

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : March 19, 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 : **Resolution for adjusting Market Adjustments for Milwaukee Building and Construction Trades Plumbing Personnel for Approval**

Request:

The Department of Human Resources provided a report detailing plans to address market adjustments for Milwaukee Building and Construction Trades (B&CTC) personnel in the March 2021 Cycle (File 21-318). We were made aware that an outdated B&CTC plumber's rate that was posted on the B&CTC website was used in the initial analysis. This request asks to further increase Plumbing personnel market adjustments as a result of incorporating the appropriate external wage rate in the analysis.

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.

A report (File 21-318) was submitted in the March 2021 cycle on this topic with an accompanying resolution to provide market Adjustments to Milwaukee County's B&CTC personnel. The rate arrived at for Plumbing personnel should be adjusted to reflect consistent market rates, given an outdated wage rate for Plumbers that was reflected on the B&CTC website and used in the initial analysis.

The initially applied external wage rate for B&CTC plumbers was \$43.65. It should have been \$46.40. The actual proposed new recommended Plumber's rates for the new step 2 of the appropriate grade changes is reflected below using the initial methodology.

Area	Title	Count	March Proposed Hly Rate	March Proposed Hly Rate Subtracting Pension	75% Mkt Wage	75% mkt wage Aged 1.5%	External Council Wage	Blended Current Mkt Rate	94.3% of Mkt Rate	(March Rate - Pension) to 94.3% mkt rate	% Increase	Total Hourly Impact	New Step Rate
Airport	Plumber	3	\$41.08	\$38.53	\$37.70	\$38.27	\$46.40	\$42.33	\$39.92	\$1.39	3.38%	\$4.16	\$42.47
												Total	\$4.16
												Yearly	\$8,653
												Include FICA	\$9,315
Balance	Plumber	10	\$41.08	\$38.53	\$37.70	\$38.27	\$46.40	\$42.33	\$39.92	\$1.39	3.38%	\$13.87	\$42.47
Balance	Plumber Permits	1	\$41.63	\$39.05	-	-	-	-	-	-	1.38%	\$1.41	\$43.04
Balance	Plumber Supv	3	\$46.01	\$43.16	-	-	-	-	-	-	1.38%	\$4.67	\$47.57
												Total	\$19.94
												Yearly	\$41,475
												Include FICA	\$44,648

Revised market increases for Plumbing personnel would be effective retroactive to pay period 2 in 2021, the first full pay period in 2021, with an effective date of January 10, 2021 which is also consistent with the initial methodology.

Recommendation:

Plumbing personnel market rates should be revised to incorporate the appropriate data in the analysis. The resulting Plumbing rates should be revised as follows:

Title	March Proposed Step Rate	New Proposed Step Rate
Plumber	\$41.08	\$42.47
Plumber Permits	\$41.63	\$43.04
Plumber Supv	\$46.01	\$47.57

Fiscal Effect:

The initial actions resulted in allocating to B&CTC positions ~\$209k to Airport positions and ~\$605k to balance of county positions. This revision would spend an additional ~\$9k in Airport plumbing positions (can be absorbed into the original allocation) and ~\$45k to balance of county plumbing positions. This revision allocates an additional ~\$54k to County plumbing positions overall. These amounts are inclusive of FICA impacts.

Discussions with the Budget Director have yielded the opinion that vacancy and turnover in the B&CTC positions would likely still compensate for the overage in the balance of county impact. Budget personnel will review the situation in Q4 and pursue an additional budget transfer if needed.

Copy:

Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors

Supervisor Eddie Cullen, Chairman, Committee on Personnel

Supervisor Jason Haas, Chairman, Committee on Finance

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