



Committee of the Whole Meeting Agenda

Tuesday, January 06, 2026 at 6:30 PM

Columbus City Hall – 105 N. Dickason Boulevard

Roll Call

Notice of Open Meeting

Approval of Agenda

Public Comment

New Business

1. Discussion regarding waiving the maximum driveway width and allowing the width not to exceed 37 feet at 333 Transit Road.
2. Discussion of Resolution needed to join the Statewide Public Safety Interoperable Communication System for Dodge County, Wisconsin Grant Program.
3. Discussion of the Wage Study and the proposed Wage Scale.

Convene to Closed Session

4. Convene to closed session per § 19.85(1)(e), for deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, specifically to discuss development proposals for the city owned property at the corner of Tower Drive and Western Ave.

Reconvene to Open Session

Adjourn

*A quorum of city committees and/or commissions may be present at this meeting. No action will be taken or considered by those committees and/or commissions.



Agenda Item Report

Item #1.

Meeting Type: City Council

Meeting Date: January 6, 2026

Item Title: Waiver of Maximum Commercial Driveway Width at 333 Transit Road

Submitted By: Michael Kornmann

Detailed Description of Subject Matter: Chapter 86 of the municipal code sets maximum commercial driveway width at 36 feet. Estes Express Lines is adding a new building and paving their lot. Their new driveway is appropriate for their use and the small increase from the maximum allowed driveway is appropriate. Allowing a driveway width up to 37 feet is supported by staff.

List all Supporting Documentation Attached:

- None

Action Requested of Council: Approve commercial driveway width at the property located at 333 Transit Drive up to 37 feet.



Agenda Item Report

Item #2.

Meeting Type: Committee of the Whole/Common Council Meeting

Meeting Date: January 6, 2026

Item Title: Resolution to join the Statewide Public Safety Interoperable Communication System for Dodge County, Wisconsin

Submitted By: Scott Hazeltine, Columbus Fire Chief

Detailed Description of Subject Matter: FY2026 Interoperable Radio Grant Program

Key Information:

- **Grant Program:** FY2026 Interoperable Radio Grant Program
- **Cost Share/Match:** 20% Local Cash Match required. Maximum 80% State Share.
- **Match Requirements:**
 - Cash match only.
 - Funds must remain local and not be from other State or Federal Grant programs.
 - Match must cover eligible expenses under the grant program.
 - Governing body resolution or written commitment required, indicating intent to spend 20% of the total grant awarded.
- **Application Deadline:** January 15, 2026, 11:59 pm.
- **Budget Availability:** Funds not needed until 2027, per Dodge County Emergency Management.
- **Maximum Funding:** \$50,000 per entity, requiring a \$10,000 Local Match.

Proposed Project Details (as of 11/13/2025):

- **Immediate Need:** Replacing all apparatus and base radios and 3 Chief portable radios.
- **Estimated Cost:** \$47,854.40
- **Future Project (2027):** Replacing all Officer radios (other than the 3 previously mentioned) and possibly all seated positions for portable radios.
- **Communication Improvement:** Current communication with Dane County is on an unmonitored channel; this project aims to increase Firefighter safety.

Main Themes:

- **Funding Opportunity:** The grant provides a significant opportunity to upgrade radio equipment.
- **Local Commitment:** Securing the required Local Match is crucial for application success.
- **Phased Approach:** The project is likely to be implemented in phases, with immediate needs addressed first, and further upgrades planned for 2027.
- **Enhanced Safety:** A key driver for the project is improving Firefighter safety through better communication capabilities.

List all Supporting Documentation Attached: Draft Copy of Resolution 1-26.

Action Requested of Council: Approval of the Resolution, to move forward with the Grant opportunity with Dodge County.

Strategic Plan Objective: Objective 4 Utilize all financial tools available.

FY2026 Interoperable Radio Grant – Municipal Board Quick Handout

What This Grant Is

The Wisconsin Department of Military Affairs – Office of Emergency Communications (OEC) is offering competitive funding for local agencies to purchase interoperable radios that operate on both Dodge County's current VHF system and the State of Wisconsin's new 7/800 MHz WISCOM system.

Approximately \$3 million is available statewide, and OEC has indicated that a FY27 grant round is unlikely.

Why Your Agency Should Apply

- Each agency may request up to \$50,000 (including the required 20% match).
- Agencies must apply individually—not as a countywide bundle.
- New radios will improve:
 - Daily communication reliability
 - Interoperability with State Patrol, DNR, WEM, DOJ, and DOC
 - Mutual aid with surrounding counties using 700/800 MHz systems
 - Alignment with future countywide radio improvements identified in the TUSA study

What the Municipality Must Do

1. Approve a Resolution of Support including the 20% local cash match.
2. Confirm match funding is available (must be a cash match; no in-kind allowed).
3. Authorize the agency head (Fire/EMS/Police/Administration) to submit the application.

What Dodge County Will Provide

- County-level letters of support
- System needs documentation
- Interoperability and committee background
- Project narrative template
- Budget template
- Vendor quote guidance for multiband radios
- Assistance with WISCOM interoperability documents

Why This Matters

Approving this application will:

- Improve emergency response reliability
- Strengthen regional mutual aid capabilities
- Prepare your agency for the county's future radio modernization plan
- Leverage state funding to reduce long-term equipment costs

Deadline

All grant applications must be submitted by January 15, 2026 (11:59 PM CT).



Agenda Item Report

Meeting Type: Committee of the Whole & Council

Meeting Date: January 6, 2026

Item Title: Wage Study & Proposed Wage Scale

Submitted By: Matt Amundson, City Administrator

Detailed Description of Subject Matter:

Kendra Riddle and Michael Lawson have collaborated with me over the past several months on a wage study and the development of a condensed wage scale for City positions. Engaging a third-party firm for this work typically costs upwards of \$20,000; this was an internal effort to follow a similar process. While not perfect, it provides a solid benchmark to assess our competitiveness.

- **2025 Wage Data Collected:** This document includes data from the City of Berlin wage study conducted by PAA in 2025, supplemented with additional information I gathered. Average salaries for each position are listed at the bottom of each column.
- **2025 Pay Range Data:** This document converts the average salary to an hourly midpoint. Minimum and maximum ranges are set at 80% and 120% of the average, respectively. The final column shows the City's current 2026 wage for each position and indicates whether it falls below midpoint, above midpoint, or above maximum.
- **2026 Proposed Wage Scale:** This document groups similar positions into pay grades to establish a structured wage scale.

List all Supporting Documentation Attached:

2025 Wage Data Collected

2025 Pay Range Data

2026 Proposed Wage Scale

Action Requested of Council:

Consider and take action on Wage Study and the proposed Wage Scale.

Strategic Plan Objective(s):

Objective 7: Provide resources to develop an employee recruitment and retention program that includes training and professional development activities.

2025 Wage Data Collected

Item #3.

Community	Population	Administrator	City Clerk	Treasurer	HR	Admin Asst / Customer Service	DPW Director	Econ Dev / Planner	DPW Foreman / Lead / (Maint I)	DPW Laborer	Police Chief	Asst Chief / Captain / Lieutenant	PD Office Manager	PD Clerk	Library Director	Youth Librarian	Recreation Director	Senior Center Director / Manager	
Green Lake	1185	\$93,268				\$27.00	\$84,331		\$31.53	\$23.38	\$84,331				\$55,602	\$15.62			
Wautoma	2297	\$103,725				\$23.12	\$72,087		\$28.18	\$27.01	\$91,775	\$76,513			\$56,624	\$14.89			
Algoma	3198	\$118,433					\$81,600		\$35.74	\$27.00	\$88,995				\$56,160	\$19.50			
Wi Dells	3383	\$130,065						\$88,780	\$42.04	\$32.11	\$116,625	\$107,245			\$86,630	\$22.45			
Omro	3624	\$104,000							\$33.88	\$27.59	\$89,427	\$81,272			\$55,474				
Cross Plains	4180																		
Chilton	4191	\$131,368				\$23.12	\$97,423		\$31.70	\$30.11	\$99,840	\$82,499			\$45,760				
Prescott	4539	\$119,309				\$23.97	\$108,326	\$66,995		\$33.60	\$113,402	\$99,049			\$75,462				
Oconto	4568	\$90,000				\$20.78	\$74,460		\$29.71	\$26.74	\$91,867	\$73,882			\$61,122				
Mosinee	4578	\$97,345				\$18.69	\$82,514		\$32.80	\$30.01	\$86,486	\$86,944							
Clintonville	4685	\$107,682				\$27.65	\$107,099			\$25.53	\$101,753	\$91,000			\$74,641				
Dodgeville	5077													\$26.13					
Columbus	5478	\$128,752	\$73,028.80	\$93,600.00	\$30.93	\$22.89	\$85,634	\$87,568	\$28.20	\$26.62	\$99,902	\$84,594	\$25.93	\$22.53	\$72,821	\$23.91	\$62,192	\$25.50	
Berlin	5513	\$100,000				\$25.94	\$78,873	\$51,272	\$28.13	\$25.65	\$97,074	\$85,924			\$58,344	\$24.72		\$22.50	
Milton	5778	\$123,199	\$86,924.00	\$86,924.00		\$25.96	\$109,459		\$40.27	\$27.85	\$112,486	\$99,796	\$31.32		\$84,672				
Evansville	5819	\$155,858	\$76,814.40	\$96,616.00		\$29.26	\$88,813	\$94,784		\$27.90	\$143,102	\$101,057	\$27.90		\$71,027				
Waupaca	6377	\$105,060				\$25.34	\$97,136	\$76,232	\$32.77	\$27.45	\$91,414	\$88,961			\$91,603	\$18.45		\$23.33	
Slinger	6576	\$122,500							\$30.87		\$110,000	\$103,000				\$21.87			
Lake Mills	6803	\$128,714				\$27.54	\$108,150	\$94,500	\$29.40	\$24.39	\$97,472	\$84,160			\$81,112	\$24.87			
New London	7587	\$115,595				\$20.79	\$94,362			\$27.05	\$118,970	\$96,920			\$89,989	\$24.23		\$20.82	
Ripon	7678	\$115,480																	
Mt Horeb	7803	\$129,839	\$79,040.00	\$113,006.40	\$43.98	\$25.49	\$102,059		\$32.29	\$30.14	\$116,480	\$101,920		\$27.00			\$77,520		
Sheboygan Falls	8656	\$139,725	\$68,556.80	\$70,720.00		\$21.99	\$111,780		\$34.23	\$29.19	\$117,990	\$95,841	\$34.88	\$23.56					
Plymouth	8909	\$156,700	\$80,995.20	\$64,168.00		\$26.45	\$136,250	\$92,737	\$35.20	\$26.83	\$136,250	\$92,736							
Total Responses		\$2,616,616.66	\$465,359.20	\$525,034.40	\$74.91	\$415.98	\$1,720,355.60	\$652,868.29	\$556.94	\$556.15	\$2,205,641.40	\$1,733,312.60	\$146.16	\$73.09	\$1,117,042.39	\$210.51	\$139,712.00	\$92.15	
Median Salary		\$118,937.12	\$77,559.87	\$87,505.73	\$37.46	\$24.47	\$95,575.31	\$81,608.54	\$32.76	\$27.81	\$105,030.54	\$91,226.98	\$29.23	\$24.36	\$69,815.15	\$21.05	\$69,856.00	\$23.04	
Responses		22	6	6	2	17	18	8	17	20	21	19	5	3	16	10	2	4	

Title	Minimum	MidPoint	Maximum	2026	
				23.09	Below Mid
Police Clerk/FD Admin Asst	\$19.49	\$24.36	\$29.24	23.09	Below Mid
Admin & Billing Clerk (Finance)	\$19.58	\$24.47	\$29.36	23.46	Below Mid
Youth Services Librarian	\$16.84	\$21.05	\$25.26	25.24	Above Mid
Utility Billing Clerk	\$20.85	\$26.06	\$31.27	24.87	Below Mid
PD Administrative MGR	\$23.39	\$29.23	\$35.08	26.58	Below Mid
Senior Center Manager	\$18.43	\$23.04	\$27.64	26.92	Above Mid
Maint Worker II	\$22.25	\$27.81	\$33.37	27.79	Below Mid
Recreation & Aquatics Asst				27.33	
Communications & Econ Dev Coord				28.91	
Maint Worker I	\$26.21	\$32.76	\$39.31	28.91	Below Mid
Wastewater Operator B	\$26.47	\$33.09	\$39.71	32.12-32.41	Below Mid
Deputy Treasurer				27.92	
Utility Accounting Clerk	\$22.05	\$27.57	\$33.08	33.26	Above Max
HR Generalist	\$29.96	\$37.46	\$44.95	31.7	Below Mid
Water Operator	\$26.47	\$33.09	\$39.71	35.9	Above Mid
Recreation Director	\$26.87	\$33.58	\$40.30	30.65	Below Mid
Library Director	\$26.85	\$33.56	\$40.28	35.89	Above Mid
City Clerk	\$29.83	\$37.29	\$44.75	35.99	Below Mid
Lead Water Operator	\$31.61	\$39.51	\$47.42	41.09	Above Mid
Wastewater Operator A	\$31.61	\$39.51	\$47.42	41.09	Above Mid
Public Works Director	\$36.76	\$45.95	\$55.14	42.2	Below Mid
Community & Economic Dev Dir	\$31.39	\$39.23	\$47.08	43.15	Above Mid
Finance Director	\$33.66	\$42.07	\$50.48	46.13	Above Mid
Lieutenant	\$35.09	\$43.86	\$52.63	46.81	Above Mid
Lineman	\$40.66	\$50.83	\$60.99	54.66	Above Mid
Utility Business Manager	\$32.96	\$41.20	\$49.44	49.57	Above Max
Police Chief	\$40.40	\$50.50	\$60.59	54.36	Above Mid
Lead Lineman	\$43.58	\$54.48	\$65.37	56.54	Above Mid
Utility Director	\$47.37	\$59.21	\$71.05	59.13	Below Mid
City Administrator	\$45.75	\$57.18	\$68.62	63.45	Above Mid

2026 Proposed Wage Scale

Item #3.

Pay Grade	Title	Min	Mid	Max	2026
1	Police Clerk/FD Admin Asst	\$20.53	\$25.67	\$30.80	23.09
	Admin & Billing Clerk (Finance)				23.46
	Youth Services Librarian				25.24
	Utility Billing Clerk				24.87
	Senior Center Manager				26.92
2	Maint Worker II (4)	\$21.95	\$27.44	\$32.93	27.79
	Recreation & Aquatics Asst				27.33
	Deputy Treasurer				27.92
	PD Administrative MGR				26.58
	Communications & Econ Dev Coord				28.91
3	Maint Worker I (2)	\$26.89	\$33.61	\$40.33	28.91
	Wastewater Operator B (3)				32.12-32.41
	Water Operator				35.90
	Utility Accounting Clerk				33.26
	HR Generalist				31.70
4	Recreation Director	\$28.54	\$35.68	\$42.82	30.65
	Library Director				35.89
	City Clerk				35.99
5	Lead Water Operator	\$33.66	\$42.08	\$50.49	41.09
	Wastewater Operator A				41.09
	Public Works Director				42.20
	Community/Economic Dev Director				43.15
6	Finance Director	\$36.48	\$45.60	\$54.72	46.13
	Lieutenant (2)				46.81
	Lineman (3)				54.66
	Utility Business Manager				49.57
7	Police Chief	\$44.88	\$56.10	\$67.32	54.36
	Lead Lineman				56.54
	Utility Director				59.13
8	City Administrator	\$46.89	\$58.61	\$70.33	63.45