



To: City of Whitewater Common Council

From: Sara Marquardt, HR Manager

Date: December 5, 2023

Re: Next Steps regarding Salary Compensation Survey

The City Manager has directed staff to provide Common Council with a more detailed and thorough Salary Compensation Survey incorporating a metric system that includes equalized value, property tax levy, spending per capita, property tax rate, per capita income, operational spending, general obligation debt, shared revenue and population.

Letters are being prepared to the 24 communities identified by Council members and staff which will include the metric and salary information request. Staff will conduct follow up via email and phone as necessary to ensure we receive the information necessary to make informed decisions regarding the City of Whitewater's salary/compensation decisions.

It is important to note that this in-depth process is anticipated to be time-consuming, contingent upon the response time of the involved communities. We do not foresee presenting results until mid-2024. Consequently, updates will be withheld until a substantial portion of the follow-up process is complete.

We appreciate the opportunity to better understand how our compensation package affects the City's ability to attract and retain loyal, motivated and engaged employees.

Municipalities Identified for Salary Survey:

Platteville	Fort Atkinson
Jefferson	East Troy
Elkhorn	Baraboo
River Falls	Stoughton
Plover	Delavan
Mukwonago	Salem Lakes
Ripon	Watertown
Wisconsin Rapids	Menomonie
Beaver Dam	Burlington
Lake Geneva	Weston
Mequon	De Pere
Oconomowoc	Brown Deer