


COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: August 26, 2016

TO: Theodore Lipscomb, Sr., Chairman, County Board of Supervisors

FROM: Scott B. Manske, Comptroller 

SUBJECT: Fiscal Impact – 2016 Collective Bargaining Agreement with the Milwaukee Building & Trades Construction Council

Under Wisconsin Employment Relations Commission (WERC) rules and Statute Statute, 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 & Trades Construction Council (Trades) was January 1, 2016. The last day of their previously negotiated contract was December 31, 2015. The bargaining unit was recertified in 2016.

2016 Base Wage Limit

Using rules provided by WERC, a calculation was made to provide the maximum base wage increase allowable for 2016 for this bargaining unit. The calculation was based on the members of the bargaining unit in the pay period that was 180 days prior to the expiration date of the most recent collective bargaining agreement. The pay period used was Pay Period 14 2015 (ending July 4, 2015). At that time, the bargaining unit had 76 members who were actively employed. The annual wages of the members were calculated based upon their existing wage rates and were then multiplied by the CPI applicable to bargaining years beginning on January 1, 2016 or 0.73 percent. This became the maximum base wage increase allowable for purposes of bargaining or \$38,972; this is the maximum amount that can be paid in additional base wages in 2016 and can be paid out however agreed upon by the union and the County.

2016 Wage Increase and Base Wage Compliance

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by .70 percent effective with Pay Period 8 (beginning March 27, 2016) for all members. The base wage increase results in a total salary lift for 2016 of \$31,958 for the bargaining unit, which is \$7,014 below the maximum base wage increase allowable. Calculation of the maximum base wage increase for the bargaining unit was made in accordance with the WERC rules. The Office of the Comptroller and outside legal counsel have discussed and have agreed to the definition, application and calculation of base wages.

Impact of 2016 Wage Increase on 2016 Budget and 2017 Budget

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by 0.70 percent effective with Pay Period 8 (beginning March 27, 2016). The cost of the wage increase for 2016, using the contract effective date, would be as follows:

2016 Salary Increase	\$ 30,645
FICA	\$ 2,344
Net Cost	\$ 32,989

The 2016 Adopted Budget included an appropriation for a 1.0 percent wage increase for all employees, effective Pay Period 14 (beginning June 19, 2016), or approximately \$32,326 in additional salary dollars. Therefore, there is a \$1,810 savings based on the proposed agreement for the current year.

2016 Budgeted Salary Increase	\$ 32,326
FICA	\$ 2,473
Net Budgeted Amount	\$ 34,799
Net Actual Cost	\$ 32,989
Savings / (Cost)	\$ 1,810

Since this wage increase inflates the base wage of these employees it would therefore impact each subsequent year budget. The budget impact on 2017, assuming the same pension percentages, would be as follows:

2017 Salary Increase	\$ 39,838
FICA	\$ 3,048
Net Cost	\$ 42,886