

ENROLLED ORDINANCE 176-121

ESTABLISH SALARIES FOR SHERIFF, CLERK OF COURTS,  
AND COUNTY EXECUTIVE FOR 2023 - 2026

WHEREAS the Waukesha County Code of Ordinances states that the Sheriff, Clerk of Courts, and County Executive shall receive salaries as determined by the County Board; and

WHEREAS the next four-year term of office for the Sheriff, Clerk of Courts, and County Executive will begin in 2023; and

WHEREAS pursuant to Wisconsin Statute, any changes in compensation must be adopted in advance of processing nomination papers and the election; and

WHEREAS reasonable salaries are necessary to attract qualified candidates to these full-time elected department head positions; and

WHEREAS it is necessary to provide an equity adjustment in 2023 commensurate to the positions scope and responsibilities; and

WHEREAS per Wisconsin law, the Sheriff, Clerk of Courts, and County Executive cannot participate in the County performance management compensation program.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the annual salaries of the Sheriff, Clerk of Courts, and County Executive shall be:

- I. The salary for the Sheriff effective the pay period containing January 1 of the calendar year shall be:

<u>Year</u>	<u>Annual Wage</u>	<u>Calculated Hourly Wage</u>
2023	\$129,002	\$62.02
2024	\$130,937	\$62.95
2025	\$132,901	\$63.89
2026	\$134,895	\$64.85

- II. The salary for the Clerk of Courts effective the pay period containing January 1 of the calendar year shall be:

<u>Year</u>	<u>Annual Wage</u>	<u>Calculated Hourly Wage</u>
2023	\$100,007	\$48.08
2024	\$101,507	\$48.80
2025	\$103,030	\$49.53
2026	\$104,575	\$50.28

III. The salary for the County Executive effective the first pay period following the 3<sup>rd</sup> Tuesday in April of the following calendar years:

<u>Year</u>	<u>Annual Wage</u>	<u>Calculated Hourly Wage</u>
2023	\$130,000	\$62.50
2024	\$131,950	\$63.44
2025	\$133,929	\$64.39
2026	\$135,938	\$65.35

FISCAL NOTE – ZIMMERMANN AMENDMENT

ESTABLISH SALARIES FOR SHERIFF, CLERK OF COURTS,  
AND COUNTY EXECUTIVE FOR 2023 – 2026

The chart below details the estimated annual fiscal impact of the elected official salary adjustments proposed in this ordinance. The ordinance includes an equity adjustment in 2023 followed by a 1.5% annual increase for the remainder of the four-year terms. The terms of office for the Sheriff and Clerk of Courts correspond to calendar years, with annual salary adjustments effective at the beginning of the year. The term of office for the County Executive begins on the third Tuesday of April, with salary adjustments effective at that time each year.

Sheriff, Clerk of Courts and County Executive					
	2022 Base Salary	2023 Proposed	2024 Proposed	2025 Proposed	2026 Proposed
Yearly Salaries (a)	\$323,156	\$359,009	\$364,394	\$369,860	\$375,408
Social Security	\$24,721	\$27,465	\$27,876	\$28,295	\$28,718
Retirement Contribution	\$27,483	\$30,482	\$30,940	\$31,403	\$31,874
Post-Employment Health Contribution (b)	\$11,154	\$11,345	\$12,420	\$12,582	\$12,746
<b>Total Cost</b>	<b>\$386,514</b>	<b>\$428,301</b>	<b>\$435,630</b>	<b>\$442,140</b>	<b>\$448,746</b>
Cost Increase (Decrease) From Prior Year (b)		\$41,787	\$7,329	\$6,510	\$6,606
Percent Increase (b)		10.8%	1.7%	1.5%	1.5%

- (a) For comparability purposes, figures displayed assume 2,080 hours per year.
- (b) The higher increase in 2024 compared to 2025 and 2026 is due to the post-employment health contribution. County policy provides full-time elected officials with a contribution equal to 3% of their prior-year salary and a flat \$550 (equal to that provided to full-time, non-represented employees), in recognition that elected officials do not accrue sick leave like regular employees during their term of office. Since this contribution is based on prior-year salary, the impact of the equity adjustment in 2023 is delayed until 2024 for this benefit.

The impact of this change will be incorporated into the 2023 and later budget processes.


*William Duckwitz*


William Duckwitz  
Budget Manager  
3/16/2022  
CD

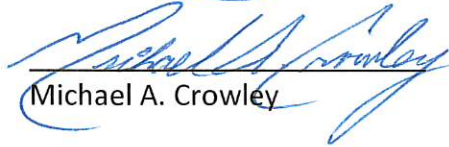
ESTABLISH SALARIES FOR SHERIFF, CLERK OF COURTS,  
AND COUNTY EXECUTIVE FOR 2023 – 2026

Presented by:  
Human Resources Committee

Approved by:  
Finance Committee

  
David D. Zimmermann, Chair

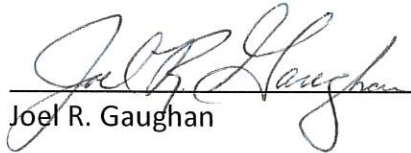
  
James A. Heinrich, Chair

  
Michael A. Crowley

**Absent**

Tyler J. Foti

Vacant

  
Joel R. Gaughan

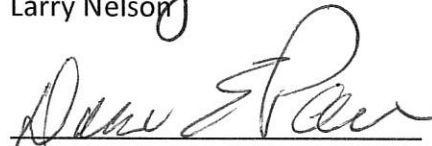
 No  
Jacob LaFontain


  
Thomas A. Michalski

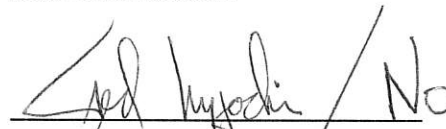
  
Richard Morris

  
Larry Nelson

  
Duane E. Paulson

  
Duane E. Paulson

 No  
Jeremy Walz

 No  
Ted Wysocki

The foregoing legislation<sup>as amended "Zimmermann Amendment"</sup> adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 3/28/22, Margaret Wartman  
Margaret Wartman, County Clerk

The foregoing legislation<sup>as amended "Zimmermann Amendment"</sup> adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: X  
Vetoed: \_\_\_\_\_

Date: 3/28/2022, Paul Farrow  
Paul Farrow, County Executive

# Ordinance 176-O-126

*as amended*

Ordinance 176-O-126: Establish Salaries For Sheriff, Cl...

 **Passed By Majority Vote**

D1 - Foti	AYE
D2 - Zimmermann	AYE
D3 - Morris	NAY
D4 - Batzko	AYE
D5 - Dondlinger	AYE
D6 - Walz	NAY
D7 - LaFontain	NAY
D8 - Michalski	ABSENT
D9 - Heinrich	AYE
D10 - Swan	AYE
D11 - Howard	AYE
D12 - Wolff	AYE
D13 - Decker	AYE

D14 - Mommaerts	AYE
D15 - Mitchell	AYE
D16 - Crowley	AYE
D17 - Paulson	AYE
D18 - Nelson	AYE
D19 - Vacant	ABSENT
D20 - Schellinger	AYE
D21 - Gaughan	AYE
D22 - Wysocki	NAY
D23 - Hammitt	AYE
D24 - Whitow	ABSENT
D25 - Johnson	ABSENT

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## Zimmermann Amendment

✔ Passed By Majority Vote

D1 - Foti	AYE	D14 - Mommaerts	AYE
D2 - Zimmermann	AYE	D15 - Mitchell	AYE
D3 - Morris	NAY	D16 - Crowley	NAY
D4 - Batzko	AYE	D17 - Paulson	NAY
D5 - Dondlinger	AYE	D18 - Nelson	NAY
D6 - Walz	NAY	D19 - Vacant	ABSENT
D7 - LaFontaine	AYE	D20 - Schellinger	AYE
D8 - Michalski	ABSENT	D21 - Gaughan	NAY
D9 - Heinrich	AYE	D22 - Wysocki	NAY
D10 - Swan	AYE	D23 - Hammitt	AYE
D11 - Howard	NAY	D24 - Whitrow	ABSENT
D12 - Wolff	NAY	D25 - Johnson	ABSENT
D13 - Decker	NAY		

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<b>SHERIFF</b>						
	2023	2024	2025	2026		
<b>Current Compensation</b>	10%	2.5%	2.5%	2.5%		Ordinance as presented
\$ 116,947	\$ 129,002	\$ 132,227	\$ 135,533	\$ 138,921		
	10%	1.5%	1.5%	1.5%		Zimmermann Amendment
\$ 116,947	\$ 129,002	\$ 130,937	\$ 132,901	\$ 134,895		
	3%	3%	3%	3%		Walz Amendment
\$ 116,947	\$ 120,455	\$ 124,069	\$ 127,791	\$ 131,625		

<b>CLERK OF COURTS</b>						
	2023	2024	2025	2026		
<b>Current Compensation</b>	13%	2.5%	2.5%	2.5%		Ordinance as presented
\$ 88,417	\$ 100,007	\$ 102,507	\$ 105,070	\$ 107,697		
	13%	1.5%	1.5%	1.5%		Zimmermann Amendment
\$ 88,417	\$ 100,007	\$ 101,507	\$ 103,030	\$ 104,575		
	3%	3%	3%	3%		Walz Amendment
\$ 88,417	\$ 91,070	\$ 93,802	\$ 96,616	\$ 99,514		

<b>COUNTY EXECUTIVE</b>						
	2023	2024	2025	2026		
<b>Current Compensation</b>	10%	2.5%	2.5%	2.5%		Ordinance as presented
\$ 117,792	\$ 130,000	\$ 133,250	\$ 136,581	\$ 139,996		
	10%	1.5%	1.5%	1.5%		Zimmermann Amendment
\$ 117,792	\$ 130,000	\$ 131,950	\$ 133,929	\$ 135,938		
	3.0%	3.0%	3.0%	3.0%		Walz Amendment
\$ 117,792	\$ 121,326	\$ 124,966	\$ 128,715	\$ 132,576		

**Sheriff**

2022	2023	2024	2025	2026
Base Salary	Proposed	Proposed	Proposed	Proposed
\$ 116,947	\$129,002	\$132,227	\$135,533	\$138,921
	10.31%	2.50%	2.50%	2.50%

**Clerk of Courts**

2022	2023	2024	2025	2026
Base Salary	Proposed	Proposed	Proposed	Proposed
\$ 88,417	\$100,007	\$102,507	\$105,070	\$107,697
	13.11%	2.50%	2.50%	2.50%

**County Executive (Commences in Pay Period 9)**

2022	2023	2024	2025	2026
Base Salary	Proposed	Proposed	Proposed	Proposed
\$ 117,792	\$130,000	\$133,250	\$136,581	\$139,996
	10.36%	2.50%	2.50%	2.50%