

# PAYROLL RESOLUTION

## SPONSOR: MAYOR MCFARLAND FROM: FINANCE COMMITTEE

A resolution adjusting the annual salary or hourly rates to be paid the following city officials, supervisory, and non-union personnel of the City of Watertown, Wisconsin.

The Common Council of the City of Watertown, Wisconsin, do ordain as follows:

**SECTION 1:** Effective January 1, 2024, all full-time and permanent part-time non-represented employees (excluding library employees) shall receive compensation based on the appropriate step and grade of the attached pay chart for dates effective January 1, 2024.

**SECTION 2:** The Mayor may modify the attached pay chart to include any new positions budgeted for and approved by the Common Council at a grade consistent with the budgeted amount or to change a job title, provided the grade does not changed.

**SECTION 3:** The following elected and appointed city officials and employees shall receive, effective January 1, 2024, an annual salary of the amounts placed after their respective title:

Municipal Judge	\$30,079
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**SECTION 4:** The following part-time employees shall receive, effective January 1, 2024:

	<u>Jan. 1</u>
Police Auxiliary	\$15.76
Police Auxiliary Capt. – additional per hour	.50
Police Auxiliary Sgt. – additional per hour	.25
Crossing Guard	11.25
Election Inspector	10.00
Chief Election Inspector	12.00
Election Assistant	15.00
Cable TV PT Staffer	12.50
Engineering Intern (HS)	10.00-14.00
Engineering Intern (College)	14.00-19.00

**SECTION 5:** Only full-time employees previously eligible for longevity as of December 31, 2011, are eligible for longevity, and shall receive, in addition to their salary, the following annual amounts:

After 8 years of continuous service	\$175.50
After 12 years of continuous service	\$351.00
After 16 years of continuous service	\$526.50

**SECTION 6:** The City will contribute toward health insurance the following amounts for those employees who elect to receive it: Full-time single: 90% of the lowest cost plan offered in Jefferson/Dodge Counties; Full-time family: 90% of the lowest cost plan offered; Permanent part-time employees as defined by WRS: 25 – 50% of the lowest cost plan offered for either single or family coverage.

**SECTION 7:** The City will contribute toward dental insurance the following amounts for those

employees who elect to receive it: Full-time single: 90%, Full-time family: 90%.

**SECTION 8: LIBRARY.** Hourly rates and salaries paid to personnel employed by the Library included in the table shall be set by the Library Board. Each person employed as a Page I shall be paid \$0.00(Please verify wage) per hour plus an additional \$.25(Please confirm this pre-determine amount or percent) per year worked. Each person employed as a Page II shall be paid \$0.00(Please verify wage) per hour plus an additional \$.25(Please confirm this pre-determine amount or percent) per year worked.

**SECTION 9: RECREATION DEPARTMENT.** Hourly rates and contract amounts will be established by the Park, Recreation and Forestry Commission with the exception of seasonal maintenance employees, subject to council approval.

**SECTION 10: STREET, PARK, FORESTRY AND WATER/WASTEWATER SEASONAL EMPLOYEES.** Each person employed as a part-time seasonal maintenance employee shall be paid \$13.00 per hour plus an additional \$1.00 per year worked. Each person employed as a part-time seasonal office employee in these departments shall be paid \$11.00 per hour.

**SECTION 11:** All unionized City employees shall be compensated according to the appropriate union contracts.

**SECTION 12:** Non-union paramedics will receive the paramedic add-on pay as listed in the union contract.

**SECTION 13:** Unless specified differently in a section, this resolution shall take effect January 1, 2024.



CITY OF WATERTOWN		
GRADE ORDER LIST		
GRADE	JOB TITLE	
T	CITY ATTORNEY	
T	DIRECTOR OF PUBLIC WORKS	
T	CHIEF OF FIRE/EMERGENECY OPERATIONS	
T	POLICE CHIEF	
S	WATER/WASTEWATER UTILITIES MANAGER	
S	FINANCE DIRECTOR	
R	PUBLIC HEALTH OFFICER	
R	OPERATIONS MANAGER	
Q	DEPUTY CHIEF-FD	Reviewed
Q	ASSISTANT POLICE CHIEF	
Q	ASSISTANT CITY ENGINEER	
P	POLICE CAPTAIN	
P	LIBRARY DIRECTOR	Added
O	RECREATION AND PARKS DIRECTOR	
O	WATER/WASTEWATER UTILITIES ASSISTANT MANAGER	
N	BATTALION CHIEF SHIFT COMMANDER	
N	ENGINEERING PROJECT MANAGER	
N	ZONING ADMINISTRATOR	
N	STORMWATER PROJECT MANAGER/GRANT WRITER	Reviewed
N	PARKS SUPERVISOR	
M	BUILDING INSPECTOR	
M	PUBLIC WORKS PROJECT MANAGER	
M	ASSISTANT OPERATIONS MANAGER	
M	PUBLIC HEALTH ASSISTANT DIRECTOR	
M	POLICE SERGEANT	
M	CLERK	
M	WASTEWATER MAINTENANCE AND FACILITIES FOREMAN	
M	STRATEGIC INITIATIVES AND DEVELOPMENT COORDINATOR	
M	HUMAN RESOURCES COORDINATOR	
M	INFORMATION TECHNOLOGY COORDINATOR	
L	BUILDING INSPECTOR (PT)	
L	SR. CENTER AND ENRICHMENT DIRECTOR/OFFICE MANAGER	

L	DISTRIBUTION CREW LEADER	
K	ENVIRO HEALTH SANITARIAN (CERTIFIED)	
K	EMERGENCY PREP/ENVIRO HEALTH SPECIALIST	
K	PUBLIC HEALTH NURSE - RN	
K	BILINGUAL COMMUNICATIONS SPECIALIST (PT)	
K	DEPUTY TREASURER/CLERK	
K	AQUATICS AND RECREATION MANAGER	
K	PROGRAMMING EVENT COORDINATOR	
K	WASTEWATER COLLECTIONS CREW LEADER	
K	WASTEWATER OPERATIONS FOREMAN	
K	WATER OPERATIONS FOREMAN	
K	MEDIA AND COMMUNICATIONS DIRECTOR	
K	ADULT SERVICES LIBRARIAN	Added/Reviewed
K	CHILDREN'S LIBRARIAN	Added/Reviewed
J	PT CODE ENFORCEMENT	
J	ENVIRO HEALTH SANITARIAN (NON-CERTIFIED)	
J	CITY FORESTER/BUCKET TRUCK OPERATOR	
J	911 DISPATCH SUPERVISOR	
J	LAB MANAGER	
J	RECREATION PROGRAM MANAGER	New
J	STREET/STORMWATER WORKING FOREMAN	
I	HEAVY EQUIPMENT OPERATOR	
I	MECHANIC	
I	OPERATOR I	
I	CIRCULATION & SENIOR OUTREACH SERVICES MANAGER	Added/Reviewed
H	PARALEGAL (PT)	
H	HUMAN RESOURCES ASSISTANT (PT)	New
H	FIRE INSPECTOR (PT)	
H	NURSE - LPN	
H	ASSISTANT CITY FORESTER	
H	MECHANIC/PARKS MAINTENANCE/POOL OPERATOR	
H	PARKS SPECIALIZED MAINTENANCE	
H	911 DISPATCHER	
H	911 DISPATCHER(PT)	
H	SPECIALIZED MAINTENANCE/LIGHT EQUIPMENT OPERATOR	
H	SOLID WASTE COLLECTION - LEADMAN	
H	OFFICE/PROGRAM COORDINATOR	Reviewed
H	UTILITY BILLING COORDINATOR	Reviewed
H	WASTEWATER COLLECTIONS SPECIALIST	
H	ADMINISTRATIVE ASSISTANT III	Reviewed

G	ACCOUNTING CLERK	
G	COURT CLERK (MUNICIPAL)	
G	COMMUNITY SERVICES OFFICER	Reviewed
G	GENERAL LABORER-STREETS	
G	SOLID WASTE COLLECTION - LEADMAN	
G	INVESTIGATIONS TECHNICIAN/SPECIALIST	Reviewed
G	RECORDS CLERK (POLICE)	Reviewed
G	ASSISTANT BILLING/UTILITY CLERK	Reviewed
G	WATER DISTRIBUTION TECHNICIAN	
G	WATER UTILITY TECHNICIAN	
G	ADMINISTRATIVE ASSISTANT II	Reviewed
G	MEDIA PRODUCTIONS MANAGER	
F	GENERAL LABORER-PARK RECREATION AND FORESTRY	
F	MAINTENANCE CUSTODIAN	
F	BUILDING AND GROUNDS MAINTENANCE SUPERVISOR/WASTEWATER RELIEF OPERATOR	
F	LEGAL ASSISTANT (PT)	
F	ADMINISTRATIVE ASSISTANT I	Reviewed
F	SENIOR LIBRARY ASSISTANT-CATALOGING & CIRCULATION	Added/Reviewed
F	SENIOR LIBRARY ASSISTANT-TEEN SERVICES	Added/Reviewed
C	LIBRARY ASSISTANT (PT)	Added/Reviewed
C	CLERK/TYPIST	Reviewed
C	CUSTODIAN-PT	Added

CITY OF WATERTOWN											
2023 PAY TABLE - HOURLY FORMAT (2080 HOURS)								1.5% COLA increase from 2022			
	2.500%	2.500%	2.500%	2.500%	2.500%	2.500%	2.500%	2.500%	2.500%	2.500%	2.500%
	87.50%	90%	92.50%	95%	97.50%	100%	102.50%	105%	107.50%	110%	112.50%
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Y	\$65.53	\$67.40	\$69.27	\$71.15	\$73.02	\$74.89	\$76.76	\$78.63	\$80.51	\$82.38	\$84.25
X	\$61.61	\$63.37	\$65.13	\$66.89	\$68.65	\$70.41	\$72.17	\$73.93	\$75.69	\$77.45	\$79.21
W	\$57.70	\$59.35	\$60.99	\$62.64	\$64.29	\$65.94	\$67.59	\$69.24	\$70.89	\$72.53	\$74.18
V	\$53.79	\$55.32	\$56.86	\$58.40	\$59.93	\$61.47	\$63.01	\$64.54	\$66.08	\$67.62	\$69.15
U	\$49.88	\$51.30	\$52.73	\$54.15	\$55.58	\$57.00	\$58.43	\$59.85	\$61.28	\$62.70	\$64.13
T	\$46.94	\$48.28	\$49.62	\$50.96	\$52.30	\$53.64	\$54.98	\$56.32	\$57.66	\$59.00	\$60.35
S	\$44.98	\$46.27	\$47.55	\$48.84	\$50.12	\$51.41	\$52.70	\$53.98	\$55.27	\$56.55	\$57.84
R	\$43.03	\$44.26	\$45.49	\$46.72	\$47.95	\$49.18	\$50.41	\$51.64	\$52.87	\$54.10	\$55.33
Q	\$41.06	\$42.24	\$43.41	\$44.58	\$45.76	\$46.93	\$48.10	\$49.28	\$50.45	\$51.62	\$52.80
P	\$39.11	\$40.23	\$41.35	\$42.47	\$43.58	\$44.70	\$45.82	\$46.94	\$48.05	\$49.17	\$50.29
O	\$37.16	\$38.22	\$39.28	\$40.35	\$41.41	\$42.47	\$43.53	\$44.59	\$45.66	\$46.72	\$47.78
N	\$35.19	\$36.20	\$37.20	\$38.21	\$39.21	\$40.22	\$41.23	\$42.23	\$43.24	\$44.24	\$45.25
N (2912 Hrs) Battalion Chief	\$25.14	\$25.86	\$26.58	\$27.29	\$28.01	\$28.73	\$29.45	\$30.17	\$30.88	\$31.60	\$32.32
M	\$33.24	\$34.19	\$35.14	\$36.09	\$37.04	\$37.99	\$38.94	\$39.89	\$40.84	\$41.79	\$42.74
M (2053 Hrs) Sgt	\$33.68	\$34.64	\$35.60	\$36.57	\$37.53	\$38.49	\$39.45	\$40.41	\$41.38	\$42.34	\$43.30
L	\$31.29	\$32.18	\$33.08	\$33.97	\$34.87	\$35.76	\$36.65	\$37.55	\$38.44	\$39.34	\$40.23
K	\$29.34	\$30.18	\$31.02	\$31.85	\$32.69	\$33.53	\$34.37	\$35.21	\$36.04	\$36.88	\$37.72
J	\$27.37	\$28.15	\$28.93	\$29.72	\$30.50	\$31.28	\$32.06	\$32.84	\$33.63	\$34.41	\$35.19
I	\$25.42	\$26.15	\$26.87	\$27.60	\$28.32	\$29.05	\$29.78	\$30.50	\$31.23	\$31.96	\$32.68
H	\$23.47	\$24.14	\$24.81	\$25.48	\$26.15	\$26.82	\$27.49	\$28.16	\$28.83	\$29.50	\$30.17
G	\$21.51	\$22.12	\$22.74	\$23.35	\$23.97	\$24.58	\$25.19	\$25.81	\$26.42	\$27.04	\$27.65
F	\$19.55	\$20.11	\$20.66	\$21.22	\$21.78	\$22.34	\$22.90	\$23.46	\$24.02	\$24.57	\$25.13
E	\$18.09	\$18.60	\$19.12	\$19.64	\$20.15	\$20.67	\$21.19	\$21.70	\$22.22	\$22.74	\$23.25
D	\$17.11	\$17.60	\$18.08	\$18.57	\$19.06	\$19.55	\$20.04	\$20.53	\$21.02	\$21.51	\$21.99
C	\$16.13	\$16.59	\$17.05	\$17.51	\$17.97	\$18.43	\$18.89	\$19.35	\$19.81	\$20.27	\$20.73
B	\$15.16	\$15.59	\$16.02	\$16.45	\$16.89	\$17.32	\$17.75	\$18.19	\$18.62	\$19.05	\$19.49
A	\$9.77	\$10.05	\$10.33	\$10.61	\$10.89	\$11.17	\$11.45	\$11.73	\$12.01	\$12.29	\$12.57

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GRADE	JOB TITLE
T	CITY ATTORNEY
T	DIRECTOR OF PUBLIC WORKS
T	CHIEF OF FIRE/EMERGENECY OPERATIONS
T	POLICE CHIEF
S	WATER/WASTEWATER UTILITIES MANAGER
S	FINANCE DIRECTOR
R	PUBLIC HEALTH OFFICER
R	OPERATIONS MANAGER
Q	DEPUTY CHIEF-FD
Q	ASSISTANT POLICE CHIEF
Q	ASSISTANT CITY ENGINEER
P	POLICE CAPTAIN
O	RECREATION AND PARKS DIRECTOR
O	WATER UTILITIES ASSISTANT MANAGER
N	BATTALION CHIEF SHIFT COMMANDER
N	ENGINEERING PROJECT MANAGER
N	ZONING ADMINISTRATOR/GRANT WRITER
N	PARKS SUPERVISOR
M	BUILDING INSPECTOR
M	STORMWATER PROJECT MANAGER
M	PUBLIC WORKS PROJECT MANAGER
M	ASSISTANT OPERATIONS MANAGER
M	PUBLIC HEALTH ASSISTANT DIRECTOR
M	POLICE SERGEANT
M	CLERK
M	WASTEWATER MAINTENANCE AND FACILITIES FOREMAN
M	STRATEGIC INITIATIVES AND DEVELOPMENT COORDINATOR
M*	HUMAN RESOURCES GENERALIST
M*	INFORMATION TECHNOLOGY COORDINATOR
L	BUILDING INSPECTOR-PT
L	SR. CENTER AND ENRICHMENT DIRECTOR/OFFICE MANAGER



L	DISTRIBUTION CREW LEADER
K	ENVIRO HEALTH SANITARIAN (CERTIFIED)
K	EMERGENCY PREP/ENVIRO HEALTH SPECIALIST
K	PUBLIC HEALTH NURSE - RN
K	BILINGUAL COMMUNICATIONS SPECIALIST (PT)
K	DEPUTY TREASURER/CLERK
K	AQUATICS AND RECREATION MANAGER/PROGRAMMER
K*	PROGRAMING EVENT COORDINATOR
K	WASTEWATER COLLECTIONS CREW LEADER
K	WASTEWATER OPERATIONS FOREMAN
K	WATER OPERATIONS FOREMAN
K	MEDIA AND COMMUNICATIONS DIRECTOR
J	PT CODE ENFORCEMENT
J	ENVIRO HEALTH SANITARIAN (NON-CERTIFIED)
J	CITY FORESTER/BUCKET TRUCK OPERATOR
J	911 DISPATCH SUPERVISOR
J	LAB MANAGER
J	STREET/STORMWATER WORKING FOREMAN
I	HEAVY EQUIPMENT OPERATOR
I	MECHANIC
I	PREVENTIVE MAINTENANCE
H	PARALEGAL
H	PT FIRE INSPECTOR
H	NURSE - LPN
H	ASSISTANT CITY FORESTER
H	MECHANIC/PARKS MAINTENANCE/POOL OPERATOR
H	PARKS SPECIALIZED MAINTENANCE
H	911 DISPATCHER
H	911 DISPATCHER(PT)
H	SPECIALIZED MAINTENANCE/LIGHT EQUIPMENT OPERATOR
H	SOLID WASTE COLLECTION - LEADMAN
H	WASTEWATER COLLECTIONS SPECIALIST
G	ACCOUNTING CLERK
G	ADMINISTRATIVE ASSISTANT-ENGINEERING AND INSPECTION
G	EXECUTIVE ASSISTANT
G	COURT CLERK (MUNICIPAL)
G	ADMINISTRATIVE ASSISTANT II
G	COMMUNITY SERVICES OFFICER

G	GENERAL LABORER-STREETS
G	SOLID WASTE COLLECTION
G	BILLING CLERK
G	WATER DISTRIBUTION TECHNICIAN
G	WATER UTILITY TECHNICIAN
G	ADMIN ASST/BILLING CLERK ASST
G	MEDIA PRODUCTIONS MANAGER
F	ADMINISTRATIVE ASSISTANT
F	GENERAL LABORER-PARK RECREATION AND FORESTRY
F*	CUSTODIAN
F	INVESTIGATIONS TECHNICIAN
F	RECORDS CLERK (POLICE)
F	ASSISTANT UTILITY BILLING CLERK
F	BUILDING AND GROUNDS MAINTENANCE SUPERVISOR/WASTEWATER RELIEF OPERATOR
F	LEGAL ASSISTANT (PT)
B	CLERK/TYPIST

\*See attached memo regarding updated positions approved during the 2022 budgeting process.