

RESOLUTION: Establish Salaries for County Clerk, Register of Deeds, and County Treasurer of Winnebago County

TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:

WHEREAS, the next four-year term of office will begin in January 2025 for the Winnebago County Clerk, County Treasurer, and Register of Deeds; and

WHEREAS, section 59.22 of the Wisconsin Statutes requires that any changes in the compensation for these elected positions must be adopted by the County Board of Supervisors earlier than the first date for filing nomination papers for the upcoming term, which in this case is April 15, 2024; and

WHEREAS, reasonable salaries are necessary to attract well-qualified candidates to these full-time elected positions; now, therefore:

BE IT RESOLVED by the Winnebago County Board of Supervisors that the annual salary rates for the following elected officials of Winnebago County for the term commencing after January 1, 2025 shall be as follows:

	Annual Salary	Annual Salary	Annual Salary	Annual Salary
	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
County Clerk	\$ 92,228	\$ 94,995	\$ 97,845	\$ 100,780
Register of Deeds	\$ 92,228	\$ 94,995	\$ 97,845	\$ 100,780
Treasurer	\$ 92,228	\$ 94,995	\$ 97,845	\$ 100,780

BE IT FURTHER RESOLVED, that the above-mentioned officers be provided with County health, dental, life insurance, and long-term disability insurance benefits at the same level and on the same terms and conditions as are provided to the County's appointed department heads, including any modifications which may be made from time to time during the office holders' term, and that the officers participate in the Wisconsin Retirement System on the same terms as apply to other elected officials.

BE IT FURTHER RESOLVED, that funds to cover the cost of this action be included as part of the budgets for the respective years.

Fiscal Note: Labor cost increases over each preceding year for the three offices combined are estimated as:

	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
Wage Cost.....	\$19,821	\$8,301	\$8,550	\$8,805
Fringe Benefit Cost.....	<u>\$3,015</u>	<u>\$1,248</u>	<u>\$1,320</u>	<u>\$1,341</u>
Total.....	\$22,836	\$9,549	\$9,870	\$10,146
Increase Over Previous Year	7.72%	3.0%	3.0%	3.0%

41
42
43
44
45
46
47
48
49
50
51

Respectfully submitted by:
PERSONNEL & FINANCE COMMITTEE

Committee Vote: **5-0**

Vote Required for Passage: **Majority of Members Present**

Approved by the Winnebago County Executive this ____ day of _____, 2024.

Jonathan D. Doemel
Winnebago County Executive

Agenda Item Report



Winnebago County
The Wave of the Future

DATE: February 27, 2024
FROM: Human Resources
RE: Resolution 324-022024: Establish Salaries for County Clerk, Register of Deeds, and County Treasurer of Winnebago County

General Description:

The next four-year term of office for elected officials, specifically, the Winnebago County Clerk, Winnebago County Register of Deeds, and Winnebago County Treasurer, will begin in January 2025. §59.22 Wis Stats, requires that any changes in the compensation for these elected positions must be adopted by the County Board of Supervisors earlier than the first date for filing nomination papers for the upcoming term, which in this case is April 15, 2024.

Action Requested:

Recommend to the County Board approval of a resolution establishing the salary for County Clerk, Register of Deeds, and Treasurer for the next four-year term (2025 – 2028).

Procedural Steps:

Committee of Jurisdiction:	P&F	Meeting Date:	2/01/2024
Action taken:	Recommend Passage as amended	Vote:	5-0
County Board:		Meeting Date:	02/27/2024

Background

Reasonable salaries are necessary to attract well-qualified candidates to these full-time elected positions. It should be kept in mind that by law the salaries for elected positions cannot depend on the merit or tenure of the person holding the position. Increases should therefore be thought of as more like across-the-board raises, or schedule increases, than to merit raises.

Policy Discussion

Over the past four years, the Winnebago County Compensation Schedule, applicable to most non-represented employees, has been increased by the following percentages:

2024	2.0%
2023	3.0%
2022	2.0%
2021	0.0%

Additionally, in 2023 pay grades in the compensation schedule were adjusted by various percentages as a result of a compensation study. These adjustments were done to re-align the schedule with market rates. The adjustment to the pay grades containing the Deputy County Clerk and Deputy Treasurer increased 4.58%. The Register of Deeds Supervisor was in a pay grade that also increased by that same percentage.

The most recent consumer price index data (CPI-U, Midwest Region, all items November 2023) shows a one-year increase of 2.9%, and an average increase per year over the past four years of 4.5%.

The most recently calculated measure of CPI used by the Wisconsin Employment Relations Commission for use in determining the maximum across-the-board raises that can be used in labor contracts for general employees is 4.37% (for labor contracts commencing 06/01/2024). (This maximum increase is of course not binding on us with regard to elected officials, but is just a data point for reference.)

I have compiled a table showing the current (2023) salaries for these three elected positions for Winnebago County and for those other counties closest to us in population:

2023 Salaries for Certain Elected Officials			
<i>Counties Selected by Population</i>			
	County Clerk	Register of Deeds	County Treasurer
Racine	\$ 88,010	\$ 83,321	\$ 83,321
Outagamie	\$ 80,055	\$ 82,457	\$ 82,457
Winnebago	\$ 85,621	\$ 85,621	\$ 85,621
Kenosha	\$ 91,189	\$ 91,189	\$ 91,189
Rock	\$ 88,590	\$ 86,967	\$ 86,967
Marathon*	\$ 83,422	\$ 68,772	\$ 73,351
Washington	\$ 85,645	\$ 85,645	\$ 85,645
* Marathon Co. has had a wage freeze since 2020 for these positions			
Average:	\$ 86,076	\$ 83,425	\$ 84,079
Winnebago			
Below Ave (%):	-0.53%	2.63%	1.83%
Winnebago			
Below Ave (\$):	\$ (455)	\$ 2,196	\$ 1,542

This shows that we are currently close to the average with respect to this group of reference counties. Most counties provide the same salaries for each of these three elected officials, which has been our practice for many years. It should be noted that Marathon County has had a wage freeze in effect for these positions since 2020.

The relevant internal comparables for these positions include appointed department heads. The current salaries and target minimums for appointed department heads are as follows:

Current (2024) Salaries of Appointed Department Heads		
Winnebago County		
	Minimum	Current
	Salary	Salary
Corporation Counsel	\$ 135,890	\$153,949
Director of Administration	\$ 135,890	\$151,544
Director of Human Services	\$ 135,890	\$172,423
Director of Finance	\$ 121,330	\$126,459
Director of Human Resources	\$ 121,330	\$126,459
Director of Information Technology	\$ 121,330	\$156,698
Highway Commissioner	\$ 121,330	\$129,208
Nursing Home Administrator	\$ 121,330	\$129,742
Director of Facilities	\$ 108,332	\$147,272
Director of Parks and Expo Center	\$ 108,332	\$115,364
Director of Planning and Zoning	\$ 108,332	\$142,364
Director of Public Health	\$ 108,332	\$142,364
Director of Solid Waste	\$ 108,332	\$139,909
Airport Director	\$ 96,724	\$109,578
Director of Child Support	\$ 96,724	\$107,386
Director of Land and Water Conservation	\$ 96,724	\$105,195
Director of Emergency Management	\$ 84,107	\$ 89,568
Director of Veterans' Services	\$ 84,107	\$ 93,380

HR Director Habeck recommended to the committee adjusting the salaries for each position by \$3,921, and then providing a 2.0% increase each year of the term. The amount of \$3,921 is a 4.58% adjustment that mirrors the adjustment to the pay grades the positions' deputies and supervisor received. The 2.0% increase is the amount of the increase to the compensation schedule in 2024 and is close to the previous four-year average schedule increase of 1.75%. The committee amended the 2.0% recommendation to 3.0%.

This will keep us quite close to the average for our reference group of comparable counties, which has been our strategy in recent years. It will also keep these positions aligned with select department head minimums as in the past.

Committee Discussion and Action:

Question regarding if filling a position mid-term would allow salary to be adjusted at that time. State statute requires setting wages for the full-term.

Discussed if a 2.0% annual adjustment (after making the proposed 4.58% adjustment referenced above) was sufficient based upon recent inflation. Also, employees receive a merit increase which is not applicable to elected officials. Ran numbers for a 3.0% increase each year (after making a 4.58% adjustment referenced above).

Committee passed an amendment to the proposed resolution to reflect a 4.58% adjustment, and then a 3.0% increase each year for 2025 – 2028. This results in the following salaries:

Annual Salary 2024	Annual Salary 2025	Annual Salary 2026	Annual Salary 2027	Annual Salary 2028
\$85,621	\$92,228	\$94,995	\$97,845	\$100,780

Attachments:

None