

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: August 31, 2017

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

FROM: Scott B. Manske, Comptroller



SUBJECT: Fiscal Impact – 2017 Collective Bargaining Agreement with the International Union of Operating Engineers, Local 139, AFL-CIO

On February 6, 2017, the International Union of Operating Engineers, Local 139, AFL-CIO was certified to represent Airport maintenance workers. 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 International Union of Operating Engineers was January 1, 2017.

2017 Base Wage Limit

Using rules provided by WERC, a calculation was made to provide the maximum base wage increase allowable for 2017 for this bargaining unit. The calculation was based on the employees who held positions now in the bargaining unit in the pay period that was 180 days prior to December 31, 2016 (although at that time, the members were not yet in a union). The pay period used was Pay Period 15 2016 (ending July 16, 2016). At that time, there were 54 employees who were actively employed in positions now in the bargaining unit. 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, 2017, or 0.67 percent. This became the maximum base wage increase allowable for purposes of bargaining or \$15,326; this is the maximum amount that can be paid in additional base wages in 2017 and can be paid out however agreed upon by the union and the County.

2017 Wage Increase and Base Wage Compliance

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by 1.0 percent effective with Pay Period 14 (beginning June 18, 2017) for all members. The base wage increase results in a total salary lift for 2017 of \$13,124 for the bargaining unit, which is \$2,203 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 2017 Wage Increase on 2017 Budget and 2018 Budget

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by 1.0 percent effective with Pay Period 14 (beginning June 18, 2017). The cost of the wage increase for 2017, using the contract effective date, would be as follows:

2017 Salary Increase	\$ 13,124
FICA	\$ 1,004
Net cost	\$ 14,128

The 2017 Adopted Budget included an appropriation for a 1.0 percent wage increase for all employees, effective Pay Period 14 (beginning June 18, 2017), or approximately \$15,046 in additional salary dollars. Therefore, there is a \$2,069 savings based on the proposed agreement for the current year.

2017 Budgeted Salary Increase	\$ 15,046
FICA	\$ 1,151
Net Budgeted Amount	\$ 16,197
Net Actual Cost	\$ 14,128
Savings / (Cost)	\$ 2,069

Since this wage increase inflates the base wage of these employees it would therefore impact each subsequent year budget. The budget impact on 2018, assuming the same pension percentages, would be as follows:

2018 Salary Increase	\$ 24,373
FICA	\$ 1,864
Net cost	\$ 26,237