

**From:** [Dranzik, Brian](#)  
**To:** [Johnson Jr, Willie](#)  
**Cc:** [Brown, Shanin](#); [Brown-Martin, Donna](#)  
**Subject:** Budget request  
**Date:** Thursday, October 14, 2021 3:51:03 PM

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CAUTION: This email originated from outside of Milwaukee County. Use the Phish Alert Report button to have IMSD review this message if you think it is suspicious.

Supervisor Johnson, thank you for concern regarding airport staff compensation. As a follow up to your request, I have reached out to the airport's HR business partner to get the airport industry survey information that the Compensation division has. Once we get that information, we will be able to better assess compensation differences with Milwaukee vs. other airports. It will take some time to gather and assess this information and I will also ask HR if it is intended for airport to be a part of the overall compensation assessment which I believe will be reported back to the board sometime in 2022. If the airport runs into any issues getting the requested information, or if it is not part of that planned overall countywide assessment, I will let you know.

I greatly appreciate your concern and support of the airport staff compensation review.

Please let me know if there is any other information you need.

Take care.

**Brian Dranzik, A.A.E.**

Airport Director  
Milwaukee Mitchell International Airport  
5300 South Howell Avenue  
Milwaukee, WI 53207  
PH: 414-747-5322

**From:** [Brown, Shanin](#)  
**To:** [Boehm, Dan](#)  
**Cc:** [Haas, Jason](#); [Taylor, Sequanna](#); [Jensen, Janelle \(Janelle.Jensen@milwaukeecountywi.gov\)](#); [Bablitch, Kelly \(Kelly.Bablitch@milwaukeecountywi.gov\)](#); [Meyers, Mary Jo](#); [Smith, Allyson](#); [Evans, Kelsey](#); [Cady, Steve \(Stephen.Cady@milwaukeecountywi.gov\)](#)  
**Subject:** Committee on Finance-Budget: October 13, 2021 Referral Request  
**Date:** Thursday, October 14, 2021 11:41:00 AM  
**Attachments:** [image002.png](#)

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Good morning-

The following request was made at the October 13, 2021, meeting of the Committee on Finance-Budget regarding Item 11, and is included on page 10 of the [Finance-Budget 10/13/21 Meeting Minutes](#).

**[Org. Unit 5600 Department of Transportation - Transit]**

Supervisor Taylor requested that information regarding how MCTS receives transparent feedback from employee training, and how that training was beneficial to their job, be provided to all Committee on Finance-Budget members.

If you require additional clarity, please contact the requesting Supervisor.

Video from the October 13, 2021, Budget meeting is available here: [Finance-Budget 10/13/21 Meeting Video-Item 11](#).

Please include me in your official response to this request for additional information. If you have already responded, please forward that response to me.

All follow-up reports regarding the 2022 Recommended Budget will be appended to [Legistar File No. 21-965](#) and will be discussed at the Monday, October 18, 2021, Public Hearing.

Best,

 <p><b>MILWAUKEE COUNTY</b></p>	<p><b>Shanin R. Brown</b>   Committee Coordinator Legislative Services Division, Office of the County Clerk 901 North 9<sup>th</sup> Street, Room 105, Milwaukee, WI 53233 (414) 278-4073 <a href="http://county.milwaukee.gov">county.milwaukee.gov</a> <i>By achieving racial equity, Milwaukee County is the healthiest county in Wisconsin.</i></p>
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-Committee on Personnel  
-Committee on Finance  
-Pension Study Commission

**From:** [Dan Boehm](#)  
**To:** [Taylor, Sequanna](#)  
**Cc:** [Haas, Jason](#); [Johnson Jr, Willie](#); [Jensen, Janelle](#); [Bablitch, Kelly](#); [Meyers, Mary Jo](#); [Smith, Allyson](#); [Evans, Kelsey](#); [Sumner, Liz](#); [Brown, Shanin](#); [Clancy, Ryan](#); [Joseph.Czamezki@milwcnty.com](#); [Rolland, Shawn](#); [Brown-Martin, Donna](#); [Esch, Julie](#)  
**Subject:** RE: Committee on Finance-Budget: October 13, 2021 Referral Request  
**Date:** Thursday, October 14, 2021 2:23:36 PM  
**Attachments:** [image001.png](#)  
[MCTS response to Finance Committee Question about RE training 10132021.docx](#)  
[Unconscious Bias Post-Test survey.docx](#)

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Supervisor Taylor;  
I have attached a brief memo in response to your question during yesterday's Finance Committee meeting about racial equity training at MCTS. Please also see a sample of the survey pre/post test from our recent Unconscious Bias training. Should you or your colleagues from the Finance Committee have additional questions about training at MCTS or any other matter relative to the Transit Budget please let me know. Thank you kindly.  
-db

**Daniel A. Boehm**  
President & Managing Director  
(414) 937-3272 | [Dboehm@mcts.org](mailto:Dboehm@mcts.org)  
[Milwaukee County Transit System](#)  
1942 N 17th Street, Milwaukee, WI 53205  
Check us out on [Facebook](#) & [Twitter](#)  
*By achieving racial equity, Milwaukee County is the healthiest county in Wisconsin.*

**From:** Brown, Shanin <[Shanin.Brown@milwaukeecountywi.gov](mailto:Shanin.Brown@milwaukeecountywi.gov)>  
**Sent:** Thursday, October 14, 2021 11:42 AM  
**To:** Dan Boehm <[DBoehm@mcts.org](mailto:DBoehm@mcts.org)>  
**Cc:** Haas, Jason <[Jason.Haas@milwaukeecountywi.gov](mailto:Jason.Haas@milwaukeecountywi.gov)>; Taylor, Sequanna <[Sequanna.Taylor@milwaukeecountywi.gov](mailto:Sequanna.Taylor@milwaukeecountywi.gov)>; Jensen, Janelle <[Janelle.Jensen@milwaukeecountywi.gov](mailto:Janelle.Jensen@milwaukeecountywi.gov)>; Bablitch, Kelly <[Kelly.Bablitch@milwaukeecountywi.gov](mailto:Kelly.Bablitch@milwaukeecountywi.gov)>; Meyers, Mary Jo <[MaryJo.Meyers@milwaukeecountywi.gov](mailto:MaryJo.Meyers@milwaukeecountywi.gov)>; Smith, Allyson <[Allyson.Smith@milwaukeecountywi.gov](mailto:Allyson.Smith@milwaukeecountywi.gov)>; Evans, Kelsey <[Kelsey.Evans@milwaukeecountywi.gov](mailto:Kelsey.Evans@milwaukeecountywi.gov)>; Cady, Steve <[Stephen.Cady@milwaukeecountywi.gov](mailto:Stephen.Cady@milwaukeecountywi.gov)>  
**Subject:** Committee on Finance-Budget: October 13, 2021 Referral Request

[EXTERNAL EMAIL - CAUTION]: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning-

The following request was made at the October 13, 2021, meeting of the Committee on Finance-Budget regarding Item 11, and is included on page 10 of the [Finance-Budget 10/13/21 Meeting Minutes](#).

**[Org. Unit 5600 Department of Transportation - Transit]**

Supervisor Taylor requested that information regarding how MCTS receives transparent feedback from employee training, and how that training was beneficial to their job, be provided to all Committee on Finance-Budget members.

If you require additional clarity, please contact the requesting Supervisor.

Video from the October 13, 2021, Budget meeting is available here: [Finance-Budget 10/13/21 Meeting Video-Item 11](#).

Please include me in your official response to this request for additional information. If you have already responded, please forward that response to me.

All follow-up reports regarding the 2022 Recommended Budget will be appended to [Legistar File No. 21-965](#) and will be discussed at the Monday, October 18, 2021, Public Hearing.

Best,



**Shanin R. Brown** | Committee Coordinator  
Legislative Services Division, Office of the County Clerk  
901 North 9<sup>th</sup> Street, Room 105, Milwaukee, WI 53233  
(414) 278-4073 [county.milwaukee.gov](http://county.milwaukee.gov)  
*By achieving racial equity, Milwaukee County is the healthiest county in Wisconsin.*

-Committee on Personnel  
-Committee on Finance  
-Pension Study Commission

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**Milwaukee County Transit System  
Memorandum**

Date: October 14, 2021

From: Dan Boehm, MCTS Managing Director

To: Supervisor Sequanna Taylor

Re: Response to Question about Racial Equity Training during Finance Committee Meeting

Thank you for expressing an interest in Racial Equity training at MCTS during the MCTS budget presentation (Org. Unit 5600) on October 13, 2021. You requested information regarding how MCTS receives transparent feedback from employee training, and how that training was beneficial to their job.

Response

In 2020, MCTS hired Kevina Vann as an MCTS HR Training Partner. She has been a welcome addition to our Human Resources team and instrumental in kicking off our in-house efforts to expand Racial Equity training to all non-represented employees.

In the past year, Kevina initiated training in Unconscious Bias. This training was broken into two sessions of 2.5 hours in length for each class. The intent of the training was to help MCTS employees detect and correct their own unconscious bias. A pre/post survey was a part of the process of this program's delivery. Participants were asked to complete a survey at the beginning and end of the Unconscious Bias training (see attached).

Using this survey approach will allow MCTS HR staff to get both quantitative and qualitative data about the training. There is an interest in learning what information is being retained, and what parts of the training are resonating with participants. Although the feedback that participants have given was preliminarily reviewed, the data hasn't been analyzed yet, as continuing to rollout training has been a priority.

Currently, a new series of Racial Equity training sessions are underway. This is also a two-class approach with each session scheduled for 3 hours in length. We did not have a pre-test/survey at the beginning of the Racial Equity training, but we will have a survey at the end that will provide qualitative and quantitative data.

Cc: Supervisor Jason Haas, Chairman, Finance Committee  
All Finance Committee Members  
Mary Jo Meyers  
Kelly Bablitch  
Shanin Brown  
Janelle Jensen  
Kelsey Evans  
Allyson Smith  
Steve Cady  
Donna Brown-Martin  
Julie Esch

**1. What is an unconscious bias?**

- a. When someone is biased against you, but you are not aware.
- b. A bias that you are not aware that you have.
- c. A bias that is based on fears of other people.
- d. Is a supported judgment in favor of a person or group in a way that is usually considered fair.

**2. What are blind spots?**

- a. A bias that we try not to think about
- b. A bias that we have overcome.
- c. Where the optic nerve and blood vessels leave the eyeball
- d. Areas of our thinking where we lack awareness of our behavior.

**3. What are Bias Traps?**

- a. When you manipulate others to think the same way as you.
- b. Circumstances in which we are more susceptible to lean into bias thinking.
- c. When you feel you are trapped or forced into thinking a certain way.
- d. Situations in which we are more inclined to be open and honest.

**4. What is confirmation Bias?**

- a. When someone tells you that you are biased.
- b. The idea that you want others to have the same biases as you.
- c. The idea that we tend to seek information that supports our existing beliefs.
- d. The tendency to search for information in a way that conflicts with one's own beliefs or values.

**5. What is anchoring Bias?**

- a. When we rely on the first piece of information that we see to make a decision.
- b. When we imply to others through word or action to have the same bias as us.
- c. When you cannot waiver from your position because your biases are too strong.
- d. Occurs when a person bases their decisions and opinions on various pieces of information, they've receive.

**6. What is In-Group Bias?**

- a. The fact that everyone in your inner circle has the same biases as you.
- b. When you want to be part of a group that is biased.
- c. The propensity for people to give unfavorable treatment to others who belong to the same group that they do.
- d. The tendency to favor people we like or those who are like us, while excluding those who are different.

**7. What is negativity Bias?**

- a. When no matter what you do, the people around you remain biased.
- b. When we are more powerfully affected by negative experience than positive ones.
- c. When you feel negatively about people that are biased towards you or others.
- d. Occurs when we biased toward negative people.

**8. What is Attribution Bias?**

- a. The idea that some attribute all bias to society.
- b. The idea that some blame all bias to their parents.
- c. The idea that we judge others on their actions, but we judge ourselves on our intent.
- d. The idea that we unfairly judge everyone's behaviors and actions.

**9. What is Sunk Cost Bias?**

- a. When we feel that everyone's biases will never change.
- b. Our belief that are biases are too deep to reverse.
- c. Our tendency to continue our current course of action because we've invested time, money or energy into it.
- d. Our inclination to divest in a losing proposition because we want to win.

**10. How does Cultivating Connections help us manage our unconscious bias?**

- a. When we cultivate meaningful connections, we can see past bias and value the people around us.
- b. Socializing with our friends increases our capacity to be kind.
- c. When we consciously broaden and deepen our networks, we can increase our ability to be more likable.
- d. Connecting with people creates an opportunity for us to show people that we are not biased.

11. What is one (or more) part of the training that you would change?

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12. What was your biggest takeaway or 'aha' moment?

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13. How likely are you to incorporate what you learned within your personal and professional life (circle one)?

*Very Unlikely*

*Unlikely*

*Unsure*

*Likely*

*Very Likely*

14. Do you feel all levels of the organization could benefit from this training (circle one)?

*Yes*

*No*

15. Any other comments?

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***THANK YOU!***

**FW: Committee on Finance-Budget: October 13, 2021 Referral Request****Brown-Martin, Donna** <Donna.BrownMartin@milwaukeecountywi.gov>

Mon 18-Oct-21 4:23 PM

**To:** Rolland, Shawn <Shawn.Rolland@milwaukeecountywi.gov>; Brown, Shanin <Shanin.Brown@milwaukeecountywi.gov>**Cc:** Rodgers, John <John.Rodgers@milwaukeecountywi.gov>; Geiger, Anthony <Anthony.Geiger@milwaukeecountywi.gov>

Good after Supervisor Rolland,

During MCDOT's presentation on our budget and my response to questions on my Department's budget, you raised the question surrounding DOT's fiscal cliff. MCDOT's fiscal cliff is anticipated in 2023 or 2024 for our MCTS Transit activities when we spend down our stimulus funds to support transit operations during the pandemic. The funding we received consist of CARES, CRSSAA and AARPPA funds to assist with a multi-year response to and recover from the pandemic. Funds awarded include:

- FY 2020 \$54,928,728 In Cares Act funding
- FY 2021 \$52,874,571 In CRSSA (Coronavirus Response & Relief supplemental funding)
- FY 2022 \$83,620,910 In ARPA (American Rescue Plan Funding)
- ( Note 2021: Legislative budget reduction of \$32M in 2021 ).

So what does that mean for transit and a fiscal cliff in 2024 potentially, it means we have enough funding to address full transit operational needs in terms of route implementation, salaries, Capital (including bus purchases), project development through to fiscal year 2024. This is "one-time" only funding and once those dollars are spent, we are back relying on tax levy and state operating assistance funding.

. The answer of course centers on Transit's budget and the two factors that feed into the potential "gap" we will see in 2024.

1. Ridership – if ridership remains low and does not rebound then we will continue to see impacts to passenger revenue. Currently, ridership is down 50% across the system.
2. Inflationary cost increases are offset by "one-time" dollars obtained through federal funds sent to help transit agencies work through the pandemic crisis. While these pandemic subsidies help in the short-term to address immediate operational needs, they do nothing to address our long-term structural concerns.
3. It really depends on how fast we spend the dollars and how fast cost goes up over the next 3 years, we project a potential \$20M gap in funding in 2024. This is all based on assumptions we and hopes that we can meet the challenge once we have spent all of the stimulus funding. I would like to walk you through the information we have pull together on our estimates and assumptions but all I can provide right now is my best guess.

Please let me know if I can provide further information.

**Donna Brown-Martin** | Director

Milwaukee County Department of Transportation

10320 W. Watertown Plank Road, Wauwatosa 53226

(414) 257-5987o. | (414) 551-9260c. |

[Donna.Brownmartin@milwaukeecountywi.gov](mailto:Donna.Brownmartin@milwaukeecountywi.gov)

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**From:** Brown, Shanin <Shanin.Brown@milwaukeecountywi.gov>  
**Sent:** Thursday, October 14, 2021 11:42 AM  
**To:** Brown-Martin, Donna <Donna.BrownMartin@milwaukeecountywi.gov>  
**Cc:** Esch, Julie <Julie.Esch@milwaukeecountywi.gov>; Haas, Jason <Jason.Haas@milwaukeecountywi.gov>; Rolland, Shawn <Shawn.Rolland@milwaukeecountywi.gov>; Jensen, Janelle <Janelle.Jensen@milwaukeecountywi.gov>; Bablitch, Kelly <Kelly.Bablitch@milwaukeecountywi.gov>; Meyers, Mary Jo <MaryJo.Meyers@milwaukeecountywi.gov>; Smith, Allyson <Allyson.Smith@milwaukeecountywi.gov>; Evans, Kelsey <Kelsey.Evans@milwaukeecountywi.gov>; Cady, Steve <Stephen.Cady@milwaukeecountywi.gov>  
**Subject:** Committee on Finance-Budget: October 13, 2021 Referral Request

Good morning-

The following request was made at the October 13, 2021, meeting of the Committee on Finance-Budget regarding Item 13, and is included on page 12 of the [Finance-Budget 10/13/21 Meeting Minutes](#).

**[Org. Unit 5800 Department of Transportation – Director’s Office]**

Supervisor Rolland requested information regarding the DOT fiscal cliff, specifically where the impacts may be.

If you require additional clarity, please contact the requesting Supervisor.

Video from the October 13, 2021, Budget meeting is available here: [Finance-Budget 10/13/21 Meeting Video-Item 13](#).

Please include me in your official response to this request for additional information. If you have already responded, please forward that response to me.

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Best,



**Shanin R. Brown** | Committee Coordinator  
Legislative Services Division, Office of the County Clerk  
901 North 9<sup>th</sup> Street, Room 105, Milwaukee, WI 53233  
(414) 278-4073 [county.milwaukee.gov](http://county.milwaukee.gov)

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-Committee on Finance  
-Pension Study Commission