



# **2025 Salary Survey Results**

**WCMA Member submitted data based on compensation  
as of August 1, 2025**



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2025 WCMA Member Salary Survey

| Title                                 | Organization              | Population | Annual Budget                                            | Years in current position | Years in municipal management        | Highest degree earned               | Annual Salary as of August 1, 2025 | Municipal Vehicle | Personal Vehicle Use Allowance |
|---------------------------------------|---------------------------|------------|----------------------------------------------------------|---------------------------|--------------------------------------|-------------------------------------|------------------------------------|-------------------|--------------------------------|
| Administrator                         | Algoma, Town of           | 7,000      | \$3,068,100                                              | 2                         | 7                                    | Masters                             | \$110,854                          | No                | No                             |
| City Administrator                    | Ashland, City of          | 7,900      | 14,000,000                                               | 7                         | 27                                   | Master of Public Administration     | \$116,000                          | No                | No                             |
| Village Manager                       | Ashwaubenon, Village of   | 17,870     | \$64,700,000 (All Funds)                                 | 5                         | 25                                   | MBA                                 | \$154,200                          | No                | Yes                            |
| County Admininstrator                 | Barron County             | 46,150     | \$81,493,591                                             | 16                        | 24                                   | Masters Business Administration     | \$174,346                          | No                | No                             |
| Village Administrator                 | Belleville, Village of    | 2,800      | \$2,700,000                                              | 2.5                       | 7                                    | Masters of Public Administration    | \$96,000                           | No                | No                             |
| Village Administrator                 | Bellevue, Village of      | 16,749     | \$31,826,360                                             | 3                         | 9                                    | MPA                                 | \$134,590                          | No                | Yes                            |
| Town Administrator                    | Beloit, Town of           | 7,826      | \$13,000,000                                             | 4.5                       | 4.5                                  | Juris Doctor                        | \$147,000                          | No                | Yes                            |
| Administrator                         | Brillion, City of         | 3,538      | \$3,344,252                                              | 2                         | 5                                    | Bachelor                            | \$82,400                           | No                | No                             |
| Village Administrator                 | Bristol, Village of       | 5,250      | \$5,350,000                                              | 30                        | 35                                   | Certifications                      | \$113,644                          | No                | Yes                            |
| Village Manager                       | Brown Deer, Village of    | 12,553     | 25,840,675                                               | 3                         | 15                                   | Masters                             | \$148,586                          | No                | No                             |
| Town Administrator                    | Buchanan, Town of         | 6,857      | GF = \$3.32M, Debt = \$1.17M, CIP = \$2.49M, SW = \$475K | 2                         | 11 Dept. Head and 2 as Administrator | Masters                             | \$125,228                          | No                | No                             |
| City Administrator                    | Burlington, City of       | 11,040     | \$32,624,249                                             | 10                        | 20                                   | Master of Public Administration     | \$178,755                          | No                | Yes                            |
| County Administrator                  | Burnett County            | 16,000     | \$38,000,000                                             | 12                        | 18                                   | Master of Public Administration     | \$168,000                          | No                | No                             |
| Village Administrator                 | Caledonia, Village of     | 25,000     | \$21,499,213                                             | less than 1 year          | 10                                   | Masters Degree                      | \$142,000                          | No                | No                             |
| Village Administrator                 | Campbellsport, Village of | 2,000      | \$1,500,000 GF                                           | 4                         | 4                                    | Master of Public Administration     | \$106,000                          | No                | No                             |
| City Administrator                    | Cedarburg, City of        | 12,700     | \$24,000,000                                             | 5                         | 22                                   | Masters                             | \$145,584                          | No                | No                             |
| Administrator                         | Chetek, City of           | 2,200      | \$2,600,000                                              | 2                         | 2                                    | Master's in Business Administration | \$73,000                           | No                | No                             |
| City Administrator Clerk<br>Treasurer | Chilton, City of          | 4,200      | \$3,100,000 GF                                           | 5                         | 8                                    | Masters                             | \$131,250                          | No                | Yes                            |

2025 WCMA Member Salary Survey

| Title                                 | Organization              | Population | Annual Budget                          | Years in current position | Years in municipal management | Highest degree earned                     | Annual Salary as of August 1, 2025 | Municipal Vehicle | Personal Vehicle Use Allowance |
|---------------------------------------|---------------------------|------------|----------------------------------------|---------------------------|-------------------------------|-------------------------------------------|------------------------------------|-------------------|--------------------------------|
| Director of Village Services          | Cleveland, Village of     | 1,560      | \$3,000,000                            | 10                        | 24                            | BS                                        | \$116,725                          | No                | No                             |
| City Administrator                    | Clintonville, City of     | 4,674      | \$10,000,000                           | 4                         | 10                            | Master of Public Administration           | \$105,610                          | No                | Yes                            |
| City Administrator                    | Columbus, City of         | 5,448      | \$4,136,660                            | 1.5                       | 18                            | Bachelor's                                | \$128,750                          | No                | Yes                            |
| Village Administrator                 | Cottage Grove, Village of | 9,300      |                                        | 14                        | 18                            | Master of Public Administration           | \$182,000                          | No                | No                             |
| City Administrator                    | Cudahy, City of           | 18,000     | \$14,000,000                           | 1                         | 14                            | MPA                                       | \$150,000                          | Yes               | No                             |
| City Administrator                    | Cumberland, City of       | 2,304      | \$3,600,000 GF; \$11,500,000 all funds | 1.5                       | 21                            | Master of Public Administration           | \$122,000                          | No                | No                             |
| Village Administrator                 | DeForest, Village of      | 13,101     | \$9,832,871 GF                         | 3.5                       | 10.5                          | Master of Public Administration           | \$154,700                          | No                | No                             |
| City Administrator                    | Delavan, City of          | 8,745      | \$33,385,000                           | 4                         | 17                            | Master of Science in Administration (MSA) | \$130,915                          | No                | Yes                            |
| County Administrator                  | Dodge County              | 90,000     | \$136,000,000                          | 2.5                       | 20                            | Master of Public Administration           | \$141,000                          | No                | No                             |
| County Manager                        | Dunn County               | 43,000     | \$100,000,000                          | 0                         | 2                             | Masters                                   | \$155,000                          | No                | Yes                            |
| City Administrator                    | Eagle River, City of      | 1,611      | \$2,976,184                            | 5                         | 7                             | BA                                        | \$87,602                           | No                | No                             |
| City Administrator                    | Edgerton, City of         | 6,023      | \$2,955,746                            | 25                        | 30                            | Masters                                   | \$123,323                          | No                | No                             |
| Village Administrator/Clerk-Treasurer | Ellsworth, Village of     | 3,300      | \$3,500,000                            | 3                         | 20                            | Masters                                   | \$100,152                          | No                | No                             |

2025 WCMA Member Salary Survey

| Title                                        | Organization             | Population | Annual Budget                       | Years in current position | Years in municipal management | Highest degree earned           | Annual Salary as of August 1, 2025 | Municipal Vehicle | Personal Vehicle Use Allowance |
|----------------------------------------------|--------------------------|------------|-------------------------------------|---------------------------|-------------------------------|---------------------------------|------------------------------------|-------------------|--------------------------------|
| Village Manager                              | Elm Grove, Village of    | 6,500      | \$8,259,157                         | 2                         | 11                            | Master of Public Administration | \$144,000                          | No                | No                             |
| City Administrator/ Finance Director         | Evansville, City of      | 5,800      | \$5,000,000 for GF                  | 4                         | 11                            | Masters of Architecture         | \$155,000                          | No                | No                             |
| Village Administrator/ Public Works Director | Fall Creek, Village of   | 1,500      | \$3,300,000                         | 5                         | 13                            | Bachelor of Science             | \$114,067                          | No                | No                             |
| City Administrator                           | Fitchburg, City of       | 35,000     | ~\$32,000,000                       | 4                         | 20                            | Masters                         | \$174,000                          | No                | No                             |
| City Manager                                 | Fort Atkinson, City of   | 12,502     | \$13,607,390 - GF                   | 4.5                       | 15                            | Master of Public Administration | \$146,413                          | No                | Yes                            |
| Village Manager                              | Fox Crossing, Village of | 19,285     | \$48,000,000                        | 18                        | 21                            | Master of Public Administration | \$133,000                          | Yes               | No                             |
| Town Administrator                           | Freedom, Town of         | 6,300      | \$2,500,000                         | 2                         | 2                             | Masters                         | \$108,200                          | No                | No                             |
| Village Administrator                        | Germantown, Village of   | 22,000     | \$30,000,000                        | 8                         | 30                            | Master of Public Administration | \$150,000                          | No                | Yes                            |
| Town Administrator                           | Gibraltar, Town of       | 1,310      | \$4,557,563                         | 4+                        | 20                            | MBA                             | \$100,000                          | Yes               | Yes                            |
| Assistant to the City Administrator          | Glendale, City of        | 13,000     | \$28,000,000+                       | 1+                        | 3.5                           | Bachelors                       | \$79,425                           | No                | No                             |
| Village Administrator                        | Grafton, Village of      | ~13,000    | \$37,200,000 (total inc. Utilities) | 9                         | 20                            | MBA                             | \$129,300                          | No                | Yes                            |
| Town Administrator                           | Grand Chute, Town of     | 24,294     | \$47,918,398                        | 1.5                       | 27                            | Master of Public Administration | \$151,382                          | Yes               | Yes                            |
| Assistant Village Manager                    | Greendale, Village of    | 14,472     | \$13,000,000                        | 13                        | 19                            | Master of Public Administration | \$109,328                          | No                | No                             |
| Village Manager                              | Greendale, Village of    | 15,000     | \$13,000,000 GF                     | 3                         | 17                            | Master of Public Administration | \$148,000                          | No                | No                             |

2025 WCMA Member Salary Survey

| Title                                             | Organization              | Population | Annual Budget         | Years in current position | Years in municipal management | Highest degree earned           | Annual Salary as of August 1, 2025 | Municipal Vehicle | Personal Vehicle Use Allowance |
|---------------------------------------------------|---------------------------|------------|-----------------------|---------------------------|-------------------------------|---------------------------------|------------------------------------|-------------------|--------------------------------|
| Village Manager                                   | Hartland, Village of      | 10,150     | \$19,840,528          | 3                         | 14                            | Masters                         | \$153,717                          | No                | No                             |
| Village Administrator                             | Holmen, Village of        | 12,700     | \$10,000,000          | 14                        | 26                            | Master's                        | \$223,100                          | No                |                                |
| Village Administrator                             | Hortonville, Village of   | 3,344      | \$4,300,000           | 4                         | 4                             | BA                              | \$93,600                           | Yes               | Yes                            |
| City Administrator                                | Hudson, City of           | 15,500     | \$13,500,000          | 1                         | 20                            | Ph.D. ABD                       | \$164,000                          | No                | No                             |
| Administrator                                     | Jackson, Village of       | 7,926      | \$14,563,583          | 4.5                       | 8                             | Master of Public Administration | \$124,000                          | No                | No                             |
| Village Administrator                             | Johnson Creek, Village of | 3,420      | \$7,900,000 all funds | 2                         | 10                            | Master of Public Administration | \$125,454                          | No                | Yes                            |
| Village Administrator                             | Kewaskum, Village of      | 4,600      | \$7,000,000           | 4                         | 5                             | MPA                             | \$120,000                          | No                | No                             |
| City Administrator                                | Kiel, City of             | 3,960      | \$4,140,000           | 1                         | 17                            | BA                              | \$123,000                          | No                | Yes                            |
| City Administrator                                | Lancaster , City of       | 3,907      | \$7,400,000           | 1                         | 4                             | Master's                        | \$102,400                          | No                | No                             |
| Town Adminstrator                                 | Lawrence, Town of         | 7,011      | \$8,100,000           | 8                         | 13                            | Master of Public Administration | \$142,771                          | No                | No                             |
| Administrator                                     | Ledgeview, Town of        | 9,634      | \$15,000,000          | 22                        | 22                            | Master of Public Administration | \$128,349                          | No                | Yes                            |
| Administrator                                     | Lisbon, Village of        | 10,935     | \$8,150,000           | 1                         | 11                            | bachelor                        | \$127,500                          | No                | No                             |
| Village Administrator                             | Little Chute, Village of  | 12,164     | \$36,200,000          | 4                         | 6.5                           | Master of Public Administration | \$126,776                          | Yes               | No                             |
| Administrator                                     | Maple Bluff, Village of   | 1,400      | \$5,656,492           | 5                         | 5                             | Masters                         | \$145,650                          | No                | Yes                            |
| Deputy County Administrator & Facilities Director | Marathon County           | 139,091    | \$198,764,316         | 3                         | 7                             | Masters                         | \$117,418                          | No                | No                             |

2025 WCMA Member Salary Survey

| Title                                       | Organization            | Population | Annual Budget                                 | Years in current position | Years in municipal management | Highest degree earned                   | Annual Salary as of August 1, 2025 | Municipal Vehicle | Personal Vehicle Use Allowance |
|---------------------------------------------|-------------------------|------------|-----------------------------------------------|---------------------------|-------------------------------|-----------------------------------------|------------------------------------|-------------------|--------------------------------|
| City Administrator                          | Marshfield, City of     | 18,909     | \$27,410,000 GF                               | 14                        | 30                            | Masters in Public Administration        | \$143,707                          | No                | No                             |
| Administrator                               | Mayville, City of       | 5,273      | \$4,800,000                                   | 1                         | 20                            | BBA Bachelor of Business Administration | \$103,000                          | No                | No                             |
| Village Administrator                       | McFarland, Village of   | 9,676      | 15,692,750                                    | 9                         | 21                            | Masters                                 | \$142,792                          | No                | No                             |
| Administrator                               | Menomonie, City of      | 16,200     | \$19,148,788                                  | 2                         | 27                            | Master of Arts                          | \$141,000                          | Yes               | No                             |
| City Administrator                          | Mequon, City of         | 25,489     | \$30,000,000                                  | 11.5                      | 29                            | Master of Public Administration         | \$185,000                          | No                | No                             |
| Administrator                               | Milton, City of         | 5,716      | \$4,800,000 GF; \$3,300,000 Utility           | 2                         | 15                            | MPA                                     | \$118,457                          | No                | No                             |
| City Administrator                          | Mineral Point, City of  | 2,563      | \$3,333,391                                   | 3                         | 3                             | MA                                      | \$95,000                           | No                | Yes                            |
| County Administrator                        | Monroe County           | 46,574     | \$91,653,540                                  | 6                         | 14                            | Bachelor Degree/CPA                     | \$134,326                          | No                | No                             |
| City Administrator                          | Mosinee, City of        | 4,578      | \$7,120,909                                   | 25                        | 38                            | BA                                      | \$97,344                           | No                | Yes                            |
| Administrator                               | Mount Horeb, Village of | 7,800      | \$30,400,000                                  | 10                        | 22                            | Master of Public Administration         | \$130,000                          | No                | Yes                            |
| Village Administrator                       | Mukwonago, Village of   | 8,666      | 10,000,000                                    | 1                         | 25                            | Master of Public Administration         | \$118,000                          | No                | Yes                            |
| City Administrator                          | New London, City of     | 7,587      | \$9,161,224 (GF and CIP)                      | 4                         | 25                            | BA                                      | \$115,595                          | Yes               | No                             |
| City Administrator & Utilities Manager      | New Richmond, City of   | 11,359     | \$10,000,000                                  | 5                         | 10                            | Master's Degree                         | \$160,000                          | No                | No                             |
| Deputy City Administrator / Finance Officer | Oak Creek, City of      | 38,860     | \$113,000,000                                 | 5                         | 15                            | Master of Public Administration         | \$146,715                          | No                | No                             |
| City Administrator                          | Oconto, City of         | 4,568      | \$4,800,000                                   | 4                         | 4                             | Associates Degree in Accounting         | \$90,000                           | No                | No                             |
| Administrator                               | Oconto Falls, City of   | 2,997      | \$5,900,000                                   | 3                         | 5                             | Bachelors                               | \$98,345                           | No                | No                             |
| City Administrator                          | Onalaska, City of       | 20,000     | \$12,000,000 GF; \$7,000,000 enterprise funds | 2                         | 9                             | Juris Doctorate                         | \$155,000                          | No                | No                             |
| City Manager                                | Oshkosh, City of        | 65,790     | \$240,400,000                                 | 0.5                       | 20                            | MBA                                     | \$216,300                          | No                | Yes                            |

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|--------------------------------------|------------------------------|------------|------------------|--------------------------------------|-------------------------------|---------------------------------|------------------------------------|-------------------|--------------------------------|
| City Manager                         | Oshkosh, City of             | ~67,000    | \$56,500,000 -GF | less than one year                   | 25                            | MBA                             | \$210,000                          | No                | Yes                            |
| Administrator                        | Park Falls, City of          | 2,360      | 6930320          | 1                                    | 21                            | Master of Public Administration | \$107,500                          | No                | Yes                            |
| Village Administrator                | Pewaukee, Village of         | 9,200      | \$9,000,000      | 1                                    | 17                            | BA                              | \$134,800                          | No                | Yes                            |
| City Manager                         | Platteville, City of         | 11,614     | \$25,000,000     | 2                                    | 5                             | Master of Public Administration | \$126,000                          | No                | Yes                            |
| Director of Administration           | Platteville, City of         | 11,710     | \$35,000,000     | 8                                    | 12                            | BS                              | \$105,500                          | No                | No                             |
| Village Administrator                | Pleasant Prairie, Village of | 22,000     | \$25,000,000     | 3                                    | 15                            | Masters                         | \$184,000                          | No                | Yes                            |
| Assistant Village Administrator      | Pleasant Prairie, Village of | 22,034     | \$13,000,000 GF  | 15 (27 total years with the Village) | 15                            | Masters                         | \$134,118                          | No                | Yes                            |
| City Administrator/Utilities Manager | Plymouth, City of            | 8,900      | \$42,000,000     | 3                                    | 12                            | Master of Public Administration | \$184,900                          | No                | No                             |
| County Administrator                 | Polk County                  | 45,000     | 68,000,000       | 1.7                                  | 35                            | H.S.                            | \$178,000                          | Yes               | No                             |
| City Administrator                   | Prairie du Chien, City of    | 5,506      | 7,021,997.45     | 6                                    | 17                            | Bachelor of Arts                | \$116,406                          | No                | No                             |
| Village Adminrator                   | Prairie du Sac, Village of   | 4,443      | \$18,709,778     | 17                                   | 24                            | Master of Public Administration | \$155,191                          | No                | Yes                            |
| City Administrator                   | Reedsburg, City of           | 10,711     |                  | 0.5                                  | 0.5                           | JD                              | \$140,000                          | No                | No                             |
| Administrator                        | Rib Mountain, Village of     | 7,313      | \$4,453,516      | 22                                   | 29                            | Master of Public Administration | \$109,664                          | Yes               | No                             |
| Village Administrator                | Richfield, Village of        | 11,812     | \$8,000,000      | 11                                   | 15                            | MPA                             | \$130,000                          | Yes               | No                             |
| City Administrator                   | Richland Center, City of     | 5,000      | \$10,000,000     | 3                                    | 6                             | Bachelor's                      | \$115,000                          | No                | No                             |
| City Administrator                   | Ripon, City of               | 7,863      | \$20,286,887     | 4                                    | 15                            | Master of Public Administration | \$115,480                          | No                | No                             |
| City Administrator                   | River Falls, City of         | 17,802     | \$58,000,000     | 16                                   | 27                            | Master's                        | \$188,677                          | No                | No                             |
| Assistant to the City Administrator  | River Falls, City of         | 17,000     | 60,000,000       | <1                                   | 8                             | Master's                        | \$70,989                           | No                | No                             |

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|----------------------------------------------------|--------------------------|------------|---------------------------|---------------------------|-------------------------------|---------------------------------|------------------------------------|-------------------|--------------------------------|
| Administrator                                      | Rochester, Village of    | 3,800      | \$2,000,000               | 1<                        | 4<                            | Master of Science in Management | \$96,000                           | No                | No                             |
| Assistant to County Administrator                  | Rock County              | 164,280    | \$240,000,000             | 15                        | 48                            | MA - Public Affairsd            | \$118,269                          | No                | No                             |
| County Administrator                               | Rock County              | 164,280    | \$240,000,000             | 0.5                       | 15                            | MPA                             | \$158,409                          | No                | Yes                            |
| Assistant Village Manager                          | Shorewood, Village of    | 13,156     | 32,000,000                | 3                         | 13                            | Master of Public Administration | \$107,098                          | No                | No                             |
| Village Administrator                              | Sister Bay, Village of   | 1,200      | \$3,400,000               | 3                         | 25                            | Master of Public Administration | \$139,000                          | No                | No                             |
| Village Administrator                              | Slinger, Village of      | 6,575      | 15,000,000                | 6                         | 21                            | Master of Public Administration | \$122,500                          | No                | No                             |
| City Administrator / Economic Development Director | South Milwaukee, City of | 20,000     | \$25,346,721              | 2                         | 7                             | Master of Public Administration | \$167,800                          | No                | Yes                            |
| County Administrator                               | St. Croix County         | 97,954     | \$135,719,445             | 5                         | 29                            | MPA                             | \$200,408                          | No                | Yes                            |
| Village Administrator                              | Suamico, Village of      | 13,000     | \$140,000,000             | 6                         | 11                            | Master of Public Administration | \$128,000                          | No                | No                             |
| Director of Administrative Services                | Sun Prairie, City of     | 40,079     | \$230,643,077 (all funds) | 4                         | 14                            | Master of Public Administration | \$161,965                          | No                | No                             |
| Assistant Village Administrator                    | Sussex, Village of       | 12,162     | \$32,200,000              | <1                        | 5                             | Master of Public Administration | \$98,000                           | No                | No                             |
| Village Administrator                              | Sussex, Village of       | 13,009     | \$31,000,000              | 15                        | 23                            | Master of Public Administration | \$150,450                          | No                | No                             |
| Village Administrator/Treasurer/Interim Clerk      | Thiensville, Village of  | 3,288      | \$8,580,000               | 6                         | 11                            | BBA                             | \$116,280                          | No                | No                             |
| Administrator & Finance Director                   | Trempealeau, Village of  | 1,893      | \$6,500,000               | 4                         | 4                             | Bachelors                       | \$125,000                          | No                | No                             |
| Village Administrator                              | Union Grove, Village of  | 5,200      | \$13,797,237              | 1                         | 5                             | Masters                         | \$109,624                          | No                | No                             |
| Administrative Coordinator                         | Vernon County            | 31,000     | \$39,000,000              | 2                         | 6                             | Bachelor's                      | \$130,000                          | No                | No                             |

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| Title                         | Organization              | Population | Annual Budget   | Years in current position | Years in municipal management | Highest degree earned           | Annual Salary as of August 1, 2025 | Municipal Vehicle | Personal Vehicle Use Allowance |
|-------------------------------|---------------------------|------------|-----------------|---------------------------|-------------------------------|---------------------------------|------------------------------------|-------------------|--------------------------------|
| City Administrator            | Verona, City of           | 16,357     | \$43,447,031    | 2                         | 18                            | Masters in Public Affairs       | \$166,789                          | No                | Yes                            |
| City Administrator            | Viroqua, City of          | 4,500      | \$6,230,000     | 6                         | 6                             | Master of Public Administration | \$88,400                           | No                | No                             |
| Administrator                 | Waterford, Village of     | 5,800      | \$16,500,000    | 8                         | 14                            | Master of Public Administration | \$138,619                          | No                | Yes                            |
| Village Administrator         | Waunakee, Village of      | 16,587     |                 | 15                        | 28                            | Master of Public Administration | \$177,174                          | No                | No                             |
| Deputy Administrator          | Waunakee, Village of      | 16,200     |                 | 3.5                       | 12                            | Masters                         | \$103,397                          | No                | No                             |
| City Administrator            | Waupaca, City of          | 6,422      | 19,500,000      | 0                         | 7                             | Master of Public Administration | \$101,000                          | No                | Yes                            |
| County Administrator          | Waushara County,          | 24,500     | \$56,000,000    | <1                        | 8                             | Masters                         | \$115,000                          | No                | No                             |
| City Administrator            | Wauwatosa, City of        | 49,363     | \$79,653,637    | 19                        | 28                            | Master of Public Administration | \$215,000                          | No                | No                             |
| City Administrator            | West Bend, City of        | 32,288     | 50,000,000      | 0                         | 21                            | Master of Public Administration | \$180,000                          | No                | Yes                            |
| Administrator                 | Weston, Village of        | 15,809     | \$9,416,197 GF  | 1.5                       | 15                            | Bachelors                       | \$123,600                          | No                | Yes                            |
| Village Manager               | Whitefish Bay, Village of | 14,500     | \$12,900,000    | 0.75                      | 13                            | Master of Public Administration | \$140,000                          | No                | No                             |
| City Manager                  | Whitewater, City of       | 15,000     | \$13,500,000 GF | 3                         | 14                            | Master of Public Administration | \$146,395                          | No                | Yes                            |
| Administrator/Clerk-Treasurer | Wind Point, Village of    | 1,652      | \$2,132,856     | 1.5                       | 2                             | Masters Public Administration   | \$82,500                           | No                | No                             |
| Administrator                 | Wrightstown, Village of   | 3,800      | \$4,500,000     | 11                        | 17                            | BA                              | \$120,000                          | No                | Yes                            |

2025 WCMA Member Salary Survey

| Title                                 | Organization              | Reimbursement<br>per mile (amount<br>in cents) | Vehicle Comments         | Conference<br>Allowance in<br>State | Conference<br>Allowance Out of<br>State |
|---------------------------------------|---------------------------|------------------------------------------------|--------------------------|-------------------------------------|-----------------------------------------|
| Administrator                         | Algoma, Town of           | 70                                             |                          | No                                  | No                                      |
| City Administrator                    | Ashland, City of          |                                                |                          | Yes                                 | Yes                                     |
| Village Manager                       | Ashwaubenon, Village of   |                                                | \$2400 Annually          | Yes                                 |                                         |
| County Admininstrator                 | Barron County             | 70                                             | No vehicle allowance     | Yes                                 | No                                      |
| Village Administrator                 | Belleville, Village of    |                                                |                          | Yes                                 | Yes                                     |
| Village Administrator                 | Bellevue, Village of      | 70                                             |                          | Yes                                 | Yes                                     |
| Town Administrator                    | Beloit, Town of           |                                                | \$5,200 annual allowance |                                     |                                         |
| Administrator                         | Brillion, City of         | 70                                             |                          | No                                  | No                                      |
| Village Administrator                 | Bristol, Village of       |                                                | \$325.00 per month       | No                                  | No                                      |
| Village Manager                       | Brown Deer, Village of    | 70                                             |                          | Yes                                 | Yes                                     |
| Town Administrator                    | Buchanan, Town of         | 70                                             |                          | Yes                                 | No                                      |
| City Administrator                    | Burlington, City of       |                                                | \$4,800/year             | Yes                                 | Yes                                     |
| County Administrator                  | Burnett County            | 70                                             |                          | Yes                                 | Yes                                     |
| Village Administrator                 | Caledonia, Village of     | 70                                             |                          | Yes                                 | No                                      |
| Village Administrator                 | Campbellsport, Village of | 70                                             |                          | Yes                                 | No                                      |
| City Administrator                    | Cedarburg, City of        | 70                                             |                          | Yes                                 | Yes                                     |
| Administrator                         | Chetek, City of           | 70                                             |                          | Yes                                 | Yes                                     |
| City Administrator Clerk<br>Treasurer | Chilton, City of          | 70                                             |                          | Yes                                 | Yes                                     |

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| Title                                 | Organization              | Reimbursement<br>per mile (amount<br>in cents) | Vehicle Comments                                                                                                                                                                                                                                                                                                                                                                                                                                         | Conference<br>Allowance in<br>State                        | Conference<br>Allowance Out of<br>State                                                                        |
|---------------------------------------|---------------------------|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Director of Village Services          | Cleveland, Village of     | 70                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Available through training/travel budget for all employees | Available through training/travel budget for all employees                                                     |
| City Administrator                    | Clintonville, City of     |                                                | \$200 per month                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                        | If budgeted                                                                                                    |
| City Administrator                    | Columbus, City of         |                                                | \$100/month; \$1200                                                                                                                                                                                                                                                                                                                                                                                                                                      | Yes                                                        | Yes                                                                                                            |
| Village Administrator                 | Cottage Grove, Village of |                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                        | Yes                                                                                                            |
| City Administrator                    | Cudahy, City of           | 70                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                        | When budgeted                                                                                                  |
| City Administrator                    | Cumberland, City of       | 70                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                        | No                                                                                                             |
| Village Administrator                 | DeForest, Village of      | 70                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                        | Yes                                                                                                            |
| City Administrator                    | Delavan, City of          | 70                                             | Paid a monthly vehicle allowance of \$300. Paid mileage for all official travel outside a 60 mile radius.                                                                                                                                                                                                                                                                                                                                                | Yes                                                        | If requested and budgeted.                                                                                     |
| County Administrator                  | Dodge County              | 70                                             | This is an area I am working with Dodge County to address. We are in need of a fleet expansion and provision of more vehicles for code enforcement, community service officers, and land & water conservation technicians. As part of this effort, there would be a vehicle (not for take-home use) that the HR, Finance, and IT Directors could use for travel and training. The county administrator would be included for use of the vehicle as well. | Yes                                                        | Must be budgeted and expressly approved by Executive Committee after the budget process and prior to the spend |
| County Manager                        | Dunn County               | 70                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                        | Yes                                                                                                            |
| City Administrator                    | Eagle River, City of      | 70                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                        | by special request                                                                                             |
| City Administrator                    | Edgerton, City of         | 70                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                        | No                                                                                                             |
| Village Administrator/Clerk-Treasurer | Ellsworth, Village of     | 71                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                        |                                                                                                                |

2025 WCMA Member Salary Survey

| Title                                        | Organization             | Reimbursement per mile (amount in cents) | Vehicle Comments                                                                                           | Conference Allowance in State  | Conference Allowance Out of State |
|----------------------------------------------|--------------------------|------------------------------------------|------------------------------------------------------------------------------------------------------------|--------------------------------|-----------------------------------|
| Village Manager                              | Elm Grove, Village of    |                                          |                                                                                                            | Training allocation in budget. | Training allocation in budget.    |
| City Administrator/ Finance Director         | Evansville, City of      | 70                                       |                                                                                                            | Yes                            | Yes                               |
| Village Administrator/ Public Works Director | Fall Creek, Village of   |                                          |                                                                                                            | Yes                            |                                   |
| City Administrator                           | Fitchburg, City of       | 70                                       | I receive mileage reimbursement for use of my personal vehicle for city business                           | Yes                            | Yes                               |
| City Manager                                 | Fort Atkinson, City of   | 70                                       | Reimbursed for miles outside of City. Vehicle allowance at \$200/month to cover travel inside City.        | Yes                            | Yes                               |
| Village Manager                              | Fox Crossing, Village of |                                          |                                                                                                            | Yes                            | Yes                               |
| Town Administrator                           | Freedom, Town of         | 70                                       | Only receive mileage reimbursement if claimed. No other vehicle compensation.                              | Yes                            | No                                |
| Village Administrator                        | Germantown, Village of   |                                          | \$150/month                                                                                                | Yes                            | No                                |
| Town Administrator                           | Gibraltar, Town of       | 70                                       | The administrative vehicle doubles as a back-up squad car in the event they need to use it.                | Yes                            | No                                |
| Assistant to the City Administrator          | Glendale, City of        | 70                                       |                                                                                                            | Case by case basis             | No                                |
| Village Administrator                        | Grafton, Village of      |                                          | \$3,000                                                                                                    | Yes                            | Yes                               |
| Town Administrator                           | Grand Chute, Town of     | 70                                       | I have access to a pool car, but I can use my personal vehicle and be reimbursed for mileage as necessary. | Yes                            | Yes                               |
| Assistant Village Manager                    | Greendale, Village of    | 70                                       |                                                                                                            | Yes                            | Yes                               |
| Village Manager                              | Greendale, Village of    | 70                                       |                                                                                                            | Yes                            | Yes                               |

2025 WCMA Member Salary Survey

| Title                                             | Organization              | Reimbursement per mile (amount in cents) | Vehicle Comments                                                                                                                                                                  | Conference Allowance in State | Conference Allowance Out of State  |
|---------------------------------------------------|---------------------------|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|------------------------------------|
| Village Manager                                   | Hartland, Village of      |                                          | no village vehicle                                                                                                                                                                | No                            | No                                 |
| Village Administrator                             | Holmen, Village of        | 70                                       |                                                                                                                                                                                   | Yes                           | Yes                                |
| Village Administrator                             | Hortonville, Village of   | 70                                       |                                                                                                                                                                                   | Yes                           | Never discussed                    |
| City Administrator                                | Hudson, City of           | 70                                       |                                                                                                                                                                                   | Yes                           | Yes                                |
| Administrator                                     | Jackson, Village of       | 70                                       | There is a shared vehicle between Administration and the Fire Department available for use.                                                                                       | Yes                           | Yes                                |
| Village Administrator                             | Johnson Creek, Village of | 70                                       | \$150 monthly for Mileage in County/Village                                                                                                                                       | Yes                           | As funds allow                     |
| Village Administrator                             | Kewaskum, Village of      | 56                                       |                                                                                                                                                                                   | Yes                           | Yes                                |
| City Administrator                                | Kiel, City of             | 70                                       |                                                                                                                                                                                   | Yes                           | Rarely but on a case by case basis |
| City Administrator                                | Lancaster , City of       | 70                                       | There is recurring talk of converting a retired police squad to a "pool" car for staff use, but this has not materialized                                                         | Yes                           | No                                 |
| Town Adminstrator                                 | Lawrence, Town of         |                                          |                                                                                                                                                                                   | Yes                           | Yes                                |
| Administrator                                     | Ledgeview, Town of        | 70                                       |                                                                                                                                                                                   | Yes                           | Yes                                |
| Administrator                                     | Lisbon, Village of        | 70                                       |                                                                                                                                                                                   | Yes                           | No                                 |
| Village Administrator                             | Little Chute, Village of  | 70                                       | No reimbursement but access to municipal fleet vehicle                                                                                                                            | Yes                           | Yes                                |
| Administrator                                     | Maple Bluff, Village of   |                                          |                                                                                                                                                                                   | Yes                           | Yes                                |
| Deputy County Administrator & Facilities Director | Marathon County           |                                          | I drive my POV for everything. I commute an hour each way to work. I do not take mileage other than for county-related trips and in those cases I sometimes take a fleet vehicle. | Yes                           | No                                 |

2025 WCMA Member Salary Survey

| Title                                          | Organization            | Reimbursement<br>per mile (amount<br>in cents) | Vehicle Comments                                                                                                                    | Conference<br>Allowance in<br>State | Conference<br>Allowance Out of<br>State |
|------------------------------------------------|-------------------------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------|
| City Administrator                             | Marshfield, City of     | 70                                             | Nothing to add                                                                                                                      | Yes                                 | No                                      |
| Administrator                                  | Mayville, City of       | 70                                             |                                                                                                                                     | Yes                                 | No                                      |
| Village Administrator                          | McFarland, Village of   | 70                                             |                                                                                                                                     | Yes                                 | Yes                                     |
| Administrator                                  | Menomonie, City of      |                                                |                                                                                                                                     | Yes                                 | Yes                                     |
| City Administrator                             | Mequon, City of         | 70                                             |                                                                                                                                     | Yes                                 | Yes                                     |
| Administrator                                  | Milton, City of         | 70                                             |                                                                                                                                     | Yes                                 |                                         |
| City Administrator                             | Mineral Point, City of  | 70                                             |                                                                                                                                     | Yes                                 |                                         |
| County Administrator                           | Monroe County           | 70                                             |                                                                                                                                     | \$905                               | No                                      |
| City Administrator                             | Mosinee, City of        | 70                                             |                                                                                                                                     | Yes                                 | No                                      |
| Administrator                                  | Mount Horeb, Village of |                                                | \$125/month                                                                                                                         | Yes                                 | Yes                                     |
| Village Administrator                          | Mukwonago, Village of   |                                                | \$2,000                                                                                                                             | Yes                                 | If Budgeted                             |
| City Administrator                             | New London, City of     | 70                                             |                                                                                                                                     | Yes                                 | No                                      |
| City Administrator & Utilities<br>Manager      | New Richmond, City of   | 70                                             |                                                                                                                                     | Yes                                 | Yes                                     |
| Deputy City Administrator /<br>Finance Officer | Oak Creek, City of      | 70                                             |                                                                                                                                     | Yes                                 | Yes                                     |
| City Administrator                             | Oconto, City of         | 70                                             |                                                                                                                                     | Yes                                 | Yes                                     |
| Administrator                                  | Oconto Falls, City of   | 70                                             |                                                                                                                                     | Yes                                 | BY Request                              |
| City Administrator                             | Onalaska, City of       | 0                                              |                                                                                                                                     |                                     | I choose not to go<br>out of state      |
| City Manager                                   | Oshkosh, City of        | 70                                             | \$500 monthly. Local travel only outside Oshkosh travel to<br>be reimbursed at a per mile equal to IRS allowable rate in<br>effect. | Yes                                 | Yes                                     |

2025 WCMA Member Salary Survey

| Title                                   | Organization                 | Reimbursement<br>per mile (amount<br>in cents) | Vehicle Comments                                                                                          | Conference<br>Allowance in<br>State | Conference<br>Allowance Out of<br>State |
|-----------------------------------------|------------------------------|------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------|
| City Manager                            | Oshkosh, City of             | 70                                             | \$500 per month                                                                                           | Yes                                 | Yes                                     |
| Administrator                           | Park Falls, City of          | 70                                             | City vehicle available for travel                                                                         | Yes                                 | No                                      |
| Village Administrator                   | Pewaukee, Village of         | 70                                             |                                                                                                           | Yes                                 | No                                      |
| City Manager                            | Platteville, City of         | 70                                             |                                                                                                           | Yes                                 | No                                      |
| Director of Administration              | Platteville, City of         | 70                                             |                                                                                                           | Yes                                 | No                                      |
| Village Administrator                   | Pleasant Prairie, Village of | 70                                             |                                                                                                           | Yes                                 | Yes                                     |
| Assistant Village<br>Administrator      | Pleasant Prairie, Village of | 70                                             | The Village provides vehicles for employees use for work-related inspections, meetings, conferences, etc. | Yes                                 | Yes                                     |
| City Administrator/Utilities<br>Manager | Plymouth, City of            | 70                                             | Mileage to conferences, etc.                                                                              | Yes                                 | Yes                                     |
| County Administrator                    | Polk County                  |                                                | Pay tax on miles driven                                                                                   | Yes                                 | No                                      |
| City Administrator                      | Prairie du Chien, City of    | 70                                             |                                                                                                           | Yes                                 | Yes                                     |
| Village Administrator                   | Prairie du Sac, Village of   | 70                                             |                                                                                                           | Yes                                 | Yes                                     |
| City Administrator                      | Reedsburg, City of           | 70                                             |                                                                                                           | Yes                                 | Yes                                     |
| Administrator                           | Rib Mountain, Village of     | 70                                             |                                                                                                           | Yes                                 | Yes                                     |
| Village Administrator                   | Richfield, Village of        | 70                                             |                                                                                                           | Yes                                 | No                                      |
| City Administrator                      | Richland Center, City of     |                                                |                                                                                                           | Yes                                 |                                         |
| City Administrator                      | Ripon, City of               | 70                                             |                                                                                                           | Yes                                 | No                                      |
| City Administrator                      | River Falls, City of         | 70                                             |                                                                                                           | Yes                                 | Yes                                     |
| Assistant to the City<br>Administrator  | River Falls, City of         | 0                                              |                                                                                                           | Case by case basis                  | Case by case basis                      |

2025 WCMA Member Salary Survey

| Title                                                    | Organization             | Reimbursement<br>per mile (amount<br>in cents) | Vehicle Comments                                                                                            | Conference<br>Allowance in<br>State | Conference<br>Allowance Out of<br>State |
|----------------------------------------------------------|--------------------------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------|
| Administrator                                            | Rochester, Village of    | 70                                             |                                                                                                             | Yes                                 | Has never come up.                      |
| Assistant to County<br>Administrator                     | Rock County              | 70                                             |                                                                                                             | No                                  | No                                      |
| County Administrator                                     | Rock County              |                                                | \$5000 allowance for the year                                                                               | as budgeted                         | as budgeted                             |
| Assistant Village Manager                                | Shorewood, Village of    | 70                                             | When vehicle is used for work purposes to travel on behalf<br>of non-routine meetings away from the office. | Yes                                 | Yes                                     |
| Village Administrator                                    | Sister Bay, Village of   | 70                                             |                                                                                                             |                                     |                                         |
| Village Administrator                                    | Slinger, Village of      | 70                                             | Mileage is only reimbursed for training and other job-<br>related travel.                                   | Yes                                 | on a case-by-case<br>basis              |
| City Administrator /<br>Economic Development<br>Director | South Milwaukee, City of | 70                                             |                                                                                                             | Yes                                 | No                                      |
| County Administrator                                     | St. Croix County         | 70                                             |                                                                                                             | Yes                                 | Yes                                     |
| Village Administrator                                    | Suamico, Village of      |                                                |                                                                                                             | Yes                                 | Yes                                     |
| Director of Administrative<br>Services                   | Sun Prairie, City of     | 70                                             |                                                                                                             | Yes                                 | Yes                                     |
| Assistant Village<br>Administrator                       | Sussex, Village of       | 70                                             |                                                                                                             | Yes                                 | Yes                                     |
| Village Administrator                                    | Sussex, Village of       | 70                                             |                                                                                                             | Yes                                 | Yes                                     |
| Village<br>Administrator/Treasurer/Inter<br>im Clerk     | Thiensville, Village of  | 70                                             |                                                                                                             | Yes                                 | Yes                                     |
| Administrator & Finance<br>Director                      | Trempealeau, Village of  | 70                                             |                                                                                                             | Yes                                 | Yes                                     |
| Village Administrator                                    | Union Grove, Village of  | 70                                             |                                                                                                             | Yes                                 | Yes                                     |
| Administrative Coordinator                               | Vernon County            | 70                                             |                                                                                                             | Yes                                 | No                                      |

2025 WCMA Member Salary Survey

| Title                         | Organization              | Reimbursement per mile (amount in cents) | Vehicle Comments                       | Conference Allowance in State | Conference Allowance Out of State |
|-------------------------------|---------------------------|------------------------------------------|----------------------------------------|-------------------------------|-----------------------------------|
| City Administrator            | Verona, City of           | 70                                       |                                        | Yes                           | No                                |
| City Administrator            | Viroqua, City of          | 70                                       |                                        | Yes                           | Yes                               |
| Administrator                 | Waterford, Village of     | 70                                       |                                        | Yes                           | Yes                               |
| Village Administrator         | Waunakee, Village of      |                                          | Muni Vehicle Available for Use         | Yes                           | Yes                               |
| Deputy Administrator          | Waunakee, Village of      | 70                                       |                                        | No                            | No                                |
| City Administrator            | Waupaca, City of          | 70                                       | \$225 per month                        | Yes                           | Yes                               |
| County Administrator          | Waushara County,          | 70                                       |                                        | Yes                           | Yes                               |
| City Administrator            | Wauwatosa, City of        |                                          | rolled former allowance into salary    | Yes                           | Yes                               |
| City Administrator            | West Bend, City of        | 70                                       |                                        | Yes                           | Yes                               |
| Administrator                 | Weston, Village of        |                                          | \$150/monthly vehicle allowance        | Yes                           | Yes                               |
| Village Manager               | Whitefish Bay, Village of | 70                                       |                                        | Yes                           | As requested                      |
| City Manager                  | Whitewater, City of       |                                          | \$6000 annual stipend paid out monthly | Yes                           | Yes                               |
| Administrator/Clerk-Treasurer | Wind Point, Village of    | 70                                       |                                        | Yes                           | No                                |
| Administrator                 | Wrightstown, Village of   | 70                                       |                                        | Yes                           | Yes                               |

2025 WCMA Member Salary Survey

| Title                                 | Organization              | Annual Conference Allowance Amount | Conference Comments                                | Organizations that Employer pays dues for                                                             |
|---------------------------------------|---------------------------|------------------------------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------|
| Administrator                         | Algoma, Town of           | \$500                              |                                                    | WCMA, ICMA, WMCA, WTA                                                                                 |
| City Administrator                    | Ashland, City of          | \$3,000                            |                                                    | WCMA, ICMA                                                                                            |
| Village Manager                       | Ashwaubenon, Village of   | \$500                              |                                                    | WCMA, ICMA, Chamber of Commerce, PSHRA                                                                |
| County Admininstrator                 | Barron County             |                                    |                                                    | WCMA, ICMA, WICPA                                                                                     |
| Village Administrator                 | Belleville, Village of    | \$5,000                            | The announce changes every year based on interests | WCMA, ICMA, WGFOA, GFOA                                                                               |
| Village Administrator                 | Bellevue, Village of      | \$2,000                            | ICMA, WCMA, LWM                                    | WCMA, ICMA                                                                                            |
| Town Administrator                    | Beloit, Town of           |                                    |                                                    | WCMA, ICMA, Chamber of Commerce, State Bar of Wisconsin, American Association of Municipal Executives |
| Administrator                         | Brillion, City of         |                                    |                                                    | WCMA                                                                                                  |
| Village Administrator                 | Bristol, Village of       |                                    |                                                    | Chamber of Commerce, APWA, WRWA, KABA, LWM, WEDA                                                      |
| Village Manager                       | Brown Deer, Village of    | \$2,800                            |                                                    | WCMA, ICMA, Local Service Club                                                                        |
| Town Administrator                    | Buchanan, Town of         |                                    |                                                    | WCMA, WTA, APA                                                                                        |
| City Administrator                    | Burlington, City of       |                                    | Conference amount + lodging                        | WCMA, ICMA, WGFOA, WPELRA, Local Service Club, APWA                                                   |
| County Administrator                  | Burnett County            | As necessary                       |                                                    | WCMA, WPELRA, WACPD                                                                                   |
| Village Administrator                 | Caledonia, Village of     | \$1,000                            |                                                    | WCMA, ICMA                                                                                            |
| Village Administrator                 | Campbellsport, Village of | \$1,500                            |                                                    | WCMA, Chamber of Commerce                                                                             |
| City Administrator                    | Cedarburg, City of        | \$3,000                            |                                                    | WCMA, ICMA                                                                                            |
| Administrator                         | Chetek, City of           | \$6,000                            |                                                    | WCMA, ICMA, WGFOA, MTAW                                                                               |
| City Administrator Clerk<br>Treasurer | Chilton, City of          | unlimited                          |                                                    | WCMA, ICMA, WMCA, Chamber of Commerce, Local Service Club, MTAW                                       |

2025 WCMA Member Salary Survey

| Title                                 | Organization              | Annual Conference Allowance Amount                         | Conference Comments          | Organizations that Employer pays dues for                  |
|---------------------------------------|---------------------------|------------------------------------------------------------|------------------------------|------------------------------------------------------------|
| Director of Village Services          | Cleveland, Village of     | Available through training/travel budget for all employees |                              | WCMA, ICMA, WGFOA, APA, MTAW, APWA, WEDA, AWWA, GFOA, WRWA |
| City Administrator                    | Clintonville, City of     | If budgeted                                                |                              | WCMA, ICMA, WGFOA, Chamber of Commerce, Local Service Club |
| City Administrator                    | Columbus, City of         | \$4,000                                                    |                              | WCMA, ICMA                                                 |
| Village Administrator                 | Cottage Grove, Village of |                                                            |                              | WCMA, ICMA, Chamber of Commerce                            |
| City Administrator                    | Cudahy, City of           |                                                            |                              | WCMA, ICMA, APA, Chamber                                   |
| City Administrator                    | Cumberland, City of       | As needed                                                  |                              | WCMA, ICMA, Chamber of Commerce                            |
| Village Administrator                 | DeForest, Village of      |                                                            |                              | WCMA, ICMA                                                 |
| City Administrator                    | Delavan, City of          | \$1,900                                                    |                              | WCMA, ICMA, WPELRA, Local Service Club                     |
| County Administrator                  | Dodge County              | \$1,000                                                    |                              | WCMA, ICMA, WGFOA, Wisconsin Counties Association (WCA)    |
| County Manager                        | Dunn County               |                                                            | ICMA, WCMA, WCA(2), and NACO | WCMA, ICMA, WGFOA, Chamber of Commerce                     |
| City Administrator                    | Eagle River, City of      | \$3,500                                                    |                              | WCMA, Chamber of Commerce                                  |
| City Administrator                    | Edgerton, City of         |                                                            |                              | WCMA, ICMA, WMCA, Local Service Club, MTAW                 |
| Village Administrator/Clerk-Treasurer | Ellsworth, Village of     | \$1,000                                                    |                              | WCMA                                                       |

2025 WCMA Member Salary Survey

| Title                                        | Organization             | Annual Conference Allowance Amount | Conference Comments                                                                                                        | Organizations that Employer pays dues for         |
|----------------------------------------------|--------------------------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Village Manager                              | Elm Grove, Village of    |                                    |                                                                                                                            | WCMA, ICMA, WGFOA                                 |
| City Administrator/ Finance Director         | Evansville, City of      | \$5,000                            | requires prior approval in some cases                                                                                      | ICMA, APA, AICP                                   |
| Village Administrator/ Public Works Director | Fall Creek, Village of   | \$2,000                            |                                                                                                                            | WMCA                                              |
| City Administrator                           | Fitchburg, City of       | \$5,000                            |                                                                                                                            | WCMA, ICMA                                        |
| City Manager                                 | Fort Atkinson, City of   | \$3,500                            |                                                                                                                            | WCMA, ICMA, Chamber of Commerce                   |
| Village Manager                              | Fox Crossing, Village of | \$3,000                            |                                                                                                                            | WCMA, ICMA                                        |
| Town Administrator                           | Freedom, Town of         | Adjustable for actual cost.        |                                                                                                                            | WCMA                                              |
| Village Administrator                        | Germantown, Village of   | \$2,000                            |                                                                                                                            | WCMA, Chamber of Commerce, Wisconsin Policy Forum |
| Town Administrator                           | Gibraltar, Town of       | \$1,000                            |                                                                                                                            | WMCA, WTA                                         |
| Assistant to the City Administrator          | Glendale, City of        |                                    |                                                                                                                            | League of Wisconsin Municipalities                |
| Village Administrator                        | Grafton, Village of      | per budget                         |                                                                                                                            | WCMA, ICMA                                        |
| Town Administrator                           | Grand Chute, Town of     | \$3,600                            | I have budgeted for both the Winter and the Summer Conference and if I skip one I can attend the national ICMA Conference. | ICMA, WMCA, Chamber of Commerce, SHRM             |
| Assistant Village Manager                    | Greendale, Village of    |                                    |                                                                                                                            | WCMA, ICMA                                        |
| Village Manager                              | Greendale, Village of    |                                    |                                                                                                                            | WCMA, ICMA, Chamber of Commerce                   |

2025 WCMA Member Salary Survey

| Title                                             | Organization              | Annual Conference Allowance Amount                                                                                  | Conference Comments                                                                                      | Organizations that Employer pays dues for                                                      |
|---------------------------------------------------|---------------------------|---------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| Village Manager                                   | Hartland, Village of      |                                                                                                                     |                                                                                                          | WCMA, WGFOA                                                                                    |
| Village Administrator                             | Holmen, Village of        | \$2,500                                                                                                             |                                                                                                          | Any                                                                                            |
| Village Administrator                             | Hortonville, Village of   | \$2,000                                                                                                             |                                                                                                          | WCMA, Chamber of Commerce                                                                      |
| City Administrator                                | Hudson, City of           | \$3,000                                                                                                             | Attend Conferences of Choice                                                                             | WCMA, ICMA, Chamber of Commerce, AICP                                                          |
| Administrator                                     | Jackson, Village of       | Depending on conference I select and budgetary capacity I can choose to travel out of state but have never done so. |                                                                                                          | WCMA, Chamber of Commerce, MEA SEW                                                             |
| Village Administrator                             | Johnson Creek, Village of | \$3,000                                                                                                             | \$3,000 for all training and education                                                                   | WCMA, ICMA, WEDA                                                                               |
| Village Administrator                             | Kewaskum, Village of      |                                                                                                                     |                                                                                                          | WCMA, ICMA, WMCA, Chamber of Commerce, MTAW                                                    |
| City Administrator                                | Kiel, City of             | varies                                                                                                              | In state conferences are typically approved                                                              | WCMA, Chamber of Commerce                                                                      |
| City Administrator                                | Lancaster , City of       | \$2,000                                                                                                             | Generally covers 2-3 conferences per year                                                                | WCMA, WMCA, WGFOA, League of Wisconsin Municipalities, Grant County Economic Development Corp. |
| Town Adminstrator                                 | Lawrence, Town of         | \$1,500                                                                                                             |                                                                                                          | WCMA, ICMA                                                                                     |
| Administrator                                     | Ledgeview, Town of        | \$3,000                                                                                                             |                                                                                                          | WCMA, ICMA, WTA                                                                                |
| Administrator                                     | Lisbon, Village of        | As needed                                                                                                           |                                                                                                          | WCMA, WMCA, Chamber of Commerce                                                                |
| Village Administrator                             | Little Chute, Village of  | \$2,500                                                                                                             | Contract allows in and out of state conferences, budgets change depending on ICMA conference attendance. | WCMA, ICMA, WMCA, WGFOA, Chamber of Commerce, APA, AICP, APWA                                  |
| Administrator                                     | Maple Bluff, Village of   | N/A                                                                                                                 |                                                                                                          | WCMA                                                                                           |
| Deputy County Administrator & Facilities Director | Marathon County           | Registration. Taken from department budget.                                                                         |                                                                                                          | WCMA, Wisconsin Facilities Management Association                                              |

2025 WCMA Member Salary Survey

| Title                                       | Organization            | Annual Conference Allowance Amount                   | Conference Comments                                                                                    | Organizations that Employer pays dues for                     |
|---------------------------------------------|-------------------------|------------------------------------------------------|--------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| City Administrator                          | Marshfield, City of     | Not specified. Usually 2/year (between WCMA and LWM) | Usually attend both WCMA conferences, but sometimes attend 1 WCMA conference and annual LWM conference | WCMA, Chamber of Commerce                                     |
| Administrator                               | Mayville, City of       | 1200                                                 |                                                                                                        | WMCA                                                          |
| Village Administrator                       | McFarland, Village of   | 8,000                                                |                                                                                                        | WCMA, ICMA, Chamber of Commerce                               |
| Administrator                               | Menomonie, City of      | \$10,000                                             | I share some of that expense account with the Mayor and others when appropriate.                       | WCMA, ICMA, Chamber of Commerce                               |
| City Administrator                          | Mequon, City of         | \$2,700                                              |                                                                                                        | WCMA, ICMA, WGFOA, WPELRA, Chamber of Commerce, GFOA; NPELRA  |
| Administrator                               | Milton, City of         |                                                      |                                                                                                        | WCMA, ICMA                                                    |
| City Administrator                          | Mineral Point, City of  |                                                      |                                                                                                        | WCMA                                                          |
| County Administrator                        | Monroe County           | \$905                                                |                                                                                                        | WCMA, ICMA, GFOA                                              |
| City Administrator                          | Mosinee, City of        | \$1,600                                              |                                                                                                        | WCMA, APA                                                     |
| Administrator                               | Mount Horeb, Village of | \$3,000                                              |                                                                                                        | WCMA, ICMA                                                    |
| Village Administrator                       | Mukwonago, Village of   |                                                      |                                                                                                        | WCMA, ICMA, WMCA, Chamber of Commerce, Local Service Club     |
| City Administrator                          | New London, City of     | \$2,000                                              |                                                                                                        | WCMA, Chamber of Commerce, Local Service Club                 |
| City Administrator & Utilities Manager      | New Richmond, City of   | \$3,000                                              |                                                                                                        | WCMA, ICMA, Local Service Club                                |
| Deputy City Administrator / Finance Officer | Oak Creek, City of      |                                                      |                                                                                                        | WCMA, WGFOA, Chamber of Commerce, GFOA                        |
| City Administrator                          | Oconto, City of         | \$1,000                                              |                                                                                                        | WCMA, WMCA, Chamber of Commerce                               |
| Administrator                               | Oconto Falls, City of   | By budget                                            |                                                                                                        | WCMA, ICMA, Chamber of Commerce                               |
| City Administrator                          | Onalaska, City of       | \$4,000                                              |                                                                                                        | WCMA, Chamber of Commerce, League of Wisconsin Municipalities |
| City Manager                                | Oshkosh, City of        | \$9,000                                              |                                                                                                        | WCMA, ICMA, LWM, Alliance for Innovation, WEDA                |

2025 WCMA Member Salary Survey

| Title                                | Organization                 | Annual Conference Allowance Amount | Conference Comments                          | Organizations that Employer pays dues for                                                    |
|--------------------------------------|------------------------------|------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------|
| City Manager                         | Oshkosh, City of             | \$6,000                            |                                              | WCMA, ICMA, WMCA, Chamber of Commerce, Local Service Club, MTAW                              |
| Administrator                        | Park Falls, City of          | \$2,000                            |                                              | WCMA, ICMA                                                                                   |
| Village Administrator                | Pewaukee, Village of         | \$3,000                            |                                              | WCMA, WMCA, WGFOA, MTAW                                                                      |
| City Manager                         | Platteville, City of         | \$2,500                            |                                              | WCMA                                                                                         |
| Director of Administration           | Platteville, City of         | Actual cost                        |                                              | WCMA, WGFOA                                                                                  |
| Village Administrator                | Pleasant Prairie, Village of |                                    |                                              | WCMA, ICMA, WGFOA, GFOA                                                                      |
| Assistant Village Administrator      | Pleasant Prairie, Village of | \$5,000                            |                                              | WCMA, ICMA, APA, League of Wisconsin Municipalities                                          |
| City Administrator/Utilities Manager | Plymouth, City of            | \$6,000                            |                                              | WCMA, ICMA, Local Service Club                                                               |
| County Administrator                 | Polk County                  | cost coverage                      |                                              | ICMA, WGFOA, WCA, NACA, NaCO                                                                 |
| City Administrator                   | Prairie du Chien, City of    | \$1,000                            |                                              | WMCA, Chamber of Commerce, Local Service Club                                                |
| Village Administrator                | Prairie du Sac, Village of   |                                    |                                              | ICMA, WMCA                                                                                   |
| City Administrator                   | Reedsburg, City of           | \$1,500                            |                                              | WCMA, ICMA, State Bar of Wisconsin                                                           |
| Administrator                        | Rib Mountain, Village of     | \$3,800                            | Includes conference fees and travel expenses | WCMA, ICMA, WTA, Chamber of Commerce, Local Service Club, League of Wisconsin Municipalities |
| Village Administrator                | Richfield, Village of        | \$750                              |                                              | WCMA, WMCA                                                                                   |
| City Administrator                   | Richland Center, City of     |                                    |                                              | WCMA                                                                                         |
| City Administrator                   | Ripon, City of               | \$1,500                            |                                              | WCMA, ICMA, Local Service Club                                                               |
| City Administrator                   | River Falls, City of         |                                    | Cost of ICMA and WCMA Conferences approved   | Commerce, Local Service Club, APA, AICP, WACPD, WETA, MTAW, MAMEA, APWA, MTAW                |
| Assistant to the City Administrator  | River Falls, City of         |                                    | Every conference is on a case-by-case basis. | WCMA, ICMA, Chamber of Commerce                                                              |

2025 WCMA Member Salary Survey

| Title                                              | Organization             | Annual Conference Allowance Amount | Conference Comments                                                | Organizations that Employer pays dues for                         |
|----------------------------------------------------|--------------------------|------------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------|
| Administrator                                      | Rochester, Village of    |                                    |                                                                    | WCMA                                                              |
| Assistant to County Administrator                  | Rock County              | Subject to location.               |                                                                    | ICMA,WMCA,NACA                                                    |
| County Administrator                               | Rock County              | as budgeted                        |                                                                    | WCMA,ICMA                                                         |
| Assistant Village Manager                          | Shorewood, Village of    | \$4,200                            | Budget split between Village Manager and Assistant Village Manager | WCMA,ICMA,Municipal Employers Association of Southeast Wisconsin  |
| Village Administrator                              | Sister Bay, Village of   |                                    |                                                                    |                                                                   |
| Village Administrator                              | Slinger, Village of      | \$1,500                            |                                                                    | WCMA,WMCA,WGFOA,Local Service Club,WACPD,MAMEA,APWA,MTAW          |
| City Administrator / Economic Development Director | South Milwaukee, City of |                                    |                                                                    | WCMA,ICMA                                                         |
| County Administrator                               | St. Croix County         |                                    |                                                                    | WCMA,ICMA                                                         |
| Village Administrator                              | Suamico, Village of      | \$2,500                            |                                                                    | WCMA,ICMA                                                         |
| Director of Administrative Services                | Sun Prairie, City of     | \$5,700                            |                                                                    | WCMA,ICMA,WPELRA,SHRM & ELGL                                      |
| Assistant Village Administrator                    | Sussex, Village of       | \$3,500                            |                                                                    | WCMA,ICMA,WPELRA,SHRM                                             |
| Village Administrator                              | Sussex, Village of       | \$5,000                            |                                                                    | WCMA,ICMA                                                         |
| Village Administrator/Treasurer/Interim Clerk      | Thiensville, Village of  | \$2,250                            |                                                                    | WCMA,ICMA,WGFOA,Chamber of Commerce,Local Service Club,MTAW,MAMEA |
| Administrator & Finance Director                   | Trempealeau, Village of  | Conferences at my discretion.      |                                                                    | WCMA,WGFOA,WICPA                                                  |
| Village Administrator                              | Union Grove, Village of  |                                    |                                                                    | WCMA,ICMA                                                         |
| Administrative Coordinator                         | Vernon County            |                                    |                                                                    | WCMA,WMCA,WGFOA                                                   |

2025 WCMA Member Salary Survey

| Title                         | Organization              | Annual Conference Allowance Amount | Conference Comments                                                               | Organizations that Employer pays dues for                      |
|-------------------------------|---------------------------|------------------------------------|-----------------------------------------------------------------------------------|----------------------------------------------------------------|
| City Administrator            | Verona, City of           | \$2,000                            |                                                                                   | WCMA, WMCA, WGFOA, Chamber of Commerce, AICP, APWA             |
| City Administrator            | Viroqua, City of          | \$1,000                            |                                                                                   | WCMA                                                           |
| Administrator                 | Waterford, Village of     | \$5,000                            |                                                                                   | ICMA, WMCA                                                     |
| Village Administrator         | Waunakee, Village of      | \$5,000                            |                                                                                   | WCMA, ICMA, Local Service Club, Rotary, Lions                  |
| Deputy Administrator          | Waunakee, Village of      |                                    |                                                                                   | WCMA, WPELRA, Local Service Club, SHRM                         |
| City Administrator            | Waupaca, City of          |                                    |                                                                                   | WCMA, ICMA, Local Service Club                                 |
| County Administrator          | Waushara County,          |                                    |                                                                                   | WMCA, Chamber of Commerce, WACPD                               |
| City Administrator            | Wauwatosa, City of        | budget                             | annual ICMA Conference                                                            | ICMA, Wisconsin Public Policy Forum                            |
| City Administrator            | West Bend, City of        | budgeted amount                    |                                                                                   | WCMA, ICMA, Chamber of Commerce                                |
| Administrator                 | Weston, Village of        |                                    | \$1,000 registration fees, \$1,000 meeting expenses, and \$1,000 lodging annually | WCMA                                                           |
| Village Manager               | Whitefish Bay, Village of | As needed                          |                                                                                   | WCMA, ICMA, SHRM                                               |
| City Manager                  | Whitewater, City of       | No set limit. Budget 5K annually   |                                                                                   | WCMA, ICMA, Chamber of Commerce, Local Service Club, APA, AAME |
| Administrator/Clerk-Treasurer | Wind Point, Village of    | \$4,500                            |                                                                                   | WCMA, ICMA, WMCA, WGFOA                                        |
| Administrator                 | Wrightstown, Village of   | \$4,000                            |                                                                                   | WCMA, ICMA, Chamber of Commerce, APA, APWA                     |

## 2025 WCMA Member Salary Survey

| Title                                 | Organization              | Do you have an employment contract | Paid severance duration (months) | Health Insurance        | Insurance Premium Amount (annual) | Employee Contribution Amount (annual) | Carrier WI State | Carrier Self? | Other Carrier |
|---------------------------------------|---------------------------|------------------------------------|----------------------------------|-------------------------|-----------------------------------|---------------------------------------|------------------|---------------|---------------|
| Administrator                         | Algoma, Town of           | Yes                                | 6                                | Yes                     | \$23,756                          | \$2,850                               | Yes              | No            | No            |
| City Administrator                    | Ashland, City of          |                                    |                                  |                         |                                   |                                       |                  |               |               |
| Village Manager                       | Ashwaubenon, Village of   | Yes                                | 6                                | Yes                     | \$25,077                          | \$1,254                               |                  | Yes           |               |
| County Admininstrator                 | Barron County             | Yes                                | 6                                | Yes                     | \$30,132                          | \$1,200                               | No               | Yes           | No            |
| Village Administrator                 | Belleville, Village of    | Yes                                | 4                                | Yes                     | 88%                               | 22%                                   | Yes              | No            | No            |
| Village Administrator                 | Bellevue, Village of      | Yes                                | 6                                | Yes                     | \$34,086                          | \$5,112.90 (15%)                      | No               | No            | Yes           |
| Town Administrator                    | Beloit, Town of           | Yes                                | 3                                | Yes                     |                                   |                                       | Yes              | No            | No            |
| Administrator                         | Brillion, City of         | No                                 |                                  | Yes                     | \$31,701                          | \$3,804                               | Yes              | No            | No            |
| Village Administrator                 | Bristol, Village of       | Yes                                |                                  | Yes                     | \$42,606                          | \$12,744                              | Yes              | No            | No            |
| Village Manager                       | Brown Deer, Village of    | No                                 | 6                                | Yes                     | \$21,951                          | \$2,634                               | No               | No            | Yes           |
| Town Administrator                    | Buchanan, Town of         | Yes                                | 3                                | Offered but do not take |                                   |                                       | Yes              |               |               |
| City Administrator                    | Burlington, City of       | Yes                                | 9                                | Yes                     | \$36,623                          | \$4,395                               | No               | Yes           | No            |
| County Administrator                  | Burnett County            | Yes                                | 12                               | Yes                     | \$16,000                          | \$1,920                               |                  | No            |               |
| Village Administrator                 | Caledonia, Village of     | Yes                                | staggered up to 6 months after   | Yes                     | \$27,725                          | \$4,253                               | No               | No            | Yes           |
| Village Administrator                 | Campbellsport, Village of | Yes                                | 6                                | Yes                     | \$11,000                          | \$1,100                               | No               | No            | Yes           |
| City Administrator                    | Cedarburg, City of        | Yes                                | 6                                | Yes                     | \$27,896                          | \$3,347                               | Yes              | No            |               |
| Administrator                         | Chetek, City of           | No                                 |                                  | Yes                     | 95%                               | 5%                                    | Yes              | No            | No            |
| City Administrator Clerk<br>Treasurer | Chilton, City of          | Yes                                | 12                               | Waiver in lieu          |                                   |                                       | Yes              |               |               |

2025 WCMA Member Salary Survey

| Title                                 | Organization              | Do you have an employment contract | Paid severance duration (months) | Health Insurance | Insurance Premium Amount (annual) | Employee Contribution Amount (annual) | Carrier WI State | Carrier Self? | Other Carrier |
|---------------------------------------|---------------------------|------------------------------------|----------------------------------|------------------|-----------------------------------|---------------------------------------|------------------|---------------|---------------|
| Director of Village Services          | Cleveland, Village of     | Yes                                | 6                                | Yes              | \$40,000                          | \$7,000                               | No               | No            | Yes           |
| City Administrator                    | Clintonville, City of     | Yes                                | 6                                | Yes              | \$4,302                           | \$23,154                              | Yes              | No            | No            |
| City Administrator                    | Columbus, City of         | Yes                                | 6                                | Yes              |                                   |                                       | Yes              | No            | No            |
| Village Administrator                 | Cottage Grove, Village of | Yes                                | 12                               | Yes              | \$31,100                          | \$4,700                               | Yes              | No            | No            |
| City Administrator                    | Cudahy, City of           | Yes                                | 6                                | Yes              | \$23,000                          | \$2,760                               | No               | No            | Yes           |
| City Administrator                    | Cumberland, City of       | Yes                                | 4                                | Yes              |                                   |                                       | Yes              | No            | No            |
| Village Administrator                 | DeForest, Village of      | Yes                                | 6                                | Yes              |                                   |                                       | No               |               |               |
| City Administrator                    | Delavan, City of          | Yes                                | 3                                | Yes              | \$37,898                          | \$10,805                              | Yes              | No            | No            |
| County Administrator                  | Dodge County              | Yes                                | 3                                | Yes              |                                   |                                       | No               | No            | Yes           |
| County Manager                        | Dunn County               | Yes                                | 6                                | Yes              |                                   |                                       | No               | Yes           | No            |
| City Administrator                    | Eagle River, City of      | Yes                                | 12                               | Yes              | \$8,111                           | 15%                                   | No               | No            | Yes           |
| City Administrator                    | Edgerton, City of         | No                                 |                                  | Yes              | \$24,545                          | \$2,248                               | Yes              | No            | No            |
| Village Administrator/Clerk-Treasurer | Ellsworth, Village of     | Yes                                | 6                                | Yes              |                                   |                                       |                  |               |               |

2025 WCMA Member Salary Survey

| Title                                        | Organization             | Do you have an employment contract | Paid severance duration (months)         | Health Insurance | Insurance Premium Amount (annual) | Employee Contribution Amount (annual) | Carrier WI State | Carrier Self? | Other Carrier |
|----------------------------------------------|--------------------------|------------------------------------|------------------------------------------|------------------|-----------------------------------|---------------------------------------|------------------|---------------|---------------|
| Village Manager                              | Elm Grove, Village of    | Yes                                | 6                                        | Yes              |                                   |                                       |                  |               | Yes           |
| City Administrator/ Finance Director         | Evansville, City of      | Yes                                | 4                                        | Yes              | \$25,000                          | \$2,000                               | Yes              | No            | No            |
| Village Administrator/ Public Works Director | Fall Creek, Village of   | Yes                                |                                          | Yes              | \$37,400                          | \$3,714                               | No               | No            | Yes           |
| City Administrator                           | Fitchburg, City of       | Yes                                | 6                                        | Yes              | \$24,360                          | \$4,320                               | Yes              | No            | No            |
| City Manager                                 | Fort Atkinson, City of   | Yes                                | 6                                        | Yes              | \$11,572                          | \$1,389                               | Yes              | No            | No            |
| Village Manager                              | Fox Crossing, Village of | No                                 |                                          | Yes              | \$31,437                          | \$4,715.60                            | Yes              | No            | No            |
| Town Administrator                           | Freedom, Town of         | Yes                                | 3-6 months, depending on service length. | Yes              | \$7,800                           | \$780                                 | Yes              | No            | No            |
| Village Administrator                        | Germantown, Village of   | Yes                                | 3                                        | Yes              | \$25,000                          | \$3,200                               | No               | Yes           |               |
| Town Administrator                           | Gibraltar, Town of       | Yes                                | 3                                        | Yes              | \$27,000                          | 10%                                   | Yes              | No            | No            |
| Assistant to the City Administrator          | Glendale, City of        | No                                 |                                          | Yes              |                                   | 1600                                  | Yes              | No            | Yes           |
| Village Administrator                        | Grafton, Village of      | Yes                                | 6                                        | Yes              |                                   |                                       | Yes              | No            | No            |
| Town Administrator                           | Grand Chute, Town of     | Yes                                | 3                                        | Yes              | \$37,898                          | \$10,866                              | Yes              | No            | No            |
| Assistant Village Manager                    | Greendale, Village of    | No                                 |                                          | Yes              | \$26,621                          | \$3,195                               | No               | No            | Yes           |
| Village Manager                              | Greendale, Village of    | Yes                                | 6                                        | Yes              |                                   | 12%                                   | No               | No            | Yes           |

2025 WCMA Member Salary Survey

| Title                                             | Organization              | Do you have an employment contract | Paid severance duration (months) | Health Insurance         | Insurance Premium Amount (annual)                 | Employee Contribution Amount (annual)     | Carrier WI State | Carrier Self? | Other Carrier |
|---------------------------------------------------|---------------------------|------------------------------------|----------------------------------|--------------------------|---------------------------------------------------|-------------------------------------------|------------------|---------------|---------------|
| Village Manager                                   | Hartland, Village of      | Yes                                | 24                               | Yes                      | \$31,380                                          | \$4,347                                   | Yes              | No            |               |
| Village Administrator                             | Holmen, Village of        | Yes                                | 9                                | Yes                      |                                                   | 12%                                       | Yes              | No            | No            |
| Village Administrator                             | Hortonville, Village of   | Yes                                | 3                                | Declined for Voucher     | 88%                                               | 12%                                       | No               | Yes           | No            |
| City Administrator                                | Hudson, City of           | Yes                                | Open ended                       | Yes                      |                                                   |                                           |                  |               | Yes           |
| Administrator                                     | Jackson, Village of       | Yes                                | 3                                | Yes                      | 88% of premium \$27,033 annually for family       | 12% of premium \$3,614.28 annually family | Yes              | No            | No            |
| Village Administrator                             | Johnson Creek, Village of | Yes                                | 6                                | Yes                      | \$32,430                                          | \$3,892                                   | Yes              | No            | No            |
| Village Administrator                             | Kewaskum, Village of      | Yes                                | 6                                | Yes                      | 12%                                               | 88%                                       | Yes              | No            | No            |
| City Administrator                                | Kiel, City of             |                                    |                                  |                          |                                                   |                                           |                  |               |               |
| City Administrator                                | Lancaster , City of       | Yes                                | 3                                | Yes                      | \$21,335                                          | 0                                         | No               | No            | Yes           |
| Town Adminstrator                                 | Lawrence, Town of         | Yes                                | 6                                | Yes                      |                                                   | 12%                                       | Yes              | No            | No            |
| Administrator                                     | Ledgeview, Town of        | No                                 |                                  | Yes                      | \$30,264                                          | \$2,700                                   | No               | No            | Yes           |
| Administrator                                     | Lisbon, Village of        | Yes                                | 3                                | Offered but not taken    | dependent on age of employee                      | dependent on age of employee              | No               | No            | Yes           |
| Village Administrator                             | Little Chute, Village of  | Yes                                | 5                                | Receive Opt Out payments |                                                   |                                           | Yes              | No            | No            |
| Administrator                                     | Maple Bluff, Village of   | Yes                                | 3                                | Yes                      |                                                   |                                           | Yes              |               |               |
| Deputy County Administrator & Facilities Director | Marathon County           | No                                 |                                  | Yes                      | \$27,665.28 (with wellness credit \$128.08/month) | \$4,610.76                                |                  |               | Yes           |

## 2025 WCMA Member Salary Survey

| Title                                       | Organization            | Do you have an employment contract | Paid severance duration (months) | Health Insurance | Insurance Premium Amount (annual)    | Employee Contribution Amount (annual) | Carrier WI State | Carrier Self? | Other Carrier |
|---------------------------------------------|-------------------------|------------------------------------|----------------------------------|------------------|--------------------------------------|---------------------------------------|------------------|---------------|---------------|
| City Administrator                          | Marshfield, City of     | No                                 |                                  | Yes              | \$10,522 (single); \$24,319 (family) | \$1,578 (single); \$3,648 (family)    | No               | No            | Yes           |
| Administrator                               | Mayville, City of       | No                                 |                                  | Yes              |                                      |                                       | Yes              |               |               |
| Village Administrator                       | McFarland, Village of   | Yes                                | 6                                | Yes              | \$29,665                             | \$4,432                               | Yes              | No            | No            |
| Administrator                               | Menomonie, City of      | Yes                                | 3                                | Yes              | \$1,800                              | None                                  | No               | Yes           | No            |
| City Administrator                          | Mequon, City of         | Yes                                | 10                               | Yes              | \$2,642                              | \$317                                 | Yes              | No            | No            |
| Administrator                               | Milton, City of         | Yes                                | 6                                | Yes              | \$7,020                              | \$983                                 | No               | No            | Yes           |
| City Administrator                          | Mineral Point, City of  | Yes                                | 6                                | Yes              |                                      |                                       | Yes              |               |               |
| County Administrator                        | Monroe County           | Yes                                | 6                                | Yes              | \$34,320                             | \$5,148                               | No               | Yes           | No            |
| City Administrator                          | Mosinee, City of        | Yes                                | 6                                | Yes              | \$19,224                             | \$17,302                              | No               | No            | Yes           |
| Administrator                               | Mount Horeb, Village of | Yes                                | 10                               | Yes              | \$26,700                             | \$3,204                               | Yes              | No            | No            |
| Village Administrator                       | Mukwonago, Village of   | Yes                                | 3                                | Yes              | \$32,000                             | \$5,000                               | Yes              | No            | Yes           |
| City Administrator                          | New London, City of     | Yes                                | 3                                | Yes              | \$26,175                             | \$1,047                               | No               | No            | Yes           |
| City Administrator & Utilities Manager      | New Richmond, City of   | Yes                                | 6                                | Yes              |                                      |                                       | No               | No            | Yes           |
| Deputy City Administrator / Finance Officer | Oak Creek, City of      | No                                 |                                  | Yes              |                                      |                                       | No               | Yes           |               |
| City Administrator                          | Oconto, City of         | No                                 |                                  | Yes              | \$9,825                              | \$982                                 | Yes              | Yes           |               |
| Administrator                               | Oconto Falls, City of   | No                                 | 3                                | Yes              |                                      |                                       | Yes              | No            | No            |
| City Administrator                          | Onalaska, City of       | Yes                                | 3                                | Yes              | \$61,000                             | \$12,000                              | Yes              | No            | No            |
| City Manager                                | Oshkosh, City of        | Yes                                | 6                                | Yes              | \$29,516.16                          | \$3,541.92                            | No               | Yes           | No            |

## 2025 WCMA Member Salary Survey

| Title                                | Organization                 | Do you have an employment contract | Paid severance duration (months)                         | Health Insurance                                              | Insurance Premium Amount (annual) | Employee Contribution Amount (annual) | Carrier WI State | Carrier Self? | Other Carrier |
|--------------------------------------|------------------------------|------------------------------------|----------------------------------------------------------|---------------------------------------------------------------|-----------------------------------|---------------------------------------|------------------|---------------|---------------|
| City Manager                         | Oshkosh, City of             | Yes                                | 6, increases one month per year of tenure after that     | Yes                                                           |                                   |                                       |                  | Yes           |               |
| Administrator                        | Park Falls, City of          | Yes                                | 6                                                        | Yes                                                           |                                   | 12%                                   | Yes              | No            | No            |
| Village Administrator                | Pewaukee, Village of         | Yes                                | 6                                                        | Yes                                                           | \$28,872                          | \$3,465                               | Yes              | No            | No            |
| City Manager                         | Platteville, City of         | Yes                                | 6                                                        | Yes                                                           | \$3,370                           | \$24,700                              | Yes              | No            | Yes           |
| Director of Administration           | Platteville, City of         | No                                 |                                                          | Yes                                                           | \$30,568                          | \$3,668                               | No               | No            | Yes           |
| Village Administrator                | Pleasant Prairie, Village of | Yes                                | 6                                                        | Yes                                                           |                                   |                                       | No               | No            | Yes           |
| Assistant Village Administrator      | Pleasant Prairie, Village of | No                                 |                                                          | Village offers health insurance, but I am on my spouse's plan |                                   |                                       |                  |               |               |
| City Administrator/Utilities Manager | Plymouth, City of            | Yes                                | 6 months, or 12 months within 100 days of local election | Yes                                                           | \$24,000                          | \$2,880                               | No               | Yes           | No            |
| County Administrator                 | Polk County                  | Yes                                | 6                                                        | Yes                                                           | \$6,342                           | \$19,027                              | No               | Yes           |               |
| City Administrator                   | Prairie du Chien, City of    | Yes                                | 6                                                        | Per contract I take my spouses                                |                                   |                                       | No               | No            | No            |
| Village Administrator                | Prairie du Sac, Village of   | Yes                                | 12                                                       | Yes                                                           | \$31,163                          | \$2,624                               | Yes              | No            | No            |
| City Administrator                   | Reedsburg, City of           | No                                 |                                                          | Yes                                                           | \$36,500                          | \$5,760                               | No               | No            | Yes           |
| Administrator                        | Rib Mountain, Village of     | Yes                                | 3                                                        | Yes                                                           |                                   |                                       | No               | Yes           | No            |
| Village Administrator                | Richfield, Village of        | Yes                                | 9                                                        | Yes                                                           | \$27,000                          | 12%                                   | Yes              | No            | No            |
| City Administrator                   | Richland Center, City of     | Yes                                | 6                                                        | Yes                                                           | \$32,430                          | \$3,892                               | Yes              |               |               |
| City Administrator                   | Ripon, City of               | Yes                                | 12                                                       | Yes                                                           |                                   | 12%                                   | Yes              |               |               |
| City Administrator                   | River Falls, City of         | Yes                                | 12                                                       | Yes                                                           |                                   |                                       | Yes              | Yes           | No            |
| Assistant to the City Administrator  | River Falls, City of         | No                                 |                                                          | Yes                                                           | \$30,000                          | \$6,000                               | Yes              | No            | No            |

2025 WCMA Member Salary Survey

| Title                                              | Organization             | Do you have an employment contract | Paid severance duration (months) | Health Insurance                | Insurance Premium Amount (annual)       | Employee Contribution Amount (annual) | Carrier WI State | Carrier Self? | Other Carrier |
|----------------------------------------------------|--------------------------|------------------------------------|----------------------------------|---------------------------------|-----------------------------------------|---------------------------------------|------------------|---------------|---------------|
| Administrator                                      | Rochester, Village of    | No                                 | 3                                | Yes                             |                                         |                                       | Yes              |               |               |
| Assistant to County Administrator                  | Rock County              | No                                 |                                  | Yes                             | \$11,684.16 (single plan)               | \$915.26 (6%)                         | Yes              |               | Yes           |
| County Administrator                               | Rock County              | Yes                                | 3                                | Yes                             | \$38,557.68 (family plan)               | \$3020.35 (6%)                        | Yes              |               |               |
| Assistant Village Manager                          | Shorewood, Village of    |                                    |                                  |                                 |                                         |                                       |                  |               |               |
| Village Administrator                              | Sister Bay, Village of   |                                    |                                  |                                 |                                         |                                       |                  |               |               |
| Village Administrator                              | Slinger, Village of      | Yes                                | 3                                | Yes                             | \$12,491                                | \$1,500                               | Yes              | No            | No            |
| City Administrator / Economic Development Director | South Milwaukee, City of | Yes                                | 9                                | Yes                             |                                         |                                       |                  |               |               |
| County Administrator                               | St. Croix County         | Yes                                | 6                                | Yes                             | 90%                                     | 10%                                   | No               | Yes           | No            |
| Village Administrator                              | Suamico, Village of      | Yes                                | 5                                | Yes                             | \$26,333                                | \$2,633                               | No               | No            | Yes           |
| Director of Administrative Services                | Sun Prairie, City of     | No                                 |                                  | Yes                             | \$23,296.68 (family)                    | \$0                                   | No               | No            | Yes           |
| Assistant Village Administrator                    | Sussex, Village of       | No                                 |                                  | Yes                             | \$11,688                                | 1,285.68                              | No               | No            | Yes           |
| Village Administrator                              | Sussex, Village of       | Yes                                | 12                               | Yes                             | \$27,000                                | 12%                                   | No               | No            | Yes           |
| Village Administrator/Treasurer/Interim Clerk      | Thiensville, Village of  | Yes                                | 9                                | Yes                             | \$27,033                                | \$3,686                               | Yes              | No            | No            |
| Administrator & Finance Director                   | Trempealeau, Village of  | Yes                                | 6                                | Pay in Lieu of Health Insurance |                                         |                                       | Yes              | Yes           | No            |
| Village Administrator                              | Union Grove, Village of  | Yes                                | 6                                | Yes                             |                                         |                                       | Yes              |               |               |
| Administrative Coordinator                         | Vernon County            | No                                 |                                  | Yes                             | \$7237.20 plus \$1,200 HSA contribution | \$987                                 | No               | No            | Yes           |

2025 WCMA Member Salary Survey

| Title                         | Organization              | Do you have an employment contract | Paid severance duration (months) | Health Insurance     | Insurance Premium Amount (annual) | Employee Contribution Amount (annual) | Carrier WI State | Carrier Self? | Other Carrier |
|-------------------------------|---------------------------|------------------------------------|----------------------------------|----------------------|-----------------------------------|---------------------------------------|------------------|---------------|---------------|
| City Administrator            | Verona, City of           | Yes                                | 6                                | Yes                  | \$24,000                          | \$2,526                               | Yes              | No            | No            |
| City Administrator            | Viroqua, City of          | No                                 |                                  | Yes                  |                                   |                                       |                  |               |               |
| Administrator                 | Waterford, Village of     | Yes                                | 5                                | Yes                  | \$18,500                          | \$2,352                               | No               | No            | Yes           |
| Village Administrator         | Waunakee, Village of      | Yes                                | 12                               | Yes                  |                                   |                                       |                  |               |               |
| Deputy Administrator          | Waunakee, Village of      | No                                 |                                  | Yes                  |                                   |                                       | No               | No            | Yes           |
| City Administrator            | Waupaca, City of          | Yes                                | 6                                | Yes                  |                                   |                                       | No               | Yes           |               |
| County Administrator          | Waushara County,          | Yes                                | 3                                | Yes                  | \$25,900                          | \$381                                 | No               | No            | Yes           |
| City Administrator            | Wauwatosa, City of        | Yes                                | 12                               | Yes                  | \$28,553                          | \$4,283                               |                  | Yes           |               |
| City Administrator            | West Bend, City of        | Yes                                | 6                                | Yes                  | \$8,314                           | \$1,200                               | No               | Yes           |               |
| Administrator                 | Weston, Village of        | Yes                                |                                  | Yes                  |                                   | 85/15 split                           | Yes              | No            |               |
| Village Manager               | Whitefish Bay, Village of | Yes                                | 3                                | Yes                  |                                   |                                       | No               | Yes           | Yes           |
| City Manager                  | Whitewater, City of       | Yes                                | 15                               | \$400 monthly buyout | \$20,000                          | \$3,000                               | No               | Yes           |               |
| Administrator/Clerk-Treasurer | Wind Point, Village of    | Yes                                | 3                                | Yes                  |                                   |                                       | Yes              | No            | No            |
| Administrator                 | Wrightstown, Village of   | Yes                                | 6                                | Yes                  | \$10,000                          | \$18,000                              | Yes              | No            | No            |

2025 WCMA Member Salary Survey

| Title                                 | Organization              | Name of Other Carrier? | Annual Paid sick leave (days) | Annual Paid leave vacation (days) | Annual Paid leave holidays (days) | Annual Paid leave other (days) | Wisconsin Retirement System | WRS % Employer Contribution | Retirement Other Text                   | Life Insurance Provided |
|---------------------------------------|---------------------------|------------------------|-------------------------------|-----------------------------------|-----------------------------------|--------------------------------|-----------------------------|-----------------------------|-----------------------------------------|-------------------------|
| Administrator                         | Algoma, Town of           |                        | 10                            | 22                                | 9.5                               | 0                              | Yes                         | 6.90%                       |                                         | Yes                     |
| City Administrator                    | Ashland, City of          |                        |                               |                                   |                                   |                                |                             |                             |                                         |                         |
| Village Manager                       | Ashwaubenon, Village of   |                        | 12                            | 20                                | 8                                 | 0                              | Yes                         | 6.95%                       |                                         | Yes                     |
| County Admininstrator                 | Barron County             |                        | 12                            | 28                                | 7                                 | 1                              | Yes                         | 7.20%                       | \$100/month matching for a 401A account | Yes                     |
| Village Administrator                 | Belleville, Village of    |                        | 36                            | 30                                | 11                                |                                | Yes                         | 6.70%                       |                                         | Yes                     |
| Village Administrator                 | Bellevue, Village of      | Anthem BCBS            | 0                             | 0                                 | 9                                 | 23                             | Yes                         | 6.90%                       | \$2,000 Annual IRA                      | Yes                     |
| Town Administrator                    | Beloit, Town of           |                        |                               |                                   |                                   |                                | Yes                         |                             |                                         |                         |
| Administrator                         | Brillion, City of         |                        | 12                            | 20                                |                                   | 4                              | Yes                         | 6.95%                       |                                         | Yes                     |
| Village Administrator                 | Bristol, Village of       |                        | 8                             | 25                                | 11                                |                                | Yes                         | 9.55%                       |                                         | Yes                     |
| Village Manager                       | Brown Deer, Village of    | UHC                    | 12                            | 17                                | 11                                | 2                              | Yes                         |                             |                                         | Yes                     |
| Town Administrator                    | Buchanan, Town of         |                        | 10                            | 25                                | 9                                 |                                | Yes                         | State Required.             |                                         | Yes                     |
| City Administrator                    | Burlington, City of       | Self-funded            | 12                            | 20                                | 12                                | 1                              | Yes                         | 6.95%                       |                                         | Yes                     |
| County Administrator                  | Burnett County            |                        |                               | 0                                 | 10                                | 33                             | Yes                         |                             |                                         |                         |
| Village Administrator                 | Caledonia, Village of     | UMR                    | 12                            | 21                                | 10                                | 2 floating holidays            | Yes                         | 88%                         |                                         | No                      |
| Village Administrator                 | Campbellsport, Village of | United Health Care     | 12                            | 15                                | 11                                | 0                              | Yes                         |                             |                                         | Yes                     |
| City Administrator                    | Cedarburg, City of        |                        | 12                            | 25                                | 11                                |                                | Yes                         | 6.95%                       |                                         | Yes                     |
| Administrator                         | Chetek, City of           |                        | 12                            | 20                                | 10                                | 3                              | No                          |                             | 457 - 18%                               | Yes                     |
| City Administrator Clerk<br>Treasurer | Chilton, City of          |                        | 12                            | 25                                | 10                                | 1                              | Yes                         | 6.95%                       |                                         | Yes                     |

2025 WCMA Member Salary Survey

| Title                                 | Organization              | Name of Other Carrier?        | Annual Paid sick leave (days)     | Annual Paid leave vacation (days) | Annual Paid leave holidays (days) | Annual Paid leave other (days)                             | Wisconsin Retirement System | WRS % Employer Contribution | Retirement Other Text | Life Insurance Provided |
|---------------------------------------|---------------------------|-------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|------------------------------------------------------------|-----------------------------|-----------------------------|-----------------------|-------------------------|
| Director of Village Services          | Cleveland, Village of     | Anthem Blue Cross Blue Shield | 5                                 | 25                                | 10                                | 1                                                          | Yes                         | 6.95%                       |                       | Yes                     |
| City Administrator                    | Clintonville, City of     |                               | 12                                | 17                                | 10.5                              | 2                                                          | Yes                         | 6.95%                       |                       | Yes                     |
| City Administrator                    | Columbus, City of         |                               | 12                                | 20                                | 9                                 | 3                                                          | Yes                         |                             |                       | Yes                     |
| Village Administrator                 | Cottage Grove, Village of |                               | 12                                | 27                                | 9                                 | 3                                                          | Yes                         |                             |                       |                         |
| City Administrator                    | Cudahy, City of           | UHC                           | 6                                 | 25                                | 10                                | 3                                                          | Yes                         |                             |                       | Yes                     |
| City Administrator                    | Cumberland, City of       |                               | 12                                | 80                                | 10                                | 2                                                          | Yes                         |                             |                       | Yes                     |
| Village Administrator                 | DeForest, Village of      |                               | 13                                | 15                                | 13                                | 30 days (parental leave) and 10 days (Compassionate Leave) | Yes                         | 6.95%                       |                       | Yes                     |
| City Administrator                    | Delavan, City of          | N/A                           | 8                                 | 27                                | 11                                | 7                                                          | Yes                         | 6.95%                       | N/A                   | Yes                     |
| County Administrator                  | Dodge County              | Dean/SSM Health               | 20 Days (PTO) - includes vacation | 20 Days (PTO) - includes sick     | 9                                 | Jury Duty Leave & Military Leave                           | Yes                         | 50%                         |                       | Yes                     |
| County Manager                        | Dunn County               |                               |                                   |                                   |                                   |                                                            | Yes                         |                             |                       | Yes                     |
| City Administrator                    | Eagle River, City of      | Security                      | 12                                | 20                                | 10                                | 1                                                          | Yes                         | 6.95%                       |                       | Yes                     |
| City Administrator                    | Edgerton, City of         |                               | 12                                | 25                                | 9                                 | 4                                                          | Yes                         | 6.95%                       |                       | Yes                     |
| Village Administrator/Clerk-Treasurer | Ellsworth, Village of     |                               |                                   | 32                                | 12                                |                                                            | Yes                         |                             |                       |                         |

2025 WCMA Member Salary Survey

| Title                                        | Organization             | Name of Other Carrier? | Annual Paid sick leave (days) | Annual Paid leave vacation (days) | Annual Paid leave holidays (days) | Annual Paid leave other (days)                                   | Wisconsin Retirement System | WRS % Employer Contribution | Retirement Other Text | Life Insurance Provided |
|----------------------------------------------|--------------------------|------------------------|-------------------------------|-----------------------------------|-----------------------------------|------------------------------------------------------------------|-----------------------------|-----------------------------|-----------------------|-------------------------|
| Village Manager                              | Elm Grove, Village of    |                        | 12                            | 20                                | 10                                |                                                                  | Yes                         |                             |                       | Yes                     |
| City Administrator/ Finance Director         | Evansville, City of      |                        | 120                           | 30                                | 8                                 | 4                                                                | Yes                         |                             |                       | Yes                     |
| Village Administrator/ Public Works Director | Fall Creek, Village of   | Security Health Plan   | 12                            | 17                                | 9                                 | 1                                                                | Yes                         |                             |                       | Yes                     |
| City Administrator                           | Fitchburg, City of       |                        | 13                            | 21                                | 12                                |                                                                  | Yes                         |                             |                       | Yes                     |
| City Manager                                 | Fort Atkinson, City of   |                        | 13                            | 18                                | 10                                | 2                                                                | Yes                         | 6.95%                       |                       | Yes                     |
| Village Manager                              | Fox Crossing, Village of |                        | 12                            | 25                                | 9                                 | 2                                                                | Yes                         |                             |                       | Yes                     |
| Town Administrator                           | Freedom, Town of         | N.A.                   | 0                             | 20                                | 8                                 | 0                                                                | Yes                         | 6.95%                       | Optional 457          | No                      |
| Village Administrator                        | Germantown, Village of   |                        | 12                            | 20                                | 11                                | 1                                                                | Yes                         | 50%                         |                       | Yes                     |
| Town Administrator                           | Gibraltar, Town of       |                        | pto                           | pto                               | 9                                 | 26 total pto<br>Includes sick, personal, flex holiday, vacation. | Yes                         | 6%                          |                       | Yes                     |
| Assistant to the City Administrator          | Glendale, City of        |                        | 4                             | 23                                | 11                                | 1                                                                | Yes                         | 6.95                        |                       | Yes                     |
| Village Administrator                        | Grafton, Village of      |                        |                               |                                   |                                   |                                                                  | Yes                         |                             |                       | Yes                     |
| Town Administrator                           | Grand Chute, Town of     |                        | 12                            | 20                                | 10                                | 0                                                                | Yes                         | 6.80%                       |                       | Yes                     |
| Assistant Village Manager                    | Greendale, Village of    | WCA Group Health Trust | 12                            | 25                                | 9                                 | 2                                                                | Yes                         |                             |                       | Yes                     |
| Village Manager                              | Greendale, Village of    | WCA                    | 12                            | 15                                | 8                                 | 2                                                                | Yes                         |                             |                       | Yes                     |

2025 WCMA Member Salary Survey

| Title                                             | Organization              | Name of Other Carrier?                       | Annual Paid sick leave (days) | Annual Paid leave vacation (days) | Annual Paid leave holidays (days) | Annual Paid leave other (days)    | Wisconsin Retirement System | WRS % Employer Contribution | Retirement Other Text                     | Life Insurance Provided |
|---------------------------------------------------|---------------------------|----------------------------------------------|-------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------|-----------------------------|-------------------------------------------|-------------------------|
| Village Manager                                   | Hartland, Village of      |                                              | 12                            | 25                                | 11                                | 2                                 | Yes                         | 6.95%                       | Wisconsin Deferred comp self contribution | Yes                     |
| Village Administrator                             | Holmen, Village of        |                                              |                               |                                   | 14                                | 30                                | Yes                         | 50%                         |                                           | Yes                     |
| Village Administrator                             | Hortonville, Village of   |                                              | 12                            | 17                                | 10                                | 2                                 | Yes                         | 6.90%                       |                                           | Yes                     |
| City Administrator                                | Hudson, City of           | UMR                                          | 14                            | 20                                | 14                                | 1                                 | Yes                         | Standard Rate               | None                                      | Yes                     |
| Administrator                                     | Jackson, Village of       |                                              | 12                            | 17                                | 10                                | 2                                 | Yes                         |                             |                                           | Yes                     |
| Village Administrator                             | Johnson Creek, Village of |                                              | 12                            | 30                                | 12                                | 3                                 | Yes                         | 6.95%                       | 50% WRS contribution                      | Yes                     |
| Village Administrator                             | Kewaskum, Village of      |                                              | N/A                           | N/A                               | 11                                | PTO - Earned 9.24 Hours Bi-Weekly | Yes                         |                             |                                           | Yes                     |
| City Administrator                                | Kiel, City of             |                                              |                               |                                   |                                   |                                   |                             |                             |                                           |                         |
| City Administrator                                | Lancaster , City of       | Medical Associates                           | 12                            | 15                                | 10                                | 2                                 | Yes                         | 7%                          |                                           | Yes                     |
| Town Adminstrator                                 | Lawrence, Town of         |                                              | 6                             | 20                                | 8.5                               | 3                                 | Yes                         |                             |                                           | Yes                     |
| Administrator                                     | Ledgeview, Town of        | United Healthcare Anthem 2025 HSA Bpref Gold | No set amount                 | 20                                | 6                                 | 3                                 | Yes                         | 6.95%                       |                                           | Yes                     |
| Administrator                                     | Lisbon, Village of        |                                              | 12                            | 15                                | 11                                | 0                                 | Yes                         | 6.95%                       |                                           | Yes                     |
| Village Administrator                             | Little Chute, Village of  |                                              | 9                             | 19.5                              | 9                                 | 2                                 | Yes                         | 6.95%                       |                                           | Yes                     |
| Administrator                                     | Maple Bluff, Village of   |                                              |                               |                                   |                                   |                                   |                             |                             |                                           |                         |
| Deputy County Administrator & Facilities Director | Marathon County           | GHT                                          | 20                            | It's all PTO (see above)          | 9                                 | 0                                 | Yes                         | 6.95%                       | 13.9% WRS total. Split 50-50.             | No                      |

2025 WCMA Member Salary Survey

| Title                                       | Organization            | Name of Other Carrier? | Annual Paid sick leave (days) | Annual Paid leave vacation (days) | Annual Paid leave holidays (days) | Annual Paid leave other (days) | Wisconsin Retirement System | WRS % Employer Contribution | Retirement Other Text                       | Life Insurance Provided |
|---------------------------------------------|-------------------------|------------------------|-------------------------------|-----------------------------------|-----------------------------------|--------------------------------|-----------------------------|-----------------------------|---------------------------------------------|-------------------------|
| City Administrator                          | Marshfield, City of     | Security Health Plan   | 12                            | 27                                | 8                                 | 2 (personal holidays)          | Yes                         | City's share                | Self-funded retirement account (Nationwide) | Yes                     |
| Administrator                               | Mayville, City of       |                        | 12                            | 20                                | 10                                | 2                              | Yes                         | not protected %             |                                             | Yes                     |
| Village Administrator                       | McFarland, Village of   |                        | 12                            | 25                                | 11                                | 2                              | Yes                         | 6.95%                       |                                             | Yes                     |
| Administrator                               | Menomonie, City of      |                        | 12                            | 30                                | 9                                 | 5                              | Yes                         | Standard                    |                                             | Yes                     |
| City Administrator                          | Mequon, City of         |                        | 0                             | 28                                | 9.5                               | 5                              | Yes                         | 6.95%                       |                                             | Yes                     |
| Administrator                               | Milton, City of         | Dean                   | NA                            | 31                                | 10                                | 3                              | Yes                         | 6.95%                       |                                             | Yes                     |
| City Administrator                          | Mineral Point, City of  |                        | 12                            | 15                                | 10                                | 2                              | Yes                         |                             |                                             | Yes                     |
| County Administrator                        | Monroe County           |                        | 12                            | 20                                | 9                                 | 1.5                            | Yes                         | 6.95%                       |                                             | Yes                     |
| City Administrator                          | Mosinee, City of        | Security Health Plan   | 12                            | 25                                | 9                                 | 4                              | Yes                         | 6.95%                       |                                             | Yes                     |
| Administrator                               | Mount Horeb, Village of |                        |                               | 25                                | 12                                |                                | Yes                         | 6.95%                       |                                             | Yes                     |
| Village Administrator                       | Mukwonago, Village of   | Dean Health ETF        | 12                            | 15                                | 11                                | 3                              | Yes                         |                             |                                             | Yes                     |
| City Administrator                          | New London, City of     | United Healthcare      | 12                            | 25                                | 10                                | 0                              | Yes                         | 6.80%                       |                                             | No                      |
| City Administrator & Utilities Manager      | New Richmond, City of   | Medica                 |                               |                                   |                                   | 27                             | Yes                         |                             |                                             | Yes                     |
| Deputy City Administrator / Finance Officer | Oak Creek, City of      |                        |                               |                                   | 10                                | 27                             | Yes                         | General employee rate       |                                             | Yes                     |
| City Administrator                          | Oconto, City of         |                        | 12                            | 15                                | 9                                 |                                | Yes                         | 6.90%                       |                                             | Yes                     |
| Administrator                               | Oconto Falls, City of   |                        | 13                            | 20                                | 10                                | 1                              | Yes                         | 6%                          |                                             | Yes                     |
| City Administrator                          | Onalaska, City of       |                        | 12                            | 15                                | 9                                 | 4                              | Yes                         |                             |                                             | Yes                     |
| City Manager                                | Oshkosh, City of        |                        | 12                            | 25                                | 8                                 | 4 - Floating Holiday           | Yes                         | 6.95%                       | 401A- \$207.98 Biweekly                     | Yes                     |

2025 WCMA Member Salary Survey

| Title                                | Organization                 | Name of Other Carrier? | Annual Paid sick leave (days) | Annual Paid leave vacation (days) | Annual Paid leave holidays (days) | Annual Paid leave other (days) | Wisconsin Retirement System | WRS % Employer Contribution | Retirement Other Text | Life Insurance Provided |
|--------------------------------------|------------------------------|------------------------|-------------------------------|-----------------------------------|-----------------------------------|--------------------------------|-----------------------------|-----------------------------|-----------------------|-------------------------|
| City Manager                         | Oshkosh, City of             |                        |                               |                                   |                                   |                                | Yes                         |                             |                       | Yes                     |
| Administrator                        | Park Falls, City of          |                        | 12                            | 20                                | 11                                | 2                              | Yes                         |                             |                       | Yes                     |
| Village Administrator                | Pewaukee, Village of         |                        | 0                             | 0                                 | 10                                | 33                             | Yes                         | 6.95%                       |                       |                         |
| City Manager                         | Platteville, City of         | Quartz                 | 12                            | 17                                | 13                                |                                | Yes                         | 6.95%                       |                       | Yes                     |
| Director of Administration           | Platteville, City of         | Quartz                 | 12                            | 22                                | 9                                 | 4                              | Yes                         | 6.95%                       |                       | Yes                     |
| Village Administrator                | Pleasant Prairie, Village of | UnitedHealthcare       |                               |                                   |                                   |                                | Yes                         |                             |                       | Yes                     |
| Assistant Village Administrator      | Pleasant Prairie, Village of |                        | 12                            | 35.5                              | 10                                | 8                              | Yes                         |                             |                       | Yes                     |
| City Administrator/Utilities Manager | Plymouth, City of            |                        | 12                            | 15                                | 12                                |                                | Yes                         | Standard                    |                       | Yes                     |
| County Administrator                 | Polk County                  | Health partners        | NA                            | 240 hours of PTO                  | 10                                |                                | Yes                         | 6.95%                       |                       | No                      |
| City Administrator                   | Prairie du Chien, City of    |                        | 12                            | 25                                | 12                                |                                | Yes                         |                             |                       | Yes                     |
| Village Administrator                | Prairie du Sac, Village of   |                        | 12                            | 25                                | 8                                 | 4                              | Yes                         | 6.95%                       |                       | Yes                     |
| City Administrator                   | Reedsburg, City of           | GHC-SCW Neighbors      | 12                            | 20                                | 8                                 | 5                              | Yes                         | 6.95%                       |                       | Yes                     |
| Administrator                        | Rib Mountain, Village of     | N/A                    | 12                            | 25                                | 9                                 | 4                              | Yes                         | 6.95%                       |                       | Yes                     |
| Village Administrator                | Richfield, Village of        |                        |                               |                                   |                                   |                                |                             |                             |                       |                         |
| City Administrator                   | Richland Center, City of     |                        | 12                            | 15                                | 12                                | 0                              | Yes                         | 6.95%                       |                       | Yes                     |
| City Administrator                   | Ripon, City of               |                        |                               |                                   |                                   |                                | Yes                         |                             |                       | Yes                     |
| City Administrator                   | River Falls, City of         |                        | NA                            | NA                                | 8                                 | 30                             | Yes                         | Max state amount            |                       | Yes                     |
| Assistant to the City Administrator  | River Falls, City of         | NA                     |                               |                                   |                                   |                                |                             |                             |                       |                         |

2025 WCMA Member Salary Survey

| Title                                              | Organization             | Name of Other Carrier? | Annual Paid sick leave (days) | Annual Paid leave vacation (days) | Annual Paid leave holidays (days) | Annual Paid leave other (days)                  | Wisconsin Retirement System | WRS % Employer Contribution | Retirement Other Text                 | Life Insurance Provided |
|----------------------------------------------------|--------------------------|------------------------|-------------------------------|-----------------------------------|-----------------------------------|-------------------------------------------------|-----------------------------|-----------------------------|---------------------------------------|-------------------------|
| Administrator                                      | Rochester, Village of    |                        | 3                             | 15                                | 10                                | 1                                               | Yes                         | 6.95%                       |                                       | Yes                     |
| Assistant to County Administrator                  | Rock County              | Mercy Health System    | 96                            | 25                                | 12                                | 1                                               | Yes                         | 6.95%                       | None                                  | Yes                     |
| County Administrator                               | Rock County              | Dean Health System     | 12                            | 20                                | 11                                | 1                                               | Yes                         | 6.95%                       |                                       | Yes                     |
| Assistant Village Manager                          | Shorewood, Village of    |                        |                               |                                   |                                   |                                                 |                             |                             |                                       |                         |
| Village Administrator                              | Sister Bay, Village of   |                        |                               |                                   |                                   |                                                 |                             |                             |                                       |                         |
| Village Administrator                              | Slinger, Village of      |                        | 12                            | 25                                | 10                                | 1                                               | Yes                         | 6.90%                       |                                       | Yes                     |
| City Administrator / Economic Development Director | South Milwaukee, City of |                        | 6                             | 20                                | 10                                | 8                                               | Yes                         |                             |                                       |                         |
| County Administrator                               | St. Croix County         |                        | 0                             | 36                                | 10                                | 0                                               | Yes                         |                             |                                       | Yes                     |
| Village Administrator                              | Suamico, Village of      | BCBS                   | 0                             | 15                                | 8                                 | 10                                              | Yes                         | standard                    |                                       | Yes                     |
| Director of Administrative Services                | Sun Prairie, City of     | GHC of SCW             | 12 days                       | 30 days                           | 12 days                           | Up to 10 days of paid parental leave, if needed | Yes                         | 6.95%                       |                                       | Yes                     |
| Assistant Village Administrator                    | Sussex, Village of       | United Healthcare      | 12                            | 15                                | 11                                |                                                 | Yes                         | 6.95%                       |                                       | Yes                     |
| Village Administrator                              | Sussex, Village of       | United Health Care     | 12                            | 30                                | 13                                |                                                 | Yes                         | 6.95%                       |                                       | Yes                     |
| Village Administrator/Treasurer/Interim Clerk      | Thiensville, Village of  |                        | 12                            | 22                                | 9                                 | 2                                               | Yes                         | 6.95%                       | 2% of salary contribution to 457 plan | Yes                     |
| Administrator & Finance Director                   | Trempealeau, Village of  |                        | 12                            | 25                                | 10                                | 1                                               | Yes                         | 6.90%                       |                                       | Yes                     |
| Village Administrator                              | Union Grove, Village of  |                        | 12                            | 15                                | 10                                | 1                                               | Yes                         |                             |                                       | Yes                     |
| Administrative Coordinator                         | Vernon County            | Quartz                 | 0                             | 25                                | 11                                |                                                 | Yes                         | 6.95%                       |                                       | Yes                     |

2025 WCMA Member Salary Survey

| Title                         | Organization              | Name of Other Carrier? | Annual Paid sick leave (days) | Annual Paid leave vacation (days)         | Annual Paid leave holidays (days) | Annual Paid leave other (days) | Wisconsin Retirement System | WRS % Employer Contribution | Retirement Other Text         | Life Insurance Provided |
|-------------------------------|---------------------------|------------------------|-------------------------------|-------------------------------------------|-----------------------------------|--------------------------------|-----------------------------|-----------------------------|-------------------------------|-------------------------|
| City Administrator            | Verona, City of           |                        | 12                            | 20                                        | 9                                 | 4                              | Yes                         | 50%                         |                               | Yes                     |
| City Administrator            | Viroqua, City of          |                        | 12                            | 15                                        | 9                                 | 3                              | Yes                         |                             |                               |                         |
| Administrator                 | Waterford, Village of     | Teamcare               |                               |                                           | 12                                | 37                             | Yes                         |                             |                               | No                      |
| Village Administrator         | Waunakee, Village of      |                        | 12                            | 30                                        | 9                                 | 3                              | Yes                         | 100%                        |                               | Yes                     |
| Deputy Administrator          | Waunakee, Village of      | Quartz                 | 12                            | 17.5                                      | 10                                | 3                              | Yes                         | 6.95%                       | Deferred Comp offered as well | Yes                     |
| City Administrator            | Waupaca, City of          |                        | 12                            | 20                                        | 11.5                              |                                | Yes                         |                             |                               |                         |
| County Administrator          | Waushara County,          | UMR--GHT               | 0                             | 20                                        | 9                                 | 13 ETO                         | Yes                         | 6.95%                       |                               | Yes                     |
| City Administrator            | Wauwatosa, City of        |                        | 12                            | 25                                        | 12                                | 2                              | Yes                         | 50%                         |                               | Yes                     |
| City Administrator            | West Bend, City of        | TPA-Surest UHC         | 0                             | 35                                        | 10                                | 0                              | Yes                         | 6.95%                       |                               | Yes                     |
| Administrator                 | Weston, Village of        |                        | n/a Medical Leave Bank        | 7.0769 biweekly accrual, 23 days annually | 9                                 | n/a                            | Yes                         | 6.95%                       |                               | Yes                     |
| Village Manager               | Whitefish Bay, Village of | UHC                    | 12                            | 22                                        | 11                                |                                | Yes                         |                             |                               | Yes                     |
| City Manager                  | Whitewater, City of       |                        | 12                            | 20                                        | 11                                |                                | Yes                         | required share              |                               | No                      |
| Administrator/Clerk-Treasurer | Wind Point, Village of    |                        | 12                            | 15                                        | 12                                | 0                              | Yes                         | 6.95%                       |                               | Yes                     |
| Administrator                 | Wrightstown, Village of   | WRS                    | 12                            | 35                                        | 9                                 | 3                              | Yes                         | 7%                          |                               | Yes                     |

2025 WCMA Member Salary Survey

| Title                                 | Organization              | Life Insurance provided value amount                                                         | Other compensation NOT covered in survey                                                                                                                      |
|---------------------------------------|---------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Administrator                         | Algoma, Town of           | 5 times salary, town pays base fee (for value of salary) employee can add 4 additional units |                                                                                                                                                               |
| City Administrator                    | Ashland, City of          |                                                                                              |                                                                                                                                                               |
| Village Manager                       | Ashwaubenon, Village of   | 1 year of gross annual earnings                                                              |                                                                                                                                                               |
| County Admininstrator                 | Barron County             | \$50,000.00                                                                                  | None                                                                                                                                                          |
| Village Administrator                 | Belleville, Village of    |                                                                                              |                                                                                                                                                               |
| Village Administrator                 | Bellevue, Village of      | 1.0 times pay                                                                                | \$6,000 annual additional pay if not under municipal Health insurance                                                                                         |
| Town Administrator                    | Beloit, Town of           |                                                                                              |                                                                                                                                                               |
| Administrator                         | Brillion, City of         | \$50,000                                                                                     |                                                                                                                                                               |
| Village Administrator                 | Bristol, Village of       | \$115,000                                                                                    |                                                                                                                                                               |
| Village Manager                       | Brown Deer, Village of    | One time annual earnings                                                                     |                                                                                                                                                               |
| Town Administrator                    | Buchanan, Town of         | Salary                                                                                       |                                                                                                                                                               |
| City Administrator                    | Burlington, City of       | Salary                                                                                       | Dental insurance paid for by the city, \$5 towards vision insurance paid for by the city, cell phone provided, longevity, \$20 monthly fitness reimbursement. |
| County Administrator                  | Burnett County            |                                                                                              |                                                                                                                                                               |
| Village Administrator                 | Caledonia, Village of     |                                                                                              |                                                                                                                                                               |
| Village Administrator                 | Campbellsport, Village of |                                                                                              |                                                                                                                                                               |
| City Administrator                    | Cedarburg, City of        |                                                                                              |                                                                                                                                                               |
| Administrator                         | Chetek, City of           | 70,000                                                                                       |                                                                                                                                                               |
| City Administrator Clerk<br>Treasurer | Chilton, City of          |                                                                                              |                                                                                                                                                               |

2025 WCMA Member Salary Survey

| Title                                 | Organization              | Life Insurance provided value amount | Other compensation NOT covered in survey |
|---------------------------------------|---------------------------|--------------------------------------|------------------------------------------|
| Director of Village Services          | Cleveland, Village of     | \$50,000                             | Meeting Pay: \$75-board; \$30-committee  |
| City Administrator                    | Clintonville, City of     | Base salary                          |                                          |
| City Administrator                    | Columbus, City of         |                                      |                                          |
| Village Administrator                 | Cottage Grove, Village of |                                      |                                          |
| City Administrator                    | Cudahy, City of           |                                      |                                          |
| City Administrator                    | Cumberland, City of       |                                      |                                          |
| Village Administrator                 | DeForest, Village of      |                                      |                                          |
| City Administrator                    | Delavan, City of          | \$131,000                            | Short-term disability                    |
| County Administrator                  | Dodge County              |                                      |                                          |
| County Manager                        | Dunn County               |                                      |                                          |
| City Administrator                    | Eagle River, City of      | annual salary                        |                                          |
| City Administrator                    | Edgerton, City of         | equal to one years salary            | Dental- 100% employer paid               |
| Village Administrator/Clerk-Treasurer | Ellsworth, Village of     |                                      |                                          |

2025 WCMA Member Salary Survey

| Title                                        | Organization             | Life Insurance provided value amount                                   | Other compensation NOT covered in survey |
|----------------------------------------------|--------------------------|------------------------------------------------------------------------|------------------------------------------|
| Village Manager                              | Elm Grove, Village of    |                                                                        |                                          |
| City Administrator/ Finance Director         | Evansville, City of      | \$400,000                                                              |                                          |
| Village Administrator/ Public Works Director | Fall Creek, Village of   | \$115,000                                                              |                                          |
| City Administrator                           | Fitchburg, City of       |                                                                        |                                          |
| City Manager                                 | Fort Atkinson, City of   | 1 x salary                                                             |                                          |
| Village Manager                              | Fox Crossing, Village of | \$25,000                                                               |                                          |
| Town Administrator                           | Freedom, Town of         | N.A.                                                                   | N.A.                                     |
| Village Administrator                        | Germantown, Village of   | \$150,000                                                              |                                          |
| Town Administrator                           | Gibraltar, Town of       | \$10,000                                                               | Dental, vision options                   |
| Assistant to the City Administrator          | Glendale, City of        |                                                                        |                                          |
| Village Administrator                        | Grafton, Village of      | 1x salary provided by village w/ additional available at employee cost |                                          |
| Town Administrator                           | Grand Chute, Town of     | \$151,382                                                              |                                          |
| Assistant Village Manager                    | Greendale, Village of    | \$109,328                                                              |                                          |
| Village Manager                              | Greendale, Village of    |                                                                        |                                          |

2025 WCMA Member Salary Survey

| Title                                             | Organization              | Life Insurance provided value amount                     | Other compensation NOT covered in survey                                                                      |
|---------------------------------------------------|---------------------------|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| Village Manager                                   | Hartland, Village of      |                                                          | ICI                                                                                                           |
| Village Administrator                             | Holmen, Village of        |                                                          |                                                                                                               |
| Village Administrator                             | Hortonville, Village of   | 3 Times salary                                           | Longevity - Year 7 - 2.4% Annual Salary                                                                       |
| City Administrator                                | Hudson, City of           | Annual Salary                                            |                                                                                                               |
| Administrator                                     | Jackson, Village of       | prior year annual salary                                 |                                                                                                               |
| Village Administrator                             | Johnson Creek, Village of | 2 times salary                                           | \$5,000 annual retention bonus after year is completed                                                        |
| Village Administrator                             | Kewaskum, Village of      |                                                          |                                                                                                               |
| City Administrator                                | Kiel, City of             |                                                          |                                                                                                               |
| City Administrator                                | Lancaster , City of       | 1 year's salary provided; can purchase supplemental      | \$300 flexible spending contribution each year, long-term disability                                          |
| Town Adminstrator                                 | Lawrence, Town of         | 1x - State Plan                                          |                                                                                                               |
| Administrator                                     | Ledgeview, Town of        | 50000                                                    |                                                                                                               |
| Administrator                                     | Lisbon, Village of        |                                                          | Phone stipend - \$600 per year                                                                                |
| Village Administrator                             | Little Chute, Village of  | \$25,000                                                 |                                                                                                               |
| Administrator                                     | Maple Bluff, Village of   |                                                          |                                                                                                               |
| Deputy County Administrator & Facilities Director | Marathon County           | Employees can opt into this. I have a non-county policy. | Dental insurance is available. Employee contributes 50%. FSA. ICI. PEHP. Deferred Comp programs are optional. |

2025 WCMA Member Salary Survey

| Title                                       | Organization            | Life Insurance provided value amount | Other compensation NOT covered in survey                                                |
|---------------------------------------------|-------------------------|--------------------------------------|-----------------------------------------------------------------------------------------|
| City Administrator                          | Marshfield, City of     | One times annual salary              | None                                                                                    |
| Administrator                               | Mayville, City of       | one year salary                      |                                                                                         |
| Village Administrator                       | McFarland, Village of   | \$142,792                            |                                                                                         |
| Administrator                               | Menomonie, City of      | Basic coverage provided              |                                                                                         |
| City Administrator                          | Mequon, City of         | \$185,000                            | Unused PTO (Up to 50 Hours)                                                             |
| Administrator                               | Milton, City of         | \$118,000                            | Phone Stipend \$50/month                                                                |
| City Administrator                          | Mineral Point, City of  |                                      |                                                                                         |
| County Administrator                        | Monroe County           | \$10,000                             |                                                                                         |
| City Administrator                          | Mosinee, City of        | \$94,000                             | Annual HSA Contribution = \$6,250 Dental Insurance 100%                                 |
| Administrator                               | Mount Horeb, Village of | \$130,000                            |                                                                                         |
| Village Administrator                       | Mukwonago, Village of   | ETF Employee Choice                  |                                                                                         |
| City Administrator                          | New London, City of     |                                      |                                                                                         |
| City Administrator & Utilities Manager      | New Richmond, City of   |                                      |                                                                                         |
| Deputy City Administrator / Finance Officer | Oak Creek, City of      |                                      |                                                                                         |
| City Administrator                          | Oconto, City of         |                                      |                                                                                         |
| Administrator                               | Oconto Falls, City of   | 100% of Wage                         | Free Dental                                                                             |
| City Administrator                          | Onalaska, City of       |                                      |                                                                                         |
| City Manager                                | Oshkosh, City of        | \$210,000                            | Cell phone allowance- \$50 a month Employee Development Program (Tuition reimbursement) |

2025 WCMA Member Salary Survey

| Title                                | Organization                 | Life Insurance provided value amount | Other compensation NOT covered in survey                                                                                                                             |
|--------------------------------------|------------------------------|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| City Manager                         | Oshkosh, City of             |                                      |                                                                                                                                                                      |
| Administrator                        | Park Falls, City of          |                                      |                                                                                                                                                                      |
| Village Administrator                | Pewaukee, Village of         |                                      | None.                                                                                                                                                                |
| City Manager                         | Platteville, City of         |                                      |                                                                                                                                                                      |
| Director of Administration           | Platteville, City of         | \$210,000                            |                                                                                                                                                                      |
| Village Administrator                | Pleasant Prairie, Village of |                                      |                                                                                                                                                                      |
| Assistant Village Administrator      | Pleasant Prairie, Village of | \$490/month                          | \$30/month for cell phone 40 hours Comp Time                                                                                                                         |
| City Administrator/Utilities Manager | Plymouth, City of            | Base Salary                          | HSA Contribution \$2300                                                                                                                                              |
| County Administrator                 | Polk County                  |                                      |                                                                                                                                                                      |
| City Administrator                   | Prairie du Chien, City of    |                                      |                                                                                                                                                                      |
| Village Administrator                | Prairie du Sac, Village of   | \$155,191                            |                                                                                                                                                                      |
| City Administrator                   | Reedsburg, City of           | 1 Year Salary                        |                                                                                                                                                                      |
| Administrator                        | Rib Mountain, Village of     | \$109,664                            | Disability Insurance, Health, Dental, Vision, etc.<br>Also, paid meeting allowance of \$35/meeting up to 6 a month for attending meetings outside normal work hours. |
| Village Administrator                | Richfield, Village of        |                                      |                                                                                                                                                                      |
| City Administrator                   | Richland Center, City of     |                                      |                                                                                                                                                                      |
| City Administrator                   | Ripon, City of               |                                      | Contribution to deferred compensation. Cellphone allowance (\$50/month)                                                                                              |
| City Administrator                   | River Falls, City of         | \$750,000                            |                                                                                                                                                                      |
| Assistant to the City Administrator  | River Falls, City of         |                                      |                                                                                                                                                                      |

2025 WCMA Member Salary Survey

| Title                                              | Organization             | Life Insurance provided value amount | Other compensation NOT covered in survey                                                                                           |
|----------------------------------------------------|--------------------------|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| Administrator                                      | Rochester, Village of    | 1x annual salary                     |                                                                                                                                    |
| Assistant to County Administrator                  | Rock County              | Annual Salary                        |                                                                                                                                    |
| County Administrator                               | Rock County              | Annual Salary                        | Deferred Compensation Contribution                                                                                                 |
| Assistant Village Manager                          | Shorewood, Village of    |                                      |                                                                                                                                    |
| Village Administrator                              | Sister Bay, Village of   |                                      |                                                                                                                                    |
| Village Administrator                              | Slinger, Village of      | \$118,000                            |                                                                                                                                    |
| City Administrator / Economic Development Director | South Milwaukee, City of |                                      |                                                                                                                                    |
| County Administrator                               | St. Croix County         | \$150,000                            |                                                                                                                                    |
| Village Administrator                              | Suamico, Village of      |                                      |                                                                                                                                    |
| Director of Administrative Services                | Sun Prairie, City of     |                                      |                                                                                                                                    |
| Assistant Village Administrator                    | Sussex, Village of       | Salary, up to \$100,000              |                                                                                                                                    |
| Village Administrator                              | Sussex, Village of       |                                      |                                                                                                                                    |
| Village Administrator/Treasurer/Interim Clerk      | Thiensville, Village of  | \$595,000                            |                                                                                                                                    |
| Administrator & Finance Director                   | Trempealeau, Village of  | \$25,000                             | Payment in Lieu of Health Insurance - receive the amount the Village saves in premiums as additional compensation \$24,978 in 2025 |
| Village Administrator                              | Union Grove, Village of  |                                      |                                                                                                                                    |
| Administrative Coordinator                         | Vernon County            | \$10,000                             |                                                                                                                                    |

2025 WCMA Member Salary Survey

| Title                         | Organization              | Life Insurance provided value amount | Other compensation NOT covered in survey                                                                           |
|-------------------------------|---------------------------|--------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| City Administrator            | Verona, City of           | 1x salary                            | Cell phone: \$60/mo.                                                                                               |
| City Administrator            | Viroqua, City of          |                                      |                                                                                                                    |
| Administrator                 | Waterford, Village of     |                                      |                                                                                                                    |
| Village Administrator         | Waunakee, Village of      | \$177,000                            | Receive 5% of Salary either paid out in cash or contributed to tax deferred savings (for 2025, amount was \$8,859) |
| Deputy Administrator          | Waunakee, Village of      | Equal to 1-year salary               | We now offer paid parental leave (6 weeks) and compassionate leave (2 weeks) in addition to other times off        |
| City Administrator            | Waupaca, City of          |                                      |                                                                                                                    |
| County Administrator          | Waushara County,          |                                      | Annual PEHP = \$1,290 Annual                                                                                       |
| City Administrator            | Wauwatosa, City of        | equal to annual salary               | Deferred Compensation 3% of Salary                                                                                 |
| City Administrator            | West Bend, City of        | \$360,000                            |                                                                                                                    |
| Administrator                 | Weston, Village of        |                                      |                                                                                                                    |
| Village Manager               | Whitefish Bay, Village of | Annual salary                        |                                                                                                                    |
| City Manager                  | Whitewater, City of       |                                      | cell phone reimbursement \$50/month                                                                                |
| Administrator/Clerk-Treasurer | Wind Point, Village of    | 55                                   | Phone allowance                                                                                                    |
| Administrator                 | Wrightstown, Village of   | 75% annual income                    |                                                                                                                    |