

# Per Diem for Commissioners

January 30, 2025

Madison Metropolitan Sewerage District



# Background — Commissioner Per diems

- S. 200.09(7): “A per diem compensation may be paid to commissioners in an amount the commission specifies by resolution. Any change in the per diem amount after its initial establishment applies only to subsequently appointed or reappointed commissioners....”
- On May 16, 2024, the Commission updated its per diem policy:
  - Raise per diems from \$50 for all Commissioners to:
    - \$125 for non-officers
    - \$140 for officers
  - Add automatic annual increase:

“The per diem under this section shall increase for all Commissioners by 3% annually. The increase shall become effective every January 1.”



# Issue — Questions Were Left Unanswered

- *...staff should not decide these...*
- 3% of what?
- How does 3% annual interact with officer / non-officer role changes?
- **3% each year or 3% cumulatively on reappointment?**
- *bonus question: what about delayed reappointments?*



# Both Options

- \$125 / \$140 in 2025
  - But past Commissioners \$50 until reappointed
- No back pay for delayed reappointment



# Option 1 — Non-Automatic but Regular Updates

- Not less often than every five years...
  - staff use labor market analysis...
  - to recommend per diem changes...
  - in consultation with president...
  - which the Commission approves.
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- No issue with statute.
  - Periodic realignment.



# Option 2 — Automatic, but Clearer Language

- Officer / non-officer rates
- Jan. 1, 2026 & thereafter: each type increased by 3% of prior year
  - Rounded to nearest dollar
- Per diem for applicable role
- Applies to all Commissioners
  - Except those sitting as of May 2024 must wait for their first reappointment
- Regular increases.
- Have option to review in future.



# Discussion and Decision

- No staff recommendation
- Resolution 2025-01-30-R4

