

## PAYROLL RESOLUTION

### SPONSOR: MAYOR MCFARLAND FROM: FINANCE COMMITTEE

A resolution adjusting the annual salary or hourly rates to be paid to 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 change.

**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 |
|-----------------|----------|

**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% (depending on their part time status) 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.

**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

## PAY TABLE EFFECTIVE: 1/1/2024 - HOURLY FORMAT (2080 HOURS)

1.50% COLA increase from 2023

| 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                               | \$66.51       | \$68.41 | \$70.31 | \$72.21 | \$74.11 | \$76.01 | \$77.91 | \$79.81 | \$81.71 | \$83.61 | \$85.52 |
| X                               | \$62.53       | \$64.32 | \$66.11 | \$67.89 | \$69.68 | \$71.47 | \$73.25 | \$75.04 | \$76.83 | \$78.61 | \$80.40 |
| W                               | \$58.56       | \$60.24 | \$61.91 | \$63.58 | \$65.26 | \$66.93 | \$68.60 | \$70.28 | \$71.95 | \$73.62 | \$75.30 |
| V                               | \$54.59       | \$56.15 | \$57.71 | \$59.27 | \$60.83 | \$62.39 | \$63.95 | \$65.51 | \$67.07 | \$68.63 | \$70.19 |
| U                               | \$50.62       | \$52.07 | \$53.52 | \$54.96 | \$56.41 | \$57.86 | \$59.30 | \$60.75 | \$62.19 | \$63.64 | \$65.09 |
| T                               | \$47.64       | \$49.00 | \$50.36 | \$51.72 | \$53.08 | \$54.44 | \$55.81 | \$57.17 | \$58.53 | \$59.89 | \$61.25 |
| S                               | \$45.66       | \$46.96 | \$48.27 | \$49.57 | \$50.88 | \$52.18 | \$53.49 | \$54.79 | \$56.09 | \$57.40 | \$58.70 |
| R                               | \$43.68       | \$44.93 | \$46.17 | \$47.42 | \$48.67 | \$49.92 | \$51.17 | \$52.41 | \$53.66 | \$54.91 | \$56.16 |
| Q                               | \$41.68       | \$42.87 | \$44.06 | \$45.25 | \$46.44 | \$47.63 | \$48.82 | \$50.02 | \$51.21 | \$52.40 | \$53.59 |
| P                               | \$39.70       | \$40.83 | \$41.97 | \$43.10 | \$44.24 | \$45.37 | \$46.50 | \$47.64 | \$48.77 | \$49.91 | \$51.04 |
| O                               | \$37.72       | \$38.80 | \$39.87 | \$40.95 | \$42.03 | \$43.11 | \$44.18 | \$45.26 | \$46.34 | \$47.42 | \$48.50 |
| N                               | \$35.72       | \$36.74 | \$37.76 | \$38.78 | \$39.80 | \$40.82 | \$41.84 | \$42.86 | \$43.89 | \$44.91 | \$45.93 |
| N (2912 Hrs)<br>Battalion Chief | \$25.52       | \$26.24 | \$26.97 | \$27.70 | \$28.43 | \$29.16 | \$29.89 | \$30.62 | \$31.35 | \$32.08 | \$32.81 |
| M                               | \$33.74       | \$34.70 | \$35.67 | \$36.63 | \$37.60 | \$38.56 | \$39.52 | \$40.49 | \$41.45 | \$42.42 | \$43.38 |
| M (2053 Hrs) Sgt                | \$34.18       | \$35.16 | \$36.14 | \$37.11 | \$38.09 | \$39.07 | \$40.04 | \$41.02 | \$42.00 | \$42.97 | \$43.95 |
| L                               | \$31.76       | \$32.67 | \$33.57 | \$34.48 | \$35.39 | \$36.30 | \$37.20 | \$38.11 | \$39.02 | \$39.93 | \$40.83 |
| K                               | \$29.78       | \$30.63 | \$31.48 | \$32.33 | \$33.18 | \$34.03 | \$34.88 | \$35.73 | \$36.59 | \$37.44 | \$38.29 |
| J                               | \$27.78       | \$28.57 | \$29.37 | \$30.16 | \$30.96 | \$31.75 | \$32.54 | \$33.34 | \$34.13 | \$34.92 | \$35.72 |
| I                               | \$25.80       | \$26.54 | \$27.27 | \$28.01 | \$28.75 | \$29.49 | \$30.22 | \$30.96 | \$31.70 | \$32.43 | \$33.17 |
| H                               | \$23.82       | \$24.50 | \$25.18 | \$25.86 | \$26.54 | \$27.22 | \$27.90 | \$28.58 | \$29.26 | \$29.94 | \$30.63 |
| G                               | \$21.83       | \$22.45 | \$23.08 | \$23.70 | \$24.32 | \$24.95 | \$25.57 | \$26.20 | \$26.82 | \$27.44 | \$28.07 |
| F                               | \$19.84       | \$20.41 | \$20.97 | \$21.54 | \$22.11 | \$22.68 | \$23.24 | \$23.81 | \$24.38 | \$24.94 | \$25.51 |
| E                               | \$18.36       | \$18.88 | \$19.41 | \$19.93 | \$20.46 | \$20.98 | \$21.50 | \$22.03 | \$22.55 | \$23.08 | \$23.60 |
| D                               | \$17.36       | \$17.86 | \$18.36 | \$18.85 | \$19.35 | \$19.84 | \$20.34 | \$20.84 | \$21.33 | \$21.83 | \$22.32 |
| C                               | \$16.37       | \$16.84 | \$17.30 | \$17.77 | \$18.24 | \$18.71 | \$19.17 | \$19.64 | \$20.11 | \$20.58 | \$21.04 |
| B                               | \$15.38       | \$15.82 | \$16.26 | \$16.70 | \$17.14 | \$17.58 | \$18.02 | \$18.46 | \$18.90 | \$19.34 | \$19.78 |
| A                               | \$9.92        | \$10.20 | \$10.49 | \$10.77 | \$11.05 | \$11.34 | \$11.62 | \$11.90 | \$12.19 | \$12.47 | \$12.75 |

| <b>CITY OF WATERTOWN</b> |   |
|--------------------------|---|
| <b>GRADE ORDER LIST</b>  |   |
| <b>GRADE</b>             | <b>JOB TITLE</b>                                  |
|                          |   |
| 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                        | 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                          |
| K | CHILDREN'S LIBRARIAN                              |
|   |   |
| 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                        |
| J | STREET/STORMWATER WORKING FOREMAN                 |
|   |   |
| I | HEAVY EQUIPMENT OPERATOR                          |
| I | MECHANIC  |
| I | OPERATOR I  |
| I | CIRCULATION & SENIOR OUTREACH SERVICES MANAGER    |
|   |   |
| H | PARALEGAL (PT)                                    |
| 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 | 911 DISPATCHER                                    |
| H | 911 DISPATCHER(PT)                                |
| H | SPECIALIZED MAINTENANCE/LIGHT EQUIPMENT OPERATOR  |
| H | SOLID WASTE COLLECTION - LEADMAN                  |
| H | OFFICE/PROGRAM COORDINATOR                        |
| H | UTILITY BILLING COORDINATOR                       |
| H | WASTEWATER COLLECTIONS SPECIALIST                 |

|   |  |
|---|--|
| H | ACCOUNTING CLERK   |
| H | ADMINISTRATIVE ASSISTANT III   |
|   |  |
| G | ACCOUNTING CLERK   |
| G | COURT CLERK (MUNICIPAL)  |
| G | COMMUNITY SERVICES OFFICER   |
| G | GENERAL LABORER-STREETS  |
| G | SOLID WASTE COLLECTION - LEADMAN                                       |
| G | INVESTIGATIONS TECHNICIAN/SPECIALIST                                   |
| G | RECORDS CLERK (POLICE)   |
| G | ASSISTANT BILLING/UTILITY CLERK  |
| G | WATER DISTRIBUTION TECHNICIAN  |
| G | WATER UTILITY TECHNICIAN   |
| G | ADMINISTRATIVE ASSISTANT II  |
| 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   |
| F | SENIOR LIBRARY ASSISTANT-CATALOGING & CIRCULATION                      |
| F | SENIOR LIBRARY ASSISTANT-TEEN SERVICES                                 |
|   |  |
| C | LIBRARY ASSISTANT (PT)   |
| C | CLERK/TYPIST   |
| C | CUSTODIAN-PT   |