

## **COMMITTEE ASSIGNMENTS**

### **VICE CHAIR**

- Finance and Personnel Committee

### **MEMBER**

- Licenses Committee
- Public Safety and Health Committee
- Milwaukee Commission on Domestic Violence and Sexual Assault
- National League of Cities Community and Economic Development Federal Advocacy Committee



**CHANTIA LEWIS**  
ALDERWOMAN, 9TH DISTRICT

October 29, 2018

To The Honorable Committee  
on Finance and Personnel  
Common Council  
City of Milwaukee

Dear Committee Members:

**Re: Common Council File Nos. 171462 and 171433**

**Subject: Increasing the Salaries of City Elected Officials**

### **Summary**

This communication recommends that the salaries of City elected officials (Mayor, Common Council Members, Common Council President, City Attorney, City Treasurer, Comptroller) be increased by 4.0% at the commencement of the 2020 term of office, and thereafter be increased 3.0% annually for the remainder of the 2020-2024 term of office. As Municipal Judges follow a staggered election calendar, it is recommended that the salaries of Municipal Judges be increased by 4% beginning in pay period 10 of 2020, and thereafter be increased by 3% annually in 2021, 2022 and 2023.

### **Background**

The salaries of the Mayor, Common Council members, Common Council President and City Attorney have been frozen since 2008, the salaries of Municipal Judges have been the same since 2009 and the salaries of the City Treasurer and Comptroller have been unchanged since 2012.

Beyond the issue of stagnant pay, pension contributions have increased for many elected officials, the same as for many General city employees, reducing take-home pay, while pension benefits have decreased.

The Department of Employee Relations has previously recommended that the rates of pay for elected officials should fairly compensate for the work and responsibilities of the office, serve to attract qualified individuals to public service, and take into consideration

whether the salaries are appropriate in comparison to the rates and responsibilities of other elected officials in the municipality. The salaries of the elected offices of the Comptroller, City Attorney and City Treasurer must also be established taking into consideration the pay structure and pay compression considerations of directly reporting subordinate employees, who for the most part are required to possess highly technical credentials and are compensated accordingly.

In order to establish an appropriate compensation level that can serve as an incentive for individuals to run for office, and to continue to attract well-qualified candidates for City positions in future elections, it is recommended that a salary adjustment be made for City elected officials. This communication recommends that the salaries of City elected officials be increased by 4.0% at the commencement of the 2020 term of office, with 3.0% increases annually thereafter for the remainder of the 2020-2024 term of office. This report further recommends that the salaries of Municipal Judges, who follow a different election calendar, be increased by 4.0% in pay period 10 of 2020, with 3.0% increases annually thereafter in 2021, 2022 and 2023.

### **Action Required**

To implement these salary increases, please replace Section 11 of the Salary Ordinance, relative to rates of pay of elected officials, as follows:

### **SECTION 11: ELECTED OFFICIALS**

#### **Pay Range EOE**

Official Rate Biweekly

	Rates for 2012-2016 Term	Rates for 2020-2024 Term			
		PP 10, 2020	PP 10, 2021	PP 10, 2022	PP 10, 2023
MAYOR (1) (2)	\$5,666.76	\$5,893.43	\$6,070.23	\$6,252.34	\$6,439.91
CITY ATTORNEY (3) (4)	\$5,666.75	\$5,893.42	\$6,070.22	\$6,252.33	\$6,439.90
CITY TREASURER (5) (6)	\$4,386.14	\$4,561.59	\$4,698.44	\$4,839.39	\$4,984.57
COMPTROLLER (7) (8)	\$4,831.04	\$5,024.28	\$5,175.01	\$5,330.26	\$5,490.17
MUNICIPAL JUDGE (9) (10)(11)	\$5,117.27	\$5,321.96	\$5,481.62	\$5,646.07	\$5,815.45
ALDERMAN (12) (13)	\$2,816.24	\$2,928.89	\$3,016.76	\$3,107.26	\$3,200.48



- (1) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Mayor shall be \$5,666.76 biweekly (\$147,335.76) [Per File #110108]. This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
- (2) At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the Mayor will increase by 4.0% to \$5,893.43 biweekly (\$153,229.19). Pay Period 10, 2021, the salary of the Mayor will increase by 3.0% to \$6,070.23 biweekly (\$157,825.98). Pay Period 10, 2022, the salary of the Mayor will increase by 3.0% to \$6,252.34 biweekly (\$162,560.84). Pay Period 10, 2023, the salary of the Mayor will increase by 3.0% to \$6,439.91 biweekly (\$167,437.66) [Per File #171462]. These rates are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
- (3) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Attorney shall be \$5,666.75 biweekly (\$147,335.50) [Per File #110993].
- (4) At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the City Attorney will increase by 4.0% to \$5,893.42 biweekly (\$153,228.92). Pay Period 10, 2021, the salary of the City Attorney will increase by 3.0% to \$6,070.22 biweekly (\$157,825.72). Pay Period 10, 2022, the salary of the City Attorney will increase by 3.0% to \$6,252.33 biweekly (\$162,560.58). Pay Period 10, 2023, the salary of the City Attorney will increase by 3.0% to \$6,439.90 biweekly (\$167,437.40). [Per File #171462].
- (5) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Treasurer shall be \$4,386.14 biweekly (\$114,039.64) [Per File #110993].
- (6) At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the City Treasurer will increase by 4.0% to \$4,561.59 biweekly (\$118,601.34). Pay Period 10, 2021, the salary of the City Treasurer will increase by 3.0% to \$4,698.44 biweekly (\$122,159.44). Pay Period 10, 2022, the salary of the City Treasurer will increase by 3.0% to \$4,839.39 biweekly (\$125,824.14). Pay Period 10, 2023, the salary of the City Treasurer will increase by 3.0% to \$4,984.57 biweekly (\$129,598.82) [Per File #171462].
- (7) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Comptroller shall be \$4,831.04 biweekly (\$125,607.04) [Per File #110993].
- (8) At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the Comptroller will increase by 4.0% to \$5,024.28 biweekly (\$130,631.32). Pay Period 10, 2021, the salary of the Comptroller will increase by 3.0% to \$5,175.01 biweekly (\$134,550.26). Pay Period 10, 2022, the salary of the Comptroller will increase by

3.0% to \$5,330.26 biweekly (\$138,586.76). Pay Period 10, 2023, the salary of the Comptroller will increase by 3.0% to \$5,490.17 biweekly (\$142,744.42) [Per File #171462].

- (9) The salary for Municipal Judges shall be \$5,117.27 biweekly (\$133,049.02). Controlling Wis. Stat. 755.05.
- (10) At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of Municipal Judges will increase by 4.0% to \$5,321.96 biweekly (\$138,370.98). Pay Period 10, 2021, the salary of the Municipal Judges will increase by 3.0% to \$5,481.62 biweekly (\$142,522.12). Pay Period 10, 2022, the salary of the Municipal Judges will increase by 3.0% to \$5,646.07 biweekly (\$146,797.82). Pay Period 10, 2023, the salary of the Municipal Judges will increase by 3.0% to \$5,815.45 biweekly (\$151,201.70) [Per File #171462]. Controlling Wis. Stat. 755.05.
- (11) For reserve and substitute Municipal Judges effective January 1, 1996, the compensation rates shall be as follows: \$40 per hour and \$20 per half hour or a minimum of \$110 per half day and \$220 per full day of courtroom session, as established by Resolution #951153.
- (12) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary for members of the Common Council (Aldermen) shall be \$2,816.24 biweekly (\$73,222.24) [Per File #110108]. This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.  
For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Common Council President will increase to \$3,182.66 biweekly (\$82,749.16) [Per File #110108]. This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.
- (13) At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary for members of the Common Council (Aldermen) will increase by 4.0% to \$2,928.89 biweekly (\$76,151.14). Pay Period 10, 2021, the salary for members of the Common Council (Aldermen) will increase by 3.0% to \$3,016.76 biweekly (\$78,435.76). Pay Period 10, 2022, the salary for members of the Common Council (Aldermen) will increase by 3.0% to \$3,107.26 biweekly (\$80,788.76). Pay Period 10, 2023, the salary for members of the Common Council (Aldermen) will increase by 3.0% to \$3,200.48 biweekly (\$83,212.40) [Per File #171462]. Controlling Wis. Stat. 755.05.  
At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the Common Council President will increase by 4.0% to \$3,309.97 biweekly (\$86,059.22). Pay Period 10, 2021, the salary of the Common Council President will increase by 3.0% to \$3,409.27 biweekly (\$88,641.02). Pay Period 10, 2022, the salary of the Common Council President will increase by 3.0% to \$3,511.55 biweekly

(\$91,300.13). Pay Period 10, 2023, the salary of the Common Council President will increase by 3.0% to \$3,616.90 biweekly (\$94,039.40) [Per File #171462]. Controlling Wis. Stat. 755.05.

I request that these Salary Ordinance changes be approved.

Sincerely,

Ald. Chantia Lewis, 9<sup>th</sup> District

City of Milwaukee

LRB172596