

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: October 28, 2020

TO: Supervisor Jason Haas, Chair, Finance Committee

FROM: Joseph Lamers, Director, Office of Performance, Strategy & Budget

SUBJECT: Technical Corrections to the 2021 County Executive's Recommended Budget Narratives

Each year following introduction of the County Executive's Recommended Budget, the Office of Performance, Strategy and Budget continues review of the document. Since the 2021 Recommended Budget was issued, we have identified typographical and other technical errors. Below is a list of items we have identified to date.

Consistent with prior County practice, we are requesting approval to make these changes. While we make every effort to avoid these minor errors, the timing and complexity of the process make them unavoidable.

The changes below relate to narrative (typos) or technical corrections and have no impact to expenditures, revenues or the property tax levy. Replacement pages for the 2021 Budget are attached.

The corrections are as follows:

Operating Budget Narrative

1. **Page 85 1000 County Board, Budget Summary Table.** 2021 Budget Tax Levy: ~~\$1,218,393~~ **\$1,218,771**. 2021/2020 Variance Tax Levy: ~~\$13,956~~ **\$14,334**
2. **Page 153 1140 Human Resources, First Paragraph:** ~~1.0 FTE Receptionist is abolished in 2021. Additional expenditures decrease due to a reduction in professional services contracting, medical service fees and advertising.~~ **Contractual Services increase \$72,641 while 1.0 FTE Receptionist is abolished and advertising fees decrease for a net expenditure increase of \$31,063.** DHR Learning and Development division will in-source subject matter experts (SME) for the management development program (MDP) vs. contracting with outside vendors; DHR Operations division will decrease spend for Occupational Health Screen (pre-employment & annual) due to reduced hiring.
3. **Page 158 1140 Human Resources, Final Paragraph:** The 2021 and 2022 Strategic Plan will be developed by the RPS team in the fourth quarter of ~~2021~~ **2020** based around four objective areas
4. **Page 263 4500 District Attorney, second to last paragraph:** This initiative began in 2014 and will ~~be discontinued at the end of 2020 by mutual agreement with the Department of Child Support Services~~ **continue into 2021.**
5. **Page 351 8000 DHHS, How We Do It: Program Budget Summary Table:** 2021/2020 Variances: Expenditures ~~\$0~~ **(163,312)**, Revenues ~~\$0~~ **\$47,056**, Tax Levy ~~\$0~~ **(\$210,368)**.
6. **Page 363 & 371, Parks, last bullet on both pages:** **Flexible** Seasonal operations of Mitchell Park Horticultural Conservatory and Boerner Botanical Gardens horticultural facilities during non-peak seasons (Domes in Summer, Boerner in Winter) to maximize full time staff and reduce seasonal employee expense.
7. **Page 368, Parks, First Paragraph, First sentence:** Operations activities include the management and maintenance of general access **to** parks, park grounds, trails, land and natural resources, landscaping, and golf course turf maintenance; management and maintenance of natural areas, storm water facility maintenance, sports fields, playgrounds, wading pools, splash pads, picnic areas, agricultural lands, pavilions, and historical parkways; and equipment and fleet maintenance.

8. **Page 374 9500 Zoo, Final Paragraph:** In 2021, the Milwaukee County Zoo will increase its parking rate for cars from \$12 to \$15. This will allow for continued high class service and commitment to our citizens, residents and guests.
9. **Page 382 9500 Zoo:** The 2021 Capital Budget includes \$4M for an Elephant filtration system for the new elephant exhibit. The original plan included a waterhole filtration system for the exhibit, but it was eliminated to reduce project costs. Surplus funds are available from the Hippo Project (see table below) and are being requested to help fund the filtration system. Benefits of the waterhole filtration system include: 1) estimated water savings of 3.6 million gallons; 2) repurposing labor hours; 3) reduced risk for potential injuries since staff will no longer need to enter confined spaces to fill and empty the waterhole; and 4) provides clean (outside) drinking water for elephants.

Elephant Filtration System	
Project Cost	\$4.0M
Less Society Hippo Surplus	(\$1.8M)
Less County Hippo Surplus	(\$0.9M)
Net	\$1.3M
2021 Society Contribution	\$0.2M
2021 County Contribution	\$1.2M

10. **Page 421 1994 State Exempt Computer Aid 2021 Amount:** ~~\$5,159,455~~ \$5,129,455
11. **Page 451 1972 Wage and Benefits, First Bullet, First Sentence:** An appropriation of \$600,000 is included in this program area for potential full-year wage increases market adjustments for employees who are members of the Milwaukee Building & Construction Trades Council.

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Joseph Lamers
 Director, Office of Performance, Strategy, and Budget

B U D G E T S U M M A R Y

Category	2018 Actual	2019 Actual	2020 Budget	2021 Budget	2021/2020 Variance
Expenditures					
Personnel Costs	\$1,002,640	\$1,045,085	\$1,072,675	\$1,086,672	\$13,997
Operation Costs	\$109,089	\$38,204	\$131,762	\$132,099	\$ 337
Debt & Depreciation	\$0	\$0	\$0	\$0	\$ 0
Capital Outlay	\$0	\$0	\$0	\$0	\$ 0
Interdepartmental. Charges	\$0	\$0	\$0	\$0	\$ 0
Total Expenditures	\$1,111,729	\$1,083,289	\$1,204,437	\$1,218,771	\$14,334
Revenues					
Direct Revenue	\$1,041	\$	\$0	\$0	\$ 0
Intergovernmental Revenue	\$0	\$	\$0	\$0	\$ 0
Indirect Revenue	\$0	\$	\$0	\$0	\$ 0
Total Revenues	\$1,041	\$2,166,578	\$ 0	\$ 0	\$ 0
Tax Levy	\$1,110,688	(\$1,083,289)	\$1,204,437	\$1,218,771	\$14,334
Personnel					
Full-Time Pos. (FTE)	10.0	11.0	11.0	11.0	0.0
Elected Supervisors	18.0	18.0	18.0	18.0	0.0
Seasonal/Hourly/Pool \$	\$22,801	\$19,501	\$28,388	\$28,416	\$ 28
Overtime \$	\$66	\$0	\$0	\$0	\$0

Department Mission:

The Board shares the County's mission, "We enhance the quality of life in Milwaukee County through great public service." The Board also is committed to Milwaukee County's vision that "By achieving racial equity, Milwaukee becomes the healthiest county in Wisconsin."

To advance the policy of equal opportunity for all our citizens, the Board initiated the creation of the Office on African American Affairs, declared racism a public health crisis, adopted an ordinance to achieve racial equity, and established a separate committee to provide oversight of these initiatives.

Department Description:

The Board consists of 18 elected Supervisors who serve in the legislative branch of Milwaukee County and represent our diverse constituencies.

Each elected official is responsible for the administration of their own district office. To support legislative goals and the delivery of responsive constituent services, the department also organizes and coordinates training opportunities for district offices. This collaborative governance model, and sharing of resources, empowers district offices to lead.

Compensation of elected Supervisors and departmental expenditures are subject to the limits of 2013 Wisconsin Act 14 and the conforming local ordinances. These state-imposed stipulations mandate several elements of the structure

HUMAN RESOURCES (1140) BUDGET

Department: **Human Resources**

UNIT NO. **1140**

FUND: **General — 0001**

Strategic Implementation:

Contractual Services increase \$71,641 while 1.0 FTE Receptionist is abolished and advertising fees decrease for a net expenditure increase of \$31,063. DHR Learning and Development division will in-source subject matter experts (SME) for the management development program (MDP) vs. contracting with outside vendors; DHR Operations division will decrease spend for Occupational Health Screen (pre-employment & annual) due to reduced hiring;

Expenditures for job advertisements decrease in 2021. There are several concurrent initiatives promoting internal mobility which results in fewer vacant positions being recruited externally. Additionally, HR is increasing posting on social media platforms, larger job aggregators and affinity posting sites, which decreases the overall need for job advertisement spending.

HUMAN RESOURCES (1140) BUDGET

Department: **Human Resources**

UNIT NO. **1140**

FUND: **General — 0001**

- Pension plan recordkeeping and administration
- Issuing payments such as: pension contribution withdrawals and monthly pension payments
- Member communication and education, including individual retirement counseling, group education sessions, and newsletter circulation
- Customer service support by phone, walk-in, fax, email, and mail
- Perform pension benefit calculations and initiate pension payments
- Compliance reporting, internal auditing, and policy/procedure documentation
- Individual member accounting and investment accounting
- Financial and tax reporting
- Maintaining a pension administration system that houses data, stores electronic images, records customer service contacts, completes benefit calculations
- Maintaining a member self-service site for active and retired members to collect forms and complete calculations
- Pension Board trustee and meeting support
- Engaging technical experts to provide actuarial and investment consulting services, as well as pension benchmarking, governance, compliance, and legal/regulatory services

Strategic Implementation:

RPS is completing a 2019–2020 two-year strategic plan, that seeks to achieve objectives in benefits administration, financial governance, member services, and organizational learning and development. The strategic plan and annual pension administration benchmarking inform business improvement projects and constitute a roadmap towards becoming a high-performing public pension plan.

To assist with the completion of the 2019-2020 strategic plan and support operational improvements in 2021, RPS includes an increase of 2.0 FTE, one compliance analyst and one developer.

The 2021 and 2022 Strategic Plan will be developed by the RPS team in the fourth quarter of 2020 based around four objective areas: benefits administration, financial governance, member services, and organizational learning and development.

some of whom were also sexually abused as children; families of homicide victims; elder abuse victims; and thousands of victims of other violent and non-violent crimes.

Victims often present with comprehensive problems (homelessness, mental illness, poverty, criminal cases of their own, language barriers, AODA issues, medical problems, multiple children, teen mothers, lack of education, and hunger). Most of these victims require extensive attention and services and multiple advocates to assist them. Written communication is not always an option due to comprehension limitations, the transient nature of their existence, fear, and other barriers. In-person communication and referral to resources and follow up is critical.

Twenty-five FTE clerical staff authorized in this budget provide essential, basic support for the daily operation of the Victim Witness Services Division. Clerical staff provided receptionist services in five units, processed subpoenas in court cases and sent thousands of notification letters to victims and witnesses to keep them informed on their case status and resources available.

Investigations Division

The investigations division is headed by the chief investigator who supervises district attorney investigators and intelligence analysts. The division is divided into the Maurice V. Pulley Jr. Witness Protection Program and the Special Investigations Unit. Each unit is supervised by a deputy chief investigator.

The division investigates victim/witness intimidation, police shootings of civilians, deaths in police custody, public corruption, major multi-jurisdictional crimes, elder abuse, white collar crimes and industrial deaths and injuries. In addition, they provide post-charging investigation on major crimes for the prosecutors and maintain office security.

Maurice V. Pulley Jr. Witness Protection Program

Enforcement and Prosecution of Offenders

The witness protection program consists of one Deputy Chief, nine Investigators and two Intelligence Analysts. The witness protection program works to ensure that victims and witnesses in all cases are able to safely appear at all court proceedings related to their case, and to be safe and secure when outside court. Unlike traditional victim/ witness protection programs, the focus is on the enforcement and prosecution of offenders. In 2019, the witness protection unit handled 348 case referrals, 55% of which involved domestic violence. The unit made 56 arrests related to witness intimidation. When a case is charged or about to be charged and there is suspicion of victim/witness intimidation, either the prosecutors or the investigative agencies who originated the complaint will request an investigation by the witness protection program. Without this valuable resource, many cases would become untenable for prosecution.

Child Support Enforcement

Two investigators provide direct law enforcement / investigative support to the Department of Child Support Services and to the Child Support Enforcement Assistant District Attorney. The overall goal of child support enforcement, whether civil or criminal in nature, is to obtain compliance with court-ordered child support in order to provide for children and reduce the economic burden on social services. This initiative began in 2014 and will continue into 2021.

Special Investigations Unit

The special investigations unit consists of one Deputy Chief, seven Investigators and an Intelligence Analyst. Two of the seven investigators are assigned to the F.B.I. Violent Crimes Taskforce and one is assigned to the Veterans Treatment Court / Drug Treatment Court Initiative. The special investigations unit has the capability to perform criminal intelligence analysis and forensic computer and cell phone analysis in support of investigations and charged criminal cases.

DEPARTMENT OF HEALTH & HUMAN SERVICES (8000) BUDGET

Department: **Department of Health & Human Services**

UNIT NO. **8000**

FUND: **General — 0001**

Strategic Program Area 6: Aging Resource Center

Service Provision: Mandated

How We Do It: Program Budget Summary					
Category	2018 Actual[^]	2019 Actual[^]	2020 Budget[^]	2021 Budget[^]	2021/2020 Variance[^]
Expenditures	\$6,566,458	\$6,304,797	\$7,143,856	\$6,980,544	(\$163,312)
Revenues	\$6,784,250	\$7,000,328	\$6,937,952	\$6,985,008	\$47,056
Tax Levy	(\$217,792)	(\$695,531)	\$205,904	(\$4,464)	(\$210,368)
FTE Positions	51.0	51.0	50.0	50.0	0.0

[^] Actual and budgeted figures as well as positions have been restated to reflect the transfer of Elder Abuse programming into Strategic Program Area 3: Disabilities Services Division.

What We Do With It: Activity Data				
Activity	2018 Actual	2019 Actual	2020 Target	2021 Target
Number of people contacted at outreach events	10,822	16,626	11,000	13,000
Number of consumer calls	44,318	52,406	42,000	41,000
Options Counselling cases	4,605	5,342	5,200	5,984
Long Term Care applications	2,578	3,354	2,700	3,612
Long Term Care enrollments	2,404	2,171	2,300	2,992

How Well We Do It: Performance Measures				
Performance Measure	2018 Actual	2019 Actual	2020 Target	2021 Target
100% Time reporting Medicaid match	53.1%	54.2%	52.0%	52.0%
Average time in phone queue (minutes)	4 m 5 s	3 m 5 s	3 m 0 s	2 m 50 s

Strategic Overview:

The Aging Resource Center (ARC) provides services in accordance with its contract with the State of Wisconsin Department of Health Services for people 60 years and older. These services include outreach, public education, information and assistance, long-term care options counseling, assistance applying for Medicaid, access to publicly funded long-term care programs, access to other public and private programs and benefits, outreach and assistance to those affected by dementia. As part of the 2021 Budget, the Disabilities Services Division (DSD) operates a combined Adult Protective Services and Elder Abuse Program to serve all Milwaukee County adults-at-risk, regardless of age or ability. A total of 12.0 FTEs previously assigned to Aging’s Elder Abuse Unit are now transferred to the Disabilities Services Division.

The same fourteen (14) wading pools and seven (7) splash pads operated in 2020 will continue operations in 2021 for a budgetary savings of \$124,000. The location of these wading pools and splash pads were determined through an analysis of population density and demographics to ensure an equitable distribution of water-based recreational resources.

The 2021 budget allocates \$40,000 for the implementation of a Parks workforce development program ("UpLift") which was cancelled in 2020 due to COVID-19. The purpose of this program is to advance diversity within the Parks workforce, increase access to Parks employment for underserved communities of color and concentrated poverty, and create a new career pipeline opportunity for traditionally underserved individuals.

Facility closures due to COVID-19 resulted in full time staff redeployment between facilities to reduce expenditures. Staff at Boerner Botanical Gardens were deployed to the Mitchell Park Conservatory during the winter months and conversely the Mitchell Park staff assisted with maintaining Boerner in the spring and summer. This staffing model will continue resulting in a seasonal staffing reduction of \$36,000.

2021 Staffing level changes

- 1.0 FTE Engineer is created to expand capacity for plan review of park specific partner projects funded through an agreement with the Milwaukee Metropolitan Sewerage District authorized in File #20-186.
- 1.0 FTE Contract Management Assistant is created.
- 1.0 FTE Sr. Budget & Management Analyst position is created, offset by abolishing 1.0 FTE Parks Operations Analyst and 1.0 FTE Office Assistant 3.
- 4.0 FTE (1.0 FTE Horticultural Director, 3.0 FTE Parks Naturalist (one unfunded), and 1.0 Office Assistant 3) are created to offset the expiration of the UW-Extension Nature in the Parks contract.

Summary of service level changes

- Parks segregated \$474,000 in revenue and expenditures related to revenue generating functions which may not be earned due to lingering restrictions from COVID-19. Failure to earn the revenues associated with the segregated operational funding will require corrective action including but not limited to additional facility closures.
- UW-Extension Nature in the Parks contract expires and positions will transition into Parks department at an expense of \$30,000.
- Fee increases for golf permits, marina slip rentals, boat launch fees and miscellaneous other fees increase revenue by \$225,000.
- Aquatic facility closures at the following outdoor pools McCarty, Jackson, Grobschmidt and Hales Corners. Indoor pool opening at Noyes will be delayed until the fall of 2021.
- Continued wading pool level of service from 2020 reducing 28 wading locations to 14 wading locations for a savings of \$124,000.
- Implementation of Parks' workforce development program, UpLift, (cancelled in 2020 due to COVID-19) to increase access to Parks employment to underserved communities of color at an expense of \$40,000.
- Flexible seasonal operations of Mitchell Park Horticultural Conservatory and Boerner Botanical Gardens horticultural facilities during non-peak seasons (Domes in Summer, Boerner in Winter) to maximize full time staff and reduce seasonal employee expense.

Operations activities include the management and maintenance of general to access parks, park grounds, trails, land and natural resources, landscaping, and golf course turf maintenance; management and maintenance of natural areas, storm water facility maintenance, sports fields, playgrounds, wading pools, splash pads, picnic areas, agricultural lands, pavilions, and historical parkways; and equipment and fleet maintenance. Additionally, Operations provides customer service and special event support; coordinates with elected officials, partners, citizens, community groups, volunteers, friends groups, other stakeholders, and user groups; and responds to concerns regarding maintenance, encroachments, forestry issues, stream blockages, and safety issues.

Land Resources/Natural Areas provides technical services to meet the Parks stewardship obligations for significant natural resources on approximately 15,300 acres of Parks land. This includes coordinating department-wide efforts to protect, manage, and interpret natural resources and implementation of the agency's Ecological Restoration Management Plans, Urban Forest Sustainability Plan, and Natural Resources Management Plan. Staff also supports volunteer activities related to natural resource management and reviews county development plans for natural resource impacts.

Skilled Trades are responsible for the maintenance, upkeep and improvement of Parks buildings, structures and systems throughout the parks system; ensuring health, safety, and code compliance of park facilities; and providing preventative and corrective maintenance on park assets. Staff supports building and infrastructure systems such as HVAC, electrical, mechanical, carpentry, and plumbing through a combination of in-house and contracted services.

Goals & objectives:

- Provide relevant training opportunities for operations staff
- Expand outreach programming and naturalization/stewardship within the Golf Course properties
- Continue implementation of the Milwaukee County Parks Urban Forestry Management Plan
- Create and implement the Natural Resources Management Plan
- Continue work on Oak Creek Watershed Restoration Plan
- Update Trails Network Plan and continue to expand the Oak Leaf Trail and other trail systems
- Continue implementation of the CityWorks Work Order and Asset Management System
- Provide department-wide operations support for pandemic-response

Strategic Implementation:Staffing level changes

- No staffing level changes.

Summary of service level changes

- Continued wading pool level of service from 2020 reducing 28 wading locations to 14 wading locations for a savings of \$124,000.
- Implementation of Parks workforce development program, UpLift, to increase access to Parks employment for underserved communities.

MILWAUKEE COUNTY PARKS (9000) BUDGET

Department: **Parks**

UNIT NO. **9000**

FUND: **General — 0001**

Organized Sports and Special Events manage the permitting and coordination of organized sports leagues, athletic field rentals, courts and special events.

Goals and objectives:

- Maintain concessions through improved services and offerings.
- Increase opportunities at horticulture facilities through increased programming, special events, and concessions sales.
- Continue implementing Parks Recreation Management Software and Point of Sale System (POS) with the expansion of the on-line sales platform to include picnic site rentals for the 2021 picnic season.
- Continue improving the quality of user/customer service interaction.
- Provide department-wide recreational support for pandemic-response.

Strategic Implementation:

Staffing level changes

- Creation of one (1) Horticultural Director funded through the expiration of the UW-Extension Nature in the Parks contract in 2021.
- Creation of three (3) Park Naturalists (1 unfunded) funded through the expiration of the UW-Extension Nature in the Parks contract in 2021.
- Creation of one (1) Office Assistant 3 funded through the expiration of the UW-Extension Nature in the Parks contract in 2021.

Summary of service level changes

- UW-Extension Nature in the Parks contract expires and positions will transition into Parks department at an expense of \$30,000.
- Fee increases for golf permits, marina slip rentals, boat launch fees and miscellaneous other fees increase revenue by \$225,000.
- Aquatic facility closures at the following outdoor pools McCarty, Jackson, Grobschmidt & Hales Corners. Indoor pool opening at Noyes will be delayed until the fall of 2021.
- Flexible seasonal operations of Mitchell Park Horticultural Conservatory and Boerner Botanical Gardens horticultural facilities during non-peak seasons (Domes in Summer, Boerner in Winter) to maximize full time staff and reduce seasonal employee expense.

Mitchell Park Horticultural Conservatory

Per Milwaukee County Ordinance 47.32 current fees for Mitchell Park Horticultural Conservatory are included in the table below. Free admission is provided to Milwaukee County residents on the first (1st) Thursday of every month, excluding major holidays. The Parks Director is authorized to adjust the dates of free admission as needed.

Category	County	Non-County
Adults (18+ yrs)	\$ 7.00	\$ 8.00
Youth (6-17 yrs)	\$ 5.00	\$ 6.00
Students (w/college ID)	\$ 5.00	\$ 6.00
Adults with Disabilities	\$ 5.00	\$ 6.00
Seniors (60+ yrs)	\$ 5.00	\$ 8.00
Children (0-5 yrs)	Free	Free

- **Bridging the Gap:** The top annual exit survey response for the question “why you visit the Zoo” is to be with family and friends. This Zoo offers a safe, family atmosphere and will continue to provide excellent customer service to its guests.
- **Investing in Equity:** The budget includes new programs and revenue generating events. Below provides a short summary and more details can be found under the appropriate division sections.
- **Creating Intentional Inclusion:** The Zoo is focusing on a more diverse staff beginning with two Zookeeper interns and programming and one business intern, developing a pricing strategy that incorporates affordability and more accessibility, and adjusting the marketing strategy to focus more on broader and diverse audience. The budget also continues the Teens Grow Greens partnership.

The COVID-19 pandemic has had significant impacts to the Zoo in 2020, including temporary closure of operations, followed by phased re-openings with limitations on attendance as well as reduced opportunities to host large events. These closures and limitations have led to reduced Zoo revenue collections in 2020, and have resulted in a need to identify savings through various methods including staff furloughs, hiring and spending freezes, and other savings.

In order to avoid more substantial cuts that might be required for possible revenue deficits in 2021, the Zoo has identified \$908,400 of savings in multiple areas including staffing costs, commodities and services, and operating capital. While funding for these costs are included in the 2021 budget, accounts will be “frozen” until it can be demonstrated that revenue collections can support the expenditures. The Zoo will work with the Office of Performance, Strategy & Budget to monitor public health conditions and operational feasibility for revenue generating functions. Failure to earn the revenues associated with the segregated operational funding will require corrective action including but not limited to the already identified savings options.

The Zoo budget is heavily based on generating revenue to support its operation. For 2021, a pricing strategy will be developed for implementation in the 2022 Budget. The goals will be to grow earned revenue while remaining affordable and accessible, mitigate revenue loss when attendance is down, grow advanced ticket sales on-line, increase attendance during off-peak times, and enhance forecasting models. This pricing strategy will also include a marketing and social media plan to inform guests of the changes and promote the new structure.

This budget includes changes to reimage/rebrand special events to enhance attendance, appeal, and profitability. More details can be found under the Marketing and Communications Division.

The Zoo now operates the zip line and ropes course in-house. See the Administration /Finance/ Operations Division section for details.

The special exhibit will be an animal superpowers exhibit made with Lego bricks. See the Administration /Finance/ Operations Division section for details.

The 2020 budget eliminated the special programs function and reassigned the duties to various positions. The budget did incorporate funds for reclasses to compensate for the additional responsibilities. Due to the COVID-19 pandemic and resulting fiscal challenges, only two of the five positions were reclassified. The 2021 Budget includes funding to complete the 2020 reorganization and is completely offset with reduced seasonal hours.

The 2021 Budget includes funding to reclass four positions that have serious pay equity issues. Funding for this is completely offset with reduced seasonal hours.

Focus continues on updating exhibits to address U.S. Department of Agriculture, Animal and Plant Health Inspection Services and Association of Zoos and Aquariums standards and to enhance the guest experience. The 2020 Budget included funds for Phase 3 of Adventure Africa Master Plan to renovate the Rhino Exhibit. Planning continues into 2021 and it is anticipated that the Zoo's 2022 Capital Budget Request will include construction funds. This phase of the project will not be submitted until the Zoological Society of Milwaukee commits to 50% of the costs of the project.

In 2021, the Milwaukee County Zoo will increase its parking rate for cars from \$12 to \$15. This will allow for continued high class service and commitment to our citizens, residents, and guests.

ZOO (9500) BUDGET

Department: **Zoo**

UNIT NO. **9500**

FUND: **General — 0001**

incorporates succession planning, increased operational independence and both volunteer and diversity programs with the following budget actions. Initial savings of \$5,220 is generated due to step changes with a maximum impact of \$3,000 once the new position reaches the top step.

Abolish upon vacancy 1 position of Heritage Farm Supervisor

Create 1 position of Assistant Curator – Family Farm

For 2021, one of the Animal Division intern programs mentioned above will partner with Vincent High School Agriculture Program to provide students the unique opportunity that includes summer employment in the Family Farm.

The free bird show is eliminated in 2021 due to fiscal constraints at a cost savings of \$105,000.

The Zoo has a goal of contributing the equivalent of three percent of the budget towards conservation and research efforts through field conservation, education, staff programs and training, green practices and contributions. For 2021, that goal is \$516,850.

NON-DEPARTMENTAL REVENUES (1800) BUDGET

Department: **Non-Departmental Revenues**

UNIT NO. **1800**

FUND: **General — 0001**

BUDGET SUMMARY

Category	2018 Actual	2019 Actual	2020 Budget	2021 Budget	2021/2020 Variance
Revenues					
1901 Unclaimed Money	\$0	\$1,800,387	\$0	\$1,250,000	\$1,250,000
1902 State Personal Property Aid	\$0	\$1,616,781	\$1,499,781	\$1,381,286	(\$118,495)
1933 Land Sales	\$0	\$0	\$0	\$0	\$0
1937 Potawatomi Allocation	\$4,292,924	\$4,608,613	\$4,608,613	\$3,014,584	(\$1,590,029)
1986 Fire Charge Uncollectable	\$0	\$0	(\$850,000)	(\$905,071)	(\$55,071)
1993 State Shared Taxes	\$27,302,732	\$27,363,423	\$31,315,051	\$30,905,438	(\$409,613)
1994 State Exempt Computer Aid	\$5,008,256	\$5,129,456	\$5,129,455	\$5,129,455	\$0
1995 Milwaukee Bucks Sports Arena	\$0	\$0	(\$4,000,000)	(\$4,000,000)	\$0
1996 County Sales Tax Revenue*	\$79,226,314	\$82,282,089	\$82,496,808	\$75,072,095	(\$7,424,713)
1998 Surplus from Prior Years	\$0	\$0	\$5,000,000	\$5,000,000	\$0
1999 Other Misc. Revenue	\$116,106	\$46,275	\$25,000	\$25,000	\$0
Total Revenue	\$115,946,332	\$122,847,024	\$125,224,708	\$116,902,787	(\$8,347,921)

*The figures stated above are presented as gross sales tax collections (less State administrative fees). Org 1996 contains net sales tax collections in the Operating Budget after allocations to capital improvements.

Department Mission: The objective of the non-departmental revenue agencies is to properly account for revenue sources that are not under the jurisdiction of any single department. The Office of Performance, Strategy, and Budget (DAS-PSB) has primary responsibility for budgeting and accounting for these revenues. The Non-Departmental revenue budgets are based on historical trends, current economic data, contract terms, and policy changes at the State and Federal level as appropriate.

Recommended Amounts are based on the following:

Unclaimed Money: Pursuant to Section 59.66 of the Wisconsin Statutes, the County Treasurer is to publish a notice that the Treasurer's Office possesses unclaimed money. If no legal claim is made within the time specified in such notice, all funds and interest earned are to be turned over to the General Fund of the County treasury. Every other year, the Treasurer widely advertises unclaimed funds before they are forfeited. As a result, this revenue fluctuates from one year to the next and is difficult to predict. Funding is budgeted in this area in odd numbered years. In 2021, \$1,250,000 is budgeted.

State Personal Property Aid: As part of 2017 Act 59, municipal and county levy limits were set by the amount equal to an inaugural 2020 Personal Property Aid distribution to compensate local governments for an exemption to personal

Strategic Program Area 9: Wages and Benefits Modification

How We Do It: Program Budget Summary					
Category	2018 Actual	2019 Actual	2020 Budget	2021 Budget	2021/2020 Variance
Expenditures	\$0	\$0	(\$1,124,683)	\$3,233,867	\$4,358,550
Revenues	\$0	\$0	\$0	\$0	\$0
Tax Levy	\$0	\$0	(\$1,124,683)	\$3,233,867	\$4,358,550

Strategic Implementation: This program includes centrally budgeted modifications to Wages and/or Benefits.

In 2021, the following items are included in this program area,

- An appropriation of \$600,000 is included in this program area for potential full-year market adjustments for employees who are members of the Milwaukee Building & Construction Trades Council. Funds were included in the 2020 Budget, but the salary increases were not implemented due to the fiscal impacts of the COVID-19 pandemic. An additional allocation of \$300,000 is included in the DOT-Airport budget for a total of \$900,000 countywide. The Director of Human Resources shall provide a report to the County Board providing the specific details of the proposed increase in pay based on market conditions. Approval by the County Board to release the funds via appropriation transfer will be requested after the report is reviewed.
- An appropriation of \$367,000 is included for equity based salary adjustments, including adjustments related to race and gender equity. The Department of Human Resources is analyzing all County jobs and departments and will make recommendations on the highest priority equity issues to address. The Director of Human Resources shall provide a report to the County Board providing the specific details of the proposed equity increases. Approval by the County Board to release these funds via appropriation transfer will be requested after the report is reviewed.
- An appropriation of \$933,000 is included for mid-year salary increases as of June 27, 2021. Most non-represented pay grades will increase by 1.0%. Non-represented pay grades with a midpoint at or above \$48.08/hour or \$100,000/year will increase by 0.5%. Base wage increases for positions represented by collective bargaining units are subject to collective bargaining agreements. The Department of Administrative Services and the Office of the Comptroller are authorized to process an administrative fund transfer in October 2021 to transfer salary funds to departments based on actual salary increases.
- An appropriation of \$1,333,867 is included for potential funding for Milwaukee Sheriff Deputies Association salary increases. A contract is currently under negotiation and funds may be transferred once the agreement is approved by the County Board.