



Resolution 2025-55

Village of Lake Hallie
Chippewa County

RESOLUTION ESTABLISHING THE NON-EXEMPT EMPLOYEE WAGE SCHEDULE

WHEREAS, the Village of Lake Hallie is committed to maintaining fair, competitive, and transparent compensation practices for all non-exempt employees;

WHEREAS, the Village Administrator/Clerk-Treasurer conducted a comprehensive review of regional municipal wage data using the 2025 Finance Salary Survey provided by the Village of Fall Creek, specifically the datasets titled "Wage Study 2025-0916" and "Admin Wages 2025-0916," which include comparable municipalities within the Eau Claire and Chippewa County region;

WHEREAS, the analysis aligned Village positions with appropriate benchmark roles, including Deputy Clerk/Assistant, Operator classifications, and related municipal comparables, as outlined in the memorandum dated December 15, 2025;

WHEREAS, the survey results identified market-competitive wage groupings supporting the establishment of updated minimum, midpoint, and maximum ranges for each non-exempt role, ensuring internal equity and competitiveness within the municipal labor market;

WHEREAS, adopting structured wage ranges will support the Village in retaining qualified staff, addressing positions currently below minimum, and ensuring consistent application of compensation practices;

WHEREAS, the Village Administrator/Clerk-Treasurer recommends adoption of the updated wage schedule effective January 1, 2026;

NOW THEREFORE BE IT RESOLVED, that the Village Board of the Village of Lake Hallie hereby adopts the following Non-Exempt Employee Wage Schedule:

ROLE	MINIMUM	MIDPOINT	MAXIMUM	NOTES
Police Dept Clerk	\$21.00	\$24.00	\$27.00	Midpoint aligns with current staffing
Office Assistant	\$17.00	\$19.00	\$21.00	Current pay at midpoint
Deputy Clerk/Treasurer	\$22.00	\$27.00	\$32.00	Range tied to survey median and upper quartile
Public Works Operator	\$23.00	\$26.50	\$30.00	Reflects combined operator survey data
Public Works Foreman	\$29.00	\$32.00	\$35.00	Anchored between Operator and PW Director
LTE Public Works	\$19.00	\$21.00	\$23.00	70–85% of Operator rates
LTE Parks, Recreation, and Recycling	\$16.00	\$18.50	\$21.00	Seasonal parks and recycling duties
LTE Election Workers	\$13.00	\$15.00	\$17.00	Based on WI municipal practices



BE IT FURTHER RESOLVED, that these wage ranges shall become effective January 1, 2026, and shall govern all non-exempt positions within the Village of Lake Hallie unless amended by future Board action.

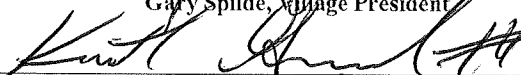
BE IT FURTHER RESOLVED, that staff shall incorporate these ranges into the Village's compensation framework and adjust any employee wages that fall below the approved minimums.

BE IT FURTHER RESOLVED, that the Village Board directs the Administrator/Clerk-Treasurer to conduct an annual review of these ranges during the budget process using CPI-U and updated municipal salary survey data.

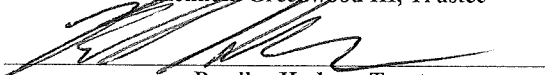
ADOPTED this 15th day of December 2025.



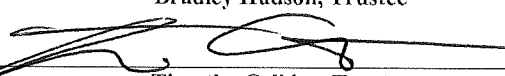
Gary Spilde, Village President



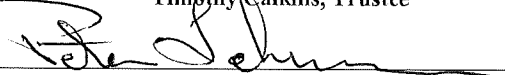
Kenneth Greenwood III, Trustee



Bradley Hudson, Trustee



Timothy Calkins, Trustee



Peter Lehmann, Trustee