



**CITY OF
APPLETON**

HUMAN RESOURCES DEPARTMENT
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To: Human Resources/Information Technology Committee, and Appleton Common Council

From: Human Resources Director Jay Ratchman

Date: October 3, 2023

Re: Elected City of Appleton Attorney Compensation for new term starting May 2024

As you are aware, the elected City Attorney salary is set every four years based on the term dates of this position. The current salary is established through April 30, 2024. It is the role of the Human Resources/Information Technology Committee to set the compensation for this position by December 1 in the year prior to when the new term begins. The new term will begin on May 1, 2024.

My memo is intended to provide information on the current compensation for the position, along with contextual information to help provide some insights as you make your decision.

Here is the current status:

- The current salary for the City Attorney is set at \$139,018.
- This position received a 2% increase in each year of the current four-year term (total 8% increase).
- The City Attorney position is a Director level position and has a Deputy Director structure. This is the same structure as other City departments. In addition, this position serves on the City leadership team along with the other City Directors.
- The City Directors received a total of a 9% increase over the past three years, with a 3% increase being proposed in the 2024 budget.

In effort to keep parity with the City Attorney position and the Director team positions, I would recommend a 3% lift to the City Attorney salary at the start of the new term, along with annual increases. This would result in the following future compensation for the position:

Current salary		\$139,018.00	
Lift	3.00%	\$143,188.54	lift to match the Director team for the past three years
5/1/2024-4/30/2025	3.00%	\$147,484.20	raise proposed for the Director team in the 2024 budget
5/1/2025-4/30/2026	2.00%	\$150,433.88	
5/1/2026-4/30/2027	2.00%	\$153,442.56	
5/1/2027-4/30/2028	2.00%	\$156,511.41	

This recommended pay structure also keeps us aligned with comparable data from other Wisconsin communities (attached).

Thank you in advance for allowing me to provide this information to assist in your decision. If you have any questions, please let me know.

Sincerely,

Jay Ratchman
Human Resources Director

ATTORNEY

Municipality	City Attorney	Salary	# Reports	Benefits	Expense Account	Other	Updated
Aplleton	Elected	\$139,018	2	Health, Dental, Life, LTD, Pension	None	Oversee City Attorneys and Clerks Office. Total of 10 staff	October 2023
EauClaire	Appointed by City Manager	\$128,924 - \$150,268	3	Health, Dental, Life, LTD, Pension, Vision	None	\$2000/yr deferred comp match, \$230/mo auto allow	7/23
Green Bay	Appointed by Mayor	\$122,762	7	Health, Dental, Life, LTD, Pension	None		7/23
Janesville	Appointed by City Manager						
Kenosha	Non-Represented Employee	\$108,268-\$139,186	6	Health, Dental, Life, Pension, Sick Accural	None	None	
La Crosse	Non-Represented Employee	\$133,889.60	4	Health, Dental, Life, LTD, Pension	None	None	
Manitowoc	Non-Represented Employee	\$109,419-\$140,681	2	Health, Dental, Vision, Life, STD, LTD, Pensio	None	None	June 2023
Oshkosh	Appointed	\$143,130	2	Non-rep benefit plan	None	None	July 2023
Racine	Appointed						
Sheboygan	Elected	\$132,320	3.5	Same as non-reps, but no PTO	None	None	October 2023
Waukesha	Elected						
Wausau	Non-Represented Employee	91,395.20 - 137,051.20	4	Same as non-reps	None	None	Sept 2023
Grand Chure	through Herling Clark; approved by	Hourly rate	N/A	N/A	None	None	NA
De Pere	Appointed by Mayor	\$136,510	3	Same as non-reps	None	Mileage reimbursement at IRS rate	6/2023
Fond du lac	Non-Represented Employee	\$114,483.48 - 147,193.05	4	Same as non-reps	None		6/2023
Fitchburg	Non-Represented Employee	\$136,614.40	0	Same as non-reps	None	None	7/2023
Neeenah	Non-Represented Employee	\$97,007.82-\$138,672.95	3	Same as non-reps	None	None	7/2023
Kaukauna	Elected	107,976	1	Same as non-reps	None	None	