

ORDINANCE regarding County Constitutional Officers compensation

WHEREAS, pursuant to Wis. Stat § 59.22(1), the Board must establish the total annual compensation for services to be paid to county elected officials (other than supervisors, district attorney and circuit judges) prior to April 15th of each even year, the earliest time for filing nomination papers for the county elective offices, and

WHEREAS, in order to eliminate inconsistent practices that have arisen in setting the salary for the terms of the county clerk, register of deeds and treasurer who are elected on the presidential cycle and the clerk of court and sheriff who are elected on the governor cycle, the Human Resources Committee recommends a structured practice for setting the salaries, and

WHEREAS, the Human Resources Committee has reviewed the recommended pay grades for elected officials in a memo dated March 11, 2013 from Carlson Dettman and recommends adopting the pay grades as contained therein.

NOW, THEREFORE BE IT ORDAINED that the Jefferson County Board of Supervisors sets the salary for the terms of the constitutional officers as follows:

County Clerk:	Salary grade 12 – step 7 for the duration of the term.
Clerk of Court:	Salary grade 12 – step 7 for the duration of the term
Register of Deeds:	Salary grade 10 – step 7 for the duration of the term
Treasurer:	Salary grade 10 – step 7 for the duration of the term
Sheriff:	Salary grade 16 – step 7 for the duration of the term

Based on the pay scale in place for non law enforcement employees as of April 15th of the year the respective office must file nomination papers.

BE IT FURTHER ORDAINED that the aforementioned county elected officials are entitled to participate in the Wisconsin Retirement System in accordance with law and the County shall pay only its share of contributions required by law and

BE IT FURTHER ORDAINED that the aforementioned county elected officials are entitled to participate in the County's health, dental, vision, disability and life insurance programs subject to the terms and conditions of the programs, which may be modified from time to time, under the same terms and conditions for such programs offered to non-represented managerial county employees who are not law enforcement managerial employees or non-represented managerial employees described in Wis. Stat § 111.70(1)(mm)2.

Prepared by Carla Robinson

County Clerk 2013-2016 adopted annual salary converted to hourly

	2013	2014	2015	2016
Step 1	\$ 30.90	\$ 31.79	\$ 32.66	\$ 33.54
Step 2	\$ 33.62	\$ 34.12	\$ 34.63	\$ 35.15
Step 3	\$ 36.19	\$ 37.08	\$ 37.96	\$ 38.84
Step 4	\$ 39.72	\$ 40.61	\$ 41.50	\$ 42.39
Step 5	\$ 43.31	\$ 44.20	\$ 45.09	\$ 45.98
Step 6	\$ 47.00	\$ 47.89	\$ 48.78	\$ 49.67
Step 7	\$ 50.79	\$ 51.68	\$ 52.57	\$ 53.46
Step 8	\$ 54.58	\$ 55.47	\$ 56.36	\$ 57.25
Step 9	\$ 58.37	\$ 59.26	\$ 60.15	\$ 61.04
Step 10	\$ 62.16	\$ 63.05	\$ 63.94	\$ 64.83
Step 11	\$ 65.95	\$ 66.84	\$ 67.73	\$ 68.62

Therefore the Co clerk is placed:

Between Step 4 and Step 6 over 4 year term

Register of Deeds 2013-2016 adopted annual salary converted to hourly

	2013	2014	2015	2016
Step 1	\$ 27.43	\$ 28.22	\$ 29.00	\$ 29.78
Step 2	\$ 29.22	\$ 29.51	\$ 29.81	\$ 30.11
Step 3	\$ 31.01	\$ 31.30	\$ 31.60	\$ 31.90
Step 4	\$ 32.80	\$ 33.09	\$ 33.39	\$ 33.69
Step 5	\$ 34.59	\$ 34.88	\$ 35.18	\$ 35.48
Step 6	\$ 36.38	\$ 36.67	\$ 36.97	\$ 37.27
Step 7	\$ 38.17	\$ 38.46	\$ 38.76	\$ 39.06
Step 8	\$ 39.96	\$ 40.25	\$ 40.55	\$ 40.85
Step 9	\$ 41.75	\$ 42.04	\$ 42.34	\$ 42.64
Step 10	\$ 43.54	\$ 43.83	\$ 44.13	\$ 44.43
Step 11	\$ 45.33	\$ 45.62	\$ 45.92	\$ 46.22

Therefore the Register of Deeds is placed:

Between Step 3 and Step 5 over 4 year term

Treasurer 2013-2016 adopted annual salary converted to hourly

	2013	2014	2015	2016
Step 1	\$ 27.43	\$ 28.22	\$ 29.00	\$ 29.78
Step 2	\$ 29.88	\$ 30.18	\$ 30.48	\$ 30.78
Step 3	\$ 32.33	\$ 32.63	\$ 32.93	\$ 33.23
Step 4	\$ 34.78	\$ 35.08	\$ 35.38	\$ 35.68
Step 5	\$ 37.23	\$ 37.53	\$ 37.83	\$ 38.13
Step 6	\$ 39.68	\$ 39.98	\$ 40.28	\$ 40.58
Step 7	\$ 42.13	\$ 42.43	\$ 42.73	\$ 43.03
Step 8	\$ 44.58	\$ 44.88	\$ 45.18	\$ 45.48
Step 9	\$ 47.03	\$ 47.33	\$ 47.63	\$ 47.93
Step 10	\$ 49.48	\$ 49.78	\$ 50.08	\$ 50.38
Step 11	\$ 51.93	\$ 52.23	\$ 52.53	\$ 52.83

Therefore the Treasurer is placed:

Between Step 4 and Step 6 over 4 year term

Clerk of Courts 2011-2014 adopted annual salary converted to hourly

	2011	2012	2013	2014	2015	2016
Step 1	\$ 30.90	\$ 31.79	\$ 32.66	\$ 33.54	\$ 34.43	\$ 35.31
Step 2	\$ 33.62	\$ 34.12	\$ 34.63	\$ 35.15	\$ 35.67	\$ 36.19
Step 3	\$ 36.19	\$ 37.08	\$ 37.96	\$ 38.84	\$ 39.72	\$ 40.61
Step 4	\$ 39.72	\$ 40.61	\$ 41.50	\$ 42.39	\$ 43.28	\$ 44.17
Step 5	\$ 43.31	\$ 44.20	\$ 45.09	\$ 45.98	\$ 46.87	\$ 47.76
Step 6	\$ 47.00	\$ 47.89	\$ 48.78	\$ 49.67	\$ 50.56	\$ 51.45
Step 7	\$ 50.79	\$ 51.68	\$ 52.57	\$ 53.46	\$ 54.35	\$ 55.24
Step 8	\$ 54.58	\$ 55.47	\$ 56.36	\$ 57.25	\$ 58.14	\$ 59.03
Step 9	\$ 58.37	\$ 59.26	\$ 60.15	\$ 61.04	\$ 61.93	\$ 62.82
Step 10	\$ 62.16	\$ 63.05	\$ 63.94	\$ 64.83	\$ 65.72	\$ 66.61
Step 11	\$ 65.95	\$ 66.84	\$ 67.73	\$ 68.62	\$ 69.51	\$ 70.40

Therefore the Clerk of court doesn't even make the salary grade for the recommended placement for the applicable years of 2013 & 2014

Sheriff 2011-2014 adopted annual salary converted to hourly

	2011	2012	2013	2014	2015	2016
Step 1	\$ 37.84	\$ 38.92	\$ 40.00	\$ 41.08	\$ 42.16	\$ 43.24
Step 2	\$ 39.96	\$ 41.04	\$ 42.12	\$ 43.20	\$ 44.28	\$ 45.36
Step 3	\$ 42.08	\$ 43.16	\$ 44.24	\$ 45.32	\$ 46.40	\$ 47.48
Step 4	\$ 44.20	\$ 45.28	\$ 46.36	\$ 47.44	\$ 48.52	\$ 49.60
Step 5	\$ 46.32	\$ 47.40	\$ 48.48	\$ 49.56	\$ 50.64	\$ 51.72
Step 6	\$ 48.44	\$ 49.52	\$ 50.60	\$ 51.68	\$ 52.76	\$ 53.84
Step 7	\$ 50.56	\$ 51.64	\$ 52.72	\$ 53.80	\$ 54.88	\$ 55.96
Step 8	\$ 52.68	\$ 53.76	\$ 54.84	\$ 55.92	\$ 57.00	\$ 58.08
Step 9	\$ 54.80	\$ 55.88	\$ 56.96	\$ 58.04	\$ 59.12	\$ 60.20
Step 10	\$ 56.92	\$ 58.00	\$ 59.08	\$ 60.16	\$ 61.24	\$ 62.32
Step 11	\$ 59.04	\$ 60.12	\$ 61.20	\$ 62.28	\$ 63.36	\$ 64.44

Therefore the sheriff is currently placed between step 2 and 3 of the recommended salary grade for the applicable years of 2013 & 2014

Elected Official Salary recommendations

	2014	2015	2016	2017	2018	4-yr increase
Sheriff, step 6	\$81,369.60	\$ 89,939.20	\$89,939.20	\$89,939.20	\$89,939.20	\$ 34,278.40
	step 6	step 6	step 6	step 6	step 6	
		10.53%	0.000%	0.000%	0.000%	
Sheriff, step 7	\$81,369.60	\$ 92,185.60	\$92,185.60	\$92,185.60	\$92,185.60	\$ 43,264.00
	Step 7	step 7	step 7	step 7	step 7	
		13.29%	0.000%	0.000%	0.000%	
	2014	2015	2016	2017	2018	4-yr increase
Clerk of Courts, step 6	\$62,774.40	\$ 73,444.80	\$73,444.80	\$73,444.80	\$73,444.80	\$ 42,681.60
	step 6	step 6	step 6	step 6	step 6	
		17.00%	0.000%	0.000%	0.000%	
Clerk of Courts, step 7	\$62,774.40	\$ 75,275.20	\$75,275.20	\$75,275.20	\$75,275.20	\$ 50,003.20
	Step 7	step 7	step 7	step 7	step 7	
		19.91%	0.000%	0.000%	0.000%	
	2016	2017	2018			2-yr increase
County Clerk, step 6	\$73,112.00	\$ 73,444.80	\$73,444.80			\$ 665.60
	step 6	step 6	step 6			
		0.46%	0.000%			
County Clerk, step 7	\$73,112.00	\$ 75,275.20	\$75,275.20			\$ 4,326.40
	Step 7	step 7	step 7			
		2.96%	0.000%			
	2016	2017	2018			2-yr increase
Register of Deeds, step 6	\$62,628.80	\$ 65,208.00	\$65,208.00			\$ 5,158.40
	step 6	step 6	step 6			
		4.12%	0.000%			
Register of Deeds, step 7	\$62,628.80	\$ 66,830.40	\$66,830.40			\$ 8,403.20
	Step 7	step 7	step 7			
		6.71%	0.000%			
	2016	2017	2018			2-yr increase
Treasurer, step 6	\$64,022.40	\$ 65,208.00	\$65,208.00			\$ 2,371.20
	step 6	step 6	step 6			
		1.85%	0.000%			
Treasurer, step 7	\$64,022.40	\$ 66,830.40	\$66,830.40			\$ 5,616.00
	Step 7	step 7	step 7			
		4.39%	0.000%			
Step 6						\$ 85,155.20
Step 7						\$111,612.80