



## Legislation Details (With Text)

<b>File #:</b>	27532	<b>Version:</b>	1	<b>Name:</b>	Salaries
<b>Type:</b>	Ordinance	<b>Status:</b>	Passed		
<b>File created:</b>	8/28/2012	<b>In control:</b>	BOARD OF ESTIMATES (ended 4/2017)		
<b>On agenda:</b>	10/16/2012	<b>Final action:</b>	10/16/2012		
<b>Enactment date:</b>	10/25/2012	<b>Enactment #:</b>	ORD-12-00133		
<b>Title:</b>	Repealing and recreating Section 3.50(1) of the Madison General Ordinances to update salaries for and modify the method for changes to salaries of Alderpersons and the Mayor.				
<b>Sponsors:</b>	Paul R. Soglin, Tim Bruer, Michael E. Verveer, Larry Palm, Scott J. Resnick, Marsha A. Rummel				
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>					

Date	Ver.	Action By	Action	Result
10/16/2012	1	COMMON COUNCIL	Adopt	Pass
10/8/2012	1	BOARD OF ESTIMATES (ended 4/2017)	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
10/8/2012	1	BOARD OF ESTIMATES (ended 4/2017)	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
10/2/2012	1	COMMON COUNCIL ORGANIZATIONAL COMMITTEE (ended 4/2017)	Return to Lead with the Recommendation for Approval	Pass
9/5/2012	1	BOARD OF ESTIMATES (ended 4/2017)	Refer	
9/4/2012	1	COMMON COUNCIL	Referred	
8/28/2012	1	Attorney's Office/Approval Group	Referred for Introduction	

### Fiscal Note

This ordinance changes the application of pay increases for the Mayor and Alderpersons from once every four years to annual adjustments, subsequent to the next election for each office. This was the practice in place prior to 2007.

The annual calculation will be based on the pay increase provided to City Managers four years prior to the year of the pay adjustment for the Mayor and two years prior to the year of the pay adjustment for Alderpersons. For example, in 2016, the pay increase for the Mayor would be the percentage increase provided to City Managers for 2012 (3%). For Alderpersons, the increase in 2016 would be the percentage increase provided to City Managers for 2014 (yet to be determined).

The fiscal effect of the approach proposed in the ordinance is expected to be minimal. For the Mayor's salary, rather than incurring 4 years of pay adjustments once every four years, the fiscal effect will be one-quarter that amount every year. For Alderpersons, it will be an annual adjustment of one-half of the current two-year adjustment.

Annual pay increases of between 2% and 4% would generate a budget adjustment of \$3,000 to \$6,000 for the Mayor's Office and \$2,000 to \$3,000 for the Council. Under the current approach, that adjustment would be four times larger than the annual amount and incurred once every four years for the Mayor's Office and two

times larger than the annual amount for the Council and incurred once every two years.

**Title**

Repealing and recreating Section 3.50(1) of the Madison General Ordinances to update salaries for and modify the method for changes to salaries of Alderpersons and the Mayor.

**Body**

DRAFTER'S ANALYSIS: This ordinance makes several changes in the compensation of the Mayor and Alderpersons.

First, it updates the salaries of Alderpersons, the Mayor, and the President and President Pro Tem of the Council to reflect the salaries that became effective in April, 2011.

Second, it makes a change in the method of calculating changes in the Mayor's salary. The current ordinance keeps the salary at a set level during a term and adjusts it at the start of a new term by the combined increases given to City Managers over the prior four years. That method will remain in effect for the initial salary established at the start of the term beginning in April, 2015. Thereafter, the Mayor's salary will be adjusted annually, using the increase given to City Managers from 4 years prior (the reference back to four years is to keep a Mayor from controlling his or her own salary adjustments during a term). This method of salary adjustment for the Mayor was in effect prior to 2007.

Third, the ordinance changes the method of calculating Alderpersons' salary adjustments. Currently, the salary is adjusted every two years, after an election, based on the combined changes in City Managers' salaries over the prior two years. That will be in effect through this term and for the increase calculated in April, 2013. Thereafter, Alderpersons' salaries, like the Mayor's, will be adjusted annually. These salaries will be adjusted using the percentage change in City Managers' salaries from two years previous.

The Municipal Judge's salary is already adjusted under a similar formula pursuant to Sec. 3.16(3), MGO.

Fourth, this section of the ordinances states it is a charter ordinance. But it does not qualify as a charter ordinance since there is no state law that the City is opting out of following. In fact, the ordinance is in conformity with state law. By repealing and recreating this section, it will no longer be styled a charter ordinance.

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The Common Council of the City of Madison do hereby ordain as follows:

Subsection (1) of Section 3.50 entitled "Salaries of Mayor and Officials" of the Madison General Ordinances is hereby repealed and recreated to read as follows:

"(1) Pursuant to the provisions of Wis. Stat. § 62.09(6), and except as set forth in sub. (2) hereof, the salaries of City officers are hereby fixed at the rates hereafter indicated and shall not be increased or diminished during the term for which said officers are elected or appointed:

	Annual Salary
Members of the Board of Public Works, excluding the Alderpersons and City employees, (each) per year	\$100.00
Members of the Board of Review (each) per diem	\$ 20.00
Alderpersons:	

Effective the term that begins April 20, 2011, the Alderpersons' salaries, except for that of President and President Pro Tem of the Common Council, shall be \$7,772.28.

Effective the term that begins April 16, 2013, that amount shall be adjusted once by a percentage equal to the combined two (2) annual percentage changes granted to the City's recognized bargaining units in the previous two years, rounded to the nearest whole percentage. Thereafter, that amount shall be adjusted by a percentage equal to the resultant percentages calculated two years previously for managerial employees pursuant to Sec. 3.54(6)(c), MGO, rounded to the nearest whole percentage, and shall be effective the second pay period in April of each year of the Aldermanic term.

Mayor:

Effective the term that begins April 20, 2011, the Mayor's salary shall be \$125,500.44.

Effective the term that begins April 21, 2015, that amount shall be adjusted by a percentage equal to the combined four (4) annual percentage changes calculated for managerial employees in the previous four (4) years pursuant to Sec. 3.54(6)(c), MGO. Thereafter that amount shall be adjusted by a percentage equal to the resultant

percentages calculated four years previously for managerial employees pursuant to Sec. 3.54(6)(c), rounded to the nearest whole percentage, and shall be effective the second pay period in April of each year of the mayoral term. The Mayor shall accrue vacation as provided in Sec. 3.32(7) of these ordinances. In addition to this salary, the benefit provided for in Sec. 3.54(29) of these ordinances shall be afforded to qualifying Mayors.

**President of the Common Council:**

Effective the term that begins April 20, 2011, the President's salary shall be \$10,351.56. Effective the term that begins April 16, 2013, that amount shall be adjusted once by a percentage equal to the combined two (2) annual percentage changes granted to the City's recognized bargaining units in the previous two (2) years, rounded to the nearest whole percentage. Thereafter, that amount shall be adjusted by a percentage equal to the resultant percentages calculated two years previously for managerial employees pursuant to Sec. 3.54(6)(c), MGO, rounded to the nearest whole percentage, and shall be effective the second pay period in April of each year of the Aldermanic term.

**President Pro Tem of the Common Council:**

Effective the term that begins April 20, 2011, the President Pro Tem's salary shall be \$8,709.72. Effective the term that begins April 16, 2013, that amount shall be adjusted once by a percentage equal to the combined two (2) annual percentage changes granted to the City's recognized bargaining units in the previous two (2) years, rounded to the nearest whole percentage. Thereafter, that amount shall be adjusted by a percentage equal to the resultant percentages calculated two years previously for managerial employees pursuant to Sec. 3.54(6)(c), MGO, rounded to the nearest whole percentage, and shall be effective the second pay period in April of each year of the Aldermanic term."

**EDITOR'S NOTES:**

1. Section 3.50(1) currently reads as follows:

"(1) Pursuant to the provisions of Wis. Stat. § 62.09(6), and except as set forth in sub. (2) hereof, the salaries of City officers are hereby fixed at the rates hereafter indicated and shall not be increased or diminished during the term for which said officers are elected or appointed:

**Annual Salary**

Members of the Board of Public Works, excluding the Alderpersons and City employees, (each) per year

\$100.00

Members of the Board of Review (each) per diem

\$ 20.00

**Alderpersons:**

Effective the term that begins April 17, 2007, the Alderpersons' salaries, except for that of President and President Pro Tem of the Common Council, shall be \$7,113. Thereafter, at the beginning of each successive two-year term, that amount shall be adjusted once by a percentage equal to the combined two annual percentage changes granted to the City's recognized bargaining units in the previous two years, rounded to the nearest whole percentage.

**Mayor:**

Effective the term that begins April 17, 2007, the Mayor's salary shall be \$115,138. Thereafter, at the beginning of each successive four-year mayoral term, that amount shall be adjusted once by a percentage equal to the combined four annual percentage changes calculated for managerial employees in the previous four years pursuant to Section 3.54(6)(c)4., rounded to the nearest whole percentage. The Mayor shall accrue vacation as provided in Section 3.32(7) of these ordinances. In addition to this salary, the benefit provided for in Section 3.54(29) of these ordinances shall be afforded to qualifying Mayors.

**President of the Common Council:**

Effective term that begins April 17, 2007, the President's salary shall be \$9,473. Thereafter, at the beginning of each successive two-year term, that amount shall be adjusted once by a

percentage equal to the combined two annual percentage changes granted to the City's recognized bargaining units in the previous two years, rounded to the nearest whole percentage.

President Pro Tem of the Common Council:

Effective the term that begins April 17, 2007, the President Pro Tem's salary shall be \$7,971. Thereafter, at the beginning of each successive two-year term, that amount shall be adjusted once by a percentage equal to the combined two annual percentage changes granted to the City's recognized bargaining units in the previous two years, rounded to the nearest whole percentage.

Sec. 3.50(1) is a charter ordinance and shall be effective upon sixty (60) days from passage and publication subject, however, to the referendum procedures of Wis. Stat. § 66.0101(5)."

2. A red-line version of the current text and the proposed language reads as follows:

"(1) Pursuant to the provisions of Wis. Stat. § 62.09(6), and except as set forth in sub. (2) hereof, the salaries of City officers are hereby fixed at the rates hereafter indicated and shall not be increased or diminished during the term for which said officers are elected or appointed:

	Annual Salary
Members of the Board of Public Works, excluding the Alderpersons and City employees, (each) per year	\$100.00
Members of the Board of Review (each) per diem	\$ 20.00

Alderpersons:

Effective the term that begins ~~April 17, 2007~~ April 20, 2011, the Alderpersons' salaries, except for that of President and President Pro Tem of the Common Council, shall be \$ ~~7,113~~ 7,772.28. ~~Thereafter, at the beginning of each successive two-year term~~ Effective the term that begins April 16, 2013, that amount shall be adjusted once by a percentage equal to the combined two annual percentage changes granted to the City's recognized bargaining units in the previous two years, rounded to the nearest whole percentage. Thereafter, that amount shall be adjusted by a percentage equal to the resultant percentages calculated two years previously for managerial employees pursuant to Sec. 3.54(6)(c), MGO, rounded to the nearest whole percentage, and shall be effective the second pay period in April of each year of the Aldermanic term.

Mayor:

Effective the term that begins ~~April 17, 2007~~ April 20, 2011, the Mayor's salary shall be \$ ~~115,138~~ 125,500.44. ~~Thereafter, at the beginning of each successive four-year mayoral term~~ Effective the term that begins April 21, 2015, that amount shall be adjusted once by a percentage equal to the combined four annual percentage changes calculated for managerial employees in the previous four years pursuant to Section 3.54(6)(c)4., MGO. Thereafter that amount shall be adjusted by a percentage equal to the resultant percentages calculated four years previously for managerial employees pursuant to Sec. 3.54(6)(c), rounded to the nearest whole percentage, and shall be effective the second pay period in April of each year of the mayoral term. The Mayor shall accrue vacation as provided in Section 3.32(7) of these ordinances. In addition to this salary, the benefit provided for in Section 3.54(29) of these ordinances shall be afforded to qualifying Mayors.

President of the Common Council:

Effective term that begins ~~April 17, 2007~~ April 20, 2011, the President's salary shall be \$ ~~9,473~~ 10,351.56. ~~Thereafter, at the beginning of each successive two-year term~~ Effective the term that begins April 16, 2013, that amount shall be adjusted once by a percentage equal to the combined two annual percentage changes granted to the City's recognized bargaining units in the previous two years, rounded to the nearest whole percentage. Thereafter, that amount shall be adjusted by a percentage equal to the resultant percentages calculated two years previously for managerial employees pursuant to Sec. 3.54(6)(c), MGO, rounded to the nearest whole percentage, and shall be effective the second pay period in April of each year of the Aldermanic term.

President Pro Tem of the Common Council:

~~Effective the term that begins April 17, 2007~~April 20, 2011, the President Pro Tem's salary shall be ~~\$7,971~~ 8,709.72. ~~Thereafter, at the beginning of each successive two-year term~~ Effective the term that begins April 16, 2013, that amount shall be adjusted once by a percentage equal to the combined two annual percentage changes granted to the City's recognized bargaining units in the previous two years, rounded to the nearest whole percentage. Thereafter, that amount shall be adjusted by a percentage equal to the resultant percentages calculated two years previously for managerial employees pursuant to Sec. 3.54(6)(c), MGO, rounded to the nearest whole percentage, and shall be effective the second pay period in April of each year of the Aldermanic term.

~~Sec. 3.50(1) is a charter ordinance and shall be effective upon sixty (60) days from passage and publication subject, however, to the referendum procedures of Wis. Stat. § 66.0101(5)."~~