

MILWAUKEE COUNTY FISCAL NOTE FORM

DATE: August 16, 2019

Original Fiscal Note ☒

Substitute Fiscal Note ☐

SUBJECT: From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval of the reallocation of the classification of the position of Custodial Supervisor at the Zoo from pay grade 20M to pay grade 24M effective pay period 19, beginning August 26, 2019.

FISCAL EFFECT:

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

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	\$1,144	\$3,905
	Revenue	\$0	\$0
	Net Cost	\$1,144	\$3,905
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. Approval of this resolution will reallocate 1 Custodial Supervisor at the Zoo from pay grade 20M to 24M effective pay period 19, beginning August 26, 2019. For this position, the incumbent would move from step five in pay grade 20M to step three in pay grade 24M. The current and proposed pay grades are as follows:

Current Pay Grade – 20M

Step 01 (Annual) - \$44,319
Step 02 (Annual) - \$46,034
Step 03 (Annual) - \$47,871
Step 04 (Annual) - \$49,825
Step 05 (Annual) - \$51,447

Proposed Pay Grade – 24M

Step 01 (Annual) - \$51,005
Step 02 (Annual) - \$52,956
Step 03 (Annual) - \$54,902
Step 04 (Annual) - \$56,848
Step 05 (Annual) - \$59,421

- B. Based on calculations performed by the Director of Compensation/HRIS and reviewed by the Department of Administrative Services – Office of Performance, Strategy and Budget (DAS-PSB), the additional cost this year is approximately \$1,144 for salary and social security. For 2020, the additional cost for the full year to reallocate the positions is estimated to be \$3,905.
- C. Remaining DOSAA funding will fund this change for 2019. For 2020, the additional costs are subject to appropriation by policymakers but will be included in the Requested Budget for the Zoo.

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.

D. The 2020 cost estimate includes an assumption of a one percent mid-year general salary increase.

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

Authorized Signature 

Did DAS-Fiscal Staff Review? ☒ Yes ☐ No

Did CBDP Review?² ☐ Yes ☐ No ☒ Not Required