


**COUNTY OF MILWAUKEE**  
INTEROFFICE COMMUNICATION

DATE: November 6, 2024

TO: Marcelia Nicholson, Chairperson, County Board of Supervisors

FROM: Cynthia (CJ) Pahl, Financial Services Director, Office of the Comptroller 

SUBJECT: Fiscal Impact – 2025 Collective Bargaining Agreement with the Association of Technicians, Engineers, and Architects of Milwaukee County

Under Wisconsin Statute Statutes, non-public safety bargaining units are only allowed to negotiate for base wage increases on an annual basis. The start of the bargaining year for the Association of Technicians, Engineers, and Architects of Milwaukee County is January 1, 2025. The last day of their previously negotiated contract will be December 31, 2024. The bargaining unit was recertified for 2025.

**2025 Base Wage Limit**

The maximum base wage increase allowable for 2025 is calculated by multiplying the total base wages for authorized positions in the proposed collective bargaining agreement 180 days prior to December 31, 2024 multiplied by the CPI applicable to bargaining year beginning on January 1, 2025, or 3.3%. The resulting maximum base wage increase allowable for purposes of bargaining was \$127,330.

**Base Wage Compliance and Fiscal Impact of 2025 Wage Increase on 2025 Budget and 2026 Budget**

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by 2.0 percent which results in an annual salary cost of \$81,505 for all budgeted positions. Based on a January 5, 2025, effective date, the projected financial cost in 2025 is projected to be \$78,370.

The 2025 Adopted Budget included appropriations for a 2.0 percent wage increase effective January 5, 2025 (pay period 2) for all positions in the bargaining unit, which includes \$78,370 in salary and \$5,995 in social security. Therefore, there is no net cost or savings based on the proposed agreement for the 2025 fiscal year.

2025 Budgeted Salary Increase	\$	78,370
FICA	\$	5,995
<b>Total Budgeted Amount</b>	\$	84,365
Projected 2025 Salary Cost	\$	78,370
Projected 2025 FICA Cost	\$	5,995
<b>Total Projected Amount</b>	\$	84,365
<b>Savings / (Cost)</b>		-

The fiscal impact on each subsequent year budget (2026 and beyond) would be as follows:

2026 Salary Increase	\$	81,505
2026 FICA	\$	6,235
<b>Total Cost</b>	\$	<b>87,740</b>