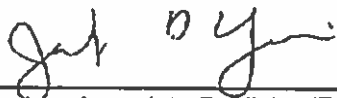


# PROOF OF PUBLICATION

STATE OF WISCONSIN }  
MILWAUKEE COUNTY } s.s.

Joe Yovino, being the first duly sworn on oath, says that he or she is the Associate Publisher/Editor of THE DAILY REPORTER, which is a public newspaper of general circulation, printed and published daily in the English language in the City of Milwaukee, in said county, and fully complying with the laws of Wisconsin, relating to the publication of legal notices; that the notice of which the printed one attached is a true copy, which was clipped from the said newspaper, was inserted and published in said newspaper on

Mar. 3, 2022

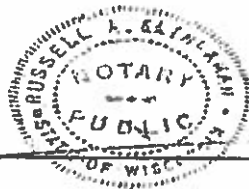


\_\_\_\_\_  
Joe Yovino, Associate Publisher/Editor

Sworn to me this 3rd day of March 2022



\_\_\_\_\_  
Russell A. Klingaman  
Notary Public, Milwaukee County, Wisconsin  
My Commission Is Permanent



# PROOF OF PUBLICATION

FROM THE OFFICE OF GEORGE L. CHRISTENSON  
MILWAUKEE COUNTY CLERK

County Ordinance No. 22-5  
File No. 22-104

AN ORDINANCE

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

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

108 04. – Key stakeholder roles and responsibilities

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

- (a) *County Leaders, Managers, and Staff:* Leaders are accountable for the success of the objectives outlined above to advance racial equity in Milwaukee County. Annually, by April 30 of each year or sooner, each Milwaukee County department leader and/or their designee(s) shall provide a written and oral report outlining their year-end results to a Milwaukee County Board of Supervisors committee. The reports shall, at a minimum:
  - i. Indicate the year-end goals the department set in the prior year; and
  - ii. Share the rationale and relevance of the department's performance metrics (i.e. explaining why they are "SMART" goals (specific, measurable, achievable, realistic, timely, and extending) and how they align to the county's racial equity strategy, (if applicable); and
  - iii. Report the department's year-end results relating to the goals it had set; and
  - iv. Provide a thorough analysis clearly articulating why goals were significantly exceeded, met, or not met; and
  - v. Explain the department's progress in creating a departmental-level strategic plan that aligns to the countywide strategic plan, and provide an update about future plans to revise and enhance the departmental-level plan in the year ahead.

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

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

Adopted by the Milwaukee County Board of Supervisors  
February 3, 2022

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