

2026 Wage Schedule (DRAFT 100825)

Steps are 2-year anniversaries from the start date in position. Each step is a 2% increase.

<u>Exempt Employees</u>	<u>2025</u>	<u>Proposed Base 2026</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Current Salary with Step</u>		
Administrator	\$107,500	\$108,500 (\$1,000)	\$110,670	\$112,883.40	\$115,141.07	To Step A - Aug. 26, 2026		
Treasurer	\$ 78,105	\$80,105 (\$2,000)	\$81,707.10	\$83,341.24	\$85,008.07	To Step A – April 8, 2026		
Clerk	\$ 61,529	\$63,529 (\$2,000)	\$64,799.58	\$66,095.57	\$67,417.48	To Step A - April 1, 2026		
Public Works Director	\$ 78,035	\$80,035 (\$2,000)	\$81,635.70	\$83,268.41	\$84,933.78	Step B – To Step C June 7, 2027		
Police Chief	\$ 75,727	\$80,176.07 (15% threshold)	\$81,779.59	\$83,415.18	\$85,083.48	Step A – To Step B Jan 1, 2027		
Library Director*	\$ 55,000	\$TBD				None		
<u>Non-Exempt Employees</u>	<u>2025</u>	<u>Proposed Base 2026</u>	<u>Salary Equivalent Based on 2088 hrs</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>2026 Salary Equivalent W/Step</u>
			<u>2025</u>	<u>Proposed 2026</u>				
Deputy Clerk Treasurer (part time)	\$20.88	\$21.51 (3%)	\$43,597.44	\$44,912.88	\$21.94	\$22.38	\$22.82	To Step A Aug. 4, 2027
Adult Librarian*	\$23.22	\$23.92 TBD	\$48,483.36	\$49,944.96	\$24.40	\$24.89	\$25.39	Step C \$53,014.32
Children’s Librarian*	\$21.51	\$22.16 TBD	\$44,912.88	\$46,270.08	\$22.60	\$23.05	\$23.51	Step C \$49,088.88
Water Operator/Assistant DPW	\$29.62	\$30.51 (3%)	\$61,846.56	\$63,704.88	\$31.12	\$31.74	\$32.38	Step C \$67,609.44
Sewer Operator	\$28.36	\$29.21 (3%)	\$59,215.68	\$60,990.48	\$29.80	\$30.39	\$31.00	Step C \$64,728.00
Mechanic	\$29.14	\$30.01 (3%)	\$60,844.32	\$62,660.88	\$30.61	\$31.23	\$31.85	Step B – To Step C Jan. 14, 2027
Street Foreman	\$27.22	\$28.04 (3%)	\$56,835.36	\$58,547.52	\$28.60	\$29.17	\$29.76	Step A – To Step B May 1, 2027
Laborer/Asst. Sewer	\$24.66	\$27.00	\$51,490.08	\$56,376.00	\$27.54	\$28.09	\$28.65	Step B – To Step C May 11, 2027
Laborer/Asst. Water	\$25.17	\$27.00	\$52,554.96	\$56,376.00	\$27.54	\$28.09	\$28.65	Step
Laborer/Equip Op.	\$23.13	\$26.00	\$48,295.44	\$54,288.00	\$26.52	\$27.05	\$27.59	Step B – To Step C June 22, 2027
	\$22.62		\$47,230.56					Step A- To Step B May 22, 2027
Custodian (Part Time)	\$22.62	\$23.30 (3%)	\$47,230.56	\$48,650.40	\$23.77	\$24.24	\$24.73	Step B – To Step C May 11, 2027
Police Office Assistant	\$20.43	\$21.04 (3%)	\$42,657.84	\$43,931.52	\$21.46	\$21.89	\$22.33	Step A – To Step B Nov. 3, 2027
Police Seargent (Per Contract)	\$31.80	\$33.39 (5%)	\$66,398.40	\$69,718.32	To Be Negotiated			
Police Patrolman (Level 3, Contract)	\$29.77	\$31.26 (5%)	\$62,159.76	\$65,270.88	To Be Negotiated			

\* Library Board Sets Amount; = Indicates where current employee would land in the new system if approved. Note three salaried positions would change mid-year, and Labor/Asst. Water is currently vacant

<u>Part Time/Seasonal/On-Call Employees</u>	<u>2025</u>	<u>Proposed 2026</u>
Firefighters	\$20.00	\$20.60 (3%)
Seasonal DPW	\$16 + \$.25 return	\$17 + \$.50 return
Pool Manager	\$18 + \$.25 return	\$20 + \$.50 return
Head Lifeguards	\$14 +\$.25 return	\$17 + \$.50 return
Lifeguards	\$13 +\$.25 return	\$15 + \$.50 return
Chief Election Insp.	\$150 half day	\$20.00
Election Insp.	\$100 half day	\$18.00
Part-Time Police	\$28.00	\$28.00 (rate adjusted mid-year 2025)
Part Time Library Aids	\$13.00	\$TBD
Airport Director Stipend	\$6,250	\$6,438 (3%)



Current 1-9-25	Amery	Arcadia	Barron	Belleville	Black Earth	Boscobel	Cadott	Chetek	Cornell	Cumberland	Deerfield	Eagle River	Fennimore	Hayward	New Lisbon	Spooner	Thorp	Trempeleau	Washburn	Wautoma	WI Dells
Full-Time																					
Admin Staff																					
City Administrator	\$105,000.00	N/A		\$96,000.00		\$33.80	N/A	\$72,280.00		\$122,000.00	\$107,500.00		N/A			\$49.51	N/A	\$125,000.00		\$47.94	\$130,065.00
City Clerk	N/A	\$95,900.00		\$63,648.00			N/A	\$65,000.00		\$59,000.00	\$66,500.00		N/A			N/A	N/A	\$34.86		N/A	N/A
Dep. Clerk	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	N/A
City Treasurer	N/A	N/A		\$76,377.00			N/A	N/A		\$89,000.00	N/A		N/A			N/A	N/A	N/A		N/A	N/A
Dep. Treasurer	N/A	N/A		\$25.50			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	N/A
Clerk/Treasurer	\$34.51	N/A	\$38.73	N/A			\$31.21	N/A		N/A	N/A		\$74,625.00		\$34.99	\$47.30	\$34.40	N/A		N/A	\$70,200.00
Dep. Clerk/Treasurer	\$24.68	N/A	\$28.86	N/A		\$23.92	N/A	\$26.52		N/A	N/A		\$28.24			N/A	\$24.00	N/A		N/A	\$57,100.00
Admin Assistant	N/A	N/A		\$20.80			N/A	N/A		N/A	N/A		N/A			\$28.00	N/A	N/A		N/A	N/A
Mun. Court Clerk	\$34.94	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		\$22.44	\$50,775.00
Library																					
Library Director	\$26.92	\$65,500.00		\$70,000.00			\$19.42	\$25.00		\$83,381.00	\$63,324.00		\$26.75			\$30.48	\$19.18	\$70,968.00		\$26.43	\$86,360.00
Asst. Library Director	N/A	N/A		\$53,872.00			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	\$53,940.00
Adult Svc. Lib.	\$21.01	N/A		\$14.85			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	N/A
Youth Svc. Lib.	\$20.50	N/A		\$17.54			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	N/A
Library Staff		N/A		N/A																	\$46,700.00
Zoning/Code Enforcement																					
Zoning Admin/Building Insp.	N/A	N/A		N/A			N/A	\$70,000.00		N/A	N/A		N/A			N/A	N/A	N/A		N/A	N/A
Zoning Administrator	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	\$88,780.00
Code Enforcement Officer	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	\$63,460.00
Police																					
Police Chief	\$95,400.00	\$38.00		\$87,000.00			\$32.64	\$79,216.00		\$86,000.00	N/A		\$92,700.00			\$38.40	\$35.17	\$38.00		\$42.84	\$116,625.00
Police Office Manager	\$31.50	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	\$65,375.00
Police Clerk	N/A	N/A		\$45,011.00			N/A	\$25.24		N/A	N/A		N/A			N/A	N/A	N/A		\$22.44	\$47,590.00
Police Captain	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			\$34.70	N/A	N/A		N/A	N/A
Police Lieutenant	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		\$35.71	\$107,245.00
Police Sergeant	N/A	N/A		\$76,440.00			N/A	\$74,644.00		N/A	N/A		\$38.11			N/A	N/A	\$34.00		N/A	\$95,900.00
Patrol Officers	\$35.68	N/A		\$63,980.00			\$24.05	\$31.64		\$34.00	N/A		\$35.02			\$30.71	\$27.00	\$32.35		\$33.58	\$86,700.00
Public Works/Parks																					
Public Works Director	N/A	\$95,000.00		\$78,803.00		\$54.92	N/A	\$80,138.00		N/A	\$80,850.00		N/A		\$39.19	N/A	\$34.29	N/A		N/A	\$116,760.00
DPW Admin	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	\$50,350.00
Street Superintendent	\$98,280.00	\$31.69		\$59,987.00			\$32.79	\$31.37		\$33.80	N/A		\$32.39			\$35.62	N/A	\$36.05		\$33.64	N/A
Street Crew	\$28.13	\$26.65		\$25.00			\$26.49	\$28.56		\$30.09	\$27.57		\$26.69		\$24.93	\$31.16	\$24.09	\$26.27		\$26.24	\$66,800.00
Garbage Crew	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	\$54,100.00
Cemetery Sexton	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	\$72,885.00
Park & Rec Director	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	\$85,270.00
Recreation Coordinator	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			N/A	N/A	N/A		N/A	\$56,165.00
Utilities																					
Utility Manager	\$33.20	\$131,100.00	\$53.27	N/A	\$50.00		N/A	N/A		\$103,800.00	N/A	\$56.78	\$100,000.00			\$51.05	N/A	N/A		N/A	N/A
Utility Office Manager	N/A	N/A	\$32.21	N/A			N/A	N/A		N/A	N/A	\$34.18	N/A			N/A	N/A	N/A		N/A	\$76,855.00
Utility Office Assistant	N/A	\$27.75		N/A			N/A	N/A		\$25.10	N/A		N/A			N/A	N/A	N/A		N/A	N/A
Utility Billing Clerk	\$24.68	\$27.00		N/A	\$26.25	\$22.88	\$29.13	N/A		\$27.74	\$23.54	\$30.79	\$23.84		\$28.29	\$31.96	N/A	\$25.06		\$21.10	\$47,590.00
Lead Water Operator	N/A	\$35.97	\$36.40	\$74,796.00		\$44.07	N/A	N/A		\$39.41	N/A	\$36.34	\$37.32			N/A	N/A	N/A		N/A	\$78,790.00
Water Operator	N/A	\$31.07	\$28.93	\$25.00		\$32.13	N/A	\$30.75		N/A	N/A	\$33.91	\$31.83		\$26.25	N/A	\$26.17	N/A		N/A	\$66,145.00
Lead Sewer Operator	\$33.64	\$35.97	\$36.40	\$74,796.00		\$44.07	\$30.03	N/A		\$40.42	\$33.60	\$36.34	\$37.32			N/A	\$25.59	N/A		N/A	\$87,445.00
Sewer Operator	\$33.20	\$31.07	\$28.93	\$25.00		\$32.13	\$25.73	N/A		\$39.27	N/A	\$33.91	\$31.83		\$26.25	N/A	N/A	N/A		N/A	\$66,800.00
Lead Electric Lineman	N/A	\$59.05	\$51.96	N/A	\$46.56	\$45.57	N/A	N/A		\$50.25	N/A		\$50.63		\$47.70	\$48.57	N/A	\$52.60		N/A	\$112,485.00
Electric Lineman	N/A	\$56.05	\$47.00	N/A	\$45.56	\$41.76	N/A	N/A		\$47.84	N/A	\$49.37	\$42.18		\$45.60	\$47.50	N/A	\$43.80		N/A	\$105,500.00
Chief Operator Electric Generation	N/A	\$59.05		N/A			N/A	N/A		\$50.98	N/A		N/A			N/A	N/A	N/A		N/A	N/A
Operator Electric Generation	N/A	\$56.05		N/A			N/A	N/A		\$36.40	N/A		\$42.46			N/A	N/A	N/A		N/A	N/A
Part-Time																					
City Hall Admin Staff	\$22.05	N/A		\$16.07			N/A	N/A		\$16.00	N/A		N/A			N/A	N/A	N/A		N/A	N/A
Zoning Administrator	N/A	N/A		N/A			\$2,000.00	N/A		\$12,000.00	N/A		N/A			N/A	\$3,600.00	N/A		N/A	N/A
Police Clerk	\$21.84	N/A		N/A			N/A	N/A		N/A	N/A		N/A			\$29.74	N/A	N/A		N/A	N/A
Municipal Court Clerk	\$34.94	N/A		\$11.61			N/A	N/A		\$15.00	N/A		N/A			\$6,000.00	N/A	N/A		N/A	N/A
Airport Manager	N/A	N/A		N/A			N/A	N/A		\$38,000.00	N/A		N/A			N/A	N/A	N/A		\$12,000.00	N/A
Library Staff	\$15.88	N/A		N/A			\$13.99	\$10.75		\$15.14	\$17.90		\$15.54			\$19.00	\$12.12	\$20.00		\$14.50	N/A
Janitor	N/A	N/A		N/A			N/A	N/A		N/A	N/A		N/A			\$12.00	N/A	N/A		N/A	N/A



Current 4-3-25	Amery	Arcadia	Barron	Belleville	Black Earth	Boscobel	Cadott	Chetek	Cumberland	Deerfield	Eagle River	Fennimore	Marshfield	New Lisbon	Spooner	Thorp	Trempeleau	Wautoma	Winneconne	Average	Range	R % Avg
Full-Time																						
Admin Staff																						
City Administrator	\$50.48	N/A	N/A	\$46.15	N/A	\$33.80	N/A	\$34.75	\$58.65	\$51.68	N/A	N/A	N/A	N/A	\$49.51	N/A	\$60.10	\$47.94	\$56.65	\$48.97	\$26.30	53.7%
City Clerk	N/A	\$46.11	N/A	\$30.60	N/A	N/A	N/A	\$31.25	\$28.37	\$31.97	N/A	N/A	N/A	N/A	N/A	N/A	\$34.86	N/A	\$23.69	\$32.41	\$22.42	69.2%
Dep. Clerk	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	---	---	
City Treasurer	N/A	N/A	N/A	\$36.72	N/A	N/A	N/A	N/A	\$42.79	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$30.00	\$36.50	\$12.79	35.0%
Dep. Treasurer	N/A	N/A	N/A	\$25.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$25.50	---	
Clerk/Treasurer	\$34.51	N/A	\$38.73	N/A	N/A	N/A	\$31.21	N/A	N/A	N/A	N/A	\$35.88	N/A	\$34.99	\$47.30	\$34.40	N/A	N/A	N/A	\$36.72	\$16.09	43.8%
Dep. Clerk/Treasurer	\$24.68	N/A	\$28.86	N/A	N/A	\$23.92	N/A	\$26.52	N/A	N/A	N/A	\$28.24	N/A	N/A	N/A	\$24.00	N/A	N/A	N/A	\$26.04	\$4.94	19.0%
Admin Assistant	N/A	N/A	N/A	\$20.80	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$28.00	N/A	N/A	N/A	\$18.50	\$22.43	\$9.50	42.3%
Mun. Court Clerk	\$34.94	N/A	N/A	\$11.61	N/A	N/A	N/A	N/A	\$15.53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$22.44	\$21.00	\$21.10	\$23.33	110.5%
Library																						
Library Director	\$26.92	\$31.49	N/A	\$33.65	N/A	N/A	\$19.42	\$25.00	\$40.09	\$30.44	N/A	\$26.75	N/A	N/A	\$30.48	\$19.18	\$34.12	\$26.43	\$28.20	\$28.63	\$20.91	73.0%
Asst. Library Director	N/A	N/A	N/A	\$25.90	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$25.90	---	
Adult Svc. Lib.	\$21.01	N/A	N/A	\$14.85	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$17.93	\$6.16	34.4%
Youth Svc. Lib.	\$20.50	N/A	N/A	\$17.54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$19.02	\$2.96	15.6%
Zoning/Code Enforcement																						
Zoning Admin/Building Insp.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$33.65	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$33.65	---	
Police																						
Police Chief	\$45.87	\$38.00	N/A	\$41.83	N/A	N/A	\$32.64	\$38.08	\$41.35	N/A	N/A	\$44.57	N/A	N/A	\$38.40	\$35.17	\$38.00	\$42.84	\$40.47	\$39.77	\$13.23	33.3%
Police Office Manager	\$31.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$31.50	---	
Police Clerk	N/A	N/A	N/A	\$21.64	N/A	N/A	N/A	\$25.24	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$22.44	\$21.00	\$22.58	\$4.24	18.8%
Police Captain	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$34.70	N/A	N/A	N/A	N/A	\$34.70	---	
Police Lieutenant	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$35.71	N/A	\$35.71	---	
Police Sergeant	N/A	N/A	N/A	\$36.75	N/A	N/A	N/A	\$35.89	N/A	N/A	N/A	\$38.11	N/A	N/A	N/A	N/A	\$34.00	N/A	\$37.56	\$36.46	\$4.11	11.3%
Patrol Officers	\$35.68	N/A	N/A	\$30.76	N/A	N/A	\$24.05	\$31.64	\$34.00	N/A	N/A	\$35.02	N/A	N/A	\$30.71	\$27.00	\$32.35	\$33.58	\$25.69	\$30.95	\$11.63	37.6%
Public Works/Parks																						
Public Works Director	N/A	\$45.67	N/A	\$37.89	N/A	\$54.92	N/A	\$38.53	N/A	\$38.87	N/A	N/A	N/A	\$39.19	N/A	\$34.29	N/A	N/A	\$43.46	\$41.60	\$20.63	49.6%
Street Superintendent	\$47.25	\$31.69	N/A	\$28.84	N/A	N/A	\$32.79	\$31.37	\$33.80	N/A	N/A	\$32.39	N/A	N/A	\$35.62	N/A	\$36.05	\$33.64	N/A	\$34.34	\$18.41	53.6%
Street Crew	\$28.13	\$26.65	N/A	\$25.00	N/A	N/A	\$26.49	\$28.56	\$30.09	\$27.57	N/A	\$26.69	N/A	\$24.93	\$31.16	\$24.09	\$26.27	\$26.24	\$24.87	\$26.91	\$7.07	26.3%
Utilities																						
Utility Manager	\$33.20	\$63.03	\$53.27	N/A	\$50.00	N/A	N/A	N/A	\$49.90	N/A	\$56.78	\$48.08	N/A	N/A	\$51.05	N/A	N/A	N/A	N/A	\$50.66	\$29.83	58.9%
Utility Office Manager	N/A	N/A	\$32.21	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$34.18	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$33.20	\$1.97	5.9%
Utility Office Assistant	N/A	\$27.75	N/A	N/A	N/A	N/A	N/A	N/A	\$25.10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$26.43	\$2.65	10.0%
Utility Billing Clerk	\$24.68	\$27.00	N/A	N/A	\$26.25	\$22.88	\$29.13	N/A	\$27.74	\$23.54	\$30.79	\$23.84	N/A	\$28.29	\$31.96	N/A	\$25.06	\$21.10	\$21.00	\$25.95	\$9.79	37.7%
Lead Water Operator	N/A	\$35.97	\$36.40	\$35.96	N/A	\$44.07	N/A	N/A	\$39.41	N/A	\$36.34	\$37.32	N/A	N/A	N/A	N/A	N/A	N/A	\$35.58	\$37.63	\$8.49	22.6%
Water Operator	N/A	\$31.07	\$28.93	\$25.00	N/A	\$32.13	N/A	\$30.75	N/A	N/A	\$33.91	\$31.83	N/A	\$26.25	N/A	\$26.17	N/A	N/A	\$24.87	\$29.09	\$9.04	31.1%
Lead Sewer Operator	\$33.64	\$35.97	\$36.40	\$35.96	N/A	\$44.07	\$30.03	N/A	\$40.42	\$33.60	\$36.34	\$37.32	N/A	N/A	N/A	\$25.59	N/A	N/A	N/A	\$35.39	\$18.48	52.2%
Sewer Operator	\$33.20	\$31.07	\$28.93	\$25.00	N/A	\$32.13	\$25.73	N/A	\$39.27	N/A	\$33.91	\$31.83	N/A	\$26.25	N/A	N/A	N/A	N/A	\$24.87	\$30.20	\$14.40	47.7%
Lead Electric Lineman	N/A	\$59.05	\$51.96	N/A	\$46.56	\$45.57	N/A	N/A	\$50.25	N/A	\$51.15	\$50.63	N/A	\$47.70	\$48.57	N/A	\$52.60	N/A	N/A	\$50.40	\$13.48	26.7%
Electric Lineman	N/A	\$56.05	\$47.00	N/A	\$45.56	\$41.76	N/A	N/A	\$47.84	N/A	\$49.37	\$42.18	N/A	\$45.60	\$47.50	N/A	\$43.80	N/A	N/A	\$46.67	\$14.29	30.6%
Chief Operator Electric Generation	N/A	\$59.05	N/A	N/A	N/A	N/A	N/A	N/A	\$50.98	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$55.02	\$8.07	14.7%
Operator Electric Generation	N/A	\$56.05	N/A	N/A	N/A	N/A	N/A	N/A	\$36.40	N/A	N/A	\$42.46	\$50.33	N/A	N/A	N/A	N/A	N/A	N/A	\$46.31	\$19.65	42.4%
Part-Time																						
City Hall Admin Staff	\$22.05	N/A	N/A	\$16.07	N/A	N/A	N/A	N/A	\$16.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$18.04	\$6.05	33.5%
Police Clerk	\$21.84	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A	N/A	N/A	N/A	N/A	\$29.74	N/A	N/A	N/A	N/A	\$24.86	\$7.90	31.8%
Library Staff	\$15.88	N/A	N/A	N/A	N/A	N/A	\$13.99	\$10.75	\$15.14	\$17.90	N/A	\$15.54	N/A	N/A	\$19.00	\$12.12	\$20.00	\$14.50	\$16.00	\$15.53	\$9.25	59.6%

Proposed City of Cumberland 2025 Salary Matrix																							
	\$61.64 City Admin \$1.23	\$32.41 City Clerk \$0.65	\$36.50 City Treasurer \$0.73	\$21.10 Municipal Court Clrk \$0.42	\$28.63 Library Director \$0.57	\$39.77 Police Chief \$0.80	\$30.95 Patrol Officers \$0.62	\$34.34 Street Super \$0.69	\$26.91 Street Crew \$0.54	\$56.04 Utility Manager \$1.12	\$26.43 Utility Off Asst. \$0.53	\$25.95 Utility Bill Clrk \$0.52	\$37.63 Lead Water Op. \$0.75	\$35.39 Lead Sewer Op. \$0.71	\$30.20 Sewer Operator \$0.60	\$50.40 Lead Lineman \$1.01	\$46.67 Electric Lineman \$0.93	\$50.94 Chief Op Elec Gen \$1.02	\$46.31 Operator Elec Gen \$0.93	\$18.04 Admin Support \$0.36	\$24.86 Police Clerk \$0.50	\$15.53 Library Staff \$0.31	
Step																							
	1	\$45.61	\$23.98	\$27.01	\$15.61	\$21.19	\$29.43	\$22.90	\$25.41	\$19.91	\$41.47	\$19.56	\$19.20	\$27.85	\$26.19	\$22.35	\$37.30	\$34.54	\$37.70	\$34.27	\$13.35	\$18.40	\$11.49
	2	\$46.85	\$24.63	\$27.74	\$16.04	\$21.76	\$30.23	\$23.52	\$26.10	\$20.45	\$42.59	\$20.09	\$19.72	\$28.60	\$26.90	\$22.95	\$38.30	\$35.47	\$38.72	\$35.20	\$13.71	\$18.89	\$11.80
	3	\$48.08	\$25.28	\$28.47	\$16.46	\$22.33	\$31.02	\$24.14	\$26.79	\$20.99	\$43.71	\$20.62	\$20.24	\$29.35	\$27.60	\$23.56	\$39.31	\$36.40	\$39.73	\$36.12	\$14.07	\$19.39	\$12.11
	4	\$49.31	\$25.93	\$29.20	\$16.88	\$22.90	\$31.82	\$24.76	\$27.47	\$21.53	\$44.83	\$21.14	\$20.76	\$30.10	\$28.31	\$24.16	\$40.32	\$37.34	\$40.75	\$37.05	\$14.43	\$19.89	\$12.42
	5	\$50.54	\$26.58	\$29.93	\$17.30	\$23.48	\$32.61	\$25.38	\$28.16	\$22.07	\$45.95	\$21.67	\$21.28	\$30.86	\$29.02	\$24.76	\$41.33	\$38.27	\$41.77	\$37.97	\$14.79	\$20.39	\$12.73
	6	\$51.78	\$27.22	\$30.66	\$17.72	\$24.05	\$33.41	\$26.00	\$28.85	\$22.60	\$47.07	\$22.20	\$21.80	\$31.61	\$29.73	\$25.37	\$42.34	\$39.20	\$42.79	\$38.90	\$15.15	\$20.88	\$13.05
	7	\$53.01	\$27.87	\$31.39	\$18.15	\$24.62	\$34.20	\$26.62	\$29.53	\$23.14	\$48.19	\$22.73	\$22.32	\$32.36	\$30.44	\$25.97	\$43.34	\$40.14	\$43.81	\$39.83	\$15.51	\$21.38	\$13.36
	8	\$54.24	\$28.52	\$32.12	\$18.57	\$25.19	\$35.00	\$27.24	\$30.22	\$23.68	\$49.31	\$23.26	\$22.84	\$33.11	\$31.14	\$26.58	\$44.35	\$41.07	\$44.83	\$40.75	\$15.88	\$21.88	\$13.67
	9	\$55.47	\$29.17	\$32.85	\$18.99	\$25.77	\$35.79	\$27.86	\$30.91	\$24.22	\$50.43	\$23.79	\$23.36	\$33.87	\$31.85	\$27.18	\$45.36	\$42.00	\$45.85	\$41.68	\$16.24	\$22.37	\$13.98
	10	\$56.71	\$29.82	\$33.58	\$19.41	\$26.34	\$36.59	\$28.47	\$31.59	\$24.76	\$51.55	\$24.32	\$23.87	\$34.62	\$32.56	\$27.78	\$46.37	\$42.94	\$46.87	\$42.61	\$16.60	\$22.87	\$14.29
	11	\$57.94	\$30.47	\$34.31	\$19.83	\$26.91	\$37.38	\$29.09	\$32.28	\$25.30	\$52.67	\$24.84	\$24.39	\$35.37	\$33.27	\$28.39	\$47.38	\$43.87	\$47.88	\$43.53	\$16.96	\$23.37	\$14.60
	12	\$59.17	\$31.11	\$35.04	\$20.26	\$27.48	\$38.18	\$29.71	\$32.97	\$25.83	\$53.79	\$25.37	\$24.91	\$36.12	\$33.97	\$28.99	\$48.38	\$44.80	\$48.90	\$44.46	\$17.32	\$23.87	\$14.91
	13	\$60.41	\$31.76	\$35.77	\$20.68	\$28.06	\$38.97	\$30.33	\$33.65	\$26.37	\$54.91	\$25.90	\$25.43	\$36.88	\$34.68	\$29.60	\$49.39	\$45.74	\$49.92	\$45.38	\$17.68	\$24.36	\$15.22
	14	\$61.64	\$32.41	\$36.50	\$21.10	\$28.63	\$39.77	\$30.95	\$34.34	\$26.91	\$56.04	\$26.43	\$25.95	\$37.63	\$35.39	\$30.20	\$50.40	\$46.67	\$50.94	\$46.31	\$18.04	\$24.86	\$15.53
	15	\$62.87	\$33.06	\$37.23	\$21.52	\$29.20	\$40.57	\$31.57	\$35.03	\$27.45	\$57.16	\$26.96	\$26.47	\$38.38	\$36.10	\$30.80	\$51.41	\$47.60	\$51.96	\$47.24	\$18.40	\$25.36	\$15.84
	16	\$64.10	\$33.71	\$37.96	\$21.94	\$29.78	\$41.36	\$32.19	\$35.71	\$27.99	\$58.28	\$27.49	\$26.99	\$39.14	\$36.81	\$31.41	\$52.42	\$48.54	\$52.98	\$48.16	\$18.76	\$25.85	\$16.15
	17	\$65.34	\$34.35	\$38.69	\$22.37	\$30.35	\$42.16	\$32.81	\$36.40	\$28.52	\$59.40	\$28.02	\$27.51	\$39.89	\$37.51	\$32.01	\$53.42	\$49.47	\$54.00	\$49.09	\$19.12	\$26.35	\$16.46
	18	\$66.57	\$35.00	\$39.42	\$22.79	\$30.92	\$42.95	\$33.43	\$37.09	\$29.06	\$60.52	\$28.54	\$28.03	\$40.64	\$38.22	\$32.62	\$54.43	\$50.40	\$55.02	\$50.01	\$19.48	\$26.85	\$16.77
	19	\$67.80	\$35.65	\$40.15	\$23.21	\$31.49	\$43.75	\$34.05	\$37.77	\$29.60	\$61.64	\$29.07	\$28.55	\$41.39	\$38.93	\$33.22	\$55.44	\$51.34	\$56.04	\$50.94	\$19.84	\$27.35	\$17.08
	20	\$69.04	\$36.30	\$40.88	\$23.63	\$32.07	\$44.54	\$34.66	\$38.46	\$30.14	\$62.76	\$29.60	\$29.06	\$42.15	\$39.64	\$33.82	\$56.45	\$52.27	\$57.05	\$51.87	\$20.20	\$27.84	\$17.39
	21	\$70.27	\$36.95	\$41.61	\$24.05	\$32.64	\$45.34	\$35.28	\$39.15	\$30.68	\$63.88	\$30.13	\$29.58	\$42.90	\$40.34	\$34.43	\$57.46	\$53.20	\$58.07	\$52.79	\$20.57	\$28.34	\$17.70
	22	\$71.50	\$37.60	\$42.34	\$24.48	\$33.21	\$46.13	\$35.90	\$39.83	\$31.22	\$65.00	\$30.66	\$30.10	\$43.65	\$41.05	\$35.03	\$58.46	\$54.14	\$59.09	\$53.72	\$20.93	\$28.84	\$18.01
	23	\$72.73	\$38.24	\$43.07	\$24.90	\$33.78	\$46.93	\$36.52	\$40.52	\$31.75	\$66.12	\$31.19	\$30.62	\$44.40	\$41.76	\$35.64	\$59.47	\$55.07	\$60.11	\$54.65	\$21.29	\$29.33	\$18.33
	24	\$73.97	\$38.89	\$43.80	\$25.32	\$34.36	\$47.72	\$37.14	\$41.21	\$32.29	\$67.24	\$31.72	\$31.14	\$45.16	\$42.47	\$36.24	\$60.48	\$56.00	\$61.13	\$55.57	\$21.65	\$29.83	\$18.64
	25	\$75.20	\$39.54	\$44.53	\$25.74	\$34.93	\$48.52	\$37.76	\$41.89	\$32.83	\$68.36	\$32.24	\$31.66	\$45.91	\$43.18	\$36.84	\$61.49	\$56.94	\$62.15	\$56.50	\$22.01	\$30.33	\$18.95
	26	\$76.43	\$40.19	\$45.26	\$26.16	\$35.50	\$49.31	\$38.38	\$42.58	\$33.37	\$69.48	\$32.77	\$32.18	\$46.66	\$43.88	\$37.45	\$62.50	\$57.87	\$63.17	\$57.42	\$22.37	\$30.83	\$19.26
	27	\$77.66	\$40.84	\$45.99	\$26.59	\$36.07	\$50.11	\$39.00	\$43.27	\$33.91	\$70.60	\$33.30	\$32.70	\$47.41	\$44.59	\$38.05	\$63.50	\$58.80	\$64.19	\$58.35	\$22.73	\$31.32	\$19.57



Municipality	Population	Number of Miles maintained by municipality	Number of Hourly Employees	Full-Time/Part-Time/Season	Job Title	Brief Description of Duties	CDL (Yes or No)	Hourly wage	Additional Benefits							
Town of Flambeau	489	60	3	Full-Time	Road Maintenance Coordinator	Grader Operator/Snow plowing and manages other employees and Equipment repair	Yes	\$21.60								
								\$34.51								
				Full-Time	Road Maintenance Crew	Assists with repairs and operating equipment		\$16.17								
								\$19.80								
				Part-Time	Waste disposal attendant	Manages the dump twice a week		\$14.76								
Town of Kennan	356	60	2	Full-Time	Grounds keeper	Maintains facilities	No	\$15.85								
				Full-Time	Patrolman	Grader Operator/Snow plowing and manages other employees and Equipment repair	Yes	\$25.00	2025 Increased to 3 weeks paid vacation/yr. Unused gets paid out at end of year with a max of 40 can be rolled over into the next year							
Town of Georgetown	170	"	42	Part-Time	Patrolman	Assists with mowing, plowing, and equipment maintenance	No	\$23.00								
				Part-Time	Road Maintenance General Laborer	Grade roads/snowplow/power saw		\$25.00	none							
Town of Hill	333	"	1	Part-Time		Shop work, maintenance, general labor	No	\$22.00	none							
				Full-Time	Road Supervisor			\$27.00	\$250/mo to go towards insurance, 6 paid holidays, 13 vacation days							
Town of Spirit	297		28	1 Full-time	Road Supervisor	Grade, plow, brushing, maintenance of shop and equipment	Yes	\$25.00	wisconsin retirement system, 7 paid holidays, 5 weeks vacation							
Town of Lake	1,117		86	3 Full-Time	Road Maintenance Crew	Roads and Streets Repairs & Maintenance, Equipment Repairs & Maintenance, Snow Removal Roads & Driveways	Yes	\$22.05 - \$27.35	health ins., retirement, holiday & vacation pay							
Town of Prentice	453		53 1 1/2	Full Time and Part Time	Road Maintenance Supervisor	Grade, plow, brushing, maintenance of shop and equipment	YES	\$22.50 FT / \$17.00 PT	Clothing allowance, paid holidays and vacation							
Town of Emery	309	83	2	1 Full & 1 Part Time	Road Supervisor(full) & Crew (part time)	Grader Operator/Snow plowing and manages other employees and Equipment repair & road repairs and maintenance	Yes	\$26.80	WRS; paid Holidays; vacation; clothing allowance							
								\$21.00								
City of Park Falls	2369	23	10 9 Full & 1 Part Time		Water Supervisor	Maintain Wells and Water Distribution	Yes	\$29.17	WRS, Paid Holidays, Vacation, Sick Leave, Clothing Allowance, Lifestyle Perk, Life Insurance, Short-Term Disability							
					Water Department Assistant	Same	Yes	\$24.15	Same							
					Wastewater Treatment Plant Supervisor	Maintain Wastewater Treatment Plant and Collection System	Yes	\$27.90	Same							
					Wastewater Assistant	Same	Yes	\$23.64	Same							
					Equipment Operator/Foreman	Equipment Operator and Foreman	Yes	\$26.20	Same							
					Mechanic	Maintains Vehicles and Equipment	Yes	\$28.61	Same							
					Laborer	General Laborer	Yes	\$22.62	Same							
					Custodian	Part-Time Custodial Duties	Yes	\$22.11	Same							
					DPW Director	Director of DPW Department	Yes	\$33.86	Same							
Village of Catawba	110		8	0												
Eisenstein	621	78.44	3	1 Full-time	Road Foreman	Assess & maintain roads - grading, graveling, snowplow culverts, etc. Repair equip, order parts, hall upkeep	Yes	\$26.00	vacation, holiday, personal, sick							
				1 Full-time	Truck driver / equipment operator	Hauling gravel, plowing snow, equip maintenance, mowing	Yes	\$21.50	vacation, holiday, personal, sick							
				1 Part-time	Recycling attendant	Every Sat and 2 Thursdays a month. Assist people w/questions	Yes	\$13.00	vacation, holiday, personal, sick							
Town of Fifield	895	120 (80gravel/40paved)	6	3 Full time 3 Part Time												
					Road Supervisor	Grade, Plow, Mow, Maintain Roads, Equipment Repair	yes	\$24.36	FT Only Health Insurance Pension, Vacation, sick days, PTO							
					2 leadman			\$21.11								
					3 PT Town Crew			\$18.00								