



MEMORANDUM

DATE: September 17, 2018

TO: Daniel Duchniak, PE

FROM: Joseph Ciurro, CPA

RE: Salary Surveys for 2019 Budget

In 2017, the Commission established a methodology for budgeting salaries in the future year. That methodology focused on survey information from national, regional and local sources. With each survey equally impacting the analysis, the combination of regional and local sources tended to have a stronger influence on the result.

The salary analysis this year included four surveys; the three surveys used for the 2018 budget and an additional survey that focused on public sector data specific to Southeastern Wisconsin. Those surveys would suggest the following increase to wages:

WWU
Salary Surveys
2019

Released Date	Source	Market	2019	2018	2017	2016
July	Society for Human Resource Management	National	3.20	3.10	3.10	3.10
July	WI Employment Relations Commission	State	2.25	1.84	0.68	1.62
September	Management Resources Association - WI	State	2.70	3.50	2.60	3.00
September	Carlson Dettman Upper Midwest Wage Increases Survey Report- SE Wisconsin	Local	1.87	N/A	N/A	N/A
		Average	2.51	2.81	2.13	2.57

Last updated: 9/6/2018

Based on the results noted above, staff intends to use an assumption of a 2.50% wage increase for employees with a "solid performance" rating for the 2019 operating and capital budget that will be approved by the Commission in November. We look forward to the Commission's support of these data sources.