

**RESOLUTION NO. 2021-24**

**A RESOLUTION ADOPTING THE CALEDONIA 2021 REVISED SALARY  
COMPENSATION SCHEDULE ADJUSTING THE SALARY GRADE FOR DEPUTY  
CLERK AND FOR REMOVING THE POSITION TITLES AFFECTED BY THE WAGE  
COMPRESSION POLICY**

**WHEREAS**, the Caledonia Village Board of Trustees previously adopted Resolution 2020-124, Caledonia's Salary Compensation Schedule; and

**WHEREAS**, the Personnel Committee of the Caledonia Village Board has reviewed the Deputy Clerk position and recommends reclassifying the position and moving it from a Salary Grade 4 to a Salary Grade 5; and;

**WHEREAS**, the Village of Caledonia has identified that wage compression exists between wages of represented and non-represented Police and Fire Department Employees; and

**WHEREAS**, the Village of Caledonia has identified that base wages of eligible represented and non-represented Police and Fire Department Employees need to be adjusted to fix the wage compression and has approved Resolution 2021-23 to address the wage compression; and

**WHEREAS**, the eligible positions identified in the wage compression policy need to be removed from the Salary Compensation Schedule; and

**WHEREAS**, the Human Resources Director has prepared the attached revised salary compensation schedule (dated 2/17/2021) to reflect the changes to the Deputy Clerk salary grade and the removal of the eligible positions as outlined in the wage compression policy; and

**NOW, THEREFORE, BE IT RESOLVED** by the Village Board of the Village of Caledonia that Caledonia's Salary Compensation Schedule changing the Deputy Clerk from Grade 4 to Grade 5, and removing eligible positions as outlined in the wage compression policy as set forth in **Exhibit A** which is attached hereto and incorporated herein is approved and adopted.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this 23<sup>rd</sup> day of February, 2021.

VILLAGE OF CALEDONIA

By: 

James R. Dobbs, Village President

Attest: 

Joslyn Hoeffert, Deputy Village Clerk

2021 Salary Compensation Schedule

Grade	Minimum	Mid-Point	Max	Positions
1	32,585.31	37,473.11	42,860.90	
2	34,214.58	39,346.77	44,478.95	Admin. Receptionist
3	35,926.31	41,314.11	46,702.90	Admin. Asst. Building Engineer Admin. Asst. Fire Department Accounting Clerk (Payroll) Police Support Records Clerk
4	37,721.57	43,379.81	49,038.04	Assistant Municipal Court Clerk Parks Supervisor Utility District Operator Apprentice
5	39,607.65	45,548.80	51,489.95	Deputy Clerk
6	41,588.04	47,826.25	54,064.45	Accounting Clerk Utility District Clerk
7	43,667.44	50,217.56	56,767.67	Finance Technician Municipal Court Clerk Police Technician
8	45,850.81	52,728.43	59,606.05	
9	48,143.35	55,564.85	62,586.96	
10	50,550.52	58,133.10	65,715.68	
11	53,078.04	61,039.75	69,001.45	Parks Manager Utility District Operators
12	55,731.94	64,091.73	72,451.52	
13	58,516.54	67,296.32	76,074.10	Engineering Techs
14	61,444.47	70,661.14	79,877.81	Building Inspector
15	64,516.69	74,194.19	83,871.70	Highway Lead Senior Utility Field Operator Village Clerk
16	67,742.52	77,903.90	88,065.28	Senior Building Inspector Utility District Integrator Utility Accountant
17	71,129.66	81,799.11	92,468.56	
18	74,686.13	85,889.05	97,091.97	Highway Operations Supervisor Utility Operations Supervisor
19	78,420.44	90,183.51	101,946.57	
20	82,341.47	94,692.69	107,043.91	Development Director HR Director Public Works Director Utility Director
21	86,458.54	99,427.32	112,396.10	Finance Director
22	90,781.47	104,398.69	118,015.91	Fire Chief Police Chief
23	95,320.54	109,618.62	123,916.70	
24	100,086.57	115,099.56	130,112.54	
Approved by Resolution: 2021-24				
Revised February 17, 2021				