



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: JANUARY 13, 2014
To: Chairwoman Marina Dimitrijevic
FROM: Rick Ceschin, Deputy Director of Human Resources
SUBJECT: **Request to establish annual salaries for Constitutional Officers to be elected in 2014 and to amend Chapter 17.98 of the Milwaukee County Code of General Ordinances pertaining to the compensation for the Constitutional Officers.**

A handwritten signature in blue ink, appearing to be "Rick Ceschin", written over the "FROM:" line.

Request

The Department of Human Resources is requesting that the Board adopt the attached resolution and ordinance amendment to Chapter 17.98 of the Milwaukee County Code of General Ordinances. The item seeks to adjust the compensation for the two County Constitutional Officers (Clerk of Circuit Court and Sheriff) who will be elected in November 2014 and to establish guidelines for future salary adjustments for Constitutional Officers. Pursuant to state law, any change to the compensation for these elected offices must be established by Board resolution or ordinance prior to the date when nomination papers may be circulated. In this case of the Clerk of Circuit Court and the Sheriff that date is April 15, 2014.

Background

Clerk of Circuit Court

In Milwaukee County the Clerk of Circuit Court serves as the Director of Court Services, the Register in Probate and the department head for Combined Court Related Operations, a department with a budget in excess of \$40 million and approximately 290 positions. The Clerk of Circuit Court is responsible for providing County support to ensure the efficient operation of all Milwaukee County Circuit Court proceedings and other duties as delineated in Wis. Stats. Chapter 59.40 and the State Constitution.

The Compensation Division of the Department of Human Resources reviewed the salary for comparable elective and appointive positions in Milwaukee (US District Court) and in comparable jurisdictions around the country through a salary survey and data provided by the National Center for State Courts. The incumbent in Milwaukee County currently receives a salary of \$108,013.

Based on the available data, the Compensation Division recommends a salary within the range of \$115,000 - \$165,000, with a midpoint of \$140,000. Discounting for the position being an elective rather than appointed position, the Compensation Division recommends an annual salary of \$125,000 for this position, for the duration of the term that commences in January 2015.

Sheriff

The Milwaukee County Sheriff administers the Office of the Sheriff and all of its associated duties and responsibilities, including operation of the Community Correctional Facility – Central, providing bailiffs for Milwaukee County Courts, patrolling County parks, the County Grounds, freeways and General Mitchell International Airport, serving civil processes and warrants, and other duties as authorized under Wis. Stats. 59.27 and the State Constitution. The Sheriff administers an annual budget exceeding \$70 million and a staff of approximately 625 FTE.

The Compensation Division of the Department of Human Resources reviewed the salary for comparable elective and appointive positions in the Milwaukee vicinity and in comparable jurisdictions around the country through a salary survey. The incumbent in Milwaukee County currently receives a salary of \$132,290.08.

Based on the available data, the Compensation Division recommends a salary within the range of \$109,700 - \$153,500. Based on the current level of compensation, the recommendation is that the salary for this position remains unchanged for the duration of the term that commences in January 2015.

Ordinance Revision

The existing ordinance, 17.98 MCGO, is applicable to the five Constitutional Officers in Milwaukee County: Sheriff, Clerk of Circuit Court, Treasurer, Register of Deeds, and County Clerk. The current ordinance was created in 1999 and pins compensation for those positions to various levels of the outdated Executive Compensation Plan.

The proposed revision removes the outdated references, as well as the specific pay rates established in the ordinance and instead redrafts the ordinance in accordance with the state statute that requires a Board action to adopt a change to the annual salary for those positions.

Recommendation

The Department of Human Resources requests that the attached item be referred to the Committee on Finance, Personnel and Audit and that the item be adopted.