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4 **A RESOLUTION/ORDINANCE**

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6 Amending Section 108.04 of the Milwaukee County Code of General Ordinances to  
7 define requirements for reporting of year-end departmental results and future goal-  
8 setting  
9

10 WHEREAS, in 2019 Milwaukee County was the first government in the United  
11 States to declare racism a public health crisis (File No. 19-397); and  
12

13 WHEREAS, Milwaukee County adopted File No. 20-174 in April 2020, creating  
14 Chapter 108 of the Milwaukee County Code of General Ordinances (MCGO) with the  
15 stated goal of achieving racial equity to make Milwaukee County the healthiest county in  
16 Wisconsin and with the mission of enhancing the quality of life in Milwaukee County  
17 through great public service; and  
18

19 WHEREAS, Section 108.04 of the MCGO directs Milwaukee County  
20 stakeholders and offices on steps they should be taking to achieve this goal; and  
21

22 WHEREAS, Section 108.04 of the MCGO currently does not require Milwaukee  
23 County leaders or departments to report out their year-end results at any time, inhibiting  
24 the county board from celebrating departments' successes and understanding any  
25 given department's struggles to reach its goals; and  
26

27 WHEREAS, a focus on year-end reporting would enable the Milwaukee County  
28 Board of Supervisors to better fulfill its governance role by providing regularly  
29 scheduled, annual opportunities to focus its collective attention on outputs and  
30 outcomes; and  
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32 WHEREAS, the Committee on Health Equity, Human Needs and Strategic  
33 Planning, at its meeting of January 26, 2022, recommended adoption of File No. 22-104  
34 (vote 5-0); now, therefore,  
35

36 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby amends  
37 Chapter 108 of the Milwaukee County Code of General Ordinances by adoption of the  
38 following:  
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40 **AN ORDINANCE**

41  
42 The County Board of Supervisors of the County of Milwaukee does ordain as follows:

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44 **SECTION 1.** Chapter 108 of the Milwaukee County Code of General Ordinances is  
45 hereby amended as follows:

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47 108.04. – Key stakeholder roles and responsibilities.

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49 (1) The County directs that the stakeholders below will carry out the described roles and  
50 responsibilities in support of the successful execution of the strategic objectives  
51 outlined in this ordinance:

52  
53 (a) *County Leaders, Managers, and Staff:* Leaders are accountable for the success  
54 of the objectives outlined above to advance racial equity in Milwaukee County.

55 **Annually, by April 30 of each year or sooner, each Milwaukee County**  
56 **department leader and/or their designee(s) shall provide a written and oral**  
57 **report outlining their year-end results to a Milwaukee County Board of**  
58 **Supervisors committee. The reports shall, at a minimum:**

- 59 **i. Indicate the year-end goals the department set in the prior year; and**  
60 **ii. Share the rationale and relevance of the department’s performance**  
61 **metrics (i.e. explaining why they are “SMART” goals (specific,**  
62 **measurable, achievable, realistic, timely, and extending) and how**  
63 **they align to the county’s racial equity strategy, (if applicable); and**  
64 **iii. Report the department’s year-end results relating to the goals it had**  
65 **set; and**  
66 **iv. Provide a thorough analysis clearly articulating why goals were**  
67 **significantly exceeded, met, or not met; and**  
68 **v. Explain the department’s progress in creating a departmental-level**  
69 **strategic plan that aligns to the countywide strategic plan, and**  
70 **provide an update about future plans to revise and enhance the**  
71 **departmental-level plan in the year ahead.**

72 Furthermore, every employee is responsible for the implementation of this  
73 resolution/ordinance and developing skills and capacities to create and maintain  
74 a culture in which employees recognize and respect the diverse values, beliefs,  
75 and behaviors in the workforce and the community they serve.

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77 **SECTION 2.** The provisions of this Ordinance shall become effective upon passage and  
78 publication.