


HUMAN RESOURCES DEPARTMENT

James Zwerlein, Director

2000 North Calhoun Road
Brookfield, Wisconsin 53005-5095
(262) 796-6642 Fax (262) 796-6682
email: zwerlein@ci.brookfield.wi.us

MEMORANDUM

TO: Human Resources and Public Safety Committee

FROM: James Zwerlein 
Human Resources Director

RE: 2024 Salary Ordinance Addendum

DATE: July 14, 2023

As you are aware, the Salary Ordinance is the City's system of compensation for incumbents of positions that are not represented by a union. Pursuant to 2.24.160 – Pay Structure Adjustments – of the City Code, the Common Council considers amendments to the Salary Ordinance to determine the amount and type of increase, if any, to be provided to non-represented staff for a given period, usually on an annual basis.

The Finance Committee of the Common Council established a three percent (3%) wage parameter for non-represented City staff for purposes of formulating the City's 2024 proposed budget. This wage parameter is consistent with the City's two (2) labor agreements. Average projected pay structure increases for non-union private and public compensation plans for 2024 are, however, four percent (4%), which is higher than the Consumer Price Index (June 2022 – June 2023: 3%).

Accordingly, the key elements associated with the proposed 2024 Salary Ordinance are as follows:

In **Section I (Management Pay Plan)** a three percent (3%) rate increase for 2024.

In **Section II (Non-Management Pay Plan)**, a three percent (3%) structural movement of pay ranges for 2024.

In **Section III (Police Sworn Management)** a three percent (3%) structural movement of pay ranges for 2024, combined with pay compression relief in comparison to unionized subordinates, which amounts to an additional one percent (1%) for Sergeants and half a percentage (0.5%) for Lieutenant, Captain, and Assistant Chief.



In **Section IV (Fire Sworn Management)** a three percent (3%) structural movement of pay ranges for 2024.

Section V (Non-Represented Intermittent and Seasonal), a three percent (3%) structural movement of pay ranges for 2024, with a greater adjustment to the Election Inspector positions, which haven't been adjusted since 2020.

Section VI (Recreation Associates), effective for 2024, is as approved by the Parks and Recreation Commission, but three percent (3%), on average.

In **Section VII (Elected Officials)**, there is no modification for 2024.

In **Section VIII (Special Pay Practices)**, there is an additional "Emergency and Special Event Overtime" pay practice for Sworn Police Management to be paid at straighttime with approval from the Police Chief.

Finally, each year, the Common Council is asked to consider changes in organizational design to improve managerial flexibility, provide better service, comply with legal mandates, and/or to control costs. Such changes are typically accomplished through amendments to the salary ordinance and positions ordinance passed each year, in conjunction with adoption of the budget for the coming year. We anticipate organizational design modifications to be considered by the HRPS Committee no later than its meeting in October. These transactions will be effectuated in conjunction with adoption of the 2024 Budget later this year.

Should you have any questions in advance of Wednesday's meeting, please contact me, at your convenience. Thanks.

Attachments.