

2025 RECOMMENDED BUDGET OVERVIEW

OFFICE OF THE COMPTROLLER

Liz Sumner - Comptroller

Steve Cady - Research and Policy Director

Brady Coulthard, Jane Geyer, Sandy Saltzstein – Research and Policy Analysts

October 9, 2024





OVERVIEW

2025 OVERVIEW

County Legislative
Information Center (CLIC)
under File No. [24-827](#)

County.Milwaukee.gov/CLIC



 **Overview of the
Milwaukee County
2025 Recommended Budget**

Liz Sumner *Milwaukee County Comptroller*
OFFICE OF THE COMPTROLLER STAFF
Steve Cady *Research and Policy Director* • Brady Coulthard *Research and Policy Analyst*
Jane Geyer *Research and Policy Analyst* • Sandra Saltzstein *Research and Policy Analyst*



OVERVIEW OF THE 2025 RECOMMENDED BUDGET

Total Expenditures: \$1,400,070,126

- Increase: \$28,161,754 or 2.05%

Total Revenues: \$1,100,379,316

- Increase: \$19.9M or 1.84%

Total Tax Levy: \$299,690,810

- Increase: \$8.2M or 2.83%



TAX LEVY

STATE TAX LEVY CAP

Allows for change in:

Net New Construction	\$2,573,243
Change in POB Debt Service financed by levy and not 0.4% sales tax	\$15,129,348
Change in non-POB General Obligation Debt Service	(\$6,003,633)
Change in EMS Levy	\$516,338
SEWRPC Levy Change	\$11,475
Personal Property Aid Adjustment	(\$3,969,107)
Total Changes to Allowable Levy	\$8,257,664



2025 RECOMMENDED TAX LEVY

2024 Adopted Tax Levy	\$291,434,132
2025 Recommended Tax Levy	\$299,690,810
Change from 2024 Adopted Budget	\$8,256,678

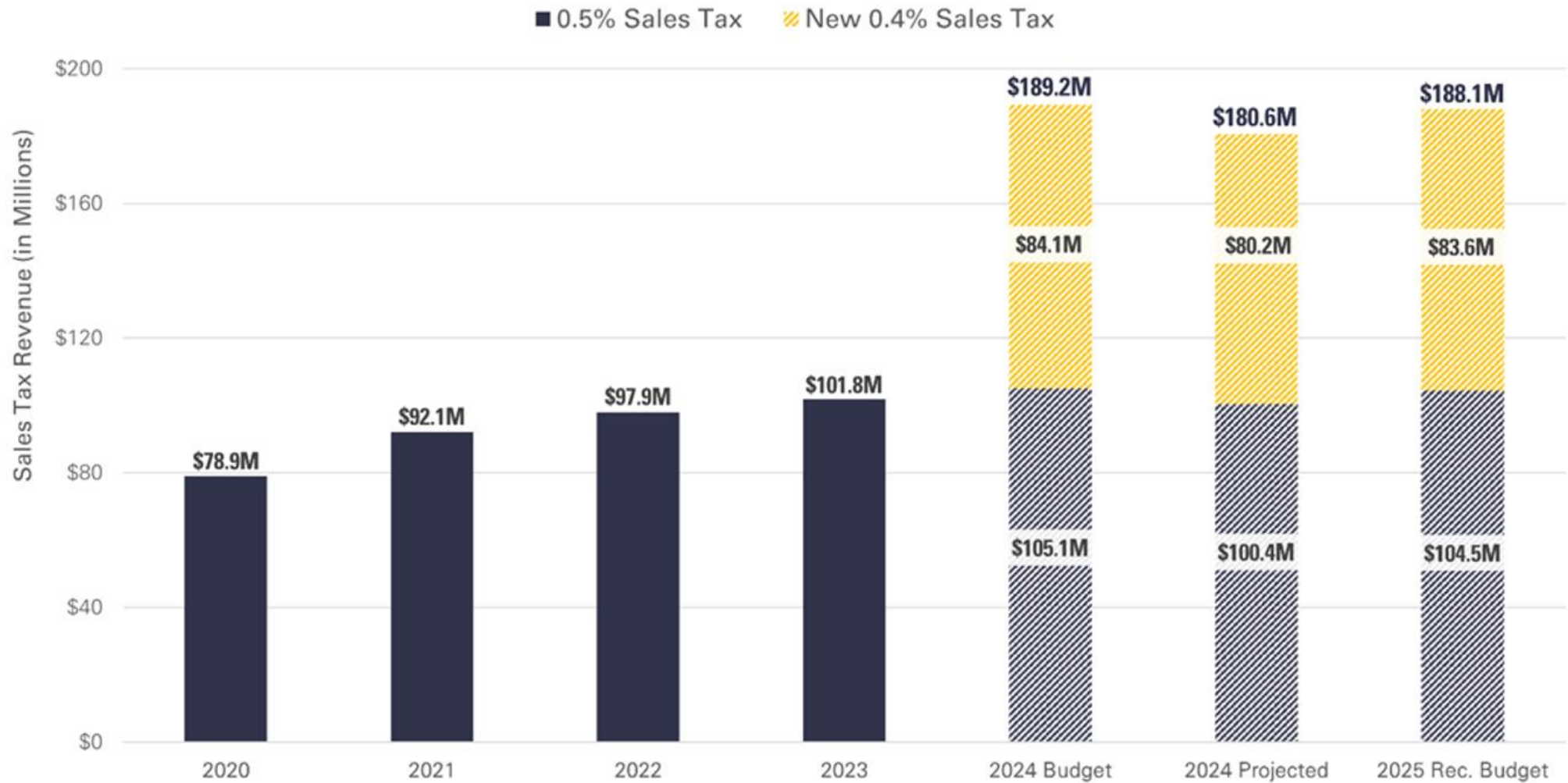
2.83% Increase

The 2025 Recommended Tax Levy is \$986 below State Tax Levy Limit



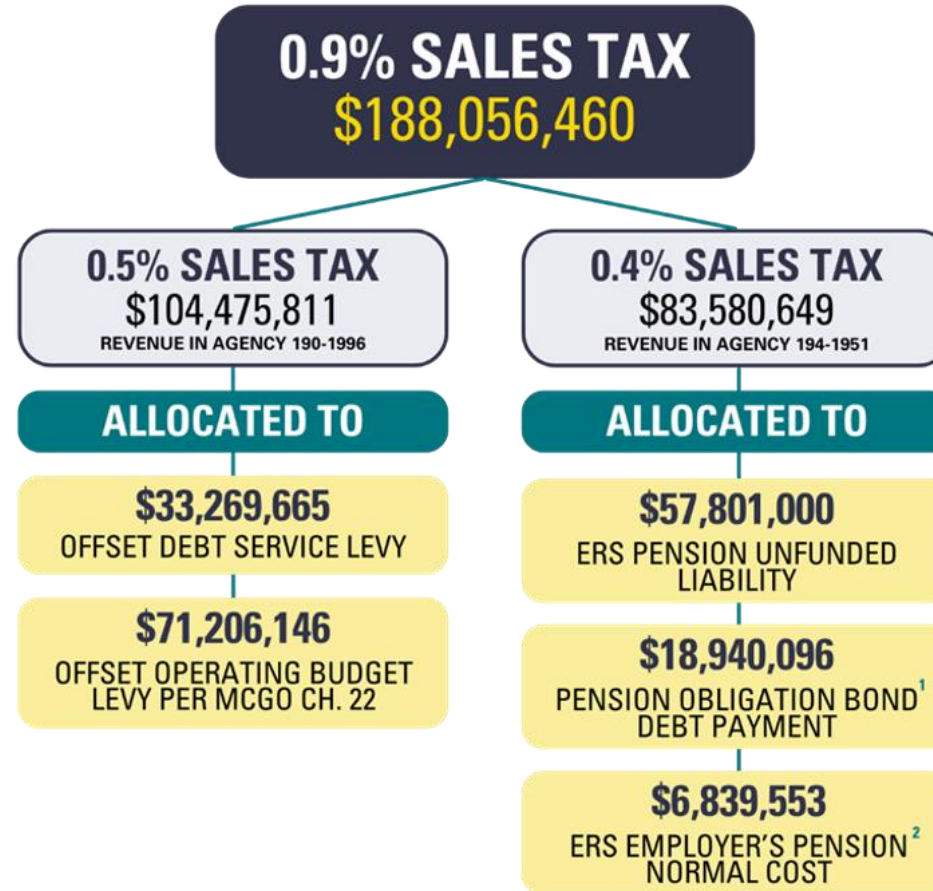
SALES TAX & ALLOWABLE USES

Milwaukee County Sales Tax Collections 2020 Actual to 2024 Budgeted, Projected, and 2025 Recommended



DISTRIBUTION OF SALES TAX REVENUE

2025 RECOMMENDED BUDGET



¹ 0.4% Sales Tax Revenue covers \$18.9M of \$37.3M POB Debt Service

² 0.4% Sales Tax Revenue covers \$6.8M of \$13,832,500 Employer's Pension Normal Cost

0.5% SALES TAX

\$104,475,811

REVENUE IN AGENCY 190-1996

ALLOCATED TO

\$33,269,665

OFFSET DEBT SERVICE LEVY

\$71,206,146

OFFSET OPERATING BUDGET
LEVY PER MCGO CH. 22

0.4% SALES TAX
\$83,580,649
REVENUE IN AGENCY 194-1951

ALLOCATED TO

\$57,801,000
ERS PENSION UNFUNDED
LIABILITY

\$18,940,096
PENSION OBLIGATION BOND¹
DEBT PAYMENT

\$6,839,553
ERS EMPLOYER'S PENSION²
NORMAL COST

¹ 0.4% Sales Tax Revenue covers \$18.9M of \$37.3M POB Debt Service

² 0.4% Sales Tax Revenue covers \$6.8M of \$13,832,500 Employer's Pension Normal Cost

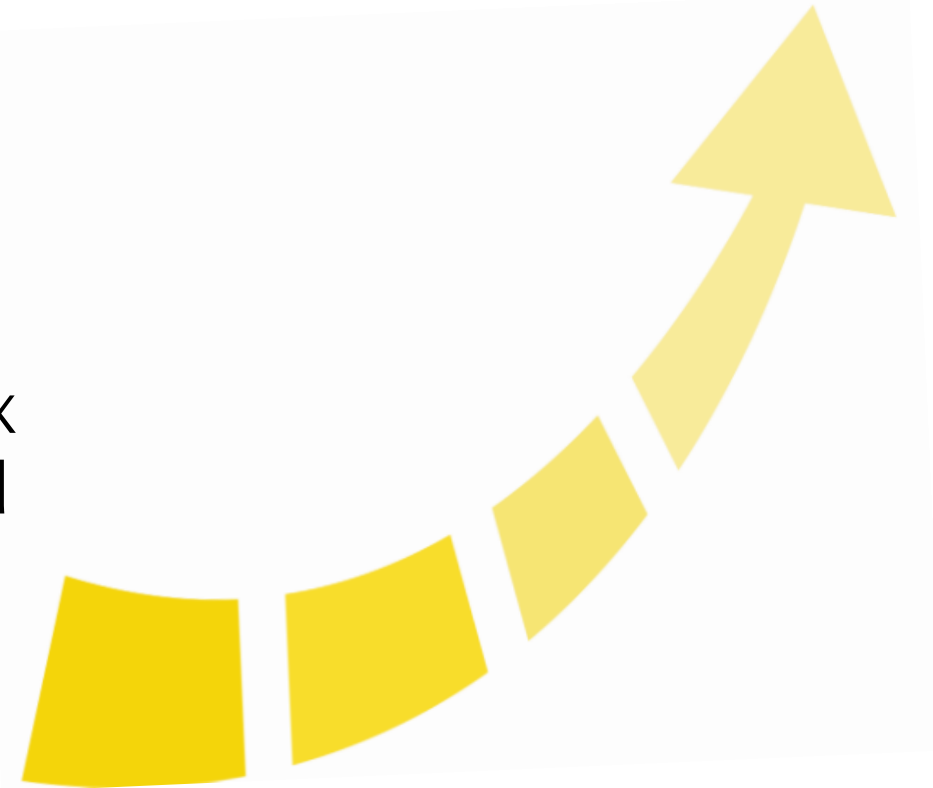


CALCULATION OF ALLOWABLE LEVY FOR 2025 – 0.4% MAX

2024 Adopted Levy (Excluding SEWRPC)		\$291,434,132
A)	Net New Construction and Terminated/Subtracted TIDs	\$2,573,243
B1)	Change in POB Debt Service financed by levy and not the 0.4% sales tax *	\$22,122,295
B2)	Change in non-POB General Obligation Debt Service *	(\$6,003,633)
C)	Change in EMS Levy Available to be Levied Separately *	\$516,338
D)	SEWRPC Levy Change	\$11,475
E)	Personal Property Aid Adjustment	(\$3,969,107)
Total Changes to Allowable Levy		\$15,250,611
2025 Allowable Levy (Excluding SEWRPC)		\$306,684,743
2025 CEX Recommended Levy		\$299,690,810
Remaining Allowable Levy		\$6,993,933

STATE TAX LEVY CAP POTENTIAL ADJUSTMENT

If more 0.4% sales tax revenue is used to cover the ERS Pension Normal Cost Payment (additional \$6,992,947) the allowable tax levy increase could be as much as \$15,250,611. This amount is a tax levy increase of 5.23% over 2024 Adopted (CEX Recommends a 2.83% increase in tax levy)



STRUCTURAL DEFICIT

ESTIMATED STRUCTURAL DEFICIT AND COST-TO-CONTINUE

Year	Structural Deficit	Cost-to-Continue*
2025	(\$11,523,205)	(\$11,523,205)
2026	(\$26,046,347)	(\$14,523,141)
2027	(\$43,277,260)	(\$17,230,913)
2028	(\$57,448,110)	(\$14,170,851)
2029	(\$68,934,605)	(\$11,486,495)
Average Cost-to-Continue		(\$13,786,921)

*Cost-to-continue assumes that the prior year gap was eliminated with long-term solutions.

2024 BUDGET SHORTFALL & 2025 GAP CHANGE

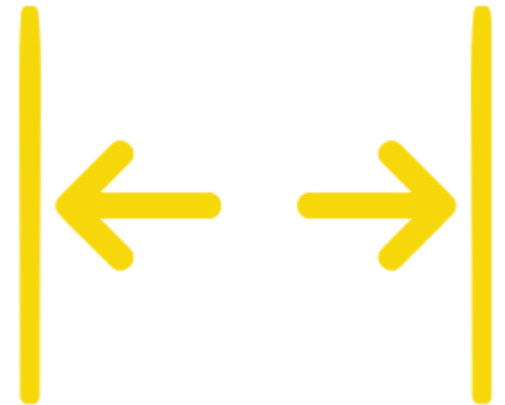
- 2024 Budget shortfall of \$19M addressed in File No. 24-755
- Shortfalls added \$12.5M to 2025 Budget Gap:



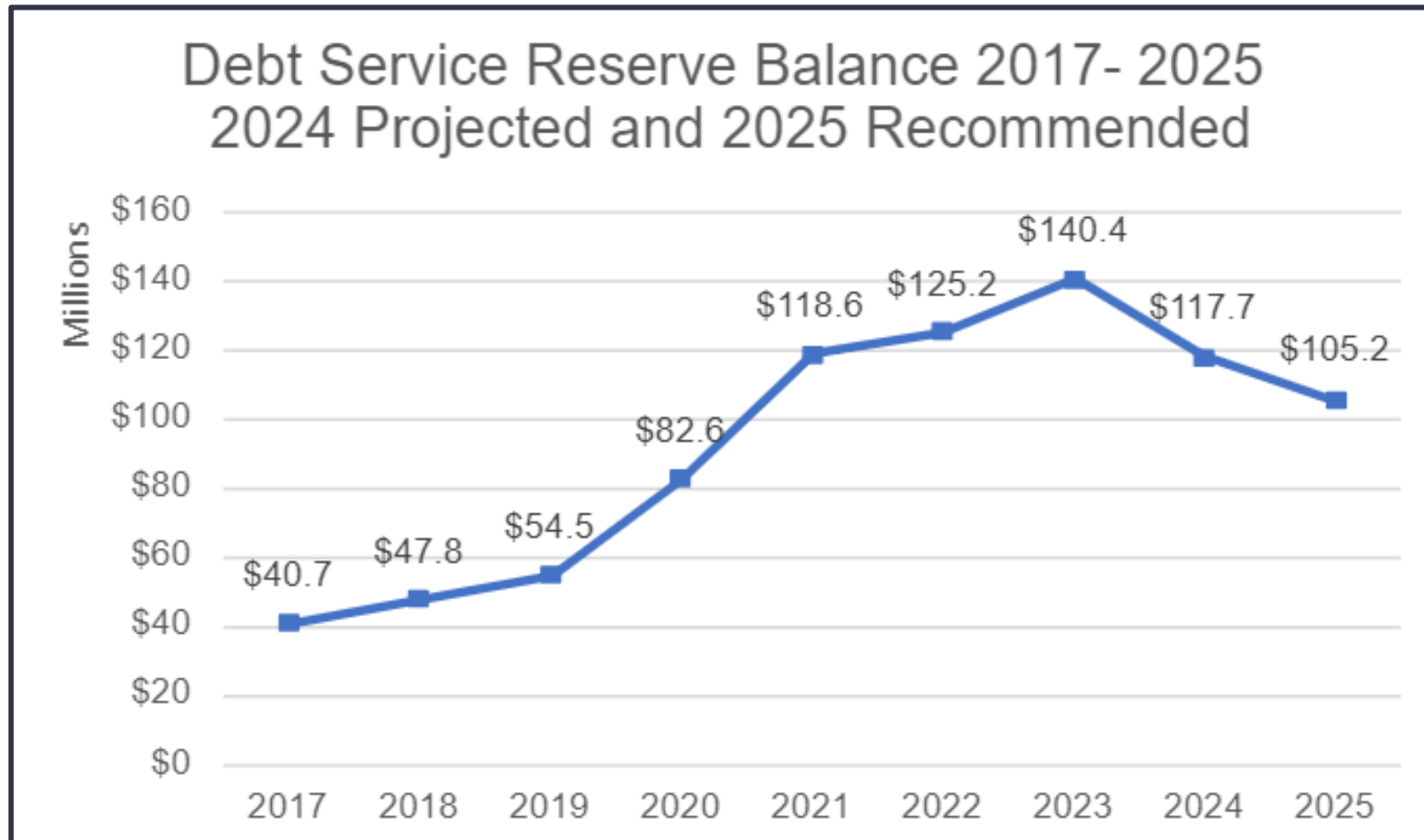
OSBP GAP ANALYSIS

OSBP Reports Gap was closed by:

- Removal of “one-time” items from 2024 Operating Budget (\$12M)
- Flat tax Levy targets (\$5M)
- Debt Service Reserve (DSR) Contribution (\$7.5M)
- Health Care Benefit Changes (~\$2 to \$3M)
- Refund on City TID - Grand Avenue (\$1.7M)



DEBT SERVICE RESERVE



TRANSIT “FISCAL CLIFF”

TRANSIT EXPENDITURES AND REVENUES (2025-2030)

	2025	2026	2027	2028	2029	2030
Total Gross Expenditures	\$177,608,022	\$180,804,966	\$184,059,456	\$187,372,526	\$190,745,231	\$194,178,646
Total Revenues	\$177,608,022	\$178,869,363	\$168,325,450	\$169,210,728	\$170,113,352	\$171,033,664
Estimated Gap	\$-	(\$1,935,604)	(\$15,734,006)	(\$18,161,798)	(\$20,631,879)	(\$23,144,981)

 **Fiscal cliff
in 2027**

CRC AND MCSO OVERVIEW

CRC CO AVG. HOURLY WAGE

\$24.67



\$32.06

2022

2024

MCSO CO AVG. HOURLY WAGE

\$24.25



\$31.73

2022

2024

MCSO DEPUTY AVG. HOURLY WAGE

\$32.14



\$38.51

2022

2024

	CRC Overtime Budgeted	-	CRC Overtime Spent	=	Variance
2022	\$1,740,835	-	\$4,092,875	=	\$(2,352,040)
2023	\$2,576,882	-	\$4,536,725	=	\$(1,959,843)
2024	\$3,409,341	-	\$4,960,404	=	\$(1,551,063)
2025	\$4,473,199				

	MCSO Overtime Budgeted	-	MCSO Overtime Spent	=	Variance
2022	\$3,862,033	-	\$10,479,612	=	\$(6,617,579)
2023	\$4,223,225	-	\$13,664,436	=	\$(9,441,211)
2024	\$4,582,544	-	\$14,501,376	=	\$(9,918,832)
2025	\$6,133,820				

MCSO NEW DEPUTIES

Nine additional deputies for courts	\$696,483
Pilot hourly bailiff program	\$300,000
Reduction in commodities/services	(\$551,592)

HIRING AND ONBOARDING PROCESS FOR MCSO DEPUTY SHERIFFS



HIRING AND ONBOARDING PROCESS FOR MCSO DEPUTY SHERIFFS

37 Weeks Total

TRAINING AND PREPARATION



**LAW
ENFORCEMENT
ACADEMY**
20 Weeks



**JAILER
ACADEMY**
5 Weeks



**FIELD
TRAINING**
12 Weeks

HIRING AND ONBOARDING PROCESS FOR MCSO DEPUTY SHERIFFS

After approximately a total of 14.5 months



**READY FOR
SERVICE**

MAJOR CHANGES

DHHS INVESTMENTS



**32 beds for
SRCCCY**

+\$1M for potential increase
in daily rates for Type 1
Juvenile Correctional
Facilities

Daily Rate: \$1,268 → \$2,305

\$2.6M

Emergency Shelters, Canal
St. Affordable Housing
Development (non-ARPA),
Eviction Prevention
Assistance

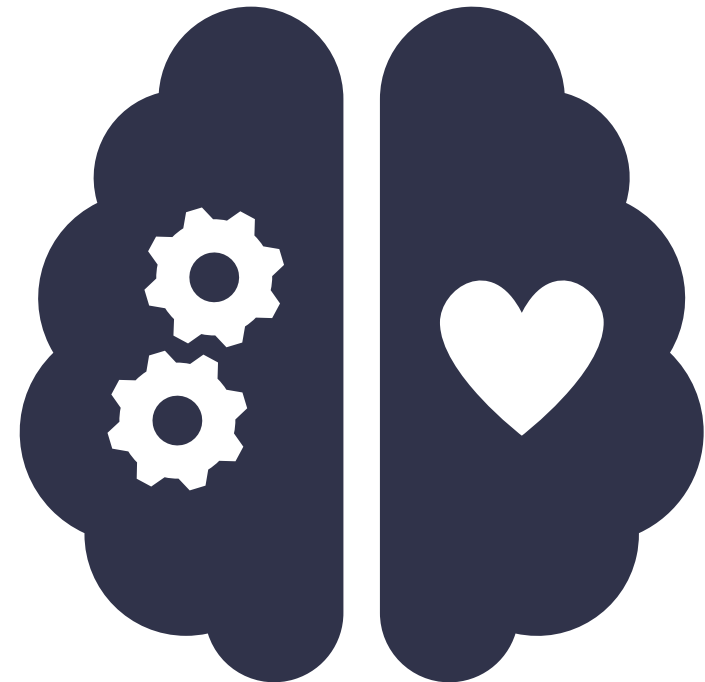
\$739K

Birth-to-Three
programming, 7
new positions for
Children's Long
Term Support
Waiver

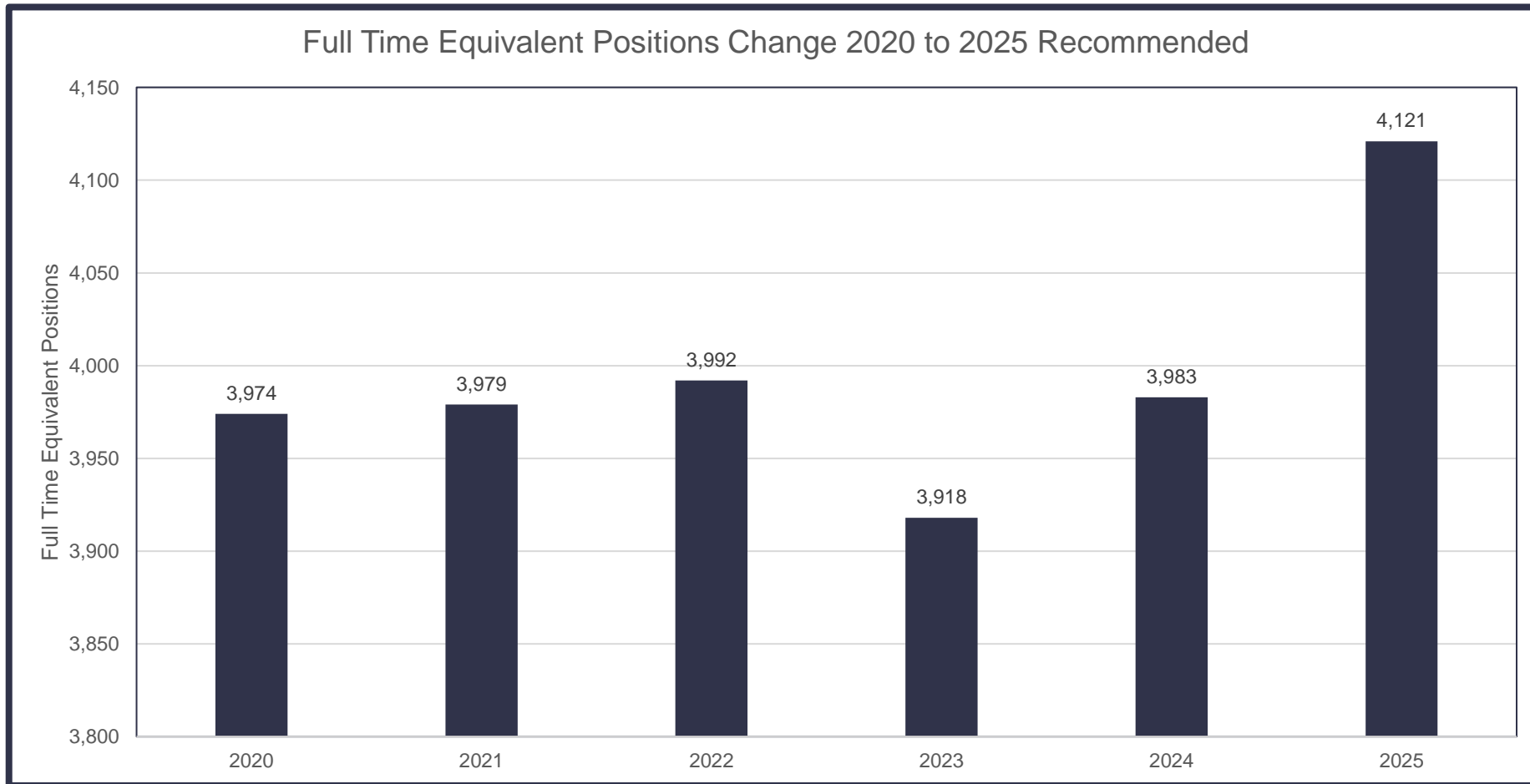


BEHAVIORAL HEALTH SERVICES

- The 2025 BHS tax levy is \$59.5M (-\$127K) and within the statutorily required range of \$53M to \$65M.
- \$1.9M of tax levy shifts to DHHS-CYFS for oversight of Residential Care Center services for youth.
- Patient revenue is decreased by \$3.7M across all BHS services due to decline in Medicaid enrollment - partially off-set by Wisconsin Medicaid Cost Report (WIMCR) revenues.



FULL TIME EQUIVALANT POSITIONS +138



EMPLOYEE COMPENSATION AND BENEFITS

2% General Raise in January

Pension contribution for most employees increases from 4.3% to 5.2%

Increase in deductibles, office visit copays, and introduction of \$50/month spousal surcharge

\$2M allocated for salary adjustments after job classification reviews

Full chart in the Overview!

FRINGE BENEFITS AT-A-GLANCE 2024 ADOPTED TO 2025 RECOMMENDED				
	2024 Adopted		2025 Recommended	
In-Network Annual Deductible	Single	\$1,250	Single	\$1,350
	Employee + Child(ren)	\$1,500	Employee + Child(ren)	\$1,600
	Employee + Spouse	\$2,250	Employee + Spouse	\$2,350
	Employee + Family	\$2,500	Employee + Family	\$2,700
Office Visits	\$30 Copay/\$40 Specialist		\$40 Copay/\$50 Specialist	
Inpatient Hospital	20% Coinsurance		20% Coinsurance	
Outpatient Surgery	20% Coinsurance		20% Coinsurance	
Emergency Room	\$200 Copay		\$200 Copay	
Preventive Services	100% Coverage		100% Coverage	
Medical Out-of-Pocket Maximum	In Network		In Network	
	Single	\$3,000	Single	\$3,000
	Family	\$6,000	Family	\$6,000
Pharmacy Copay	Retail (30-Day Supply)		Retail (30-Day Supply)	
	Tier 1	\$10	Tier 1	\$10
	Tier 2	\$30	Tier 2	\$30
	Tier 3	\$50	Tier 3	\$50
	Mail Order (90-Day Supply)		Mail Order (90-Day Supply)	
	Tier 1	\$25	Tier 1	\$25
	Tier 2	\$75	Tier 2	\$75
Pharmacy Out-of-Pocket Maximum	Single	\$2,000	Single	\$2,000
	Family	\$4,000	Family	\$4,000
	Dental Plan	No changes from 2024		
Wellness Plan	No changes from 2024			
Flexible Spending Accounts (FSA)	The County will match employee contributions \$1 to \$1 up to a maximum of \$1,000. This is the same as 2024.			
Life Insurance	No changes from 2024			
Sick, Vacation, Holiday	No changes from 2024			
Spousal Surcharge	Currently None		\$50/month	

PARKS SEASONAL EMPLOYMENT COSTS

COUNTY PARKS SEASONAL EMPLOYMENT		
	Recommended Seasonal Budget	Actual Seasonal Cost
2022	\$3,780,505	\$5,432,291
2023	\$4,567,094	\$6,503,064
2024	\$4,773,820	\$7,021,770*
2025	\$6,361,361	-

*Year-end projection provided by the Parks Department

CAPITAL BUDGET

CAPITAL BUDGET

54

INDIVIDUAL PROJECTS

\$75,471,554

NET COUNTY FINANCING
(including Airport)

\$110,373,154

TOTAL EXPENDITURE
APPROPRIATION

CAPITAL IMPROVEMENTS

\$6M

New County Criminal Courthouse

\$499.2M estimated total project cost

\$19.1M

for Parks and Culture projects

- Jackson Park Drive & Underwood Creek Parkway
- Oak Leaf Trail Hampshire Access
- Marcus Center building updates

\$26M

Bus Replacement Program

- 40 new buses

\$6.5M

Fleet Replacement

- 55 new vehicles

+ many Cty. Highway & Bridge projects

Addition from CIC: \$377,250 of tax levy to finance Parks Fire Protection Systems



GENERAL OBLIGATION BONDING (GOB)

General Obligation Bonding is \$46.25M and is \$342,193 over self-imposed bonding limit.



THANK YOU!

Office of the County Executive

2025 Recommended Budget

10/9/2024



Department Purpose

- The County Executive's Office exists to serve Milwaukee County's nearly 1 million residents, 4,000 employees, and thousands more visitors by directing high-quality and responsive services while leading the County closer to its vision
- The County Executive's office provides leadership and management of County government to advance the vision



2024 Successes

- Provided the largest property tax decrease in Milwaukee County history. (\$24 million)
- Use of \$12 million in one-time budget surplus to invest in local priorities like affordable housing and parks
- Increased MCTS local tax levy funding by \$16 million
- Successfully integrated Child Support Services with DHHS, continuing implementation of no wrong door model of care
- Solicited robust community input via Crowley Connect, Coffee with Crowley events, Budget Town Halls, and the Healthy County Challenge



2024 Successes

- Submitted a balanced 2025 budget focusing on racial & health equity, mandated public safety needs, and fiscal responsibility
- Appointed 25 women and 21 people of color to the County's Boards and Commissions in 2024
- County Executive appointed to Governor's Council on Workforce Investment
- County Executive recently named a 2024 Public Official of the Year by Governing Magazine
- Successfully closed unexpected \$12 million budget deficit with no additional cost to taxpayers or major impacts on Milwaukee County services



Challenges

- Working to align departments and services across the County that have historically been siloed
- Paying for the cost of state of mandated services that continue to grow faster than the revenues used to pay for them.
- Attracting and retaining a diverse workforce at all levels of county government
- Exploring long-term solutions for transit system fiscal sustainability
- Working towards a long-term sustainable solution for maintaining the Parks
- Continuing to work through our backlog of Capital projects with a focus on the Public Safety building



Strategic Focus Area Alignment

- **Create Intentional Inclusion:**
 - Budget includes 2% wage increase for general employees and \$1.5 million for Comp Study Funding
 - Appointed 102 women and 91 people of color to boards and commissions
 - Diversified leadership positions: Over half of cabinet level departments are led by women, and more than half of the cabinet leaders are Black.
- **Bridge the Gap:**
 - Allocated over \$25 million in opioid settlement funds to programs that focus on recovery, treatment, abatement, and prevention.
 - Integrated Child Support Services, Veterans Services, Aging, and Disability Services with DHHS as we continue to implement the no wrong door model
 - Creation of 3 health clinics for employees to receive preventative care and lower health disparities
- **Invest in Equity:**
 - Made largest push for suburban affordable housing in over 20 years, including two new projects in 2024 at the old Marcia P. Coggs Human Services Building and single-family homes in Oak Creek
 - \$10 million ARPA allocation to transit system to maintain routes and service lines
 - Creation of Apprentice Coordinator position in DAS to foster next generation of workers and ensure our youth have pathways to job training opportunities and high-quality family-sustaining jobs
 - \$100,000 for contract to identify and apply for federal grants through IRA related to environmental sustainability, clean energy, and energy efficiency efforts



Changes in 2025

- Personnel budget decrease of \$80,150 to reflect decrease of 1 FTE – Director of Legislative Affairs..
- \$51,753 total decrease in tax levy expenditures for 2025





Thank You!



ONE COUNTY
ONE VISION

Questions?



ONE COUNTY
ONE VISION



**MILWAUKEE
COUNTY**

Office of Government Affairs

2025 Recommended Budget
Wednesday, October 9th



AGENDA

- Department Purpose
- Successes and Challenges
- Closing and Questions



Department Purpose

- The Office represents a partnership between the Board and the Executive.
- Represent the interests of Milwaukee County before local, state, and federal governments, and proactively build relationships with those external partners, including the private sector.
- Advocate to ensure the County has sufficient resources to achieve its vision.



Department Purpose

- Work with county departments to understand operational issues and assist in creating solutions at the state and federal levels.
- Research, analyze, and track legislation impacting Milwaukee County.
- Project manage and track significant initiatives or issues that cut across different departments.



2024 Successes (Overview)

Coalition and Capacity Building:

- Renewed perception of County as a valued, productive, and solutions-based partner.
- Improved relationships with key stakeholders to elevate the County's ability to influence policy and secure beneficial outcomes that further our vision.
- Worked with departments to build capacity to secure additional funding.

Increased Revenues:

- Successfully advocated for multiple federally funded projects.
- Last state legislative session, passed historic legislation to authorize a local sales tax and secured multiple funding increases for over \$100M impact in 2024.
- Not including sales tax, OGA has partnered with County staff to secure roughly **\$200 million** for Milwaukee County over the past 4 years.



2024 Successes (Coalition and Capacity Building)

- Youth Commission
- Wisconsin Counties Association
- Governors Workforce Investment Council
- NACo Board of Directors
- NACo Commission on Mental Health and Wellbeing
- Large Urban Counties Caucus
- Policy Strategy Team
- Grant Advocacy with PSB



2024 Successes (Increased Revenues: Congressionally Directed Spending)

2023 Funding (\$14 million)

- \$5 million Housing Rehab and First-time homebuyer funds
- \$3.85 million MCTS Bus Purchases
- \$2 million Medication Assisted Treatment mobile unit
- \$3 million Community Wellness Center

2024 Funding (\$12.5 million)

- \$2 million Affordable Housing
- \$6.5 million MCTS Clean Diesel and Faster Bus Project
- \$4 million Lagoon Revitalization

2025 Funding (\$8.45 million)

- \$2 million Kociuszko Community Center
- \$1.95 million MCTS Clean Diesel Bus Replacement
- \$2 million Capital Investment In Affordable Housing Project
- \$2..5 million Pantograph Charger



2024 Successes (Increased Revenues: 2023-25 State Budget Results)

- **Mass Transit Operating Assistance.** 2% increase of \$2.3 million.
- **Paratransit Aids.** \$400k increase.
- **General Transportation Aid.** 2% increase each year of the biennium.
- **Public Defender/District Attorney.** Increased wages.
- **Private Bar Reimbursement.** \$70/hr to \$100/hr.
- **Aging Disability Resource Centers.** \$7.5M increase.
- **Adult Protective Services.** \$2M increase.
- **Victim Witness Appropriation.** \$3.4M increase.
- **County Veteran Service Officer (CVSO).** 25% annual increase



Successes (Increased Revenues: Additional State Funding)

Additional funding opportunities through legislative and executive actions, supported by coalitions for each request.

- \$71 million from opioid legislation.
- \$5.7 million to build the Mental Health Emergency Center.
- \$19 million for Mass Transit Aid.
- \$20 million for the Center for Forensic Science and Protective Medicine.
- \$13 million for capital funding to address increased costs for renovating Vel Phillips facility.
- \$16 million to address Milwaukee County's court backlog and public safety.
- \$7.5 million for increased shared revenue indexed to inflation.
- \$2.5 billion - authorization to implement local sales tax and pension reforms.



2025 Challenges

Federal and State Legislative Session.

- A higher degree of partisanship in the state and federal legislatures has created a difficult atmosphere in which to pursue even non-partisan solutions to the challenges facing Milwaukee County.
- New state legislative maps generate opportunities, but a more even partisan split may increase partisan pressures and barriers as we pursue a solutions-based advocacy.

Perception.

- “Milwaukee Fatigue” regarding Milwaukee-specific issues.
- Remain a valued thought partner while appreciating *why* prosperity for everyone in our community makes Wisconsin stronger.
- Continue to be intentional and focused on our legislative efforts while highlighting the alignment and partnership throughout county leadership to prioritize responsible decision-making in addressing our most difficult issues.



Milwaukee County Priorities (Examples)

- Fully fund state mandates
 - Fully fund operating and capital costs for SRCCCY
 - Funding for Aging and Disability Resource Centers (ADRCs)
 - State should fully reimburse Sheriff expressway patrol costs
- Increased Birth to 3 funding
- Increased Mass Transit funding
- Shared revenue indexed for inflation
- Equal split of Circuit Court and Register of Deed fees collected by County
- Additional local government funding options to reduce reliance on property taxes



State Budget Request Strategy

- Focus on efforts that strengthen the partnership between the State of Wisconsin and Milwaukee County to ensure that Milwaukee remains an economic asset to the state.
- Build on our strong partnership with the state to address key issue areas that are supported by broad coalitions and benefit counties across the entire state.
- Utilize departmental input, layered with established Milwaukee County priorities, to generate a framework for the County Executive and the County Board.



2025 Changes

- Adjustments reflect changes made as a result of the Department of Human Resources compensation project and increased wages for general county personnel.



Closing

- Partnership and alignment between the County Executive, County Board, SBP, and all departments enabled the ability to secure significant successes.
- Efforts can be significant and impactful for Milwaukee County's bottom line.
- Continue advocating for Milwaukee County, growing partnerships to make us more effective, and securing resources that further our strategic vision to achieve racial equity in order to make Milwaukee County the healthiest county.



Questions?





**MILWAUKEE
COUNTY**

Employee Fringe Benefits / 0.4% Sales Tax



2025 Recommended Budget

One County, One Vision: By achieving racial equity,
Milwaukee is the healthiest county in Wisconsin

Health Benefits Expenditures



By Type	2024 Budget	2025 Budget	Change
Medical Insurance	\$65.5	\$75.9	\$10.4
Prescription Drugs	\$29.4	\$34.1	\$4.7
Dental	\$3.8	\$4.2	\$0.4
Other	\$10.0	\$10.3	\$0.3
TOTAL	\$108.7	\$124.5	\$15.9

All figures presented in millions

One County, One Vision: By achieving racial equity,
Milwaukee is the healthiest county in Wisconsin

Health Benefits Highlights

- Employee premiums unchanged for 7th consecutive year.
- FSA maintained at \$1 to \$1 match up to \$1,000
- Retiree Health Subsidies are not included for most employees hired after 1/1/94.
- Retiree Health Care costs are “pay as you go”. The County does not set aside funds to pay for future costs like we do for pension.
 - Estimated long-term liability: over \$1 billion

One County, One Vision: By achieving racial equity,
Milwaukee is the healthiest county in Wisconsin



Plan Design Savings

- Dependent Care Audit: \$1 million
- Deductible increase \$1,250/\$2,500 to \$1,350/\$2,700: \$219k
- \$10 increase to office/specialist copays: \$333k
- \$50/month spousal surcharge: \$440k

One County, One Vision: By achieving racial equity,
Milwaukee is the healthiest county in Wisconsin



Total Pension Costs – By Type



By Type	2024 Budget	2025 Budget	Change
ERS Normal Cost	\$22.8	\$27.7	\$4.9
ERS Unfunded Liability	\$60.6	\$57.8	(\$2.9)
WRS Contribution	\$0	\$1.5	\$1.5
Pension Obligation Bond	\$26.7	\$37.3	\$10.6
TOTAL	\$110.1	\$124.3	\$14.2

All figures presented in millions

*Includes items covered by tax levy and 0.4% Sales Tax

*One County, One Vision: By achieving racial equity,
Milwaukee is the healthiest county in Wisconsin*

Total Pension Costs – By Revenue



By Funding Source	2024 Budget	2025 Budget	Change
0.4% Sales Tax	\$84.1	\$83.6	(\$0.5)
Employee Contribution	\$9.9	\$12.1	\$2.2
Outside Revenue	\$2.5	\$4.4	\$1.9
Tax Levy	\$13.6	\$22.2	\$8.6
TOTAL	\$110.1	\$124.3	\$14.2

All figures presented in millions

One County, One Vision: By achieving racial equity,
Milwaukee is the healthiest county in Wisconsin

0.4% Sales Tax Breakdown



By Funding Source	Tax Levy	0.4% ST	Total
ERS Normal Cost	\$20.8	\$6.8	\$27.7
ERS Unfunded Liability	\$0	\$57.8	\$57.8
Pension Obligation Bond	\$18.4	\$18.9	\$37.4
TOTAL	\$39.2	\$83.6	\$122.8

All figures presented in millions, sums may not equal totals due to rounding

One County, One Vision: By achieving racial equity,
Milwaukee is the healthiest county in Wisconsin

Pension Highlights

- General employee pension contribution increases from 4.3% to 5.2%, lower than 2023 rate of 6.1%
- \$1.5 million included for WRS contribution for employees hired after 1/1/25.



One County, One Vision: By achieving racial equity,
Milwaukee is the healthiest county in Wisconsin

Office of Equity

2025 Recommended Budget

October 9, 2024



MILWAUKEE
COUNTY

Department Purpose

The Milwaukee County Office of Equity exists because we believe everyone in Milwaukee County deserves to live a full, vibrant, and healthy life. Unfortunately, due to racism and other forms of oppression, **racial, health and economic** inequities persist.



Office of Equity Staff at a Community Event

Services

The Office of Equity has the unique role of providing support for all Milwaukee County government departments while also having the advantage of being a direct link to external systems, organizations, resident-based leaders and community members.

- Research
- Community Engagement
- Technical Assistance
- Policy Advocacy for Systems Change
- Strategic Partnership



2024 Successes

- Launch of Self-Service Tools on OOE Website
 - Health and Racial Equity Accelerator
 - Equity Impact Planner
 - Community Engagement Guide



Equity Accelerator Overview and Purpose

One of Milwaukee County's strategic goals is to "apply a racial equity lens to all decisions." Through the work of a cross-departmental strategy team with the support of the Office of Equity, Milwaukee County has determined that applying a racial equity lens requires:

1. Communicating what racial equity means to people of color in decision-making.
2. Understanding the relationship between core concepts (i.e., fairness, justice, and equity) and how they apply to the work of people of color in decision-making.
3. Making a personal commitment to lead by example and being comfortable to challenge personal biases.
4. Creating a culture and practices that support the leadership of people of color in decision-making.



2024 Successes – Continued

- OOE supported the planning and coordination of **20** community meetings and listening sessions.
- OOE supported **47** community-based events and programs which allowed Milwaukee County to receive community feedback and provide information about programs and services
- OOE led the review of **373** enterprise-wide policies



2024 Successes – Continued

- OOE served over **1,000** individuals and families across Milwaukee County at annual community We Care Crew activities
- Provided **30+** opportunities for County Leaders to receive positive spotlights on community radio and television spots.



2024 Successes – Continued



- Organized County's first **Health Equity Champion Awards** to honor County and Community leaders who are working to improve the quality of life for people across our County



Challenges

- Leadership Transitions:
 - New Executive Director after longtime vacancy; New Director of Equity Strategy and Operations
- Politicalization of racial equity practices, literature and concepts
- Sustainability planning to ensure there is support for community- based organizations in the future, post ARPA funds



Strategic Plan Alignment

1. Create Intentional Inclusion

1A: Reflect the full diversity of the County at every level of County government

1B: Create and nurture an inclusive culture across the County

1C: Increase the number of County contracts awarded to minority and women-owned businesses

2. Bridge the Gap

2A: Determine what, where and how we deliver services based on the resolution of health disparities

2B: Break down silos across County government to maximize access to and quality of services offered

2C: Apply a racial equity lens to all decisions

3. Invest in Equity

3A: Invest “upstream” to address root causes of health disparities

3B: Enhance the County’s fiscal health and sustainability

3C: Dismantle barriers to diverse and inclusive communities

County Goals our Department most closely aligns to

County Goal our Department “stewards”



Budget Data

Requested tax levy: \$835,114

Personnel: \$ 666,870 (\$64,684 decrease)

Operations: \$ 267,944



Category	2022 Actual	2023 Actual	2024 Budget	2025 Recommended Budget	2024/2025 Variance
Expenditures					
Personnel Costs	248,157	651,970	731,554	666,870	(64,684)
Operations Costs	332,130	219,913	188,783	267,944	79,161
Debt & Depreciation	0	0	300	300	0
Interdepartmental Charges	0	0	0	0	0
Total Expenditures	\$580,287	\$871,883	\$920,637	\$935,114	\$14,477
Revenues					
Other Direct Revenue	1,500	0	0	0	0
State & Federal Revenue	0	41,166	0	100,000	100,000
Total Revenues	\$1,500	\$41,166	\$0	\$100,000	\$100,000
Tax Levy	\$578,787	\$830,717	\$920,637	\$835,114	(\$85,523)



Changes in 2025

- Abolishment of 1.0 FTE funded Sr. Equity Policy Director to support the development of a Policy Strategy area in SBP
- Creation of 1.0 FTE unfunded Project Manager position
- Anticipated revenue/ grants:
 - The 2025 budget includes the renewal of a \$100,000 grant from the City of Milwaukee. The funds from this grant will be used to bolster community engagement and resource connections for Milwaukee County residents.



Closing

- We extend our sincere appreciation to the County Executive, County Board, department leaders and our community partners for their leadership as we unite under one county, one vision.
- We remain dedicated to enhancing community empowerment, driving equitable outcomes at an accelerated pace.



Questions?





**MILWAUKEE
COUNTY**

Office of Corporation Counsel

2025 Recommended Budget

October 9, 2024

Scott Brown, Corporation Counsel



Department Purpose

The OCC serves as chief legal counsel to Milwaukee County, including all of its departments, boards, committees, employees, and elected officials. The OCC provides advisory, transactional, and dispute and litigation legal services concerning a wide range of civil issues that impact its clients, the County community, and the public.

Department Mission:

The Milwaukee County Office of Corporation Counsel (OCC) strengthens the Milwaukee County community through highly competent, creative, compassionate, and responsive legal services provided in strategic partnership with County stakeholders to optimize decision-making, reduce risks, and maximize public resources, and serve our shared community.



2024 Successes

- The OCC's staff continue to demonstrate remarkable professional achievement and countless victories in a broad variety of matters.
 - Corporation Counsel Brown appointed to Governor Evers' Judicial Selection Advisory Committee and elected Secretary of the State Bar of Wisconsin's Government Lawyers Division.
 - Deputy Corporation Counsel Davidson appointed to Marquette Law Alumni Board.
 - Deputy Corporation Counsel Tidwall elected President of Eastern District of Wisconsin Bar Association.
- The OCC continues to provide value to the County through successful litigation and risk management.



2024 Successes (*Continued*)

- Seamless transition to a new department leader. The OCC team really stepped up admirably following the departure of a long-term leader.
- Meaningful engagement on the team on the long-term direction of the office including strategic planning, office culture, and creating efficiencies by better allocation of resources.
- New Department Leader (Scott Brown), New Deputy (Bill Davidson promoted), three new Assistant Corporation Counsels (James Davies, Abigail Bluett, and Jonathan Beck), and full-time airport attorney (Nelson Phillips).
- Recognition of OCC attorneys as experts in various areas of municipal law and concomitant speaking engagements.



Challenges

- Transition to new leadership.
- Still awaiting technological updates to streamline and optimize OCC's delivery of legal services.
- Mental Health Practice – educating public on our office's role in this space and the limitations imposed by state law.
- Diversity Efforts – still working on strategies to increase the size and diversity of our applicant pool.



Strategic Plan Alignment

- Using funding secured in 2023, the OCC is working in partnership with IMSD and Baker Tilly to identify and implement a robust, integrated client, document and case management software system for completion by Q1 2025. This will facilitate a data driven deployment of OCC's resources county wide. This aligns with 2B of the strategic plan because the efficiencies realized through implementation of this system will enable OCC to maximize access to and availability of its services thereby breaking down silos across county government.
- OCC is implementing a scorecard to measure, among other things, relative use of resources to benefit the health and well-being of the County and the public, litigation defense, and DE&I work. This aligns with 1B and 2C of strategic plan.



Strategic Plan Alignment (*Continued*)

- OCC is enhancing its hiring and onboarding processes to emphasize equity and consistency.
- OCC is continuing to provide legal training and professional development opportunities for its employees on an ongoing basis.
- OCC is committed to providing to County departments, boards, and elected officials relevant substantive training to equip all County officials and employees to reduce risk and liability and to better serve the public and County stakeholders.
- OCC is continuing to build robust succession planning infrastructure that ensures historical knowledge is accessible and its transfer is seamless.



Budget Data

Category	2022 Actuals	2023 Actuals	2024 Budget	2025 Department Request	2024/2025 Variance
Expenses					
Personnel Costs	\$2,240,344	\$1,923,251	\$2,540,257	\$2,749,782	\$209,525
Operations Costs	\$124,057	\$113,450	\$107,534	\$107,534	\$0
Debt & Depreciation	\$0	\$0	\$0	\$0	\$0
Interdepartmental Charges	(\$942,221)	(\$769,058)	(\$975,000)	(\$162,600)	\$812,400
Total Expense	\$1,422,180	\$1,267,643	\$1,672,791	\$2,694,716	\$1,021,925
Revenues					
Other Direct Revenue	\$240,461	\$106,886	\$297,870	\$297,870	\$0
Indirect Revenue	\$0	\$0	\$0	\$0	\$0
Total Revenue	\$240,461	\$106,886	\$297,870	\$297,870	\$0
Tax Levy	\$1,181,719	\$1,160,757	\$1,374,921	\$2,396,846	\$1,021,925
Personnel					
Full-Time Pos. (FTE)	25.00	25.00	26.00	26.00	0.00
Overtime \$	\$2,670	\$6,252	\$0	\$0	\$0
Seasonal/Hourly/Pool \$	\$0	\$0	\$0	\$0	\$0



Changes in 2025

Personnel

- Add 1.0 FTE Deputy Corporation Counsel position to lead mental health legal services and to provide dedicated legal counsel to the Milwaukee County Department of Health and Human Services. To accommodate the creation of this role, the OCC will eliminate 1.0 FTE Assistant Corporation Counsel and 1.0 Legal Support positions.



Closing

- Reorganization of the office beginning in 2024 and continuing in 2025 for more efficient allocation of resources.
- We are trying to do more without spending more.
- This is a cost to continue budget.



Questions?





**MILWAUKEE
COUNTY**