



**City
of
Milwaukee**

*INTERDEPARTMENTAL CORRESPONDENCE
LEGISLATIVE REFERENCE BUREAU*

M E M O

To: Members of the Common Council

From: Barry Zalben, Manager, Legislative Reference Bureau

Re: Salaries of Common Council Members and the Mayor in the 2004-2008 term

Date: January 21, 2004

If Common Council members wish to adjust their salaries and that of the Mayor for the 2004-2008 term, they must do so prior to the expiration of the current 2000-2004 term, because state statutes prohibit them from passing an increase and receiving that increase in the same term in which the action is taken.

Common Council members are required to take 2 separate actions in the current term to increase their salaries for the 2004-2008 term: 1) restating the formula found in s.350-100 of the Milwaukee Code to calculate their salaries and that of the Mayor; 2) adjusting pay grades (requires a change in the salary ordinance) on which the formula is based.

The Common Council has already taken the first action to adjust their salaries and that of the Mayor for the 2004-2008 term; on November 5, 2003, the Common Council passed File#030516 revising the salary formula for the 2004-2008 term:

Common Council Members

2004-2005-salary grade 10, step 8, 2000 pay rate
2005-2006-salary grade 10, step 5, 2004 pay rate*
2006-2007-salary grade 10, step 6, 2004 pay rate*
2007-2008-salary grade 10, step 7, 2004 pay rate*

*rate in effect at the commencement of the 2004 term

Common Council President

2004-2005-salary grade 10, step 12, 2000 pay rate
2005-2006-salary grade 10, step 9, 2004 pay rate*
2006-2007-salary grade 10, step 10, 2004 pay rate*
2007-2008-salary grade 10, step 11, 2004 pay rate*

*rate in effect at the commencement of the 2004 term

Mayor

2004-2005-salary grade 20, step 10, 2000 pay rate
2005-2006-salary grade 20, step 7, 2004 pay rate*
2006-2007-salary grade 20, step 8, 2004 pay rate*
2007-2008-salary grade 20, step 9, 2004 pay rate*

*rate in effect at the commencement of the 2004 term

The Common Council has not yet taken the second step for purposes of adjusting their salary, that is, adjusting pay grades to be in effect at the commencement of the 2004 term. Management pay (Council members and the Mayor are in management pay grades) is currently paid at 2002 levels since the Common Council has not adjusted pay for 2003 and 2004.

If the Common Council does not take action to adjust management pay for 2003 and 2004 prior to the end of the 2000-2004 term, the pay rate in effect at the commencement of the 2004 term for purposes of adjusting Council member and mayoral salaries would be the 2002 pay rates, with the following results for salaries for the 2005-2006 year (pay period 10, 2005 through pay period 9, 2006):

Common Council Members

2004-2005 \$ 65,846*
2005-2006 64,022

*same salary as for 2003-2004

Common Council President

2004-2005 \$ 74,420*
2005-2006 72,353

*same salary as for 2003-2004

Mayor

2004-2005 \$ 132,472*
2005-2006 128,824

*same salary as for 2003-2004

Moreover, the decrease in the Mayor's salary for 2005-2006 could impact on salaries for top level management employees, including those of citywide elected officials, in that the city's salary ordinance provides that in no case may the salary of any city official exceed that of the Mayor.

Therefore, the Common Council may wish to consider an adjustment to management pay for 2003 and 2004 prior to the commencement of the 2004 term to avoid the situation described above.