

MILWAUKEE COUNTY FISCAL NOTE FORM

DATE: 09/08/11

Original Fiscal Note

Substitute Fiscal Note

SUBJECT: Request to amend Milwaukee County General Ordinance (MCGO) 17.207
Grievance Procedure

FISCAL EFFECT:

- | | |
|--|--|
| <input checked="" type="checkbox"/> No Direct County Fiscal Impact
<input checked="" type="checkbox"/> Existing Staff Time Required
<input type="checkbox"/> Increase Operating Expenditures
(If checked, check one of two boxes below)
<input type="checkbox"/> Absorbed Within Agency's Budget
<input type="checkbox"/> Not Absorbed Within Agency's Budget
<input type="checkbox"/> Decrease Operating Expenditures
<input type="checkbox"/> Increase Operating Revenues
<input type="checkbox"/> Decrease Operating Revenues | <input type="checkbox"/> Increase Capital Expenditures
<input type="checkbox"/> Decrease Capital Expenditures
<input type="checkbox"/> Increase Capital Revenues
<input type="checkbox"/> Decrease Capital Revenues
<input type="checkbox"/> Use of contingent funds |
|--|--|

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	0	0
	Revenue		
	Net Cost	0	0
Capital Improvement Budget	Expenditure		
	Revenue		
	Net Cost		

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 of Human Resources is requesting approval of the attached resolution to amend Milwaukee County General Ordinance (MCGO) 17.207 - Grievance Procedures - due to changes imposed by 2011 Wisconsin Act 10 and Wisconsin Act 32. Due to the passage of 2011 Wisconsin Act 10 grievance procedures will no longer be contained within collective bargaining agreements for non-public safety unions. The amended ordinance would apply to all unions except for the Milwaukee County Firefighters Association, Milwaukee Deputy Sheriffs Association and the Federation of Nurses and Health Professionals Local 5001, AFT, AFL-CIO. This amendment would be effective January 1, 2013 for members of the Federation of Nurses and Health Professionals Local 5001, AFT, AFL-CIO.

B./C. There may be minimal fiscal costs associated with this procedural change including modification of paperwork and forms and training. It is currently anticipated that these costs will be absorbed within agency budgets. It is estimated that any costs associated with grievances filed and heard before the Personnel Review Board (PRB) will fall within current appropriations. The Department of Human Resources will work closely with the Department of Administrative Services - Fiscal Affairs Division and PRB staff to monitor the number of grievances filed and the level of work generated due to the new procedure and to ensure that departments are able to absorb implementation and operational costs.

D. Because this is a new procedure and modifies past practice, there is no data in which to calculate a precise fiscal impact. The current assumption that the volume of work generated

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.

through this procedural change will be handled within the current capacity of departments, the PRB and PRB staff resulting in no fiscal impact can only be validated through implementation.

Department/Prepared By DAS - Fiscal Affairs/Cynthia Pahl

Authorized Signature

Cynthia Pahl

Did DAS-Fiscal Staff Review?

Yes

No