

# Agenda Item Report



**Winnebago County**  
*The Wave of the Future*

DATE: *March 3, 2022*

TO: *Personnel & Finance Committee*

FROM: *Mike Collard, Director of Human Resources and Acting Director of Finance*

RE: *Salaries for Sheriff and Clerk of Courts for Upcoming Term*

## **Background:**

By April 15, 2022 the Winnebago County Board is required by law to establish the salaries for the Sheriff and the Clerk of Courts for their upcoming 2023 through 2026 terms of office. Since the regular April Board meeting will be after this date, the salaries must be established by no later than the March Board meeting.

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, or schedule increases, than to merit raises.

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

2022	2.0%
2021	0.0%
2020	1.5%
2019	1.5%

The average merit pay increases for salaried employees have been:

2022	3.0%
2021	2.2%
2020	2.5%
2019	2.5%

The consumer price index data (CPI-U, US city average, all items, December 2021) shows a one-year increase of 7.26% and an average increase per year over the past four years of 3.26%. 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 4.70% (for labor contracts commencing 7/1/2022). (This maximum increase is of course not binding on us with regard to elected officials, but is just a data point for reference.)

Generally, wage increases in the past year have not kept pace with inflation. One research firm (Conference Board) estimates that average overall US compensation increases will average 3.9% in 2022, which is consistent with other figures I have seen.

I have compiled a table showing the current (2022) salaries for these elected positions for Winnebago County and for those closest to us in population:

<b>2022 Salaries for Certain Elected Officials</b>		
<i>Counties Selected by Population</i>		
	<b>Sheriff</b>	<b>Clerk of Courts</b>
Racine	\$108,880	\$85,439
Outagamie	\$109,331	\$90,320
Winnebago	\$111,651	\$85,731
Kenosha	\$114,742	\$94,451
Rock	\$126,803	\$81,975
Marathon	\$108,545	\$89,690
Washington	\$115,619	\$86,678
Average:	\$113,653	\$87,755
Winnebago Below Avg (%):	1.79%	2.36%
Winnebago		
Below Avg (\$):	\$2,002	\$2,024
Additional Counties:		
	<b>Sheriff</b>	<b>Clerk of Courts</b>
Brown	\$115,370	\$81,700
Wood	\$121,409	\$83,099

This shows that we are currently just slightly below average with respect to this group of reference counties.

Relevant internal comparables for these positions include appointed department heads. The current salaries and target minimums for appointed department heads and well as management sworn deputies in the Sheriff's Office are as follows:

Current (Feb 2022) Salaries of Appointed Department Heads		
and Senior Sheriff's Office Managers		
Winnebago County		
	Minimum	Current
	Salary	Salary
Director of Human Services	\$109,230	\$137,995
Corporation Counsel	\$109,230	\$122,424
Park View Administrator	\$101,138	\$102,910
Director of Human Resources	\$101,138	\$125,877
Director of Finance	\$101,138	\$113,775
Highway Commissioner	\$101,138	\$112,249
Director of Facilities	\$93,647	\$116,034
Director of Public Health	\$93,647	\$108,914
Director of Information Services	\$93,647	\$107,931
Director of Parks and Expo Center	\$93,647	\$97,467
Director of Planning & Zoning	\$93,647	\$111,314
Director of Solid Waste	\$93,647	\$108,193
Director of Land and Water Conservation	\$85,132	\$89,538
Airport Director	\$85,132	\$93,732
Director of Child Support	\$85,132	\$90,452
Director of Veterans' Services	\$74,030	\$79,203
Director of Emergency Management	\$74,030	\$75,784
Chief Deputy Sheriff	\$93,647	\$114,594
Captain	\$85,132	\$104,398
Captain	\$85,132	\$104,265
Captain	\$85,132	\$101,729
Captain	\$85,132	\$101,184

**Policy Discussion:**

This is a decision for the County Board with the recommendation of the Committee. The salaries for certain percentage increases are summarized below:

Percentage Increase:	<b>3.00%</b>				
	<b>2022 (current)</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Sheriff	\$111,651	\$115,001	\$118,451	\$122,004	\$125,664

Clerk of Courts	\$85,731	\$88,303	\$90,952	\$93,681	\$96,491
Percentage Increase:	<b>4.00%</b>				
	<b>2022 (current)</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Sheriff	\$111,651	\$116,117	\$120,762	\$125,592	\$130,616
Clerk of Courts	\$85,731	\$89,160	\$92,727	\$96,436	\$100,293
Percentage Increase:	<b>5.00%</b>				
	<b>2022 (current)</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Sheriff	\$111,651	\$117,234	\$123,095	\$129,250	\$135,712
Clerk of Courts	\$85,731	\$90,018	\$94,518	\$99,244	\$104,207
Percentage Increase:	<b>6.00%</b>				
	<b>2022 (current)</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Sheriff	\$111,651	\$118,350	\$125,451	\$132,978	\$140,957
Clerk of Courts	\$85,731	\$90,875	\$96,327	\$102,107	\$108,233
Percentage Increase:	<b>7.00%</b>				
	<b>2022 (current)</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
Sheriff	\$111,651	\$119,467	\$127,829	\$136,777	\$146,352
Clerk of Courts	\$85,731	\$91,732	\$98,153	\$105,024	\$112,376

**Requested Action:** Approval of resolution submitted by Personnel & Finance Committee.

**Committee Action:** Approved one-time salary increases of \$2,000, plus 3.0% each year of the upcoming terms, for each of the two offices, by a vote of 3 – 1.

**Attachments:**

Resolution