



# **Department of Compliance and Engagement**

Residents Preference Program  
2025 Annual Report

# 2025 Residents Preference Program (RPP) Annual Report

## Summary

As set forth in City of Milwaukee Code of Ordinances Chapter 355, the Department of Compliance and Engagement is responsible for monitoring Residents Preference Program (RPP) participation on private development projects that receive more than \$1 million of direct financial assistance from the City of Milwaukee. The direct financial assistance can include: land sales, grants and loans for brownfield remediation, tax incremental financing, and infrastructure improvements. Terms of the workforce and small business participation requirements are codified in a Human Resources Agreement between the Developer and the City.

Per the requirements of City of Milwaukee Code of Ordinances Chapter 355-7-3, the Department of Compliance and Engagement has compiled information regarding the efforts of developer recipients of City Tax Incremental Financing (TIF) in achieving workforce and small business participation requirements under Development and Human Resources Agreements.

## Completed Projects Subject to RPP Participation

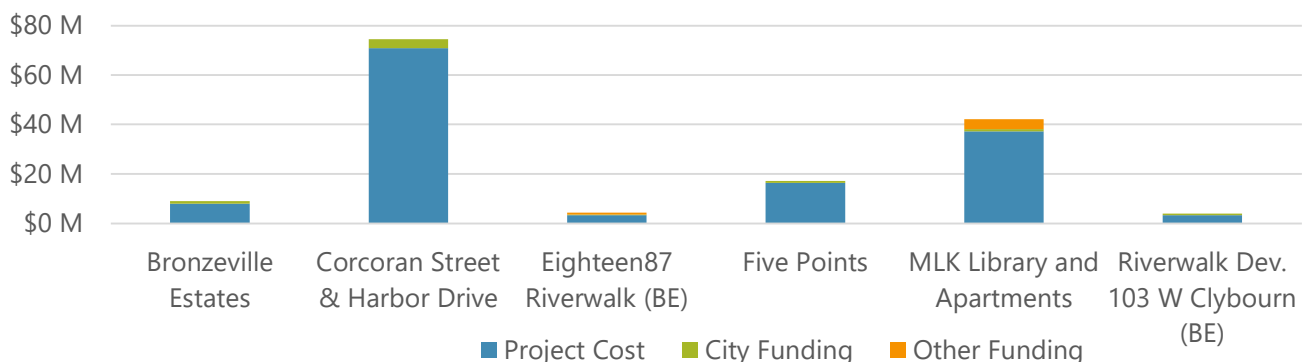
In 2025, six development projects subject to Ordinance Chapter 355 were completed. These projects received \$7,230,000 million of direct financial assistance from the City of Milwaukee and are summarized in Table 1 and Figure 1.

**Table 1: Projects Completed in 2025**

Project	Completion Date	Total Project Cost	City Funding	Other Funding
Bronzeville Estates – TID 59	03/31/25	\$8,000,000	\$1,000,000	N/A
Corcoran Street & Harbor Drive - TID 56	07/15/25	\$70,807,878	\$3,655,000	N/A
Eighteen87 Riverwalk (BE) - TID 79	10/10/25	\$3,301,930	\$253,000	\$835,000
Five Points – TID 114	09/30/25	\$16,353,800	\$737,000	N/A
MLK Library and Apartments – TID 112	09/30/25	\$37,208,000	\$915,000	\$4,000,000
Riverwalk Dev. 103 W Clybourn (BE) – TID 68 / 70	10/20/25	\$3,301,930	\$670,000	N/A
<b>Total</b>		<b>\$138,973,538</b>	<b>\$7,230,000</b>	<b>\$4,835,000*</b>

\*Other funding figures were not publicly available.

**Figure 1: Projects Completed in 2025 by Project Cost**



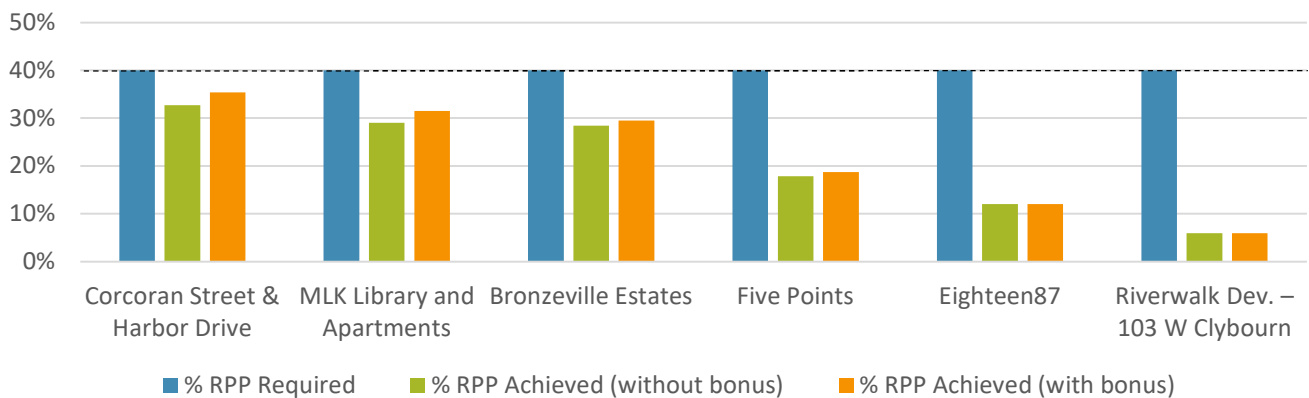
## RPP Participation

Projects meeting the \$1 million Tax Incremental Financing threshold are subject to a 40% RPP participation requirement. Table 2 and Figure 2 summarize the RPP achievement of each project, both including and excluding the bonus hours for labor from Special Impact Areas (SIA). Special Impact Areas are City of Milwaukee ZIP codes identified as economically disadvantaged based on poverty rates established by the U.S. Department of Housing and Urban Development (HUD).

**Table 2: RPP Requirements & Achievements**

Project	% RPP Required	% RPP Achieved (w/out bonus)	% RPP Achieved (w/bonus)	RPP Hours Worked	SIA Hours Worked
Bronzeville Estates	40%	28.4%	29.5%	7,360	1,874
Corcoran Street & Harbor Drive	40%	32.7%	35.4%	2,522	1,140
Eighteen87 Riverwalk (BE)	40%	12.0%	12.0%	748	408
Five Points	40%	17.8%	18.7%	5,857	1,669
MLK Library and Apartments	40%	29.0%	31.5%	34,732	13,743
Riverwalk Dev. 103 W Clybourn (BE)	40%	5.9%	5.9%	216	171
<b>Total</b>		<b>26.2%</b>	<b>27.6%</b>	<b>51,435</b>	<b>19,003</b>

**Figure 2: RPP Requirements & Achievements**



## Adjustments/Waivers

There were no RPP adjustments for projects closed during 2025 with an RPP participation requirement.

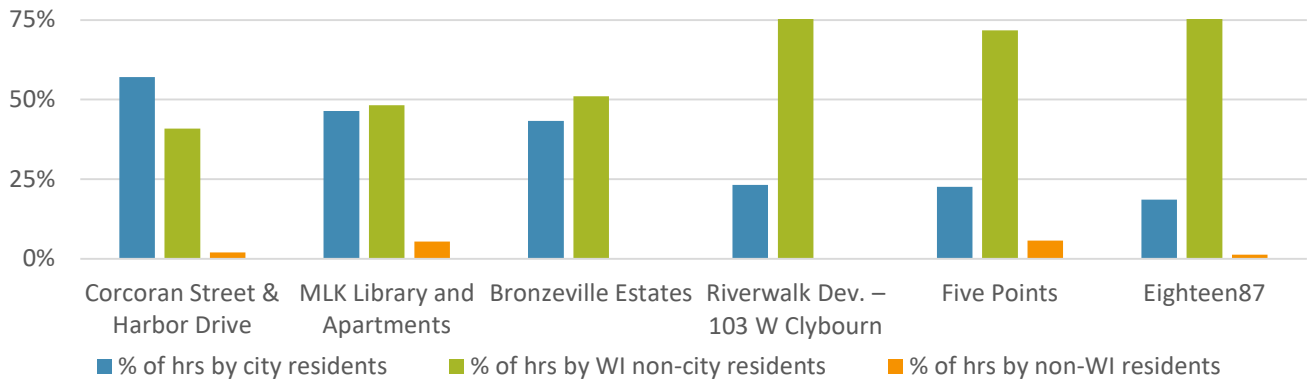
## Worker Residency

Table 3 and Figure 3 show worker participation by residency for workers that reside in the City of Milwaukee, the State of Wisconsin (excluding the City of Milwaukee), and outside Wisconsin.

**Table 3: Worker Participation by Residency**

Project	% of Hours by City of Milw. Residents	% of Hours by WI Non-City Residents	% of Hours by Non-WI Residents	% of Hours with Unknown Residency
Bronzeville Estates	43.3%	51.0%	0.2%	5.5%
Corcoran Street & Harbor Drive	57.1%	40.9%	2.0%	0%
Eighteen87 Riverwalk (BE)	18.6%	80.0%	1.3%	0%
Five Points	22.6%	71.7%	5.7%	0%
MLK Library and Apartments	46.4%	48.2%	5.4%	0%
Riverwalk Dev. 103 W Clybourn (BE)	23.2%	76.8%	0.0%	0%

**Figure 3: Worker Participation by Residency**



## RPP Worker Residency

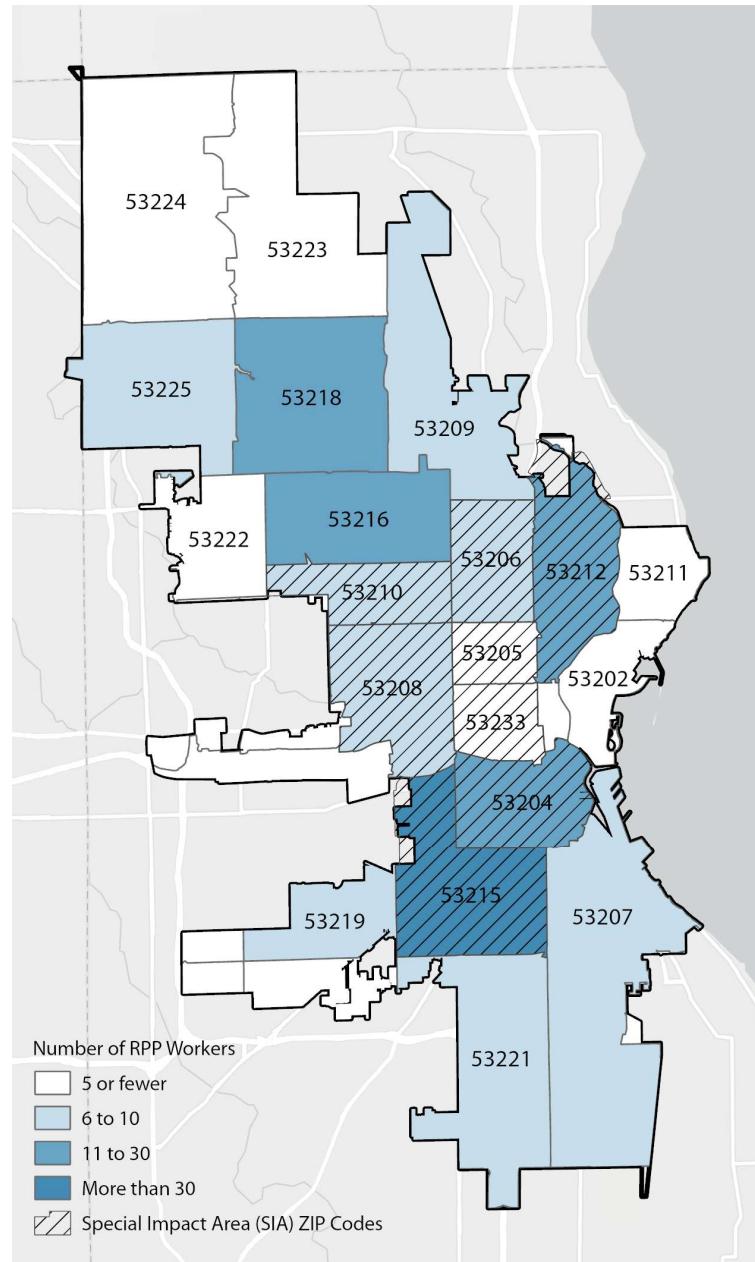
There were approximately 196 RPP-certified workers who worked on development projects that closed in 2025. A breakdown of RPP workers by ZIP code, race/ethnicity, gender, trade, wages, and apprentice/on-the-job trainee participation is provided on the following pages.

Table 4 and Figure 4 show the residence of RPP workers by ZIP code. The highest number of RPP workers live in ZIP code 53215. A small number of workers who moved during their employment on a project may be counted multiple times in the data.

**Table 4: RPP Workers by ZIP Code**

ZIP Code	# of RPP Workers	% of RPP Workers
53202	4	2.0%
53203	1	0.5%
53204	20	10.2%
53205	3	1.5%
53206	6	3.1%
53207	8	4.1%
53208	6	3.1%
53209	8	4.1%
53210	9	4.6%
53211	2	1.0%
53212	17	8.7%
53213	4	2.0%
53214	3	1.5%
53215	43	21.9%
53216	12	6.1%
53218	14	7.1%
53219	8	4.1%
53220	2	1.0%
53221	6	3.1%
53222	5	2.6%
53224	5	2.6%
53225	8	4.1%
53227	1	0.5%
53228	1	0.5%

**Figure 4: RPP Workers by ZIP Code**



## RPP Worker Demographics

Table 5 and Figure 5 show RPP worker participation by race/ethnicity. The largest proportion of RPP workers are Black or African American (33.2%), followed by Hispanic or Latino (30.6%).

**Table 5: RPP Worker Participation by Race/Ethnicity**

Race/Ethnicity	# of Workers	Percent
Black or African American	65	33.2%
Hispanic or Latino	60	30.6%
White	37	18.9%
Not Specified	28	14.3%
American Indian or Alaska Native	2	1.0%
Other	2	1.0%
Asian	1	0.5%
Two or more races	1	0.5%

**Figure 5: RPP Worker Participation by Race/Ethnicity**

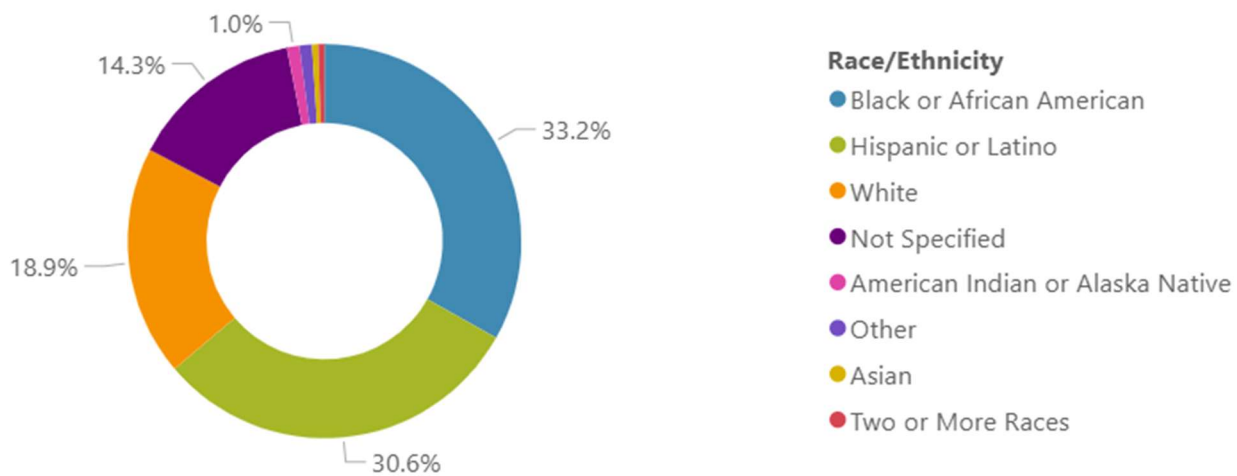


Table 6 and Figure 6 show RPP worker participation by gender. The overwhelming majority of RPP workers (94.9%) are male.

**Table 6: RPP Worker Participation by Gender**

Gender	Number of Workers	Percent
Male	186	94.9%
Female	10	5.1%

**Figure 6: RPP Worker Participation by Gender**

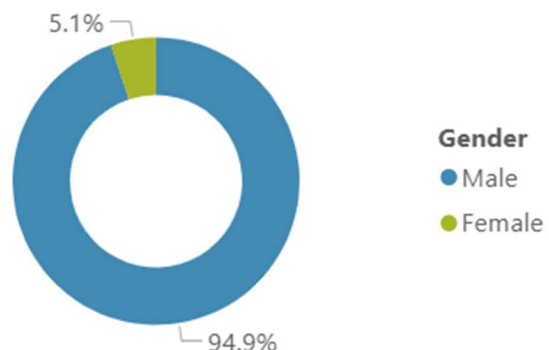


Table 7 and Figure 7 show RPP worker participation by trade for the ten most prevalent trades. Work performed by general laborers account for over half of all RPP hours worked.

**Table 7: RPP Worker Hours by Trade (10 Most Prevalent Trades)**

Trade	# of RPP Workers	# of RPP Hours	% of RPP Hours
Laborer	105	26,716	54.8%
Sheet Metal Worker	8	5,391	11.1%
Electrician	11	4,863	10.0%
Plumber	9	3,733	7.7%
Bricklayer, Blocklayer, or Stonemason	9	3,163	6.5%
Heavy Equipment Operator	18	1,328	2.7%
Fire Sprinkler Fitter	1	1,022	2.1%
Drywall Taper or Finisher	1	952	2.0%
Ironworker	19	916	1.9%
Carpenter	3	649	1.3%

**Figure 7: RPP Worker Hours by Trade (10 Most Prevalent Trades)**

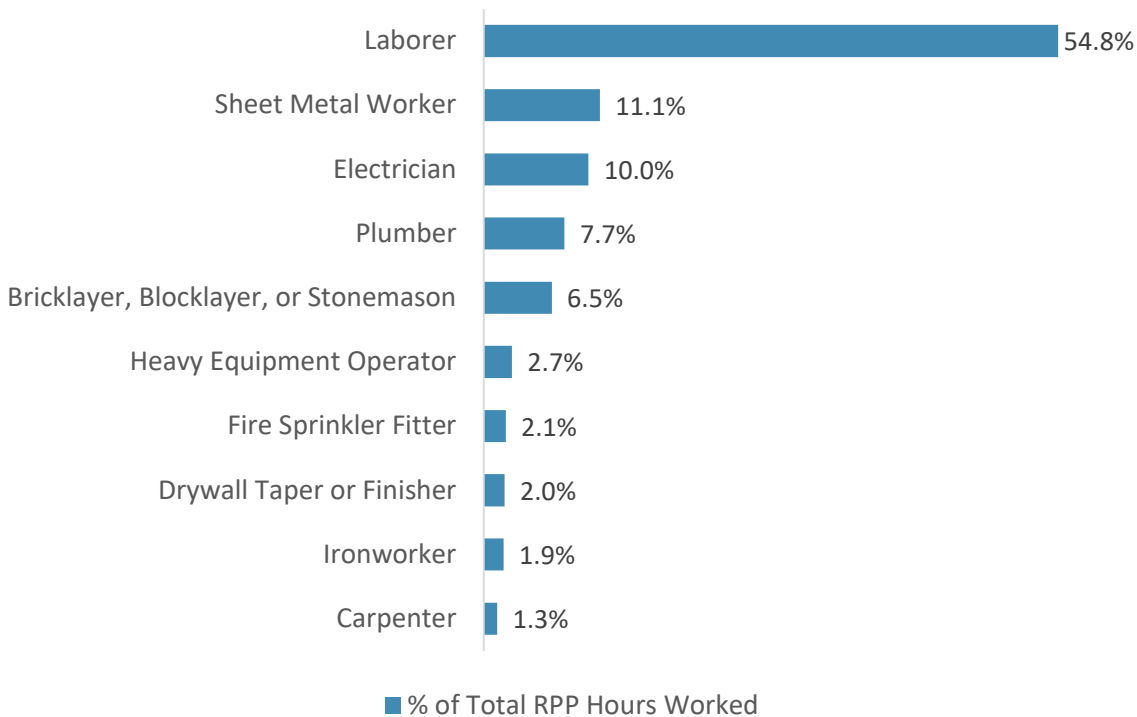
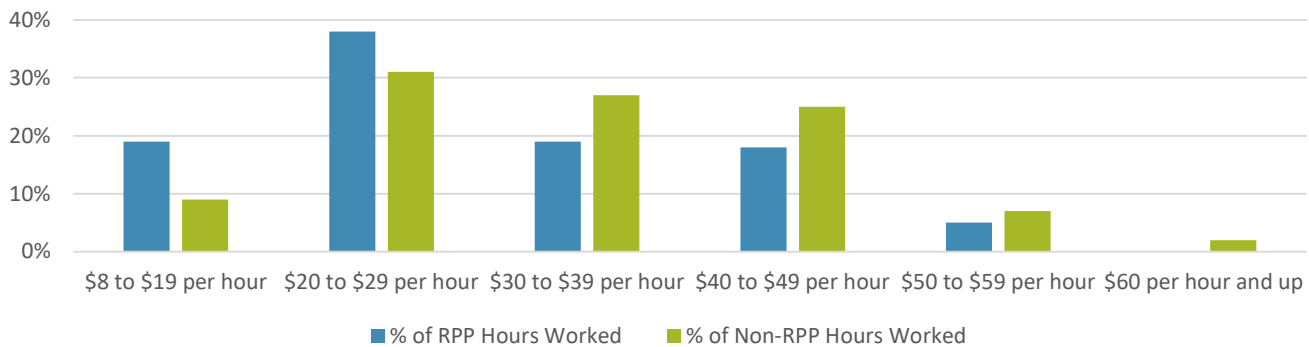


Table 8 and Figure 8 show the wage rates for RPP workers and Non-RPP workers who worked on projects completed in 2025.

**Table 8: Wage Rates (RPP workers vs. Non-RPP workers)**

Wage Rate	% of RPP Hours Worked	% of Non-RPP Hours Worked
\$8 to \$19 per hour	19%	9%
\$20 to \$29 per hour	38%	31%
\$30 to \$39 per hour	19%	27%
\$40 to \$49 per hour	18%	25%
\$50 to \$59 per hour	5%	7%
\$60 per hour and up	0%	2%

**Figure 8: Wage Rates (RPP workers vs. Non-RPP workers)**



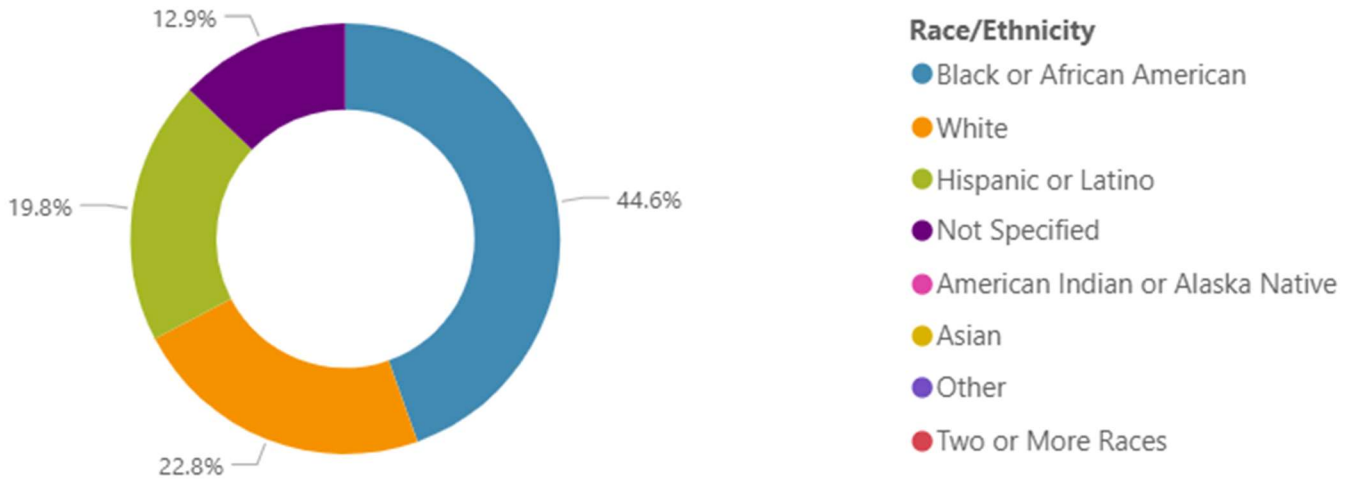
## RPP Apprenticeships and On-the-Job Training

For projects that closed in 2025, there was a total of 101 RPP apprentices and on-the-job trainees, 99% of which were male. Table 9 and Figure 9 show the breakdown of RPP apprentices and on-the-job trainees by race/ethnicity.

**Table 9: RPP Apprentices and On-the-Job Trainees by Race/Ethnicity**

Race/Ethnicity	Apprentices	Trainees	Apprentices & Trainees	% of Apprentices & Trainees
Black or African American	26	19	45	44.6%
White	19	4	23	22.8%
Hispanic or Latino	12	8	20	19.8%
Not Specified	0	13	13	12.9%
<b>Total</b>	<b>57</b>	<b>44</b>	<b>101</b>	<b>100%</b>

**Figure 9: RPP Apprentices and On-the-Job Trainees by Race/Ethnicity**



## New Hires

New hires were identified across all development projects that had activity during 2025, regardless of whether the projects closed in 2025. An individual was considered a new hire if they had a hire date between Jan. 1 and Dec. 31, 2025. There was a total of 107 RPP-certified new hires in 2025.

**Table 10: RPP New Hires by Gender**

Gender	Number	Percent
Male	95	88.8%
Female	12	11.2%
<b>Total</b>	<b>107</b>	<b>100%</b>

**Table 11: RPP New Hires by Race/Ethnicity**

Race/Ethnicity	Number	Percent
Black or African American	57	53.3%
Hispanic or Latino	36	33.6%
White	7	6.5%
Not Specified	5	4.7%
Two or More Races	2	1.9%
<b>Total</b>	<b>107</b>	<b>100%</b>

## Final Analysis and Recommendations

In summary, the Department of Compliance and Engagement saw six projects conclude during 2025. Combined RPP participation with bonus was 27.6%; with 36.9% of those RPP hours worked by individuals residing in Special Impact Area ZIP codes. The combined RPP rate for projects closed during 2025 was impacted by two Best Efforts projects, for which the 40% RPP requirement did not apply.

The City of Milwaukee is in need of ongoing, dedicated skilled trades training and employability programs. The RPP program can be improved by initiatives that increase minority and female participation as well as increased apprenticeship and on-the-job training participation. Strong efforts are underway to address these disparities, and while the full impact will take time to materialize, these actions represent important progress toward lasting improvement.