

MILWAUKEE COUNTY FISCAL NOTE FORM

DATE: June 24, 2022

Original Fiscal Note

Substitute Fiscal Note

SUBJECT: From the Chief Human Resources Officer and the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting an Additional 2% General Increase for Milwaukee County Employees Effective for Pay Period 18 Beginning August 21, 2022

FISCAL EFFECT:

- No Direct County Fiscal Impact
 - Existing Staff Time Required
- Increase Operating Expenditures (If checked, check one of two boxes below)
 - Absorbed Within Agency's Budget
 - Not Absorbed Within Agency's Budget
- Decrease Operating Expenditures
- Increase Operating Revenues
- Decrease Operating Revenues
- Increase Capital Expenditures
- Decrease Capital Expenditures
- Increase Capital Revenues
- Decrease Capital Revenues
- 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	\$1,705,033	\$4,925,651
	Revenue	\$0	\$0
	Net Cost	\$1,705,033	\$4,925,651
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.

A. *The Department of Human Resources has worked with the Office of Strategy, Budget and Performance as well as the Administration in developing a proposal to provide for an additional 2% general increase for Milwaukee County Employees effective August 21, 2022.*

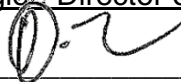
B. The approximate cost of a 2% increase effective in pay period 18 would be \$1.7 million for the balance of 2022 and the annualized resulting impact would be approximately \$4.9 million

C. There is a \$2.5M midyear tax levy allocation (\$5M annualized) in the 2022 Budget that was set aside for midyear compensation adjustments based on recommendations resulting from the Compensation Transformation Project.

D. *FICA impacts of 7.65% are included in the costs.*

Department/Prepared By Dean Legler, Director of Compensation, Dept. of Human Resources

Authorized Signature _____



Did DAS-Fiscal Staff Review? Yes No

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.

Did CBDP Review?²

Yes

No

Not Required