

ENROLLED ORDINANCE 180-85

AMENDED - ESTABLISH SALARIES FOR SHERIFF, CLERK OF COURTS, AND COUNTY EXECUTIVE FOR 2027 - 2030

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 2027; and

WHEREAS, pursuant to Wisconsin Statutes, 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, 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 January 1 of the calendar year shall be:

| <u>Year</u> | <u>Annual Salary*</u> | <u>Hourly Wage</u> |
|-------------|-----------------------|--------------------|
| 2027 | \$145,683 | \$70.04 |
| 2028 | \$150,051 | \$72.14 |
| 2029 | \$154,544 | \$74.30 |
| 2030 | \$159,182 | \$76.53 |

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

| <u>Year</u> | <u>Annual Salary*</u> | <u>Hourly Wage</u> |
|-------------|-----------------------|--------------------|
| 2027 | \$107,723 | \$51.79 |
| 2028 | \$110,947 | \$53.34 |
| 2029 | \$114,275 | \$54.94 |
| 2030 | \$117,707 | \$56.59 |

III. The salary for the County Executive effective the 3rd Tuesday in April of the calendar year shall be:

| <u>Year</u> | <u>Annual Salary*</u> | <u>Hourly Wage</u> |
|-------------|-----------------------|--------------------|
| 2027 | \$146,806 | \$70.58 |
| 2028 | \$151,216 | \$72.70 |
| 2029 | \$155,750 | \$74.88 |
| 2030 | \$160,430 | \$77.13 |

*Based on hourly wage multiplied by 2,080 hours, which can vary from year to year.

Presented by:
Human Resources Committee

Larry Nelson
Larry Nelson, Chair

Approved by:
Finance Committee

NO Gary J. Szpara
Gary J. Szpara, Chair

Michael A. Crowley
Michael A. Crowley

NO Timothy Dondlinger
Timothy Dondlinger

Darryl J. Enriquez
Darryl J. Enriquez
Absent

Darryl J. Enriquez
Darryl J. Enriquez

John G. Gscheidmeier
John G. Gscheidmeier

Wayne Euclide
Wayne Euclide

Darlene Marie Johnson
Darlene M. Johnson
Absent

Joel R. Gaughan
Joel R. Gaughan

Chris Mommaerts
Chris Mommaerts

Darlene Marie Johnson
Darlene M. Johnson

Jeremy Walz
Jeremy Walz

NO Brian Meier
Brian Meier

Amended

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 3-27-2026 Jennifer Moore, deputy
Margaret Wartman, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: X
Vetoed: _____

Date: 4/7/2026 Paul Farrow

Paul Farrow, County Executive

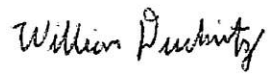
AMENDED - FISCAL NOTE
 ESTABLISH SALARIES FOR SHERIFF, CLERK OF COURTS, AND COUNTY
 EXECUTIVE FOR 2027 – 2030

The chart below details the estimated annual fiscal impact of the elected official salary adjustments proposed in this ordinance. The ordinance includes an 8% equity adjustment in 2027 to bring salary levels more in-line with other comparable counties for the Sheriff and County Executive. For the Clerk of Courts, the 2027 increase is 3%. Thereafter, from 2028 through 2030, the annual increase is 3%. 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 | | | | | |
|--|-------------|------------|------------|------------|------------|
| | 2026 | 2027 | 2028 | 2029 | 2030 |
| | Base Salary | Proposed | Proposed | Proposed | Proposed |
| Total Salaries (a) | \$ 375,398 | \$ 400,212 | \$ 412,214 | \$ 424,569 | \$ 437,319 |
| Social Security | \$ 28,718 | \$ 30,617 | \$ 31,534 | \$ 32,480 | \$ 33,455 |
| Retirement Contribution | \$ 37,280 | \$ 39,887 | \$ 41,084 | \$ 42,315 | \$ 43,585 |
| Post-Employment Health Contribution (b) | \$ 12,746 | \$ 12,912 | \$ 13,656 | \$ 14,016 | \$ 14,387 |
| Total Cost | \$ 454,142 | \$ 483,628 | \$ 498,488 | \$ 513,380 | \$ 528,746 |
| Cost Incr/(Decr) from Prior Year (b) | | \$ 29,486 | \$ 14,860 | \$ 14,892 | \$ 15,366 |
| % Change from Prior Year (b) | | 6.5% | 3.1% | 3.0% | 3.0% |

- (a) For comparability purposes, figures displayed above assume 2,080 hours per year. The number of compensated hours can vary from year to year based on the number pay periods that are paid out during that 12-month period.
- (b) The higher increase in 2028 compared to 2029 and 2030 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 regular, non-elected positions), in recognition that elected officials do not accrue sick live like regular employees during their term in office. Since this contribution is based on prior-year salary, the impact of the equity adjustment in 2027 is delayed until 2028 for this benefit.

The impact of these changes will be incorporated into the 2027 and later budgets.



 William Duckwitz
 Budget Manager
 03/26/2026

VOTE RESULTS

16 AYE 8 NAY 0 ABSTAIN 1 ABSENT

Motion to Amend - Ordinance 180-O-086

Majority Vote of Members Present

~~Separate into three separate ordinances~~

motion to divide the question

Passed

| | | | | | |
|-------------------|-----|-----------------|--------|-------------------|-------|
| D1 - Styza | AYE | D10 - Thieme | ABSENT | D19 - Enriquez | NAY |
| D2 - Euclide | NAY | D11 - Howard | AYE | D20 - Schellinger | AYE |
| D3 - Gscheidmeier | NAY | D12 - Wolff | AYE | D21 - Gaughan | NAY |
| D4 - Batzko | NAY | D13 - Leisemann | AYE | D22 - Szpara | AYE |
| D5 - Dondlinger | AYE | D14 - Mommaerts | AYE | D23 - Hammitt | S AYE |
| D6 - Walz | AYE | D15 - Kolb | M AYE | D24 - Schroeder | AYE |
| D7 - LaFontain | AYE | D16 - Crowley | NAY | D25 - Johnson | AYE |
| D8 - Koremenos | AYE | D17 - Meier | NAY | | |
| D9 - Heinrich | AYE | D18 - Nelson | NAY | | |


VOTE RESULTS

13 AYE 11 NAY 0 ABSTAIN 1 ABSENT

Motion to Amend - Ordinance 180-O-086

Amend salary increase for clerk of courts to 3% for each of the four years.

Majority Vote of Members Present

 **Passed**

| | | | | | |
|-------------------|-------|-----------------|--------|-------------------|-------|
| D1 - Styza | AYE | D10 - Thieme | ABSENT | D19 - Enriquez | NAY |
| D2 - Euclide | AYE | D11 - Howard | NAY | D20 - Schellinger | AYE |
| D3 - Gscheidmeier | NAY | D12 - Wolff | NAY | D21 - Gaughan | NAY |
| D4 - Batzko | AYE | D13 - Leisemann | AYE | D22 - Szpara | M AYE |
| D5 - Dondlinger | AYE | D14 - Mommaerts | NAY | D23 - Hammitt | AYE |
| D6 - Walz | AYE | D15 - Kolb | AYE | D24 - Schroeder | NAY |
| D7 - LaFontain | S AYE | D16 - Crowley | NAY | D25 - Johnson | NAY |
| D8 - Koremenos | AYE | D17 - Meier | AYE | | |
| D9 - Heinrich | NAY | D18 - Nelson | NAY | | |

VOTE RESULTS

10 AYE 14 NAY 0 ABSTAIN 1 ABSENT

Motion to Amend - Ordinance 180-O-086

Amend sheriff salary to 3% in the first year and remaining year of term.

Majority Vote of Members Present

Failed

| | | | | | | |
|-------------------|---|-----|-----------------|--------|-------------------|-------|
| D1 - Styza | S | AYE | D10 - Thieme | ABSENT | D19 - Enriquez | NAY |
| D2 - Euclide | | AYE | D11 - Howard | NAY | D20 - Schellinger | AYE |
| D3 - Gscheidmeier | | NAY | D12 - Wolff | NAY | D21 - Gaughan | NAY |
| D4 - Batzko | | NAY | D13 - Leisemann | AYE | D22 - Szpara | M AYE |
| D5 - Dondlinger | | AYE | D14 - Mommaerts | NAY | D23 - Hammitt | AYE |
| D6 - Walz | | NAY | D15 - Kolb | NAY | D24 - Schroeder | NAY |
| D7 - LaFontain | | AYE | D16 - Crowley | NAY | D25 - Johnson | NAY |
| D8 - Koremenos | | AYE | D17 - Meier | AYE | | |
| D9 - Heinrich | | NAY | D18 - Nelson | NAY | | |

VOTE RESULTS

7 AYE 17 NAY 0 ABSTAIN 1 ABSENT

Motion to Amend - Ordinance 180-O-086

Remove county executive from this ordinance and postpone to September 2026 county board meeting.

Majority Vote of Members Present

Failed

| | | | | | |
|-------------------|-------|-----------------|--------|-------------------|-------|
| D1 - Styza | NAY | D10 - Thieme | ABSENT | D19 - Enriquez | AYE |
| D2 - Euclide | NAY | D11 - Howard | NAY | D20 - Schellinger | AYE |
| D3 - Gscheidmeier | NAY | D12 - Wolff | NAY | D21 - Gaughan | NAY |
| D4 - Batzko | NAY | D13 - Leisemann | NAY | D22 - Szpara | M AYE |
| D5 - Dondlinger | NAY | D14 - Mommaerts | AYE | D23 - Hammitt | AYE |
| D6 - Walz | NAY | D15 - Kolb | NAY | D24 - Schroeder | NAY |
| D7 - LaFontain | S AYE | D16 - Crowley | NAY | D25 - Johnson | NAY |
| D8 - Koremenos | NAY | D17 - Meier | NAY | | |
| D9 - Heinrich | AYE | D18 - Nelson | NAY | | |

VOTE RESULTS

11 AYE 13 NAY 0 ABSTAIN 1 ABSENT

Motion to Amend - Ordinance 180-O-086

Amend county executive salary to 3% in the first year and remaining years of term.

Majority Vote of Members Present

Failed

| | | | | | |
|-------------------|-------|-----------------|--------|-------------------|-------|
| D1 - Styza | AYE | D10 - Thieme | ABSENT | D19 - Enriquez | NAY |
| D2 - Euclide | AYE | D11 - Howard | NAY | D20 - Schellinger | S AYE |
| D3 - Gscheidmeier | NAY | D12 - Wolff | NAY | D21 - Gaughan | NAY |
| D4 - Batzko | NAY | D13 - Leisemann | AYE | D22 - Szpara | AYE |
| D5 - Dondlinger | AYE | D14 - Mommaerts | NAY | D23 - Hammitt | AYE |
| D6 - Walz | NAY | D15 - Kolb | AYE | D24 - Schroeder | NAY |
| D7 - LaFontain | M AYE | D16 - Crowley | NAY | D25 - Johnson | NAY |
| D8 - Koremenos | AYE | D17 - Meier | AYE | | |
| D9 - Heinrich | NAY | D18 - Nelson | NAY | | |


VOTE RESULTS

Ordinance 180-O-086
Establish salary for sheriff

17 AYE 7 NAY 0 ABSTAIN 1 ABSENT

Majority Vote of Members Present

*original salary ordinance
for sheriff as originally stated*

 **Passed**

| | | | | | |
|-------------------|------------|-----------------|--------------|-------------------|------------|
| D1 - Styza | NAY | D10 - Thieme | ABSENT | D19 - Enriquez | AYE |
| D2 - Euclide | NAY | D11 - Howard | AYE | D20 - Schellinger | NAY |
| D3 - Gscheidmeier | AYE | D12 - Wolff | AYE | D21 - Gaughan | AYE |
| D4 - Batzko | AYE | D13 - Leisemann | NAY | D22 - Szpara | NAY |
| D5 - Dondlinger | AYE | D14 - Mommaerts | AYE | D23 - Hammitt | AYE |
| D6 - Walz | AYE | D15 - Kolb | AYE | D24 - Schroeder | AYE |
| D7 - LaFontain | NAY | D16 - Crowley | S AYE | D25 - Johnson | AYE |
| D8 - Koremenos | NAY | D17 - Meier | AYE | | |
| D9 - Heinrich | AYE | D18 - Nelson | M AYE | | |

VOTE RESULTS

24 AYE 0 NAY 0 ABSTAIN 1 ABSENT

Ordinance 180-O-086

Original salary ordinance for Clerk of Courts as amended

Majority Vote of Members Present

 **Passed**


| | | | | | |
|-------------------|------------|-----------------|---------------------|-------------------|------------|
| D1 - Styza | AYE | D10 - Thieme | ABSENT | D19 - Enriquez | AYE |
| D2 - Euclide | AYE | D11 - Howard | AYE | D20 - Schellinger | AYE |
| D3 - Gscheidmeier | AYE | D12 - Wolff | AYE | D21 - Gaughan | AYE |
| D4 - Batzko | AYE | D13 - Leisemann | AYE | D22 - Szpara | AYE |
| D5 - Dondlinger | AYE | D14 - Mommaerts | AYE | D23 - Hammitt | AYE |
| D6 - Walz | AYE | D15 - Kolb | AYE | D24 - Schroeder | AYE |
| D7 - LaFontain | AYE | D16 - Crowley | S AYE | D25 - Johnson | AYE |
| D8 - Koremenos | AYE | D17 - Meier | AYE | | |
| D9 - Heinrich | AYE | D18 - Nelson | M AYE | | |

VOTE RESULTS

17 AYE 7 NAY 0 ABSTAIN 1 ABSENT

Ordinance 180-O-086
Salary for County Executive as originally stated

Majority Vote of Members Present

 **Passed**

| | | | | | |
|-------------------|-----|-----------------|--------|-------------------|-----|
| D1 - Styza | NAY | D10 - Thieme | ABSENT | D19 - Enriquez | AYE |
| D2 - Euclide | NAY | D11 - Howard | AYE | D20 - Schellinger | NAY |
| D3 - Gscheidmeier | AYE | D12 - Wolff | AYE | D21 - Gaughan | AYE |
| D4 - Batzko | AYE | D13 - Leisemann | AYE | D22 - Szpara | NAY |
| D5 - Dondlinger | NAY | D14 - Mommaerts | AYE | D23 - Hammitt | AYE |
| D6 - Walz | AYE | D15 - Kolb | AYE | D24 - Schroeder | AYE |
| D7 - LaFontain | NAY | D16 - Crowley | S AYE | D25 - Johnson | AYE |
| D8 - Koremenos | NAY | D17 - Meier | AYE | | |
| D9 - Heinrich | AYE | D18 - Nelson | M AYE | | |

1 ESTABLISH SALARIES FOR SHERIFF, CLERK OF COURTS, AND COUNTY
2 EXECUTIVE FOR 2027 - 2030
3

4 WHEREAS, the Waukesha County Code of Ordinances states that the Sheriff, Clerk of Courts,
5 and County Executive shall receive salaries as determined by the County Board; and
6

7 WHEREAS, the next four-year term of office for the Sheriff, Clerk of Courts, and County
8 Executive will begin in 2027; and
9

10 WHEREAS, pursuant to Wisconsin Statutes, any changes in compensation must be adopted in
11 advance of processing nomination papers and the election; and
12

13 WHEREAS, reasonable salaries are necessary to attract qualified candidates to these full-time
14 elected department head positions; and
15

16 WHEREAS, per Wisconsin law, the Sheriff, Clerk of Courts, and County Executive cannot
17 participate in the County performance management compensation program.
18

19 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS
20 that the annual salaries of the Sheriff, Clerk of Courts, and County Executive shall be:
21

22 I. The salary for the Sheriff effective January 1 of the calendar year shall be:

| <u>Year</u> | <u>Annual Salary*</u> | <u>Hourly Wage</u> |
|-------------|-----------------------|--------------------|
| 2027 | \$145,683 | \$70.04 |
| 2028 | \$150,051 | \$72.14 |
| 2029 | \$154,544 | \$74.30 |
| 2030 | \$159,182 | \$76.53 |

29 II. The salary for the Clerk of Courts effective January 1 of the calendar year shall be:

| <u>Year</u> | <u>Annual Salary*</u> | <u>Hourly Wage</u> |
|-------------|-----------------------|--------------------|
| 2027 | \$115,045 | \$55.31 |
| 2028 | \$118,498 | \$56.97 |
| 2029 | \$122,054 | \$58.68 |
| 2030 | \$125,715 | \$60.44 |

36 III. The salary for the County Executive effective the 3rd Tuesday in April of the calendar
37 year shall be:

| <u>Year</u> | <u>Annual Salary*</u> | <u>Hourly Wage</u> |
|-------------|-----------------------|--------------------|
| 2027 | \$146,806 | \$70.58 |
| 2028 | \$151,216 | \$72.70 |
| 2029 | \$155,750 | \$74.88 |
| 2030 | \$160,430 | \$77.13 |

44 *Based on hourly wage multiplied by 2,080 hours, which can vary from year to year.

FISCAL NOTE
 ESTABLISH SALARIES FOR SHERIFF, CLERK OF COURTS, AND COUNTY
 EXECUTIVE FOR 2027 – 2030

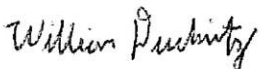
The chart below details the estimated annual fiscal impact of the elected official salary adjustments proposed in this ordinance. The ordinance includes an equity adjustment in 2027 to bring salary levels more in-line with other comparable counties. This includes a 10% increase for the Clerk of Courts and an 8% increase for the Sheriff and County Executive. Thereafter, from 2028 through 2030, the annual increase is 3%. 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 | | | | | |
|--|---------------------|------------------|------------------|------------------|------------------|
| | 2026 Base Salary | 2027 Proposed | 2028 Proposed | 2029 Proposed | 2030 Proposed |
| Total Salaries (a) | \$ 375,398 | \$ 407,534 | \$ 419,765 | \$ 432,348 | \$ 445,327 |
| Social Security | \$ 28,718 | \$ 31,177 | \$ 32,112 | \$ 33,075 | \$ 34,067 |
| Retirement Contribution | \$ 37,280 | \$ 40,414 | \$ 41,628 | \$ 42,875 | \$ 44,161 |
| Post-Employment Health Contribution (b) | \$ 12,746 | \$ 12,912 | \$ 13,875 | \$ 14,243 | \$ 14,621 |
| Total Cost | \$ 454,142 | \$ 492,037 | \$ 507,380 | \$ 522,541 | \$ 538,176 |
| Cost Incr/(Decr) from Prior Year (b) | | \$ 37,895 | \$ 15,343 | \$ 15,161 | \$ 15,635 |
| % Change from Prior Year (b) | | 8.3% | 3.1% | 3.0% | 3.0% |

(a) For comparability purposes, figures displayed above assume 2,080 hours per year. The number of compensated hours can vary from year to year based on the number pay periods that are paid out during that 12-month period.

(b) The higher increase in 2028 compared to 2029 and 2030 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 regular, non-elected positions), in recognition that elected officials do not accrue sick live like regular employees during their term in office. Since this contribution is based on prior-year salary, the impact of the equity adjustment in 2027 is delayed until 2028 for this benefit.

The impact of these changes will be incorporated into the 2027 and later budgets.



 William Duckwitz
 Budget Manager
 03/02/2026