



Council Agenda Item

Meeting Date:	November 7, 2023
Agenda Item:	Compensation Survey
Staff Contact (name, email, phone):	Sara Marquardt, smarquardt@whitewater-wi.gov, 262-473-1387

BACKGROUND

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

1. Council members Hicks and Gerber requested a salary, wages and benefits study versus comparable cities.
2. At the August 15, 2023 Common Council Meeting, Council directed staff to utilize CVMIC resources for a smaller, more focused survey studying a cross section of every department.

NOTES

Library salary ranges, while included on the salary resolution, are under the purview of the Library Board. Information has been provided for reference but will not be reviewed at this time.

CVMIC has provided the available information with the following notes:

- 1) The Economic Research Institute (ERI) salary assessor tool is generated by companies/organizations that complete salary survey information.
- 2) Therefore, it is not a perfect science and is not designed to generate salary ranges
- 3) Organizations use this tool as a “gut check” when evaluating how close they might be or what’s in the market. Many also use this to evaluate a singular job offer or counteroffer to help with job offer negotiations.
- 4) The Excel document provided by CVMIC outlines the average salary in the public and private sector. Detailed information based on years of experience should be referenced on each salary report.
- 5) Police and Fire positions typically fall under union contracts and therefore are not available in this database.
- 6) Comptroller, Finance Director and IT Administrator – the comparable date to private sector in this database is not “apples to apples” and bases salary information on revenue. Therefore, it does not make sense in this context to even compare.
- 7) There are some positions to which there were not good matches in the database and are noted as such.
- 8) The Media Services job titles are not matching the level of work indicated in the database. CVMIC suggests a further review of these positions.

FINANCIAL IMPACT

(If none, state N/A)

Unknown depending on Common Council direction.

STAFF RECOMMENDATION

Staff has highlighted a number of positions which appear to be notably off-balance. Given that the budget has been presented for 2024, staff is seeking direction for 2025.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. CVMIC Summary of Salary Review with Individual Salary Reports
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