

# APPENDIX C

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Director of Administration**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield					N/A
Caledonia	\$79,040.00	\$101,920.00		Village Administrator	
Fitchburg			\$119,766.00	Contract position	
Fond du Lac	\$96,763.00	\$124,410.00			
Greenfield					N/A
Menomonee Falls			\$160,000.00	Village Manager	
Mequon	\$93,180.00	\$126,067.00		City Administrator/Clerk	
Mount Pleasant			\$105,000.00	Village Administrator	
Muskego	\$83,442.00	\$108,441.00		Director of Finance and Administration	
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek			\$118,000.00	City Administrator	
Sun Prairie	\$85,897.00	\$120,256.00		City Administrator	
Wauwatosa					N/A
West Bend	\$82,000.00	\$108,240.00		City Administrator	
Franklin			\$116,736.00		
Average	\$86,720.33	\$114,889.00	\$125,691.50		
50th Percentile	\$84,669.50	\$114,348.50	\$118,883.00		
65th Percentile	\$85,283.25	\$117,302.25	\$119,147.90		
60th Percentile	\$85,897.00	\$120,256.00	\$119,412.80		
65th Percentile	\$87,717.75	\$121,294.50	\$119,677.70		
70th Percentile	\$89,538.50	\$122,333.00	\$123,789.40		
75th Percentile	\$91,359.25	\$123,371.50	\$129,824.50		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

Position - Building Inspector

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$74,488.00	\$96,835.00		Zoning and Building Administrator	
Caledonia	\$66,660.00	\$85,280.00		Manager of Building & Development	
Fitchburg	\$71,572.00	\$98,176.00		Building Inspections Manager	
Fond du Lac	\$61,032.00	\$78,470.00		Chief Inspector	
Greenfield					N/A
Menomonee Falls					
Mequon	\$68,490.00	\$92,663.00		Assistant Director of Community Development	
Mount Pleasant			\$64,242.00		
Muskego					N/A
New Berlin	\$61,555.00	\$79,142.00		Lead Inspector	
North Shore Fire Department					N/A
Oak Creek	\$68,788.00	\$76,289.00		Inspection Supervisor	
Sun Prairie	\$63,969.00	\$89,556.00		Director of Building Inspection	
Wauwatosa	\$56,805.00	\$77,875.00			
West Bend	\$62,985.00	\$92,138.00		Inspection Superintendent	
Franklin	\$59,675.00	\$77,576.00	\$76,823.00		
Average	\$65,624.40	\$86,642.40	\$64,242.00		
50th Percentile	\$65,264.50	\$87,418.00	\$64,242.00		
55th Percentile	\$66,430.45	\$89,342.20	\$64,242.00		
60th Percentile	\$67,332.00	\$90,588.80	\$64,242.00		
65th Percentile	\$68,200.50	\$91,750.70	\$64,242.00		
70th Percentile	\$68,579.40	\$92,295.50	\$64,242.00		
75th Percentile	\$68,713.50	\$92,531.75	\$64,242.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Assistant Building Inspector**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$64,314.00	\$73,528.00		District Building Inspector	
Caledonia	\$52,000.00	\$68,640.00		Building Inspector	
Fitchburg	\$45,427.00	\$62,296.00		Code Enforcement Inspector	
Fond du Lac					N/A
Greenfield	\$61,776.00	\$75,213.00		Building Inspector	
Menomonee Falls					Outsourced - Contracted
Mequon	\$50,342.00	\$68,110.00		Building Inspector	
Mount Pleasant			\$58,884.00	Deputy Building Inspector	
Muskego					N/A
New Berlin	\$54,662.00	\$62,150.00			
North Shore Fire Department					N/A
Oak Creek	\$61,914.00	\$68,658.00		Building Inspector	
Sun Prairie	\$47,734.00	\$66,828.00			
Wauwatosa					N/A
West Bend	\$46,682.00	\$75,036.00			
Franklin	\$56,730.00	\$62,501.00	\$61,998.00		
Average	\$53,872.33	\$68,939.89	\$58,884.00		
50th Percentile	\$52,000.00	\$68,640.00	\$58,884.00		
55th Percentile	\$53,064.80	\$68,647.20	\$58,884.00		
60th Percentile	\$54,129.60	\$68,654.40	\$58,884.00		
65th Percentile	\$56,064.80	\$69,632.00	\$58,884.00		
70th Percentile	\$58,930.40	\$71,580.00	\$58,884.00		
75th Percentile	\$61,776.00	\$73,528.00	\$58,884.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Plumbing Inspector**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$64,314.00	\$73,528.00			
Caledonia					N/A
Fitchburg					N/A
Fond du Lac	\$52,109.00	\$66,997.00		Plumbing-Health Inspector	
Greenfield	\$61,776.00	\$75,213.00			Part-time - 12 hours/week - salary calculated to 40 hours/week
Menomonee Falls					N/A
Mequon	\$50,342.00	\$68,110.00		Building Inspector	
Mount Pleasant			\$63,377.00		
Muskego					N/A
New Berlin	\$64,896.00	\$72,134.00			
North Shore Fire Department					N/A
Oak Creek					Duties preformed by Inspection Supervisor
Sun Prairie					N/A
Wauwatosa	\$56,805.00	\$77,875.00			
West Bend	\$46,682.00	\$75,036.00			
Franklin	\$61,276.00	\$66,742.00	\$66,742.00		
Average	\$56,703.43	\$72,699.00	\$63,377.00		
50th Percentile	\$56,805.00	\$73,528.00	\$63,377.00		
55th Percentile	\$58,296.30	\$73,980.40	\$63,377.00		
60th Percentile	\$59,787.60	\$74,432.80	\$63,377.00		
65th Percentile	\$61,278.90	\$74,885.20	\$63,377.00		
70th Percentile	\$62,283.60	\$75,071.40	\$63,377.00		
75th Percentile	\$63,045.00	\$75,124.50	\$63,377.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Clerk-Typist**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$35,714.00	\$40,830.00		Office Services Assistant	
Caledonia	\$33,280.00	\$43,680.00		Clerk Receptionist	
Fitchburg	\$35,152.00	\$48,193.00		Secretary/Receptionist	
Fond du Lac	\$36,234.00	\$46,592.00		Administrative Clerk	
Greenfield	\$40,227.00	\$43,306.00			Part-time - 24 hours/week - salary calculated to 40 hours/week
Menomonee Falls	\$33,938.00	\$50,930.00		Administrative Assistant II	
Mequon	\$37,003.00	\$50,063.00		Administrative Secretary	
Mount Pleasant			\$37,440.00	Deputy Clerk-Treasurer	
Muskego					N/A
New Berlin	\$31,304.00	\$36,171.00			
North Shore Fire Department					N/A
Oak Creek	\$25,210.00	\$35,146.00		Administrative Support Assistant	
Sun Prairie	\$31,158.00	\$43,622.00		Administrative Assistant	
Wauwatosa	\$31,824.00	\$43,638.00		Clerical Assistant	
West Bend					N/A
Franklin	\$32,791.00	\$39,739.00	\$32,802.00		
Average	\$33,731.27	\$43,833.73	\$37,440.00		
50th Percentile	\$33,938.00	\$43,638.00	\$37,440.00		
55th Percentile	\$34,545.00	\$43,659.00	\$37,440.00		
60th Percentile	\$35,152.00	\$43,680.00	\$37,440.00		
65th Percentile	\$35,433.00	\$45,136.00	\$37,440.00		
70th Percentile	\$35,714.00	\$46,592.00	\$37,440.00		
75th Percentile	\$35,974.00	\$47,392.50	\$37,440.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Director of Finance-Treasurer**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$104,474.00	\$135,816.00			
Caledonia	\$86,560.00	\$85,280.00		Finance Manager	
Fitchburg	\$86,528.00	\$118,664.00		Finance Director	
Fond du Lac					N/A
Greenfield	\$81,321.00	\$93,318.00		Finance Director	
Menomonee Falls	\$73,882.00	\$96,678.00		Finance Director	
Mequon	\$73,969.00	\$100,076.00		Finance Director	
Mount Pleasant			\$98,999.00	Finance Director	
Muskego					N/A
New Berlin	\$82,662.00	\$107,565.00			
North Shore Fire Department				Finance Director	N/A
Oak Creek	\$89,390.00	\$99,181.00		Finance Director/Comptroller	
Sun Prairie	\$79,891.00	\$103,448.00		Director of Administrative Services	
Wauwatosa	\$94,037.00	\$128,960.00		Finance Director	
West Bend	\$70,875.00	\$96,744.00		Finance Administrator	
Franklin	\$80,213.00	\$112,291.00	\$96,148.00		
Average	\$82,144.45	\$105,975.45	\$98,999.00		
50th Percentile	\$81,321.00	\$100,076.00	\$98,999.00		
55th Percentile	\$81,991.50	\$101,762.00	\$98,999.00		
60th Percentile	\$82,662.00	\$103,448.00	\$98,999.00		
65th Percentile	\$84,595.00	\$105,506.50	\$98,999.00		
70th Percentile	\$86,528.00	\$107,565.00	\$98,999.00		
75th Percentile	\$87,959.00	\$113,114.50	\$98,999.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Accounting Supervisor**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$53,109.00	\$69,042.00		Payroll Management Accountant	
Caledonia					N/A
Fitchburg	\$64,064.00	\$87,900.00		Accounting Manager	
Fond du Lac	\$52,109.00	\$66,998.00		Senior Accountant - Purchasing Manager	
Greenfield					N/A
Menomonee Falls	\$55,203.00	\$72,238.00		Finance Coordinator	
Mequon	\$54,370.00	\$73,559.00		Assistant Finance Director	
Mount Pleasant					N/A
Muskego	\$59,054.00	\$76,747.00		Accounting Services Coordinator	N/A
New Berlin	\$67,098.00	\$86,269.00		Accounting Manager	
North Shore Fire Department					N/A
Oak Creek	\$61,914.00	\$68,658.00		Deputy Comptroller	
Sun Prairie	\$52,627.00	\$76,678.00		Accounting Manager - Treasurer	
Wauwatosa	\$60,528.00	\$83,013.00		Accounting Manager	
West Bend					N/A
Franklin	\$49,798.00	\$62,254.00	\$57,228.00		
Average	\$58,007.60	\$76,110.20	#DIV/0!		
50th Percentile	\$57,128.50	\$75,118.50	#NUM!		
55th Percentile	\$58,861.45	\$76,522.05	#NUM!		
60th Percentile	\$59,643.60	\$76,705.60	#NUM!		
65th Percentile	\$60,306.90	\$76,736.65	#NUM!		
70th Percentile	\$60,943.80	\$78,626.80	#NUM!		
75th Percentile	\$61,567.50	\$81,446.50	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Accountant**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$53,109.00	\$69,042.00		Management Accountant	
Caledonia	\$39,520.00	\$62,000.00		Accounting Clerk	
Fitchburg	\$41,683.00	\$57,158.00		Accountant Clerk II	
Fond du Lac	\$48,131.00	\$61,880.00			
Greenfield					N/A - has title but duties are different
Menomonee Falls	\$41,267.00	\$53,976.00		Accounting Clerk	
Mequon					N/A
Mount Pleasant			\$60,671.00	Lead Accountant	
Muskego	\$59,054.00	\$76,747.00		Accounting Services Coordinator	
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek	\$40,000.00	\$45,000.00		Staff Accountant	
Sun Prairie	\$46,035.00	\$64,449.00			
Wauwatosa	\$41,912.00	\$57,491.00		Accounting Technician	
West Bend	\$41,500.00	\$63,021.00			
Franklin	\$47,272.00	\$55,834.00	\$0.00		
Average	\$45,221.10	\$60,076.40	\$60,671.00		
50th Percentile	\$41,797.50	\$59,685.50	\$60,671.00		
55th Percentile	\$41,900.55	\$61,660.55	\$60,671.00		
60th Percentile	\$43,561.20	\$62,336.40	\$60,671.00		
65th Percentile	\$45,416.55	\$62,849.85	\$60,671.00		
70th Percentile	\$46,663.80	\$63,449.40	\$60,671.00		
75th Percentile	\$47,607.00	\$64,092.00	\$60,671.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Accountant**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
<b>Brookfield</b>				Management Accountant	
Caledonia	\$39,520.00	\$52,000.00		Accounting Clerk	
Fitchburg	\$41,683.00	\$57,158.00		Accountant Clerk II	
Fond du Lac	\$48,131.00	\$61,880.00			
Greenfield					N/A - has title but duties are different
Menomonee Falls	\$41,267.00	\$53,976.00		Accounting Clerk	
Mequon					N/A
Mount Pleasant			\$60,671.00	Lead Accountant	
Muskego				Accounting Services Coordinator	Moved to Accounting Supervisor position
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek	\$40,000.00	\$45,000.00		Staff Accountant	
Sun Prairie	\$46,035.00	\$64,449.00			
Wauwatosa	\$41,912.00	\$57,491.00		Accounting Technician	
West Bend	\$41,500.00	\$63,021.00			
Franklin	\$47,272.00	\$55,834.00	\$0.00		
Average	\$42,506.00	\$56,871.88	\$60,671.00		
50th Percentile	\$41,591.50	\$57,324.50	\$60,671.00		
55th Percentile	\$41,655.55	\$57,441.05	\$60,671.00		
60th Percentile	\$41,728.80	\$58,368.80	\$60,671.00		
65th Percentile	\$41,808.95	\$59,904.95	\$60,671.00		
70th Percentile	\$41,889.10	\$61,441.10	\$60,671.00		
75th Percentile	\$42,942.75	\$62,165.25	\$60,671.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Account Clerk**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$40,165.00	\$45,926.00		Accounting Clerk	
Caledonia	\$24,960.00	\$35,360.00		Assistant Accounting Clerk	
Fitchburg	\$41,683.00	\$57,158.00		Account Clerk II	Same as Accountant
Fond du Lac	\$32,234.00	\$46,592.00			
Greenfield					N/A
Menomonee Falls	\$43,701.00	\$57,221.00		Administrative Assistant II	
Mequon	\$37,003.00	\$50,063.00		Accounting Assistant	
Mount Pleasant			\$41,600.00	Payroll Coordinator	
Muskego					N/A
New Berlin	\$42,246.00	\$54,316.00		Payroll Supervisor	
North Shore Fire Department			\$35,485.00		N/A
Oak Creek					N/A
Sun Prairie	\$36,070.00	\$50,497.00			
Wauwatosa	\$31,824.00	\$43,638.00		Accounting Assistant	
West Bend	\$36,017.00	\$56,025.00			
Franklin	\$40,519.00	\$45,627.00	\$45,627.00		
Average	\$36,590.30	\$49,679.60	\$38,542.50		
50th Percentile	\$36,536.50	\$50,280.00	\$38,542.50		
55th Percentile	\$36,956.35	\$50,475.30	\$38,848.25		
60th Percentile	\$38,267.80	\$52,024.60	\$39,154.00		
65th Percentile	\$39,690.70	\$53,743.15	\$39,459.75		
70th Percentile	\$40,620.40	\$54,828.70	\$39,765.50		
75th Percentile	\$41,303.50	\$55,597.75	\$40,071.25		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Account Clerk**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$40,165.00	\$45,926.00		Accounting Clerk	
Caledonia	\$24,960.00	\$35,360.00		Assistant Accounting Clerk	
Fitchburg				Account Clerk II	Same as Accountant
Fond du Lac	\$32,234.00	\$46,592.00			
Greenfield					N/A
Menomonee Falls	\$43,701.00	\$57,221.00		Administrative Assistant II	
Mequon	\$37,003.00	\$50,063.00		Accounting Assistant	
Mount Pleasant			\$41,600.00	Payroll Coordinator	
Muskego					N/A
New Berlin	\$42,246.00	\$54,316.00		Payroll Supervisor	
North Shore Fire Department			\$35,485.00		N/A
Oak Creek					N/A
Sun Prairie	\$36,070.00	\$50,497.00			
Wauwatosa	\$31,824.00	\$43,638.00		Accounting Assistant	
West Bend	\$36,017.00	\$56,025.00			
Franklin	\$40,519.00	\$45,627.00	\$45,627.00		
Average	\$36,024.44	\$48,848.67	\$38,542.50		
50th Percentile	\$36,070.00	\$50,063.00	\$38,542.50		
55th Percentile	\$36,443.20	\$50,236.60	\$38,848.25		
60th Percentile	\$36,816.40	\$50,410.20	\$39,154.00		
65th Percentile	\$37,635.40	\$51,260.80	\$39,459.75		
70th Percentile	\$38,900.20	\$52,788.40	\$39,765.50		
75th Percentile	\$40,165.00	\$54,316.00	\$40,071.25		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Lead Cashier**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$31,741.00	\$39,296.00		Lead Treasurer Assistant	
Caledonia					M/A
Fitchburg	\$37,939.00	\$52,041.00		Account Clerk I	
Fond du Lac					N/A
Greenfield	\$49,525.00	\$56,826.00		Accountant	Not reported as Accountant
Menomonee Falls					N/A
Mequon	\$37,003.00	\$50,063.00		Accounting Assistant - Parks Receptionist	
Mount Pleasant					Performed by Deputy Clerk
Muskego	\$40,123.00	\$50,149.00		Senior Financial Assistant	
New Berlin					Information entered under Cashier
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie					N/A
Wauwatosa					N/A
West Bend	\$36,017.00	\$56,025.00		Customer Service Representative	
Franklin	\$34,602.00	\$43,286.00	\$36,691.00		
Average	\$38,724.67	\$50,733.33	#DIV/0!		
50th Percentile	\$37,471.00	\$51,095.00	#NUM!		
55th Percentile	\$37,705.00	\$51,568.00	#NUM!		
60th Percentile	\$37,939.00	\$52,041.00	#NUM!		
65th Percentile	\$38,485.00	\$53,037.00	#NUM!		
70th Percentile	\$39,031.00	\$54,033.00	#NUM!		
75th Percentile	\$39,577.00	\$55,029.00	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Lead Cashier**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$31,741.00	\$39,296.00		Lead Treasurer Assistant	
Caledonia					N/A
Fitchburg	\$37,939.00	\$52,041.00		Account Clerk I	
Fond du Lac					N/A
Greenfield				Accountant	Not reported as Accountant
Menomonee Falls					N/A
Mequon	\$37,003.00	\$50,063.00		Accounting Assistant - Parks Receptionist	
Mount Pleasant					Performed by Deputy Clerk
Muskego	\$40,123.00	\$50,149.00		Senior Financial Assistant	
New Berlin					Information entered under Cashier
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie					N/A
Wauwatosa					N/A
West Bend	\$36,017.00	\$56,025.00		Customer Service Representative	
Franklin	\$34,602.00	\$43,286.00	\$36,691.00		
Average	\$36,564.60	\$49,514.80	#DIV/0!		
50th Percentile	\$37,003.00	\$50,149.00	#NUM!		
55th Percentile	\$37,190.20	\$50,527.40	#NUM!		
60th Percentile	\$37,377.40	\$50,905.80	#NUM!		
65th Percentile	\$37,564.60	\$51,284.20	#NUM!		
70th Percentile	\$37,751.80	\$51,662.60	#NUM!		
75th Percentile	\$37,939.00	\$52,041.00	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Cashier Clerk**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$27,144.00	\$31,034.00		Treasurer Assistant	
Caledonia					N/A
Fitchburg					N/A
Fond du Lac	\$32,261.00	\$41,475.00		Clerk - Cashier	
Greenfield	\$40,227.00	\$43,306.00			Part-time - 20 hours/week - salary calculated to 40 hours/week
Menomonee Falls	\$27,414.00	\$35,880.00		Customer Service Specialist	Part-time - 20 hours/week - salary calculated to 40 hours/week
Mequon					N/A - reported under Lead Cashier
Mount Pleasant					Performed by Deputy Clerk
Muskego					N/A
New Berlin	\$32,427.00	\$37,461.00		Cashier	
North Shore Fire Department					N/A
Oak Creek					N/A - reported under Secretary
Sun Prairie					N/A
Wauwatosa					N/A
West Bend					N/A
Franklin	\$27,650.00	\$34,574.00	\$27,650.00		
Average	\$31,894.60	\$37,831.20	#DIV/0!		
50th Percentile	\$32,261.00	\$37,461.00	#NUM!		
55th Percentile	\$32,294.20	\$38,263.80	#NUM!		
60th Percentile	\$32,327.40	\$39,066.60	#NUM!		
65th Percentile	\$32,360.60	\$39,869.40	#NUM!		
70th Percentile	\$32,393.80	\$40,672.20	#NUM!		
75th Percentile	\$32,427.00	\$41,475.00	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Fire Chief**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$97,639.00	\$126,931.00			
Caledonia	\$72,800.00	\$93,600.00			
Fitchburg	\$86,528.00	\$118,664.00			
Fond du Lac	\$96,793.00	\$124,410.00			
Greenfield	\$97,849.00	\$112,284.00			
Menomonee Falls	\$93,309.00	\$122,034.00		Police Chief - Assistant Village Manager of Protective Services	
Mequon	\$79,887.00	\$108,082.00			
Mount Pleasant			\$93,000.00		
Muskego					N/A
New Berlin	\$93,117.00	\$119,722.00			
North Shore Fire Department			\$117,853.00		
Oak Creek	\$96,241.00	\$106,833.00			
Sun Prairie					N/A
Wauwatosa	\$94,037.00	\$128,960.00			
West Bend	\$82,000.00	\$108,240.00			
Franklin	\$77,214.00	\$108,094.00	\$100,744.00		
Average	\$90,018.18	\$115,432.73	\$105,426.50		
50th Percentile	\$93,309.00	\$118,664.00	\$105,426.50		
55th Percentile	\$93,673.00	\$119,193.00	\$106,669.15		
60th Percentile	\$94,037.00	\$119,722.00	\$107,911.80		
65th Percentile	\$95,139.00	\$120,878.00	\$109,154.45		
70th Percentile	\$96,241.00	\$122,034.00	\$110,397.10		
75th Percentile	\$96,517.00	\$123,222.00	\$111,639.75		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Assistant Fire Chief**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$85,281.00	\$110,866.00			
Caledonia					N/A
Fitchburg	\$79,040.00	\$108,409.00		Deputy Fire Chief	
Fond du Lac	\$84,846.00	\$109,088.00			
Greenfield	\$95,715.00	\$109,835.00			
Menomonee Falls	\$78,312.00	\$102,502.00			
Mequon					N/A
Mount Pleasant					N/A
Muskego					N/A
New Berlin	\$75,167.00	\$96,643.00			56 hours/week
North Shore Fire Department			\$105,000.00		
Oak Creek	\$89,300.00	\$99,181.00			
Sun Prairie					N/A
Wauwatosa	\$79,165.00	\$108,534.00			
West Bend					N/A
Franklin	\$72,160.00	\$101,018.00	\$95,947.00		
Average	\$83,353.25	\$105,632.25	\$105,000.00		
50th Percentile	\$82,005.50	\$108,471.50	\$105,000.00		
65th Percentile	\$83,993.85	\$108,515.25	\$105,000.00		
60th Percentile	\$84,933.00	\$108,644.80	\$105,000.00		
65th Percentile	\$85,085.25	\$108,838.70	\$105,000.00		
70th Percentile	\$85,237.50	\$109,032.60	\$105,000.00		
75th Percentile	\$86,285.75	\$109,274.75	\$105,000.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Battalion Chief**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield			\$98,397.00	Deputy Fire Chief	56 hours/week
Caledonia	\$66,560.00	\$85,280.00			
Fitchburg					N/A
Fond du Lac	\$61,032.00	\$78,470.00		Division Chief - Fire Prevention	
Greenfield	\$81,321.00	\$97,439.00			56 hours/week
Menomonee Falls	\$49,150.00	\$64,334.00			
Mequon					N/A
Mount Pleasant			\$80,516.00		
Muskego					N/A
New Berlin					N/A
North Shore Fire Department	\$90,686.00	\$93,397.00			
Oak Creek	\$84,924.00	\$91,561.00			
Sun Prairie					N/A
Wauwatosa	\$67,995.00	\$93,226.00			
West Bend	\$70,875.00	\$96,744.00			56 hours/week
Franklin	\$64,384.00	\$86,915.00	\$84,215.00		
Average	\$71,567.88	\$87,556.38	\$89,456.50		
50th Percentile	\$69,435.00	\$92,393.50	\$89,456.50		
55th Percentile	\$70,443.00	\$92,976.25	\$90,350.55		
60th Percentile	\$72,964.20	\$93,260.20	\$91,244.60		
65th Percentile	\$76,620.30	\$93,320.05	\$92,138.65		
70th Percentile	\$80,276.40	\$93,379.90	\$93,032.70		
75th Percentile	\$82,221.75	\$94,233.75	\$93,926.75		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Battalion Chief**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield			\$98,397.00	Deputy Fire Chief	56 hours/week
Caledonia	\$68,560.00	\$85,280.00			
Fitchburg					N/A
Fond du Lac				Division Chief - Fire Prevention	
Greenfield	\$81,321.00	\$97,439.00			56 hours/week
Menomonee Falls					
Mequon					N/A
Mount Pleasant			\$80,516.00		
Muskego					N/A
New Berlin					N/A
North Shore Fire Department	\$90,686.00	\$93,397.00			
Oak Creek	\$84,924.00	\$91,561.00			
Sun Prairie					N/A
Wauwatosa	\$67,995.00	\$93,226.00			
West Bend	\$70,875.00	\$96,744.00			56 hours/week
Franklin	\$64,384.00	\$86,915.00	\$84,215.00		
Average	\$77,060.17	\$92,941.17	\$89,456.50		
50th Percentile	\$76,098.00	\$93,311.50	\$89,456.50		
55th Percentile	\$78,709.50	\$93,354.25	\$90,350.55		
60th Percentile	\$81,321.00	\$93,397.00	\$91,244.60		
65th Percentile	\$82,221.75	\$94,233.75	\$92,138.65		
70th Percentile	\$83,122.50	\$95,070.50	\$93,032.70		
75th Percentile	\$84,023.25	\$95,907.25	\$93,926.75		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

Position - Public Health Nurse

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield					N/A
Caledonia					N/A
Fitchburg					N/A
Fond du Lac					N/A
Greenfield	\$58,718.00	\$67,392.00			Part-time - 20 hours/week - calculated to 40 hours/week
Menomonee Falls					N/A
Mequon					N/A
Mount Pleasant					N/A
Muskego					N/A
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek	\$61,914.00	\$68,658.00			
Sun Prairie					N/A
Wauwatosa	\$56,805.00	\$77,875.00			
West Bend					N/A
Franklin	\$49,172.00	\$63,957.00	\$58,547.00		
Average	\$59,145.67	\$71,308.33	#DIV/0!		
50th Percentile	\$58,718.00	\$68,658.00	#NUM!		
55th Percentile	\$59,037.60	\$69,579.70	#NUM!		
60th Percentile	\$59,357.20	\$70,501.40	#NUM!		
65th Percentile	\$59,676.80	\$71,423.10	#NUM!		
70th Percentile	\$59,996.40	\$72,344.80	#NUM!		
75th Percentile	\$60,316.00	\$73,266.50	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Director of Information Services**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$91,251.00	\$118,627.00		Information Technology Director	
Caledonia					N/A
Fitchburg	\$75,316.00	\$103,292.00		Information Technology Manager	
Fond du Lac	\$84,846.00	\$109,088.00		Information Technology Services Manager	
Greenfield	\$95,715.00	\$109,835.00		Manager of Information Technology	
Menomonee Falls	\$73,882.00	\$96,678.00		Information Technology Director	
Mequon					N/A
Mount Pleasant			\$42,390.00	Information Technology Coordinator	
Muskego	\$81,406.00	\$105,796.00		Director of Information Technology	
New Berlin	\$83,662.00	\$107,565.00			
North Shore Fire Department					N/A
Oak Creek	\$82,536.00	\$91,561.00			
Sun Prairie	\$79,891.00	\$103,448.00			
Wauwatosa	\$94,037.00	\$128,960.00			
West Bend	\$62,985.00	\$92,138.00		Information Systems Administrator	
Franklin	\$0.00	\$0.00	\$0.00		
Average	\$82,320.64	\$106,089.82	\$42,390.00		
50th Percentile	\$82,536.00	\$105,796.00	\$42,390.00		
55th Percentile	\$83,099.00	\$106,680.50	\$42,390.00		
60th Percentile	\$83,662.00	\$107,565.00	\$42,390.00		
65th Percentile	\$84,254.00	\$108,326.50	\$42,390.00		
70th Percentile	\$84,846.00	\$109,088.00	\$42,390.00		
75th Percentile	\$88,048.50	\$109,461.50	\$42,390.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Library Director**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$91,251.00	\$118,627.00			
Caledonia					N/A
Fitchburg	\$75,316.00	\$103,292.00			
Fond du Lac					N/A
Greenfield			\$74,977.00		
Menomonee Falls	\$73,882.00	\$96,678.00			
Mequon					N/A
Mount Pleasant					N/A
Muskego	\$68,484.00	\$89,002.00			
New Berlin	\$75,167.00	\$96,643.00			
North Shore Fire Department					N/A
Oak Creek	\$68,000.00	\$76,000.00			
Sun Prairie	\$66,694.00	\$96,171.00			
Wauwatosa	\$79,165.00	\$96,744.00			
West Bend	\$70,875.00	\$108,534.00			
Franklin	\$62,509.00	\$84,384.00	\$68,857.00		
Average	\$74,314.89	\$97,965.67	\$74,977.00		
50th Percentile	\$73,882.00	\$96,678.00	\$74,977.00		
55th Percentile	\$74,396.00	\$96,704.40	\$74,977.00		
60th Percentile	\$74,910.00	\$96,730.80	\$74,977.00		
65th Percentile	\$75,196.80	\$98,053.60	\$74,977.00		
70th Percentile	\$75,256.40	\$100,672.80	\$74,977.00		
75th Percentile	\$75,316.00	\$103,292.00	\$74,977.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

Position - Adult Services Librarian - Assistant Director

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$65,061.00	\$84,579.00		Public Services Manager	
Caledonia					N/A
Fitchburg	\$60,361.00	\$82,784.00		Adult Services Librarian	
Fond du Lac					N/A
Greenfield			\$57,408.00	Assistant Library Director	
Menomonee Falls	\$58,510.00	\$76,586.00		Assistant Library Director	
Mequon					N/A
Mount Pleasant					N/A
Muskego	\$45,009.00	\$58,493.00		Head of Public Services	
New Berlin	\$59,021.00	\$75,873.00		Deputy Director	
North Shore Fire Department					N/A
Oak Creek	\$51,795.00	\$57,550.00		Assistant Library Director	
Sun Prairie	\$52,624.00	\$73,678.00		Adult Services Librarian	
Wauwatosa	\$67,995.00	\$93,226.00		Assistant Library Director	
West Bend	\$46,682.00	\$75,036.00		Assistant Library Director	
Franklin	\$53,280.00	\$66,593.00	\$58,697.00		
Average	\$56,339.78	\$75,311.67	\$57,408.00		
50th Percentile	\$58,510.00	\$75,873.00	\$57,408.00		
55th Percentile	\$58,714.40	\$76,158.20	\$57,408.00		
60th Percentile	\$58,918.80	\$76,443.40	\$57,408.00		
65th Percentile	\$59,289.00	\$77,825.60	\$57,408.00		
70th Percentile	\$59,825.00	\$80,304.80	\$57,408.00		
75th Percentile	\$60,361.00	\$82,784.00	\$57,408.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Reference Librarian**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$54,974.00	\$62,858.00		Librarian	
Caledonia					N/A
Fitchburg	\$52,894.00	\$72,528.00			Part-time - 20 hours/week - Calculated to 40 hours/week
Fond du Lac					N/A
Greenfield	\$40,560.00	\$54,288.00			
Menomonee Falls	\$38,938.00	\$50,939.00			
Mequon					N/A
Mount Pleasant					N/A
Muskego					N/A
New Berlin	\$45,282.00	\$51,563.00		Librarian	
North Shore Fire Department					N/A
Oak Creek	\$46,438.00	\$51,481.00		Librarian	
Sun Prairie	\$39,777.00	\$55,673.00			
Wauwatosa	\$53,082.00	\$72,800.00			
West Bend	\$41,500.00	\$63,021.00			
Franklin	\$42,380.00	\$55,062.00	\$49,418.00		
Average	\$45,938.33	\$59,461.22	#DIV/0!		
50th Percentile	\$45,282.00	\$55,673.00	#NUM!		
55th Percentile	\$45,744.40	\$58,547.00	#NUM!		
60th Percentile	\$46,206.80	\$61,421.00	#NUM!		
65th Percentile	\$47,729.20	\$62,890.60	#NUM!		
70th Percentile	\$50,311.60	\$62,955.80	#NUM!		
75th Percentile	\$52,894.00	\$63,021.00	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Library Assistant**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$41,766.00	\$47,757.00		Library Technician II	
Caledonia					N/A
Fitchburg	\$30,138.00	\$41,328.00			Calculated to 40 hours/week
Fond du Lac					N/A
Greenfield	\$15,101.00	\$29,281.00			Part-time - 20-30 hours/week
Menomonee Falls	\$29,037.00	\$38,022.00			
Mequon					N/A
Mount Pleasant					N/A
Muskego	\$26,915.00	\$33,675.00		Library Clerk	
New Berlin	\$24,960.00	\$27,456.00		Library Aide	Part-time - 20-29 hours/week - N/A
North Shore Fire Department					N/A
Oak Creek	\$41,887.00	\$46,530.00		Library Services Assistant	
Sun Prairie	\$26,161.00	\$36,626.00			
Wauwatosa	\$31,824.00	\$43,638.00		Circulation Assistant	
West Bend				Circulation Assistant	Part-time - 20 hours/week - no rate provided
Franklin	\$29,808.00	\$37,292.00	\$35,880.00		
Average	\$29,754.33	\$38,257.00	#DIV/0!		
50th Percentile	\$29,037.00	\$38,022.00	#NUM!		
55th Percentile	\$29,477.40	\$39,344.40	#NUM!		
60th Percentile	\$29,917.80	\$40,666.80	#NUM!		
65th Percentile	\$30,475.20	\$41,790.00	#NUM!		
70th Percentile	\$31,149.60	\$42,714.00	#NUM!		
75th Percentile	\$31,824.00	\$43,638.00	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

Position - Library Assistant

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$41,766.00	\$47,757.00		Library Technician II	
Caledonia					N/A
Fitchburg	\$30,138.00	\$41,328.00			Calculated to 40 hours/week
Fond du Lac					N/A
Greenfield					Part-time - 20-30 hours/week
Menomonee Falls	\$29,037.00	\$38,022.00			
Mequon					N/A
Mount Pleasant					N/A
Muskego	\$26,915.00	\$33,675.00		Library Clerk	
New Berlin				Library Aide	Part-time - 20-29 hours/week - N/A
North Shore Fire Department					N/A
Oak Creek	\$41,887.00	\$46,530.00		Library Services Assistant	
Sun Prairie	\$26,161.00	\$36,626.00			
Wauwatosa	\$31,824.00	\$43,638.00		Circulation Assistant	
West Bend				Circulation Assistant	Part-time - 20 hours/week - no rate provided
Franklin	\$29,808.00	\$37,292.00	\$35,880.00		
Average	\$32,532.57	\$41,082.29	#DIV/0!		
50th Percentile	\$30,138.00	\$41,328.00	#NUM!		
55th Percentile	\$30,643.80	\$42,021.00	#NUM!		
60th Percentile	\$31,149.60	\$42,714.00	#NUM!		
65th Percentile	\$31,655.40	\$43,407.00	#NUM!		
70th Percentile	\$33,812.40	\$44,216.40	#NUM!		
75th Percentile	\$36,795.00	\$45,084.00	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Court Administrative Assistant**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$46,387.00	\$60,304.00		Municipal Court Administrator	
Caledonia					N/A
Fitchburg	\$49,150.00	\$67,412.00			
Fond du Lac	\$40,186.00	\$51,687.00		Executive Assistant - Court Officer	
Greenfield					N/A
Menomonee Falls					N/A
Mequon					N/A
Mount Pleasant			\$41,600.00	Municipal Court Clerk	
Muskego	\$35,360.00	\$44,221.00		Court Clerk	
New Berlin	\$59,012.00	\$75,873.00		Office Manager	
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie	\$41,755.00	\$58,457.00		Legal Assistant	
Wauwatosa					N/A
West Bend					N/A
Franklin	\$36,486.00	\$45,318.00	\$45,318.00		
Average	\$45,308.33	\$59,655.67	\$41,600.00		
50th Percentile	\$44,071.00	\$59,380.50	\$41,600.00		
55th Percentile	\$45,229.00	\$59,842.25	\$41,600.00		
60th Percentile	\$46,387.00	\$60,304.00	\$41,600.00		
65th Percentile	\$47,077.75	\$62,081.00	\$41,600.00		
70th Percentile	\$47,768.50	\$63,858.00	\$41,600.00		
75th Percentile	\$48,459.25	\$65,635.00	\$41,600.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

Position - Court Administrative Assistant

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$46,387.00	\$60,304.00		Municipal Court Administrator	
Caledonia					N/A
Fitchburg	\$49,150.00	\$67,412.00			
Fond du Lac	\$40,186.00	\$51,667.00		Executive Assistant - Court Officer	
Greenfield					N/A
Menomonee Falls					N/A
Mequon					N/A
Mount Pleasant			\$41,600.00	Municipal Court Clerk	
Muskego				Court Clerk	
New Berlin				Office Manager	N/A
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie	\$41,755.00	\$58,457.00		Legal Assistant	
Wauwatosa					N/A
West Bend					N/A
Franklin	\$36,486.00	\$45,318.00	\$45,318.00		
Average	\$44,369.50	\$59,460.00	\$41,600.00		
50th Percentile	\$44,071.00	\$59,380.50	\$41,600.00		
55th Percentile	\$44,765.80	\$59,657.55	\$41,600.00		
60th Percentile	\$45,460.60	\$59,934.60	\$41,600.00		
65th Percentile	\$46,155.40	\$60,211.65	\$41,600.00		
70th Percentile	\$46,663.30	\$61,014.80	\$41,600.00		
75th Percentile	\$47,077.75	\$62,081.00	\$41,600.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Court Clerk**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$43,451.00	\$49,670.00			
Caledonia	\$33,280.00	\$35,360.00			
Fitchburg	\$36,234.00	\$46,692.00		Administrative Clerk	
Fond du Lac					N/R
Greenfield	\$44,512.00	\$47,757.00			
Menomonee Falls	\$38,938.00	\$50,939.00			
Mequon					N/A
Mount Pleasant			\$37,440.00	Assistant Municipal Court Clerk	Calculated to 40 hours/week
Muskego	\$32,614.00	\$40,851.00			
New Berlin	\$32,427.00	\$37,461.00			
North Shore Fire Department					N/A
Oak Creek	\$38,545.00	\$46,669.00		Clerk/Matron	
Sun Prairie	\$34,352.00	\$48,093.00		Municipal Court Clerk	
Wauwatosa	\$38,189.00	\$52,374.00			
West Bend					N/A
Franklin	\$34,519.00	\$42,279.00	\$42,286.00		
Average	\$37,254.20	\$45,576.60	\$37,440.00		
50th Percentile	\$37,211.50	\$47,213.00	\$37,440.00		
55th Percentile	\$38,091.25	\$47,702.60	\$37,440.00		
60th Percentile	\$38,331.40	\$47,891.40	\$37,440.00		
65th Percentile	\$38,491.60	\$48,042.60	\$37,440.00		
70th Percentile	\$38,662.90	\$48,566.10	\$37,440.00		
75th Percentile	\$38,839.75	\$49,275.75	\$37,440.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Senior Planner**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$69,615.00	\$90,500.00		Planning Administrator	
Caledonia					N/A
Fitchburg	\$56,638.00	\$77,667.00		Community Planner - Resource Planner	
Fond du Lac	\$61,032.00	\$78,470.00		Principal Planner	
Greenfield	\$76,925.00	\$88,273.00		Community Development Manager	
Menomonee Falls					N/A
Mequon					N/A
Mount Pleasant			\$75,999.00		
Muskego					N/A
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie	\$58,022.00	\$81,230.00		Principal Planner	
Wauwatosa	\$64,251.00	\$88,109.00		Principal Planner	
West Bend	\$46,682.00	\$75,036.00		Business and Development Planner	
Franklin	\$53,009.00	\$68,912.00	\$60,957.00		
Average	\$61,880.71	\$82,755.00	\$75,999.00		
50th Percentile	\$61,032.00	\$81,230.00	\$75,999.00		
55th Percentile	\$61,997.70	\$83,293.70	\$75,999.00		
60th Percentile	\$62,963.40	\$85,357.40	\$75,999.00		
65th Percentile	\$63,929.10	\$87,421.10	\$75,999.00		
70th Percentile	\$65,323.80	\$88,141.80	\$75,999.00		
75th Percentile	\$66,833.00	\$88,191.00	\$75,999.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Senior Planner**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield				Planning Administrator	N/A
Caledonia					N/A
Fitchburg	\$56,638.00	\$77,667.00		Community Planner - Resource Planner	
Fond du Lac	\$81,032.00	\$78,470.00		Principal Planner	
Greenfield				Community Development Manager	
Menomonee Falls					N/A
Mequon					N/A
Mount Pleasant			\$75,999.00		
Muskego					N/A
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie	\$58,022.00	\$81,230.00		Principal Planner	
Wauwatosa	\$64,251.00	\$88,109.00		Principal Planner	
West Bend	\$46,682.00	\$75,036.00		Business and Development Planner	
Franklin	\$53,009.00	\$68,912.00	\$60,957.00		
Average	\$57,325.00	\$80,102.40	\$75,999.00		
50th Percentile	\$58,022.00	\$78,470.00	\$75,999.00		
55th Percentile	\$58,624.00	\$79,022.00	\$75,999.00		
60th Percentile	\$59,226.00	\$79,574.00	\$75,999.00		
65th Percentile	\$59,828.00	\$80,126.00	\$75,999.00		
70th Percentile	\$60,430.00	\$80,678.00	\$75,999.00		
75th Percentile	\$61,032.00	\$81,230.00	\$75,999.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Planner II**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$69,615.00	\$90,500.00		Economic Development Administrator	
Caledonia					N/A
Fitchburg					N/A
Fond du Lac	\$44,179.00	\$56,784.00		Community Development Program Specialist	
Greenfield					N/A
Menomonee Falls	\$46,363.00	\$60,694.00		Planning Technician	
Mequon					N/A
Mount Pleasant					N/A
Muskego	\$56,208.00	\$73,048.00		Planner	
New Berlin	\$59,012.00	\$75,873.00		Associate Planner	
North Shore Fire Department					N/A
Oak Creek	\$61,914.00	\$68,658.00		Planner	
Sun Prairie	\$52,627.00	\$73,678.00		Planner	
Wauwatosa					N/A
West Bend					N/A
Franklin	\$45,657.00	\$59,347.00	\$51,869.00		
Average	\$55,702.57	\$71,319.29	#DIV/0!		
50th Percentile	\$56,208.00	\$73,048.00	#NUM!		
55th Percentile	\$57,049.20	\$73,237.00	#NUM!		
60th Percentile	\$57,890.40	\$73,426.00	#NUM!		
65th Percentile	\$58,731.60	\$73,615.00	#NUM!		
70th Percentile	\$59,592.40	\$74,117.00	#NUM!		
75th Percentile	\$60,463.00	\$74,775.50	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Planner II**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield				Economic Development Administrator	
Caledonia					N/A
Fitchburg					N/A
Fond du Lac	\$44,179.00	\$56,784.00		Community Development Program Specialist	
Greenfield					N/A
Menomonee Falls	\$46,363.00	\$60,694.00		Planning Technician	
Mequon					N/A
Mount Pleasant					N/A
Muskego	\$56,208.00	\$73,048.00		Planner	
New Berlin	\$59,012.00	\$75,873.00		Associate Planner	
North Shore Fire Department					N/A
Oak Creek	\$61,914.00	\$68,658.00		Planner	
Sun Prairie	\$52,627.00	\$73,678.00		Planner	
Wauwatosa					N/A
West Bend					N/A
Franklin	\$0.00	\$0.00	\$0.00		
Average	\$53,383.83	\$68,122.50	#DIV/0!		
50th Percentile	\$54,417.50	\$70,853.00	#NUM!		
55th Percentile	\$55,312.75	\$71,950.50	#NUM!		
60th Percentile	\$56,208.00	\$73,048.00	#NUM!		
65th Percentile	\$56,909.00	\$73,205.50	#NUM!		
70th Percentile	\$57,610.00	\$73,363.00	#NUM!		
75th Percentile	\$58,311.00	\$73,520.50	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Police Chief**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$97,639.00	\$126,931.00			
Caledonia	\$72,800.00	\$93,600.00			
Fitchburg	\$93,995.00	\$128,897.00		Police Chief - Emergency Management Director	
Fond du Lac	\$96,763.00	\$124,410.00			
Greenfield	\$100,748.00	\$114,855.00			
Menomonee Falls	\$93,309.00	\$122,034.00		Police Chief - Assistant Village Manager of Protective Services	
Mequon	\$86,278.00	\$116,729.00			
Mount Pleasant			\$103,030.00		
Muskego	\$89,856.00	\$116,777.00			
New Berlin	\$93,117.00	\$119,722.00			
North Shore Fire Department					N/A
Oak Creek	\$96,241.00	\$106,833.00			
Sun Prairie	\$100,917.00	\$110,192.00			
Wauwatosa	\$94,037.00	\$128,960.00			
West Bend	\$82,000.00	\$108,240.00			
Franklin	\$82,620.00	\$115,660.00	\$115,660.00		
Average	\$92,130.77	\$116,783.08	\$103,030.00		
50th Percentile	\$93,995.00	\$116,777.00	\$103,030.00		
55th Percentile	\$94,020.20	\$118,544.00	\$103,030.00		
60th Percentile	\$94,477.80	\$120,184.40	\$103,030.00		
65th Percentile	\$95,800.20	\$121,571.60	\$103,030.00		
70th Percentile	\$96,449.80	\$122,984.40	\$103,030.00		
75th Percentile	\$96,763.00	\$124,410.00	\$103,030.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Police Captain**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield			\$99,407.00		Work day = 8.5 hours
Caledonia	\$66,560.00	\$85,280.00			
Fitchburg	\$71,572.00	\$98,176.00		Police Lieutenant	
Fond du Lac	\$78,987.00	\$101,440.00		Assistant Chief of Police	
Greenfield	\$92,727.00	\$106,407.00			
Menomonee Falls	\$73,882.00	\$96,678.00			
Mequon	\$73,969.00	\$100,076.00			
Mount Pleasant			\$86,067.00		
Muskego	\$79,420.00	\$103,214.00			
New Berlin	\$75,167.00	\$96,643.00			
North Shore Fire Department					N/A
Oak Creek	\$89,390.00	\$99,181.00			
Sun Prairie			\$95,084.00	Assistant Police Chief	
Wauwatosa	\$82,687.00	\$113,630.00			
West Bend	\$84,906.00	\$88,941.00			
Franklin	\$68,868.00	\$92,979.00	\$92,979.00		
Average	\$79,024.27	\$99,060.55	\$93,519.33		
50th Percentile	\$78,987.00	\$99,181.00	\$95,084.00		
55th Percentile	\$79,203.50	\$99,628.50	\$95,516.30		
60th Percentile	\$79,420.00	\$100,076.00	\$95,948.60		
65th Percentile	\$81,053.50	\$100,758.00	\$96,380.90		
70th Percentile	\$82,687.00	\$101,440.00	\$96,813.20		
75th Percentile	\$83,796.50	\$102,327.00	\$97,245.50		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

Position - Police Sergeant

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield			\$81,176.00		Work day = 8.5 hours
Caledonia	\$52,000.00	\$68,640.00			
Fitchburg	\$60,099.00	\$82,407.00			
Fond du Lac					N/A
Greenfield	\$78,724.00	\$81,847.00			4-2 Schedule - 1952 hours/year
Menomonee Falls	\$65,770.00	\$86,091.00			
Mequon	\$75,840.00	\$82,476.00			
Mount Pleasant					N/A
Muskego	\$68,484.00	\$89,001.00			
New Berlin	\$81,900.00	\$83,128.00			
North Shore Fire Department					N/A
Oak Creek			\$84,997.00		
Sun Prairie	\$77,386.00	\$82,598.00			
Wauwatosa	\$64,251.00	\$88,109.00			
West Bend	\$75,941.00	\$79,352.00			
Franklin	\$61,465.00	\$79,904.00	\$77,795.00		
Average	\$70,039.50	\$82,364.90	\$83,086.50		
50th Percentile	\$72,162.00	\$82,537.00	\$83,086.50		
55th Percentile	\$75,472.20	\$82,591.90	\$83,277.55		
60th Percentile	\$75,880.40	\$82,810.00	\$83,468.60		
65th Percentile	\$75,925.85	\$83,048.50	\$83,659.65		
70th Percentile	\$76,374.50	\$84,016.90	\$83,850.70		
75th Percentile	\$77,024.75	\$85,350.25	\$84,041.75		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Dispatcher**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield					N/A
Caledonia					N/A
Fitchburg	\$39,078.00	\$53,586.00			
Fond du Lac					N/A
Greenfield	\$45,282.00	\$51,210.00		Emergency Service Dispatcher	
Menomonee Falls				Telecommunicator	No specific pay rate provided
Mequon	\$37,003.00	\$50,063.00			
Mount Pleasant			\$36,088.00		
Muskego	\$37,794.00	\$47,320.00		Telecommunicator	
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek	\$39,911.00	\$47,772.00			
Sun Prairie	\$37,873.00	\$53,022.00			
Wauwatosa	\$41,912.00	\$57,491.00		Dispatcher - Clerk	
West Bend	\$45,760.00	\$56,160.00			
Franklin	\$43,053.00	\$49,529.00	\$46,550.00		
Average	\$40,576.63	\$52,078.00	\$36,088.00		
50th Percentile	\$39,494.50	\$52,116.00	\$36,088.00		
55th Percentile	\$39,786.05	\$52,750.20	\$36,088.00		
60th Percentile	\$40,311.20	\$53,134.80	\$36,088.00		
65th Percentile	\$41,011.55	\$53,332.20	\$36,088.00		
70th Percentile	\$41,711.90	\$53,529.60	\$36,088.00		
75th Percentile	\$42,754.50	\$54,229.50	\$36,088.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Public Works Superintendent**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield					N/A
Caledonia	\$66,560.00	\$85,280.00		Highway Superintendent	
Fitchburg					N/A
Fond du Lac	\$78,898.00	\$101,440.00		Operations Director - Department of Public Works	
Greenfield	\$78,212.00	\$94,874.00			
Menomonee Falls	\$61,110.00	\$81,224.00		Superintendent of Public Works	
Mequon	\$86,278.00	\$116,729.00		Director of Public Works - Engineering	
Mount Pleasant			\$63,939.00	Highway Maintenance Supervisor	
Muskego	\$66,814.00	\$86,832.00			
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek	\$82,536.00	\$91,561.00		Street, Parks and Forestry Director	
Sun Prairie	\$60,923.00	\$85,292.00		Public Works Supervisor	
Wauwatosa	\$64,251.00	\$88,109.00		Operations Supervisor	
West Bend					
Franklin	\$55,765.00	\$72,512.00	\$68,925.00		
Average	\$71,731.33	\$92,371.22	\$63,939.00		
50th Percentile	\$66,814.00	\$88,109.00	\$63,939.00		
55th Percentile	\$71,373.20	\$89,489.80	\$63,939.00		
60th Percentile	\$75,932.40	\$90,870.60	\$63,939.00		
65th Percentile	\$78,349.20	\$92,223.60	\$63,939.00		
70th Percentile	\$78,623.60	\$93,548.80	\$63,939.00		
75th Percentile	\$78,898.00	\$94,874.00	\$63,939.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Public Works Superintendent**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield					N/A
Caledonia	\$66,560.00	\$85,280.00		Highway Superintendent	
Fitchburg					N/A
Fond du Lac	\$78,898.00	\$101,440.00		Operations Director - Department of Public Works	
Greenfield	\$78,212.00	\$94,874.00			
Menomonee Falls	\$61,110.00	\$81,224.00		Superintendent of Public Works	
Mequon				Director of Public Works - Engineering	
Mount Pleasant			\$63,939.00	Highway Maintenance Supervisor	
Muskego	\$66,814.00	\$86,832.00			
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek	\$82,536.00	\$91,561.00		Street, Parks and Forestry Director	
Sun Prairie	\$60,923.00	\$85,292.00		Public Works Supervisor	
Wauwatosa	\$64,251.00	\$88,109.00		Operations Supervisor	
West Bend					
Franklin	\$55,765.00	\$72,512.00	\$68,925.00		
Average	\$69,913.00	\$89,326.50	\$63,939.00		
50th Percentile	\$66,687.00	\$87,470.50	\$63,939.00		
55th Percentile	\$66,775.90	\$87,917.45	\$63,939.00		
60th Percentile	\$69,093.60	\$88,799.40	\$63,939.00		
65th Percentile	\$73,082.90	\$90,007.60	\$63,939.00		
70th Percentile	\$77,072.20	\$91,215.80	\$63,939.00		
75th Percentile	\$78,383.50	\$92,389.25	\$63,939.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Engineering Tech IV**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield					N/A
Caledonia	\$66,560.00	\$85,280.00		Engineer	
Fitchburg					N/A
Fond du Lac					N/A
Greenfield	\$66,102.00	\$75,854.00		Environmental Engineering - GIS Technician	
Menomonee Falls					N/A
Mequon	\$68,490.00	\$92,663.00		Engineering Services Manager	
Mount Pleasant			\$55,549.00	Engineering Technician	
Muskego					N/A
New Berlin	\$79,300.00	\$101,958.00		City Engineer	
North Shore Fire Department					N/A
Oak Creek	\$49,491.00	\$68,138.00		Senior Engineering Technician	
Sun Prairie	\$52,527.00	\$73,678.00		Senior Engineer Technician	
Wauwatosa	\$52,082.00	\$72,800.00		Senior Engineering Technician	
West Bend					
Franklin	\$55,418.00	\$68,381.00	\$0.00		
Average	\$62,078.86	\$81,481.57	\$55,549.00		
50th Percentile	\$66,102.00	\$75,854.00	\$55,549.00		
55th Percentile	\$66,239.40	\$78,681.80	\$55,549.00		
60th Percentile	\$66,376.80	\$81,509.60	\$55,549.00		
65th Percentile	\$66,514.20	\$84,337.40	\$55,549.00		
70th Percentile	\$66,946.00	\$86,756.60	\$55,549.00		
75th Percentile	\$67,525.00	\$88,971.50	\$55,549.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Engineering Tech IV**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield					N/A
Caledonia				Engineer	N/A
Fitchburg					N/A
Fond du Lac					N/A
Greenfield	\$66,102.00	\$75,854.00		Environmental Engineering - GIS Technician	
Menomonee Falls					N/A
Mequon				Engineering Services Manager	N/A
Mount Pleasant			\$55,549.00	Engineering Technician	
Muskego					N/A
New Berlin				City Engineer	
North Shore Fire Department					N/A
Oak Creek	\$49,491.00	\$68,138.00		Senior Engineering Technician	
Sun Prairie	\$52,527.00	\$73,678.00		Senior Engineer Technician	
Wauwatosa	\$52,082.00	\$72,800.00		Senior Engineering Technician	
West Bend					
Franklin	\$55,418.00	\$68,381.00	\$0.00		
Average	\$55,050.50	\$72,617.50	\$55,549.00		
50th Percentile	\$52,304.50	\$73,239.00	\$55,549.00		
55th Percentile	\$52,371.25	\$73,370.70	\$55,549.00		
60th Percentile	\$52,438.00	\$73,502.40	\$55,549.00		
65th Percentile	\$52,504.75	\$73,634.10	\$55,549.00		
70th Percentile	\$53,884.50	\$73,895.60	\$55,549.00		
75th Percentile	\$55,920.75	\$74,222.00	\$55,549.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Engineering Tech III**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$64,314.00	\$73,528.00			
Caledonia					N/A
Fitchburg	\$52,894.00	\$72,529.00		Engineering Technician	
Fond du Lac	\$56,069.00	\$72,088.00		GIS Coordinator	
Greenfield	\$57,283.00	\$65,749.00		Senior GIS Technician	
Menomonee Falls	\$52,104.00	\$72,238.00		Geographic Information Systems Coordinator	
Mequon					
Mount Pleasant					Performed by Engineering Technician
Muskego	\$50,922.00	\$66,179.00			
New Berlin	\$69,985.00	\$89,980.00		Division Engineer	
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie					
Wauwatosa	\$49,358.00	\$67,683.00		Engineering Technician	
West Bend					
Franklin	\$44,509.00	\$56,970.00	\$56,970.00		
Average	\$56,616.13	\$72,496.75	#DIV/0!		
50th Percentile	\$54,481.50	\$72,163.00	#NUM!		
55th Percentile	\$55,592.75	\$72,215.50	#NUM!		
60th Percentile	\$56,311.80	\$72,296.20	#NUM!		
65th Percentile	\$56,736.70	\$72,398.05	#NUM!		
70th Percentile	\$57,161.60	\$72,499.90	#NUM!		
75th Percentile	\$59,040.75	\$72,778.75	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Engineering Tech III**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$64,314.00	\$73,528.00			
Caledonia					N/R
Fitchburg	\$52,894.00	\$72,529.00		Engineering Technician	
Fond du Lac	\$56,069.00	\$72,088.00		GIS Coordinator	
Greenfield	\$57,283.00	\$65,749.00		Senior GIS Technician	
Menomonee Falls	\$52,104.00	\$72,238.00		Geographic Information Systems Coordinator	
Mequon					
Mount Pleasant					Performed by Engineering Technician
Muskego	\$50,922.00	\$66,179.00			
New Berlin				Division Engineer	N/A
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie					
Wauwatosa	\$49,358.00	\$67,683.00		Engineering Technician	
West Bend					
Franklin	\$44,509.00	\$56,970.00	\$56,970.00		
Average	\$54,706.29	\$69,999.14	#DIV/0!		
50th Percentile	\$52,894.00	\$72,088.00	#NUM!		
55th Percentile	\$53,846.50	\$72,133.00	#NUM!		
60th Percentile	\$54,799.00	\$72,178.00	#NUM!		
65th Percentile	\$55,751.50	\$72,223.00	#NUM!		
70th Percentile	\$56,311.80	\$72,296.20	#NUM!		
75th Percentile	\$56,676.00	\$72,383.50	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

Position - Engineering Tech II

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$59,416.00	\$67,974.00			
Caledonia	\$52,000.00	\$68,640.00		Engineering Technician	
Fitchburg					Same as Engineering Tech III
Fond du Lac	\$52,109.00	\$66,997.00		Engineering Technician II - Survey	
Greenfield	\$45,760.00	\$52,520.00		GIS Technician	
Menomonee Falls	\$46,363.00	\$60,094.00			
Mequon	\$50,342.00	\$68,110.00			
Mount Pleasant					Performed by Engineering Technician
Muskego					N/A
New Berlin					N/A
North Shore Fire Department					N/A
Oak Creek	\$42,219.00	\$58,293.00		Engineering Technician	
Sun Prairie	\$46,035.00	\$64,449.00		Engineer Technician	
Wauwatosa	\$41,912.00	\$57,491.00		Engineering Technician Assistant	
West Bend					
Franklin	\$40,290.00	\$47,198.00	\$44,269.00		
Average	\$48,461.78	\$62,729.78	#DIV/0!		
50th Percentile	\$46,363.00	\$64,449.00	#NUM!		
55th Percentile	\$47,954.60	\$65,468.20	#NUM!		
60th Percentile	\$49,546.20	\$66,487.40	#NUM!		
65th Percentile	\$50,673.60	\$67,192.40	#NUM!		
70th Percentile	\$51,336.80	\$67,583.20	#NUM!		
75th Percentile	\$52,000.00	\$67,974.00	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Heavy Equipment Operator**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$52,851.00	\$60,424.00		Equipment Operator II	
Caledonia	\$41,267.00	\$56,638.00		Highway Operator	
Fitchburg	\$37,939.00	\$52,041.00		Public Works Maintenance Worker	
Fond du Lac	\$40,186.00	\$51,667.00		Equipment Operator II	
Greenfield	\$53,976.00	\$61,859.00		Operator I	
Menomonee Falls				Equipment Operator	No specific rate of pay provided
Mequon	\$43,160.00	\$58,394.00			
Mount Pleasant			\$61,859.00	Highway Maintenance Manager	
Muskego	\$43,801.00	\$54,787.00		Highway Patrolman	
New Berlin	\$54,101.00	\$54,912.00			
North Shore Fire Department					N/A
Oak Creek	\$35,348.00	\$58,331.00		Equipment Operator	
Sun Prairie					N/A
Wauwatosa	\$41,192.00	\$57,491.00		DPW Maintenance Worker II	
West Bend					N/A
Franklin	\$54,434.00	\$56,773.00	\$56,773.00		
Average	\$44,382.10	\$56,654.40	\$61,859.00		
50th Percentile	\$42,213.50	\$57,064.50	\$61,859.00		
55th Percentile	\$43,065.35	\$57,448.35	\$61,859.00		
60th Percentile	\$43,416.40	\$57,827.00	\$61,859.00		
65th Percentile	\$43,704.85	\$58,205.00	\$61,859.00		
70th Percentile	\$46,516.00	\$58,349.90	\$61,859.00		
75th Percentile	\$50,588.50	\$58,378.25	\$61,859.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Light Equipment Operator**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$48,859.00	\$55,869.00		Equipment Operator I	
Caledonia					N/A
Fitchburg					Included in Public Works Maintenance Worker
Fond du Lac	\$36,234.00	\$46,592.00		Equipment Operator I	N/R
Greenfield	\$52,395.00	\$60,133.00		Operator II	
Menomonee Falls				Equipment Operator	No specific rate of pay provided
Mequon	\$43,160.00	\$58,394.00		Equipment Operator - Regular	
Mount Pleasant			\$61,859.00		Same as Highway Maintenance Manager
Muskego					N/A
New Berlin	\$42,557.00	\$52,374.00		Patrol worker	
North Shore Fire Department					N/A
Oak Creek	\$35,348.00	\$58,331.00		Laborer/Driver	
Sun Prairie	\$37,873.00	\$53,022.00		Maintenance Worker	
Wauwatosa	\$38,189.00	\$52,374.00		DPW Maintenance Worker	
West Bend					N/A
Franklin	\$45,821.00	\$54,390.00	\$54,390.00		
Average	\$41,826.88	\$54,636.13	\$61,859.00		
50th Percentile	\$40,373.00	\$54,445.50	\$61,859.00		
55th Percentile	\$41,901.80	\$55,441.95	\$61,859.00		
60th Percentile	\$42,677.60	\$56,361.40	\$61,859.00		
65th Percentile	\$42,888.65	\$57,223.10	\$61,859.00		
70th Percentile	\$43,099.70	\$58,084.80	\$61,859.00		
75th Percentile	\$44,584.75	\$58,346.75	\$61,859.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Sewer-Water Operator II**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$52,851.00	\$60,424.00			
Caledonia	\$40,123.00	\$54,226.00			
Fitchburg					N/A
Fond du Lac	\$44,179.00	\$66,784.00		WWTP Operator - Water Plant Operator	
Greenfield					N/A
Menomonee Falls					N/A
Mequon	\$46,613.00	\$63,065.00		Sewer Foreman	
Mount Pleasant					Performed by Plumbing Inspector
Muskego					N/A
New Berlin	\$52,645.00	\$54,912.00		Operator DNR Certified	
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie	\$43,843.00	\$61,380.00		WWTP Technician II	
Wauwatosa	\$41,912.00	\$57,491.00		Water Maintenance Lead	
West Bend	\$61,750.00	\$87,750.00		Water Operations Coordinator - Sewer Utility Superintendent	
Franklin	\$58,129.00	\$60,468.00	\$60,467.00		
Average	\$47,989.50	\$62,004.00	#DIV/0!		
50th Percentile	\$45,396.00	\$58,957.50	#NUM!		
55th Percentile	\$46,247.90	\$59,984.05	#NUM!		
60th Percentile	\$47,819.40	\$60,615.20	#NUM!		
65th Percentile	\$49,930.60	\$60,949.80	#NUM!		
70th Percentile	\$52,041.80	\$61,284.40	#NUM!		
75th Percentile	\$52,696.50	\$61,801.25	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

Position - Sewer-Water Operator II

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$52,851.00	\$60,424.00			
Caledonia	\$40,123.00	\$54,226.00			
Fitchburg					N/A
Fond du Lac	\$44,179.00	\$56,784.00		WWTP Operator - Water Plant Operator	
Greenfield					N/A
Menomonee Falls					N/A
Mequon	\$46,613.00	\$63,065.00		Sewer Foreman	
Mount Pleasant					Performed by Plumbing Inspector
Muskego					N/A
New Berlin	\$52,645.00	\$54,912.00		Operator DNR Certified	
North Shore Fire Department					N/A
Oak Creek					N/A
Sun Prairie	\$43,843.00	\$61,380.00		WWTP Technician II	
Wauwatosa	\$41,912.00	\$57,491.00		Water Maintenance Lead	
West Bend				Water Operations Coordinator - Sewer Utility Superintendent	N/A
Franklin	\$58,129.00	\$60,468.00	\$60,467.00		
Average	\$46,023.71	\$58,326.00	#DIV/0!		
50th Percentile	\$44,179.00	\$57,491.00	#NUM!		
55th Percentile	\$44,909.20	\$58,370.90	#NUM!		
60th Percentile	\$45,639.40	\$59,250.80	#NUM!		
65th Percentile	\$46,369.60	\$60,130.70	#NUM!		
70th Percentile	\$47,119.40	\$60,615.20	#NUM!		
75th Percentile	\$49,629.00	\$60,902.00	#NUM!		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Custodian**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$52,851.00	\$60,424.00		Facilities Maintenance Technician	
Caledonia					N/A
Fitchburg	\$30,139.00	\$41,329.00			
Fond du Lac	\$28,288.00	\$36,379.00		Senior Center Caretaker	
Greenfield					N/A
Menomonee Falls					Part-time position - \$14.00 per hour
Mequon	\$25,184.00	\$34,072.00			
Mount Pleasant					Contracted Out
Muskego	\$46,133.00	\$59,954.00		Maintenance	
New Berlin	\$26,000.00	\$32,499.00			
North Shore Fire Department					N/A
Oak Creek	\$21,840.00	\$30,160.00			
Sun Prairie	\$27,731.00	\$38,823.00		Building and Grounds Maintenance Technician	
Wauwatosa	\$31,824.00	\$43,638.00		Laborer - Custodian	
West Bend			\$21,840.00		
Franklin	\$38,301.00	\$47,154.00	\$0.00		
Average	\$32,221.11	\$41,919.78	\$21,840.00		
50th Percentile	\$28,288.00	\$38,823.00	\$21,840.00		
55th Percentile	\$29,028.40	\$39,825.40	\$21,840.00		
60th Percentile	\$29,768.80	\$40,827.80	\$21,840.00		
65th Percentile	\$30,476.00	\$41,790.80	\$21,840.00		
70th Percentile	\$31,150.00	\$42,714.40	\$21,840.00		
75th Percentile	\$31,824.00	\$43,638.00	\$21,840.00		

**CITY OF FRANKLIN  
DETAILED SALARY SURVEY DATA**

**Position - Secretary**

All Comparables	Minimum	Maximum	Actual	Title - If Different	Comments
Brookfield	\$43,451.00	\$60,424.00		Administrative Assistant	
Caledonia					N/A
Fitchburg	\$41,683.00	\$57,158.00		Administrative Assistant	
Fond du Lac	\$32,261.00	\$41,475.00		Community Development Secretary	
Greenfield	\$44,512.00	\$47,757.00			Part-time - 24 hours/week - calculated to 40 hours/week
Menomonee Falls					No specific pay rate provided
Mequon	\$37,003.00	\$50,063.00		Administrative Secretary	
Mount Pleasant			\$37,440.00	Administrative Assistant	
Muskego	\$35,632.00	\$50,149.00		Administrative Assistant	
New Berlin					N/A
North Shore Fire Department			\$48,463.00	Administrative Coordinator	
Oak Creek	\$35,348.00	\$48,165.00		Administrative Support Assistant	
Sun Prairie	\$31,158.00	\$43,622.00		Administrative Assistant	
Wauwatosa	\$41,912.00	\$57,941.00		Administrative Support Specialist	
West Bend	\$37,458.00	\$58,226.00		Administrative Assistant	
Franklin	\$40,173.00	\$44,480.00	\$44,480.00		
Average	\$38,041.80	\$51,498.00	\$42,951.50		
50th Percentile	\$37,230.50	\$50,106.00	\$42,951.50		
55th Percentile	\$37,435.25	\$50,144.70	\$43,502.65		
60th Percentile	\$39,148.00	\$52,952.60	\$44,053.80		
65th Percentile	\$41,049.25	\$56,106.65	\$44,604.95		
70th Percentile	\$41,751.70	\$57,392.90	\$45,156.10		
75th Percentile	\$41,854.75	\$57,745.25	\$45,707.25		

# APPENDIX D

**CITY OF FRANKLIN  
DETAILED PRIVATE SECTOR SALARY SURVEY DATA**

Position	Actual
<b>Company A</b>	
Senior Human Resources Generalist	\$60,100.00
Manager of Information Systems	\$94,200.00
<b>Company B</b>	
Controller	\$68,400.00
Information Technology Manager	\$67,500.00
Janitor	\$27,040.00
Office Assistant	\$29,120.00

# APPENDIX E

**CITY OF FRANKLIN  
PLAN UPDATE SINCE ACT 10**

All Comparables	Response
Brookfield	No
Caledonia	No
Fitchburg	Yes
Fond du Lac	N/R
Greenfield	No
Menomonee Falls	N/R
Mequon	Yes
Mount Pleasant	Yes
Muskego	Yes
New Berlin	No
North Shore Fire Department	No
Oak Creek	No
Sun Prairie	Yes
Wauwatosa	Yes
West Bend	Yes

# APPENDIX F

**CITY OF FRANKLIN  
HEALTH INSURANCE**

Municipality	Employee Only Plan						Family Plan						If Waived, Alternate Benefit?	Employee Plus 1	Comments
	Total Premium	% Paid by Employee	% Paid by Muni.	Annual Deductible	Co-pay	Out-of-pocket	Total Premium	% Paid by Employee	% Paid by Muni.	Annual Deductible	Co-pay	Out-of-pocket			
Brookfield	\$9,128	20.0%	80.0%	500/1000	\$25.00	1200/4000	\$22,834	20.0%	80.0%	1500/3000	\$25.00	2400/8000	No	NR	Employee pays 10% if HRA participant.
Caledonia	\$8,523	15.0%	85.0%	1500	\$25.00	3000	\$22,158	15.0%	85.0%	3000	\$25.00	6000	N/A	NR	
Fitchburg		12.0%	88.0%				Varies	12.0%	88.0%				No	NR	Seven Available Plans
Fond du Lac	NR	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Greenfield	\$7,348	12.6%	87.4%	200*	\$25.00	4000*	\$21,227	12.6%	87.4%	400*	\$25.00	8000*	Yes	NR	*City has a Sec. 105 Plan and pays out-of-pocket
Menomonee Falls	\$8,408	10.0%	90.0%	--	\$20.00	--	\$23,541	10.0%	90.0%	--	\$20.00	--	No	NR	
Mequon	\$8,313	12.0%	88.0%	500	\$0.00	6600	\$20,694	12.0%	88.0%	1000	\$0.00	13200	No	NR	3 Plan Options under State of WI health Plan: Anthem Blue SE/WEA Trust/ United Health Care
"	\$9,169						\$22,834								
"	\$9,905						\$24,672								
Mount Pleasant	\$6,979	14.0%	86.0%	500	\$10.00	500	\$19,605	10.0%	90.0%	1000	\$10.00	1000	No	NR	Village has an HRA which reimburses Annual Deductible \$4500/\$9000
Muskego	\$9,530	10.0%	90.0%	3000	\$15.00	3500	\$28,457	10.0%	90.0%	7000	\$15.00	7000	Yes	NR	\$400/month Family, \$150/mo Single
New Berlin	\$15,712	15.0%	85.0%	1500	\$20.00	1500	\$43,212	15.0%	85.0%	4500	\$15.00	4500	Yes	NR	\$4800 dependent care FSA, \$4800 HAS, \$36000 Cash
North Shore Fire	\$6,048	5.0%	95.0%	3000	\$25.00	6000	\$14,978	5.0%	95.0%	6000	\$25.00	12000	Yes	NR	30% of premium plan an add'l \$2000 cost reimbursement
Oak Creek	\$8,484	15.0%	85.0%	1000	\$0.00	1000	\$21,947	15.0%	85.0%	2000	\$0.00	2000	No	NR	Employee pays 10% if HRA participant.
Sun Prairie	Varies						Varies							NR	Seven Available Plans
Wauwatosa	\$7,959	15.0%	85.0%	1000	varies	3500	\$19,855	15.0%	85.0%	2000	varies	5500	N/A	NR	
West Bend	\$5,655	19.13%	80.87%	1500	\$0.00	3000	\$14,997	19.13%	80.87%	3000	\$0.00	6000	N/A	NR	
<b>AVERAGE</b>	<b>\$8,654</b>	<b>13.44%</b>	<b>86.56%</b>	<b>\$1,500</b>	<b>\$15</b>	<b>\$3,178</b>	<b>\$22,928</b>	<b>13.13%</b>	<b>86.87%</b>	<b>\$3,278</b>	<b>\$15</b>	<b>\$6,356</b>			
Franklin	\$7,809	13.00%	87.00%	500	\$10.00	1000	\$18,886	13.00%	87.00%	1000	\$10.00	2000	N/A	NR	

**CITY OF FRANKLIN  
DENTAL INSURANCE**

Municipality	Employee Only Plan				Family Plan				Comments
	Total Premium	% Paid by Employee	% Paid by Municipality	Max Annual	Total Premium	% Paid by Employee	% Paid by Municipality	Max Annual	
Brookfield	\$482.76	20%	80%	\$1,500.00	\$1,427.40	20%	80%	\$1,500.00	
Caledonia	\$341.00	50%	50%	\$1,000.00	\$1,012.00	50%	50%	\$1,000.00	
Fitchburg		10%	90%	\$1,200.00	\$1,301.64	10%	90%	\$1,200.00	
Fond du Lac	NR	--	--	--	--	--	--	--	
Greenfield	519.36/237.84	100%	0	\$1,000.00	1781/828	100%	0	\$1,000.00	
Menomonee Falls	NR	--	--	--	--	--	--	--	
Mequon	\$1,395.36	25%	75%	\$1,200.00	\$4,070.88	25%	75%	\$1,200.00	
Mount Pleasant	\$0.00	0%	100%	\$1,500.00	\$0.00	0%	100%	\$1,500.00	
Muskego	\$345.60	100%	0%	\$1,000.00	\$1,267.80	100%	0%	\$1,000.00	Plus preventative and \$1000 ortho
New Berlin	\$435.00	100%	0%	\$1,000.00	\$1,537.08	100%	0%	\$1,000.00	
North Shore Fire	\$376.00	45%	55%	\$1,750.00	\$1,148.00	45%	55%	\$1,750.00	
Oak Creek	\$512.28	0%	100%	\$1,500.00	\$1,649.64	0%	100%	\$1,500.00	
Sun Prairie	\$425.88	0%	100%	\$1,200.00	\$1,216.32	0%	100%	\$1,200.00	
Wauwatosa	\$380.16	30%	70%	\$2,000.00	\$1,205.64	30%	70%	\$2,000.00	
"	\$433.92				\$1,368.96				
West Bend	\$404.88	100%	0%	\$1,000.00	\$1,430.28	100%	0%	\$1,000.00	
<b>AVERAGE</b>	<b>\$461</b>	<b>45%</b>	<b>55%</b>	<b>\$1,296</b>	<b>\$1,434</b>	<b>45%</b>	<b>55%</b>	<b>\$1,296</b>	
Franklin	\$432	0%	100%	1000%	\$1,152	62%	38%		1000 per person benefit per year

\*Mount Pleasant - included in Health Plan

**CITY OF FRANKLIN  
LIFE INSURANCE**

Municipality	Amount of Coverage	% of Premium Paid by Municipality	Comments
Brookfield	Up to 5 times annual earnings	1 times annual earnings	
Caledonia	1 x Annual Salary	100%	
Fitchburg		1 times annual earnings	
Fond du Lac	NR	100%	NR
Greenfield	5x salary, plus spouse and dependent coverage	68%	Greenfield participates in the state group life insurance program.
Menomonee Falls	NR	--	
Mequon	Annual Salary	100%	
Mount Pleasant	Annual Salary	100%	
Muskego	Annual Salary	100%	
New Berlin	Annual Salary	100%	Basic; additional life is 5X annual salary or \$300,000 whichever is less, employee pays full for additional
North Shore Fire	Up to 5 times annual earnings	1 times annual earnings	
Oak Creek	Annual Salary	100%	Employee can purchase additional units
Sun Prairie	Annual Salary	100%	Employee can purchase 4x's salary
Wauwatosa	Annual Salary	100%	
West Bend	2 x Annual Salary	100%	
Franklin	2 x annual salary	100%	part time employee receive only 1 x salary

**CITY OF FRANKLIN  
RETIREMENT**

Municipality	Participate in Wisconsin Retirement System?	Pension Plan Contribution Level
Brookfield	Yes	Employer portion
Caledonia	Yes	
Fitchburg	Yes	
Fond du Lac	Yes	
Greenfield	Yes	93.20%
Menomonee Falls	NR	--
Mequon	Yes	
Mount Pleasant	Yes	
Muskego	Yes	0
New Berlin	Yes	
North Shore Fire	Yes	19.58% of eligible WRS wages
Oak Creek	Yes	
Sun Prairie	Yes (only sworn officers)	
Wauwatosa	Yes	Match for non rep emp; other amounts for rep police & fire emp
West Bend	Yes	
Franklin	Sworn personnel only	Sworn personnel pay the normal employee cost for WRS, Public works employees pay 8.2% for their plan, rest of City employees are on a defined contribution plan where the ees pay 5% and the City pays 5%

**CITY OF FRANKLIN  
RETIREMENT**

Municipality	Retiree Health Benefits	% Municipal Contribution	Municipal Contribution	Other Benefits
Brookfield	Yes	0%	Some employee groups are eligible for monthly stipend.	Retirement Health Savings - City contributed. Police & Fire can contribute a % of unused sick leave every year
Caledonia	Yes	0%		No
Fitchburg		0%	Employee can use cash value of sick leave at retirement to pay for health insurance premiums	No
Fond du Lac	Yes	0%	—	Employees who retire may continue their life insurance contract provided they pay the full cost
Greenfield	Yes		Non-rep retirees contribute the same as active non-reps. Fire and police union retirees premiums are frozen. City pays for subsequent increase.	A Post Employment Health Plan (PEHP). Upon termination, a percentage of the eligible employee's accumulated sick leave balance that would otherwise have been paid to the eligible employee had the employer not participated in the Plan, shall be contributed to the Plan. The percentage shall be determined by a majority vote of the employees covered and may be periodically changed as allowed by the Plan.
Menomonee Falls	NR	--	—	—
Mequon	Yes	88%		Mequon offers one month for each 10-days of accumulated unused medical leave time. Not to exceed 180-days.
Mount Pleasant	Yes	—	Employee can use their remaining sick balance to fund health insurance premiums	
Muskego	No	—	—	No
New Berlin	Yes		We use a calculation to figure out how much their sick time is worth in dollars and then pay the full premium until that dollar amount is gone	New Berlin allows employees that are retiring to use any unused sick time to pay for additional months of health insurance. We also generally allow the employee to stay on the health insurance after their sick time runs out at full cost to them.
North Shore Fire	Yes	65%		Sick time conversion at retirement for up to 2880 hours which is paid out partly in cash payout and partly in sick time bank \$\$ can be used for the retirees 35% health insurance share
Oak Creek	Yes		The amounts vary depending on the date of retirement, represented status, etc.	No
Sun Prairie	No	--	—	Sick leave days up to 120 can be converted to an HRA to pay for health related items, insurance
Wauwatosa	Yes	50%	50%, 95%, 100% depending on hire date	Retirement Health Savings Account
West Bend	Varies	80,87%	Same as active Ees	No
Franklin	Yes, for most groups. Our former Teamster Clerical employees and AFSCME Inspection employees have no retiree health plan	75% based on cost of plan at time of retirement		

**CITY OF FRANKLIN  
DISABILITY**

Municipality	Long Term			Short Term			
	Coverage	% Paid by Employee	% Paid by Municipality	Total Premium	% Paid by Employee	% Paid by Municipality	
Brookfield	60%	100%	0%	AFLAC	100%	0%	
Caledonia	N/A			N/A			
Fitchburg		--	--	--	--	--	
Fond du Lac	NR	--	--	--	--	--	
Greenfield	NR	--	--	\$175	0%	10000%	
Menomonee Falls	NR	--	--	--	--	--	
Mequon	\$5000/mo	0%	100%	\$0	--	--	
Mount Pleasant	40%	0%	100%	\$0			
Muskego		100%	0%		100%	0%	Based on Bi-weekly salary
New Berlin	Annual Salary up to \$56,000	50%	50%	\$0	0%	0%	
North Shore Fire	180 days out premium	0%	100%	180 days out premium	0%	100%	
Oak Creek	75%	0%	100%	N/A	--	--	Core plan equals 75% of wage up to \$27,000, employee can buy up to get 75% of full wage.
Sun Prairie	66.66%	100%	0%	N/A	--	--	
Wauwatosa	N/A			N/A			
West Bend	N/A			varies			
Franklin	60%	100%	0%	AFLAC	100%	0%	

**CITY OF FRANKLIN  
PAID TIME OFF**

<b>Municipality</b>	<b>Offer paid time off?</b>
Brookfield	No
Caledonia	No
Fitchburg	No
Fond du Lac	NR
Greenfield	NR
Menomonee Falls	NR
Mequon	Yes
Mount Pleasant	No
Muskego	No
New Berlin	No
North Shore Fire	No
Oak Creek	Yes
Sun Prairie	No
Wauwatosa	No
West Bend	No
Franklin	NO

**CITY OF FRANKLIN  
HOLIDAY AND PERSONAL LEAVE**

Municipality	Holidays per Year	Personal Days per Year	Comments
Brookfield	7 - 9	1 - 3	
Caledonia	12	N/A	
	9,5	2,5	
Fond du Lac	8	5	
Greenfield	11	0	
Menomonee Falls	NR	-	
Mequon*	9,5	5	Rep. Police employees: 10 holidays - 2 personal - Dispatchers 2 personnel
Mount Pleasant	10	0	
Muskego	10	1	
New Berlin	9	2	
North Shore Fire	1	7	
Oak Creek	10		
Sun Prairie	11	1	
Wauwatosa	varies by union group	varies by union group	
West Bend	10	0	
<b>AVERAGE</b>	<b>9.25</b>	<b>2.35</b>	<b>#DIV/0!</b>
Franklin	9	5	Public works has 10 holidays but only 4 personal. Employees with less than 5 years service have 1 less personal day.

\*Mequon - offers paid time off

**CITY OF FRANKLIN  
SICK LEAVE**

Municipality	Sick Days Earned per Year	Maximum Accrual (Sick Leave Bank)
Brookfield	6	60
Caledonia	12	
Fitchburg	13	180
Fond du Lac	12	135
Greenfield	12	225
Menomonee Falls	NR	
Mequon	PTO	N/A
Mount Pleasant	12	
Muskego	12	
New Berlin	12	
North Shore Fire	9.5	
Oak Creek	PTO	N/A
Sun Prairie	12	
Wauwatosa	12	
West Bend	6	
<b>AVERAGE</b>	<b>11.29166667</b>	<b>68</b>
Franklin	12	180 for most, mgmt is unlimited

**CITY OF FRANKLIN  
VACATION LEAVE**

Municipality	Milestone Comparison					Comments
	> 1 yr	> 6 yrs	> 10 yrs	> 15 yrs	> 20 yrs	
Brookfield	10	20	20	23	25	
Caledonia	15	20	23	23	25	
Fitchburg						
Fond du Lac		10	15	20	25	
Greenfield	10	15	15	20	25	
Menomonee Falls	NR					
Mequon	18	23	28	28	33*	PTO
Mount Pleasant	10	15	20	25	25	
Muskego	10	16	20	20	25	
New Berlin	10	15	16	21	25	
North Shore Fire	10	15	21	27		40 hour schedule
North Shore Fire	5	7	12	15		53 hour schedule
Oak Creek	18	18	20	25	30	PTO
Sun Prairie	10	15	20	22	25	
Wauwatosa	10	15	20	20	25	
West Bend	5	15	15	20	20	
<b>AVERAGE</b>	<b>10.8</b>	<b>15.6</b>	<b>18.9</b>	<b>22.1</b>	<b>25.0</b>	
Franklin	10	15	15	20	20	Most employees can buy out the 5th week of vacation after 22 years buy trading in 40 hours of sick time. Some employees have to have 130 sick days in order to make the trade.

\*Mequon - for employees who reached 25 years of service on/before 1-1-2013

**CITY OF FRANKLIN  
VACATION LEAVE**

Municipality	7809										10
	Level 1		Level 2		Level 3		Level 4		Level 5		
	Years	Days									
Brookfield	2	10	3	15	7	20	15	23	20	25	
Caledonia	1-4	15	5-9	20	10-15	23	16+	25			
Fitchburg (Exp)	>5	120/144	5	160/192	12	180/216	20	200/240	25	220/264	Five-Day Work Week(2080 hours)/Six Day Work Week (1950 annual hours)
Fitchburg (NonExp)	>5	80/86	5	120/144	12	160/192	20	200/240	-	-	Five-Day Work Week(2080 hours)/Six Day Work Week (1950 annual hours)
Fond du Lac (Exp)	>4	10	4	15	15	20	20	25			
Fond du Lac (NonExp)	>8	10	8	15	15	20	20	25			
Greenfield	1	10	7	15	15	20	22	25			
Menomonee Falls	NR	-	-	-	-	-	-	-	-	-	
Mequon	1	18	7	23	13	28	25	33			Paid Time Off
Mount Pleasant	1	5	2	10	5	15	10	20	15	25	
Muskego	>5	10	5	15	6	16	7	17	8	18	Vacation increase by one day each year of service up to 10 years. Then at start of 16th year vacation goes up by one day each year of service up to 20 years (max of 5 weeks)
New Berlin	>5	10	5	11	7	15	10	16	14	20	15=21, 19=25, 26+=26
North Shore Fire (40 hour)	1	10	7	15	12	21	18	27			
NSF (53 hour)	1	5	7	7	12	12	18	15			
Oak Creek	>10	18	10	20	11	21	12	22	13	23	PTO - Plus 1 day per year of servcle up to 20 years = 30 days
Sun Prairie	0	5	1	10	5	15	10	20	17	22	18=23; 19=24; 20=25
Wauwatosa	>5	10	5	15	13	20	20	25			
West Bend	1	5	2	10	6	15	15	20			
<b>AVERAGE</b>											
Franklin											

**CITY OF FRANKLIN  
BEREVEMENT LEAVE**

Municipality	Days Permitted	Family Relationships Eligible
Brookfield	3	Immediate
Caledonia	3	Immediate
Fitchburg		Immediate, Extended (1 Day)
Fond du Lac	3	3 - Spouse, Parent/Guardian/Step, Child/Step/Grand, Sibling, 1 day - In-Law, Spouse's Legal Guardian, Grandparent, Aunt/Uncle
Greenfield		Upon application, leave of absence not exceeding three (3) working days with pay will be allowed employees in the case of death of spouse, child, stepchild, father, stepfather, mother, stepmother, sister, stepsister, brother, stepbrother, father-in-law, mother-in-law, and not more than two (2) working days in the case of death of daughter-in-law, son-in-law, sister-in-law, brother-in-law, and not more than one (1) working day in the case of death of employee's or spouse's grandfather or grandmother or grandchildren. In the case of death of any other relative, the employee will be permitted to change his/her next day off so that he/she may attend the funeral.
Menomonee Falls	NR	--
Mequon	3	Spouse, Brother, sister, parents, grandparents, grandchildren of employee or spouse. 1-day for aunt/uncle of employee or spouse.
Mount Pleasant	3	3- Immediate Family; 1 In laws or grandparents
Muskego	5	5 days; Spouse & Children. 3 days; Parents, Grandparents, Siblings, In-Laws, Grandchildren.
New Berlin	5	5 days; spouse, child, stepchild, parent, brother, sister, mother-in-law and father-in-law. 3 days; grandparent, grandchild, stepfather, stepmother, stepbrother, stepsister, brother-in-law and sister-in-law. 1 day; uncle, aunt, niece, or nephew.
North Shore Fire	3	Spouse, child, stepchild, parents, step-parents, in-laws, siblings
Oak Creek	0	
Sun Prairie	5	5 days for parent, spouse, child, siblings, grandparent; 3 days for great-grandparent, grandparent-in-law, grandchild, parent-in-law, sibling-in-law, step-parent, stepchild & relative of employee or spouse living in employee's home, 1 day to attend funeral of aunt, uncle, cousin, step-grandparent, step-grandchild, niece or nephew of employee.
Wauwatosa	3	3 days: parents, spouse, siblings, grand parents, in-laws, step-parents, step-siblings, step-children; 1 day for extended family, sibling-in-law, children-in-law, grandparents of spouse
West Bend	3	
AVERAGE	3	
Franklin	3	3 for spouse, parent, child, sibling, parent-in-law. 1 day for sibling-in-law, child-in-law, grandparent, or aunt/uncle.

**CITY OF FRANKLIN  
OTHER LEAVE**

Municipality	Other Occasions of Paid Leave
Brookfield	Military, Jury Duty, and Worker's Comp
Caledonia	Military and Jury Duty
Fitchburg	
Fond du Lac	Jury Duty, Military Leave, Leave without pay
Greenfield	Military Leave, Jury Duty, Family and Medical Leave
Menomonee Falls	NR
Mequon	Jury Duty and USERRA leave
Mount Pleasant	Jury and Military - Up to two weeks per year
Muskego	Military (10 days paid per year) and Jury Duty
New Berlin	Jury Duty
North Shore Fire	Jury Duty
Oak Creek	NR
Sun Prairie	Military, Jury Duty, personal leave if qualifies
Wauwatosa	Military leave and Jury Duty
West Bend	None
<b>AVERAGE</b>	
Franklin	Military (10 days for training and full wage supplement if called up to active duty), Jury Duty, WC and any required by law

**CITY OF FRANKLIN  
EMPLOYEE ASSISTANCE PLAN**

Municipality	Offer an Employee Assistance Plan?
Brookfield	Yes
Caledonia	No
Fitchburg	Yes
Fond du Lac	Yes
Greenfield	Yes
Menomonee Falls	NR
Mequon	Yes
Mount Pleasant	Yes
Muskego	No
New Berlin	Yes
North Shore Fire	Yes
Oak Creek	Yes
Sun Prairie	Yes
Wauwatosa	Yes
West Bend	Yes
Franklin	YES

**CITY OF FRANKLIN  
LENGTH OF SERVICE AWARDS**

Municipality	Recognize Length of Service?	At What Milestones?
Brookfield	No	
Caledonia	No	
Fitchburg		After 3 years and after 5 years. Only for employees employed prior to January 1, 2013
Fond du Lac		
Greenfield	Yes	Police & Fire Only; 5 years - \$6/mo; 10 years - \$12/mo; 15 years - \$15/mo 20 years - \$18/mo; 25 yrs - \$21/mo
Menomonee Falls	NR	
Mequon	Yes	Non-rep employees hired before 1/1/2012 and Represented police employees per labor contract. on-rep receive 2 full days of pay for each year of continuous service as of 1/1/2012 upon retirement. Police contract calls for annual payment of \$30 per year of service up to a maximum of 30-years.
Mount Pleasant	No	
Muskego	Yes	<ul style="list-style-type: none"> <li>• After five (5) years of continuous service \$10.00</li> <li>• After ten (10) years of continuous service \$15.00</li> <li>• After fifteen (15) years of continuous service \$20.00</li> <li>• After twenty (20) years of continuous service \$25.00</li> <li>• After thirty (30) years of continuous service \$30.00</li> </ul>
New Berlin	No	
North Shore Fire	No	
Oak Creek	NR	
Sun Prairie	Yes	Only our contracted employees, EMS & WPPA
Wauwatosa	Yes	Police and Fire unions only, \$ 3.69 per pay period after completion of 5 years of service. \$ 6.00 per pay period after completion of 10 years of service. \$ 8.31 per pay period after completion of 15 years of service. \$10.62 per pay period after completion of 20 years of service. \$12.92 per pay period after completion of 25 years of service.
West Bend	No	
Franklin	Yes	\$5/month after 5 years service, \$10/month after 10 years service, \$15/mo after 15 yrs service, \$20/mo after 20 yrs service and \$25/mo after 25 yrs service

**CITY OF FRANKLIN  
OTHER BENEFITS**

Municipality	Additional Benefits Offered
Brookfield	Clothing Allowance (Police & Fire) \$700.00/year; Wellness/Fitness Center Reimbursement for employee and/or spouse - \$20/each per month
Caledonia	NR
Fitchburg	
Fond du Lac	Tuition Reimbursement
Greenfield	Tuition Reimbursement, Sick Leave incentive, and Wellness Plan offered to all. Clothing and Uniform allowance - Police union Uniform allowance - Fire union and Police & Fire command staff
Menomonee Falls	NR
Mequon	Tuition and Clothing allowances to eligible employees. Insurance carrier offers a wellness plan.
Mount Pleasant	Job Training/Tuition Reimbursement up to \$4000 on a sliding scale depending on grades. Employee must remain with the Village for 2 years of service after completion.
Muskego	Clothing Allowance, Safety Glasses & Equipment, Confined Space Allowance, Weapon Allowance
New Berlin	Tuition Reimbursement, deductible reimbursement, wellness plan
North Shore Fire	Uniform Allowance - \$539.20 also offer annual Holiday pay of 158 hours x current hourly rate
Oak Creek	NR
Sun Prairie	Tuition Reimbursement, clothing allowance, vision insurance, AFLAC offered at employee expense
Wauwatosa	Tuition reimbursement, wellness
West Bend	NR
Franklin	Public Works and Inspection employees receive clothing allowance of \$250/year, Dispatchers receive \$300/year, Fire Command Staff receives \$425/year and Police Command Staff receives \$400/year..

# APPENDIX G

- RES. 2015-7081  
CHANGE ORDER WITH  
PAYNE & DOLAN-  
LOCAL STREET  
IMPROVEMENT
- G.10. Alderwoman Evans moved to adopt Resolution No. 2015-7081, A RESOLUTION APPROVING A CONTRACT CHANGE ORDER NO. 1 WITH PAYNE & DOLAN, INC. IN THE AMOUNT OF \$51,235.80 FOR THE 2015 LOCAL STREET IMPROVEMENT PROGRAM. Seconded by Alderman Dandrea. All voted Aye; motion carried.
- REJECT BIDS FOR  
WATER MAIN AND  
SERVICE ITEMS
- G.11. Alderwoman Evans moved to reject bids for the purchase of water main and service items and manhole frame and cover, and direct staff to proceed with rebidding. Seconded by Alderman Dandrea. All voted Aye; motion carried.
- CITY EMPLOYEE PAY  
PHILOSOPHY-STUDY
- G.12. Alderman Dandrea moved that the Common Council directs the consultant to establish an initial, starting pay philosophy at the 70th percentile, consistent with the recommendation of the Department Heads, but that calculations for the 60th and 55th percentile also be provided for a matter of context and consideration, that the consultant be directed to recommend policy or implementation strategies to ensure flexibility in initial hiring wages, and that consideration for an initial salary adjustment should be given to long-term employees who are placed near the bottom of a newly established range. Seconded by Alderwoman S. Mayer. All voted Aye; motion carried.  
Alderman Schmidt moved that the Common Council direct the Director of Administration to work with the consultant to devise a plan for initial design for FLSA-exempt employees of a merit-based range structure while initially implementing said structure consistent with an incremental-based system with a plan to be prepared for a phased-in implementation of a merit-based program evaluation system and for design of a hybrid system for FLSA non-exempt employees. Seconded by Alderman Dandrea. On roll call, Alderman Dandrea, Alderwoman Wilhelm, Alderwoman Evans, Alderman Schmidt and Alderwoman S. Mayer voted Aye; Alderman D. Mayer voted No. Motion carried.
- INSURANCE BROKER  
SERVICES
- G.13. No action was required on a status report of bidding out insurance broker services.
- RES 2015-7082  
OPPOSING LRB-  
1183/LRB-2009  
ELIMINATING  
PERSONAL PROPERTY  
TAX AND COMPUTER  
STATE AID PAYMENTS
- G.14. Alderman D. Mayer moved to adopt Resolution No. 2015-7082, A RESOLUTION OPPOSING LRB-1183/LRB-2009 THAT WOULD ELIMINATE THE PROPERTY TAX ON PERSONAL PROPERTY AND THE COMPUTER STATE AID PAYMENTS MADE TO LOCAL GOVERNMENTS, AND TO FURTHER DIRECT STAFF TO FORWARD A SIGNED VERSION OF THIS RESOLUTION TO STATE ASSEMBLY AND SENATE.