

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, 2025, all full-time and permanent part-time non-represented employees shall receive compensation based on the appropriate step and grade of the attached pay chart for dates effective January 1, 2025.

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 change.

SECTION 3: The following part-time employees shall receive, effective January 1, 2025:

	<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
PT Sr. Center Office Aid	12.00

SECTION 4: 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 5: The City will contribute toward health insurance the following amounts for those employees who elect to receive it: Full-time single: \$780.00 (88%); Full-time family: \$1,920.00 (88%); Benefit eligible permanent part-time employees enrolled in WRS: 25 – 50% of the contracted plan dependent on the anticipated hours worked.

SECTION 6: The City will contribute toward dental insurance the following amounts for those employees who elect to receive it: Full-time single: \$3.32 monthly (90%), Full-time family: \$10.22 (90%)monthly.

SECTION 7: LIBRARY. Hourly rates and salaries paid to personnel employed by the Library shall be set by the Library Board.

SECTION 8: 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 9: STREET, PARK, FORESTRY AND WATER/WASTEWATER SEASONAL EMPLOYEES. Each person employed as a part-time seasonal maintenance employee shall be paid \$15.00 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 10: All unionized City employees shall be compensated according to the appropriate union contracts.

SECTION 11: Non-union paramedics will receive the paramedic add-on pay as listed in the union contract.

SECTION 12: Unless specified differently in a section, this resolution shall take effect January 1, 2025.

CITY OF WATERTOWN

PAY TABLE EFFECTIVE: 1/1/2025 - HOURLY FORMAT (2080 HOURS)

1.50% COLA increase from 2024

Grade	Control Point										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Y	\$67.51	\$69.44	\$71.37	\$73.30	\$75.22	\$77.15	\$79.08	\$81.01	\$82.94	\$84.87	\$86.80
X	\$63.47	\$65.28	\$67.10	\$68.91	\$70.72	\$72.54	\$74.35	\$76.17	\$77.98	\$79.79	\$81.61
W	\$59.44	\$61.14	\$62.84	\$64.54	\$66.23	\$67.93	\$69.63	\$71.33	\$73.03	\$74.73	\$76.42
V	\$55.41	\$57.00	\$58.58	\$60.16	\$61.74	\$63.33	\$64.91	\$66.49	\$68.08	\$69.66	\$71.24
U	\$51.38	\$52.85	\$54.32	\$55.79	\$57.25	\$58.72	\$60.19	\$61.66	\$63.13	\$64.60	\$66.06
T	\$48.35	\$49.74	\$51.12	\$52.50	\$53.88	\$55.26	\$56.64	\$58.02	\$59.41	\$60.79	\$62.17
S	\$46.34	\$47.67	\$48.99	\$50.32	\$51.64	\$52.96	\$54.29	\$55.61	\$56.94	\$58.26	\$59.58
R	\$44.33	\$45.60	\$46.87	\$48.13	\$49.40	\$50.67	\$51.93	\$53.20	\$54.47	\$55.73	\$57.00
Q	\$42.30	\$43.51	\$44.72	\$45.93	\$47.14	\$48.35	\$49.56	\$50.77	\$51.97	\$53.18	\$54.39
P	\$40.29	\$41.45	\$42.60	\$43.75	\$44.90	\$46.05	\$47.20	\$48.35	\$49.50	\$50.66	\$51.81
O	\$38.28	\$39.38	\$40.47	\$41.57	\$42.66	\$43.75	\$44.85	\$45.94	\$47.04	\$48.13	\$49.22
N	\$36.26	\$37.29	\$38.33	\$39.36	\$40.40	\$41.44	\$42.47	\$43.51	\$44.54	\$45.58	\$46.62
N (2912 Hrs) Battalion Chief	\$25.90	\$26.64	\$27.38	\$28.12	\$28.86	\$29.60	\$30.34	\$31.08	\$31.82	\$32.56	\$33.30
M	\$34.25	\$35.22	\$36.20	\$37.18	\$38.16	\$39.14	\$40.12	\$41.10	\$42.07	\$43.05	\$44.03
M (2053 Hrs) Sgt	\$34.70	\$35.69	\$36.68	\$37.67	\$38.66	\$39.65	\$40.64	\$41.64	\$42.63	\$43.62	\$44.61
L	\$32.24	\$33.16	\$34.08	\$35.00	\$35.92	\$36.84	\$37.76	\$38.68	\$39.60	\$40.52	\$41.45
K	\$30.23	\$31.09	\$31.95	\$32.82	\$33.68	\$34.54	\$35.41	\$36.27	\$37.13	\$38.00	\$38.86
J	\$28.20	\$29.00	\$29.81	\$30.61	\$31.42	\$32.23	\$33.03	\$33.84	\$34.64	\$35.45	\$36.25
I	\$26.19	\$26.94	\$27.68	\$28.43	\$29.18	\$29.93	\$30.68	\$31.42	\$32.17	\$32.92	\$33.67
H	\$24.18	\$24.87	\$25.56	\$26.25	\$26.94	\$27.63	\$28.32	\$29.01	\$29.70	\$30.39	\$31.08
G	\$22.16	\$22.79	\$23.42	\$24.06	\$24.69	\$25.32	\$25.96	\$26.59	\$27.22	\$27.86	\$28.49
F	\$20.14	\$20.71	\$21.29	\$21.86	\$22.44	\$23.02	\$23.59	\$24.17	\$24.74	\$25.32	\$25.89
E	\$18.63	\$19.17	\$19.70	\$20.23	\$20.76	\$21.29	\$21.83	\$22.36	\$22.89	\$23.42	\$23.96
D	\$17.62	\$18.13	\$18.63	\$19.13	\$19.64	\$20.14	\$20.64	\$21.15	\$21.65	\$22.15	\$22.66
C	\$16.61	\$17.09	\$17.56	\$18.04	\$18.51	\$18.99	\$19.46	\$19.94	\$20.41	\$20.89	\$21.36
B	\$15.61	\$16.06	\$16.51	\$16.95	\$17.40	\$17.84	\$18.29	\$18.74	\$19.18	\$19.63	\$20.07
A	\$10.07	\$10.36	\$10.64	\$10.93	\$11.22	\$11.51	\$11.80	\$12.08	\$12.37	\$12.66	\$12.95

CITY OF WATERTOWN	
GRADE ORDER LIST	
GRADE	JOB TITLE
T	CITY ATTORNEY
T	DIRECTOR OF PUBLIC WORKS/CITY ENGINEER
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
P	LIBRARY DIRECTOR
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
N	WATER SYSTEMS MAINTENANCE AND FACILITIES FOREMAN
N	BUILDING INSPECTOR III
N	PARKS SUPERVISOR
M	BUILDING INSPECTOR II
M	PUBLIC WORKS PROJECT MANAGER
M	CIVIL STAFF ENGINEER
M	ASSISTANT OPERATIONS MANAGER
M	PUBLIC HEALTH ASSISTANT DIRECTOR
M	POLICE SERGEANT
M	CLERK
M	LAB MANAGER
M	MANAGER OF ECONOMIC DEVELOPMENT AND STRATEGIC INITIATIVES

(December 9, 2024) EXHIBIT #xxx

M	HUMAN RESOURCES COORDINATOR
M	INFORMATION TECHNOLOGY COORDINATOR
L	BUILDING INSPECTOR I
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	911 DISPATCH SUPERVISOR
K	MEDIA AND COMMUNICATIONS DIRECTOR
K	ADULT SERVICES LIBRARIAN
K	CHILDREN'S LIBRARIAN
J	PT CODE ENFORCEMENT
J	ENVIRO HEALTH SANITARIAN (NON-CERTIFIED)
J	CITY FORESTER/BUCKET TRUCK OPERATOR
J	WATER SYSTEMS OPERATOR
J	WATER DISTRIBUTION TECHNICIAN
J	CIRCULATION SERVICES MANAGER
J	RECREATION PROGRAM MANAGER
J	STREET/STORMWATER WORKING FOREMAN
I	HEAVY EQUIPMENT OPERATOR
I	MECHANIC
I	911 DISPATCHER
I	911 DISPATCHER(PT)
H	PARALEGAL
H	HUMAN RESOURCES ASSISTANT (PT)
H	FIRE INSPECTOR (PT)
H	NURSE - LPN
H	ASSISTANT CITY FORESTER
H	MECHANIC/PARKS MAINTENANCE/POOL OPERATOR
H	PARKS SPECIALIZED MAINTENANCE

H	SPECIALIZED MAINTENANCE/LIGHT EQUIPMENT OPERATOR
H	SOLID WASTE COLLECTION - LEADMAN
H	OFFICE/PROGRAM COORDINATOR
H	UTILITY BILLING COORDINATOR
H	WASTEWATER COLLECTIONS SPECIALIST
H	MEDIA PRODUCTIONS MANAGER
H	ACCOUNTING CLERK
H	ADMINISTRATIVE ASSISTANT III
G	COURT CLERK (MUNICIPAL)
G	COMMUNITY SERVICES OFFICER
G	GENERAL LABORER-STREETS
G	SOLID WASTE COLLECTION
G	INVESTIGATIONS SPECIALIST
G	RECORDS CLERK (POLICE)
G	ASSISTANT BILLING/UTILITY CLERK
G	WATER UTILITY TECHNICIAN
G	ADMINISTRATIVE ASSISTANT II
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
F	SENIOR LIBRARY ASSISTANT-CATALOGING & CIRCULATION
F	SENIOR LIBRARY ASSISTANT-TEEN SERVICES
C	LIBRARY ASSISTANT (PT)
C	CLERK/TYPIST
C	CUSTODIAN-PT