



November 8, 2023

**MEMORANDUM**

**TO:** Lisa Schwartz, Human Resources Coordinator

**FR:** Alyssa Woltring, Analyst

**RE:** Market Analysis – Director of Public Works

The City requested we arrive at a recommended market rate for the classification of Director of Public Works. This classification is currently placed in Grade T of the wage structure.

The following is the breakdown of the market data for this classification. We were able to utilize data from the City's comparables that are currently in our public sector database. The analysis includes data from the following organizations: City of Cudahy, City of De Pere, City of Fond du Lac, City of Greenfield, City of Hartford, City of Kaukauna, City of Manitowoc, City of Menasha, City of Mequon, City of Muskego, City of Neenah, City of Oconomowoc, City of Pewaukee, City of West Allis, City of West Bend, City of Whitewater, Village of Germantown, and the Village of Menomonee Falls.

	<b>25<sup>th</sup> Percentile</b>	<b>50<sup>th</sup> Percentile (Median)</b>	<b>50th/75<sup>th</sup> Percentile Blend</b>	<b>75<sup>th</sup> Percentile</b>
<b>January 2023 Market Rate</b>	\$102,800 (\$49.42)	<b>\$114,200</b> <b>(\$54.90)</b>	\$119,950 (\$57.67)	\$125,700 (\$60.43)
<b>January 2024 Market Rate</b>	\$107,300 (\$51.59)	<b>\$119,200</b> <b>(\$57.31)</b>	\$125,200 (\$60.19)	\$131,200 (\$63.08)

*\*Hourly rate based of 2080 annual hours.*

As you will note, the 2023 median market data aligns with the current grade placement. Additionally, we have provided the market rate for January 2024, which projects approximately a 4.4% increase in the market rate for this position. The potential impact of this increase may be mitigated by the City's decision on a forthcoming 2024 across-the-board raise, if the city chooses to do so.

Moreover, it has come to our attention that the city is encountering challenges in filling this position, and the pool of qualified applicants for this specific role is quite limited. Therefore, it is not unreasonable to establish market placement somewhere between the 50th and 75th percentile.

If the City is simply confirming that the current grade placement is correct, then Grade T remains suitable. However, if the City believes it is struggling with recruitment and retention difficulties for this role, it would be justified in considering a market adjustment to Grade U. It is important to note that such an adjustment may raise questions among other leadership positions currently classified under Grade T."

Please feel free to contact me with questions on this review.