

MILWAUKEE COUNTY FISCAL NOTE FORM

DATE: December 18, 2023

Original Fiscal Note

Substitute Fiscal Note

SUBJECT: From the Chief Human Resources Officer, Department of Human Resources, requesting approval to adjust the minimum starting salary of Pay Range 51 to \$64,396.80 from \$288,120.69.

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	\$0	\$0
	Revenue	\$0	\$0
	Net Cost	\$0	\$0
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.

A. *This report seeks Milwaukee County Board approval of the Department of Human Resources' (DHR) plan to change the minimum starting salary of Pay Range 51 to \$64,396.80 from \$288,120.69. Starting in 2024, the compensation team will begin reviewing all positions currently in ECP pay ranges (901E, 902E, 903E, 904E, 905E, 914E, 915E, 916A, 916E, 917A, 917E, 918E, & 919E). In order to complete the review, DHR will place all ECP positions into the same pay range until each position is analyzed and placed into an appropriate grade. Currently, Pay Range 51 has a minimum starting salary of \$288,120.69, which is too high for most ECP positions. DHR is requesting approval to change the minimum starting salary of Pay Range 51 to \$64,396.80.*

B. *There is no fiscal impact as it is only lowering the minimum starting salary of the range.*

C. *There is no fiscal impact as it is only lowering the minimum starting salary of the range.*

D. *This action will not impact any salary for employees in this range.*

Department/Prepared By Margo Franklin, Chief Human Resources Officer, DHR

Authorized Signature 

Did DAS-Fiscal Staff Review? Yes No

Did CDBP Review?² Yes No Not Required

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.