

**COUNTY OF MILWAUKEE**  
INTEROFFICE COMMUNICATION

DATE: May 10, 2024

TO: Marcelia Nicholson, Chairperson, County Board of Supervisors

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

SUBJECT: Fiscal Impact – 2024 Collective Bargaining Agreement with the Milwaukee Building & Construction Trades Council

Under Wisconsin State Statutes, non-public safety bargaining units are only allowed to negotiate for base wage increases on an annual basis. The start of the bargaining year for the Milwaukee Building & Construction Trades Council (MBCTC), AFL-CIO, was January 1, 2024. The last day of their previously negotiated contract was December 31, 2023. The bargaining unit was recertified in 2024.

**2024 Base Wage Limit**

The maximum base wage increase allowable for 2024 is calculated by multiplying the total base wages for authorized positions in the proposed collective bargaining agreement 180 days prior to December 31, 2023 multiplied by the CPI applicable to bargaining year beginning on January 1, 2024, or 6.26%. The resulting maximum base wage increase allowable for purposes of bargaining was \$499,191.

**Base Wage Compliance and Fiscal Impact of 2024 Wage Increase on 2024 Budget and 2025 Budget**

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by 2.0 percent which results in an annual salary cost of \$164,272 for all budgeted positions. Based on a January 7, 2024, effective date, the projected financial cost in 2024 is projected to be \$157,954.

The 2024 Adopted Budget included appropriations for a 2.0 percent wage increase effective January 7, 2024 (pay period 2) for all positions in the bargaining unit, or \$157,954 in salary and \$12,083 in social security. Therefore, there is no net cost or savings based on the proposed agreement for the 2024 fiscal year.

2024 Budgeted Salary Increase	\$	157,954
FICA	\$	12,083
<b>Total Budgeted Amount</b>	\$	170,037
Projected 2024 Salary Cost	\$	157,954
Projected 2024 FICA Cost	\$	12,083
<b>Total Projected Amount</b>	\$	170,037
<b>Savings / (Cost)</b>		-

The fiscal impact on each subsequent year budget (2025 and beyond) would be as follows:

2025 Salary Increase	\$	164,272
2025 FICA	\$	12,567
<b>Total Cost</b>	\$	<b>176,839</b>