

EAU CLAIRE COUNTY  
MEETING NOTICE/AGENDA

**COMMITTEE:** Committee on Human Resources  
**DATE:** Friday, February 5, 2016 **TIME:** 1 PM  
**PLACE:** Eau Claire County Courthouse, Room 3312  
721 Oxford Avenue, Eau Claire, WI

**REASON FOR MEETING:** REGULAR

1. Call to Order and Certify Compliance with Open Meetings Law.
2. Motion to go into Open Session.
3. Human Resources – Interviews for Human Resources Director position.

Proposed Closed Session pursuant to Wisconsin Statutes 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Motion to Adjourn into Closed Session pursuant to Wisconsin Statutes 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility. To wit: Interviews for the Eau Claire County Human Resources Director. Roll call vote.

Motion to go into Open Session.

4. Review and approve minutes of the January 15, 2016 meeting.
5. Human Resources/Corporation Counsel: Ratification of the WPPA Non-Supervisory Unit Labor Agreement/Resolution 15-16/133/Recommendation to County Board of Supervisors/Approval-Denial/Direction to Staff.
6. Human Resources - Elected Officials Salaries for upcoming Office term for County Treasurer, County Clerk and Register of Deeds/Ordinance/Recommendation to County Board of Supervisors/Approval-Denial/Information-Discussion.
7. Human Resources – Information and Discussion regarding employee engagement surveys.
8. Adjourn.

**COPIES TO:**

County Clerk J. Loomis  
County Administrator K. Schauf  
Corporation Counsel K. Zehms  
Committee on Human Resources: K. Clark/S. Miller/M. Beckfield/M. Olson/M. Conlin

Human Resources Department

DATE NOTICE POSTED AND SENT:

PREPARED BY: Amanda Twitchell, Human Resources Department

---

**PLEASE NOTE:** Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 839-4710, (FAX) 839-1669 or 839-4735, tty: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.

## **COMMITTEE ON HUMAN RESOURCES**

Friday, January 15, 2016, 1:30 p.m., Room 3312

Location: Eau Claire County Courthouse  
721 Oxford Avenue, Eau Claire, WI 54703

### **MINUTES**

Members Present: Kathleen Clark, Sue Miller, Mark Beckfield, Mark Olson, Mike Conlin

Staff Present: Kathryn Schauf, Amanda Twitchell, Jill Mangus

Other Staff Present: Ronald Cramer, Joel Brettingen, Pat Christianson, Dianne Hughes

Chair Kathleen Clark called the meeting to order and certified compliance with Open Meetings Law at 1:30 p.m.

#### **Review and approve minutes of the December 11, 2015 meeting.**

Motion Mike Conlin to approve the minutes of the December 11, 2015 meeting as written. Motion carried 5-0.

#### **Sheriff's Office- Consideration and discussion of resolution deleting one (1) 1.0 FTE Administrative Specialist III position and creating one (1) 1.0 FTE Correctional Officer position.**

Motion Mike Conlin to approve Resolution 15-16/113 to delete one (1) 1.0 FTE Administrative Specialist and create (1) FTE Correctional Officer position. Motion carried 5 to 0.

#### **Human Resources- Information and Discussion regarding an update on the outcome of the Classification and Compensation Study appeals.**

Human Resources provided a summary of the Classification and Compensation Study appeals which affected less than 10% of the total employee population.

#### **Human Resources- Information and Discussion regarding an update on the recommendations of the Classification and Compensation Study Implementation Plan.**

For 2016, it was recommended the County analyze the status of both the 2015 & 2016 budgets to determine if additional step increases can be provided to employees who are being placed below step 6 of the new salary schedule and have been in their position for five (5) or more years. Any other pay rate anomalies should be reviewed and considered at this time. Human Resources, Finance, and the County Administrator will bring options to help alleviate some of these pay rate anomalies to the March 11, 2016 Committee on Human Resources meeting.

#### **Adjourn.**

Kathleen Clark declared the meeting adjourned at 2:22 pm.

Respectfully submitted,

Jill Mangus  
Committee Clerk

---

**PLEASE NOTE:** Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 839-4710, (FAX) 839-1669 or 839-4735, tty: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.

4 - TO RATIFY A LABOR AGREEMENT BETWEEN EAU CLAIRE COUNTY AND THE  
5 WISCONSIN PROFESSIONAL POLICE ASSOCIATION LAW ENFORCEMENT  
6 EMPLOYEE RELATIONS DIVISION FOR THE NON-SUPERVISORY UNIT  
7 EFFECTIVE JANUARY 1, 2016 THROUGH DECEMBER 31, 2017: AUTHORIZING  
8 THE CHAIR OF THE COUNTY BOARD, CHAIR OF THE COMMITTEE ON HUMAN  
9 RESOURCES AND COUNTY ADMINISTRATOR TO EXECUTE SAID CONTRACT ON  
10 BEHALF OF EAU CLAIRE COUNTY -  
11

12 WHEREAS, the Committee on Human Resources has completed negotiations with the  
13 Wisconsin Professional Police Association Law Enforcement Employee Relations Division for the  
14 Non-Supervisory Unit for January 1, 2016 through December 31, 2017 (see enclosed fact sheet for  
15 details); and  
16

17 WHEREAS, the Committee on Human Resources passed a motion approving such  
18 negotiations and hereby recommends to the County Board the ratification of the results of the  
19 negotiated agreement.  
20

21 NOW, THEREFORE BE IT RESOLVED that the Eau Claire County Board of Supervisors  
22 hereby ratifies the labor agreement between Eau Claire County and Wisconsin Professional Police  
23 Association Law Enforcement Employee Relations Division For the Non-Supervisory Unit effective  
24 January 1, 2016, through December 31, 2017;  
25

26 BE IT FURTHER RESOLVED, that the Chair of the County Board, Chair of the Committee  
27 on Human Resources and County Administrator are hereby authorized to execute said agreement on  
28 behalf of Eau Claire County.  
29

30  
31 ADOPTED:  
32

33 \_\_\_\_\_  
34 \_\_\_\_\_  
35 \_\_\_\_\_  
36 \_\_\_\_\_  
37 \_\_\_\_\_  
38 \_\_\_\_\_  
39 \_\_\_\_\_  
40 \_\_\_\_\_  
41 \_\_\_\_\_

42 Committee on Human Resources

43  
44 KRZ  
45

46  
47 Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2016.  
48

## FACT SHEET

### TO FILE NO. 15-16/133

The County and the Wisconsin Professional Police Association Law Enforcement Employee Relations Division for the Sheriff's Department Non-Supervisory Unit have reached a tentative agreement for a successor two-year (2016-2017) agreement. The Non-Supervisory Unit has ratified the Agreement. The total package cost for 2016 decreased 2.37% and is within the amount budgeted for 2016. The Committee on Human Resources has approved the negotiated agreement and recommends it to the County Board of Supervisors as follows:

#### **2014**

##### **Wages**

2016-2% effective January 1 and an additional .5% July 1.

2017-2% effective January 1 and an additional .5% effective July 1.

##### **Health Insurance**

Only the amount of premium contribution is subject to bargaining. The employee premium contribution remained at 12%, the same as all other county employees. Plan design changes implemented January 1, 2016 reduced employer health insurance levy costs by \$408,800 for all county employees. This adjustment was included in the 2016 approved budget. For 2017 an estimated increase of 5% is included in the costing.

##### **Dental Insurance**

Effective January 1, 2016 employee premium contribution will increase from 10%-20% for all employees hired prior to January 1, 2014 who are participating in the dental plan. All employees hired on or after January 1, 2014 continue to be responsible for paying the entire premium. Costing includes a projected turnover of one person each year having a single plan and one having a family plan.

##### **Field Training Officer Pay**

Effective January 1, 2016 FTO pay of \$1.00/hour will be paid to train new employees.

**The total decreased package cost for 2016 is \$ 62,220 or a 2.37% decrease from 2015 and for 2017 there is a total increased package cost \$75,296 or a 2.94% increase over 2016.**

#### **Other Contract Changes**

The promotion process for permanent detectives was changed from being seniority based to being merit based. Letters of Agreement for Order-In Procedure, Guard Duty and Scheduling were continued and a number of non-substantive language changes were made to clarify the Agreement.

Respectfully submitted,

Keith R. Zehms

Corporation Counsel KRZ  
ORDINANCE\15-16.133

**Summary of WPPA Discussions  
Agreement/Recommendation to COHR  
2/5/2016**

	Salary	FICA	WRS (16.96%)	Health Insurance	Dental Insurance	Clothing Allowance	Life Insurance	Total Compensation
<b>2015 Estimated</b>	\$ 1,626,955	\$ 126,114	\$312,071	\$ 517,682	\$ 17,123	\$ 21,600	\$ 542	\$ 2,622,089
2016 (1% Increase)	\$ 1,643,225	\$ 125,707	\$278,691	\$ 448,605	\$ 16,597	\$ 21,600	\$ 553	\$ 2,534,978
2016 (1.5% Increase)	\$ 1,651,360	\$ 126,329	\$280,071	\$ 448,605	\$ 16,597	\$ 21,600	\$ 556	\$ 2,545,117
2016 (2% Increase)	\$ 1,659,494	\$ 126,951	\$281,450	\$ 448,605	\$ 16,597	\$ 21,600	\$ 559	\$ 2,555,257
<b>2016 (2%/0.05% Split Increase)</b>	\$ 1,664,923	\$ 127,269	\$282,154	\$ 448,605	\$ 14,755	\$ 21,600	\$ 563	\$ 2,559,869
							Total package decrease	\$ (62,220)
							Package % decrease	-2.37%
<b>2017 Estimates</b> (Assuming a 2% increase for 2016)								
2017 (1% Increase)	\$ 1,676,089	\$ 128,221	\$284,265	\$ 471,035	\$ 17,095	\$ 21,600	\$ 570	\$ 2,598,875
2017 (1.5% Increase)	\$ 1,684,387	\$ 128,856	\$285,672	\$ 471,035	\$ 17,095	\$ 21,600	\$ 573	\$ 2,609,217
2017 (2% Increase)	\$ 1,692,684	\$ 129,490	\$287,079	\$ 471,035	\$ 17,095	\$ 21,600	\$ 575	\$ 2,619,559
<b>2017 (2%/0.05% Split Increase) (2.25% lift)</b>	\$ 1,706,682	\$ 130,561	\$289,453	\$ 471,035	\$ 15,253	\$ 21,600	\$ 580	\$ 2,635,165
							Total package increase	\$ 75,296
							Package % increase	2.94%
<b>Other Options:*</b>								
Dental-20% Contribution					\$ (1,842)			\$ (1,842)
Field Training Pay 2 @ 16 wks @ \$1/hr	\$ 1,280	\$ 98	\$ 217					\$ 1,595

\*The costs of the Other Options discussed above are included in both 2016 & 2017 package figures.

## REPORT TO THE COMMITTEE ON HUMAN RESOURCES

### Action Required

<b>Meeting Date:</b> February 5, 2016	<b>X</b>	Information-Discussion		
<b>Agenda Item No.</b> 4		Direction to Staff		
<b>Department:</b> Human Resources	<b>X</b>	Approval-Denial		
<b>Subject:</b> Elected Officials Salaries for Upcoming Office Term For Treasurer, County Clerk, and Register of Deeds	<b>X</b>	Requires Recommendation to:		
	<b>X</b>	County Board		
		Other:		
		Form:	<b>X</b>	Ordinance
				Resolution
<b>Bargaining Unit Involved:</b> N/A				Report
<b>Prepared by:</b> A. Twitchell		Other Action:		
<b>Reviewed by:</b>				

County Code Section 3.20.001 *Elected Officers and Officials Compensation*, Paragraph A states:

- A. *Prior to March 15th of each even numbered year the committee shall review salaries of all county elected officials and make recommendations by ordinance to the board in accordance with Wis. Stat §§ 59.22(1) for each position up for election.*

State Statute 59.22 states that compensation for the four year terms need to be established before the earliest time for filing nomination papers. The earliest that nomination papers can be circulated is April 15, 2016 so the salaries will need to be set no later than the April 6, 2016 County Board meeting.

The 2014, 2015, 2016, 2017, and 2018 salaries of elected official are as follows:

B. The total annual compensation of the elected officials for calendar year 2014 shall be as follows:

- |                           |          |
|---------------------------|----------|
| 1. Clerk of circuit court | \$63,101 |
| 2. County sheriff         | \$83,972 |
| 3. County clerk           | \$57,950 |
| 4. County treasurer       | \$57,950 |
| 5. Register of deeds      | \$57,950 |

C. The total annual compensation of the elected officials for calendar year 2015 shall be as follows:

- |                           |          |
|---------------------------|----------|
| 1. County clerk           | \$58,529 |
| 2. County treasurer       | \$58,529 |
| 3. Register of deeds      | \$58,529 |
| 4. Clerk of circuit court | \$70,000 |
| 5. County sheriff         | \$93,500 |

D. The total annual compensation of the elected officials for calendar year 2016 shall be as follows:

- |                           |          |
|---------------------------|----------|
| 1. County clerk           | \$59,114 |
| 2. County treasurer       | \$59,114 |
| 3. Register of deeds      | \$59,114 |
| 4. Clerk of circuit court | \$71,050 |
| 5. County sheriff         | \$94,903 |

E. The total annual compensation of the elected officials for calendar year 2017 shall be as follows:

- |                           |          |
|---------------------------|----------|
| 1. Clerk of circuit court | \$72,116 |
| 2. County sheriff         | \$96,326 |

F. The total annual compensation of the elected officials for calendar year 2018 shall be as follows:

- |                           |          |
|---------------------------|----------|
| 1. Clerk of circuit court | \$73,197 |
| 2. County sheriff         | \$97,771 |

Approved		Denied	
Effective			
Referred to County Board on			
Signed			

A comparison survey completed by an area Human Resources Department is included in the agenda packet and includes information for the County Treasurer, County Clerk, and Register of Deeds.

Additionally, Human Resources received information provided by the County Treasurer, County Clerk, and Register of Deeds to be included in the agenda packet.

Wages need to be established for the County Treasurer, County Clerk, and the Register of Deeds through January 1, 2020. In 2014, the wages for the County Sheriff and Clerk of Circuit Court were established through January 1, 2018.

The Committee is asked to review salaries of the County Treasurer, County Clerk, and Register of Deeds and make recommendations to the County Board of Supervisors prior to April 15, 2016.

TREASURER

Last updated 01/29/16

County	Rating by Population	2013 Salary	2013 % Inc.	2014 Salary	2014 % Inc.	2015 Salary	2015 % Inc.	2016 Salary	2016 % Inc.	2017 Salary	2017 % Inc.	2018 Salary	2018 % Inc.	2019 Salary	2019 % Inc.	2020 Salary	2020 % Inc.	
Adams	53	\$57,000.00	1.45%	\$58,000.00	1.75%	\$59,000.00	1.72%	\$60,000.00	1.70%									
Ashland	60	\$47,124.10	1.06%	\$47,595.34	1.00%	\$49,000.00	1.06%	\$50,000.00	2.04%									
Barron	30	\$58,000.00	0.18%	\$59,000.00	1.72%	\$60,000.00	1.70%	\$61,000.00	1.67%									
Bayfield	64	\$54,985.00		\$54,985.00	0.00%	\$56,185.00	2.18%	\$56,185.00	0.00%									
Brown	4	\$69,000.00	1.92%	\$69,000.00	0.00%	\$69,000.00	0.00%	\$69,000.00	0.00%									
Buffalo	67	\$52,832.91	0.00%	\$52,832.91	0.00%	\$52,832.91	0.00%	\$52,832.91	0.00%									
Burnett	62																	
Calumet	29	\$58,834.00	2.00%	\$60,011.00	2.00%	\$60,611.00	1.00%	\$61,217.00	1.00%	\$65,341.00	7%	\$66,648.00	2%	\$67,981.00	2%	\$69,340.00	2%	Approved 1/19
Chippewa	25	\$61,700.40	1.38%	\$62,326.80	1.02%	\$62,953.20	1.01%	\$63,579.60	1.00%									
Clark	41	\$56,816.00	2.00%	\$57,952.00	2.00%	\$59,111.00	2.00%	\$60,293.00	2.00%									
Columbia	26	\$72,677.00	3.50%	\$74,522.00	2.54%	\$76,413.00	2.54%	\$76,413.00	0.00%									
Crawford	59																	
Dane	2																	
Dodge	17	\$60,965.00	1.25%	\$61,715.00	1.23%	\$62,465.00	1.22%	\$63,215.00	1.20%									
Door	45	\$59,750.00	0.52%	\$60,348.00	1.00%	\$60,951.00	1.00%	\$61,561.00	1.00%									
Douglas	33			\$60,090.00		\$60,090.00	0.00%	\$60,090.00	0.00%									
Dunn	32	\$56,399.00	1.00%	\$56,963.00	1.00%	\$57,533.00	1.00%	\$58,108.00	1.00%	\$61,600.00	6%	\$62,500.00	1%	\$63,400.00	1%	\$64,400.00	2%	Proposed
Eau Claire	16			\$57,950.00		\$58,529.00	1.00%	\$59,114.00	1.00%									
Florence	71	\$37,266.89	2.00%	\$38,012.23	2.00%	\$38,772.47	2.00%	\$39,547.92	2.00%	\$40,338.88	2%	\$41,145.65	2%	\$41,968.57	2%	\$42,807.94	2%	Expected to be approved
Fond du Lac	15	\$66,686.00	0.00%	\$67,352.00	1.00%	\$68,000.00	2.00%	\$70,074.00	2.00%									
Forest	68	\$41,572.70	0.00%	\$41,572.70	0.00%	\$42,404.15	2.00%	\$43,252.23	2.00%									
Grant	28	\$51,886.57	8.00%	\$52,405.44	1.00%	\$52,929.49	1.00%	\$53,458.78	1.00%									
Green	39																	
Green Lake	55	\$60,601.10	1.50%	\$61,526.40	1.53%	\$62,449.30	1.50%	\$63,073.79	1.00%									
Iowa	38	\$50,456.00		\$50,960.00		\$51,470.00		\$51,984.00										
Iron	70																	
Jackson	50	\$54,453.00	0.50%	\$54,725.00	0.50%	\$55,272.00	1.00%	\$55,825.00	1.00%									
Jefferson	20	\$62,150.40	5.00%	\$62,774.40	1.00%	\$63,398.40	0.99%	\$64,022.40	0.98%	\$66,518.40	5%	\$66,518.40	0%	\$66,518.40	0%	\$66,518.40	0%	Proposed
Juneau	46	\$54,200.00	0.93%	\$54,700.00	0.92%	\$55,400.00	1.28%	\$56,100.00	1.26%									
Kenosha	8																	
Kewaunee	52																	
La Crosse	12	\$68,481.00	5.00%	\$70,535.00	3.00%	\$71,946.00	2.00%	\$73,385.00	2.00%									
Lafayette	57	\$46,674.89	1.00%	\$47,608.39	2.00%	\$48,084.47	1.00%	\$48,565.31	1.00%									
Langlade	54	\$55,000.00	25.83%	\$55,000.00	0.00%	\$55,000.00	0.00%	\$55,000.00	0.00%									
Lincoln	44																	
Manitowoc	21	\$61,577.57	0.00%	\$62,193.35	1.00%	\$63,126.25	1.50%	\$64,073.14	1.50%									
Marathon	10																	
Marinette	36																	
Marquette	63	\$51,280.73	1.00%	\$51,793.54	1.00%	\$52,311.47	1.00%	\$52,834.59	1.00%									
Monroe	31	\$50,553.00	0.00%	\$50,553.00	0.00%	\$51,564.00	2.00%	\$52,595.00	2.00%									
Oconto	38	\$56,622.62	1.00%	\$57,188.85	1.00%	\$57,760.73	1.00%	\$58,338.34	1.00%	\$60,606.00	4%	\$60,606.00	0%	\$62,010.00	2%	\$62,010.00	0%	Approved
Oneida	40																	
Outagamie	6	\$68,638.00		\$69,668.00		\$70,713.00		\$71,774.00										
Ozaukee	18	\$71,227.17	3.00%	\$72,651.71	2.00%	\$74,104.75	2.00%	\$75,586.84	2.00%	\$75,586.84	0%	\$76,342.71	1%	\$77,106.14	1%	\$77,877.20	1%	Proposed
Pepin	69	\$47,773.00	1.00%	\$48,251.00	1.00%	\$49,216.00	2.00%	\$50,200.00	2.00%									
Pierce	37																	
Polk	34																	
Portage	23	\$61,675.89	0.00%	\$62,292.65	1.00%	\$63,227.04	1.50%	\$64,175.45	1.50%									



County	Rating by Population	2013 Salary	2013 % Inc.	2014 Salary	2014 % Inc.	2015 Salary	2015 % Inc.	2016 Salary	2016 % Inc.	2017 Salary	2017 % Inc.	2018 Salary	2018 % Inc.	2019 Salary	2019 % Inc.	2020 Salary	2020 % Inc.	
Price	66			\$46,717.00		\$46,717.00	0.00%	\$46,717.00	0.00%									
Racine	5																	
Richland	56																	
Rock	9	\$70,301.00	0.00%	\$71,004.00	1.00%	\$72,069.00	1.50%	\$73,150.00	1.50%									
Rusk	65	\$50,002.38	10.24%	\$50,973.30	1.94%	\$49,071.92		\$50,083.29	2.06%									
St. Croix	19	\$63,625.00	4.30%	\$63,625.00	0.00%	\$63,625.00	0.00%	\$63,625.00	0.00%									
Sauk	24																	
Sawyer	58	\$51,667.00	5.00%	\$52,184.00	1.00%	\$52,705.00	1.00%	\$53,233.00	1.00%									
Shawano	35	\$55,064.00	1.00%	\$55,615.00	1.00%	\$56,171.00	1.00%	\$56,733.00	1.00%									
Sheboygan	13	\$63,615.00	8.30%	\$63,615.00	0.00%	\$63,615.00	0.00%	\$63,615.00	0.00%									
Taylor	51	\$49,925.00	2.00%	\$50,924.00	2.00%	\$50,924.00	0.00%	\$50,924.00	0.00%									
Trempealeau	43	\$54,312.00		\$54,855.00		\$55,403.00		\$55,957.00										
Vernon	42	\$52,136.00	-0.01%	\$53,179.00	2.00%	\$54,242.00	2.00%	\$55,327.00	2.00%	\$55,327.00	0%	\$55,327.00	0%	\$56,433.54	2%	\$56,433.54	0%	Proposed
Vilas	49	\$49,036.23	3.50%	\$50,752.50	3.50%	\$52,528.84	3.50%	\$54,367.34	3.50%									
Walworth	14	\$66,662.00	0.00%	\$67,329.00	1.00%	\$68,002.00	1.00%	\$68,682.00	1.00%	\$70,055.64	2%	\$71,456.75	2%	\$72,885.89	2%	\$74,343.61	2%	Proposed
Washburn	61	\$54,868.00	2.00%	\$54,868.00	0.00%	\$55,965.00	2.00%	\$55,965.00	0.00%									
Washington	11	\$65,996.74	0.00%	\$65,996.74	0.00%	\$67,316.67	2.00%	\$68,663.01	2.00%	\$73,126.00	6%	\$74,589.00	2%	\$76,080.00	2%	\$77,602.00	2%	Proposed
Waukesha	3	\$70,180.00		\$71,232.00		\$72,300.00	1.50%	\$73,384.00	1.50%									
Waupaca	27	\$64,147.80	2.00%	\$65,430.76	2.00%	\$66,739.37	2.00%	\$68,074.16	2.00%									
Waushara	47	\$59,351.00	0.00%	\$59,351.00	0.00%	\$60,241.00	1.50%	\$61,145.00	1.50%									
Winnebago	7	\$68,807.00		\$69,839.00		\$71,236.00	2.00%	\$72,661.00	2.00%									
Wood	22	\$53,857.93				\$70,081.70	1.70%	\$71,132.93	1.50%									

County Clerk

Last updated 01/29/16

County	Rating by Population	2013 Salary	2013 % Inc.	2014 Salary	2014 % Inc.	2015 Salary	2015 % Inc.	2016 Salary	2016 % Inc.	2017 Salary	2017 % Inc.	2018 Salary	2018 % Inc.	2019 Salary	2019 % Inc.	2020 Salary	2020 % Inc.	
Adams	53	\$60,000.00	0.32%	\$60,000.00	0.00%	\$60,000.00	0.00%	\$60,000.00	0.00%									
Ashland	60	\$47,124.10	1.06%	\$47,595.34	1.00%	\$49,000.00		\$50,000.00	2.04%									
Barron	30	\$58,000.00	0.18%	\$59,000.00	1.72%	\$60,000.00	1.70%	\$61,000.00	1.67%									
Bayfield	64	\$62,256.00		\$62,256.00	0.00%	\$63,456.00	1.93%	\$63,456.00	0.00%									
Brown	4	\$69,000.00	1.92%	\$69,000.00	0.00%	\$69,000.00	0.00%	\$69,000.00	0.00%									
Buffalo	67	\$52,832.91	0.00%	\$52,832.91	0.00%	\$52,832.91	0.00%	\$52,832.91	0.00%									
Burnett	62																	
Calumet	29	\$58,834.00	2.00%	\$60,011.00	2.00%	\$60,611.00	1.00%	\$61,217.00	1.00%	\$65,341.00	7%	\$66,648.00	2%	\$67,981.00	2%	\$69,340.00	2%	Approved 1/19
Chippewa	25	\$61,702.00	1.38%	\$62,319.00	1.00%	\$62,942.00	1.00%	\$63,572.00	1.00%									
Clark	41	\$55,293.16	3.00%	\$56,376.91	1.96%	\$57,481.89	1.96%	\$58,608.54	1.96%									
Columbia	26	\$67,839.00	8.72%	\$69,466.00	2.40%	\$71,076.00	2.32%	\$72,677.00	2.25%									
Crawford	59																	
Dane	2																	
Dodge	17	\$60,965.00	1.25%	\$61,715.00	1.23%	\$62,465.00	1.22%	\$63,215.00	1.20%									
Door	45	\$59,750.00	0.52%	\$60,348.00	1.00%	\$60,951.00	1.00%	\$61,561.00	1.00%									
Douglas	33			\$60,090.00	0.00%	\$60,090.00	0.00%	\$60,090.00	0.00%									
Dunn	32	\$56,399.00	1.00%	\$56,963.00	1.00%	\$57,533.00	1.00%	\$58,108.00	1.00%	\$61,600.00	6%	\$62,500.00	1%	\$63,400.00	1%	\$64,400.00	2%	Proposed
Eau Claire	16			\$57,950.00		\$58,529.00	1.00%	\$59,114.00	1.00%									
Florence	71	\$46,136.00	2.00%	\$47,058.85	2.00%	\$48,000.03	2.00%	\$48,960.03	2.00%	\$49,939.24	2%	\$50,938.02	2%	\$51,956.78	2%	\$52,995.92	2%	Expected Approval
Fond du Lac	15	\$66,686.00	0.00%	\$67,352.00	1.00%	\$68,700.00	2.00%	\$70,074.00	2.00%									
Forest	68	\$41,572.70	0.00%	\$41,572.70	0.00%	\$42,404.15	2.00%	\$43,252.23	2.00%									
Grant	28	\$51,886.57	8.00%	\$52,405.44	1.00%	\$52,929.49	1.00%	\$53,458.78	1.00%									
Green	39																	
Green Lake	55	\$64,023.36	1.50%	\$64,979.20	1.49%	\$65,953.89	1.50%	\$66,613.43	1.00%									
Iowa	38	\$53,064.00		\$53,595.00	1.00%	\$54,131.00	1.00%	\$54,672.00	1.00%									
Iron	70																	
Jackson	50	\$57,110.00	0.50%	\$57,396.00	0.50%	\$57,970.00	1.00%	\$58,549.00	1.00%									
Jefferson	20	\$69,929.60	1.51%	\$70,969.60	1.49%	\$72,030.40	1.50%	\$73,112.00	1.50%	\$74,921.60	2%	\$74,921.60	0%	\$74,921.60	0%	\$74,921.60	0%	Proposed
Juneau	46	\$54,200.00	0.93%	\$54,700.00	0.92%	\$55,400.00	1.28%	\$56,100.00	1.26%									
Kenosha	8																	
Kewaunee	52																	
La Crosse	12	\$68,481.00	3.00%	\$70,535.00	3.00%	\$71,946.00	2.00%	\$73,385.00	2.00%									
Lafayette	57	\$49,826.18	0.00%	\$50,324.44	1.00%	\$50,827.68	1.00%	\$50,827.68	0.00%									
Langlade	54	\$55,000.00	9.88%	\$55,000.00	0.00%	\$55,000.00	0.00%	\$55,000.00	0.00%									
Lincoln	44																	
Manitowoc	21	\$61,577.57	0.00%	\$62,193.35	1.00%	\$63,126.25	1.50%	\$64,073.14	1.50%									
Marathon	10																	
Marinette	36																	
Marquette	63	\$46,325.00	2.50%	\$46,788.00	1.00%	\$47,256.00	1.00%	\$47,728.00	1.00%									
Menominee	72																	
Milwaukee	1																	
Monroe	31	\$55,646.00	0.00%	\$55,646.00	0.00%	\$56,759.00	2.00%	\$57,894.00	2.00%									
Oconto	38	\$58,338.61	1.00%	\$58,922.00	1.00%	\$59,511.22	1.00%	\$60,106.33	1.00%	\$60,606.00	4%	\$60,606.00	0%	\$62,010.00	2%	\$62,010.00	0%	Approved
Oneida	40																	
Outagamie	6	\$66,640.00		\$67,639.00		\$68,654.00		\$69,684.00										
Ozaukee	18	\$68,381.09	3.00%	\$69,748.71	2.00%	\$71,143.69	2.00%	\$72,566.56	2.00%	\$72,566.56	0%	\$73,292.23	1%	\$74,025.15	1%	\$74,765.40	1%	Proposed
Pepin	69	\$47,773.00	1.00%	\$48,251.00	1.00%	\$49,216.00	2.00%	\$50,200.00	2.00%									
Pierce	37																	
Polk	34																	

County	Rating by Population	2013 Salary	2013 % Inc.	2014 Salary	2014 % Inc.	2015 Salary	2015 % Inc.	2016 Salary	2016 % Inc.	2017 Salary	2017 % Inc.	2018 Salary	2018 % Inc.	2019 Salary	2019 % Inc.	2020 Salary	2020 % Inc.	
Portage	23	\$62,934.97	0.00%	\$63,564.32	1.00%	\$64,517.78	1.50%	\$65,485.55	1.50%									
Price	66			\$46,717.00	#DIV/0!	\$46,717.00	0.00%	\$46,717.00	0.00%									
Racine	5																	
Richland	56																	
Rock	9	\$70,301.00	0.00%	\$71,004.00	1.00%	\$72,069.00	1.50%	\$73,510.00	2.00%									
Rusk	65	\$55,342.44	7.78%	\$56,313.36	1.75%	\$54,068.11	-3.99%	\$55,099.71	1.91%									
St. Croix	19	\$63,625.00	4.30%	\$63,625.00	0.00%	\$63,625.00	0.00%	\$63,625.00	0.00%									
Sauk	24																	
Sawyer	58	\$51,667.00	5.00%	\$52,184.00	1.00%	\$52,705.00	1.00%	\$53,233.00	1.00%									
Shawano	35	\$55,064.00	1.00%	\$55,615.00	1.00%	\$56,171.00	1.00%	\$56,733.00	1.00%									
Sheboygan	13	\$64,872.00	8.28%	\$64,872.00	0.00%	\$64,872.00	0.00%	\$64,872.00	0.00%									
Taylor	51	\$52,584.00	2.00%	\$53,636.00	2.00%	\$53,636.00	0.00%	\$53,636.00	0.00%									
Trempealeau	43	\$57,065.00	1.00%	\$57,636.00	1.00%	\$58,212.00	1.00%	\$58,794.00	1.00%									
Vernon	42	\$59,691.00		\$60,885.00	2.00%	\$62,103.00	2.00%	\$63,345.00	2.00%	\$63,345.00	0%	\$63,345.00	0%	\$64,611.90	2%	\$64,611.90	0%	Proposed
Vilas	49	\$52,043.84	3.00%	\$53,605.16	3.00%	\$55,213.31	3.00%	\$56,869.71	3.00%									
Walworth	14	\$66,662.00	0.00%	\$67,329.00	1.00%	\$68,002.00	1.00%	\$68,682.00	1.00%	\$70,055.64	2%	\$71,456.75	2%	\$72,885.89	2%	\$74,343.61	2%	Proposed
Washburn	61	\$51,327.00	2.00%	\$51,327.00	0.00%	\$52,354.00	2.00%	\$52,354.00	0.00%									
Washington	11	\$65,996.74	0.00%	\$65,996.74	0.00%	\$67,316.67	2.00%	\$68,663.01	2.00%	\$73,126.00	6%	\$74,589.00	2%	\$76,080.00	2%	\$77,602.00	2%	Proposed
Waukesha	3	\$70,180.00	1.50%	\$71,232.00	1.50%	\$72,300.00	1.50%	\$72,300.00	0.00%									
Waupaca	27	\$64,147.80	2.00%	\$65,430.76	2.00%	\$66,739.37	2.00%	\$68,074.16	2.00%									
Waushara	47	\$59,351.00	0.00%	\$59,351.00	0.00%	\$60,241.00	1.50%	\$61,145.00	1.50%									
Winnebago	7	\$68,807.00	1.00%	\$69,839.00	1.50%	\$71,236.00	2.00%	\$72,661.00	2.00%									
Wood	22	\$54,542.83	3.00%			\$70,081.70	1.70%	\$71,132.93	1.50%									

Register of Deeds

Last updated 01/29/16

County	Rating by Population	2013 Salary	2013 % Inc.	2014 Salary	2014 % Inc.	2015 Salary	2015 % Inc.	2016 Salary	2016 % Inc.	2017 Salary	2017 % Inc.	2018 Salary	2018 % Inc.	2019 Salary	2019 % Inc.	2020 Salary	2020 % Inc.	
Adams	53	\$57,000.00	1.45%	\$58,000.00	1.75%	\$59,000.00	1.72%	\$60,000.00	1.70%									
Ashland	60																	
Barron	30	\$58,000.00	0.18%	\$59,000.00	1.72%	\$60,000.00	1.70%	\$61,000.00	1.67%									
Bayfield	64	\$54,985.00		\$54,985.00	0.00%	\$56,185.00	2.18%	\$57,385.00	2.14%									
Brown	4	\$69,000.00	1.92%	\$69,000.00	0.00%	\$69,000.00	0.00%	\$69,000.00	0.00%									
Buffalo	67	\$52,832.91	0.00%	\$52,832.91	0.00%	\$52,832.91	0.00%	\$52,832.91	0.00%									
Burnett	62																	
Calumet	29	\$58,834.00	2.00%	\$60,011.00	2.00%	\$60,611.00	1.00%	\$61,217.00	1.00%	\$65,341.00	6.74%	\$66,648.00	2%	\$67,981.00	2%	\$69,340.00	2%	Approved 1/19
Chippewa	25	\$61,700.40	1.38%	\$62,326.80	1.02%	\$62,953.20	1.01%	\$63,579.60	1.00%									
Clark	41	\$51,896.00	-6.45%	\$52,934.00	2.00%	\$53,993.00	2.00%	\$55,072.00	2.00%									
Columbia	26	\$67,839.00	9.11%	\$69,466.00	2.40%	\$71,076.00	2.32%	\$72,677.00	2.25%									
Crawford	59																	
Dane	2																	
Dodge	17	\$60,965.00	1.25%	\$61,715.00	1.23%	\$62,465.00	1.22%	\$63,215.00	1.20%									
Door	45	\$59,750.00	0.52%	\$60,348.00	1.00%	\$60,951.00	1.00%	\$61,561.00	1.00%									
Douglas	33			\$60,090.00		\$60,090.00	0.00%	\$60,090.00	0.00%									
Dunn	32	\$56,399.00	1.00%	\$56,963.00	1.00%	\$57,533.00	1.00%	\$58,108.00	1.00%	\$61,600.00	5.67%	\$62,500.00	1.44%	\$63,400.00	1.42%	\$64,400.00	1.55%	Proposed
Eau Claire	16			\$57,950.00		\$58,529.00	1.00%	\$59,114.00	1.00%									
Florence	71	\$38,522.44	2.00%	\$39,292.89	2.00%	\$40,078.75	2.00%	\$40,880.33	2.00%	\$41,697.93	2%	\$42,531.89	2%	\$43,382.53	2%	\$44,250.18	2%	Expected to be approved
Fond du Lac	15	\$66,686.00	0.00%	\$67,352.00	1.00%	\$68,000.00	2.00%	\$70,074.00	2.00%									
Forest	68	\$41,572.70	0.00%	\$41,572.00	0.00%	\$42,404.15	2.00%	\$43,252.23	2.00%									
Grant	28	\$51,886.57	8.00%	\$52,405.44	1.00%	\$52,929.49	1.00%	\$53,458.78	1.00%									
Green	39																	
Green Lake	55	\$60,601.10	1.50%	\$61,526.40	1.53%	\$62,449.30	1.50%	\$63,073.79	1.00%									
Iowa	38	\$50,456.00		\$50,960.00	1.00%	\$51,470.00	1.00%	\$51,984.00	1.00%									
Iron	70																	
Jackson	50	\$54,453.00	0.50%	\$54,725.00	0.50%	\$55,272.00	1.00%	\$55,825.00	1.00%									
Jefferson	20	\$60,777.60	11.00%	\$61,380.80	0.99%	\$62,004.80	1.02%	\$62,628.80	1.01%	\$66,518.40	7.28%	\$66,518.40	0%	\$66,518.40	0%	\$66,518.40	0%	Proposed
Juneau	46	\$54,200.00	0.93%	\$54,700.00	0.92%	\$55,400.00	1.28%	\$56,100.00	1.26%									
Kenosha	8																	
Kewaunee	52																	
La Crosse	12	\$68,481.00	5.00%	\$70,535.00	3.00%	\$71,946.00	2.00%	\$73,385.00	2.00%									
Lafayette	57	\$46,674.89	1.00%	\$47,608.39	2.00%	\$48,084.47	1.00%	\$48,565.31	1.00%									
Langlade	54	\$55,000.00	5.63%	\$55,000.00	0.00%	\$55,000.00	0.00%	\$55,000.00	0.00%									
Lincoln	44																	
Manitowoc	21	\$61,577.57	0.00%	\$62,193.35	1.00%	\$63,126.25	1.50%	\$64,073.14	1.50%									
Marathon	10																	
Marquette	36																	
Marquette	63	\$49,828.00	1.00%	\$50,327.00	1.00%	\$50,830.00	1.00%	\$51,338.00	1.00%									
Monroe	31	\$49,109.00	0.00%	\$49,109.00	0.00%	\$50,091.00	2.00%	\$51,093.00	2.00%									
Oconto	38	\$56,622.62	1.00%	\$57,188.85	1.00%	\$57,760.73	1.00%	\$58,338.34	1.00%	\$60,606.00	3.74%	\$60,606.00	0.00%	\$62,010.00	2.26%	\$62,010.00	0.00%	Approved
Oneida	40																	
Outagamie	6	\$68,638.00		\$69,668.00		\$70,713.00		\$71,774.00										
Ozaukee	18	\$71,227.17	3.00%	\$72,651.71	2.00%	\$74,104.75	2.00%	\$75,586.84	2.00%	\$75,586.84	0%	\$76,342.71	1%	\$77,106.14	1%	\$77,877.20	1%	Proposed
Pepin	69	\$47,773.00	1.00%	\$48,250.73	1.00%	\$49,216.00	2.00%	\$50,200.00	2.00%									
Pierce	37																	
Polk	34																	
Portage	23	\$61,675.89	0.00%	\$62,292.65	1.00%	\$63,227.04	1.50%	\$64,175.45	1.50%									
Price	66			\$46,717.00		\$46,717.00	0.00%	\$46,717.00	0.00%									
Racine	5																	
Richland	56																	
Rock	9	\$70,301.00	0.00%	\$71,004.00	1.00%	\$72,069.00	1.50%	\$73,510.00	2.00%									
Rusk	65	\$50,002.38	10.24%	\$50,973.30	1.94%	\$49,071.92	-3.73%	\$50,083.29	2.06%									

County	Rating by Population	2013 Salary	2013 % Inc.	2014 Salary	2014 % Inc.	2015 Salary	2015 % Inc.	2016 Salary	2016 % Inc.	2017 Salary	2017 % Inc.	2018 Salary	2018 % Inc.	2019 Salary	2019 % Inc.	2020 Salary	2020 % Inc.	
St. Croix	19	\$63,625.00	4.30%	\$63,625.00	0.00%	\$63,625.00	0.00%	\$63,625.00	0.00%									
Sauk	24																	
Sawyer	58	\$51,667.00	5.00%	\$52,184.00	1.00%	\$52,705.00	1.00%	\$53,233.00	1.00%									
Shawano	35	\$55,064.00	1.00%	\$55,615.00	1.00%	\$56,171.00	1.00%	\$56,733.00	1.00%									
Sheboygan	13	\$63,416.00	8.30%	\$63,416.00	0.00%	\$63,416.00	0.00%	\$63,416.00	0.00%									
Taylor	51	\$49,925.00	2.00%	\$50,924.00	2.00%	\$50,924.00	0.00%	\$50,924.00	0.00%									
Trempealeau	43	\$54,312.00	1.00%	\$54,855.00	1.00%	\$55,403.00	1.00%	\$55,957.00	1.00%									
Vernon	42	\$52,136.00		\$53,179.00	2.00%	\$54,242.00	2.00%	\$55,327.00	2.00%	\$55,327.00	0%	\$55,327.00	0%	\$56,433.54	2%	\$56,433.54	0%	Proposed
Vilas	49	\$49,036.23	3.50%	\$50,752.50	3.50%	\$52,528.84	3.50%	\$54,367.34	3.50%									
Walworth	14	\$66,662.00	0.00%	\$67,329.00	1.00%	\$68,002.00	1.00%	\$68,682.00	1.00%	\$70,055.64	2%	\$71,456.75	2%	\$72,885.89	2%	\$74,343.61	2%	Proposed
Washburn	61	\$51,327.00	2.00%	\$51,327.00	0.00%	\$52,354.00	2.00%	\$52,354.00	0.00%									
Washington	11	\$65,996.74		\$64,996.74	-1.52%	\$67,316.67	3.57%	\$68,663.01	2.00%	\$73,126.00	6%	\$74,589.00	2%	\$76,080.00	2%	\$77,602.00	2%	Proposed
Waukesha	3	\$71,125.00	1.50%	\$72,191.00	1.50%	\$73,273.00	1.50%	\$74,372.00	1.50%									
Waupaca	27	\$64,147.80	2.00%	\$65,430.76	2.00%	\$66,739.37	2.00%	\$68,074.16	2.00%									
Waushara	47	\$59,241.00		\$59,241.00	0.00%	\$59,241.00	0.00%	\$60,145.00	1.53%									
Winnebago	7	\$68,807.00	1.00%	\$69,839.00	1.50%	\$71,236.00	2.00%	\$72,661.00	2.00%									
Wood	22	\$53,857.93	3.00%			\$70,081.70	1.70%	\$71,132.93	1.50%									

Wage analysis for term 2017 - 2020

Prepared and submitted by Glenda Lyons, County Treasurer

February 5, 2016 Human Resource Committee meeting

County	In Order of Population	2016 Salary	Pay Difference	Collect 1st Install*	Approx # of parcels
Ozaukee	86,705	\$75,587	\$16,473	No	39,000
Dodge	88,875	\$63,215	\$4,101	No	48,000
Eau Claire	99,734	\$59,114		Yes	49,000
Fond Du Lac	101,984	\$70,074	\$10,960	Yes	57,000
Walworth	102,579	\$68,682	\$9,568	No	69,000

**Average pay difference is: \$10,275.46**

This is comparing four counties, closest in population.

\*All counties collect 2nd installment but Eau Claire & Fond Du Lac collect 1st installment also.

In addition to my Treasurer duties:

- 1.) I attend Department head meetings, mandatory YOUiversity training and book club.
- 2.) I set policies and procedures within the Department and do employee reviews.
- 3.) I prepare an annual budget and an annual written and oral presentation to the Board.
- 4.) I also attend annual training day and all other meetings requested by Administration or F&B Committee.
- 5.) I continue to improve my skills by attending seminars and County Treasurers training conferences.
- 6.) I hold regular office hours and take approximately 2 weeks vacation per year.
- 7.) I help with the employee breakfast and provide items for the Scholarship fundraisers.
- 8.) Please remember I am responsible for receipting/processing approx \$225,000,000 of funds every year.

**Current Department Heads/Managers/Supervisors of Eau Claire County class R, S, T & U**

Title	Class code	Step 1	Step 2	Step 3	Step 4
		2016	2017	2018	2019
Managers/Director	R	\$63,487	\$64,757	\$66,052	\$67,373
Mngrs/Directors	S	\$69,836	\$71,232	\$72,657	\$74,110
Directors	T	\$78,216	\$79,780	\$81,376	\$83,003
Directors	U	\$84,473	\$86,163	\$87,886	\$89,644
Treasurer	2016	\$59,114	<i>Per County Code 3.20.005</i>		

Currently the Treasurer rate would fall within Class Code of "P" (no Dept Heads/Directors): Economic Support Supv; Emergency Mngt Coord; Enviromental Engineer; Highway Supv; Shop Supv; Treatment Courts Supv; Organizational Srvcs Supv.
The next class code up "Q" (no Dept Heads/Directors) includes titles of Data Analyst; GIS Admin; Housing Mngr; Network Admin; Payroll Mngr; Programmer; Senior Planner; Sergeant and Suveyor
"S" position titles are: Admin Srvc Div Mngr; Adult Srvc Mngr; Facilities Director; Fiscal Srvc Director; Highway Superintendent; Parks & Forest Director
"T" position titles are: ADRC Director; Airport Director; Children's Court Director; Captain; Deputy Director DHS: Network Administrator; Planning & Development Director

I am requesting Class code S, Step 2: 2017 @ \$71,232; 2018 @ \$72,657; 2019 @ \$74,110; 2020 @ \$75,222

3.20.005 Salaries of elected officers.

A. The salaries of all elected officers shall be paid in accordance with Chapter 4.07.

B. The total annual compensation of the elected officials for calendar year 2014 shall be as follows:

1. Clerk of circuit court	\$63,101
2. County sheriff	\$83,972
3. County clerk	\$57,950
4. County treasurer	\$57,950
5. Register of deeds	\$57,950

C. The total annual compensation of the elected officials for calendar year 2015 shall be as follows:

1. County clerk	\$58,529
2. County treasurer	\$58,529
3. Register of deeds	\$58,529
4. Clerk of circuit court	\$70,000
5. County sheriff	\$93,500

D. The total annual compensation of the elected officials for calendar year 2016 shall be as follows:

1. County clerk	\$59,114
2. County treasurer	\$59,114
3. Register of deeds	\$59,114
4. Clerk of circuit court	\$71,050
5. County sheriff	\$94,903

E. The total annual compensation of the elected officials for calendar year 2017 shall be as follows:

1. Clerk of circuit court	\$72,116
2. County sheriff	\$96,326

F. The total annual compensation of the elected officials for calendar year 2018 shall be as follows:

1. Clerk of circuit court	\$73,197
2. County sheriff	\$97,771

(Ord. 157-49, Sec. 1. & 2., 2014; Ord 155-33, Sec. 2, 2012; Ord. 154-5, Sec. 1-2, 2010; Ord. 152-002, Sec. 2, 2008; Ord 150-013; Sec. 3, 2006).

As you know there are 72 counties in Wisconsin. Eau Claire County is the 15th largest population and of the 72 counties, 42 counties have populations of less than 50,000.

We are presenting a comparison to like size counties within an approximate population range of 15,000 more or less than our county. We feel that like size counties make an excellent comparison due to the fact that they would be processing approximately the same number of tax bills/payments, document filings and copies, elections and county board activities.

Comparison County	Population	Wage 2016	Proposed			
			2017	2018	2019	2020
Dodge	88,759	\$63,215	\$68,057	\$69,078	\$70,114	\$71,166
<b>Eau Claire</b>	<b>101,260</b>	<b>\$59,114</b>				
Fond du Lac	102,000	\$70,074	\$71,475	\$72,904	\$74,362	\$75,849
LaCrosse	118,000	\$73,385	\$74,852	\$76,349	\$77,875	\$79,432
Ozaukee	86,000	\$75,587				
St Croix	84,856	\$63,625				
Sheboygan	115,000	\$64,872	\$63,615	\$63,416	increase will be CPI per year	
Walworth	110,000	\$68,682	\$70,055	\$71,456	\$72,885	\$74,342

The elected officials work in the capacity of a Department Head and are responsible for a budget, annual report – written and oral; they manage the employees in their office along with the other duties that are specific to their office.

The other comparison we would like to present is from the Eau Claire County 2015-2016 Recommended Salary Schedule from McGrath adopted by the Eau Claire County Board.

The lowest paid Department Heads (Register in Probate and Veterans Service Director) in the study were in pay grade “R” which the midpoint pay would be \$71,507. The next department head level is for Facilities Director and Parks and Forest Director “S” with a midpoint of \$78,658

Other position titles that are not department heads: Organizational Services Supervisor – DHS \$64,859, Human Service Advisor – HR \$71,507, Children’s Court Services Manager – Children court , \$71,507, Administrative Services Division Manager - Sheriff \$78,658 just for a few examples.



## REGISTER OF DEEDS

### Considerations for elected official salaries

Information provided below in advance of setting the elected official salaries for 2017-2020:

#### **Comparison counties in size and salaries-**

Fond du lac County	Population - 101,984	2016 Salary - \$70,074
La Crosse County	Population - 114,638	2016 Salary - \$73,385
Marathon County	Population - 100,135	2016 Salary - \$71,200
St. Croix County	Population - 85,930	2016 Salary - \$63,625

#### **Eau Claire County Department Managers-**

Aging & Disability Resource Center Manager	\$63,487
Children's Court Services Manager	\$63,487
Land Conservation Manager-Planning & Development	\$63,487
Human Resources Advisor	\$63,487

Elected officials are also department directors who perform the same managerial duties of non-elected department heads. We are required to process all the same documentation including budgets, employee reviews, offer resolutions, facilitate office operations and projects. We interview, hire, train and supervise staff, establish goals, standards and expectations. For the purposes of employee morale and equity, it's in the county's best interest to treat all department head employees equally.

Office workload demands elected officials not only be directors/supervisors, but also frontline employees who work side-by-side with staff for day-to-day tasks accomplished by end of day. Any future elected officials in these offices would have to perform the same duties or their offices would be understaffed to the point of being dysfunctional.

As any other non-represented position, each county needs qualified, professional individuals running elections, collecting and archiving the financial records, or administering and maintaining property and vital records. Counties need to attract and retain good, intelligent people or risk losing the integrity of their elected offices.

Thank you for your consideration.