


19-810

**COUNTY OF MILWAUKEE**  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

**DATE** : October 4, 2019

**To** : Theodore Lipscomb, Sr., Chairman, Board of Supervisors

**FROM** :  Julie Landry, Chief Human Resources Officer, Department of Human Resources

**SUBJECT** : **Request to amend Milwaukee County Ordinance Section 17.98 to establish the compensation for the elected Comptroller position for the term beginning after the general election to be held April 7, 2020**

**Request:**

The Department of Human Resources requests the Milwaukee County Board of Supervisors to adopt the attached resolution and ordinance amendment to Chapter 17.98 of the Milwaukee County Code of General Ordinances. This item seeks to adjust the compensation for the County Statutory Office of Comptroller which will be elected for a new term of office beginning after the April 7, 2020 general election. Consistent with s. 59.22(1)(a), Wis. Stats. the salary level for the position of comptroller shall be established before the earliest time for filing nomination papers for the office, namely, before December 1 of the year immediately preceding the year in which the general election for the position is to be held.

**Background:**

The Comptroller salary was originally established at \$125,000 upon the creation of the elected position in 2012. The compensation for this position has not changed since inception.

The Department of Human Resources engaged a consultant to conduct a review of comparable positions to the Comptroller role. For this study, both elected and appointed officials in various jurisdictions were included along with survey data representative of both not-for-profit and for-profit top financial and controller roles. The conclusion of the consultant's study yielded a fiftieth percentile annual salary that was in excess of \$150,000.

This data point was taken into consideration along with:

- Current compensation rates of Milwaukee County's other elected officials
- Statutory formula applied to the Milwaukee County Board of Supervisors
- Recent general employee increases provided for in Milwaukee County Annual Budgets

Year	Reference Point	Reference Percentage Increase	Derived Salary	
2012	Comptroller Established	N/A	\$125,000	Actual
2016	No Increase	N/A	\$125,000	Actual
2018	Statutory formula as applied to County Board If applied to Comptroller	2.87%	\$128,588	Hypothetical
2020	Statutory formula as applied to County Board (Pending) If applied to Comptroller	4.64%	\$134,554	Hypothetical
2021	Potential General Empl Increase	1.00%	\$135,899	Hypothetical
2022	Potential General Empl Increase	1.00%	\$137,258	Hypothetical
2023	Potential General Empl Increase	1.00%	\$138,631	Hypothetical
2024	Potential General Empl Increase	1.00%	\$140,017	Hypothetical

Given the above past and projected Milwaukee County increases, The Department of Human Resources recommends an annual Compensation rate of \$140,000 for the Comptroller role effective the first day of the new term in 2020 after the general election held on April 7, 2020 (effective 4/28/2020). This rate is below the consultant's concluded market data point and is in line with the referenced increases above. The Comptroller's salary has not been reviewed since 2012 and the recommended increase is seen as appropriate for the upcoming term.

**Recommendation:**

The department recommends revising Milwaukee County General Ordinance 17.98 as it pertains to the annual salary of the Comptroller, increasing it from \$125,000 to \$140,000. This change results in an additional \$15,000 of salary annually, equating to a 12% increase over the current salary which was established in 2012. The salary effective date will be April 28, 2020; the first day of the new Comptroller term. The Comptroller is in salary grade 5511NR.

**Fiscal Effect:**

This increase will result in an additional full year expenditure of approximately \$16,148 inclusive of FICA. For FY 2019, given the delayed effective date of 4/28/2020, the additional expenditure will be \$10,981.

The 2020 Recommended Budget does not include funding for this request. The 2020 Recommended Budget includes \$5,000,000 in unallocated contingency. If necessary, an appropriation transfer from unallocated contingency to the Office of the Comptroller may be requested in 2020.

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