



City of Milwaukee

City Hall
200 East Wells Street
Milwaukee, WI 53202

Meeting Minutes

FINANCE & PERSONNEL COMMITTEE

ALD. MARINA DIMITRIJEVIC, CHAIR

Ald. Peter Burgelis, Vice-Chair

Ald. Scott P. Spiker, Ald. Milele A. Coggs, and Ald. Sharlen P. Moore

**Staff Assistant, Chris Lee, 414-286-2232; Fax: 414-286-3456,
clee@milwaukee.gov**

**Legislative Liaison, Kathleen Brengosz, 414-286-3926,
kathleen.brengosz@milwauk**

Friday, October 17, 2025

9:00 AM

Room 301-B, City Hall

2026 BUDGET HEARINGS

Amended 10/16/25- Start time changed to 12 p.m. for "Assessor" & "Dept. of Employee Relations" under item 1. Please be apprised that less than 24 hours notice is being given because it is impractical to give the 24 hours' notice.

This is also a virtual meeting. Those wishing to view the proceedings are able to do so via the City Channel - Channel 25 on Spectrum Cable - or on the Internet at <http://city.milwaukee.gov/citychannel>

Meeting convened at 9:16 a.m.

Present 5 - Dimitrijevic, Burgelis, Spiker, Coggs, Moore

Also present:

*Nik Kovac, Budget Director
Kathy Brengosz, LRB Fiscal Planning Specialist
Keith Broadnax, LRB Manager
William Christianson, City Comptroller*

- 1. [250001](#)** Communication from the Mayor relating to the proposed 2026 budget.

Sponsors: THE CHAIR

-Port Milwaukee

*Appearing:
Angelique Pettigrew, Budget Office
Jackie Carter, DER Director (former Port Director)
Brian Kasprzyk, Management Civil Engineer - Sr.
Selena Cole, Finance & Admin. Officer
Benjamin Timm, Dept. of City Development*

An overview presentation on Port Milwaukee was given on the following topics: Budget Summary, Budget by Service, Positions & Salaries, Operating & Equipment Expenses, Special Funds, Revenues, Capital, Service Delivery Model, Department Demographics, Key Performance Measures, Service Uniformity, AI Technologies, Environmental Impact, Major Updates, (South Shore Cruise Dock, DeLong Agricultural Maritime Export Facility Phase 2), Update on 2025 Amendments, Community Engagement

There was discussion on revenues (tariff increase, cruise terminal), cruises (public transportation investment, public land leases (renewals, extensions, new leases, vacant parcels), debt service (DuLong project, revenue estimates), new cruise dock (marketing, new cruise lines, status on schedule and budget), railroad track investment (Jones Island, improvements, service more rail cars), cruise operations (tours), other port investments in other cities, Summerfest payment (police services), dock development (new tenants), port plans for 2026 (expansion of operations, storage investment, new opportunities and partners), new Port Director confirmation, capital projects (deferred maintenance, dock walls, capital asset plan)

Information requests were made as follows:

Additional information on new cruise line partner (Ald. Moore)

Information on Summerfest and police supplemental services fee (Ald. Coggs)

This Communication was NOT ACTED ON

-Election Commission

Appearing:

Tyler Calligaro, Budget Office

Paulina Gutierrez, Election Director

Maricha Harris, Election Deputy Director

An overview presentation on Election Commission was given on the following topics: 2026 Budget Summary, Salaries and Positions, Operating Expenses, Capital, Election Administration Overview, 2026 Major Updates, Milwaukee's New Normal, Key Performance Indicators, Election Comparisons, 2018 & 2022 General Elections, 2025 Accomplishments, I Voted Early Contest, Org Chart, Department Demographics, Service Uniformity, Budget Amendment Updates

There was discussion on early voting site building lease (interim, permanent), ballot machine replacements (modernizing), national environment challenges (executing elections fairly), addressing past issues (ballot shortages, revamp seasonal staffing, best practices from other cities, increasing ballots), express voting machines (investment, number of new machines, training, early voting), early voting sites, internships (expansion, local universities), Election Chief Inspectors feedback (survey, committee established), Water Tower polling location (parking issues with DNS), polling locations (audit, ADA and accessibility, curbside voting, challenges), volunteers (feedback survey, high school students), community engagement and collaborations (voter registration education, coalitions, community groups, civic engagement, Youth Council, schools, promoting elections, electronic technology and messaging, social media and website, local media, media toolkit, signage, use of the Library, grassroots organizers), key performance indicators (newly established data points), State law on election day voting locations (restricted to wards), AI technologies (open record requests, best practices from other cities), language access (translation, immigrant populations, Rohingya population, translation technologies), and fees and revenues

(open record requests, State statute restrictions, inability to accept grants).

Information requests were made as follows:

High school poll worker information (Ald. Coggs)

Engage the Youth Council on voting (Ald. Coggs)

National policy changes on executing elections (Ald. Coggs)

This Communication was NOT ACTED ON

12 P.M.

Meeting recessed at 12:01 p.m.

Meeting reconvened at 12:25 p.m.

-Assessor

Appearing:

Nathaniel Haack, Budget Office

Nicole Larsen, Assessment Commissioner

Ryan Ranker, Assessment Deputy Commissioner

Colin Williams, Real Estate Modeler

An overview presentation on the City Assessor was given on the following topics:

2026 Budget Summary, Salaries and Positions, Operating, Equipment and Special Funds, Special Purpose Accounts, Revenues, 2026 Budget by Service, Core Services, Service Delivery Model, Key Performance Indicators (Equalization Ratio, Objections Resolved by Board of Assessors), Major Updates, Property Tax Exemptions, Community Engagement, Department Demographics, Service Uniformity, Environmental Impact

There was discussion on property tax exemption, open book process, appraisals (new property types, mixed-use tax exempt properties, use of drones, ADUs), vacancies (impact on assessments and appraisals), appeals (factors for increase, commercial appeals, increase of online objections), property tax exemption requests (responses to request, denials, church submittals), public facing database (putting on Mobile app), and streetcar system impact on property tax assessment and market value.

Information requests were made as follows:

Breakdown data on property tax exemptions (Ald. Moore)

Data on mixed-use tax exempt properties (Ald. Burgelis)

This Communication was NOT ACTED ON

-Dept. of Employee Relations

Appearing:

Tyler Calligaro, Budget Office

Jackie Carter, DER Director

Kristin Urban, Human Resources Manager (Staffing)

Andrea Knickerbocker, Human Resources Manager (Compensation)

Molly King, Benefits Director

Katherine Holiday, Human Resources Compliance Officer

Kobena-Marcus Collins, Diversity Recruiter

An overview presentation on the Dept. of Employee Relations was given on the following topics:

2026 Budget Summary, Salaries and Positions, Operating & Equipment Expenses, Special Funds, Special Purpose Accounts (Miscellaneous), Special Purpose Worker's Compensation Account, Revenues, Detail: Healthcare SPA Spending, Org Chart, Department Operations and Responsibilities, Staffing Division, Job Evaluation Studies, Compensation Updates, Benefits Division Updates, Service Uniformity - HR Policies & Practices, Environmental Impact, Career Fair Tour, M3 Award

There was discussion on wage increases (2% across the board, consideration of a salary ceiling), FSA account, Healthy Rewards (incentives), recruitment strategy (schools, outreach, subject matter expert ambassadors), reclassifications (factors), internships, Mobile app inclusion, employee appreciation (training, Employee Resource Groups, elected officials participation), job listing promotion (career fairs, libraries, aldermanic collaboration), career counseling, health appraisals, job application (process, notifications), collaboration with Innovation Director (employee surveys, Workday efficiencies), Special Purpose Accounts (Employee Resource Group Fund, Alternative Transportation for City Employees, healthcare benefit accounts, FSA, unemployment compensation), vacancies (positions with high rates, mitigation approach), communication and coordination with independent HR departments (quarterly trainings, Workday consolidation), department heads, Fire and Police Commission collaboration and support, AI technology tools (market studies, Workday), healthy compensation plan (establishing a structure), 27th payroll funding reservation, and .management trainee program.

Information requests were made as follows:

Communication file on city employee diversity recruitment in Milwaukee schools (Ald. Spiker)

Listing of internship opportunities (Ald. Coggs)

Number of FSA participants (Ald. Burgelis)

Regular reporting of vacancy hotlist (Ald. Burgelis)

Breakdown of job evaluation studies on vacancy rates of similar title groups (Ald. Spiker)

Explanation of funding amount for 27th pay period reserve (Ald. Burgelis)

This Communication was NOT ACTED ON

A motion was made by ALD. BURGELIS that this Communication be HELD TO CALL OF THE CHAIR. This motion PREVAILED by the following vote:

Aye 5 - Dimitrijevic, Burgelis, Spiker, Coggs, and Moore

No 0

Meeting adjourned at 2:54 p.m.

**Chris Lee, Staff Assistant
Council Records Section
City Clerk's Office**

This meeting can be viewed in its entirety through the City's Legislative Research Center at <http://milwaukee.legistar.com/calendar>.

