

2  
3  
4 **A RESOLUTION/ORDINANCE**

5  
6 Amending Chapter 108.04 of the Milwaukee County Code of General Ordinances  
7 related to the submission of departmental budget requests  
8

9  
10 WHEREAS, Chapter 108 of the Milwaukee County Code of General Ordinances  
11 (MCGO), Achieving Racial Equity and Health, was adopted through File No. 20-174 on  
12 April 17, 2020; and  
13

14 WHEREAS, Chapter 108 of the MCGO was created to assist in the advancement  
15 of Milwaukee County's goal of achieving racial equity by eliminating racism in the  
16 County's policies, practices, procedures, and power structures, including hiring, pay  
17 disparities, and provision of services; and  
18

19 WHEREAS, Chapter 108 outlines Milwaukee County's plans to achieve racial  
20 equity and their framework for undertaking this goal; and  
21

22 WHEREAS, Chapter 108.04 directs Milwaukee County stakeholders and offices  
23 on steps they should be taking to achieve this goal, including the creation of the  
24 Strategic Plan Advisory Council to provide input and support the implementation of the  
25 advancement of Milwaukee County's goal of achieving racial equity; and  
26

27 WHEREAS, working towards achieving racial equity includes the methods by  
28 which Milwaukee County departments develop an annual budget and ensuring that  
29 those individual budgets reflect the strategic plan of Milwaukee County; and  
30

31 WHEREAS, when submitting departmental budget requests, the budget narrative  
32 should include how their budget is linked to Milwaukee County's strategic plan and its  
33 goal of achieving racial equity and its own departmental strategic plan; and  
34

35 WHEREAS, this information is vital to Milwaukee County stakeholders and the  
36 public in making progress towards the goal of achieving racial equity; and  
37

38 WHEREAS, the Committee on Intergovernmental Relations, at its meeting of  
39 September 10, 2020, recommended adoption of File No. 20-612 (vote 4-0); now,  
40 therefore,  
41

42 BE IT RESOLVED, that the Milwaukee County Board of Supervisors hereby  
43 amends Chapter 108.04 of the Milwaukee County Code of General Ordinances by  
44 adoption of the following:

45  
46  
47  
48

## AN ORDINANCE

49 The Milwaukee County Board of Supervisors does ordain as follows:  
50

51 **Section 1.** Chapter 108.04 of the Milwaukee County Code of General Ordinances is  
52 hereby amended as follows:

53  
54  
55

### **108.04. – Key stakeholder roles and responsibilities.**

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

59

60 (a) *County Leaders, Managers, and Staff:* Leaders are accountable for the success  
61 of the objectives outlined above to advance racial equity in Milwaukee County.  
62 Furthermore, every employee is responsible for the implementation of this  
63 resolution/ordinance and developing skills and capacities to create and maintain  
64 a culture in which employees recognize and respect the diverse values, beliefs,  
65 and behaviors in the workforce and the community they serve.

66

67 (b) *Office on African American Affairs:* The Office provides guidance, education,  
68 research, and technical assistance to support the County vision and strategic  
69 planning priorities.

70

71 (c) *Strategic Plan Advisory Council:* Milwaukee County declares that it will create a  
72 Strategic Plan Advisory Council. The Advisory Council shall provide both input on  
73 and support for the implementation of solutions designed to advance Milwaukee  
74 County's vision of achieving racial equity and becoming the healthiest county in  
75 Wisconsin. The Advisory Council shall consist of eleven (11) representatives:

76

77 i. One (1) chairperson, who must be a Milwaukee County employee and  
78 shall be nominated by the County Executive and approved by the County  
79 Board Chairperson.

80

81 ii. Three (3) County Board Supervisors selected by the County Board  
82 Chairperson.

83

84 iii. One (1) Elected Official from the District Attorney's Office, the Chief  
85 Judge's Office, the Clerk of Courts, or the Milwaukee County Sheriff's  
Office, who will be nominated by the County Executive and approved by  
the Chairperson of the County Board of Supervisors; in the event that none

- 86 of these elected officials serve on the Advisory Council, their seat will be  
87 filled by an additional external partner, following the same rules as outlined  
88 in 108.04(1)(c)(viii).
- 89 iv. One (1) Elected Official from the Register of Deeds Office, the Office of  
90 the Comptroller, the Office of the County Clerk, or the Office of the  
91 Treasurer, who will be nominated by the County Executive and approved  
92 by the Chairperson of the County Board of Supervisors; in the event that  
93 none of these elected officials serve on the Advisory Council, their seat  
94 will be filled by an additional external partner, following the same rules as  
95 outlined in 108.04(1)(c)(viii).
  - 96 v. The Director of the Office on African American Affairs.
  - 97 vi. Two (2) Department Directors selected by the County Executive.
  - 98 vii. One (1) non-supervisory Racial Equity Ambassador selected by the Office  
99 on African American Affairs and approved by the Ambassador's  
100 Department Director.
  - 101 viii. One (1) community member, who will be nominated by the County  
102 Executive and approved by the Chairperson of the County Board of  
103 Supervisors.

104  
105 The composition of the Advisory Council shall be assembled with diversity at  
106 the front of mind.

107  
108 The Advisory Council shall convene at least once each quarter, or four (4) times  
109 annually. In addition to monitoring the County's progress toward realizing the  
110 objectives outlined in the County's strategic plan, the Advisory Council shall  
111 provide input and support for overcoming obstacles encountered by County  
112 employees working to advance the plan.

113  
114 As appropriate, the Advisory Council shall provide input on the refinement and  
115 implementation of the strategic plan. Recommendations for significant changes  
116 to the plan (for example, changes to wording of the objectives, or reallocating  
117 employee time or County resources to achieve the objectives) shall require a  
118 written recommendation to both the County Executive and the County Board  
119 Chair for consideration and approval.

120  
121 The Director of Strategic Planning and the County Board Chairperson's Chief of  
122 Staff or their designees shall jointly prepare the agenda and materials for the  
123 meetings. One (1) or both of individuals shall (co-)facilitate each meeting.

124  
125 (d) County Departments: Each County Department operating budget request  
126 submitted to the Director of the Department of Administrative Services shall  
127 include a budget narrative that incorporates the county's enterprise-wide  
128 strategic plan as well as the department's strategic plan. Departmental strategic  
129 plans shall show taxpayers and stakeholders how the departmental strategic plan

130 links with the County's strategic priorities, mission, vision, and values.  
131 Departmental strategic plans shall include the following:

- 132  
133 i. Department's Mission Statement.  
134 ii. Strategic issues.  
135 iii. Strategic objectives (goals).  
136 iv. Strategies for achieving strategic objectives (programs/strategic program  
137 areas).  
138 v. Action items/activities/action plans.  
139 vi. Outcome/performance measures.

140  
141 **Section 2.** The provisions of this Ordinance shall become effective upon passage and  
142 publication.

143  
144  
145  
146

09/10/20  
s:\committees\2020\sept\igr\resolutions\20-612 departmental budget requests.docx