

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: April 24, 2002
To: Supervisor Kathy Arciszewski, Chairperson, Personnel Committee
From: Jerome J. Heer, Director of Audits
Subject: Salary Survey of Constitutional Officers

At the Personnel Committee on April 19, 2002 it was requested that the Department of Audit expand its salary survey of other jurisdictions to include salary information on the constitutional officers for Milwaukee County (Sheriff, Clerk of Courts, Treasurer, Register of Deeds, and County Clerk). The office of Sheriff was previously surveyed, and the results have been modified for this report to reflect only elected Sheriffs (we had included appointed police chiefs in our earlier report) and the current salary of the recently appointed Sheriff. We surveyed each of the jurisdictions previously contacted in our Salary Survey of Selected Top Managers and Elected Officials issued April 5, 2002, with the exception of the Milwaukee Public Schools, which has no comparable elected positions.

It was noted that nearly all jurisdictions surveyed had constitutional officer positions with salary structures that provided for a single salary amount, rather than a salary range. **Table 1** summarizes the survey results for the 13 jurisdictions we contacted. Details of the information each jurisdiction reported are included as **Attachment 1**.

Table 1
Salary Comparison
Milwaukee County's Constitutional Officers
and Other Jurisdictions

<u>Constitutional Officer</u>	<u>No. in Survey</u>	<u>Milwaukee County Rank</u>	<u>Milwaukee County Scheduled Salary*</u>	<u>Survey Average</u>	<u>County Scheduled Salary* as % of Average</u>	<u>Milwaukee County Current Salary</u>
County Clerk	8	4	\$80,523	\$78,999	101.9%	\$76,652
Clerk of Courts	5	2	\$103,819	\$78,847	131.7%	\$98,828
Treasurer	11	6	\$80,523	\$86,855	92.7%	\$76,652
Register of Deeds	9	5	\$80,523	\$85,961	93.7%	\$76,652
Sheriff	11	1	\$127,153	\$99,879	127.3%	\$107,592

*Generally, salaries for elected officials remain the same throughout the term of the incumbent. However, with Milwaukee County elected constitutional officers, the salaries by Ordinance are scheduled to increase annually until they reach the top step of their respective pay scales. In two years, four of the five incumbents will be at the top of their pay scales. **Table 1** shows how Milwaukee County's scheduled salary levels for these five elected positions compare to the other jurisdictions.

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As shown in **Table 1**, three of the five Milwaukee County positions are less than the survey averages, while two are greater than the survey averages.

This data has been provided for informational purposes at the request of the Committee. As such, no recommendations are offered.

Jerome J. Heer

JJH/cah

Attachment

cc: Milwaukee County Board of Supervisors
Janine P. Geske, County Executive
David A. Clarke, Jr., Milwaukee County Sheriff
John Barrett, Clerk of Circuit Court
Mark Ryan, County Clerk
Paul F. Mika, Acting Director Register of Deeds
Dorothy Dean, County Treasurer
Rob Henken, Director of Research, County Board Staff
Lauri J. Henning, Chief Committee Clerk, County Board Staff
Maribeth Welchman, Committee Clerk, County Board Staff

Salary Survey of County Clerk

<u>Location</u>	<u>Actual Salary</u>	<u>Ranking</u>
Du Page County (Wheaton, IL)	\$99,236	2
Franklin County (Columbus, OH)	Appointed	
Hamilton County (Cincinnati, OH)	Appointed	
Hennepin County (Minneapolis, MN)	NCD	
Macomb County (Mt. Clemens, MI)	See Register of Deeds ¹	
Marion County (Indianapolis, IN)	\$73,440	5
Oakland County (Pontiac, MI)	See Register of Deeds ¹	
St. Louis County (St. Louis, MO)	\$59,582	6
Waukesha County (Waukesha, WI)	\$56,046	7
Wayne County (Detroit, MI)	\$128,768	1
City of Detroit, MI	\$81,312	3
City of Milwaukee, WI	Appointed ²	
State of Wisconsin	\$54,610 ³	8
Average Salary	\$78,999	
Milwaukee County	\$80,523	4

NCD = No Comparable Data

¹ The functions of County Clerk and Register of Deeds are performed by one elected position.

² The City Clerk is appointed by the Common Council. The position does not have a fixed salary as do most elected positions. Instead, it has a salary range (\$75,673 -- \$105,940, incumbent is at top of range) consistent with other appointed positions. Thus, it was not included for comparative purposes.

³ The position of Secretary of State was used.

Salary Survey of Clerk of Courts

<u>Location</u>	<u>Actual Salary</u>	<u>Ranking</u>
Du Page County (Wheaton, IL)	\$111,744	1
Franklin County (Columbus, OH)	\$74,684	3
Hamilton County (Cincinnati, OH)	\$72,159	4
Hennepin County (Minneapolis, MN)	NCD	
Macomb County (Mt. Clemens, MI)	Appointed	
Marion County (Indianapolis, IN)	Appointed	
Oakland County (Pontiac, MI)	Appointed	
St. Louis County (St. Louis, MO)	Appointed	
Waukesha County (Waukesha, WI)	\$56,801	5
Wayne County (Detroit, MI)	Appointed	
City of Detroit, MI	NCD	
City of Milwaukee, WI	NCD	
State of Wisconsin	NCD	
Average Salary	\$78,847	
Milwaukee County	\$103,819	2

NCD = No Comparable Data

**Salary Survey of
County Treasurer**

<u>Location</u>	<u>Actual Salary</u>	<u>Ranking</u>
Du Page County (Wheaton, IL)	\$99,236	4
Franklin County (Columbus, OH)	\$66,386	8
Hamilton County (Cincinnati, OH)	\$64,141	9
Hennepin County (Minneapolis, MN)	NCD	
Macomb County (Mt. Clemens, MI)	\$84,561	5
Marion County (Indianapolis, IN)	\$73,440	7
Oakland County (Pontiac, MI)	\$121,004	2
St. Louis County (St. Louis, MO)	NCD	
Waukesha County (Waukesha, WI)	\$56,046	10
Wayne County (Detroit, MI)	\$128,768	1
City of Detroit, MI	Appointed	
City of Milwaukee, WI	120,362 ¹	3
State of Wisconsin	\$54,610	11
Average Salary	\$86,855	
Milwaukee County	\$80,523	6

NCD = No Comparable Data

¹ The City Treasurer has a salary range of \$85,970 -- \$120,362.

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Salary Survey of Register of Deeds

<u>Location</u>	<u>Actual Salary</u>	<u>Ranking</u>
Du Page County (Wheaton, IL)	\$100,191	3
Franklin County (Columbus, OH)	\$65,129	7
Hamilton County (Cincinnati, OH)	\$62,384	8
Hennepin County (Minneapolis, MN)	NCD	
Macomb County (Mt. Clemens, MI)	\$84,561 ¹	4
Marion County (Indianapolis, IN)	\$68,850	6
Oakland County (Pontiac, MI)	\$121,004 ¹	2
St. Louis County (St. Louis, MO)	Appointed	
Waukesha County (Waukesha, WI)	\$56,801	9
Wayne County (Detroit, MI)	\$128,768	1
City of Detroit, MI	NCD	
City of Milwaukee, WI	NCD	
State of Wisconsin	NCD	
Average Salary	\$85,961	
Milwaukee County	\$80,523	5

NCD = No Comparable Data

¹ The functions of Register of Deeds and County Clerk are performed by one elected position.

Salary Survey of Sheriff/Top Law Enforcement Official

<u>Location</u>	<u>Actual Salary</u>	<u>Ranking</u>
Du Page County (Wheaton, IL)	\$112,551	5
Franklin County (Columbus, OH)	\$90,353	8
Hamilton County (Cincinnati, OH)	\$87,807	9
Hennepin County (Minneapolis, MN)	\$114,288	4
Macomb County (Mt. Clemens, MI)	\$95,687	7
Marion County (Indianapolis, IN)	\$101,312	6
Oakland County (Pontiac, MI)	\$121,004	3
St. Louis County (St. Louis, MO)	\$76,039	10
Waukesha County (Waukesha, WI)	\$74,622	11
Wayne County (Detroit, MI)	\$125,130	2
City of Detroit, MI	Appointed	
City of Milwaukee, WI	Appointed	
State of Wisconsin	NCD	
Average Salary	\$99,879	
Milwaukee County	\$127,153	1

NCD = No Comparable Data