownlibrarywi.org](mailto:smithp@germantownlibrarywi.org) by [wla@wisconsinlibraries.org](mailto:wla@wisconsinlibraries.org)

Wisconsin Library Association · PO BOX 6437, 112 Owen Road #6437, Monona, Wisconsin 53716, United States

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## BUSINESS OF THE VILLAGE BOARD

MEETING DATE: April 20, 2026

PLACEMENT: Resolution

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

SUBMITTED BY:

SUMMARY EXPLANATION:

The attached materials outline the proposed borrowing plan to support several planned capital projects. The projects are grouped by anticipated financing term based on the useful life of the asset, including 5-year, 10-year, and 20-year notes.

The proposed borrowing totals are summarized below:

- **5-Year Notes:** \$680,000  
Primarily vehicle replacements and equipment purchases.
- **10-Year Notes:** \$3,339,400  
Includes infrastructure improvements, equipment replacements, engineering work, and other mid-life capital assets.
- **20-Year Notes:** \$9,500,000  
Includes long-term capital investments such as the Police Department facility design and the renovation of Fire Station #2.

Within the packet are **two resolutions for the Committee's consideration**, each reflecting a different approach to structuring the annual debt service levy.

### **Scenario 1 – Standard Debt Structuring (No Levy Leveling)**

Under this approach, the debt is structured using a traditional amortization schedule without adjusting the annual levy impact. This results in a significant increase in the debt service mill rate in the early years, followed by a gradual decline over time as the principal is paid down. While this structure minimizes long-term interest costs, it produces a more noticeable near-term impact on the tax rate.

### **Scenario 2 – Mill Rate Leveling Over the First Five Years**

The second scenario smooths the tax rate impact by leveling the mill rate effect over the first five years of the borrowing. This approach reduces the immediate increase in the mill rate, allowing taxpayers to experience a more gradual adjustment rather than a large initial spike. While this structure improves year-to-year stability from a taxpayer perspective, it will result in higher interest cost of \$1.17 million over the life of the issuance compared to the standard amortization structure.

Both resolutions are provided so the Village Board may consider the trade-off between minimizing interest costs and smoothing the tax rate impact on residents.

ATTACHMENT:

1. 2026 Capital - Debt Service Spreadsheet
2. prs plan of finance\_germantown vg 031626
3. Germantown, V of - 26 GOPNs - Parameters Resolution (Scenario 1)
4. Germantown, V of - 26 GOPNs - Parameters Resolution (Scenario 2)

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

The General Government & Finance Committee Unanimously Approved Option #2

## 2026 Capital Projects

### 5-Year Note

| <u>Cost</u>       | <u>Project</u>                               |
|-------------------|----------------------------------------------|
| \$ 338,000        | 5 cars, 4 set-ups, 1 car K9(set-up \$ by K9) |
| \$ 275,000        | New Battalion Chief and Inspection vehicles  |
| \$ 6,000          | Maintenance shop welder                      |
| \$ 36,000         | 2X Zero Turn Mowers                          |
| \$ 25,000         | 25 Rifle Suppressors                         |
| <b>\$ 680,000</b> | <b>Total</b>                                 |

### 10-Year Note

| <u>Cost</u>         | <u>Project</u>                                        |
|---------------------|-------------------------------------------------------|
| \$ 17,000           | Election Trailer                                      |
| \$ 1,622,400        | Annual Road Program                                   |
| \$ 40,000           | GIS Upgrade/Transition to ArcGIS Online               |
| \$ 75,000           | Storm Sewer                                           |
| \$ 275,000          | Mequon Rd Resurface Engineering - DOT SMFA            |
| \$ 85,000           | County Line and Lannon Signal Improvements            |
| \$ 25,000           | Main Street and 145 Intersection Study                |
| \$ 275,000          | Maple Rd Bridge Repair - Desing and Const.            |
| \$ 10,000           | Maple Rd Drainage Improvement - Design                |
| \$ 20,000           | Equipment - DPW-Engineering GPS Unit Repl.            |
| \$ 341,000          | Patrol truck (341K)                                   |
| \$ 114,000          | Street lighting fixture replacement (\$114K)          |
| \$ 54,000           | Kinderberg south path & drainage (54K)                |
| \$ 222,000          | Pick-up truck (72K), Sidewalk tractor (272K)          |
| \$ 30,000           | "No Traffic" signalized intersection detection system |
| \$ 30,000           | Trees                                                 |
| \$ 16,000           | Splash Pad Power Coat and Benches                     |
| \$ 55,500           | Kinderberg Fence and Tennis/Haupt/Alt Bauer           |
| \$ 22,500           | Senior Center AV Upgrade                              |
| \$ 10,000           | 40K Total, Library Study Pods                         |
| <b>\$ 3,339,400</b> | <b>Total</b>                                          |

|              |                             |
|--------------|-----------------------------|
| \$ 3,000,000 | Division Road Reconstrucion |
| \$ 500,000   | 2024 Ambulance              |

### 20-Year Note

| <u>Cost</u>         | <u>Project</u>              |
|---------------------|-----------------------------|
| \$ 3,000,000        | PD Design                   |
| \$ 6,500,000        | Fire Station #2 Rennovation |
| <b>\$ 9,500,000</b> | <b>Total</b>                |

## **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:

| HISTORIC PRESERVATION COMMISSION | TERM: 1 YEAR TRUSTEE, 3<br>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<br>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<br>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                  |



## GCL Statistical Trends 2016-2025

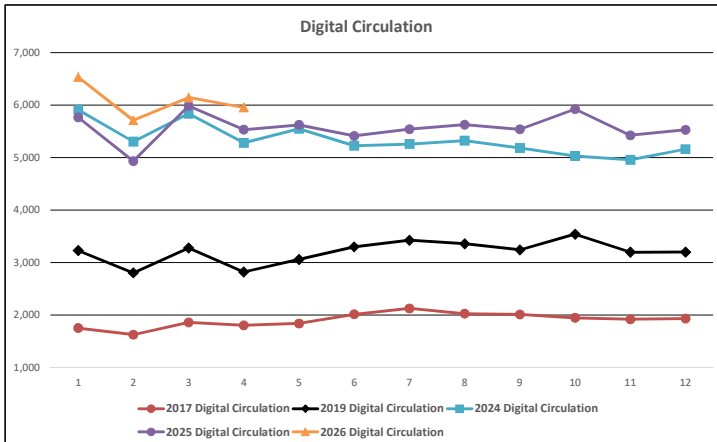
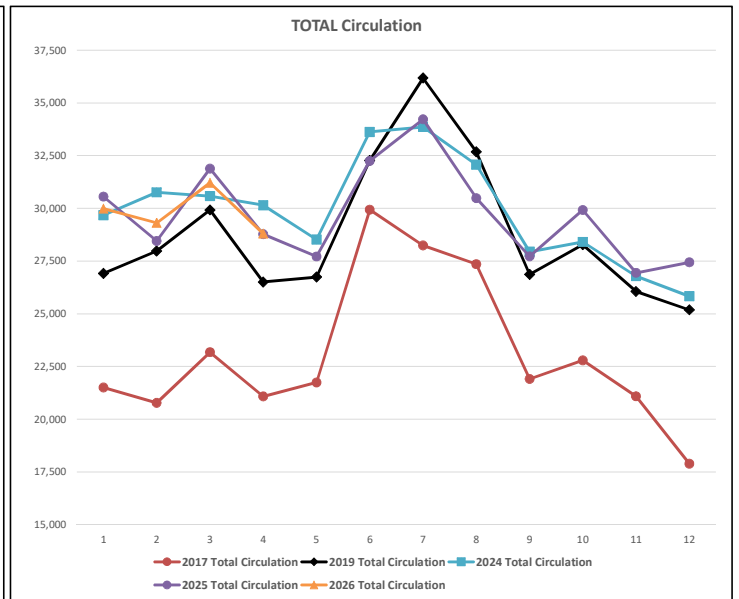
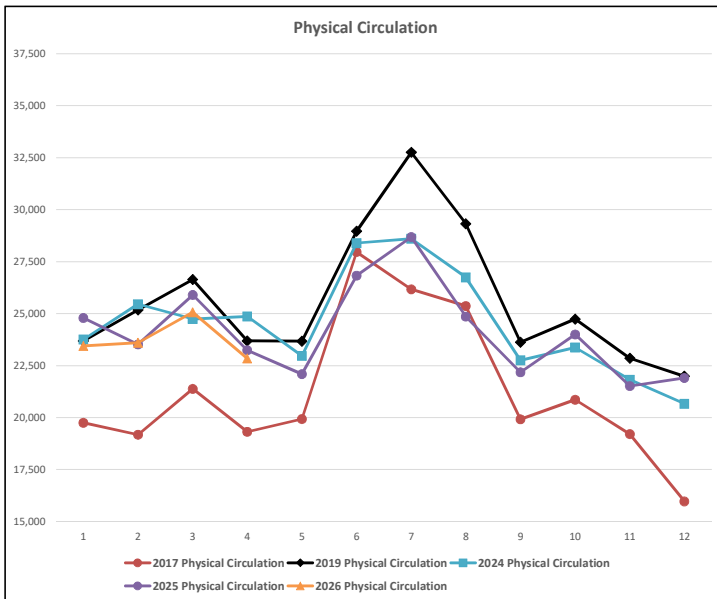
| Stats                     | YTD     | Jan    | Feb    | Mar    | Apr    | May | June | July | August | Sept | Oct | Nov* | Dec |
|---------------------------|---------|--------|--------|--------|--------|-----|------|------|--------|------|-----|------|-----|
| 2026 Physical Circulation | 94,968  | 23,455 | 23,598 | 25,067 | 22,848 |     |      |      |        |      |     |      |     |
| % over 2025               | -2.5%   | -5.4%  | 0.3%   | -3.2%  | -1.7%  |     |      |      |        |      |     |      |     |
| 2026 Overdrive - eBook    | 9,366   | 3,110  | 2,034  | 2,188  | 2,034  |     |      |      |        |      |     |      |     |
| 2026 Overdrive - Audio    | 11,109  | 2,420  | 2,785  | 2,981  | 2,923  |     |      |      |        |      |     |      |     |
| 2026 Overdrive - Magazine | 3,864   | 1,006  | 890    | 973    | 995    |     |      |      |        |      |     |      |     |
| 2026 Digital Circulation  | 24,339  | 6,536  | 5,709  | 6,142  | 5,952  |     |      |      |        |      |     |      |     |
| % over 2025               | 9.6%    | 13.4%  | 15.8%  | 2.6%   | 7.6%   |     |      |      |        |      |     |      |     |
| 2026 Total Circulation    | 119,307 | 29,991 | 29,307 | 31,209 | 28,800 |     |      |      |        |      |     |      |     |
| % over 2025               | -0.3%   | -1.8%  | 3.0%   | -2.1%  | 0.1%   |     |      |      |        |      |     |      |     |

|                           |         |        |        |        |        |        |        |        |        |        |        |        |        |
|---------------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2025 Physical Circulation | 289,525 | 24,788 | 23,519 | 25,896 | 23,239 | 22,096 | 26,831 | 28,680 | 24,860 | 22,185 | 24,003 | 21,517 | 21,911 |
| % over 2024               | -1.6%   | 4.3%   | -7.6%  | 4.7%   | -6.6%  | -3.8%  | -5.5%  | 0.3%   | -7.1%  | -2.5%  | 2.7%   | -1.4%  | 6.0%   |
| 2025 Overdrive - eBook    | 24,702  | 2,157  | 1,907  | 2,285  | 2,000  | 1,993  | 1,999  | 2,097  | 2,102  | 1,968  | 2,066  | 2,015  | 2,113  |
| 2025 Overdrive - Audio    | 31,213  | 2,663  | 2,310  | 2,672  | 2,640  | 2,686  | 2,582  | 2,651  | 2,641  | 2,627  | 2,666  | 2,553  | 2,522  |
| 2025 Overdrive - Magazine | 10,906  | 945    | 714    | 1,028  | 892    | 943    | 831    | 792    | 881    | 942    | 1,189  | 855    | 894    |
| 2025 Digital Circulation  | 66,821  | 5,765  | 4,931  | 5,985  | 5,532  | 5,622  | 5,412  | 5,540  | 5,624  | 5,537  | 5,921  | 5,423  | 5,529  |
| % over 2024               | 4.4%    | -2.5%  | -7.0%  | 2.6%   | 4.8%   | 1.4%   | 3.6%   | 5.4%   | 5.7%   | 6.9%   | 17.7%  | 9.5%   | 7.1%   |
| 2025 Total Circulation    | 356,346 | 30,553 | 28,450 | 31,881 | 28,771 | 27,718 | 32,243 | 34,220 | 30,484 | 27,722 | 29,924 | 26,940 | 27,440 |
| % over 2024               | -0.5%   | 3.0%   | -7.5%  | 4.3%   | -4.6%  | -2.8%  | -4.1%  | 1.1%   | -4.9%  | -0.8%  | 5.3%   | 0.6%   | 6.2%   |

|                           |         |        |        |        |        |        |        |        |        |        |        |        |        |
|---------------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2024 Physical Circulation | 294,178 | 23,760 | 25,453 | 24,744 | 24,868 | 22,970 | 28,397 | 28,606 | 26,751 | 22,761 | 23,375 | 21,827 | 20,666 |
| 2024 Digital Circulation  | 64,006  | 5,912  | 5,304  | 5,835  | 5,281  | 5,547  | 5,223  | 5,257  | 5,320  | 5,180  | 5,032  | 4,954  | 5,161  |
| 2024 Total Circulation    | 358,184 | 29,672 | 30,757 | 30,579 | 30,149 | 28,517 | 33,620 | 33,863 | 32,071 | 27,941 | 28,407 | 26,781 | 25,827 |

|                           |         |        |        |        |        |        |        |        |        |        |        |        |        |
|---------------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2019 Physical Circulation | 307,128 | 23,686 | 25,174 | 26,645 | 23,688 | 23,677 | 28,968 | 32,758 | 29,329 | 23,622 | 24,736 | 22,856 | 21,989 |
| 2019 Digital Circulation  | 38,442  | 3,230  | 2,803  | 3,276  | 2,819  | 3,060  | 3,300  | 3,425  | 3,356  | 3,239  | 3,540  | 3,196  | 3,198  |
| 2019 Total Circulation    | 345,570 | 26,916 | 27,977 | 29,921 | 26,507 | 26,737 | 32,268 | 36,183 | 32,685 | 26,861 | 28,276 | 26,052 | 25,187 |

|                           |         |        |        |        |        |        |        |        |        |        |        |        |        |
|---------------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2017 Physical Circulation | 255,030 | 19,755 | 19,174 | 21,386 | 19,321 | 19,932 | 27,965 | 26,173 | 25,364 | 19,920 | 20,858 | 19,209 | 15,973 |
| 2017 Digital Circulation  | 22,848  | 1,751  | 1,625  | 1,859  | 1,803  | 1,838  | 2,015  | 2,125  | 2,025  | 2,011  | 1,946  | 1,919  | 1,931  |
| 2017 Total Circulation    | 277,461 | 21,499 | 20,774 | 23,179 | 21,078 | 21,738 | 29,934 | 28,236 | 27,352 | 21,906 | 22,793 | 21,082 | 17,890 |



## **Badger Talk on plant disease is coming to Germantown on Tuesday**

GERMANTOWN — The Germantown Community Library, N112W16957 Mequon Road, is hosting Badger Talk “Confessions of a Black Thumb: Plants That I Have Killed (or at Least Seriously Maimed)” by Brian Hudelson, Ph.D., director of the Plant Disease Diagnostic Clinic, on Tuesday at 6 p.m.

In the presentation, Hudelson, also known as “Dr. Death,” will discuss some of his favorite plants while recounting his failed attempts to grow them in his home garden, often due to encouraging plant diseases, practicing what he calls “Darwinian gardening” or trial-and-error mistakes.

The talk will use these cautionary tales to offer practical tips and insights for improving gardening skills.

Hudelson works at the University of Wisconsin-Madison campus, where his primary job is to identify plant diseases and provide clients with diagnoses and information on disease control.

Additionally, he teaches plant pathology and disease diagnosis at the university.

The event is free to attend and open to the public.

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**ALL Staff Training Agenda**  
**May 7, 2026 at 9:00 a.m. – 2:30 p.m.**

- 8:45 – 9:00     Staff arrival
- 9:00 – 10:00    Fire Department – “Hands Only CPR/First Aid” training
- 10:00 – 11:00   Code of Conduct Policy review/Q&A
- 11:00 – 11:30   Library/Department Information/Q&A
- 11:30 – 12:00   Lunch Break – Chick-fil-A – box lunch provided
- 12:00 – 12:15   Facebook Reels
- 12:15 – 1:15    Emergency Procedures Training / Q&A
- 1:15 – 1:30     Identify the Staff / Volunteers that support us
- 1:30 – 1:45     Miscellaneous Topics Q&A (bring any questions you may have)
- *Phishing*
  - *AI*
  - *Overdrive*
  - *Study Pods*
  - *Copier / Payment Kiosk Contract*
  - *Mobile Printing*
  - *PO Box Change*
- 1:45 – 2:00     Staff Picture – wear library attire
- 2:00 – 2:30     Department Breakouts
- 2:30 – 3:00+    Circulation Team complete backroom check-in & holds

## **BUSINESS OF THE LIBRARY BOARD**

MEETING DATE: May 27, 2026

PLACEMENT: Action Item

ITEM TITLE: Elections of Library Board Officers (ACTION)

SUBMITTED BY: Joyce Nelson, Library Board President

SUMMARY EXPLANATION:

Accept nominations and conduct the annual vote for Library Board Officer positions of President, Vice President, and Treasurer.

ATTACHMENT:

STAFF RECOMMENDATION:

Approve elected officer positions.

ACTION BY COMMITTEE:

## **BUSINESS OF THE LIBRARY BOARD**

MEETING DATE: May 27, 2026

PLACEMENT: Action Item

ITEM TITLE: Donations and Gifts Policy (ACTION)

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

The current Donations and Gifts Policy has been reviewed. It was last updated on August 28, 2024.

Changes include:

- Changing amounts on the Children's Area Tree to create additional levels between \$149 and \$500.
- Removing the outdoor patio and engraved bricks (they have all been sold)

An updated "Donation, Gifts & Memorials" brochure is also included (does not need approval). This removes language regarding the Outdoor Patio Project and donation bricks and provides a donation item for Quiet Study Pods with naming rights beginning at \$5,000.

ATTACHMENT:

1. Donations and Gifts Policy (pt. 1 - Policy)
2. Donations and Gifts Policy (pt. 2 - Brochure)

STAFF RECOMMENDATION:

Approve the Donations and Gift Policy.

ACTION BY COMMITTEE:

## GERMANTOWN COMMUNITY LIBRARY DONATIONS and GIFTS POLICY

(NOTE: The Gifts Policy is an addition to the policy governing gifts of library materials described in the Collection Management Policy)

The Germantown Community Library believes that private initiative has an important role in enriching the services of the library. The Library Board establishes this policy for accepting donations and gifts.

- Donations and gifts of money, real property, stocks, artwork, and the like will be accepted or rejected on the basis of suitability to the library's mission, décor and suitability of space for display as well as the understanding that the Library Board has the authority to make whatever disposition is deemed advisable, which may include sale, transfer to another agency and so forth.
- Donors may select one of the following recognitions based on the purpose and amount of the donation. Donors should not expect donations, gifts, or recognitions to be held in perpetuity. The library reserves the right to dispose of items that become unusable, not displayable, or no longer fit the library's mission and goals.
  - **Children's Area Tree** – Cash donations are used to enhance the Early Literacy Area.
    - \$50-\$149 receives 2 lines of text on a green leaf
    - \$150-\$249 receives 2 lines of text on a silver leaf
    - \$250+ receives 2 lines of text on a gold leaf
  - **Donor Wall** – Cash donations of \$500+ receive a nameplate engraved with the donor name or message and placed on the Donor Wall in the library lobby.
  - ~~**Outdoor Patio** – Cash donations receive an engraved brick in the outdoor patio area off the Children's library.~~
    - ~~\$100-\$249 receives 3 lines on a 4x8 brick~~
    - ~~\$250+ receives 6 lines on an 8x8 brick~~
  - **Material Gifts** – Items may be acknowledged with a nameplate on the item
  - **Giving Tree** – The Giving Tree is located in the library lobby. Leaves are available to businesses or organizations that have contributed \$1,000+ in funding or services to the library
  - **Naming Rights** – Naming rights for specific parts of the library begin at \$2,000 and require approval of the Library Board.
- Donations and gifts should be viewed as an addition or supplement to, not a reduction of the operating budget of the library.
- Donations and gifts should be complete and may be refused if expenditure of library funds, in the form of special staffing or maintenance, is necessary to make the gift item usable.
- Requests to have materials temporarily housed in the library, i.e., materials that are not outright gifts, will be considered on a case-by-case basis.
- Some donations and gifts may be referred to the Friends of the Germantown Community Library, a non-profit 501 (c) (3) organization.

ADOPTED: 9/25/02

REVISED AND ADOPTED: 5/26/21; 8/28/24; 5/27/26



# Other Ways to Help

## Using the Library

One of the most important ways that you can support the library is through checking out items (physical & digital), using online resources and attending programs. The library receives about 1/3 of funding each year based items checked out at the library.

## Donating Material

The library accepts new and used books, DVDs, music CDs, puzzles & board games. Material can be brought to the Circulation Desk year-round during regular library hours. For donation guidelines, visit:  
<https://germantownlibrarywi.org/friends-of-the-library/>

## Friends of the Germantown Community Library

Our Friends group contributes over \$20,000 each year for materials, programs and services for the library. Ways you can support the Friends include:

- Ongoing Used Book Sale
- Monthly Themed Pop-up Sales in the library
- Holiday Book & Basket Sale in Nov/Dec
- Friends membership
- Attend monthly Friends meetings

For more information visit the Friends of the Germantown Community Library website at:  
<https://www.germantownlibraryfriends.org>

**Thank you in advance for your support  
of the Germantown Community Library.**

Donation change jars are located in the following areas:

- Elephant (in the Children's Area): funding is used for Early Literacy Programs & Activities
- Change Jars (located at the Circulation Desk):
  - Friends of the Germantown Community Library
  - Early Literacy
  - Craft Supplies



*If you have other ideas for Gifts & Memorials  
at the Germantown Community Library,  
please let us know!*

## Contact Information:

Trisha Smith, Library Director  
[smithp@germantownlibrarywi.org](mailto:smithp@germantownlibrarywi.org)  
(262) 253-7760

# Donations, Gifts & Memorials

**at the  
Germantown Community  
Library**



Germantown Community Library  
N112 W16957 Mequon Rd  
(262) 253-7760 [www.germantownlibrarywi.org](http://www.germantownlibrarywi.org)



# Children's Area Tree

A leaf starts at \$50+ for our donor tree in the Children's Area and is available in three colors. Funds will be used to enhance the Early Literacy Area with activities and programs that engage our youngest library users in early literacy, fine motor skills and imaginary play.



## Donor Wall

For \$500+, a nameplate will be engraved with the name or message of your choice. The nameplate will be added to the Donor Wall in the lobby of the library.



## Quiet Study Pods

The library is currently looking to purchase 2-3 private & quiet standalone pods to provide patrons with additional spaces in the library to read, work & study. Any amount is appreciated! Naming rights are available for each Study Pod at \$5,000.



Name: \_\_\_\_\_ Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

☐ Amount Enclosed ☐ Send an Invoice ☐ Bill my Credit Card \_\_\_\_\_

Card Zip Code \_\_\_\_\_ Card Exp \_\_\_\_\_ / \_\_\_\_\_

Please make check payable to: Germantown Community Library Board  
Credit Card payments may also be made at the library's Circulation Desk

### Early Literacy

Help us purchase patio items, toys and programs for our youngest patrons

\_\_\_\_\_ \$25  
\_\_\_\_\_ \$50  
\_\_\_\_\_ \$100  
\_\_\_\_\_ \$250  
\_\_\_\_\_ \$500  
\_\_\_\_\_ \$1,000  
\_\_\_\_\_ Other \_\_\_\_\_

### Material

Help us purchase books, DVDs, audiobooks, puzzles, games & Library of Things items.

\_\_\_\_\_ \$25  
\_\_\_\_\_ \$50  
\_\_\_\_\_ \$100  
\_\_\_\_\_ \$250  
\_\_\_\_\_ \$500  
\_\_\_\_\_ \$1,000  
\_\_\_\_\_ Other \_\_\_\_\_

### Quiet Study Pods

Help us purchase 2-3 private & quiet standalone pods to provide patrons with spaces to read, work & study.

\_\_\_\_\_ \$25  
\_\_\_\_\_ \$50  
\_\_\_\_\_ \$100  
\_\_\_\_\_ \$250  
\_\_\_\_\_ \$500  
\_\_\_\_\_ \$1,000  
\_\_\_\_\_ Other \_\_\_\_\_

### Other

Please contact Trisha Smith, Library Director at smithp@germantownlibrarywi.org or (262) 253-7760 if you are interested in making a donation for a specific area of the library.

\_\_\_\_\_ Other \_\_\_\_\_

Donations of \$50+ can receive the following:

\_\_\_\_\_ \$50 - \$149 (green leaf in youth area / 2 lines)  
\_\_\_\_\_ \$150 - \$249 (silver leaf in youth area / 2 lines)  
\_\_\_\_\_ \$250+ (gold leaf in youth area / 2 lines)  
\_\_\_\_\_ \$500+ (plaque in lobby / 3 lines)  
\_\_\_\_\_ \$5,000+ (sign on Study Pod / 3 lines)

Please fill out the lines on the right on how you want your personal message or company name listed.

Print your message exactly as you want it to appear:  
(please use one character per line)

1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

Please turn in at the library or mail to:

Germantown Community Library / N112W16957 Mequon Rd / Germantown, WI 53022



## **BUSINESS OF THE LIBRARY BOARD**

MEETING DATE: May 27, 2026

PLACEMENT: Action Item

ITEM TITLE: 2026 Pay Rate Chart (ACTION)

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

Gosia Wormsbacher, Village of Germantown Support Services Manager, has reviewed the Village of Germantown 2026 Pay Rate Chart and conducted a comprehensive compensation study using data from nineteen comparable municipalities within approximately a one-hour radius of Germantown. This agenda item passed at both the General Government & Finance Committee meeting on Monday, April 20, 2026 and the Village Board Meeting on Monday, May 5, 2026.

The Village of Germantown 2024 & 2026 Pay Rate Charts are included as well as data from the study and a list of staff that no longer meet the Pay Rate Chart minimum.

Library positions on the 2026 Pay Rate Chart include full-time salaried/management positions:

- Library Director
- Assistant Director (no longer meets the minimum)
- Circulation Manager (no longer meets the minimum)
- Adult Services Manager (no longer meets the minimum)
- Youth Services Manager (no longer meets the minimum)

Passing the Village of Germantown 2026 Pay Rate Chart approved the Pay Chart only. It does not necessarily give any additional funding to any department (including the library) to fund increases at this time for staff currently not meeting the minimum.

It is recommended for the Library Board to continue to review this topic as we get closer to the 2027 budget season. The Library Director will bring a comprehensive review of salary data once information has been released from the State of Wisconsin 2025 Annual Reports. This will include considerations such as:

- Libraries within Washington County & Adjacent Counties
- Library Service Population
- Library Budget
- Circulation Data
- Position
- Currently Salary

It is also important to note that the following positions are not included on the 2026 Pay Rate Chart. This is currently consistent with Village of Germantown Park & Rec staffing as well as other departments that have positions working under 40 hours per week:

- Library Specialist & Tech Services Specialist

- Library Page I & II
- Adult Services Specialist
- Youth Services Specialist & Community Services Specialist
- Library Aide
- Library Intern

The current Germantown Community Library Staff Chart is also included.

ATTACHMENT:

1. 2026 Pay Rate Chart (pt. 1 - GGF 4-20)
2. 2026 Pay Rate Chart (pt. 2 - Village Board 5-4)
3. 2026 Pay Rate Chart (pt. 3 - Library Staff Chart)

STAFF RECOMMENDATION:

Approve the Village of Germantown 2026 Pay Rate Chart.

ACTION BY COMMITTEE:

## **BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE**

MEETING DATE: April 20, 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

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

## **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.

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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 Technncian 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 Treasurer                          | 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   | Utility 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 Deveolpment 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 - Amination / 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 Supervisor                     | 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 - Amination / 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 Technician 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 | Administrative 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 | Administrative 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 | Finance               | 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      | Superintdnent 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  |
| 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 |

Position was incorrectly listed on the 2025 Ranges;  
refer to comp study adjustments folder

|                 |                                                   |                       |                                               |    |            |    |            |    |            |
|-----------------|---------------------------------------------------|-----------------------|-----------------------------------------------|----|------------|----|------------|----|------------|
| 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 | Principal 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 STA1  | 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  | \$ 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  | mid = current / max = approved as of 6/2026 |
| 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 |                                             |
| 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  |                                             |
| Greenfield      | BATTALION CHIEF                              | Fire                  | Battalion Chief                          | \$ | 104,108.00 | \$ | 111,520.00 | \$ | 124,742.00 |                                             |
| 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 |                                             |
| 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 | mid = current / max = approved as of 6/2026 |
| 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  |                                             |
| 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  |                                             |
| 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 Techncian 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 |                                             |
| 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  | shows FT equivalent                         |
| 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 Community 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                                      |               |               |  |
| 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  | \$ 77,147.00                                | \$ 86,237.00  | \$ 104,395.00 |  |
| 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  |                                             |               |               |  |
| 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       | Director - 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 STA   | 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                     | \$64,143     | \$71,878  | \$81,376  |
| 3        | Deputy Clerk                                  |              |           |           |
| 3        | Senior Deputy Treasurer / Payroll Accountant  |              |           |           |
| 3        | Recreation Supervisor                         |              |           |           |
| 3        | Engineering Technician                        | \$72,463     | \$83,008  | \$92,366  |
| 4        | Accountant                                    |              |           |           |
| 4        | Foreman                                       |              |           |           |
| 4        | Asset Management & Operations Specialist      |              |           |           |
| 4        | Associate Planner / Zoning Administrator      |              |           |           |
| 4        | Assistant Library Director                    | \$85,825     | \$99,101  | \$112,376 |
| 5        | Civil Engineer / Land Surveyor                |              |           |           |
| 5        | Support Services Manager                      |              |           |           |
| 5        | Superintendent                                |              |           |           |
| 5        | Sergeant                                      |              |           |           |
| 5        | Village Clerk + Village Clerk CMC             | \$94,218     | \$109,052 | \$124,000 |
| 6        | Battalion Chief                               |              |           |           |
| 6        | Police Lieutenant                             |              |           |           |
| 6        | Director of Park & Recreation                 |              |           |           |
| 6        | Library Director                              | \$100,832    | \$116,538 | \$131,654 |
| 7        | Director of Finance incl (CPFO, CPA, or CGFM) |              |           |           |
| 7        | Village Engineer                              |              |           |           |
| 7        | Police Captain                                |              |           |           |
| 7        | Community Development Director                | \$108,916    | \$125,993 | \$143,099 |
| 8        | Director of Public Works                      |              |           |           |
| 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<br>Communication Coordinator<br>Police Department Clerk<br>Administrative Assistant-Police<br>Administrative Assistant to the Fire Chief<br>Senior Coordinator<br>Administrative Assistant-Public Works<br>Utility Accounts Clerk<br>Police Records Clerk | \$33,942     | \$44,625  | \$53,666  |
| Communications Officer<br>Deputy Clerk<br>Planning Assistant<br>2 Accounting Clerk<br>Adult Service Librarian*<br>Youth Services Librarian*<br>Circulation Manager*                                                                                                                             | \$45,869     | \$54,547  | \$62,387  |
| 3 Recreation Supervisor<br>Accountant<br>Senior Deputy Treasurer/Payroll Accountant<br>Assistant Library Director*<br>Engineering Technician                                                                                                                                                    | \$53,324     | \$63,413  | \$76,259  |
| Civil Engineer<br>Associate Planner / Zoning Administrator Foreman<br>4 Village Clerk<br>Accountant (CPA, CPFO, or CGFM)                                                                                                                                                                        | \$65,181     | \$77,513  | \$88,653  |
| Sergeant<br>Battalion Chief<br>Superintendent<br>5 Support Services Manager<br>Village Clerk + CMC<br>Director of Finance<br>Library Director*                                                                                                                                                  | \$75,774     | \$90,110  | \$103,061 |
| 6 Police Lieutenant<br>Director of Park & Recreation<br>Director of Finance (CPFO, CPA, or CGFM)                                                                                                                                                                                                | \$83,777     | \$99,626  | \$108,366 |
| 7 Police Captain<br>Fire Chief<br>Community Development Director<br>Village Engineer                                                                                                                                                                                                            | \$97,392     | \$110,147 | \$119,810 |
| 8 Police Chief<br>Director of Public Works                                                                                                                                                                                                                                                      | \$107,677    | \$121,779 | \$136,620 |
| 9 Village Administrator                                                                                                                                                                                                                                                                         | Per Contract |           |           |

# Germantown Community Library Staff Chart (2026)

