

# Compensation Review Sheriff & Clerk of Court

2023-2026 Review & Adjustment for 2027-2030 Compensation

February 2026

# Statute Governing Elected Compensation

## § 59.22

### (1) ELECTIVE OFFICIALS.

#### (a)

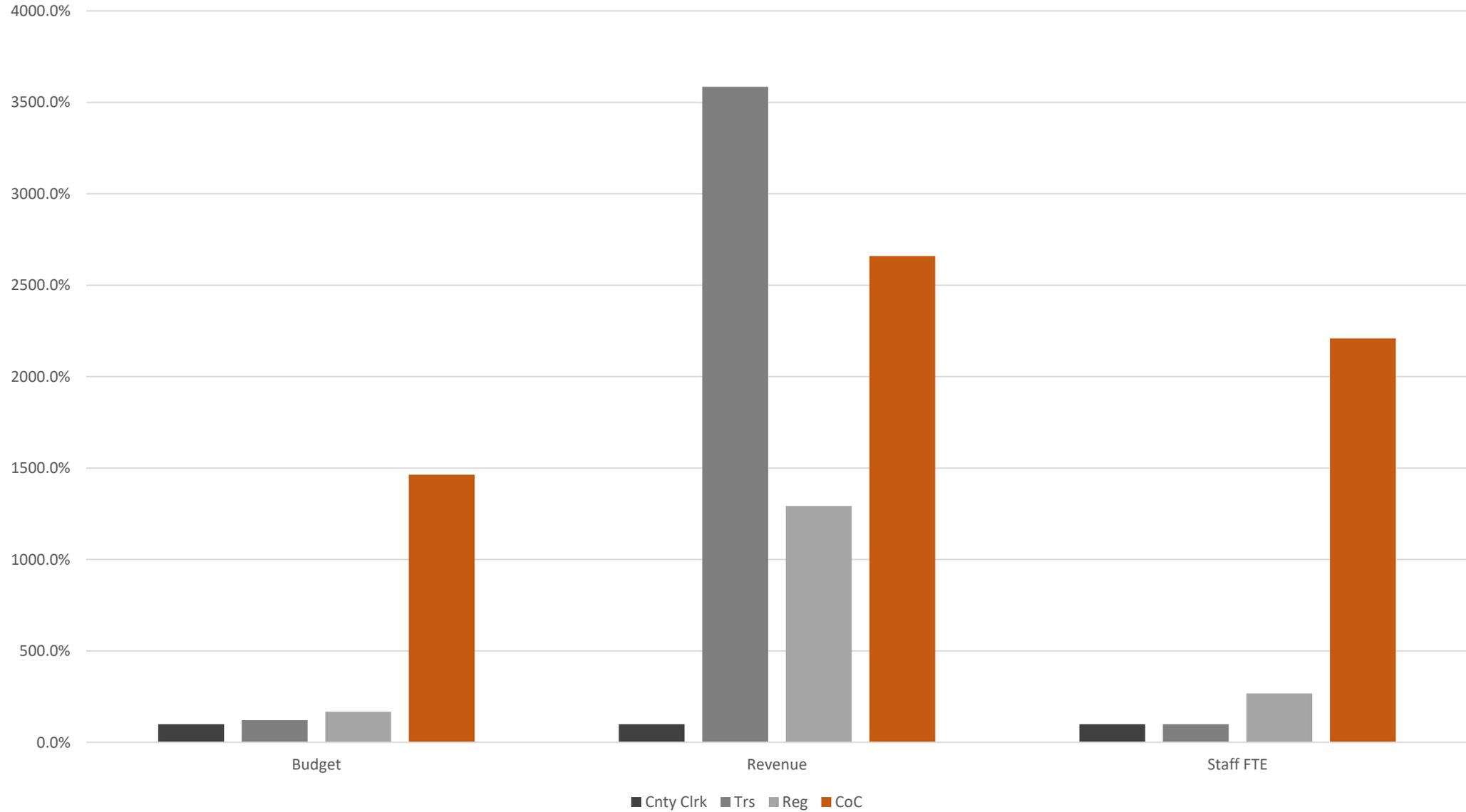
1. The board shall, before the earliest time for filing nomination papers for any elective office to be voted on in the county, other than supervisors and circuit judges, which officer is paid in whole or part from the county treasury, establish the total annual compensation for services to be paid to the officer exclusive of reimbursements for expenses out-of-pocket provided for in sub. [\(3\)](#). Except as provided in subd. [2.](#), the annual compensation may be established by resolution or ordinance, on a basis of straight salary, fees, or part salary and part fees, and if the compensation established is a salary, or part salary and part fees, it shall be in lieu of all fees, including per diem and other forms of compensation for services rendered, except those specifically reserved to the officer in the resolution or ordinance. The compensation established shall not be increased nor diminished during the officer's term and shall remain for ensuing terms unless changed by the board. Court fees shall not be used for compensation for county officers.

2. The board shall establish the annual compensation of the sheriff as straight salary. No portion of that salary may include or be based on retention of fees by the sheriff. No portion of that salary may be based on providing food to prisoners under s. [302.37 \(1\)](#). This subdivision does not prohibit the reimbursement of a sheriff for actual and necessary expenses.

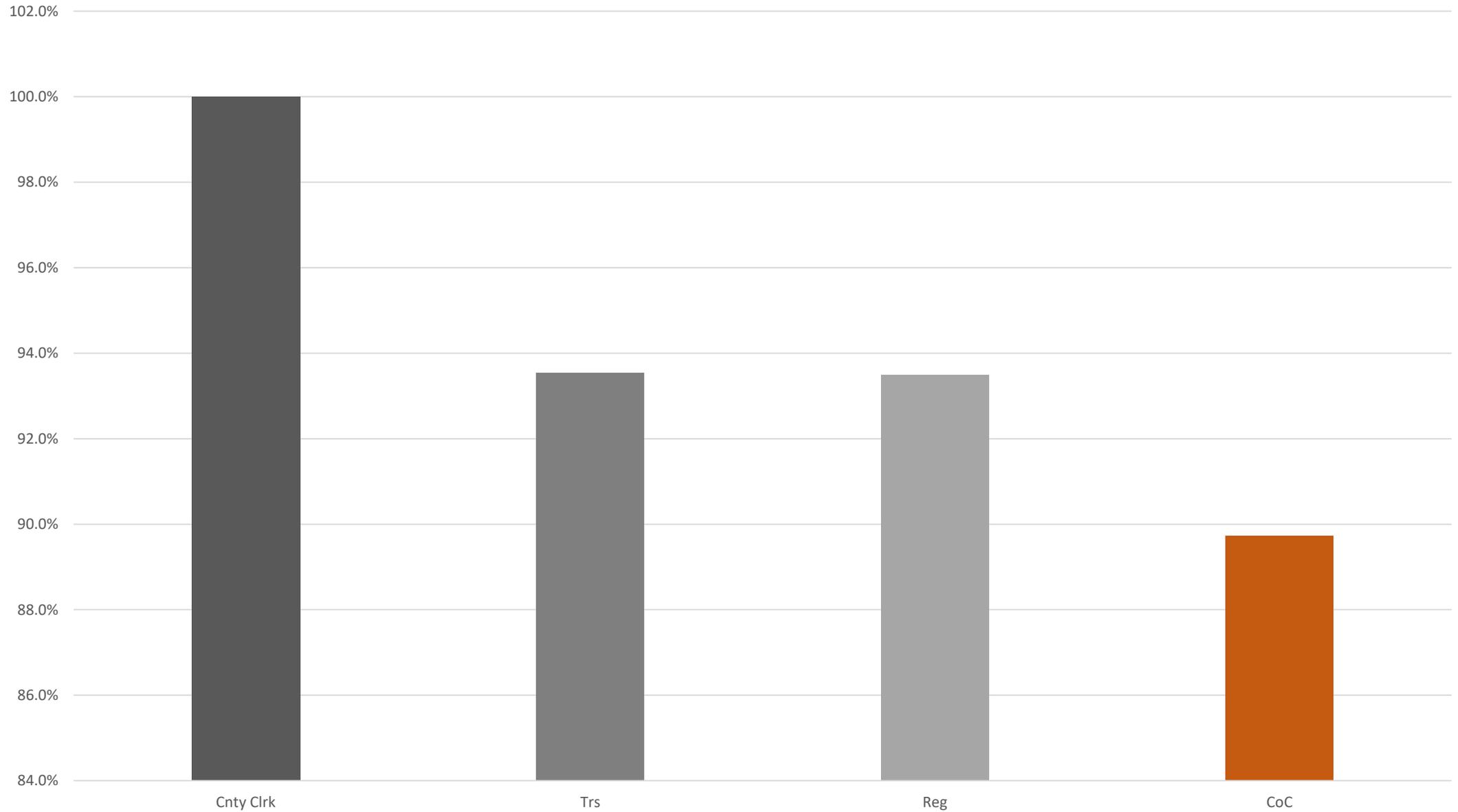
# Elected Officials vs Clerk of Court

Title	2026 Salary	Budget	Staff
County Clerk	\$149,124	\$1,352,602	4
Treasurer	\$139,501	\$1,371,906	5
Register of Deeds	\$139,501	\$1,934,490	13.35
<b>Clerk of Circuit Court</b>	<b>\$132,184</b>	<b>\$17,549,322</b>	<b>111.50</b>

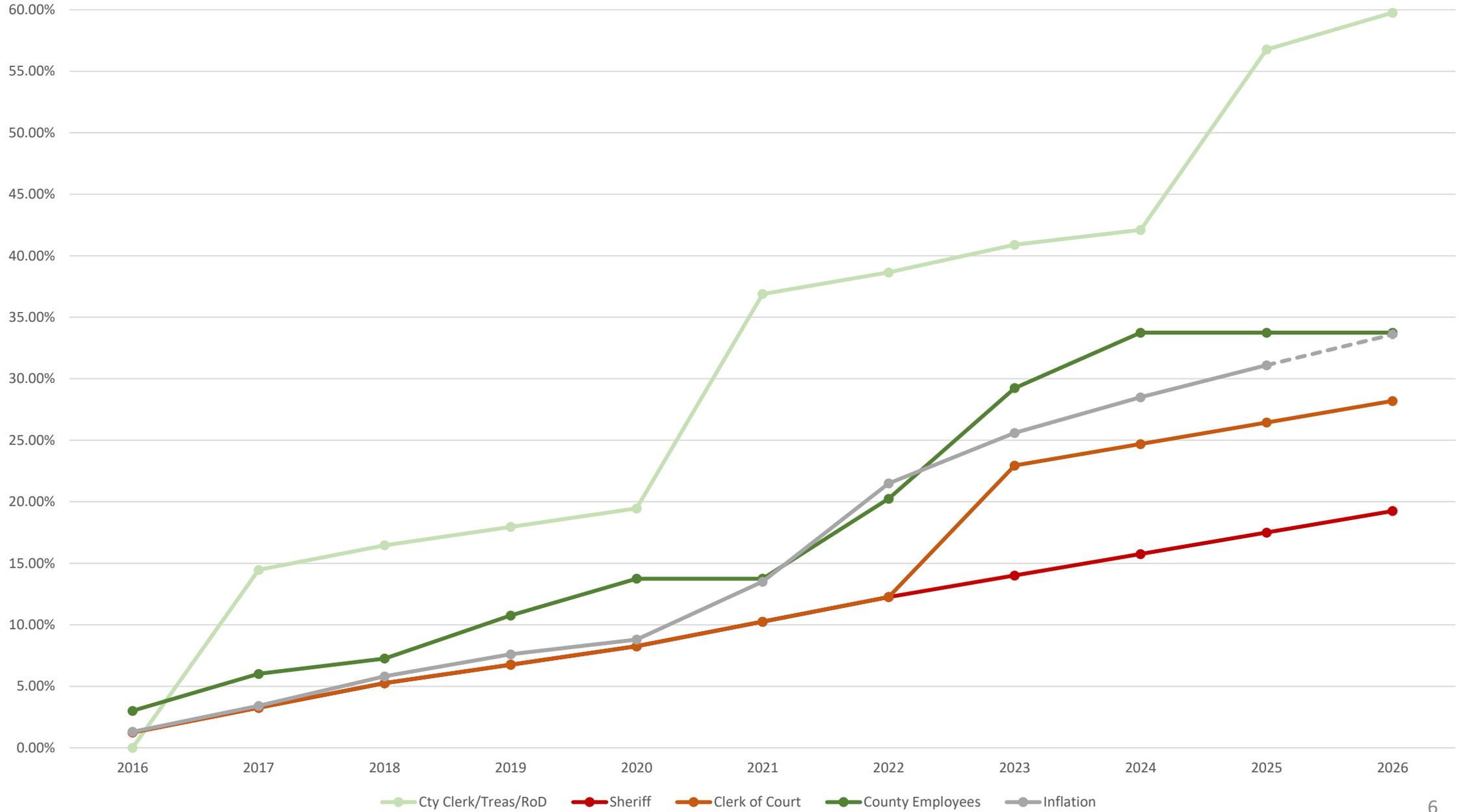
## Dane County Elected Officials by Operations Measures



# Dane County Elected Officials by Wage



# Cumulative Wage Increases 2016-2026



# Wage Rate Does Not Keep Pace

- Compared to the cost of living, in the last decade the Sheriff has taken approximately a 14.4% pay cut.
- The Clerk of Court has taken approximately a 5.4% pay cut.
- The Office of the Clerk of Court and Sheriff are both far behind the increases given to county employees, which has kept pace with inflation.
- The Sheriff is more than 40% behind adjustments given to other county elected officials, the Clerk of Court is more than 31% behind.

# Wage Rate Comparison

- If you took a county employee with the same wage in 2015 as the Sheriff or Clerk of Court and compared them over the next decade:
- The county employee made \$66,451 more than the Clerk of Court.
- The county employee made \$149,493 more than the Sheriff.
- Sheriff and Clerk of Court also received zero bankable benefit time given to county employees, including the 1% exchange in 2026.

# Lower Salaries Multiply Rate Disparities

- On top of lower rate adjustments, the Sheriff and Clerk of Court also have lower wages than similar county department and division heads, and even with those that have smaller departments and smaller budgets.
- There are even cases with general county employees who have higher wages than the Sheriff and Clerk of Court.
- Lower starting salary multiplied by lower rate increases leads to significantly lower overall compensation
- Compared to county employees this is multiplied again since elected officials get no step increases, earn no longevity, and cannot earn or bank benefit time for retirement.

# County Department Heads & Clerk of Court

Title	2024 Salary	Budget	Staff
Dir. Criminal Justice Reform	\$163,500	\$1,177,190	5
Dir. Emergency Mgmt	\$182,531	\$2,483,185	13
Juvenile Court Admin	(2023) \$172,411	\$5,466,588	36
Director Office of Equity & Inclusion	\$149,282	\$1,680,884	8
Zoo Director	\$150,728	\$7,578,355	43
<b>Clerk of Circuit Court</b>	<b>\$132,184</b>	<b>\$17,549,322</b>	<b>111.5</b>

# County Staff & Clerk of Court

Title	2024 Salary
Public Safety Communications Technical Services Mgr.	\$129,655
Info Management Helpdesk Manager	\$133,503
Director of Victim Witness Services	\$137,524
Assistant to the County Executive	\$169,037
Clerk of Circuit Court	\$128,480

# County Department Heads & Sheriff

Title	2024 Salary	Budget	Staff
Dir. Criminal Justice Reform	\$163,500	\$1,177,190	5
Dir. Emergency Mgmt	\$182,531	\$2,483,185	13
Juvenile Court Admin	(2023) \$172,411	\$5,466,588	36
Dir. Public Safety Communications	\$186,534	\$16,286,352	109
Dir. Waste and Renewables	\$178,178	\$29,618,947	36
<b>Sheriff</b>	<b>\$162,319</b>	<b>\$113,775,683</b>	<b>596</b>

# County Staff & Sheriff

Title	2024 Salary
Permanency Planning Legal Director	\$204,422
Communications Supervisor	\$174,459
Assistant to the County Executive	\$169,037
Senior Social Worker	\$171,568
Information Management Applications Manager	\$168,222
<b>Sheriff</b>	<b>\$162,319</b>

# Dane County Supervisory Ordinance

## § 18.25

### **(4)(a) Supervisory and management exception.**

**Notwithstanding anything to the contrary in this chapter, an employee serving in a supervisory or management position shall be paid the greater of either the rate as provided in the managerial salary schedule or at a rate which is 105% of the pay that such employee would earn, if holding a position in the highest pay range he or she supervises or manages with the same number of accrued longevity credits**

# Sheriff Compensation vs. Supervised Staff

Title	2024 Highest Salary	Staff w/Higher Comp
Sergeant	\$207,609	20
Lieutenant	\$232,756	12
Captain	\$239,953	4
Chief Deputy	\$266,330	1
<b>Sheriff</b>	<b>\$162,319</b>	<b>n/a</b>

# Risks to Office Holders

- As public elected officials, the Sheriff and Clerk of Court are also subject to a higher level of risk than employees without public facing jobs.
- Office holders are significantly more likely to be named in frivolous lawsuits.

# Threats

Ozanne prison  
the Dane County Sheriff's Office arrests.

You are indecent, Mr. Okazeki, and your response itself a criminal act. Now you allow me to file what I want, how everyone else does the same, or we will have words, Mr. Okazeki, as your obligation not to perpetrate a fraud on the public like Judge Lenford's order. Elected officials are not above the law. You, like Mr. Esqueda, may claim to know the law, so go to the Wisconsin State Law Library, read U.S. v. Nixon, and send me your review before I demand you charged by Ismael R. Ozanne under § 946.12, the prison term for such three years and six months just for misconduct of a public official.

- Individual has severe mental health issues
- Already has a restraining order by a clerk
- Arrested for threatening to beat a judge
- Made threatening statements regarding another Clerk of Court's children