

MILWAUKEE COUNTY FISCAL NOTE FORM**DATE:** March 3, 2023Original Fiscal Note Substitute Fiscal Note **SUBJECT:** Request to abolish 1.0 FTE Business Intelligence Analyst II, Pay Grade 35M, and create 1.0 FTE Applications Analyst II, Pay Grade 24D, in the Department of Administrative Services, Information Management Services Division**FISCAL EFFECT:**

- No Direct County Fiscal Impact
- Existing Staff Time Required
- Increase Operating Expenditures
(If checked, check one of two boxes below)
- Absorbed Within Agency's Budget
- Not Absorbed Within Agency's Budget
- Decrease Operating Expenditures
- Increase Operating Revenues
- Decrease Operating Revenues
- Increase Capital Expenditures
- Decrease Capital Expenditures
- Increase Capital Revenues
- Decrease Capital Revenues
- Use of contingent funds

Indicate below the dollar change from budget for any submission that is projected to result in increased/decreased expenditures or revenues in the current year.

	Expenditure or Revenue Category	Current Year*	Subsequent Year*
Operating Budget	Expenditure	(\$1,596.79)	(\$1,596.79)
	Revenue	\$0	\$0
	Net Cost	(\$1,596.79)	(\$1,596.79)
Capital Improvement Budget	Expenditure	\$0	\$0
	Revenue	\$0	\$0
	Net Cost	\$0	\$0

DESCRIPTION OF FISCAL EFFECT

In the space below, you must provide the following information. Attach additional pages if necessary.

- A. Briefly describe the nature of the action that is being requested or proposed, and the new or changed conditions that would occur if the request or proposal were adopted.
- B. State the direct costs, savings or anticipated revenues associated with the requested or proposed action in the current budget year and how those were calculated.¹ If annualized or subsequent year fiscal impacts are substantially different from current year impacts, then those shall be stated as well. In addition, cite any one-time costs associated with the action, the source of any new or additional revenues (e.g. State, Federal, user fee or private donation), the use of contingent funds, and/or the use of budgeted appropriations due to surpluses or change in purpose required to fund the requested action.
- C. Discuss the budgetary impacts associated with the proposed action in the current year. A statement that sufficient funds are budgeted should be justified with information regarding the amount of budgeted appropriations in the relevant account and whether that amount is sufficient to offset the cost of the requested action. If relevant, discussion of budgetary impacts in subsequent years also shall be discussed. Subsequent year fiscal impacts shall be noted for the entire period in which the requested or proposed action would be implemented when it is reasonable to do so (i.e. a five-year lease agreement shall specify the costs/savings for each of the five years in question). Otherwise, impacts associated with the existing and subsequent budget years should be cited.
- D. Describe any assumptions or interpretations that were utilized to provide the information on this form.

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- A. The Department of Administrative Services, Information Management Services Division is requesting the abolishment of 1.0 FTE Business Intelligence Analyst II (Pay Grade 35M) and the creation of 1.0 FTE Application Analyst II (Pay Grade 24D). DAS-IMSD desires to recruit for an Application Analyst, which will open the pool of qualified candidates to more diverse candidates. The Business Intelligence Analyst requires a higher (university) qualification than the Application Analyst position. The necessary work activities identified by Milwaukee Count align with an Applications Analyst's responsibilities and will be delivered after appropriate training and mentoring by an experienced Business Intelligence Analyst II.
 - B. Position actions result in an estimated reduction in personnel expenditures as the position costs (salary and social security) of the Application Analyst II are less than the Business Intelligence Analyst II position. Please see the table on page 1 for the net personnel expenditure impact for 2023 and 2024 if we hire a candidate at \$80,350.40. However, if we recruit an ICStars candidate, HR has advised hiring below the 24D range because of no degree. If this occurs, we will realize additional reductions in personnel expenditures.
 - C. Position actions result in an estimated reduction in personnel expenditures as the position costs (salary and social security) of the Applications Analyst II are less than the Business Intelligence Analyst II position. Please see the table on page 1 for the net salary reduction for 2023 and 2024.
 - D. Assumptions include salary and social security costs.

¹ If it is assumed that there is no fiscal impact associated with the requested action, then an explanatory statement that justifies that conclusion shall be provided. If precise impacts cannot be calculated, then an estimate or range should be provided.

² Community Business Development Partners' review is required on all professional service and public work construction contracts.

Department/Prepared By Matt Johnson – IT Director Governance and Business Solutions, DAS-IMSD

Authorized Signature

Tom J. Fyfe

Did DAS-Fiscal Staff Review? Yes No

Did CBDP Review? Yes No Not Required