

**COUNTY OF MILWAUKEE**  
**INTEROFFICE COMMUNICATION**

DATE: July 20, 2023

TO: Marcelia Nicholson, Chairperson, County Board of Supervisors

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

SUBJECT: Fiscal Impact – 2023 Collective Bargaining Agreement with the Association of Milwaukee County Attorneys

Under Wisconsin Statute 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 Association of Milwaukee County Attorneys was January 1, 2023. The last day of their previously negotiated contract was December 31, 2022. The bargaining unit was recertified in 2023.

**2023 Base Wage Limit**

The maximum base wage increase allowable for 2023 is calculated by multiplying the total base wages for authorized positions in the proposed collective bargaining agreement 180 days prior to December 31, 2022 multiplied by the CPI applicable to bargaining year beginning on January 1, 2023, or 7.17%. The resulting maximum base wage increase allowable for purposes of bargaining was \$387,683.

**Base Wage Compliance and Fiscal Impact of 2023 Wage Increase on 2023 Budget and 2024 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 \$109,486 for all budgeted positions. Based on an April 2, 2023, effective date, the projected financial cost in 2023 is projected to be \$73,895.

The 2023 Adopted Budget included appropriations for a 2.0 percent wage increase effective April 2, 2023 (pay period 8) for all positions in the bargaining unit, or \$81,196 in salary and \$6,211 in social security. Therefore, there is a cost savings of \$7,859 based on the proposed agreement for the 2023 fiscal year.

2023 Budgeted Salary Increase	\$	81,196
FICA	\$	6,211
<b>Total Budgeted Amount</b>	\$	87,407
Projected 2023 Salary Cost	\$	73,895
Projected 2023 FICA Cost	\$	5,653
	\$	79,548
<b>Savings / (Cost)</b>		7,859

The fiscal impact on each subsequent year budget (2024 and beyond) would be as follows:

2024 Salary Increase	\$ 109,486
2024 FICA	\$ 8,376
<b>Total Cost</b>	<b>\$ 117,861</b>