

### County Administrator Compensation/Benefit Comparison

County	2010 Population	2015 (Current) Salary	Years in Position	Retention Incentive	Vehicle Allowance	Expense Allowance	WRS (Employee Portion)	Deferred Comp	Dues for Civic Clubs	Vacation	Personal Days	Professional Development	Total Compensation for 2015
Ashland	16,157												
Barron	45,870	\$105,794	6							24		Dues for NACA, ICMA, WCEA, WCMA and WICPA	\$105,794
Bayfield	15,014												
Burnett	15,457	\$98,000	2					\$600 annually	As needed	18	Ability to flex as needed	Dues for WCMA, ICMA, anything else up to \$2500	\$98,600
Calumet	48,971	\$135,000 (to increase \$5,000 per year through 2018 - 2018 salary will be \$150,000)	1	Beginning January 2016, \$4,000 annually paid in \$1,000 quarterly installments. Beginning January 2018, \$8,000 annually in \$2,000 quarterly installments. (Into deferred comp)				County to contribute 3% of annual base salary to deferred compensation account of choice		PTO earned at level 5 (21 years of service). Total per year is 43 (to be used for holidays, sick time, and vacation)		Dues for NACA, ICMA, WCEA, WCMA and cost of attending one national conference in addition to the NACo conference annually.	\$135,000
Chippewa	62,415	\$120,682								20			
Dodge	88,759	\$106,300	7							20	2 days in lieu of increase	ICMA, WCMA, WGFOA	\$106,300
Door	27,785	\$108,000	1 month							PTO @ 5 years Service (24 days)		Dues for ICMA, WCMA and conference support	\$108,000
Douglas	44,159	\$103,022	5	Pay for Performance to 120% of scale (potential to \$126,797 - must meet standards for 2 years consecutively to increase salary over 100%).					\$2,000 annual budget covers professional and civic club dues	20	28 hours per year; no carry over - use or lose	Training Budget is \$7,500; includes travel, meal reimbursement, conference/ training costs	\$103,022
Dunn (Admin Coord)	43,857	\$121,472	14		\$575/month or \$6,900 annually (Determined by multiplying the current standard busienss mileage rate established by the IRS by 1000. For 2015, the amount is 57.5 cents/mile or \$575)					20		Memberships to NACA, ICMA, WCEA, WCMA and cost of attending one national conference or the NACo conference annually	\$128,372

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Eau Claire	98,736	\$135,000	1 month						The County shall pay for reasonable membership dues, fees and attendant expenses for the Administrator to participate in a local civic or community organization as established by that organization.	26		Memberships to NACA, ICMA, WCEA, WCMA and cost of attending one national conference annually	\$135,000
Iowa	23,687	\$95,000	VACANT							MTO level 4 of 6 (31 days)		WCMA & ICMA	\$92,000
Jefferson	83,686	\$121,638	2							15	5	Membership to ICMA, WCEA and WCMA; Pay State Bar annual license fee; Conference expenses based on annual budget	\$121,600
Kewaunee	20,574	\$90,001	6 months							10			\$90,001
La Crosse	114,638	\$180,252	12	\$12,000.00	\$2,400 plus travel outside the County on County business will be reimbursed according to County policy			The \$12,000 annual Retention Award is deposited into a deferred compensation account at 25% per quarter	Pay for reasonable membership fees and/or dues for ONE club/organization	25	10 to be used like vacation	Not limited to ICMA, WCMA, NACo dues and conference expenses	\$199,645
Marathon	134,063	\$124,538	7						County pays for dues for Wausau Rotary	32.5		ICMA Dues and Conference, WCMA Dues and Conference, WCA Legislative Conference	\$124,538
Marinette	41,749	\$115,000	3 Months							20	5	Reasonable	\$115,000
Monroe	44,673	\$95,900	6				100% per contract			23	1.5	WCMA, ICMA, GFOA	\$95,900
Ozaukee	86,395	\$128,710	15				\$ 8,752			20		Not limited to: WCMA, WCEA, NACO	



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<b>Manitowoc (County Executive)</b>		\$ 79,137.00	9										
Fon du Lac (County Executive)													
<b>Columbia (Administrative Coordinator-served by County Clerk)</b>		N/A											

Manitowoc \$ 79,137.00  
 Dodge \$ 106,300.00  
 Washington \$ 111,966.00  
 Chippewa \$ 120,682.00  
 Jefferson \$ 121,638.00  
 Rock \$ 127,500.00  
 Sheboygan \$ 130,333.00  
 Calumet \$ 135,000.00  
 Eau Claire \$ 135,000.00  
 LaCrosse \$ 180,252.00  
 Columbia n/a  
 Sauk  
 Fond du Lac