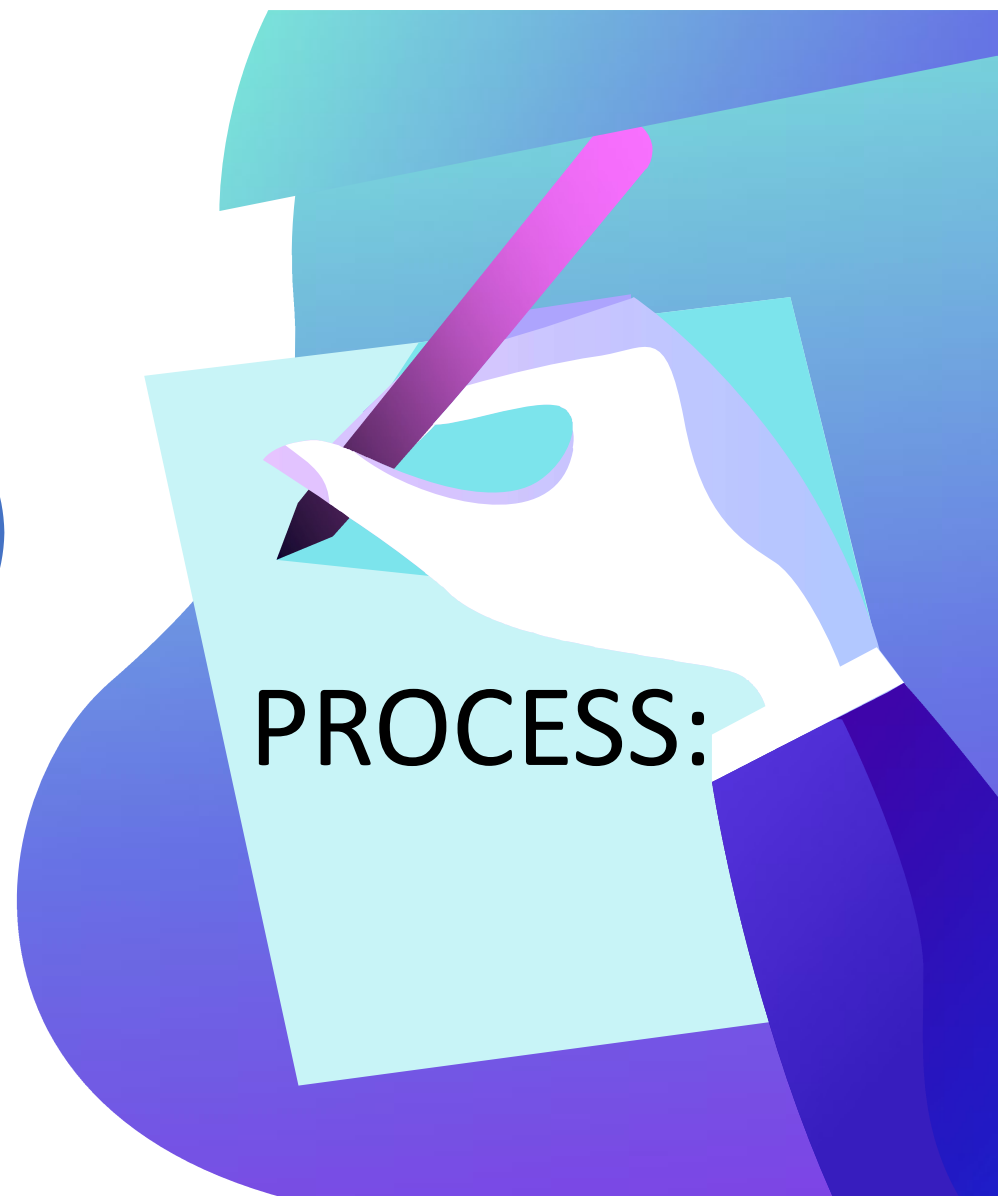
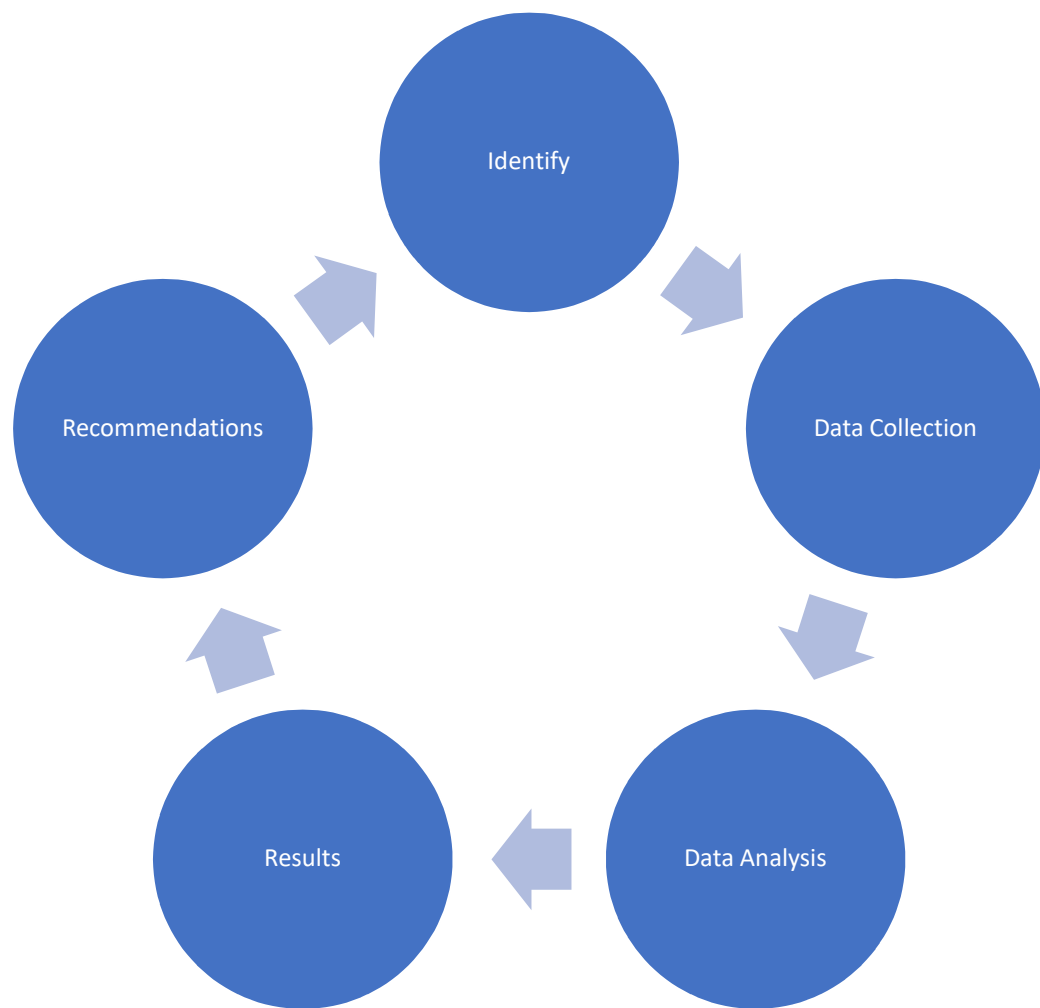




COMPENSATION STUDY

**CITY OF WHITEWATER
SPRING 2024**





Identify

25 Cities/Villages

7 Comparable
Communities

Identifying Comparable Communities

Determined by:

- | | |
|--|--|
| ✓ Equalized Value (Millions)
✓ 20 points | ✓ Operating Spending (Per Capita)
✓ 10 points |
| ✓ Municipal Property Tax Levy (Ths)
✓ 15 points | ✓ General Obligation Debt (Ths)
✓ 5 points |
| ✓ Basic Spending (Per Capita)
✓ 15 points | ✓ Shared Revenue (Ths)
✓ 5 points |
| ✓ Municipal Property Tax Rate (Mill Rate)
✓ 15 points | ✓ Population
✓ 10 points |
| ✓ Per Capita Income
✓ 15 points | |

110 Total Points Awarded

<https://wispolicyforum.org/research/municipal-datatool-examining-and-comparing-wisconsin-cities-and-villages/>

Identifying Comparable Communities (cont.)



Platteville – 108 Points



River Falls – 96 Points

Delavan – 92 Points

Jefferson – 89 Points

Elkhorn – 93 Points

Fort Atkinson – 94 Points

Weston – 89 Points



Comparable Communities

Data Analysis

Templates created

Comparable Community	Job Title				
	Minimum Salary	Maximum Salary	Actual Salary	Title (If Different)	Comment
Platteville*					
River Falls *					
Delavan					
Jefferson					
Elkhorn					
Fort Atkinson					
Weston					
Whitewater					
Average					
50th Percentile					

Preliminary Results



Comparable for most positions

Attention needed for the following positions:

- City Clerk
- City Manager
- HR Manager
- Librarian

- Current spreads avg. 20-23% with some as low as 3%

Recommendations

- Use the 50th percentile
 - This represents the market rate
- Increase the spreads to 35%
 - This allows for retaining and recruiting qualified staff
- Develop a plan to move through the pay scale
 - Opportunities for development
 - Rewards high performers
 - Assists with recruiting and retaining



Thank You

