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JAMES A. BOHL, JR.

Alderman, 5th District

January 8, 2018

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

Dear Committee Members:

Re: Common Council File No. 171462

Subject: Increasing the Salaries of City Elected Officials

Summary

This report recommends that the salaries of City elected officials (Mayor, Common Council Members, Common Council President, City Attorney, City Treasurer, Comptroller, Municipal Judges) be increased by 2.0% at the commencement of the 2020 term of office, and thereafter be increased 2.0% annually for the remainder of the 2020-2024 term of office.

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.

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 report recommends that the salaries of City elected officials be increased by 2.0% at the commencement of the 2020 term of office, with 2.0% increases annually thereafter for the remainder of the 2020-2024 term of office.

Action Required

Amend Part I, Section 11, of the Salary Ordinance, relative to rates of pay of offices and positions in the City Service, as follows:

Under Pay Range EOE, add footnotes 14 to 20:

14. At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the Mayor will increase by 2.0% (\$5,780.10 biweekly; \$150,282.60 annually). Effective Pay Period 10, 2021, the salary for the Mayor will increase by 2.0% (\$5,895.70 biweekly; \$153,288.20 annually). Effective Pay Period 10, 2022, the salary for the Mayor will increase by 2.0% (\$6,013.61 biweekly; \$156,353.86 annually). Effective Pay Period 10, 2023, the salary for the Mayor will increase by 2.0% (\$6,133.88 biweekly; \$159,480.88 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

15. At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the City Attorney will increase by 2.0% (\$5,780.09 biweekly; \$150,282.34 annually). Effective Pay Period 10, 2021, the salary for the City Attorney will increase by 2.0% (\$5,895.69 biweekly; \$153,287.94 annually). Effective Pay Period 10, 2022, the salary for the City Attorney will increase by 2.0% (\$6,013.60 biweekly; \$156,353.60 annually). Effective Pay Period 10, 2023, the salary for the City Attorney will increase by 2.0% (\$6,133.87 biweekly; \$159,480.62 annually).

16. At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the City Treasurer will increase by 2.0% (\$4,473.86 biweekly; \$116,320.36 annually). Effective Pay Period 10, 2021, the salary for the City Treasurer will increase by 2.0% (\$4,563.34 biweekly; \$118,646.84 annually). Effective Pay Period 10, 2022, the salary for the City Treasurer will increase by 2.0% (\$4,654.61 biweekly; \$121,019.86 annually). Effective Pay Period 10, 2023, the salary for the City Treasurer will increase by 2.0% (\$4,747.70 biweekly; \$123,440.20 annually).

17. At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the Comptroller will increase by 2.0% (\$4,927.66 biweekly; \$128,119.16 annually). Effective Pay Period 10, 2021, the salary for the Comptroller will increase by 2.0% (\$5,026.21 biweekly; \$130,681.46 annually). Effective Pay Period 10, 2022, the salary for the

Comptroller will increase by 2.0% (\$5,126.74 biweekly; \$133,295.24 annually). Effective Pay Period 10, 2023, the salary for the Comptroller will increase by 2.0% (\$5,229.27 biweekly; \$135,961.02 annually).

18. Effective Pay Period 10, 2020, the salary for Municipal Judges will increase by 2.0% (\$5,219.62 biweekly; \$135,710.12 annually). Effective Pay Period 10, 2021, the salary for Municipal Judges will increase by 2.0% (\$5,324.01 biweekly; \$138,424.26 annually). Effective Pay Period 10, 2022, the salary for Municipal Judges will increase by 2.0% (\$5,430.49 biweekly; \$141,192.74 annually). Effective Pay Period 10, 2023, the salary for Municipal Judges will increase by 2.0% (\$5,539.10 biweekly; \$144,016.60 annually). Controlling Wis. Stat. 755.05.

19. 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 2.0% (\$2,872.56 biweekly; \$74,686.56 annually). Effective Pay Period 10, 2021, the salary for Aldermen will increase by 2.0% (\$2,930.02 biweekly; \$76,180.52 annually). Effective Pay Period 10, 2022, the salary for Aldermen will increase by 2.0% (\$2,988.62 biweekly; \$77,704.12 annually). Effective Pay Period 10, 2023, the salary for Aldermen will increase by 2.0% (\$3,048.39 biweekly; \$79,258.14 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

20. At the commencement of the 2020 term of office, Pay Period 10, 2020, the salary of the Common Council President will increase by 2.0% (\$3,246.31 biweekly; \$84,404.06 annually). Effective Pay Period 10, 2021, the salary for the Common Council President will increase by 2.0% (\$3,311.24 biweekly; \$86,092.24 annually). Effective Pay Period 10, 2022, the salary for the Common Council President will increase by 2.0% (\$3,377.46 biweekly; \$87,813.96 annually). Effective Pay Period 10, 2023, the salary for the Common Council President will increase by 2.0% (\$3,445.01 biweekly; \$89,570.26 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

I request that the Salary Ordinance change be approved.

Sincerely,

A handwritten signature in black ink that reads "Jim Bohl". The signature is written in a cursive, slightly slanted style.

Council Member James A. Bohl, Jr.

City of Milwaukee