



MEMORANDUM

DATE: September 17, 2019

TO: Daniel Duchniak, PE

FROM: Joseph Ciurro, CPA

RE: Salary Surveys for 2019 Budget

In 2018, the Commission established a methodology for budgeting salaries in the future year. That methodology focused on survey information from regional and local sources, with some influence from the national salary picture.

Our salary analysis this year continued to use the same four surveys. Those four surveys would suggest the following increase to wages:

| Released Date | Source | Market | 2020 | 2019 | 2018 | 2017 |
|---------------|--|----------|-------------|------|------|------|
| July | Society for Human Resource Management | National | 3.00 | 3.20 | 3.10 | 3.10 |
| July | WI Employment Relations Commission | State | 2.07 | 2.25 | 1.84 | 0.68 |
| September | Management Resources Association - WI | State | 3.20 | 2.70 | 3.50 | 2.60 |
| September | Carlson Dettman Upper Midwest Wage Increases Survey Report- SE Wisconsin | Local | 1.96 | 1.87 | N/A | N/A |
| | | Average | 2.56 | 2.51 | 2.81 | 2.13 |

Last updated: 9/17/2019

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 support of these data sources.