



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: August 18, 2023
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 County Executive and Comptroller in Accordance with Milwaukee County Ordinance Section 17.98 & 17.99(2) for the Next Eligible Terms.

File Type: Ordinance Change

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 County Executive and Comptroller in accordance with Milwaukee County Ordinance Section 17.98 and 17.99(2) effective with start of the next eligible term of office.

Consistent with s. 59.22(l)(a) and 59.17(4), 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 (December 1st of the previous year for the Comptroller) of the year in which the general election for these positions is to be held.

POLICY

Table with 2 columns: Statute/Code, Reference. Rows: Wisconsin State Statutes (59.22(l)(a), 59.17(4)), Milwaukee County Code of General Ordinances (17.98, 17.99)

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. These recommendations are to better align with the market as well as with internal equity for the roles.

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

Table with 7 columns: Position, Current Salary, Last Salary Adjustment Year, Recommended Increase Percentage, Recommended Increase Amount, Recommended New Salary in Next Term, Effective Date of New Salary. Rows: Comptroller, County Executive

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 \$17,412 of salary costs. The cost for 2024 is projected to be \$11,708, as the higher pay will only be effective for approximately eight months.

Table with 2 columns: Related File No's, References (22-148, 22-416)

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 C
Steve Cady, Research & Policy Director, Office of the Comptroller