



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: November 8, 2023

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Margo Franklin, Chief Human Resources Officer, Department of Human Resources 
Sarah Zaug, Interim Director, Employee Relations, Department of Human Resources

Subject: From the Chief Human Resources Officer and Interim Director, Employee Relations, Department of Human Resources, requesting the approval of the 2021-2023 Amended Collateral Agreement between Milwaukee County and Milwaukee Deputy Sheriffs' Association (MDSA)

File Type: Action Report

REQUEST

Approval of the Labor Agreement between Milwaukee County and the Deputy Sheriffs' Association for the period of January 1, 2021 through December 31, 2023.

The following documents will be provided to the Committee for review:

- 1) The Collateral Agreement Amending 3.03 and 3.04, approved by the County Board of Supervisors on July 27, 2023;
- 2) The Collateral Agreement creating a Stand-by List for Weekend Hospital Watches, approved by the County Board of Supervisors on July 27, 2023;
- 3) The Tentative Agreement executed by the parties on June 20, 2023, altering the Canine ("K-9") provisions of the parties' labor agreement;
- 4) The Settlement Agreement of Case No. 161.0072 amending 5.06 of the parties' labor agreement to add notice provisions for MDSA members subject to investigation for disciplinary matters, executed March 29, 2022;
- 5) The Interest Arbitration Award, settling the wage terms for the parties' labor agreement, issued on September 7, 2023;
- 6) The red-lined labor agreement which sets forth all changes to the contract including an update to the provision related to pension contribution requirements due to changes in state law, given the amendment of Wis Stat 59.875(2)(a) enacted by 2023 Wisconsin Act 12 which takes effect January 1, 2024. Contribution requirements: Following the effective date of the update the pension contribution for MDSA members will require the members to pay one-half the normal cost as determined by the ERS actuary rather than one-half the annual required contribution as determined by the ERS actuary.
- 7) A fiscal note prepared by the Office of the Comptroller.

POLICY

Wisconsin State Statutes:	111.70
Milwaukee County Code of General Ordinances:	79, 80

BACKGROUND

The Department of Human Resources in accordance with State Statute 111.70 and Milwaukee County General Ordinances 79 & 80 are providing the following documents to the Committee for review:

- 1) The Labor Agreement between the County and MDSA
- 2) A Resolution approving the Amended Collateral Agreement;
- 3) A Fiscal Note prepared by the Office of the Comptroller

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest “upstream” to address root causes of health disparities
- 3B: Enhance the County’s fiscal health and sustainability
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

The labor agreement removes the following, given the amendment of Wis Stat 59.875(2)(a) enacted by 2023 Wisconsin Act 12 which takes effect January 1, 2024:

- 1) Contribution percentage: The percentage shall be as follows: Contribution requirements: Following the effective date of the update the pension contribution for MDSA members will require the members to pay one-half the normal cost as determined by the ERS actuary rather than one-half the annual required contribution as determined by the ERS actuary.

The wages for deputy sheriffs I & II and deputy sheriff sergeants are increased by 12.5% over the duration of the contract period.

Two steps have been removed from the deputy sheriff wage scale.

TERMS

This labor agreement covers the period of January 1, 2021 through December 31, 2023. While the labor agreement shall expire on December 31, 2023, the change to the contribution percentage MDSA members will pay into the Employees' Retirement System will remain in place due to the changes in state law. Public Safety employees will be required to contribute half of all actuarially required normal cost contributions for funding pension benefits beginning in 2024.

VIRTUAL MEETING INVITES

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PREPARED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

Sarah Zaug, Interim Director of Employee Relations, Department of Human Resources

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

Labor Agreement

Resolution

Fiscal Note

cc: David Crowley, County Executive
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Margaret Daun, Corporation Counsel, Office of the Corporation Counsel
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Steve Cady, Research and Policy Director, Office of the Comptroller