

MILWAUKEE COUNTY FISCAL NOTE FORM

DATE: 11/12/2021

Original Fiscal Note

Substitute Fiscal Note

SUBJECT: Recruitment and retention bonuses for various critical infrastructure positions (permanent and seasonal) in the Divisions of Airport, Fleet Management and Highway Maintenance for the 2021-2022 winter season

FISCAL EFFECT:

No Direct County Fiscal Impact Increase Capital Expenditures

Existing Staff Time Required

Decrease Capital Expenditures

Increase Operating Expenditures
(If checked, check one of two boxes below)

Increase Capital Revenues

Absorbed Within Agency's Budget

Decrease Capital Revenues

Not Absorbed Within Agency's Budget

Decrease Operating Expenditures

Use of Contingent Funds

Increase Operating Revenues

Decrease Operating Revenues

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	113,000	135,600
	Revenue	97,500	117,000
	Net Cost	15,500	18,600
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. The Department is requesting recruitment and retention bonuses for various critical infrastructure positions (permanent and seasonal) in the Divisions of Airport, Fleet Management and Highway Maintenance for the 2021-2022 winter season. The bonuses will allow the Department to be more competitive in recruiting and retaining critical infrastructure workers that will allow the department to meet its federal and state contract requirements of maintaining the roadways and runways.
 - B. It is estimated in 2021 that net county costs will be incurred by Fleet (through crosscharges to departments funded through tax levy) and Highway Maintenance of \$15,500 (through VRF) and of \$18,600 in 2022.
 - C. Any budgetary impacts that cannot be accommodated in each Division's salary account will result in a fund transfer in January of 2022 to realign accounts to accommodate any direct county costs as a result of implementing the bonus structure.
 - D. The assumptions made were that the Department will continue to struggle with recruitment and retention without implementing financial incentives to current and prospective employees.

Department/Prepared by: Julie Esch, Deputy Director

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.

Authorized Signature

Donna Brown-Martin

Did DAS-Fiscal Staff Review?

Yes

No

Did CBDP Review?²

Yes No

Not Required