



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

File 26-332

Date: February 13, 2026
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 an Increase in the Constitutional Office of the Sheriff Salary, in Accordance with Milwaukee County Ordinance Section 17.98 for the Next Eligible Term
File Type: Action Report

REQUEST

The Department of Human Resources requests the Milwaukee County Board of Supervisors to adopt the attached resolution which seeks to adjust the compensation for the County elected constitutional office position of the Sheriff in accordance with Milwaukee County Ordinance Section 17.98 for the next eligible term.

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 15 of the year in which the general election for these positions is to be held.

POLICY

Milwaukee County Code of General Ordinances:	17.98 . - Salaries of constitutional and statutory officers.
--	--

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 unless there are challenges finding qualified candidates.

The Department of Human Resources is requesting this salary adjustment to better align the Sheriff's compensation with the scope, complexity and functional responsibilities of the position. Since the last salary adjustment for this position in 2022, the current salary no longer fully reflects the level of accountability and strategic contributions required of the position.

Historically, compensation recommendations reflected a percentage increase for the duration of the term. Given factors such as inflation, cost of living pressures, and continued market movement, this model no longer fully addresses current conditions. Moving forward, the Compensation Division will recommend an initial adjustment for all Constitutional Officers the first year of the term. This will help align salaries with market realities and mitigate compression concerns. Subsequent years, for the duration of the term will also include moderate increases. This will help stabilize growth and preserve internal equity.

The recommendation is as follows for this position:

Milwaukee County Sheriff current salary: \$137,581.68

9% increase in 2027 - \$149,963

2% increase in 2028 - \$152,962

2% increase in 2029 - \$156,021

2% increase in 2030 - \$159,142

Related File No's:	N/A
--------------------	-----

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
Pay adjustment for the Clerk of Circuit Court to this level will align more appropriately with market realities and help mitigate compression concerns.
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

The cost associated with this increase will be absorbed in the budget of the office if approved.

TERMS

New salary rate would be effective for the Sheriff beginning the next eligible term.

VIRTUAL MEETING INVITES

Margo.Franklin@milwaukeecountywi.gov

Christine.Carlson@milwaukeecountywi.gov

Isaac.Rowlett@milwaukeecountywi.gov

Daniel.Laurila@milwaukeecountywi.gov

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

Fiscal Note

cc: Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Supervisor Patti Logsdon, Chair, Committee on Personnel
Supervisor Willie Johnson Jr., Chair, Committee on Finance
Isaac Rowlett, Interim Director, Office of Strategy, Budget and Performance
Dan Laurila, Operating Budget Manager, Office of Strategy, Budget and Performance
Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Steve Cady, Research & Policy Director, Office of the Comptroller
Denita Ball, Milwaukee County Sheriff
Genaro Baez, Director of Talent Acquisition and HR Operations, Department of Human Resources