



**OFFICIAL MEETING PACKET OF THE
HUMAN RESOURCES COMMITTEE**

Chairperson/Trustee Wally Sparks presiding

**Acting Administrator Keith Donner & Clerk Sherry
Weinkauff; staff advisors**

This regular monthly meeting of the Human Resources Committee, during the 21st legislative session of the elected Board of Trustees, composed five (5) appointed members, will convene at the Weston Municipal Center's Board Room, which is located at **Weston Public Safety Building, Municipal Court Room, 5301 Mesker Street**, Weston, Wisconsin on **Monday, November 5, 2018, at 4:30 p.m.**



Village of Weston, Wisconsin

ATTENTION – NOTICE OF PUBLIC MEETING

- Meeting of: **HUMAN RESOURCES COMMITTEE**
- Members: **Wally Sparks [c], Kevin Ostrowski, Robin Hegg, Mark Porlier, Fred Schuster, and Barb Ermeling (ex-officio)**
- Date/Time: **Monday, November 5, 2018 @ 4:30 P.M.**
- Location: **Weston Public Safety Building (5301 Mesker St) – Court Room**
- Agenda: **The agenda packet will be emailed out 3 days prior to the meeting, and posted on the Village website at www.westonwi.gov.**
- Attendance: **All Village officials are encouraged to attend. Human Resources Committee members and Department Directors, please indicate if you will, or will not, be attending so we may determine in advance if there will be a quorum.**
- Questions: **Sherry Weinkauf, Clerk
sweinkauf@westonwi.gov
715-359-6114**

A quorum of members from other Village governmental bodies (boards, commissions, and committees) may attend the above noticed meeting to gather information. No actions to be taken by any other board, commission, or committee of the Village, aside from the Human Resources Committee. Should a quorum of other government bodies be present, this would constitute a meeting pursuant to State ex rel. Badke v. Greendale Village Bd., 173 Wis.2d 553, 494 N.W.2d 408 (1993).

Wisconsin State Statutes require all agendas for Committee, Commission, or Board meetings be posted in final form, 24 hours prior to the meeting. Any posted agenda is subject to change up until 24 hours prior to the date and time of the meeting.

Any person who has a qualifying disability as defined by the Americans with Disabilities Act requires that meeting or material to be in accessible location or format must contact the Weston Municipal Center, by 12 noon the Friday prior to the meeting so any necessary arrangements can be made to accommodate each request.



**VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
OFFICIAL MEETING AGENDA OF THE HUMAN RESOURCES COMMITTEE**

The Committee will hold a meeting on the date, time and location listed.

TO THE HONORABLE TRUSTEE SPARKS AND FOUR (4) APPOINTED MEMBERS OF THE HUMAN RESOURCES COMMITTEE: The following items were listed on the agenda in the Village Clerk's Office, in accordance with Chapter 2 of the Village's Municipal Code and will be ready for your consideration at the Committee's next regular monthly meeting on **Monday, November 5, 2018 @ 4:30 p.m.** at the **Weston Public Safety Building, Municipal Court Room, 5301 Mesker Street.**

A quorum of members from other Village governmental bodies (boards, commissions, and committees) may attend the above-noticed meeting to gather information. Should a quorum of other government bodies be present, this would constitute a meeting pursuant to State ex rel. Badke v. Greendale Village Bd., 173 Wis.2d 553,494 N.W.2d 408 (1993). Wisconsin State Statutes require all agendas for Committee, Commission, or Board meetings be posted in final form, 24 hours prior to the meeting. Any posted agenda is subject to change up until 24 hours prior to the date and time of the meeting. No officials' actions other than those of the Human Resources Committee shall take place.

AGENDA ITEMS.

1. Call to Order & Welcome by Chairperson Sparks.
2. Roll Call by recording secretary.
3. [Approval of minutes from previous meeting: October 1, 2018](#)
4. Public comments.

NEW BUSINESS.

5. Update on Employee Review Process.
6. [Discussion and Possible Action on Proposed 2019 Wage and Compensation Matrix.](#)
7. Business Writing Class
8. Recruitments Update
 - a. Economic Development Coordinator
 - b. Finance Support Specialist
 - c. Utility Superintendent

FUTURE ITEMS.

9. Next meeting date: December 3, 2018
10. Topics for future meetings
11. Remarks from Staff
12. Remarks from Committee members.
13. Announcements

ADJOURNMENT

**VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
OFFICIAL MEETING MINUTES OF THE HUMAN RESOURCES COMMITTEE**

Monday, October 1, 2018 @ 4:30 p.m.

- 1. Call to Order & Welcome by Chairperson Sparks.**
Meeting called to order by Chairperson Sparks at 4:30 p.m.

- 2. Roll Call by recording secretary.**

MEMBER	PRESENT
Sparks, Wally	YES
Ostrowski, Kevin	YES
Porlier, Mark	YES
Schuster, Fred	YES
Hegg, Robin	YES

Village staff in attendance: Keith Donner, Jennifer Higgins, Jenna Trittin, Renee Hodell, Michael Wodalski and Nathan Crowe. Loren White was in attendance as well.

- 3. Approval of minutes from previous meeting September 4, 2018.**

Motion by Schuster, second by Ostrowski to approve the minutes of September 4, 2018.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: Pass

Trustee	Voting
Sparks, Wally	YES
Ostrowski, Kevin	YES
Porlier, Mark	YES
Schuster, Fred	YES
Hegg, Robin	YES

- 4. Public comments.**
No comments.

ACKNOWLEDGE

- 5. Acknowledge Land Development Review Services Audit.**

Motion by Ostrowski, second by Schuster to Acknowledge Land Development Review Services Audit.

EDUCATIONAL PRESENTATIONS & REPORTS.

- 6.**

NEW BUSINESS

- 7. Approve Planning and Development Positions Descriptions**

- a. Director of Planning and Development (existing)
- b. Assistant Planner (existing)
- c. Economic Development Coordinator (new)
- d. Building Inspector/Building Manager (existing)
- e. Code Enforcement/Property Inspector (existing)
- f. Planning/Environmental Technician (existing)

Motion by Schuster, second by Hegg to approve all 6 Planning and Development positions descriptions.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: Pass

Trustee	Voting
Sparks, Wally	YES
Ostrowski, Kevin	YES
Porlier, Mark	YES
Schuster, Fred	YES
Hegg, Robin	YES

8. Update on Employee Review Process.

Donner stated we are starting with the same format. The goal is to have the reviews completed by the end of 2018.

9. Employee Pay Matrix/Wage Comparables.

Donner stated this topic ties in with the reviews. He said we want to make sure employees are in the correct steps and grade. Donner asked directors to see how their staff compares with our surrounding neighbors pay scales. Sparks stated we should make calls and compare position wages to other Wisconsin Public sectors the size of Weston.

10. Finance Support Specialist position.

When Pinsonneault announced she was leaving, Finance Director Trautman was out on leave. Weinkauf, Donner and Trautman discussed the position and would like to hold off filling the position until we get through the budget season.

RESOLUTIONS & ORDINANCES.

FUTURE ITEMS.

11. Next regular meeting date: November 5, 2018.

12. Topics for future meetings.

13. Remarks from Staff.

14. Remarks from Committee members.

- a. Schuster was wondering what the process was with checking into a business writing course with staff.

15. Announcements.

ADJOURNMENT

Sparks adjourned the meeting at 4:47 p.m.

VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
5500 SCHOFIELD AVENUE, WESTON, WI 54476
REQUEST FOR CONSIDERATION

PUBLIC MTG/DATE:	HUMAN RESOURCES COMMITTEE – 11/05/2018
DESCRIPTION:	DISCUSSION AND ACTION ON PROPOSED 2019 CLASS AND COMPENSATION MATRIX
FROM:	KEITH DONNER, DIRECTOR OF PUBLIC WORKS / ACTING ADMINISTRATOR DEPARTMENT DIRECTORS AND DEPUTY DIRECTORS; MICHAEL WODALSKI, JENNIFER HIGGINS, NATHAN CROWE, SHERRY WEINKAUF, AND JESSICA TRAUTMAN
QUESTION:	SHOULD THE HUMAN RESOURCES COMMITTEE RECOMMEND THE BOARD OF TRUSTEES APPROVE THE PROPOSED 2019 VILLAGE CLASS AND COMPENSATION MATRIX FOR 2019?

BACKGROUND

The Village of Weston's Employee Handbook provides for annual review of the class and compensation plan. Additionally, review of specific positions may be reviewed on a periodic basis as unexpected circumstances may dictate. The wage and compensation matrix adopted for 2018 has not been modified since being adopted in February 2018.

The Acting Administrator and Department Directors have been working on the annual update to the class and compensation matrix. Village staff obtained class and compensation information in the form of compensation matrices from the City of Onalaska, Village of Kaukauna, City of Wausau, City of Wisconsin Rapids, City of Marshfield, Marathon County, City of Manitowoc, and City of Menasha. Current pay rates for positions were obtained from the Village of Plover and City of Allouez. Attempts were made to obtain compensation matrices from other comparably sized communities but, additional time is needed to devote to this effort if it is desired to obtain a larger sample.

To supplement the community compensation plan information, staff also researched current and recent position recruitments by other government agencies. Pay ranges are generally provided in these recruitment advertisements along with position descriptions.

A third source of information was Occupational Employment Statistics (OES) from the Bureau of Labor Statistics for occupational job titles which match or closely resemble those of the Village staff. This data has not been fully integrated in the attached spreadsheets for all departments and may yet be added prior to the meeting on November 5.

The original class and compensation study conducted with outside consultant, Carlson Dettman, attempted to assess the skill and responsibility levels of positions through Job Description Questionnaires (JDQ's). This review does not include an attempt to revise the JDQ's.

The review by the Administrator/Director team is a bit of a hybrid wage and compensation study. Time constraints for other day to day responsibilities limit the amount of research which staff can devote to such an effort. With approximately 30 different job titles/descriptions for full time employees of varying levels of responsibility, attempting to match up position descriptions with comparable positions in other agencies is a

Are there additional reference documents which have been attached to this report?

VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
5500 SCHOFIELD AVENUE, WESTON, WI 54476
REQUEST FOR CONSIDERATION

very difficult task at best. With both comparable agency and OES information, specific job duties are not known. Like job descriptions across public agencies is likely a more reliable comparative than more loosely related descriptions which are included in both the comparable agency pay plans and OES data, the latter of which includes private sector employers. However, intuitively, it also seems reasonable that lesser skilled positions could be compared more globally with the OES data.

The purpose of this review of the wage and compensation matrix is to:

1. Propose adjustments to the existing matrix consistent with the 2018 increase in the Consumer Price Index – trending between 2.5% and 3% for 2018.
2. Determine if there are any recommended adjustments to the Grade Level of existing positions in the matrix.
3. Determine the appropriate Grade in the matrix for new, approved, positions.

Overall this review of the class and compensation matrix, should reflect both internal and external equity; that is, positions which require higher skill level and more responsibility and decision making should be compensated at higher levels than those with lower skills and responsibilities. Perhaps a better way of describing skill level may not be to reference lower or higher levels of skills, but those more common among the labor force in general versus those which require higher levels of training or special aptitudes.

External equity should address where the Village's compensation of staff relative to the "industry." **The Administrator/Director team believes the Village's class and compensation plan along with the organization's overall culture should serve to retain employees in the organization to the extent possible.** "To the extent possible," meaning, there may come a time when an opportunity for an individual can only be realized by moving to a different organization.

With respect to external equity and the skills in demand in the industry, it is probably not necessary to cite specific publications to understand there is currently a shortage of employees able and willing to perform skilled labor in local and regional manufacturing businesses. At the same time there is a recognition of an impending exodus of experienced employees in Public Works and Utilities. This may well extend to other areas of local government. These factors lead to higher demand for qualified employees, further emphasizing the need to focus on employee retention.

Summaries of compensation for various position classifications/job descriptions are included in attached spreadsheets for the comparable agencies and positions previously described. For this review and for more manageable display of information, the Village's positions are presented in the categories of Planning and Development, Clerks, Finance, Public Works (Exempt and Non-Exempt), and Technology.

Although a more complete data set could still be presented; for example, adding the OES data as comparison or adding other agencies (the team is also aware of at least two local agencies conducting class and compensation reviews through consultants – the Town of Rib Mountain and City of Wausau) the Administrator/Director team has been drawing some conclusions as reflected in the Proposed 2019 Class and Compensation Plan, also attached. Rather than discuss these in detail in this report, more in depth discussion will be reserved for the meeting of Monday, November 5. A few bullet points are worth noting.

- Several Planning and Development Department positions should be re-classified for both internal and external equity. These positions include the Director, Assistant Planner, and Building Inspector. There appears to be market demand for these types of positions.

Are there additional reference documents which have been attached to this report?

**VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
5500 SCHOFIELD AVENUE, WESTON, WI 54476
REQUEST FOR CONSIDERATION**

- Front line public works positions had originally been represented in a lower class/grade in the matrix. Adjustments had been made to some of the positions with respect to class/grade but, not all recommended adjustments had been made. This is an area where the type of skills and aptitudes needed will be in competition with market needs for skilled labor.

Positions which are being recommended to move higher in the class/grade position in the matrix are highlighted in red with their former position displayed in strikethrough font. The current (2018) matrix is provided along with the proposed (2019) which also reflects the estimated CPI for calendar year 2018.

The Administrator/Director team will still need to discuss this review internally with the entire staff and/or each department. Making changes to the matrix does not mean individuals' compensation will automatically be adjusted. Recommendations for individual compensation adjustments will be the next steps in tandem with employee reviews.

COMMITTEE ACTION: **NONE.**

FISCAL IMPACT: **TO BE DETERMINED.**

RECOMMENDATION: **DISCUSS STATUS OF THE CLASS AND COMPENSATION PLAN REVIEW BY STAFF AND RECOMMEND/REQUEST ADDITIONAL INFORMATION, OR APPROVE RECOMMENDED CLASS COMPENSATION MATRIX AS PRESENTED, OR ...**

RECOMMENDED LANGUAGE FOR OFFICIAL ACTION

I MOVE TO APPROVE/DENY THE RECOMMENDED CLASS COMPENSATION MATRIX AS PRESENTED.

OR

I MOVE TO DEFER ACTION ON THE RECOMMENDED CLASS COMPENSATION MATRIX UNTIL THE DECEMBER MEETING AND DIRECT STAFF TO ...

Are there additional reference documents which have been attached to this report?

Current Matrix

**VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
2018 CLASSIFICATION AND COMPENSATION MATRIX (2/19/2018)**

POINT INTERVAL			Market AVG							
Grade	From	To	87.5% Minimum	90% Step 2	92.5% Step 3	95% Step 4	97.5% Step 5	100% Step 6	Merit	120% Maximum
			Year 1		Year 2		Year 3			
T	1050	1099	\$ 46.46	\$ 47.79	\$ 49.12	\$ 50.44	\$ 51.77	\$ 53.10	→	\$ 63.72
Administrator (CAO)										
R	950	999	\$ 39.35	\$ 40.47	\$ 41.60	\$ 42.72	\$ 43.85	\$ 44.97	→	\$ 53.96
Director of Public Works (COO)										
P	850	899	\$ 35.20	\$ 36.21	\$ 37.22	\$ 38.22	\$ 39.23	\$ 40.23	→	\$ 48.29
Director of Finance (CFO)										
O	800	849	\$ 33.12	\$ 34.08	\$ 35.02	\$ 35.97	\$ 36.91	\$ 37.86	→	\$ 45.43
Director of Planning & Development (CDO)										
N	750	799	\$ 31.06	\$ 31.95	\$ 32.84	\$ 33.73	\$ 34.61	\$ 35.50	→	\$ 42.60
Deputy Director of Public Works										
M	700	749	\$ 28.98	\$ 29.81	\$ 30.64	\$ 31.47	\$ 32.30	\$ 33.12	→	\$ 39.75
Clerk/Employee Resources Manager (CIO) Building Inspector/Building Manager Parks & Recreation Manager Director of Technology (CTO)										
L	650	699	\$ 26.71	\$ 27.47	\$ 28.25	\$ 29.01	\$ 29.77	\$ 30.53	→	\$ 36.64
Deputy Director of Finance										

**VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
2018 CLASSIFICATION AND COMPENSATION MATRIX (2/19/2018)**

POINT INTERVAL			Market AVG							
Grade	From	To	87.5% Minimum	90% Step 2	92.5% Step 3	95% Step 4	97.5% Step 5	100% Step 6	Merit	120% Maximum
			Year 1		Year 2		Year 3			
G	400	449	\$ 16.55	\$ 17.02	\$ 17.49	\$ 17.97	\$ 18.44	\$ 18.92	→	\$ 22.70
			Administrative Specialist 2		Deputy Clerk 2					
			PW Operator/Maintainer (Level I)							
			Utility Operator/Maintainer (Level I)							
F	350	399	\$ 14.48	\$ 14.88	\$ 15.30	\$ 15.71	\$ 16.13	\$ 16.54	→	\$ 19.85
			Deputy Clerk 1							
D	300	324	\$ 12.41	\$ 12.76	\$ 13.11	\$ 13.47	\$ 13.82	\$ 14.18	→	\$ 17.01
			Office Assistant 3							
			Maintenance Worker/Maintainer II (Seasonal)							
C	275	299	\$ 11.49	\$ 11.82	\$ 12.14	\$ 12.47	\$ 12.80	\$ 13.13	→	\$ 15.75
			Office Assistant 2							
			Maintenance Worker/Maintainer I (Seasonal)							
B	250	274	\$ 10.64	\$ 10.94	\$ 11.24	\$ 11.55	\$ 11.85	\$ 12.15	→	\$ 14.59
			Office Assistant 1							
			WAC Head Lifeguard							
A	225	249	\$ 9.79	\$ 10.08	\$ 10.37	\$ 10.66	\$ 10.95	\$ 11.24	→	\$ 14.05
			Ice Rink Attendant							
			WAC Lifeguard							
			WAC SlideTop/Cashier							

Wisconsin Minimum Wage is \$7.25/hour

Planning & Development

	Grade	Step	1/1/2018	Weston	
				Min (87.5%)	Max (120%)
Planning and Development Director	O	4	\$75,920	\$ 68,890	\$ 94,494
Assistant Planner	I	2	\$44,720	\$ 43,056	\$ 59,030
Economic Development Coordinator	I			\$ 43,056	\$ 59,030
Building Inspector/Building Manager	M	7-Merit	\$73,528	\$ 60,278	\$ 82,680
Code Enforcement/Property Manager	J	1	\$47,840	\$ 47,341	\$ 64,938
Planning/Environmental Technician	H	7-Merit	\$44,720	\$ 38,730	\$ 53,102

Population (1/1/18 Estimate)	Community	Planning and Development Director		Assistant Planner		Economic Development Coordinator		Building Inspector/Building Manager		Code Enforcement/Property Manager		Planning/Environmental Technician	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
15,445	Weston	\$ 68,890	\$ 94,494	\$ 43,056	\$ 59,030	\$ 43,056	\$ 59,030	\$ 60,278	\$ 82,680	\$ 47,341	\$ 64,938	\$ 38,730	\$ 53,102
39,024	Wausau	\$ 73,403	\$ 110,094	\$ 47,424	\$ 71,240	\$ 47,424	\$ 71,240	\$ 44,158	\$ 66,248	\$ 41,080	\$ 61,610	\$ 35,526	\$ 53,290
18,587	Wis Rapids	\$ 77,033	\$ 98,611	\$ 50,417	\$ 64,543	\$ 50,417	\$ 64,543	\$ 55,742	\$ 71,356	\$ 45,096	\$ 57,731	\$ 42,440	\$ 54,325
19,097	Marshfield	\$ 87,963	\$ 115,461	\$ 51,688	\$ 67,829	\$ 51,688	\$ 67,829	\$ 64,958	\$ 79,019	\$ 58,115	\$ 70,678	\$ 38,584	\$ 50,648
16,049	Kaukauna	\$ 78,513	\$ 91,745	\$ 56,873	\$ 66,459	\$ 51,586	\$ 60,280	\$ 62,703	\$ 73,271			\$ 51,586	\$ 60,280
33,692	Manitowoc	\$ 96,616	\$ 124,238	\$ 69,285	\$ 89,086	\$ 57,762	\$ 74,277	\$ 57,762	\$ 74,277				
135,922	Marathon County	\$ 72,587	\$ 108,882	\$ 54,263	\$ 75,968							\$ 39,837	\$ 53,789
18,788	Onalaska			\$ 55,809	\$ 75,506			\$ 58,148	\$ 78,671	\$ 51,130	\$ 69,176	\$ 44,112	\$ 59,681
17,713	Menasha	\$ 74,920	\$ 91,641	\$ 49,732	\$ 60,722			\$ 49,732	\$ 60,722	\$ 49,732	\$ 60,722		
12,814	Plover (job posting)	\$ 74,649	\$ 85,059										
9,070	New Richmond (posting)							\$ 65,000	\$ 75,000	\$ 65,000	\$ 75,000		
6,068	Twin Lakes (posting) Inspector							\$ 53,103	\$ 55,227				
18,587	Wisconsin Rapids (posting) Inspector							\$ 55,742	\$ 63,608	\$ 55,742	\$ 63,608		
27,257	Superior (posting) Inspector III							\$ 51,522	\$ 64,397	\$ 51,522	\$ 64,397		
27,257	Superior (posting) Inspector II							\$ 47,757	\$ 59,696	\$ 47,757	\$ 59,696		
27,257	Superior (posting) Inspector I							\$ 44,013	\$ 55,016	\$ 44,013	\$ 55,016		
8,527	McFarland (posting) Inspector							\$ 53,643	\$ 69,659	\$ 53,643	\$ 69,659		
19,097	Marshfield (job posting) Inspector							\$ 51,688	\$ 67,828	\$ 51,688	\$ 67,828		
63,570	Janesville (job posting)			\$ 46,624	\$ 55,000								
35,779	Franklin (job posting)			\$ 57,024	\$ 75,558								
35,779	Fitchburg (job posting)			\$ 57,762	\$ 66,019								
	Burlington, IA (job posting)			\$ 50,021	\$ 65,027								
26,050	Neenah	\$ 79,034	\$ 118,572					\$ 51,772	\$ 77,628	\$ 51,772	\$ 77,628		
14,570	Bellevue	\$ 69,265	\$ 103,897	\$ 50,564	\$ 65,808			\$ 50,564	\$ 65,808	\$ 50,564	\$ 65,808		
12,814	Plover (current pay)	\$ 78,810	\$ 78,810					\$ 64,417	\$ 64,417				
13,757	Allouez (current pay)			\$ 48,725	\$ 48,725			\$ 54,170	\$ 54,170	\$ 54,170	\$ 54,170		
	Average**	\$ 78,435.75	\$ 102,455.47	\$ 53,300.77	\$ 67,677.87	\$ 51,775.32	\$ 67,633.72	\$ 54,557.56	\$ 67,158.82	\$ 51,401.59	\$ 64,848.47	\$ 42,014.17	\$ 55,335.47
	Min	\$ 69,265.00	\$ 78,810.00	\$ 46,624.00	\$ 48,724.99	\$ 47,424.00	\$ 60,280.00	\$ 44,013.00	\$ 54,169.60	\$ 41,080.00	\$ 54,169.60	\$ 35,526.00	\$ 50,648.00
	Max	\$ 96,616.00	\$ 124,238.40	\$ 69,284.80	\$ 89,086.40	\$ 57,761.60	\$ 74,276.80	\$ 65,000.00	\$ 79,019.20	\$ 65,000.00	\$ 77,628.00	\$ 51,586.00	\$ 60,280.00

** Does not include Village of Weston

BLS Occupational Employment Stats

Central Wisconsin (Marathon, Lincoln, Portage, Wood)

\$ 63,121.00 \$ 79,472.00 \$ 48,298 \$ 79,134 \$ 37,892 \$ 82,654 \$ 31,760 \$ 54,050

Select MSA's

\$ 75,269.00 \$ 92,134.00 \$ 38,775 \$ 78,746 \$ 42,360 \$ 79,912 \$ 27,884 \$ 56,642

Wisconsin

\$ 77,171.00 \$ 95,861.00 \$ 38,656 \$ 80,779 \$ 41,183 \$ 79,042 \$ 29,816 \$ 64,633

Superior - Certified Inspector I: \$21.16 - \$26.45/hour (have no certifications)
 Certified Inspector II: \$22.96 - \$28.70/hour (have two UDC certifications)
 Certified Inspector III: \$24.77 - \$30.96/hour (have one commercial certification+typically two UDC certifications)

Clerks Department

	Grade	Step	1/1/2018		Weston	
					Min	Max
Clerk/Employee Resources Manager - Weinkauf	M	7	\$73,840	\$	60,278	\$ 82,680
Deputy Clerk 2/Communications Specialist - Reich	G	3	\$36,400	\$	34,424	\$ 47,216
Deputy Clerk 1 - Flory	F	4	\$33,280	\$	30,118	\$ 41,288
Deputy Clerk 1 - Coleman	F	4	\$33,280	\$	30,118	\$ 41,288
Taxpayer Engagement Coord - Hodell	K	7	\$59,800	\$	51,667	\$ 70,865

Population	Community	Clerk/Employee Resources Manager/Payroll		Payroll Coord. Or Benefits Coord.		Deputy Clerk 2/Communications Specialist		Multimedia Spec. or Comm. Spec.		Deputy Clerk 1		Taxpayer Engagement Coord	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
15,445	Weston	\$ 60,278	\$ 82,680			\$ 34,424	\$ 47,216			\$ 30,118	\$ 41,288	\$ 51,667	\$ 70,865
39,024	Wausau (currently doing a wage study)	\$ 47,486	\$ 71,240	\$ 35,526	\$ 53,290					\$ 33,030	\$ 49,566		
18,587	Wis Rapids	\$ 65,315	\$ 65,315	\$ 47,758	\$ 61,138			\$ 39,771	\$ 50,918	\$ 42,440	\$ 54,325		
19,097	Marshfield	\$ 62,670	\$ 82,285	\$ 46,883	\$ 61,568					\$ 40,518	\$ 53,227		
18,788	Onalaska	\$ 58,148	\$ 78,671							\$ 39,434	\$ 53,351		
16,049	Kaukauna												
33,692	Manitowoc	\$ 61,610	\$ 79,206							\$ 46,238	\$ 59,467		
135,922	Marathon County							\$ 39,837	\$ 53,781	\$ 51,216	\$ 71,701		
12,814	Plover	\$ 79,093	\$ 79,093							\$ 47,715	\$ 47,715		
9,070	New Richmond												
6,068	Twin Lakes												
17,713	Menasha	\$ 58,950	\$ 72,026										
35,779	Franklin												
14,570	Bellevue					\$ 43,713	\$ 62,256			\$ 37,262	\$ 53,071		
13,757	Allouez			\$ 50,150	\$ 50,150					\$ 40,856	\$ 40,856		
	Worknet											\$ 54,360	\$ 71,060
	Worknet											\$ 54,360	\$ 71,060
	Average**	\$ 61,896.12	\$ 75,405.19	\$ 45,079.29	\$ 56,536.50	\$ 43,713.00	\$ 62,256.00	\$ 39,804.00	\$ 52,349.50	\$ 42,078.77	\$ 53,697.71	\$ 54,360.00	\$ 71,060.00
	Min	\$ 47,486.00	\$ 65,315.00	\$ 35,526.00	\$ 50,150.00	\$ 43,713.00	\$ 62,256.00	\$ 39,771.00	\$ 50,918.00	\$ 33,030.00	\$ 40,856.00	\$ 54,360.00	\$ 71,060.00
	Max	\$ 79,093.00	\$ 82,285.00	\$ 50,149.94	\$ 61,568.00	\$ 43,713.00	\$ 62,256.00	\$ 39,837.00	\$ 53,781.00	\$ 51,216.00	\$ 71,701.00	\$ 54,360.00	\$ 71,060.00

** Does not include Village of Weston

Finance

	Grade	Step	1/1/2018	Weston	
				Min	Max
Finance Director	P	7	\$85,280	\$ 73,216	\$ 100,443
Deputy Finance Director	L	1	\$55,692	\$ 55,557	\$ 76,211
Finance Support Specialist	G	3	\$36,926	\$ 34,424	\$ 47,216

Population	Community	Finance Director		Deputy Finance Director		Finance Support Specialist	
		Min	Max	Min	Max	Min	Max
15,445	Weston	\$ 73,216	\$ 100,443	\$ 55,557	\$ 76,211	\$ 34,424	\$ 47,216
39,024	Wausau	\$ 78,915	\$ 118,394	\$ 59,030	\$ 88,566		
18,587	Wis Rapids	\$ 82,358	\$ 105,422	\$ 61,064	\$ 78,165	\$ 42,440	\$ 54,325
19,097	Marshfield	\$ 92,352	\$ 121,264	\$ 51,688	\$ 67,829	\$ 46,883	\$ 61,568
16,049	Kaukauna	\$ 85,738	\$ 100,188	\$ 51,586	\$ 60,280	\$ 42,440	\$ 49,592
33,692	Manitowoc	\$ 90,418	\$ 116,251	\$ 61,610	\$ 79,206	\$ 46,238	\$ 59,467
135,922	Marathon County	\$ 80,644	\$ 120,966	\$ 61,127	\$ 85,577		
12,814	Plover	\$ 90,365	\$ 90,365			\$ 50,150	\$ 50,150
9,070	New Richmond						
6,068	Twin Lakes						
35,779	Franklin						
	St. Croix County (posting)			\$ 77,106	\$ 87,232		
26,050	Neenah	\$ 79,034	\$ 118,572	\$ 51,772	\$ 77,628		
14,570	Bellevue	\$ 69,265	\$ 103,897			\$ 43,713	\$ 62,256
13,757	Allouez	\$ 94,464	\$ 94,464				
	Average**	\$ 84,355.27	\$ 108,978.27	\$ 59,372.88	\$ 78,060.35	\$ 45,310.66	\$ 56,226.32
	Min	\$ 69,265.00	\$ 90,365.00	\$ 51,586.00	\$ 60,280.00	\$ 34,424.00	\$ 47,216.00
	Max	\$ 94,463.68	\$ 121,264.00	\$ 77,106.00	\$ 88,566.00	\$ 50,149.94	\$ 62,256.00

** Does not include Village of Weston

Public Works - Exempt

	Grade	Step	1/1/2018	Min	Weston Mid	Max
Director of Public Works	R		\$	39.35	\$ 44.97	\$ 53.96
Deputy Director of Public Works	N		\$	31.06	\$ 35.50	\$ 42.60
Parks & Rec Director	M		\$	28.98	\$ 33.12	\$ 39.75
Fleet/Streets/Utility Foreman	K		\$	24.84	\$ 28.39	\$ 34.07
Street/Utility Operator III	J		\$	22.76	\$ 26.01	\$ 31.22
AQ Center Manager	I		\$	20.70	\$ 23.65	\$ 28.38
Street/Utility Operator II	I		\$	20.70	\$ 23.65	\$ 28.38
Utility Technician	I		\$	20.70	\$ 23.65	\$ 28.38
Arborist/Forester	H		\$	18.62	\$ 21.28	\$ 25.53
Street/Utility I	H		\$	18.62	\$ 21.28	\$ 25.53
Utility Clerk	H		\$	18.62	\$ 21.28	\$ 25.53
PW/Operator Maintainer	G		\$	16.55	\$ 18.92	\$ 22.70

Population	Community	Public Works Director		Deputy Director PW/Engineer		Park Director		Water and Wastewater Utilities Superintendent; Street Superintendent	
		Min	Max	Min	Max	Min	Max	Min	Max
15,445	Weston	\$ 81,848	\$ 112,237	\$ 64,605	\$ 88,608	\$ 60,278	\$ 82,680		
39,024	Wausau	\$ 78,915	\$ 118,994	\$ 63,482	\$ 95,222			\$ 59,030	\$ 88,566
18,587	Wis Rapids	\$ 87,678	\$ 112,237	\$ 74,371	\$ 95,201	\$ 61,064	\$ 78,165	\$ 71,708	\$ 91,792
19,097	Marshfield	\$ 92,352	\$ 121,264	\$ 83,782	\$ 110,011	\$ 69,098	\$ 90,688	\$ 72,550	\$ 95,285
16,049	Kaukauna	\$ 89,596	\$ 104,697	\$ 65,838	\$ 76,934	\$ 62,703	\$ 73,271	\$ 65,838	\$ 76,934
33,692	Manitowoc	\$ 96,616	\$ 124,238	\$ 73,133	\$ 94,016	\$ 61,610	\$ 79,206	\$ 69,285	\$ 89,086
135,922	Marathon County	\$ 76,252	\$ 114,378	\$ 61,127	\$ 85,577	\$ 76,252	\$ 114,378	\$ 61,127	\$ 85,577
12,814	Plover	\$ 93,330	\$ 94,384	\$ 73,526	\$ 77,652				
9,070	New Richmond								
6,068	Twin Lakes								
23,945	Watertown (job posting) <i>Utility Mgr</i>							\$ 79,019	\$ 86,050
	Janesville (job posting) <i>Maintainer</i>								
	Janesville (job posting) <i>Maintainer</i>								
	Mt. Pleasant (job posting)			\$ 83,396	\$ 93,308				
	Mequon (job posting) <i>Dep Director</i>			\$ 73,480	\$ 104,644				
17,353	Menasha	\$ 82,214	\$ 100,394	\$ 62,317	\$ 76,154	\$ 64,842	\$ 79,184	\$ 60,944	\$ 76,232
	Franklin (job posting)								
26,050	Neenah	\$ 79,034	\$ 118,572	\$ 69,753	\$ 104,639	\$ 75,629	\$ 113,453	\$ 62,466	\$ 93,743
14,570	Bellevue	\$ 76,664	\$ 114,996			\$ 54,013	\$ 81,020	\$ 54,013	\$ 81,020
13,757	Allouez	\$ 95,000	\$ 95,000			\$ 71,986	\$ 71,986		
	Average**	\$ 86,150.09	\$ 110,832.22	\$ 71,291.38	\$ 92,123.47	\$ 66,355.17	\$ 86,816.86	\$ 65,598.02	\$ 86,428.52
	Min	\$ 76,252.00	\$ 94,384.00	\$ 61,127.00	\$ 76,154.00	\$ 54,013.00	\$ 71,986.33	\$ 54,013.00	\$ 76,232.00
	Max	\$ 96,616.00	\$ 124,238.40	\$ 83,782.40	\$ 110,011.20	\$ 76,252.00	\$ 114,378.00	\$ 79,019.00	\$ 95,284.80

** Does not include Village of Weston

\$ 34.27 \$ 44.29

	Grade	Step	1/1/2018	Weston		
				Min	Mid	Max
Director of Public Works	R		\$ 39.35	\$ 44.97	\$ 53.96	
Deputy Director of Public Works	N		\$ 31.06	\$ 35.50	\$ 42.60	
Parks & Rec Director	M		\$ 28.98	\$ 33.12	\$ 39.75	
Fleet/Streets/Utility Foreman	K		\$ 24.84	\$ 28.39	\$ 34.07	
Mechanic/Sr Utility Operator	J		\$ 22.76	\$ 26.01	\$ 31.22	
AQ Center Manager	I		\$ 20.70	\$ 23.65	\$ 28.38	
Sr PW Operator/Utility Operator	I		\$ 20.70	\$ 23.65	\$ 28.38	
Utility Technician	I		\$ 20.70	\$ 23.65	\$ 28.38	
Arborist/Forester	H		\$ 18.62	\$ 21.28	\$ 25.53	
PW Operator/Utility Maintainer	H		\$ 18.62	\$ 21.28	\$ 25.53	
Utility Clerk	H		\$ 18.62	\$ 21.28	\$ 25.53	
PW Maintainer	G		\$ 16.55	\$ 18.92	\$ 22.70	

Population	Community	Fleet/Street/Utility Foreman		Sr Utility Operator		Sr Public Works Operator/Utility Operator		Public Works Operator/Utility Maintainer		PW Maintainer (Entry)		Arborist		Mechanic		Utility Clerk	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
15,445	Weston	\$ 51,667	\$ 70,866	\$ 47,341	\$ 64,938	\$ 43,056	\$ 59,030	\$ 38,730	\$ 53,102	\$ 34,424	\$ 47,216	\$ 38,730	\$ 53,102			\$ 38,730	\$ 53,102
39,024	Wausau	\$ 47,486	\$ 71,240	\$ 41,080	\$ 61,610	\$ 38,189	\$ 57,304	\$ 35,526	\$ 53,290	\$ 33,030	\$ 49,566			\$ 41,080	\$ 61,610	\$ 30,722	\$ 49,566
18,587	Wis Rapids																
19,097	Marshfield	\$ 51,688	\$ 67,829	\$ 49,234	\$ 64,626	\$ 46,883	\$ 61,568	\$ 44,658	\$ 58,594	\$ 40,518	\$ 53,227			\$ 49,234	\$ 64,626	\$ 38,584	\$ 50,648
16,049	Kaukauna																
33,692	Manitowoc	\$ 53,934	\$ 69,326	\$ 50,086	\$ 64,397	\$ 46,238	\$ 59,467	\$ 42,411	\$ 54,517	\$ 38,542	\$ 49,566			\$ 50,086	\$ 64,397		
135,922	Marathon County	\$ 48,408	\$ 65,350			\$ 39,837	\$ 53,781	\$ 36,725	\$ 49,579	\$ 33,613	\$ 45,377			\$ 39,837	\$ 53,781		
12,814	Plover	\$ 57,096	\$ 57,096	\$ 59,571	\$ 59,571	\$ 57,096	\$ 57,096	\$ 54,434	\$ 54,434					\$ 56,368	\$ 56,368	\$ 55,073	\$ 55,073
9,070	New Richmond																
6,068	Twin Lakes																
23,945	Watertown (job posting) Utility Mgr																
	Janesville (job posting) Maintainer									\$ 18.30	\$ 18.30						
	Janesville (job posting) Maintainer																
	Mt. Pleasant (job posting)																
17,353	Menasha	\$ 47,757	\$ 59,696	\$ 55,765	\$ 55,765	\$ 45,926	\$ 57,387	\$ 44,658	\$ 55,765	\$ 43,139	\$ 53,914			\$ 48,963	\$ 61,214	\$ 36,712	\$ 45,531
26,050	Neenah									\$ 37,045	\$ 55,536	\$ 51,584	\$ 77,355	\$ 47,965	\$ 71,926		
	Franklin (job posting)																
14570	Bellevue	\$ 43,713	\$ 62,256							\$ 42,218	\$ 60,127					\$ 37,262	\$ 53,071
13,757	Allouez	\$ 61,869	\$ 61,869	\$ 57,185	\$ 57,185	\$ 54,893	\$ 54,893	\$ 46,194	\$ 46,194					\$ 59,827	\$ 59,827		
	Average**	\$ 51,493.85	\$ 64,332.73	\$ 52,153.52	\$ 60,525.59	\$ 47,008.96	\$ 57,356.59	\$ 43,515.01	\$ 53,195.99	\$ 33,515.51	\$ 45,916.44	\$ 51,584.00	\$ 77,355.00	\$ 49,169.99	\$ 61,718.59	\$ 39,670.60	\$ 50,777.84
	Min	\$ 43,713.00	\$ 57,096.00	\$ 41,080.00	\$ 55,764.80	\$ 38,189.00	\$ 53,781.00	\$ 35,526.00	\$ 46,194.10	\$ 18.30	\$ 18.30	\$ 51,584.00	\$ 77,355.00	\$ 39,837.00	\$ 53,781.00	\$ 30,722.00	\$ 45,531.20
	Max	\$ 61,868.61	\$ 71,240.00	\$ 59,571.20	\$ 64,625.60	\$ 57,096.00	\$ 61,568.00	\$ 54,433.60	\$ 58,593.60	\$ 43,139.20	\$ 60,127.00	\$ 51,584.00	\$ 77,355.00	\$ 59,826.88	\$ 71,926.40	\$ 55,073.00	\$ 55,073.00

** Does not include Village of Weston

Technology

	Grade	Step	1/1/2018	Min	Weston Mid	Max
Director of Technology Services	M	7		\$ 28.98	\$ 33.12	\$ 39.75
Public Works & Utility Technician	I	1		\$ 20.70	\$ 23.65	\$ 28.38

Population	Community	Technoloy Director		Engineering Technician	
		Min	Max	Min	Max
15,445	Weston	\$ 60,278	\$ 82,680	\$ 43,056	\$ 59,030
39,024	Wausau			\$ 44,158	\$ 66,248
18,587	Wis Rapids	\$ 76,691	\$ 102,015	\$ 50,417	\$ 64,543
19,097	Marshfield	\$ 87,963	\$ 115,460	\$ 49,233	\$ 64,625
16,049	Kaukauna			\$ 51,586	\$ 60,280
33,692	Manitowoc			\$ 50,086	\$ 64,396
135,922	Marathon County				
12,814	Plover				
14,390	Whitewater	\$ 62,602	\$ 73,984		
6,068	Howard			\$ 47,245	\$ 62,554
17,353	Menasha	\$ 71,168	\$ 87,032	\$ 50,440	\$ 63,024
26,050	Neenah	\$ 48,347	\$ 72,529		
	Sheboygan				
14,570	Bellevue	\$ 50,964	\$ 72,585	\$ 50,564.00	\$ 65,808.00
	Average**	\$ 66,289.17	\$ 87,267.50	\$ 49,216.13	\$ 63,934.75
	Min	\$ 48,347.00	\$ 72,529.00	\$ 43,056.00	\$ 59,030.00
	Max	\$ 87,963.00	\$ 115,460.00	\$ 51,586.00	\$ 66,248.00

** Does not include Village of Weston

VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
2019 CLASSIFICATION AND COMPENSATION MATRIX (Proposed 11/05/2018 2018+2.8%)

POINT INTERVAL Grade From To	87.5%	90%	92.5%	95%	97.5%	Market AVG 100%	Merit	120% Maximum
	Minimum	Step 2	Step 3	Step 4	Step 5	Step 6		
	Year 1		Year 2		Year 3			
T 1050 1099	\$ 99,361.60	\$ 102,190.40	\$ 105,040.00	\$ 107,868.80	\$ 110,697.60	\$ 113,547.20	→	\$ 136,260.80
	\$ 47.77	\$ 49.13	\$ 50.50	\$ 51.86	\$ 53.22	\$ 54.59		\$ 65.51
Administrator (CAO)								
S 1000 1049	\$ 88,943.71	\$ 91,475.84	\$ 94,029.25	\$ 96,561.38	\$ 99,114.79	\$ 101,646.92	→	\$ 121,967.79
	\$ 42.76	\$ 43.98	\$ 45.21	\$ 46.42	\$ 47.65	\$ 48.87		\$ 58.64
R 950 999	\$ 84,156.80	\$ 86,528.00	\$ 88,940.80	\$ 91,353.60	\$ 93,745.60	\$ 96,158.40	→	\$ 115,377.60
	\$ 40.46	\$ 41.60	\$ 42.76	\$ 43.92	\$ 45.07	\$ 46.23		\$ 55.47
Director of Public Works (COO)								
Q 900 949	\$ 77,538.49	\$ 79,751.44	\$ 81,964.40	\$ 84,177.35	\$ 86,390.30	\$ 88,603.26	→	\$ 106,328.16
	\$ 37.28	\$ 38.34	\$ 39.41	\$ 40.47	\$ 41.53	\$ 42.60		\$ 51.12
P 850 899	\$ 75,275.20	\$ 77,438.40	\$ 79,580.80	\$ 81,723.20	\$ 83,886.40	\$ 86,028.80	→	\$ 103,251.20
	\$ 36.19	\$ 37.23	\$ 38.26	\$ 39.29	\$ 40.33	\$ 41.36		\$ 49.64
Director of Finance (CFO)								
Director of Planning & Development (CDO)								
O 800 849	\$ 70,824.00	\$ 72,862.40	\$ 74,880.00	\$ 76,918.40	\$ 78,915.20	\$ 80,953.60	→	\$ 97,136.00
	\$ 34.05	\$ 35.03	\$ 36.00	\$ 36.98	\$ 37.94	\$ 38.92		\$ 46.70
Director of Planning & Development (CDO)								
N 750 799	\$ 66,414.40	\$ 68,307.20	\$ 70,220.80	\$ 72,113.60	\$ 74,006.40	\$ 75,899.20	→	\$ 91,083.20
	\$ 31.93	\$ 32.84	\$ 33.76	\$ 34.67	\$ 35.58	\$ 36.49		\$ 43.79
Deputy Director of Public Works								
Director of Technology (CTO)								

VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
2019 CLASSIFICATION AND COMPENSATION MATRIX (Proposed 11/05/2018 2018+2.8%)

POINT INTERVAL Grade From To	87.5%	90%	92.5%	95%	97.5%	100%	Merit	120% Maximum
	Minimum	Step 2	Step 3	Step 4	Step 5	Step 6		
	Year 1		Year 2		Year 3			
M 700 749	\$ 61,963.20	\$ 63,731.20	\$ 65,520.00	\$ 67,288.00	\$ 69,056.00	\$ 70,824.00	→	\$ 85,009.60
	\$ 29.79	\$ 30.64	\$ 31.50	\$ 32.35	\$ 33.20	\$ 34.05		\$ 40.87
	Clerk/Employee Resources Manager (CIO) Building Inspector/Building Manager			Parks & Recreation Manager Director of Technology (CTO)				
L 650 699	\$ 57,116.80	\$ 58,739.20	\$ 60,403.20	\$ 62,025.60	\$ 63,648.00	\$ 65,270.40	→	\$ 78,353.60
	\$ 27.46	\$ 28.24	\$ 29.04	\$ 29.82	\$ 30.60	\$ 31.38		\$ 37.67
	Deputy Director of Finance							
K 600 649	\$ 53,102.40	\$ 54,641.60	\$ 56,160.00	\$ 57,657.60	\$ 59,196.80	\$ 60,694.40	→	\$ 72,841.60
	\$ 25.53	\$ 26.27	\$ 27.00	\$ 27.72	\$ 28.46	\$ 29.18		\$ 35.02
	Fleet Foreman Streets Foreman Property Inspector Economic Development Coordinator			Taxpayer Engagement Coordinator Utility Foreman Assistant Planner				
J 550 599	\$ 48,672.00	\$ 50,065.60	\$ 51,438.40	\$ 52,852.80	\$ 54,225.60	\$ 55,619.20	→	\$ 66,768.00
	\$ 23.40	\$ 24.07	\$ 24.73	\$ 25.41	\$ 26.07	\$ 26.74		\$ 32.10
	Property Inspector Utility Technician			Utility Senior Operator Mechanic (Proposed New Position)				
I 500 549	\$ 44,241.60	\$ 45,510.40	\$ 46,779.20	\$ 48,027.20	\$ 49,296.00	\$ 50,564.80	→	\$ 60,673.60
	\$ 21.27	\$ 21.88	\$ 22.49	\$ 23.09	\$ 23.70	\$ 24.31		\$ 29.17
	Arborist/Forester Aquatic Center Manager Assistant Planner Utility Operator			Economic Development Coordinator Assistant to the Administrator PW Senior Operator Utility Technician				

VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
2019 CLASSIFICATION AND COMPENSATION MATRIX (Proposed 11/05/2018 2018+2.8%)

POINT INTERVAL Grade From To	87.5%	90%	92.5%	95%	97.5%	100%	Merit	120% Maximum
	Minimum	Step 2	Step 3	Step 4	Step 5	Step 6		
	Year 1		Year 2		Year 3			
H 450 499	\$ 39,811.20	\$ 40,955.20	\$ 42,078.40	\$ 43,222.40	\$ 44,366.40	\$ 45,489.60	➔	\$ 54,600.00
	\$ 19.14	\$ 19.69	\$ 20.23	\$ 20.78	\$ 21.33	\$ 21.87		\$ 26.25
	Administrative Specialist 3 Planning/Environmental Technician PW Operator				Deputy Clerk 3 Utility Clerk 3 Utility Maintainer			
G 400 449	\$ 35,401.60	\$ 36,400.00	\$ 37,398.40	\$ 38,438.40	\$ 39,436.80	\$ 40,435.20	➔	\$ 48,547.20
	\$ 17.02	\$ 17.50	\$ 17.98	\$ 18.48	\$ 18.96	\$ 19.44		\$ 23.34
	Administrative Specialist 2 PW Maintainer				Deputy Clerk 2			
F 350 399	\$ 30,950.40	\$ 31,824.00	\$ 32,718.40	\$ 33,592.00	\$ 34,486.40	\$ 35,380.80	➔	\$ 42,432.00
	\$ 14.88	\$ 15.30	\$ 15.73	\$ 16.15	\$ 16.58	\$ 17.01		\$ 20.40
	Deputy Clerk 1							
E 325 349	\$ 27,684.80	\$ 28,454.40	\$ 29,265.60	\$ 30,035.20	\$ 30,846.40	\$ 31,636.80	➔	\$ 37,939.20
	\$ 13.31	\$ 13.68	\$ 14.07	\$ 14.44	\$ 14.83	\$ 15.21		\$ 18.24
D 300 324	\$ 26,540.80	\$ 27,268.80	\$ 28,038.40	\$ 28,808.00	\$ 29,556.80	\$ 30,326.40	➔	\$ 36,379.20
	\$ 12.76	\$ 13.11	\$ 13.48	\$ 13.85	\$ 14.21	\$ 14.58		\$ 17.49
	Office Assistant 3 Maintenance Worker/Maintainer II (Seasonal)							

VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
2019 CLASSIFICATION AND COMPENSATION MATRIX (Proposed 11/05/2018 2018+2.8%)

POINT INTERVAL Grade From To	87.5%	90%	92.5%	95%	97.5%	100%	Merit	120% Maximum
	Minimum	Step 2	Step 3	Step 4	Step 5	Step 6		
	Year 1		Year 2		Year 3			
C 275 299	\$ 24,564.80	\$ 25,272.00	\$ 25,958.40	\$ 26,665.60	\$ 27,372.80	\$ 28,059.20	→	\$ 33,696.00
	\$ 11.81	\$ 12.15	\$ 12.48	\$ 12.82	\$ 13.16	\$ 13.49		\$ 16.20
Office Assistant 2 Maintenance Worker/Maintainer I (Seasonal)								
B 250 274	\$ 22,755.20	\$ 23,379.20	\$ 24,044.80	\$ 24,689.60	\$ 25,334.40	\$ 25,979.20	→	\$ 31,200.00
	\$ 10.94	\$ 11.24	\$ 11.56	\$ 11.87	\$ 12.18	\$ 12.49		\$ 15.00
Office Assistant 1 WAC Head Lifeguard								
A 225 249	\$ 20,924.80	\$ 21,548.80	\$ 22,172.80	\$ 22,796.80	\$ 23,420.80	\$ 24,024.00	→	\$ 30,035.20
	\$ 10.06	\$ 10.36	\$ 10.66	\$ 10.96	\$ 11.26	\$ 11.55		\$ 14.44
Ice Rink Attendent WAC Lifeguard WAC SlideTop/Cashier								

Wisconsin Minimum Wage is \$7.25/hour