

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: May 19, 2026

TO: Chairwoman Marcelia Nicholson-Bovell, County Board of Supervisors

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



SUBJECT: Fiscal Report on the Proposed Agreement with the Milwaukee Deputy Sheriff's Association – 2025 – 2027 (Updated)

The following provides a fiscal summary of the proposed contract between Milwaukee County and the Milwaukee Deputy Sheriff's Association (MDSA) for the calendar years 2025 – 2027. It provides an estimate of the fiscal impact of each provision based upon previously incurred costs and current personnel. The actual fiscal impact may be greater than or less than the impact that is estimated below.

The table below presents the wage changes proposed in the contract that are estimated to have a fiscal impact. Other provisions are contained within the proposal that do not have fiscal impacts or have been included in previous agreements and are therefore not included in this fiscal note, such as annual step increases for deputies and sergeants. It should also be noted that wage compression issues will likely occur within the law enforcement management structure of the Milwaukee County Sheriff's Office because of the wage increases within this proposal. The cost of those wage compression issues is not calculated as part of this fiscal note.

Table 1: Wage Proposal			
Milwaukee Deputy Sheriff's Association (MDSA) Contract			
2025-2027			
Period Covered by Agreement		Proposed Agreement	
		2025 - 2027	
		Deputies	Sergeants
1	PP1, 2025	2.00%	2.00%
2	PP14, 2025	2.00%	2.25%
3	PP14, 2026	3.50%	3.75%
4	PP1, 2027	1.75%	1.75%
5	PP14, 2027	1.75%	2.00%

Fiscal Impact by Year

The following tables present the fiscal impact summary for the contract:

Table 2: Fiscal Impact By Year			
Milwaukee Deputy Sheriff's Association (MDSA) Contract			
2025-2027			
Period Covered by Agreement	Proposed Agreement		
	2025	2026	2027
Wage Changes			
1 PP1, 2025 - 2% Deputy Sheriffs & 2% Deputy Sergeants	\$ 558,605	\$ 600,922	\$ 630,314
2 PP14, 2025 - 2% Deputy Sheriffs & 2.25% Deputy Sergeants	\$ 298,842	\$ 618,442	\$ 648,411
3 PP14, 2026 - 3.5% Deputy Sheriffs & 3.75% Deputy Sergeants		\$ 559,569	\$ 1,153,419
4 PP1, 2027 - 1.75% Deputy Sheriffs & 1.75% Deputy Sergeants			\$ 594,087
5 PP14, 2027 - 1.75% Deputy Sheriffs & 2.00% Deputy Sergeants			\$ 308,270
6 FICA	\$ 65,595	\$ 136,088	\$ 255,089
7 WRS Cost	\$ 13,689	\$ 21,826	\$ 34,533
Total Annual Fiscal Impact	\$ 936,732	\$ 1,936,847	\$ 3,624,124
TOTAL COST			\$ 6,497,702

The table above includes anticipated Wisconsin Retirement System (WRS) costs for deputies currently in the WRS system. The County's share of those costs was 15.01% for 2025 and 14.8% for 2026. For 2027, 14.8% was assumed. The County's 2027 pension contribution to the Employees' Retirement System (ERS) was determined prior to the effectuation of this agreement so there will be no impact to the budget amount in 2027. However, it is anticipated that normal cost would increase by \$200,000 in 2026, by \$300,000 in 2027, and by \$400,000 in 2028. Because normal costs are split between the County and employees, one-half of these anticipated costs will be paid by deputy sheriffs and one-half by the County. Because the 2026 and 2027 budget amounts are already set, there could be a slight underfunding that occurs that would increase the unfunded actuarial accrued liability in 2028.

2026 Budgetary Fiscal Impact

The budgetary impact is shown in the table below.

Table 3: Budgetary Fiscal Impact				
Milwaukee Deputy Sheriff's Association (MDSA) Contract				
2025-2027				
Funds	2025	2026	2027	Total Funds
Accrual	\$ 1,232,429	\$ -	\$ -	\$ 1,232,429
Budget	\$ -	\$ 1,470,264	\$ -	\$ 1,470,264
	\$ 1,232,429	\$ 1,470,264	\$ -	\$ 2,702,693

For the 2025 fiscal year, the County set aside a total of \$1.2 million in funds to cover anticipated contract costs associated with that year per general accounting rules. Funds of \$1.5 million were budgeted in 2026 to help defray the annualized increase for salaries that would occur in 2025 and 2026. The total payout through 2026 is expected to be \$2.9 million, so there is a

shortfall of roughly \$0.2 million that will need to be funded through other surplus appropriations in the current fiscal year. For 2027, the budget will need to increase by \$2.2 million to cover the costs of all increases.

Cumulative Wage and Benefit Lift

The following table projects the cumulative dollar change and percentage lift in costs for the proposed contract. It includes costs for all years, as previously shown in the other schedules, but on an annualized basis. This is the minimum cost the County will continue to pay in future years, barring any changes within successor agreements. The changes provided in 2025 – 2027 result in a total cumulative lift of 12.04 percent.

Table 4: Cumulative Wage Lift		
Milwaukee Deputy Sheriffs Association (MDSA) Contract		
2025 - 2027		
	Proposal	
	Cumulative Total Lift	Cumulative Total Lift %
Wage Changes		
1 PP1, 2025 - 2% Deputy Sheriffs & 2% Deputy Sergeants	\$ 656,143	2.09%
2 PP14, 2025 - 2% Deputy Sheriffs & 2.25% Deputy Sergeants	\$ 674,982	2.15%
3 PP14, 2026 - 3.5% Deputy Sheriffs & 3.75% Deputy Sergeants	\$ 1,200,685	3.82%
4 PP1, 2027 - 1.75% Deputy Sheriffs & 1.75% Deputy Sergeants	\$ 618,432	1.97%
5 PP14, 2027 - 1.75% Deputy Sheriffs & 2.00% Deputy Sergeants	\$ 635,425	2.02%
Cumulative Wage Change	\$ 3,785,667	12.04%
Total Wages (FY2024)	\$ 31,430,622	
Total Estimated Base Wages (FY2028)	\$ 35,216,289	12.04%

Administrative Costs Associated with Implementing this Contract

To implement this contract, personnel in the Office of the Comptroller and Department of Human Resources will have to input the rate changes into the Ceridian Dayforce system. For wage rates, the implementation will require internal time and effort. The number of personnel hours to complete this task has not been determined yet, but other assignments may be delayed to implement this contract.

The above information was prepared by the Office of the Comptroller. It will be independently reviewed by the Office of the Comptroller – Audit Services and Office of the Comptroller – Research Services Division to satisfy Milwaukee County Ordinances. The Department of Administrative Services has also been provided a copy. A separate report may be issued by any of these divisions based upon their findings.