

Proposed Amendment to the FY21 Proposed Budget

Amendment #	06
Sponsor:	Directors Woodward and Baez
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Date:	May 12, 2020

Intent (required):

Establish an MPS minimum wage of \$15/hour. (Fully implement the Road to 15 process in FY21 by using saving from busing restructuring, vacancy and turnover pay, and blanket contract services).

This amendment should reflect my intent to make sure that the lowest paid workers get a raise before raises are issued to any other groups.

Funding Source:

Identify specific budget lines to be increased and budget lines to be decreased to fund the amendment (required; add rows as needed)

Page #	Budget Line to be Changed (To /From) Budget Code and Description	FTE Increase	Amount Increase	FTE Decrease	Amount Decrease
3C-161	Building Service Helpers I – Road to 15 BLD-X-B-BLO-XX-ESB13580 Benefits at 15.00% DWC-0-0-BLO-XX-EEBN		\$542,110 \$81,316	Click here to enter text. text.	Click here to enter text.
3C-161	Building Service Helpers – Additional Cost BLD-X-B-BLO-XX-ESBX-3580 or 3535 Benefits at 15.00% DWC-0-0-BLO-XX-EEBN		\$223,350 \$33,503		
3C-161	Engineer – Additional Cost Various codes Benefits at 15.00%		\$428,740 \$64,311		
3C-172 through 3C-179	Food Service – Road to 15 Various codes Benefits at 15.00% DWC-0-0-XXX-XX-EEBN	Click here to enter text.	\$525,194 \$78,779	Click here to enter text. text.	Click here to enter text.
Various	Food Service – Additional Cost Various Codes Benefits at 15.00% DWC-0-0-XXX-XX-EEBN		\$252,833 \$37,925		
3C-74	Scanner Monitor – Road to 15 OGA-0-0-SST-DW-EWPO-8600 Benefits at 15.00%	Click here to enter text.	\$11,129 \$1,669	Click here to enter text. text.	Click here to enter text.

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	DWC-0-0-SST-DW-EEBN u				
3C-153	XXX-0-0-TRS-XX-EPPT Note: Restructuring has not yet been approved by the Milwaukee Board of School Directors				\$2,280,859
	Total		\$2,280,859		\$2,280,859

Fund:

School Operations Fund

Extension Fund

Construction Fund

Required Vote:

Simple Majority

Super Majority (2/3)

Amendment #06-Woodward

Administration Response:

The almost \$2.3 million cost of funding the Road to 15 in FY21 includes costs to move those below \$15 per hour up to that threshold (about \$1.078 million) and to readjust step schedules to reduce compression caused to others on the salary schedule (at least \$905,000). Also included is a 15% benefit rate to cover payroll taxes.

Moving lowest paid staff up on the salary schedule causes a salary compression issue and thus the need to adjust other salaries above the Road to 15 affected groups.

The following may also be taken into consideration when planning the Road to \$15.00:

1. The original road to \$15.00 moved employees to \$15.00 by FY22. It then capped their salary at \$15.00 and they would only receive a consumer price index (CPI) increase if approved by the board.
2. If employee groups under \$15.00 are moved to \$15.00 and schedules for their entire group are adjusted, then the supervisory positions for these groups may need to be adjusted as well so that the staff is not at a higher pay range than the management.
3. Once one group is moved up on a salary schedule other groups' salary schedules may need to be reevaluated. Moving lowest paid staff on the salary schedule may impact other step schedules which may result in more costs.

When considering the funding source for this amendment please note the restructuring of transportation has not yet been approved by the Milwaukee Board of School Directors.