


File No. 25 - 323

Date: April 17, 2025

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Daphne Ursu, Director, Employee Relations, Department of Human Resources 

Subject: From the Employee Relations Director, Department of Human Resources, requesting the approval of the 2025 Memorandum of Agreement between Milwaukee County and the Milwaukee Building and Construction Trades Council, AFL-CIO.

File Type: Action Report

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**REQUEST**

Requesting approval of the 2025 Memorandum of Agreement between Milwaukee County and the Milwaukee Building and Construction Trade Council, AFL-CIO.

I am requesting that this item be placed on the next agenda.

**POLICY**

Wisconsin State Statutes:	<a href="#">111.70</a>
Milwaukee County Code of General Ordinances:	<a href="#">79</a> , <a href="#">80</a>

**BACKGROUND**

The Department of Human Resources in accordance with State Statute 111.70 and Milwaukee County General Ordinances 79 and 80 are providing the following documents to the Committee for review:

- 1) The Memorandum of Agreement (MOA) between Milwaukee County and the Milwaukee Building and Construction Trades Council, AFL-CIO;
- 2) A notification from the Milwaukee Building and Construction Trades Council, AFL-CIO that the MOA was ratified by the membership;
- 3) A draft Resolution approving MOA;
- 4) A fiscal note prepared by the Office of the Comptroller

**ALIGNMENT TO STRATEGIC PLAN**

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned

- businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
  - 2B: Break down silos across County government to maximize access to and quality of services offered
  - 2C: Apply a racial equity lens to all decisions
  - 3A: Invest “upstream” to address root causes of health disparities
  - 3B: Enhance the County’s fiscal health and sustainability
  - 3C: Dismantle barriers to diverse and inclusive communities

### **FISCAL EFFECT**

The Memorandum of Agreement terminates on December 31, 2025, and provides a 2% increase in wages of bargaining unit employees, effective Pay Period 2, 2025 (January 5, 2025).

### **TERMS**

This Agreement is to take effect on January 1, 2025. Unless otherwise modified or extended by mutual agreement of the parties, the Agreement shall expire on December 31, 2025.

### **VIRTUAL MEETING INVITES**

[Margo.Franklin@milwaukeecountywi.gov](mailto:Margo.Franklin@milwaukeecountywi.gov)

[Daphne.ursu@milwaukeecountywi.gov](mailto:Daphne.ursu@milwaukeecountywi.gov)

[Danb@milwbuildingtrades.org](mailto:Danb@milwbuildingtrades.org)

### **PREPARED BY:**

Daphne Ursu, Director, Employee Relations, Department of Human Resources

### **APPROVED BY:**

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

### **ATTACHMENTS:**

Memorandum of Agreement

Ratification Letter

Resolution

Fiscal Note

cc: David Crowley, County Executive  
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive’s Office  
Margo Franklin, Chief Human Resources Officer, Department of Human Resources  
Scott Brown, Interim Corporation Counsel, Office of the Corporation Counsel  
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors  
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk  
Steve Cady, Research and Policy Director, Office of the Comptroller