



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: February 16, 2024
To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors
From: Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Subject: From the Chief Human Resources Officer, Department of Human Resources, Requesting to Adjust Constitutional Officer Salaries of the Register of Deeds, County Treasurer and County Clerk in Accordance with Milwaukee County Ordinance Section 17.98 for the Next Eligible Terms.

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File Type: Action Report

REQUEST

The Department of Human Resources requests the Milwaukee County Board of Supervisors to adopt the attached resolution/ordinance which adjusts the compensation for the County elected constitutional officer positions of Register of Deeds, County Treasurer and County Clerk in accordance with Milwaukee County Ordinance Section 17.98 effective with start of the next eligible term of office.

Consistent with s. 59.22(l)(a) Wis. Stats., salaries for the constitutional officers shall be established before the earliest time for filing nomination papers for the office, namely, before April 15th of the year in which the general election for these positions is to be held.

POLICY

Table with 2 columns: Statute/Code and Reference. Rows include Wisconsin State Statutes (59.22(l)(a)) and Milwaukee County Code of General Ordinances (17.98).

BACKGROUND

The Department of Human Resources is responsible for assessing the duties associated with a position and reviewing those duties with respect to the external market and internal roles for comparison. For constitutional officers, the market analysis includes a review of the same elected positions, or equivalent position, within the State of Wisconsin as well as comparable Midwest-region counties. The Department of Human Resources uses the same comparables for non-elected positions within Milwaukee County.

State of Wisconsin:

Table with 6 columns: Position, Milwaukee County, Dane County, Waukesha County, Brown County, Racine County. Rows include Register of Deeds, Treasurer, and County Clerk.

Midwest-Region Comparable Counties:

	Lake County, IL	Oakland County, MI	Marion County, IN
Register of Deeds	\$123,000	\$170,000	No equivalent salary data
Treasurer	\$134,000	\$170,000	\$73,000
County Clerk	\$134,000	\$170,000	\$83,000

*Hennepin County, Minnesota is another frequently used comparable, however, no salary data for these positions was available.

Milwaukee County salaries for the position of Register of Deeds, Treasurer and County Clerk are lower than Dane County; however, Dane County is Wisconsin's leading county relative to pay for many positions, including constitutional officer positions. In addition, current salaries for these positions are lower than some comparable counties outside of Wisconsin. Again, these counties have higher salaries for many positions, including constitutional officer positions.

The following table reflects the salary increases recommended for the new term:

	Current Salary	Current Salary with FICA (7.65%)	Last Salary Adjustment Year	Recommended Increase Percentage	Recommended Increase Amount	Recommended New Salary in Next Term	Recommended New Salary with FICA (7.65%)	Effective Date of New Salary
Register of Deeds	\$91,483.34	\$98,481.82	January 2021	11.5%	\$10,520.66	\$102,004.00	\$109,807.31	January 2025
Treasurer	\$91,483.34	\$98,481.82	January 2021	11.5%	\$10,520.66	\$102,004.00	\$109,807.31	January 2025
County Clerk	\$91,483.34	\$98,481.82	January 2021	11.5%	\$10,520.66	\$102,004.00	\$109,807.31	January 2025

The 11.5% increase to the constitutional officers salaries will go into effect in January 2025, the next new term of office. Although this is the highest percentage increase for constitutional officers in recent years, the Department of Human Resources acknowledges the importance of these elected positions. The Department of Human Resources wants to ensure salaries are competitive, especially as it relates to counties within the state of Wisconsin. The Department of Human Resources also recognizes constitutional officers can, and will, hire deputies and other staff members with additional education, experience, and subject-matter expertise to aid in the execution of department/office operations. Due to credential requirements, some direct reports of constitutional officers have higher salaries than the elected official. This is true for Milwaukee County, other Wisconsin counties and external comparable counties.

RECOMMENDATION

The Department of Human Resources recommends the County Board approve the recommended annual salary for each of the elected officials identified above to begin with the next new term of office. These changes, when fully annualized, will result in an additional \$33,976.47 of salary costs including social security each year.

Related File No's:	20-257
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ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
 - 1B: Create and nurture an inclusive culture across County government
 - 1C: Increase the number of County contracts awarded to minority and women-owned businesses
 - 2A: Determine what, where, and how we deliver services to advance health equity
 - 2B: Break down silos across County government to maximize access to and quality of services offered
 - 2C: Apply a racial equity lens to all decisions
 - 3A: Invest "upstream" to address root causes of health disparities
 - 3B: Enhance the County's fiscal health and sustainability
- Moving the pay for these positions to this level will align more appropriately with*

market and provide consistency amongst elected officer's salary increases.
3C: Dismantle barriers to diverse and inclusive communities

VIRTUAL MEETING INVITES

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PREPARED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

Resolution/Ordinance

Fiscal Note

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Joe Lamers, Director - Strategy, Performance & Budget
Supervisor Willie Johnson Jr., Chairman, Committee on Personnel
Members, Committee on Personnel
Steve Cady, Research & Policy Director, Office of the Comptroller