



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org

DATE: August 7, 2023
TO: Personnel Committee
FROM: Jessie Lillibridge, HR Director
RE: Municipal Judge Salary Review and Adjustment Request

Please see the attached information provided by the current Municipal Judge Steven Olson. He has requested a review of the current salary allocated to this position. The current annual salary is set at \$26,000 via an Ordinance revision at the October 21, 2019 Council meeting.

As shown in the attached material, Judge Olson is requesting consideration to increase the annual salary to be effective immediately after the 2024 spring election. The data provided by the Judge, along with the data that I was able to gather, is disparate and in my opinion, does not provide clear comparable guidance.

You may recall that the ordinance related to the annual Mayoral salary was brought forward in fall 2022 for consideration of an increase. The final outcome was to annually set the Mayoral salary at the Compensation Plan Grade Q 5-Year (midpoint) Rate for the 2025-2028 term.

The Municipal Judge position is a part-time position working at an approximate .2-.25 FTE. The candidate is required to hold a law degree. Council may want to consider setting the Municipal Judge salary at a percentage of the 5-Year (midpoint) Rate of Grade T on the Compensation Plan to provide the individual in the position with an equitable pay rate that is adjusted with the market.

Current 5-Year Rate (midpoint) Grade T= \$125,050

25% = \$31,262

20% = \$25,010

Current Municipal Judge salary = \$26,000

As a reminder, the Compensation Plan is adjusted each year based on the average actual structure increase for our region as reported in the Annual Salary Survey received from our compensation consultant. The percent increase varies each year based on market conditions but since 2019 has been between 1.75%-2.4%.

For the Committee's further information, please note the following. Currently the Municipal

Judge is eligible for health plan coverage under Resolution 661 (11/28/2007), with the City funding 40% of the premium costs. In 2020, our current health plan third-party administrator, Robin Health Partners, informed the City that due to underwriting requirements, at least a 50/50 premium split is required (see attached email), so the City's premium share will be required to change to at least 50% after the next election.

Council will see a Resolution brought forward in the coming months related to making this change as we move into the 2024 plan design and open enrollment.

Thank you.