



*Milwaukee County*  
**Department of Human Resources**  
 INTER-OFFICE COMMUNICATION

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Date: December 30, 2021

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Dean Legler, Director of Compensation/HRIS, Department of Human Resources

Subject: From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting an Increase in Constitutional Office of Sheriff Salary, in Accordance with Milwaukee County Ordinance Section 17.98 for Next Eligible Term *DL*

File Type: Action Report

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### **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 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.
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### **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. This reallocation is being requested to address better alignment with the market as well as with internal equity for the role of Sheriff.

Given a review of this role, an increase is warranted, and the salary for the Sheriff has not been increased in some time. Most recent elected officer role increases that were approved by the Board were consistently approved at a 4% Level.

Comptroller  
Register of Deeds  
Treasurer  
County Clerk

Given the 4% level of increase that the Board has consistently approved in recent elected officer adjustments, it is recommended that the Board adapt a similar 4% increase for the role of Sheriff.

The current Sheriff salary is \$132,290.08. A 4% increase would equate to \$5,291.60. The resulting salary would be \$137,581.68.

Related File No's:	N/A
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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 the Sheriff to this level will align more appropriately with market and provide consistency with most recent actions for other elected office salary increases.*
- 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**

[Include specific term start and end dates, renewal options, automatic renewals, and termination clauses]

New salary rate would be effective for the Sheriff term beginning after the Fall 2022 election.

**VIRTUAL MEETING INVITES**

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**PREPARED BY:**

Dean Legler, Director of Compensation/HRIS, 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 Eddie Cullen, Chairman, Committee on Personnel  
Joe Lamers, Director, Office of Performance, Strategy and Budget, DAS  
Dan Laurila, Operating Budget Manager, DAS-PSB  
Margo Franklin, Chief Human Resources Officer, Department of Human Resources  
Steve Cady, Research & Policy Director, Office of the Comptroller  
Earnell Lucas, Milwaukee County Sheriff