



City of Waukesha
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City of Waukesha Cover Sheet

Committee: Human Resources (HR) Committee	Meeting Date: October 15, 2025
ID Number: 25-02372	Ordinance/Resolution Number (if applicable):
Name of Submitter: Anthony Brown, City Administrator	Board/Council Meeting Date: October 21, 2025
Agenda Item Title: Review and possible action on Resolution No. 2025-27 A Resolution Establishing the Compensation of the Municipal Judge from May 1, 2026 through April 30, 2030	

Issue Before the Board/Council: Should the Municipal Judge's salary be adjusted for the next term of office?
Options & Alternatives: 1. The Common Council could approve the recommended salary adjustment. 2. The Common Council could modify the salary adjustment to another annual amount. 3. The Common Council could maintain the existing salary for the Municipal Judge.
Additional Details: Peer communities were surveyed to compare salaries for the Mayor, Council Members, Municipal Judge, and the City Attorney position. As you will see on the next page, Municipal Judge salaries vary quite a bit from city to city. Due to the variability of the amount of work for this position it makes it very difficult to draw any conclusions based on a salary comparison other than to say the City pays similarly compared to other peers. The Waukesha Municipal Judge currently earns \$35,000 annually.

	Municipality	Population	Municipal Judge
	Brookfield	41,464	\$35,148
	Franklin*	35,045	\$21,000
	Green Bay	106,311	\$144,206 - \$151,778
	Janesville	65,615	Not Available
	Kenosha	99,986	\$76,398
	New Berlin	40,451	\$28,368
	Oak Creek	36,497	\$22,322
	Racine*	77,816	\$74,521
	Waukesha County	412,591	Not Applicable
	Wauwatosa	48,387	\$28,000
	West Allis	59,484	\$69,604
	Waukesha	71,461.00	\$35,000
* Racine Municipal Judge works 30 hours per week.			

What is the Strategic Plan Priority this item relates to:

Financial Sustainability.

What impact will this item have on the Strategic Plan Priority?

By establishing the salary it will support the City's financial planning by setting annual amounts for the entire term. This allows those figures to be built into the cost-to-continue model, which helps provide greater budgeting accuracy and predictability.

Financial Remarks:

N/A

Suggested Motion:

Staff recommends the City mirror the Fire Contract salary percentage increase for 2026, and the Mayor and City Attorney salary recommendation, by increasing the Municipal Judge's salary by 3.5% for Term Year 1 (2026 to 2027). Then, a 3.0% annual increases for the remaining term years, Term Years 2 through 4. This approach will help the City stay competitive with peer communities and maintain alignment as the term progresses.

"Motion to approve Resolution 2025-27, as presented."

Reviewed By:

Finance Director	Date Reviewed
City Attorney	Date Reviewed
City Administrator <i>Anthony Brown</i>	Date Reviewed 10/15/2025

**City of Waukesha, Wisconsin
Resolution of the Common Council**

Resolution No. – 2025-27

**A Resolution Establishing the Compensation of the Municipal Judge from May 1, 2026
through April 30, 2030**

The Common Council of the City of Waukesha do resolve as follows:

Section 1. The salaries shown below shall be the total annual compensation for the Municipal Judge for service as the Municipal Judge from May 1, 2026 until the expiration of the term in April, 2030.

Term Year 1 (2026 to 2027) \$36,225.00

Term Year 2 (2027 to 2028) \$37,311.75

Term Year 3 (2028 to 2029) \$38,431.10

Term Year 4 (2029 to 2030) \$39,584.04

Section 2. The Municipal Judge may participate in the City's group life, health, and dental insurance programs during the Municipal Judge's elected term, and the City shall contribute to the premiums therefore consistent with the contributions made for all other City employees.

Section 3. All prior ordinances or resolutions inconsistent with this resolution are hereby repealed.

Passed the _____ day of _____, 2025

Shawn N. Reilly, Mayor

Attest: Katie Panella, City Clerk