



Common Council Agenda Item

Meeting Date: December 16, 2025

Agenda Item: Employee Salary Ranges (Top of the Range)

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BACKGROUND

(Enter the who, what when, where, why)

During the public comment period at the December 2, 2025, Common Council meeting, a citizen stated that the City “moves a lot of people up to the top part of the brackets,” referring to employee salary ranges. In response to this statement, staff reviewed current payroll data to provide Council with accurate context.

As of December 5, 2025, the City employs 119 individuals, of whom only 10 employees are currently compensated at the top of their designated salary range. Of these 10 employees:

- 2 are recent hires, whose placement reflects market conditions and the qualifications necessary to successfully recruit for their positions; and
- 8 employees have served the City for no fewer than 18 years, with the majority exceeding 20 years of service. These individuals have reached the top of their respective ranges through long-term tenure, sustained performance, and adherence to the City’s established compensation structure.
- On average, employees across the City are positioned at 53.74% of their respective salary ranges. This means that, on average, employee pay sits just over halfway between the minimum and maximum of each position’s established range.

Salary placement decisions are influenced by various factors including, but not limited to, market competitiveness, availability and qualifications of applicants, internal equity, and the City’s ability to recruit and retain skilled employees.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

N/A

FINANCIAL IMPACT

(If none, state N/A)

N/A

STAFF RECOMMENDATION

The City of Whitewater remains committed to maintaining fair, consistent, and fiscally responsible compensation practices that support the recruitment and retention of a high-quality workforce while ensuring alignment with organizational needs and budgetary realities.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. N/A