



# DODGEVILLE

*At the heart of it all!*



## City Administrator Dodgeville, Wisconsin

Position Profile



Public Administration Associates



## THE COMMUNITY

Dodgeville is a city in Iowa County, Wisconsin, and is its county seat, with the oldest still-operating county courthouse in the State. The current population estimate is 5,094, making it the county's most populous city. Dodgeville is part of the Madison Metropolitan Area.

In 1827, Henry Dodge, his family, and about 40 miners began what would become the city of Dodgeville. Dodge made a pact with the local Winnebago Indian leaders so he could build a cabin and smelter. The original community had three settlements: "Dodgeville", "Dirty Hollow", and "Minersville". A fourth settlement, Moon Spring, near the intersection of the present Highway 18 bypass and Bennett Road, flourished until the cholera epidemic in the early 1850s.

Dodgeville, named after Dodge, grew slowly in its early years. It was incorporated as a village in the 1840s. Later, a small "war" was fought with the nearby community of Mineral Point regarding which community would become the seat of Iowa County after Lafayette County was created. At the time, Mineral Point was the seat because it was centrally located in the 'old' Iowa County, which stretched from the Wisconsin River in the north and south to the Illinois border.

The County seat eventually moved to Dodgeville because of its central location in the 'new' Iowa County. Subsequently, Dodgeville's population grew rapidly, and it became a center for mining and, later, dairy product manufacturing and shipping. Miners from England flooded the city, and British and Cornish architecture remains visible there today. Dodgeville became the largest city in Wisconsin at the time and one of the largest in the Midwest, north of St. Louis and west of Cincinnati. The community's boom didn't last long, though, and with the decline of mining, its population was overtaken by rapidly growing cities like Chicago and Milwaukee.

Several factors contributed to the decline in mining's importance, including the Black Hawk War, the California Gold Rush, the Civil War, and the emergence of farming, which led to Dodgeville's development as a business and agricultural center. Today, Dodgeville is best known as the headquarters of the apparel company Lands' End, which employs 6,000 people.

According to the most recent available data (2024), the median household income in Dodgeville is \$72,288, and the median value of a single-family home is \$242,600. Additional demographic information about the community is available at <https://dodgevillewi.gov/ed/page/demographics>.

Dodgeville is really "At the Center of it All" as its tourism slogan states. Wisconsin's capital, Madison, is located approximately 45 miles to the east, and Dubuque, Iowa, is located the same distance to the west. It is a regional market center with an historic downtown that has been a designated National Main Street Program since 1991.

Governor Dodge State Park, Wisconsin's largest, is located on Highway 23, about 3 miles (4.8 km) north of Dodgeville. The park's development began in the late 1940s, followed by the development of Cox Hollow Lake in the 1950s.

Military Ridge State Trail is a 40-mile (64 km) trail that runs from Dodgeville to Fitchburg, Wisconsin, following the former Chicago and Northwestern Railroad paths. It is used for hiking, bicycling, snowmobiling, and cross-country skiing.

Nearby are the eclectic wonders of the House on the Rock and the Shake Rag Alley Center for the Arts that welcome visitors from around the Midwest. Likewise, architecture aficionados from around the world visit Taliesin, Frank Lloyd Wright's iconic home.

The Dodgeville School District serves students from Dodgeville, the village of Ridgeway, and surrounding townships. It comprises three schools - one elementary school, one middle school, and Dodgeville High School. The elementary school covers pre-K through 5th grade. The middle school serves grades 6 through 8, and the high school serves grades 9 through 12. St. Joseph's Catholic School serves students in Kindergarten through 8th grade.

In the downtown metropolitan building, Southwest Wisconsin Area Technical College offers adult education and classes. The University of Wisconsin-Platteville, one of the 13 main campuses of the University of Wisconsin System, is located only 25 miles away.

Dodgeville prides itself on its many community events held throughout the year. The Annual Grilled Cheese Championship, Dodgeville Dodge Fest, Off the Vine Wine Walk, Town Square, and Saturday Farmers Markets, to name just a few. It has a very active Chamber of Commerce that leads many of the community's celebrations.

Dodgeville offers 5 city parks, which include several playgrounds and recreational opportunities. Popular Centennial Park contains a swimming pool with a small child wading pool, 3 reservable park shelters, playground equipment, a tennis court, and a baseball diamond. In addition, Harris Park offers volleyball courts, basketball courts, softball diamonds, and a state-of-the-art walking trail.



# THE MUNICIPAL ORGANIZATION

The City of Dodgeville operates under an Elected Mayor-Council form of government. Policy-making and legislative authority are vested in the elected City Council, which establishes the community's vision, adopts ordinances, and sets overall policy direction. The City Administrator is responsible for the day-to-day management of municipal operations and for implementing the policies established by the Council.

Village services are delivered through a range of departments that work collaboratively to serve residents and maintain the community's high quality of life. These include Administration, Clerk/Treasurer, Public Works, Police, Fire and EMS, Library, Water/Sewer Utilities. A professional services firm provides Assessor/Building Inspection services.

The City employs a dedicated team of 36 full-time and 140+ part-time staff across its departments. 61 are employed as paid on-call members of the Fire and EMS Department.

# CITY FINANCES

Dodgeville has a 2026 General Fund Operating Budget of \$6,325,253 with a breakdown as follows:

General Government - \$1,436,695  
Public Safety - \$2,973,238  
Public Works - \$740,150  
Sanitation - \$273,900  
Health and Human Services - \$119,710  
Leisure Activities - \$492,210  
Conservation and Development - \$229,350  
Capital Outlay - \$60,000

It finished 2025 with an estimated Undesignated General Fund Balance of \$3,519,922, which represents a very healthy 55.6% of 2026 budgeted expenditures.

In addition to the General Fund, the City has set the following budgets that total another \$8,589,713:

Library - \$602,258  
Debt Service - \$598,814  
Capital Projects - \$4,799,250  
Water Utility - \$1,245,600  
Sewer Utility - \$1,119,324

2026 Capital Projects include the completion of the renovation of the former Dodgeville City Hall into the new Dodgeville Library; renovation of the City-owned Armory building into the new City Hall; street and utility improvements; and fire station improvements. These projects are being primarily financed through general obligation notes issued last year.

Total outstanding City indebtedness as of December 31, 2025, was \$13,842,420. With a 2025 equalized property value of \$627,046,100, the Village can legally borrow up to 5% of its equalized value (\$31,352,305) under Wisconsin State law, so it has a healthy debt margin of 44.1%.

The City has a current "AA-" bond rating from Standard and Poor's (S&P) Global Ratings. In its report on the City's 2025 GO Promissory Note Issuance, S&P states that "the AA- rating reflects the city's track record of healthy reserves, with a three-year of roughly \$2.6 million in available reserves. The rating also reflects our view of the city's manageable debt profile, which, even with the additional issuance, is expected to remain credit supportive as officials expect future debt needs to be minimal." S&P went on to cite the City's growing economy that has increased by 12.1% over the last five-year period, as well as the city's strong management practices with a robust 10-year long-term financial forecast and comprehensive capital plan that we believe provides better insight into the financials and operations of the city".

**[View the 2024 Dodgeville Audit Report \(2025 not completed yet\)](#)**

**[View the 2026 Dodgeville Budget Summary](#)**



# THE POSITION

Dodgeville is seeking its very first city administrator to lead its talented leadership team and assist the Mayor and City Council in building upon the community's successes.

As the City's chief administrative officer, the Dodgeville City Administrator is responsible for the implementation of the City Council's policies and priorities as well as recommending the annual municipal budget. The City Administrator is responsible for the professional administration of all municipal operations in accordance with Wisconsin Statutes and Village ordinances. The Administrator provides strategic leadership, organizational oversight, fiscal stewardship, and operational coordination to ensure efficient, effective, and responsive delivery of municipal services.

The Dodgeville City Administrator supports the work of the City Council and municipal committees and commissions by coordinating the organization's official business and providing leadership and direction.

As part of the recruitment process for the next Dodgeville City Administrator, PAA conducted an assessment to identify the ongoing priorities and expectations elected officials and staff have for the position. The following key focus areas emerged during those discussions:

- Budget development and financial management
- Capital improvement planning and project implementation
- Economic development and redevelopment
- Human resources, including compensation, performance management, and employee development
- Organizational change and team development

**A full position description can be found [here](#).**

**Starting salary range: \$115K - \$130K DOQ**, plus excellent benefits package.



# **FUTURE OPPORTUNITIES AND CHALLENGES FOR THE FIRST DODGEVILLE CITY ADMINISTRATOR**

There are many opportunities and challenges for the first Dodgeville City Administrator, including the following:

- Establishing and strengthening the role of the City Administrator within Dodgeville city government
- Improving internal recordkeeping systems and operational processes
- Updating the City Comprehensive Plan and Parks and Outdoor Recreation Plan
- Developing a long-range Capital Improvements Plan (CIP), with emphasis on replacing aging infrastructure
- Sustaining economic development initiatives, including continued downtown revitalization efforts
- Enhancing community engagement and public communications
- Maintaining strong and effective first responder services

This is a unique opportunity to mold and develop this position within the Dodgeville municipal organization and community.



## **IDEAL CANDIDATE**

The ideal candidate will demonstrate a high level of both personal and professional integrity and bring a collaborative, team-oriented leadership style to the organization. The successful candidate will be an effective relationship builder who works well with elected officials, staff, residents, and the business community while fostering a positive and productive workplace culture. Strong communication, conflict resolution, and negotiation skills are essential, along with a demonstrated commitment to public service and community engagement.

The City seeks a candidate with strong experience in municipal finance, including budgeting, debt financing, and Tax Increment Financing (TIF), as well as capital improvement planning and implementation. Experience in economic development facilitation, organizational change, staff development, and human resources management is also desired. The successful candidate should be a proactive leader who supports employee growth and organizational effectiveness while helping address community issues and opportunities.

A bachelor's degree in public administration, business administration, or a related field is required; a master's degree is preferred. Candidates should possess a minimum of three to five (3-5) years of progressively responsible municipal supervisory experience. An ICMA-CM credential is considered a plus.

Candidates with private-sector or military experience will also be considered if they can demonstrate accomplishments directly related to the position's required skills and responsibilities.

## **HOW TO APPLY**

Send cover letter, resume, salary history, and five work-related references (one PDF) to Public Administration Associates, LLC

Attn: Sue McDade, Vice President  
E-mail: [smcdade@public-administration.com](mailto:smcdade@public-administration.com)  
Phone 608-516-9012  
Application Deadline: June 12, 2026

Confidentiality must be requested by the applicant and cannot be guaranteed for finalists.



# RECRUITMENT/SELECTION SCHEDULE

**6/12/2026** - Application materials due to PAA

**6/18/2026** – Selection Committee reviews applications – Selection of semi-finalists (6-10) to be invited for initial interviews.

**6/30/2026** – Selection Committee reviews semi-finalist candidates. Finalists (3-4) selected to be invited to Dodgeville for an in-person Assessment Center. PAA begins in-depth reference reports on selected final candidates.

**Week of 7/6/2026** - In-person Assessment Center with City Council, Mayor, and City Staff in Dodgeville

**Immediately Following Assessment Center** – PAA negotiates the terms of the employment letter on behalf of the City, and the City performs necessary final background checks.

**7/21/2026** – Dodgeville City Council formally confirms appointment of new City Administrator.

**August 24, 2026** - Approximate start date for City Administrator (Assumes 30-day notice to current employer)



To Learn more watch the Dodgeville City Administrator video announcement: <https://youtu.be/D8Gs2PBH8OM>