

2023



Legislative Reference Bureau

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# DEPT. OF EMPLOYEE RELATIONS



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## 2023 Proposed Plan and Executive Budget Review

Prepared by: Christopher Hillard, Legislative Fiscal Analyst  
Budget Hearing: 3:30 pm on Tuesday, October 4, 2022



**\$5,045,664**

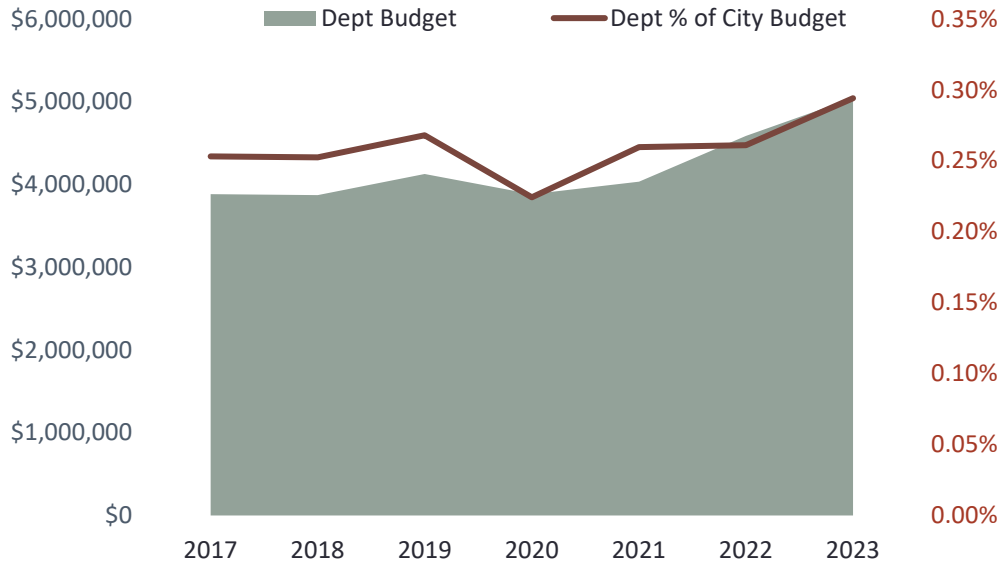
Proposed 2023 Budget

**\$458,266**

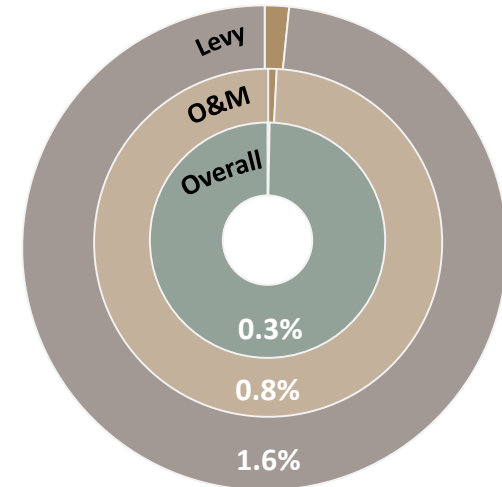
Change in Proposed Budget

**10.0%**

% Change in Proposed Budget



Departmental Budget Impact

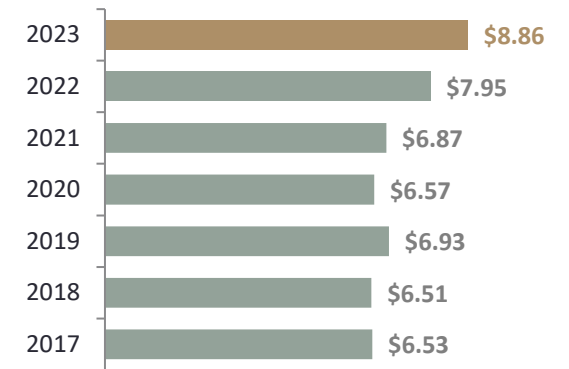


Departmental Budget Appropriation Category



	Salaries/Wages	Fringe Benefits	Operations	Equipment	Special Funds
\$	\$3,085,341	\$1,388,403	\$454,920	\$2,000	\$115,000
%	61%	28%	9%	0%	2%
Δ	10.6%	8.2%	20.7%	0.0%	-14.8%

Budget per Capita



**\$5,492,163**

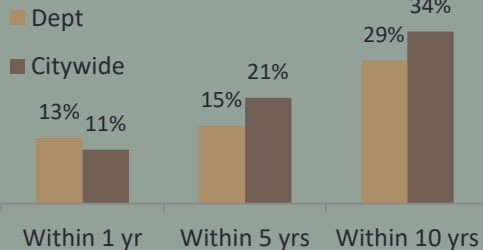
Requested Budget

- \$446,499 (- 8.5%) less than  
Proposed Budget

**338**

Number of General City  
employee resignations in 2021,  
up from 155 in 2020,  
an increase of 118%.

**Retirement Eligible**



**3**

Change in Positions

**3.7%**

% Change in Positions

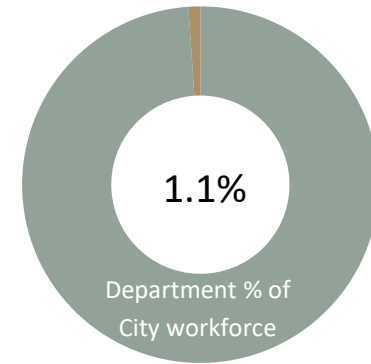
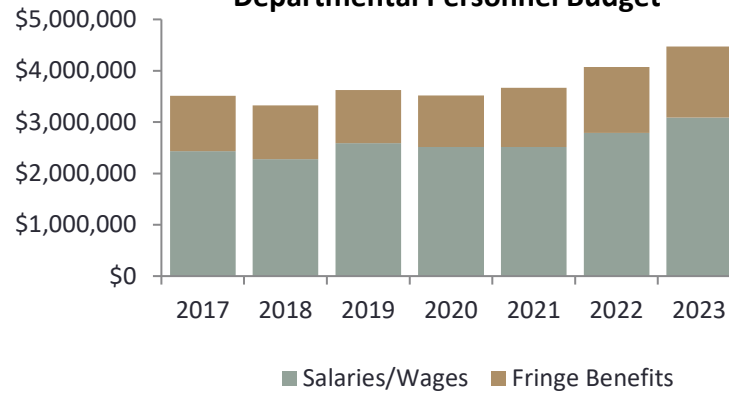
**0**

Current Vacancies

**2**

Voluntary Separations

**Departmental Personnel Budget**



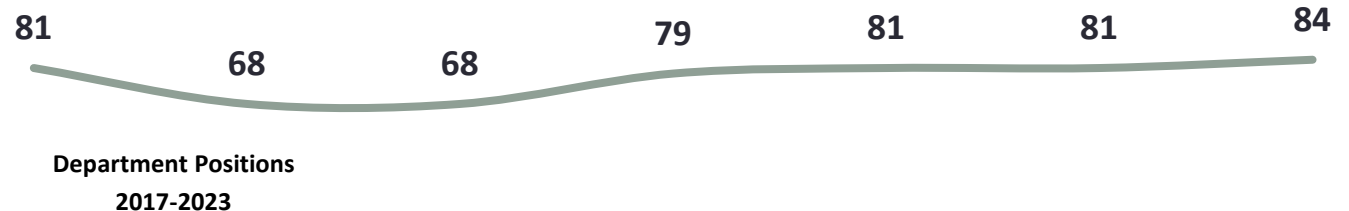
**Staffing Vacancies**

There are currently 3 vacant positions in the department:

- Human Resources Analyst-Sr., DER Certification. Vacant since 9/19/22. The position has been posted internally and interviews have begun.
- Administrative Services Coordinator in DER Admin vacant 4/17/22. The position is in process of being filled.
- Research and Policy Coordinator (see staffing update)
- In addition, there are 5 vacant manager trainee positions.

**Staffing Update**

Research and Policy Coordinator from 2022 Budget:  
Research and Policy Coordinator in DER Benefits (new position in 2022 Budget). The position is being reposted because the two top candidates (after extensive interviews) are no longer interested, including the individual who was offered the position.



80

Projected average number of days between notification of position vacancy and establishment of an eligible list in 2022, down from 86 in 2021.

404

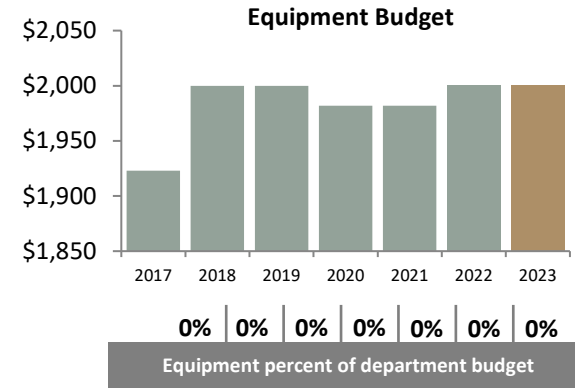
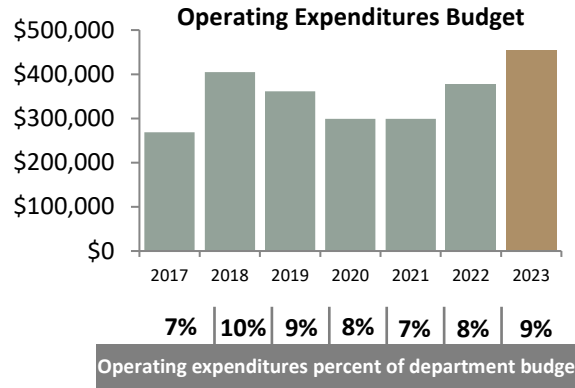
Number of job study recommendations produced by the Compensation Division in 2022, almost double the number from 2021.

\$200,000

Proposed 2023 Unemployment Compensation Fund budget, a decrease of \$200,000 from 2022 based on expected credits from the State of Wisconsin.

\$14,751

Expected Healthcare cost per-contract in 2023, up slightly from the projected 2022 cost (approx. \$14,000).



**Revenue**

Revenues generated by the department are estimated at \$250,000 for 2022, down slightly from \$259,774 from 2021. 2023 revenues are projected to be \$271,000 in the Proposed Budget. These revenues come from the annual fee assessed to the Milwaukee Water Works based on the percentage of employees serviced by each DER division, as well as an additional \$10,000 from miscellaneous sources.

**Capital Requests**

This department has no capital funding. The Department requested \$242,000 in capital funding to remodel the DER office, the third year this request has been made.

**Special Purpose Accounts**

The Long-Term Disability Account is proposed to increase from \$670,000 to \$750,000, an 11.3% increase, representing higher anticipated costs in 2023.

The Healthcare Benefits Account is proposed to increase from \$119,080,000 to \$123,550,000, a 3.7% increase. This can be attributed to the expected increase in healthcare costs per contract.

The Tuition Reimbursement Account is proposed to remain the same at \$700,000, unchanged since 2021. In 2021 2,621 reimbursements were approved. YTD 1,639 have been approved in 2022.

Additional information on DER's SPAs is found on page 5.

**Grants**

This department has no grant funding.

**56%**

Projected number of minority and women candidates placed on eligible lists in 2022, up 4% from 2021.

**151**

The number of employees currently enrolled in the City's buss pass program. This is up slightly from 143 in 2021.

**\$60,000**

Proposed Flexible Spending Account Budget for 2023, \$30,000 lower than the amount adopted for 2022. Actual expenditures for 2022 were \$59,815.

**6,269**

Number of employment applications processed by DER in 2021, a slight decrease from 6,636 in 2020.

**Turnaround from Vacancy to Eligible List**

Between 2014 and 2019, DER shortened the time between notification of a position vacancy and establishment of an eligible list. In 2014, the average time was 168 days. In 2019, the average was 97 days, a 42% decrease. In 2021, the turnaround time was 86 days, and 2022 is projected to be 80 days.

**City Employee Residency Data**

All City Employees

- General City: 3,536
- Fire Sworn: 691 (Excludes Mgmt)
- Police Sworn: 1,599
- Total Sworn: 2,290
- Total Employees: 5,826

Employees Residing Outside the City

- General City: 789 22%
- Fire Sworn: 370 54%
- Police Sworn: 935 58%
- Total Sworn: 1,305 58%
- Total Positions: 2,094 36%

Overall, the number of employees residing outside the city of Milwaukee has risen by 2% since 2021.

**Racial Equality**

DER has undertaken a number of measures to support workplace equality. These practices include:

- Broad recruitment strategies.
- Blind oral boards.
- “Ban the Box” and other practices on conviction record reviews.
- Reviewing the applicant flow of data and performing adverse impact analyses.

DER credits these practices with a 20% increase in representation of people of color in the City's workforce, from 40% in 2015 to 48% in 2021.

**Transit Pass Usage**

While transit pass usage had fluctuated by around 20 participants per year since 2015, the pandemic had a dramatic and enduring effect on the program, which has dropped by more than 100 riders since the beginning of 2020.

<u>Year</u>	<u>Number of Employees</u>
2015	290
2016	280
2017	260
2018	270
2019	274
2020	264*
2021	144
2022	151

\*264 employees were enrolled at the beginning of the year. By year end, there were only 170.

## Special Purpose Accounts 2016-2022

	2017 Actual	2018 Actual	2019 Adopted	2020 Adopted	2021 Adopted	2022 Adopted	2023 Proposed	% Change 2021 to 2022
<b>Alt. Transportation for City Employees</b>	\$115,000	\$116,821	\$115,000	\$118,000	\$118,000	\$90,000	\$60,000	-40%
<b>Healthcare Benefits Accounts</b>	\$101,059,519	\$111,054,459	\$109,235,000	\$112,150,000	\$116,200,000	\$119,080,000	\$123,550,000	3.7%
<b>Employee Training Fund</b>	\$18,836	\$18,175	\$20,000	\$70,000	\$70,000	\$70,000	\$70,000	0.00%
<b>Flexible Spending Account</b>	\$96,943	\$115,000	\$115,000	\$115,000	\$115,000	\$90,000	\$60,000	-40%
<b>Long-Term Disability Insurance</b>	\$645,995	\$650,000	\$650,000	\$670,000	\$770,000	\$670,000	\$750,000	11.3%
<b>Tuition Reimbursement Fund</b>	\$718,759	\$750,023	\$800,000	\$800,000	\$700,000	\$700,000	\$700,000	0.00%
<b>Unemployment Compensation Fund</b>	\$407,016	\$277,889	\$400,000	\$295,000	\$375,000	\$400,000	\$400,000	0.00%
<b>Workers' Compensation Fund</b>	\$10,627,479	\$11,672,521	\$11,500,000	\$12,500,000	\$13,000,000	\$12,000,000	\$11,500,000	-4.3%

**Community Outreach and Recruitment Partners**

DER uses partnerships to ensure effective community outreach and recruitment of diverse individuals.

- Partners in Hope, a program run by The Community Warehouse, assists formerly incarcerated individuals in developing job skills and connections.
- The Department of Workforce Development, Division of Vocational Rehabilitation (DVR) secures employment opportunities for youth and adults with disabilities.
- ElevAsian WI, increases the visibility and presence of Asian American and Pacific Islander leaders in the community.
- Employ Milwaukee promotes regional economic growth and employment opportunities for all Milwaukee job seekers.
- Forward Careers at the Workforce Development Center arranges recruitment events, training and incentive programs and rapid response services to employees impacted by closures, downsizing or mass layoffs.
- Maximus, a multifaceted organization with five locations in the Milwaukee area, provides programming for Foodshare Employment and Training participants, Adult Dislocated Workers and, recently, refugees who live in and around Milwaukee.
- Equus Workforce Solutions (Equus Works), part of the Wisconsin's FoodShare Employment and Training (FSET) program, provides members with the skills, training, and experience needed to improve their employment prospects.
- Goodwill, Workforce Connection Centers bridges the gap between the job seeker and local companies.

**Paid Parental Leave**

In April, 2022, the City implemented a paid parental leave policy for general City employees. To date, the program has seen the following participation:

- 19 employees as birthing parents (15 approved, 4 pending).
- 22 employees as non-birthing parents (12 approved/ready for approval, 10 pending).
- 2 for adoption placement, both pending.
- 3 for incapacity following birth, all approved (one individual did not receive the benefit for birth based on birth date (prior to April 1, 2022), however, it was determined that the resulting incapacity began after the adoption of the policy).
- 1 for miscarriage before 20 weeks – approved.