



City of Waukesha
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City of Waukesha Cover Sheet

Committee: Human Resources (HR) Committee	Meeting Date: October 15, 2025
ID Number: 25-02371	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. 2025-26 A Resolution Establishing the Compensation of the City Attorney from May 1, 2026 through April 30, 2030	

Issue Before the Board/Council: Should the City Attorney'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 City Attorney.
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, City Attorney salaries vary quite a bit from city to city. Among those that provided salary ranges, the average midpoint comes in around \$141,000. While Oak Creek and Wauwatosa both pay their City Attorneys about \$140,000. In comparison, Waukesha's City Attorney currently earns \$135,250 annually.

Municipality	Population	Municipal Attorney
Brookfield	41,464	\$135,178 - \$175,731
Franklin*	35,045	Not Available
Green Bay	106,311	\$129,022 - \$151,778
Janesville	65,615	\$118,783 - \$178,175
Kenosha	99,986	\$133,884 - \$199,659
New Berlin*	40,451	Not Available
Oak Creek	36,497	\$139,080
Racine	77,816	\$128,336 - \$165,027
Waukesha County	412,591	\$86,174 - \$119,662
Wauwatosa	48,387	\$140,774
West Allis	59,484	\$116,168 - \$141,980
Waukesha	71,461	\$135,250

* Franklin and New Berlin have a contracted attorney.

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's salary recommendation, by increasing the City Attorney'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 2025-26, 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. – 2025-26

**A Resolution Establishing the Compensation of the City Attorney 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 City Attorney for service as the Attorney from May 1, 2026 until the expiration of the term in April, 2030.

Term Year 1 (2026 to 2027) \$139,983.75

Term Year 2 (2027 to 2028) \$144,183.26

Term Year 3 (2028 to 2029) \$148,508.76

Term Year 4 (2029 to 2030) \$152,964.02

Section 2. The City Attorney may participate in the City's group life, health, and dental insurance programs during the City Attorney'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