

Department	Title	Name	Date of Hire	Salary	Control Point	Maximum	Director	Deputy Director	Grade	Director/DD Differential
Mayor	Mayor	Tim Hanna	4/23/1991	\$100,496	\$100,506	\$120,598	100%	N/A	R	
Fire	Fire Chief	Jeremy Hansen	7/16/2018	\$125,902	\$107,536	\$129,043	115%		S	15.30%
	Deputy Fire Chief	Darrel Baker	11/28/1988	\$109,200	\$91,166	\$109,408		120%	P	
Health	Health Officer	Kurt Eggebrecht	1/4/2000	\$118,331	\$107,536	\$129,043	110%		S	
	N/A		N/A		\$91,166	\$109,408		N/A		
Utilities	Utilities Director	Chris Shaw	7/22/1991	\$117,499	\$107,536	\$129,043	109%		S	32.57%
	Deputy Director-Utilities	Chris Stempa	1/29/2007	\$88,629	\$91,166	\$109,408		97%	P	
Police	Police Chief	Todd Thomas	1/5/2015	\$117,291	\$107,536	\$129,043	109%		S	7.21%
	Assistant Chief	Larry Potter	12/26/1991	\$109,408	\$91,166	\$109,408		120%	P	
Transit	General Manager	Ron Mc Donald	9/19/2016	\$113,381	\$107,536	\$129,043	105%		S	35.39%
	Assistant General Manager	Amy Erickson	10/22/2001	\$83,741	\$91,166	\$109,408		92%	P	
Library	Library Director	Colleen Rortvedt	8/30/1996	\$104,686	\$107,536	\$129,043	97%		S	9.13%
	Assistant Library Director	Tasha Saecker	2/28/2011	\$95,930	\$91,166	\$109,408		105%		
DPW	Public Works Director	Paula Vandehey	5/30/1989	\$140,234	\$116,854	\$140,234	120%		T	44.34%
	Deputy Director-DPW Operations	Nate Loper	5/27/2003	\$97,157	\$91,166	\$109,408		107%	P	16.26%
	Deputy Director-DPW/City Engineer	Ross Buetow	5/8/1991	\$120,619	\$100,506	\$120,598		120%	R	
HR	Human Resources Director	Sandy Matz	5/19/1997	\$138,757	\$116,854	\$140,234	119%		T	42.30%
	Deputy Director-HR	Jay Ratchman	8/2/2004	\$97,510	\$91,166	\$109,408		107%	P	
Finance	Finance Director	Tony Saucerman	8/24/1998	\$127,566	\$116,854	\$140,234	109%		T	48.64%
	Deputy Director-Finance	Jeri Ohman	5/29/2018	\$85,821	\$91,166	\$109,408		94%	P	
Parks, Rec, FMD	Parks, Recreation & Facilities Management Director	Dean Gazza	11/7/2005	\$125,965	\$116,854	\$140,234	108%		T	31.57%
	Deputy Director-PRFMD	Tom Flick	3/30/2015	\$95,742	\$91,166	\$109,408		105%	P	
Legal	City Attorney	Jim Walsh	4/17/1989	\$120,253	\$116,854	\$140,234	103%		T	11.39%
	Deputy City Attorney	Chris Behrens	1/5/1998	\$107,952	\$91,166	\$109,408		118%	P	
	Community and Economic Development Director	Karen Harkness	11/10/2008	\$118,539	\$116,854	\$140,234	101%		T	18.83%
CEDC	Deputy Director-CED	Monica Stage	12/16/1996	\$99,757	\$91,166	\$109,408		109%	P	
IT	Information Technology Director	Dean Fox	6/27/2005	\$109,678	\$116,854	\$140,234	94%		T	
	N/A		N/A					N/A		
							108%	108%		

7/16/2019

Department	Title	Name	Date of Hire	Salary	Control Point	Maximum	Grade
Mayor	Mayor	Tim Hanna	4/23/1991	\$100,496	\$100,506	\$120,598	R 100%
Fire	Fire Chief	Jeremy Hansen	7/16/2018	\$125,902	\$107,536	\$129,043	S 117%
Health	Health Officer	Kurt Eggebrecht	1/4/2000	\$118,331	\$107,536	\$129,043	S 110%
Utilities	Utilities Director	Chris Shaw	7/22/1991	\$117,499	\$107,536	\$129,043	S 109%
Police	Police Chief	Todd Thomas	1/5/2015	\$117,291	\$107,536	\$129,043	S 109%
Transit	General Manager	Ron Mc Donald	9/19/2016	\$113,381	\$107,536	\$129,043	S 105%
Library	Library Director	Colleen Rortvedt	8/30/1996	\$104,686	\$107,536	\$129,043	S 97%
DPW	Public Works Director	Paula Vandehey	5/30/1989	\$140,234	\$116,854	\$140,234	T 120%
HR	Human Resources Director	Sandy Matz	5/19/1997	\$138,757	\$116,854	\$140,234	T 119%
Finance	Finance Director	Tony Saucerman	8/24/1998	\$127,566	\$116,854	\$140,234	T 109%
Parks, Rec,	Parks, Recreation & Facilities						
FMD	Management Director	Dean Gazza	11/7/2005	\$125,965	\$116,854	\$140,234	T 108%
Legal	City Attorney	Jim Walsh	4/17/1989	\$120,253	\$116,854	\$140,234	T 103%
	Community and Economic						
CEDC	Development Director	Karen Harkness	11/10/2008	\$118,539	\$116,854	\$140,234	T 101%
IT	Information Technology Director	Dean Fox	6/27/2005	\$109,678	\$116,854	\$140,234	T 94%

Year	Union	Non-Reps	Performance	CPI	Attorney with Non-rep increases	Attorney	Salary	Mayor with Non-rep increases	Mayor	Salary
2003	3.00%				\$87,505			\$76,478		
2004	3.00%	1.50%		2.70%	\$88,818	1.50%	\$88,816	\$77,625	1.50%	\$77,625
2005	3.00%	3.00%		3.40%	\$91,482	1.50%	\$90,147	\$79,954	1.51%	\$78,790
2006	3.00%	3.00%		3.20%	\$94,227	1.50%	\$91,499	\$82,353	1.51%	\$79,976
2007	2.75%	2.75%		2.90%	\$96,818	3.37%	\$92,872	\$84,617	3.47%	\$81,182
2008	2.00%	2.00%		3.80%	\$98,754	2.08%	\$96,000	\$86,310	3.47%	\$84,000
	1.00%	1.00%			\$99,742			\$87,173		
2009	2.00%	2.00%		-0.40%	\$101,737	2.08%	\$98,000	\$88,916	2.38%	\$86,000
	1.00%	1.00%			\$102,754			\$89,805		
2010	2.00%	2.00%		1.60%	\$104,809	3.06%	\$101,000	\$91,601	2.33%	\$88,000
	1.00%	1.00%			\$105,857			\$92,517		
2011	0.00%	0.00%		3.20%	\$105,857	2.97%	\$104,000	\$92,517	3.41%	\$91,000
2012	1.00%	0.00%		2.10%	\$105,857	0.00%	\$104,000	\$92,517	0.00%	\$91,000
	3.00%									
2013	1.00%	1.00%	1%*	1.50%	\$106,916	2.00%	\$106,080	\$93,443	1.00%	\$91,910
	3.00%									
2014	3.00%	2.00%	2%	1.60%	\$109,054	2.00%	\$108,202	\$95,311	1.00%	\$92,829
2015	2.50%	1.50%	1.75%	0.10%	\$110,690	2.00%	\$110,365	\$96,741	2.00%	\$94,686
	1.00%									
2016	2.00%	1.50%	.5%-1.5%	1.30%	\$113,457	4.20%	\$115,000	\$99,160	1.50%	\$96,106
	1.50%									
2017	1.00%		2.00%	2.10%	\$115,726	1.50%	\$116,725	\$101,143	1.50%	\$97,548
2018	1.50%		2.24%	2.20%	\$118,318	1.50%	\$118,476	\$103,408	1.50%	\$99,011
	1.00%									
2019	1.00%		2.09%	1.60%	\$120,791	1.50%	\$120,253	\$105,570	1.50%	\$100,496
	1.00%									
	47.25%	25.25%	10.08%	32.90%		32.76%			29.57%	
			35.33%							

2006 + \$.20 quid

* Only employees paying WRS were eligible for the Performance 1%

Average Salary for Civil Attorney Positions by State (US Dollars)									
State	Chief Legal Officer	Deputy	Managing Attorney	Senior Assistant (20+years)	Assistant (10-20 years)	Assistant (5-10 years)	Assistant (2-5 years)	New Lawyer	
Missouri	\$148,744	\$130,552		\$107,864	\$82,225	\$81,325	\$62,144	\$59,340	
Nebraska	\$140,488	\$129,790			\$104,664	\$75,780	\$65,673		
Nevada	\$172,867	\$160,092			\$149,722	\$136,654			
New Mexico	\$116,343	\$90,667	\$101,000	\$90,500	\$87,500	\$68,000			
New York	\$115,667	\$93,055			\$79,566			\$65,707	
North Carolina	\$165,458	\$116,461		\$117,234		\$78,231			
Ohio	\$125,982	\$120,333	\$106,660	\$98,942	\$80,060	\$68,402	\$57,128	\$52,250	
Oklahoma	\$137,052	\$127,509		\$121,867		\$87,062	\$68,750		
Oregon	\$167,431	\$124,585		\$154,604	\$136,195	\$95,181	\$92,482		
South Carolina	\$106,353								
South Dakota	\$99,490								
Tennessee	\$149,200	\$138,333		\$105,500	\$99,000	\$85,167	\$74,400		
Texas	\$190,273	\$148,604	\$119,887	\$118,933	\$103,113	\$88,796	\$72,987	\$68,052	
Utah	\$135,295	\$110,170							
Virginia	\$203,124	\$162,503		\$132,225	\$103,229	\$88,867	\$85,206		
West Virginia	\$115,500								
Wisconsin	\$131,262	\$105,066		\$103,333	\$89,569	\$76,711	\$61,154		
Wyoming	\$122,500								

Survey Question 15. Does your office have a criminal as well as a civil function?

Question 15 asked respondents if their office has a criminal as well as a civil function. Of the 241 responses, 118 answered yes.

Municipality	City Attorney	Salary	# Reports	Benefits	Expense Account	Other
Appleton	Elected	\$120,253	4	Health, Dental, Life, LTD, Pension	None	None
EauClaire	Appointed by City Manager					
Green Bay	Appointed by Mayor	\$113,250	5	Health, Dental, Life, LTD, Pension	None	\$30/month mileage reimbursement
Janesville	Appointed by City Manager					
Kenosha	Non-Represented Employee	\$108,268-\$139,186	6	Health, Dental, Life, Pension, Sick Accural	None	None
La Crosse	Non-Represented Employee	\$133,889.60	4	Health, Dental, Life, LTD, Pension	None	None
Manitowoc	Non-Represented Employee					
Oshkosh	Appointed	\$124,058	3	Health, Dental, Life, LTD, Pension	None	None
Racine	Appointed					
Sheboygan	Elected	\$121,351	3.5	Same as non-reps, but no PTO	None	None
Waukesha	Elected					
Wausau	Non-Represented Employee					

ATTORNEY

Municipality	Mayor	Population	Term	Salary	# Reports	Benefits	Expense Account	Other	# of Staff in Mayor's Office (not including Mayor)
Appleton	Mayor	74,653	2019-2020	\$100,496	15	Health, Dental, Life, LTD, Pension	None	None	3 (Secretary to Mayor, Communications Coordinator, Diversity & Inclusion Coordinator)
Green Bay	Mayor	105,116	2019-2020	\$87,930	13	Health, Dental, Life, LTD, Pension	None	\$30/month mileage reimbursement	3 (Chief of Staff, Community Relations Assistant, Executive Secretary)
La Crosse	Mayor	51,834	2017-2021	\$76,908.00	3	Health, Dental, Life, LTD, Pension	\$2,075.06	\$250/mo car allowance	3 (Executive Secretary, Courtesy and Information Representative, Employee Wellness Coordinator)
Manitowoc	Mayor	92,697	2017-2021	\$79,773.00	10	Health, Dental, Life, Pension, Flex Spending	None	Receives a \$450.00 auto allowance \$300/month vehicle allowance	1 (Administrative Assistant)
Neenah	Mayor	25,914	2018-2022	\$79,250.00	12	Health, Dental, Life, LTD, Pension	None	annually (\$37.50 per month), \$40.00 per month cell phone stipend	1 (Administrative Assistant)
Wausau	Mayor	39,114	2017-2020	\$74,850.00	8	Health, Dental, Life, LTD, Pension	None	\$300 monthly vehicle allowance, \$50/month cell phone allowance	1 (Administrative Assistant)
Municipality	Mayor/City Administrator	Population	Term	Salary	Combined Salary	Benefits	# Reports	Expense Account	Other
Kenosha	Mayor	99,877		\$65,800	-	Health, Dental, Life, Pension, Sick Accrual	10	None	City car
Kenosha	City Administrator	99,877		\$139,065-\$178,782	\$224,865-\$264,582	Health, Dental, Life, Pension, Sick Accrual	19	None	None
Racine	Mayor	77,542	2019-2020	\$77,459	-	Health, Dental, Life, Pension, FSA plan	Did not report #	None	None
Racine	City Administrator	77,542	2019-2020	\$140,000	-	Health, Dental, Life, LTD, Pension	Did not report #	None	None
Shaboygan	Mayor	48,329	2019-2020	\$53,844	-	Health, Dental, Life, LTD, Pension	1	None	Access to a mini-van
Shaboygan	City Administrator	48,329	2019-2020	\$150,000	-	Health, Dental, Life, LTD, Pension	18	None	None
Waukesha	Mayor	72,489	Did not report (four attempts...last attempt 7/17/2019)						
Waukesha	City Administrator	72,489	Did not report (four attempts...last attempt 7/17/2019)						
Municipality	Mayor/City Manager	Population	Term	Salary	# Reports	Benefits	Expense Account	Other	
Eau Claire	City Manager	68,587	Did not report (three attempts)						
Janesville	City Manager	64,359	Did not report (three attempts)		0	None	None	Parking pass	
Oshkosh	Mayor (part-time)	66,665	2019-2020	\$6,500		Non-emp benefits	None	None	
Oshkosh	City Manager	66,665	2019-2020	\$154,000	12		None		
County	County Executive	County Pop	Term	Salary	# Reports	Benefits	Expense Account	Other	
Brown	County Executive	69,587	Did not report (left a voice message 7/17/2019)						
Calumet	County Executive	64,359	Did not report (request made 7/16/2019)						
Outagamie	County Executive	66,665	Did not report (request made 7/16/2019)						
Winnebago	County Executive	156,763	2018-2021	2019-\$109,129; 2020-\$111,311; 2021=\$111,537	17	Same as non-emp employees	None	None	