

Amendment Text: The 2023 across-the-board merit-based salary increase for non-represented employees of the City shall be reduced from 5% to 4% with the difference reducing the tax levy, resulting in a property tax increase of 6.19% (from the proposed 6.56% in Outagamie County), 3.42% (from from the proposed 3.79% in Calumet County), and 5.23% (from the proposed 5.6% in Winnebago County) as per the chart below:

| <b>Outagamie County</b> |                 |                          |                 |                          |                  |
|-------------------------|-----------------|--------------------------|-----------------|--------------------------|------------------|
| <b>Salary Incr</b>      | <b>Tax Levy</b> | <b>Assessed Tax Rate</b> | <b>% Change</b> | <b>Levy on \$100,000</b> | <b>\$ Change</b> |
| 5%                      | 46,004,707      | 9.4817                   | 6.56%           | 948.17                   | -                |
| 4%                      | 45,841,978      | 9.4481                   | 6.19%           | 944.81                   | 3.36             |
| <b>Calumet County</b>   |                 |                          |                 |                          |                  |
| <b>Salary Incr</b>      | <b>Tax Levy</b> | <b>Assessed Tax Rate</b> | <b>% Change</b> | <b>Levy on \$100,000</b> | <b>\$ Change</b> |
| 5%                      | 6,762,446       | 9.4613                   | 3.79%           | 946.13                   | -                |
| 4%                      | 6,738,526       | 9.4278                   | 3.42%           | 942.78                   | 3.35             |
| <b>Winnebago County</b> |                 |                          |                 |                          |                  |
| <b>Salary Incr</b>      | <b>Tax Levy</b> | <b>Assessed Tax Rate</b> | <b>% Change</b> | <b>Levy on \$100,000</b> | <b>\$ Change</b> |
| 5%                      | 587,255         | 9.2360                   | 5.60%           | 923.60                   | -                |
| 4%                      | 585,178         | 9.2034                   | 5.23%           | 920.34                   | 3.26             |

Rationale: While the city’s over 640 full time staff and hundreds more seasonal and part time employees are invaluable in servicing the citizens of Appleton, it is important that city government balance employee salary increases with taxpayer increases. I believe that the City can properly compensate city employees to reward them for high quality service, allowing the City to retain our high quality employees, while at the same time recognizing and appreciating the additional tax burdens that all Appletonians are facing in 2023. This amendment is offered in compromise as a “meet in the middle” point between what benefits city staff and what benefits Appleton property taxpayers.