

..Number
250924
..Version
PROPOSED SUBSTITUTE A
..Reference

..Sponsor
ALD. ZAMARRIPA

..Title
A substitute ordinance relating to mandatory cultural competence training for all city officials.

..Section
303-5-14-a-0 am
303-5-14-b am
303-5-14-c am

..Analysis
This ordinance amends the code to require city officials to complete cultural competency training as part of their mandatory ethics and harassment training.

..Body
The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 303-5-14-a-0, b and c of the code is amended to read:

303-5. Standard of Conduct.

14. ETHICS ~~[[and]]~~ >> ,<< HARASSMENT>> , AND CULTURAL COMPETENCE<< TRAINING REQUIRED.

a. Ethics ~~[[and]]~~ >> ,<< harassment >> , and cultural competence<< training provided by the department of employee relations or the department's designee shall be completed by:

b. Ethics ~~[[and]]~~ >> ,<< harassment >> , and cultural competence<< training shall be completed within 120 days of taking the oath of office and once every 4 years thereafter.

c. The requirements of this subsection shall not apply to any person identified in par. a who completed ethics ~~[[and]]~~ >> ,<< harassment >> , and cultural competence<< training following election or appointment to a different position within the previous year, except that such person shall still be subject to the once-every-4-years requirement of par. b.

Part 2. Within 60 days of passage of this ordinance, the department of employee relations shall submit a report to the common council describing the training curriculum, learning objectives, and proposed implementation schedule. The department shall not implement the cultural competence training required under s. 304-5-14 until the report has been received by the common council.

..LRB
APPROVED AS TO FORM

K. Broadnax

Legislative Reference Bureau
Date: October 8, 2025

..Attorney
IT IS OUR OPINION THAT THE ORDINANCE
IS LEGAL AND ENFORCEABLE

Office of the City Attorney
Date: _____

..Requestor

..Drafter
LRB181004-2
Addis Zewdie
10/07/2025