

**COUNTY OF MILWAUKEE**  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

**DATE** : February 26, 2021

**To** : Marcelia Nicholson, Chairwoman, Board of Supervisors

**FROM** : Margo Franklin, Chief Human Resources Officer, Department of Human Resources

Dean Legler, Director Compensation & HRIS, Department of Human Resources

**SUBJECT** : **Report on Plan for Allocating Funds Allotted for Market Adjustments for Milwaukee Building and Construction Trades Personnel for Approval**

**ATTACHMENT** : Presentation Titled "Recommendation for 2021 Budgeted Pool for Building and Construction Trades Market Adjustments"

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**Request:**

The Department of Human Resources was requested to provide a report detailing plans to address market adjustments for Milwaukee Building and Construction Trades personnel. The 2021 Milwaukee County Adopted Budget provided for a combined \$900,000 pool for potential market adjustments. This submittal requests formal approval to proceed with implementing the proposed market adjustments for Trades positions at Milwaukee County.

**Background:**

An appropriation put forth in the 2021 Budget to provide market adjustments to Milwaukee County trades positions was included in the Budget as a result of a general understanding that Milwaukee County's building trades have generally fallen behind the local market making attraction and retention of qualified employees an increasingly difficult problem.

The attached presentation provides details on the recommended allocation of the specified pool.

Resulting market increases for this population will be effective retroactive to pay period 2 in 2021, the first full pay period in 2021, with an effective date of January 10, 2021.

The \$900,000 pool available to be applied will impact the 85 positions represented by The Milwaukee Building & Construction Trades Council, AFL-CIO. The \$900,000 funding pool is structured with a partition, \$300k designated for Airport positions and \$600k designated for positions in the balance of the county (33%/66%). In that the population of positions is not weighted proportionately, the balance of the county actually has 76% of the impacted population, the \$600k portion of the designated pool will be exhausted prior to allocating the full \$300k at the Airport, leaving a surplus in the funding pool.

Discussions with the Office of Corporation Counsel have indicated that establishing an additional step within each of the current grades to facilitate implementation of the proposed rates in Milwaukee County's represented building and trades roles is the preferred course of action to implement these market adjustments.

### **Recommendation:**

We have established a market reference rate by equally blending local, external Building & Construction Trades Council (B&CTC) rates with applicable general industry market rates. For establishing Milwaukee County's position with respect to market, we also subtracted our employee mandatory contribution to pension from our hourly rates to achieve a more representative reference, given the lack of a pension deduction in external B&CTC rates.

It was determined that Milwaukee County could attain adjustment levels to ~94% of the defined market rate across our trades positions before exhausting the \$600k allocation for the non-Airport positions.

Additional background and detail is provided in the attached presentation.

It is recommended that the Milwaukee County Board of Supervisors enact the recommended market adjustments via resolution.

### **Fiscal Effect:**

The methodology applied resulted in allocating ~\$209k to Airport positions and ~\$605k to balance of county position. These amounts are inclusive of FICA impacts. Vacancy and turnover in these roles should more than compensate for the very slight overage in the balance of county impact.

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