

MILWAUKEE COUNTY FISCAL NOTE FORM

DATE: February 21, 2020

Original Fiscal Note

Substitute Fiscal Note

SUBJECT: Reallocation Request for the March 2020 Personnel Committee Meeting, Parks Aquatic Staff (Lifeguard Seasonal, Head Lifeguard Seasonal, Assistant Head Lifeguard Seasonal, Lifeguard Supervisor Seasonal, Head Lifeguard)

FISCAL EFFECT:

- | | |
|---|--|
| <input type="checkbox"/> No Direct County Fiscal Impact | <input type="checkbox"/> Increase Capital Expenditures |
| <input type="checkbox"/> Existing Staff Time Required | <input type="checkbox"/> Decrease Capital Expenditures |
| <input checked="" type="checkbox"/> Increase Operating Expenditures
(If checked, check one of two boxes below) | <input type="checkbox"/> Increase Capital Revenues |
| <input checked="" type="checkbox"/> Absorbed Within Agency's Budget | <input type="checkbox"/> Decrease Capital Revenues |
| <input type="checkbox"/> Not Absorbed Within Agency's Budget | |
| <input type="checkbox"/> Decrease Operating Expenditures | <input type="checkbox"/> Use of contingent funds |
| <input type="checkbox"/> Increase Operating Revenues | |
| <input type="checkbox"/> 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	\$3,640	\$4,732
	Revenue	\$0	\$0
	Net Cost	\$3,640	\$4,732
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.
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- A. Approval of this resolution will reallocate the current pay grades of the Parks aquatics staff. These reallocations consist of modifying existing grades with increased rates as well as added steps in some cases. This impacts primarily seasonal positions. The 3 regular Head Lifeguard positions are not seasonal, and will be costed separately.
 - B. The reallocations of the positions will result in a direct cost from the increase in salary and FICA. Assuming this resolution becomes effective and implemented for Pay Period 8 in 2020 for the 2 filled regular Head Lifeguard positions, this will result in an increased cost of \$3381 for salary dollars and \$259 for FICA in 2020. For 2021 it will result in an increased cost of \$4395 for salary dollars and \$337 for FICA. There is no impact for vacant role. The Seasonal cost increases will be managed through administration of the Parks seasonal workforce.

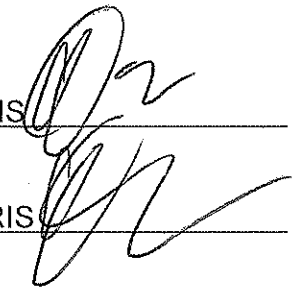
¹ If it is assumed that there is no fiscal impact associated with the requested action, then an explanatory statement that justifies that conclusion shall be provided. If precise impacts cannot be calculated, then an estimate or range should be provided.

² Community Business Development Partners' review is required on all professional service and public work construction contracts.

- C. This action results in an additional budgetary cost that is the same as in B. above.
- D. The fiscal estimate was created using existing 2020 pay rates. Additionally, FICA was assumed to be 7.65 percent.

Department/Prepared By Dean Legler, Director Compensation and HRIS

Authorized Signature Dean Legler, Director Compensation and HRIS



Did DAS-Fiscal Staff Review? Yes No

Did CDBP Review?² Yes No Not Required