



Council Agenda Item

Meeting Date: December 2, 2025

Agenda Item: 2026 Salary Resolution

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BACKGROUND

(Enter the who, what when, where, why)

The proposed wage range adjustment of 3.4% is based on the State's Expenditure Restraint Incentive Program (ERIP). The ERIP growth factor is a more comprehensive measure than the CPI-U because it incorporates not only inflation, but also the City's actual growth in equalized value. This provides a more accurate and sustainable indicator of the community's fiscal capacity to support wage adjustments, ensuring that salary movement aligns with both economic conditions and the City's revenue environment. Relying on the ERIP rate therefore establishes a more balanced and responsible basis for annual wage updates than using CPI-U alone, which reflects consumer price changes but does not account for local growth or the City's ability to fund wage increases.

Proposed Changes for the 2026 Salary Resolution

1. **Removal of the Fire Inspector position** from the salary range table, as this classification is currently subject to union negotiations.

Proposed Changes for (Part-time/Non-Permanent Positions)

1. **Adjustment to the top for Certified Instructors**, increasing the maximum from \$24.55 to \$50.00. This change is intended to enhance the City's ability to recruit and retain qualified instructors for high-demand programs.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

FINANCIAL IMPACT

(If none, state N/A)

All adjustments were included in the proposed 2026 budget.

STAFF RECOMMENDATION

Staff recommend the approval and adoption of the 2026 Salary Resolution as presented.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. 2026 Salary Resolution
2. Memo requesting increase for Certified Instructors
3. ERIP Notice