

City of Evansville

Compensation Philosophy

Definition and Purpose

The Compensation Philosophy is a statement that guides the design of the compensation system and strategy. The statement aligns total rewards (cash compensation and benefits) with the goals for recruitment and retention of employees. The philosophy takes a comprehensive, long term focus and explains the compensation program's goals and how the program supports the employer's long-range strategic goals. Without a compensation philosophy, compensation decisions tend to be viewed from a short-term tactical standpoint apart from the City's overall goals.

Objectives

The City of Evansville recognizes that its employees play a unique and significant role in the provision of services in the community. The City endeavors to recruit, train and develop cohesive, high quality professional staff that will excel in providing public services. It is the compensation philosophy of the City to provide a total compensation package (salary and benefits) based on individual employee performance as a component of the City's compensation system. The City has identified the following objectives in its compensation philosophy and program:

- Provide fair and equitable rates of pay to employees within the City's market
- Develop a system that establishes a "market rate" for each position and states the minimum wage and maximum rates that the City will pay individual employees in a position
- Establish rates of pay that allow the City to successfully compete for, recruit and retain qualified employees with a higher level of prior related work experience
- Establish a market position that is fiscally responsible with public resources
- Ensure that pay rates for existing employees are based on individual performance that meets or exceeds expectations and reflects changing economic conditions
- Develop a pay system that allows employees to progress through the pay range as long as their performance consistently meets expectations
- Develop pay administration policies and procedures that ensure their consistent application throughout the City
- Ensure that the compensation program is understandable to employees, managers, the Common Council, and the public
- Allow the City to recruit and retain experienced employees

Position Descriptions

The basis of the compensation program is the position descriptions. The position descriptions outline the primary purpose of the position, the essential functions, the knowledge skills and abilities required to perform the job, as well as minimum and desired qualifications. The organization will review position descriptions at any time there is a major change in the composition of a position or to ensure that position descriptions remain accurate and up to date. The content of the position descriptions remains the responsibility of the City Administrator and Finance and Labor Relations Committee.

Job Evaluation System

To ensure an internally equitable compensation system, job evaluation points will be assigned to each position. The organization uses the SAFE method, or similar, of job evaluation. The position description is the basis for our job value points. This method of evaluating and classifying positions is based on the assumption that job performance meets acceptable standards. The evaluation process examines the way work is expected to be done. The actual performance and the characteristics of the employee involved in the work are excluded from the process. This method does not measure an individual's effectiveness or need for development, but rather focuses solely on the content of the job.

Reclassification

Occasionally a job within the organization may be newly created or undergo a change in job duties in order to meet the needs of the organization. In that case, the position description will be reviewed and when applicable, updated with new areas of responsibility. When amended, a position description is reviewed using the SAFE method, comparable job advertisements, or similar, and the assigned grade in the pay scale may be changed. Reclassifications may be initiated by the City Administrator. When reclassification occurs separation between pay rates among staff within departments and across the city shall remain.

External Market Analysis

In order for the organization to attract and retain employees it is necessary to evaluate the "market" to determine if our total compensation package is appropriate. To remain competitive it is the intent of the City to review the external market every three to five years (or more frequently when so determined by the Common Council). The cities selected for comparables as a part of the City's compensation philosophy include cities similar to the City of Evansville, cities located near and around the City geographically and cities which will be comparable as the City grows. This group includes cities close to the City's current population and the projected population at the time of the next expected review of the external market.

Internal Equity Analysis

The organization strives to maintain a pay structure that keeps internal equity among

positions based on their job value points. Positions are assigned to a grade using the SAFE method, or similar, to create a total point profile for new and existing job classifications. Separation between pay rates within departments and across the city should remain

Compensation Plan

The compensation system for the City has three pay scales, one for general government and public safety positions, one for library positions and one for electric utility positions. The compensation plans for the City include 25 pay grades with a 6% spread between grades. Each grade has 9 full steps and 8 half steps, with 2.75% between full steps and 1.38% between half steps. Full-time employees shall move through the wage schedule based on experience, years of service, and satisfactory performance. Employees with performance ratings of meeting expectations or higher shall receive a step increase annually, typically on their anniversary date. Employees with performance ratings below standards or needing improvement shall not receive a step increase until the performance rating improves to meeting expectations or higher.

Annually, the Common Council will review the compensation plan and may provide a compensation plan or base adjustment to the salary schedules based on cost of living and other factors such as recruitment and retention issues. The recommendation shall be based on the combination of an index as established by the Common Council and the fiscal position of the City. Any adjustment to the compensation plan or base adjustment will apply to all employees.

The Council reserves the right to deviate from the compensation plan when, in sole judgment of the Council, market conditions or other circumstances dictate such a decision.

Compensation Plan Adjustment Implementation

Effective the date of implementation as determined by the Common Council, employees in positions where the salary grade is adjusted upward as a result of a market study or pay equity review shall be placed on the salary step that is closest to their current rate of pay resulting in an increase in base rate. Employees whose salary grade is adjusted downward are not eligible for base rate increases but shall not suffer a pay cut. Instead, the employees' base rates shall be frozen until such time as their salary grade maximum exceeds their current base rate of pay.

In the event of a compensation plan or base adjustment to the salary schedule, employees in positions where their current base rate does not exceed the maximum of the salary grade shall receive the adjustment in the form of a base increase.

Approved by Common Council March 8, 2022. Revised August 8, 2023 and November 12, 2024.

City of Evansville, Wisconsin
Pay Scale-Gen

2025 General Pay Scale									
Grade	Step								
	1	2	3	4	5	6	7	8	9
1	39,711.13	40,803.19	41,925.27	43,078.22	44,262.87	45,480.10	46,730.80	48,015.90	49,336.34
2	42,093.80	43,251.38	44,440.79	45,662.91	46,918.64	48,208.90	49,534.65	50,896.85	52,296.52
3	44,619.43	45,846.46	47,107.24	48,402.69	49,733.76	51,101.44	52,506.73	53,950.66	55,434.31
4	47,296.59	48,597.25	49,933.67	51,306.85	52,717.79	54,167.53	55,657.13	57,187.70	58,760.37
5	50,134.39	51,513.08	52,929.69	54,385.26	55,880.85	57,417.58	58,996.56	60,618.97	62,285.99
6	53,142.45	54,603.87	56,105.47	57,648.37	59,233.70	60,862.63	62,536.35	64,256.10	66,023.15
7	56,331.00	57,880.10	59,471.80	61,107.28	62,787.73	64,514.39	66,288.54	68,111.47	69,984.54
8	59,710.86	61,352.91	63,040.11	64,773.71	66,554.99	68,385.25	70,265.85	72,198.16	74,183.61
9	63,293.51	65,034.08	66,822.52	68,660.14	70,548.29	72,488.37	74,481.80	76,530.05	78,634.62
10	67,091.12	68,936.12	70,831.87	72,779.74	74,781.19	76,837.67	78,950.71	81,121.85	83,352.70
11	71,116.59	73,072.29	75,081.78	77,146.53	79,268.06	81,447.93	83,687.75	85,989.16	88,353.86
12	75,383.58	77,456.63	79,586.69	81,775.32	84,024.14	86,334.81	88,709.01	91,148.51	93,655.10
13	79,906.60	82,104.03	84,361.89	86,681.84	89,065.59	91,514.89	94,031.55	96,617.42	99,274.40
14	84,700.99	87,030.27	89,423.60	91,882.75	94,409.53	97,005.79	99,673.45	102,414.47	105,230.87
15	89,783.05	92,252.09	94,789.02	97,395.72	100,074.10	102,826.14	105,653.85	108,559.34	111,544.72
16	95,170.03	97,787.21	100,476.36	103,239.46	106,078.54	108,995.70	111,993.09	115,072.90	118,237.40
17	100,880.24	103,654.44	106,504.94	109,433.83	112,443.26	115,535.45	118,712.67	121,977.27	125,331.64
18	106,933.05	109,873.71	112,895.24	115,999.86	119,189.85	122,467.57	125,835.43	129,295.91	132,851.54
19	113,349.03	116,466.13	119,668.95	122,959.85	126,341.24	129,815.63	133,385.56	137,053.66	140,822.64
20	120,149.98	123,454.10	126,849.09	130,337.44	133,921.72	137,604.56	141,388.69	145,276.88	149,271.99
21	127,358.97	130,861.35	134,460.03	138,157.68	141,957.02	145,860.84	149,872.01	153,993.49	158,228.31
22	135,000.51	138,713.03	142,527.64	146,447.15	150,474.44	154,612.49	158,864.33	163,233.10	167,722.01
23	143,100.54	147,035.81	151,079.29	155,233.97	159,502.91	163,889.24	168,396.19	173,027.09	177,785.33
24	151,686.58	155,857.96	160,144.05	164,548.01	169,073.08	173,722.59	178,499.96	183,408.71	188,452.45
25	160,787.77	165,209.43	169,752.69	174,420.89	179,217.47	184,145.95	189,209.96	194,413.24	199,759.60

*2025 General Pay Scale above does not show budgeted half steps of 1.375%

City of Evansville, Wisconsin
Pay Scale-Lib

2025 Library Pay Scale

Grade	Step								
	1	2	3	4	5	6	7	8	9
1	29,056.96	29,856.02	30,677.06	31,520.68	32,387.50	33,278.16	34,193.31	35,133.62	36,099.80
2	30,800.37	31,647.38	32,517.69	33,411.92	34,330.75	35,274.85	36,244.90	37,241.64	38,265.78
3	32,648.39	33,546.23	34,468.75	35,416.64	36,390.60	37,391.34	38,419.60	39,476.14	40,561.73
4	34,607.30	35,559.00	36,536.87	37,541.64	38,574.03	39,634.82	40,724.77	41,844.71	42,995.43
5	36,683.74	37,692.54	38,729.08	39,794.13	40,888.47	42,012.91	43,168.26	44,355.39	45,575.16
6	38,884.76	39,954.09	41,052.83	42,181.78	43,341.78	44,533.68	45,758.36	47,016.71	48,309.67
7	41,217.85	42,351.34	43,516.00	44,712.69	45,942.29	47,205.70	48,503.86	49,837.71	51,208.25
8	43,690.92	44,892.42	46,126.96	47,395.45	48,698.83	50,038.04	51,414.09	52,827.98	54,280.75
9	46,312.37	47,585.96	48,894.58	50,239.18	51,620.75	53,040.33	54,498.93	55,997.65	57,537.59
10	49,091.11	50,441.12	51,828.25	53,253.53	54,718.00	56,222.74	57,768.87	59,357.51	60,989.85
11	52,036.58	53,467.59	54,937.95	56,448.74	58,001.08	59,596.11	61,235.00	62,918.97	64,649.24
12	55,158.78	56,675.64	58,234.22	59,835.66	61,481.14	63,171.88	64,909.10	66,694.10	68,528.19
13	58,468.30	60,076.18	61,728.28	63,425.80	65,170.01	66,962.19	68,803.65	70,695.75	72,639.88
14	61,976.40	63,680.75	65,431.97	67,231.35	69,080.21	70,979.92	72,931.87	74,937.49	76,998.28
15	65,694.98	67,501.60	69,357.89	71,265.23	73,225.03	75,238.72	77,307.78	79,433.74	81,618.17

**City of Evansville, Wisconsin
Pay Scale-Elec**

2025 Electric Pay Scale

Grade	Step								
	1	2	3	4	5	6	7	8	9
1	47,362.55	48,665.02	50,003.30	51,378.39	52,791.30	54,243.06	55,734.74	57,267.45	58,842.31
2	50,204.30	51,584.92	53,003.50	54,461.10	55,958.78	57,497.64	59,078.83	60,703.50	62,372.84
3	53,216.56	54,680.01	56,183.71	57,728.76	59,316.30	60,947.50	62,623.56	64,345.71	66,115.21
4	56,409.55	57,960.81	59,554.73	61,192.49	62,875.28	64,604.35	66,380.97	68,206.45	70,082.13
5	59,794.12	61,438.46	63,128.02	64,864.04	66,647.80	68,480.61	70,363.83	72,298.84	74,287.05
6	63,381.77	65,124.77	66,915.70	68,755.88	70,646.67	72,589.45	74,585.66	76,636.77	78,744.28
7	67,184.68	69,032.25	70,930.64	72,881.23	74,885.47	76,944.82	79,060.80	81,234.97	83,468.93
8	71,215.76	73,174.19	75,186.48	77,254.11	79,378.60	81,561.51	83,804.45	86,109.07	88,477.07
9	75,488.70	77,564.64	79,697.67	81,889.35	84,141.31	86,455.20	88,832.72	91,275.62	93,785.69
10	80,018.02	82,218.52	84,479.53	86,802.72	89,189.79	91,642.51	94,162.68	96,752.15	99,412.84
11	84,819.11	87,151.63	89,548.30	92,010.88	94,541.18	97,141.06	99,812.44	102,557.28	105,377.61
12	89,908.25	92,380.73	94,921.20	97,531.53	100,213.65	102,969.52	105,801.19	108,710.72	111,700.26
13	95,302.75	97,923.57	100,616.47	103,383.42	106,226.47	109,147.70	112,149.26	115,233.36	118,402.28
14	101,020.91	103,798.99	106,653.46	109,586.43	112,600.06	115,696.56	118,878.21	122,147.36	125,506.42
15	107,082.17	110,026.93	113,052.67	116,161.61	119,356.06	122,638.35	126,010.91	129,476.21	133,036.80

**2025 Electric Pay Scale will merge with the 2025 General Pay Scale in accordance with 2025 PSC rate case*