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(ITEM) A resolution/ordinance by Supervisor Lipscomb, Sr., to amend Section 17.98 and Section 17.99 of the Milwaukee County Code of General Ordinances relating to salaries for certain elected officials, by recommending adoption of the following:

A RESOLUTION/ORDINANCE

WHEREAS, salaries for Supervisors and the County Executive were last addressed in 2004; and

WHEREAS, the position of Comptroller was created by Wisconsin State Statute in 2012, and salary for the Comptroller has never been addressed by ordinance; and

WHEREAS, statutory changes since 2004 have superseded or mooted certain provisions of the ordinances, and it is the intent of the Milwaukee County Board of Supervisors to conform the ordinances to the Statutes; and

WHEREAS, the Committee on Finance, Personnel, and Audit-Budget, at its meeting of October 28, 2015 recommended adoption of this resolution/ordinance (vote 7-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby amends Sections 17.98 and 17.99 of the Milwaukee County Code of General Ordinances by adopting the following:

AN ORDINANCE

The Board of Supervisors of the County of Milwaukee does ordain as follows:

SECTION 1. Section 17.98 of the General Ordinances of Milwaukee County is amended as follows:

17.98. - Salaries of constitutional and statutory officers.

The positions of constitutional officers within Milwaukee County include the following: sheriff, clerk of circuit court, county treasurer, register of deeds, and the county clerk. The position of comptroller is a statutory officer. It is recognized that the incumbents of these positions serve as the department head and manager of their respective functional area and thus should be compensated accordingly.

Consistent with s. 59.22(1)(a), Wis. Stats. salary levels for the constitutional officers shall be established before the earliest time for filing nomination papers for the office, namely, before April 15 of these positions shall be established no

47 ~~later than December 31 of the year immediately preceding the year in which the~~
48 ~~general election for these positions is to be held.~~

49
50 Consistent with s. 59.22(1)(a), Wis. Stats. the salary level for the position of
51 comptroller shall be established before the earliest time for filing nomination
52 papers for the office, namely, before December 1 of the year immediately
53 preceding the year in which the general election for the position is to be held.

54
55 Salary for the position of comptroller for the term for which the general election
56 will be held April 5, 2016, is set at one-hundred twenty-five thousand dollars
57 (\$125,000.00) annually.

58
59 In the event no action is taken with respect to the salary levels by such the
60 specified dates, the salary levels shall continue as previously established.

61
62
63 **SECTION 2.** Section 17.99 of the General Ordinances of Milwaukee County is
64 amended as follows:

65
66 17.99. - ~~Automatic adjustments in~~ Setting and adjusting certain officials' salaries.

67
68 (1) Consistent with s. 59.10(2)(b) and s. 59.22(1)(a), Wis. Stats., supervisor
69 salaries shall be set as follows.

70
71 (a) The annual salary for each supervisor to be paid by the County, for
72 the term that commences in April 2016, shall be set at an amount
73 that equals the annual per capita income of Milwaukee County as
74 most recently determined by the U.S. bureau of the census, which
75 figure shall be provided to the Board by the Comptroller. Salary for
76 the chairperson shall be an amount of 150 percent of the salary of a
77 supervisor, and salary for the chairperson of the board's finance
78 committee shall be an amount of 125 percent of the salary of a
79 supervisor. ~~The salaries for county board members and the county~~
80 ~~executive may be adjusted every four (4) years. The adjustment~~
81 ~~required for the respective offices under this subsection shall be~~
82 ~~incorporated in the county executive's 2004 recommended budget~~
83 ~~submitted to the county board in 2003 and every four (4) years~~
84 ~~thereafter. Said adjustment shall be made in the manner hereinafter~~
85 ~~described. Said increase or decrease, if approved by the county~~
86 ~~board by the adoption of a resolution and/or ordinance, shall take~~
87 ~~effect with the commencement of the terms for the respective~~
88 ~~offices in 2004 and every four (4) years thereafter.~~

89
90 (b) No later than September 1 of every subsequent odd-numbered
91 year, the Comptroller shall certify to the Board (i) the amount of the
92 percentage increase in the U.S. consumer price index for all urban

93 consumers, U.S. city average, for the period between the time that
94 a supervisor's salary was last set under sub. (a) or adjusted under
95 this sub. (b) and the current year (the "Percentage Increase") and
96 (ii) the amount that equals the annual per capita income of
97 Milwaukee County as most recently determined by the U.S. bureau
98 of the census (the "Per Capita Amount"). The existing annual
99 salary for supervisor shall be increased by the Percentage
100 Increase, effective with the term beginning in the subsequent even-
101 numbered year, provided, however, that in no event shall the salary
102 for supervisor in any year exceed the Per Capita Amount for that
103 year. Effective with the term beginning in the subsequent even-
104 numbered year, salary for the chairperson shall be an amount of
105 150 percent of the salary of a supervisor and salary for the
106 chairperson of the board's finance committee shall be an amount of
107 125 percent of the salary of a supervisor.

109 (c) Salaries may not be increased by a greater amount than described
110 in sub. (b) except as provided in s. 59.10(2)(c)3, Wis. Stat.

111
112 (2) ~~The salaries for county board members, county board chairperson and the~~
113 ~~county executive following the election on April 6, 2004, shall be adjusted~~
114 ~~commencing at the start of their respective terms in 2004, as provided in~~
115 ~~this subsection.~~

116
117 Consistent with s. 59.17(4), the board may establish the salary of the
118 county executive at least 90 days prior to any election held to fill the office.
119 Absent such action, the salary of the ~~(a) County executive shall remain~~
120 as set in 2004, which is one-hundred twenty-nine thousand, one-hundred
121 fourteen dollars and forty-four cents (\$129,114.44) annually. ~~four thousand~~
122 nine hundred sixty five dollars and ninety four cents (\$4,965.94) biweekly.

123
124 ~~(b) County board chairperson in 2004 is two thousand seven hundred~~
125 ~~forty-six dollars and sixty-two cents (\$2,746.62) biweekly.~~

126
127 ~~(c) County board member in 2004 is one thousand nine hundred forty-~~
128 ~~nine dollars and twenty cents (\$1,949.20) biweekly.~~

129
130 (3) The salary rate steps of each ECP Grade shall be adjusted annually by a
131 general increase to reflect job market trends for management positions
132 upon adoption of a resolution by the county board. Upon implementation
133 of such general increase, the rate received by incumbents of ECP
134 positions shall be adjusted to reflect the general increase. A performance
135 evaluation of each employe holding an ECP position shall be forwarded to
136 the director of human resources no later than March 31 of each calendar
137 year. The performance evaluation shall be for employe performance
138 during the prior calendar year, and shall be conducted in accordance with

139 procedures distributed by the director of human resources. If the
140 performance evaluation completed by their appointing authority meets the
141 criteria for such advancement, incumbents of ECP positions shall be
142 advanced to the next highest rate step in the respective ECP Grade
143 effective on the first day of the pay period which includes April 1. An
144 appointing authority may delay the implementation of the advancement to
145 the next highest rate step by six (6) or twelve (12) pay periods if he/she
146 deems such delay appropriate based on the employe's performance
147 evaluation. New appointees to an ECP position shall not be eligible for
148 advancement to the next highest rate step in the ECP Grade until
149 completion of one year of service and completion of a performance
150 evaluation which indicates that he/she meets the requirements for such
151 advancement as determined by the appointing authority, with such
152 advancement not being effective prior to April 1 in any calendar year. ECP
153 employes receiving the maximum rate step for the respective ECP Grade,
154 shall be eligible for a performance award of up to four (4) percent of their
155 annual salary, based on the evaluation of their performance in the prior
156 calendar year by their appointing authority in accordance with instructions
157 distributed by the director of human resources. A performance award shall
158 be issued as a separate payment, and shall not be added to the recipient's
159 bi-weekly salary but shall be included in the calculation of final average
160 salary for pension calculation purposes. A performance award shall be
161 processed as soon as possible after forwarding of an appropriate
162 recommendation to the director of human resources, but no earlier than
163 May 1 in any given calendar year. No employe compensated under this
164 section shall advance to the next rate step or receive a performance
165 award unless an appropriate performance evaluation recommending such
166 advancement has been received by the director of human resources. The
167 director, department of human resources shall annually provide an
168 informational report to the county board finance, personnel and audit
169 committee summarizing the results of the performance evaluation
170 process. Notwithstanding the foregoing provisions, the county board of
171 supervisors may determine, by a vote of the county board prior to March
172 31 of each year, that no ECP employe shall advance to the next highest
173 rate step or shall be issued a performance award in that calendar year.

174
175 ~~(4) — Effective with the term of office commencing in spring of 2000, the salary~~
176 ~~for the county executive shall be at rate step 5 of ECP Grade 21 in effect~~
177 ~~as of January 1, 2000. Each year during the term of office commencing in~~
178 ~~spring of 2000, effective the pay period in which the anniversary of the~~
179 ~~term of office occurs, unless otherwise determined by a vote of the County~~
180 ~~Board of Supervisors as memorialized in an adopted resolution, the salary~~
181 ~~rate for the county executive shall be advanced to the next highest rate~~
182 ~~step of ECP Grade 21 in effect as of January 1, 2000.~~

183 (5) ~~Effective with the term of office commencing in spring of 2000, the salary~~
184 ~~for all county board supervisors, and the county board vice chairmen, shall~~
185 ~~be at rate step 5 of ECP Grade 13 in effect on January 1, 2000. Each year~~
186 ~~during the term of office commencing in spring of 2000, effective the pay~~
187 ~~period in which the anniversary of the term of office occurs, unless~~
188 ~~otherwise determined by a vote of the county board as memorialized in an~~
189 ~~adopted resolution, the salary rate for county board supervisors, and the~~
190 ~~county board vice chairmen, shall be advanced to the next highest rate~~
191 ~~step of ECP Grade 13 in effect as of January 1, 2000.~~

192
193 **SECTION 3.** The provisions of this amended ordinance shall be effective upon passage
194 and publication.

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