

## **Setting Elected Official Salary Survey**

1. How do you go about establishing the salary for your elected Officials? (e.g. HR provides data, outside resource provides data, etc.).
2. Who makes the recommendation for future salaries for your elected Officials?
3. Who makes the decision about future salaries for your elected Officials?

### **Wausau**

1. Not sure how they were *initially* established, but since I have been in Human Resources (about 10 years) we've done several surveys asking other municipalities what their rates are.
2. It's always started in the Human Resources Committee – an alderman makes a suggestion to look at salaries, we do a survey, and then present the information to HR Committee. They would vote to accept or deny recommendation, then it would go to Finance Committee to accept or deny, then to Council.
3. The Council would make the final vote. I'm not sure if they have had a raise in the past 10+ years. If my memory serves me correctly, it's been brought up 2 or so times but I think that once they have it on the HR Committee agenda, they decide not to approve it and it hasn't gone any further. This is the same process for the mayor. I'm not sure if that position has had a raise in the last decade either.

### **La Crosse**

Honestly, I've only been employed with the City of La Crosse for about a year and a half, so I can't necessarily speak to the history of the process. However, I do know the salaries for elected officials are essentially controlled by our Common Council. In fact there was a resolution recently passed that increases the salaries of the members of the Common Council and the Mayor that will be effective with the next election cycle. I was not asked to research/provide any data regarding these increases.

### **Neenah**

1. The Human Resource department will periodically survey other communities for both aldermanic and mayoral salaries. This is usually done when someone (i.e. council member, attorney, mayor, etc.) makes a request for the information.
2. Usually it the council or mayor that will make a recommendation for their salaries based on the political climate and what the surrounding areas are doing. Anyone may make the recommendation.
3. All budget changes are brought up during the budget workshops and tweaks, recommendations are made. Ultimately it is the Common Council that makes the final approval for all budget issues. Any changes to an elected officials salary must be approved prior to an election. Salaries may not be changed during an incumbent's term. (Example: Neenah has 9 aldermen, with 3 being up for election each year. A recommendation is put through to increase the aldermanic salary. The change is then approved. It will only the three alderman who are up for election the next year. The following year the next 3 aldermen would receive the change. The 3rd year they would all be at new salary. For the mayoral salary, the recommendation would be made and approved the year before the mayoral election for the next term.)