



Milwaukee County

Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: September 29, 2017

To: Theodore Lipscomb, Chairman, Milwaukee County Board

From: Kerry Mitchell, Chief Human Resources Officer *KM*

Subject: Request for Pay Adjustment for Employees Under 2016 Collective Bargaining Agreements with Non-Public Safety Unions

Background

In 2016, the following Bargaining Units were limited to negotiating to a maximum CPI of 0.7%:

- Milwaukee Building & Construction Trades (MBTC)
- Technicians, Engineers & Architects of Milwaukee (TEAMCO)
- Federation of Nurses & Health Care Professionals (WFNHP)
- Association of Milwaukee County Attorneys (AMCA)

The County negotiated with these bargaining units and agreed to the maximum allowable salary increase of 0.7%. However, across Milwaukee County in 2016, non-represented employees received a 1% increase at that time. This left these bargaining units with a lower increase than what was occurring across the County. Although all 2017 negotiations with these units resulted in a 1% increase, which matched that of the rest of our organization, these employees are still behind due to the 0.3% difference in 2016.

Request

I am requesting that employees in these 4 bargaining units receive a 0.3% increase, effective Pay Period 14, 2017 (June 18, 2017), in order to make them "whole" in terms of our non-represented employees. This raise is outside of the bargaining process. These unions have been notified that the Administration is making this request. The net cost, included in the attached fiscal note, is as follows:

Current Year: \$9,282

Subsequent Year: \$17,236