




**Winnebago County**  
**Department of Human Resources**

*The Wave of the Future*

TO: Personnel & Finance Committee Members  
CC: Mark Harris, County Executive  
John Matz, Sheriff  
Melissa Pingel, Clerk of Courts

FROM: Mike Collard, Director of Human Resources 

DATE: February 22, 2018

RE: Salaries for Elected Officers

By April 15, 2018 the Winnebago County Board is required by law to establish the salaries for the Sheriff, Clerk of Courts, and Coroner for their upcoming 2019 through 2022 terms of office. Since the regular April Board meeting is after this date, the salaries should be established no later than the March Board meeting.

I have compiled a table showing the current (2018) salaries for the Sheriff and Clerk of Courts positions for Winnebago County and for those other counties closest to us in population:

**2018 Salaries for Certain Elected Officials**  
Counties Selected by  
Population

	<u>Sheriff</u>	<u>Clerk of Courts</u>
Racine	\$101,780	\$80,499
Outagamie	\$105,055	\$80,074
<b>Winnebago</b>	<b>\$102,175</b>	<b>\$78,456</b>
Kenosha	\$102,943	\$84,738
Rock	\$117,146	\$76,458
Marathon	\$103,318	\$85,371
Washington	\$104,750	\$80,077
Average:	\$105,310	\$80,810
Winnebago		
Below Avg:	3.07%	3.00%

This shows that our current salaries for the Sheriff and Clerk of Courts offices are currently about 3.0% below average for our peer counties. Only very limited information is available about planned salary increases for the 2019 term in other counties, but it can be expected that most counties will increase their salaries by a minimum of 1.0% per year.

There is very little comparable information available for the Coroner position in counties our size.

It should be kept in mind that by law the salaries for elected positions cannot depend on the merit or tenure of the persons holding the positions. Increases should therefore be thought of as more similar to across-the-board raises than to merit raises.

Relevant internal comparables for these positions include appointed department heads and the chief deputies to the Sheriff and Clerk of Courts. The current salaries and target minimums for appointed department heads are as follows:

Current (Feb 2018) Salaries of Appointed Department Heads  
and Chief Deputies  
Winnebago County

	Target Minimum	Current Salary
Director of Human Services	\$103,946	\$124,959
Corporation Counsel	\$103,946	\$121,034
Park View Administrator	\$96,246	\$99,166
Director of Human Resources	\$96,246	\$114,560
Director of Finance	\$96,246	\$101,059
Highway Commissioner	\$96,246	\$98,038
Director of Facilities	\$89,117	\$104,430
Director of Public Health	\$89,117	\$99,477
Director of Information Services	\$89,117	\$96,151
Director of Parks and Expo Center	\$89,117	\$92,543
Director of Planning & Zoning	\$89,117	\$100,181
Director of Solid Waste	\$89,117	\$99,427
Director of Land and Water Conservation	\$81,015	\$85,748
Airport Director	\$81,015	\$83,264
Director of Child Support	\$81,015	\$82,447
Director of Veterans' Services	\$70,448	\$72,319
Director of Emergency Management	\$70,448	\$73,567
Chief Deputy Sheriff	\$89,117	\$95,248
Chief Deputy Clerk of Courts	\$56,676	\$59,484

The most recent consumer price index data (CPI-U, US city average, all items, January 2018) shows a one-year increase of 2.07% and an average increase per year over the past four years of 1.49%.

I have drafted proposed resolutions for discussion which would increase each officer's salary by 3.0% plus an additional 1.5% each year. These can be modified by using whatever percentage increases the Committee wishes to submit.

	2018 Salary	% Incr.	2019 Salary	% Incr.	2020 Salary	% Incr.	2021 Salary	% Incr.	2022 Salary
Sheriff	\$102,175	4.50%	\$106,773	1.50%	\$108,374	1.50%	\$110,000	1.50%	\$111,650
Clerk of Courts	\$78,456	4.50%	\$81,987	1.50%	\$83,216	1.50%	\$84,465	1.50%	\$85,732
Coroner	\$69,846	4.50%	\$72,989	1.50%	\$74,084	1.50%	\$75,195	1.50%	\$76,323

ELECTED OFFICIAL SALARIES -- WINNEBAGO COUNTY

*As Approved by Winnebago County Board*

	<b>Sheriff</b>		<b>Clerk of Courts</b>		<b>Coroner</b>	
	<u>% incr.</u>	<u>Salary</u>	<u>% incr.</u>	<u>Salary</u>	<u>% incr.</u>	<u>Salary</u>
2013		\$88,073		\$65,006		\$61,603
2014	1.50%	\$1,321	1.50%	\$975	1.50%	\$924
2015	7.71%	\$6,888	12.05%	\$7,950	5.26%	\$3,291
2016	2.00%	\$1,926	2.00%	\$1,478	2.00%	\$1,316
2017	2.00%	\$1,964	2.00%	\$1,508	2.00%	\$1,343
2018	2.00%	\$2,003	2.00%	\$1,539	2.00%	\$1,369
2019				\$78,456		\$69,846
2020						
2021						
2022						

	<b>County Clerk</b>		<b>Register of Deeds</b>		<b>County Treasurer</b>	
	<u>% incr.</u>	<u>Salary</u>	<u>% incr.</u>	<u>Salary</u>	<u>% incr.</u>	<u>Salary</u>
2013		\$68,807		\$68,807		\$68,807
2014	1.50%	\$1,032	1.50%	\$1,032	1.50%	\$1,032
2015	2.00%	\$1,397	2.00%	\$1,397	2.00%	\$1,397
2016	2.00%	\$1,425	2.00%	\$1,425	2.00%	\$1,425
2017	1.50%	\$1,090	1.50%	\$1,090	1.50%	\$1,090
2018	1.50%	\$1,106	1.50%	\$1,106	1.50%	\$1,106
2019	1.50%	\$1,123	1.50%	\$1,123	1.50%	\$1,123
2020	1.50%	\$1,140	1.50%	\$1,140	1.50%	\$1,140
2021						
2022						

BARRY L. BUSBY  
Coroner



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Winnebago County  
Coroner

February 27, 2018

TO: Personnel & Finance Committee  
Re: 2018 Pay Raise for Coroner

To Personnel & Finance Committee:

I apologize for missing the Finance meeting regarding wage raises. I received the information on Friday, but was already out of town. As important as being there is, the option for changing my plans was not available.

Ten years ago, the Clerk, The Register of Deeds, The Treasurer and the Coroner were all paid the same amount of money. The Clerk, Register of Deeds & Treasurer all went to a four year election cycle and received a \$5,000 plus increase in salary. The Sheriff, Clerk of Courts and the Coroner were told that they would be caught up in 2010.

In 2010, I gave information to the Personnel Director reflecting that the Marathon County Coroner was making \$85,000 per year, the Racine County Coroner was making \$72,000 a year and at that time, Winnebago County was paying \$59,000 per year for the Coroner.

The pay raises never came at the rate they were supposed to in 2010 or 2014. The Coroner's office is still approximately \$6,000 below the Treasurer and Register of Deeds and approximately \$10,000 to \$30,000 less than counties of comparable size in Wisconsin.

The kind of work that the Coroner's Office does is not a routine Monday through Friday, 8:00 – 4:30 position in a controlled environment. The Coroner is out any time of day or night, 24 hours a day, in all kinds of conditions, including heat, cold, rain, snow, high winds, etc. Working with the grief of survivors in the most grotesque conditions including decapitation, decomposition, burns, babies beaten, gunshot injuries with head/faces missing and so many other difficult situations. The Coroner's Office and staff live with these images and emotions now and forever. The Coroner's office is also more susceptible to law suits than the other departments referenced. We are involved in prevention, death reviews, coalitions and other issues where our participation is requested. We are highly respected for our involvement and are looked to for running pilot programs for our state. Therefore, I believe the Coroner's Office deserves to be compensated no less than what the other county offices receive and no more than the comparable Coroner's Offices in the state of WI.

Thank you for your consideration –

A handwritten signature in cursive script that reads "Barry L. Busby".

Barry L. Busby  
Winnebago County Coroner