

RESOLUTION NO. 31-2025

A RESOLUTION APPROVING THE 2026 MERIT PAY PLAN FOR NON-REPRESENTED EMPLOYEES

WHEREAS, the Village of Germantown has created a performance evaluation and merit pay system to determine annual pay increases for non-represented employees; and,

WHEREAS, the Village of Germantown is dedicated to promote the hard work of its staff and has budgeted \$229,000 which includes an average pay increase of 3.5% and related taxes and required pension contributions to be used for pay increases for non-represented employees; and,

WHEREAS, the Village of Germantown Board has been presented with a merit pay chart, as shown below, which will be used during the evaluation process to determine potential pay increases for non-represented employees.

NOW THEREFORE, BE IT RESOLVED by the (Village Board) of the Village of Germantown does hereby approve the 2026 Merit Compensation Plan for non-represented employees.

Evaluation Score	Max Base Pay Increase
0-2.4	0.0%
2.5-2.9	1.5%
3.0-3.9	3.5%
4.0-4.5	4.0%
4.6-5.0	5.0%

Adopted: December 1, 2025



Robert A. Soderberg, Village President

ATTEST:



Donna Ott, Village Clerk