



CITY OF APPLETON

HUMAN RESOURCES DEPARTMENT
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To: Human Resources/Information Technology Committee, and Appleton Common Council

From: Human Resources Director Jay Ratchman

Date: October 3, 2023

Re: City of Appleton Mayor Compensation for new term starting April 2024

The City of Appleton Mayor salary is set every four years based on the term dates of this position. The current salary is established through March 31, 2024. It is the role of the Human Resources/Information Technology Committee to set the compensation for this position by December 1 in the year prior to when the new term begins. The new term will begin on April 1, 2024.

My memo is intended to provide information on the current compensation for the position, along with contextual information to help provide some insights as you make your decision.

Here is the current status:

- The current salary for the City of Appleton Mayor is set at \$106,662.
- This position received a 1.5% increase in each year of the current four-year term (total 6% increase).
- The Mayor supervises all City Department Directors.
- The City Department Directors received a total of a 9% increase over the past three years, with a 3% increase being proposed in the 2024 budget.

Based on this information, I would recommend a 3% lift to the City of Appleton Mayor salary at the start of the new term, along with annual increases. This would result in the following future compensation for the position:

Current Salary		\$106,662.00	
Lift	3.00%	\$109,861.86	lift to match the proposed City Attorney position increase
4/1/2024-3/31/2025	3.00%	\$113,157.72	to match proposed raise for the Directors in the 2024 budget
4/1/2025-3/31/2026	2.00%	\$115,420.87	
4/1/2026-3/31/2027	2.00%	\$117,729.29	
4/1/2027-3/31/2028	2.00%	\$120,083.87	

This recommended pay structure also keeps us better aligned with comparable data from other Wisconsin communities (attached). This comparable data includes the positions of Mayor, City Administrators, and City Managers.

Thank you in advance for allowing me to provide this information to assist in your decision. If you have any questions, please let me know.

Sincerely,

Jay Ratchman
Human Resources Director

Municipality		Mayor		Population	Term	Salary	# Reports	Benefits	Expense Account	Other
Mayor Salary Survey										
Appleton	Mayor	74,653	2023-2024	\$106,662	15	Health, Dental, Life, LTD, Pension	None	None	None	\$30/month mileage reimbursement
Green Bay	Mayor	107,015	2023-2027	\$102,299	13	Health, Dental, Life, LTD, Pension	None	None	None	\$250/mo car allowance
La Crosse	Mayor	51,834	2023	\$94,931	3	Health, Dental, Life, LTD, Pension	\$2,075.00	None	None	\$300/month vehicle allowance
Manitowoc	Mayor	32,697	2023	\$79,854.00	10	Health, Dental, Vision, Life, STD, LTD, Pension	None	None	None	
Mensha			2023	\$80,000.00		Health, Dental, Vision, Flex Spending, Pension				
Kaukauna	Mayor	17,120	2022-2024	\$90,209.00	10	Health, Dental, Life, Pension, Flex Spending				Receives a \$450.00 auto allowance annually (\$37.50 per month), \$40.00 per month cell phone stipend
Neenah	Mayor	25,914	9-2022 ordinance (active Sept 2023)	\$81,630.00	12	Health, Dental, Life, LTD, Pension	None	None	None	\$300 monthly vehicle allowance, \$50/month cell phone allowance
Wausau	Mayor	39,994	2020-2024	\$78,873.60	8	Health, Dental, Life, Pension, Sick Accural	None	None	None	None
Kenosha	City Administrator	99,877		\$139,065-\$178,782	19	Health, Dental, Life, LTD, Pension	None	None	None	None
Racine	City Administrator	77,542	2023	\$151,548	Did not report #	Health, Dental, Life, LTD, Pension				
Sheboygan	City Administrator	48,329	2023	\$150,000	18	Health, Dental, Life, LTD, Pension	None	None	None	None
Sheboygan	Mayor	48,329	2032	\$58,282						
Waukesha	Mayor	72,489								
EauClaire	City Manager	70,587		\$157,864	14	Health, Dental, Life, LTD, Pension, Vision	None	None	None	Deferred Comp 3%, \$500/mo auto allow, smart phone
Janesville	City Manager	64,359								
Oshkosh	City Manager	66,607		\$180,350	12	Non-rep benefits	None	None	None	None
City of De Pere	City Manager	25,525	2023 - 2024	\$26,649		EAP	None	None	None	Mileage reimbursement at IRS rate
Grand Chute	City Administrator	23,964	2023	\$126,817 - \$163,051	8	Health, Dental, Life, Vision, STD/LD, Sick, Vacation, Pension, EAP	None	None	None	Information is based on full-time Administrator - Cell Phone, Annual Conferences, Membership Dues
City of Fitchburg	City Administrator	31,000	N/A - treated as a non-rep	\$163,966.40	14	Same as non-reps	None	None	None	Same as non-reps
City of Fitchburg	Mayor	31,000	2023-2026	\$10,000	3	None	None	None	None	None