

**SPONSOR(S): ALD. DIMITRIJEVIC, BURGELIS, MOORE**

**AMENDMENT 1E**

DEPARTMENT(S)	EFFECT		
	BUDGET	TAX LEVY	TAX RATE PER \$1,000
DEPARTMENT OF ADMINISTRATION COMMON COUNCIL-CITY CLERK DEPARTMENT OF CITY DEVELOPMENT LIBRARY POLICE DEPARTMENT SPA-MISCELANEOUS CAPITAL IMPROVEMENTS	+\$5,931,716	+\$3,667,849	+\$0.083

**AMENDMENT INTENT**

This amendment will do the following:

Increase the raise for General City Employees by 1%	\$2,300,000
Increase the Residency Incentive from 3% to 4%	\$1,800,000
Increase funding for Sunday Hours at the Library	\$629,041
Increase funding for the Down Payment Assistance Program	\$800,000
Fund Eviction Free MKE	\$100,000
Create an Innovation District Special Fund	\$75,000
Employee Resource Group SPA	\$10,000
Safety and Civic Commission	\$100,000
Add one position of Policy and Administration Coordinator in CC-CC	\$82,677
Increase funding for the:	
Legislative Expense Fund	\$4,000
Hip Hop Week	\$ 30,000
Big Clean	\$ 150,000
Economic Development Committee Fund	\$ 20,000
MKE Community Excellence Fund	\$ 37,328
Purchase new cameras for Channel 25	\$103,867
<b>Total</b>	<b>\$6,241,913</b>

This amendment will be funded with the following reductions, new revenue:

Long Term Disability Insurance	\$50,000
Unemployment Compensation	\$50,000
Eliminate one Business Advocacy & Job Growth Liaison in DCD	\$130,000
Eliminate one position of Innovation Policy Analyst in DOA	\$82,677
New Revenue	
Water Works Property Insurance Payment	\$500,000
School Resource Officer indirect services and fringe benefits	\$560,000
Municipal Services Payment State Aid	\$1,100,000
<b>Total</b>	<b>\$2,472,677</b>

## **BACKGROUND**

### **Increase Raise for General City Employees**

1. The 2026 Proposed Budget includes a 2% raise for General City employees.
2. The amendment will provide funding to increase the raise by 1%, to 3%.

### **Residency Incentive**

1. As a result of Act 10, mandatory residency requirements were eliminated in 2013.
2. Common Council File Number 190099 was adopted on May 7, 2019. The resolution provided wage and salary incentives to employees who are, or who become, residents of the City of Milwaukee. The Department of Employee Relations was given the authority to create and implement pay administration practices consistent with the policy.
3. As of September 15, 2025, there were 3,858 general City employees, 75% of whom lived in the City.
4. This amendment will provide funding to increase the wages and salary City Residency Incentive for general city employees from 3% to 4.

### **Sunday Hours at the Library**

1. This amendment will fund Sunday hours at the Central, Good Hope and Tippecanoe locations effective January 1, 2026.
2. Two additional branch libraries will have Sunday hours beginning on July 1, 2026.
3. This amendment assumes the use of a new staffing model that will allow for more flexibility utilizing all patron-serving staff on a rotating basis at all Sunday locations.
4. This amendment adds a footnote directing the Library to report to the Common Council quarterly on metrics determined by the Council.

### **Down Payment Assistance (DPA)**

1. The Milwaukee Home Down Payment Assistance Program provides grants to help pay for down payment and closing costs for homebuyers. The program is administered in partnership with the City's home buying counseling agency partners; Housing Resources Inc., Acts Housing and United Community Center. Home ownership counseling is a condition of receiving a DPA grant.
2. DPA grants of \$5,000 are available city-wide. Grants of \$7,000 are available for home purchases in the CDBG area. To be eligible, a purchaser must have income that is less than 300% of the federal poverty guidelines, they must be a City resident and they must not have owned and occupied a home in the past three years.
3. The purchased property does not need to be City-owned.
4. Since 2021, the Down Payment Assistance Program has been funded with a variety of sources, including the closeout of tax incremental districts, American Rescue Plan Act (ARPA) funds, and general obligation borrowing.

5. The 2025 Budget included \$600,000 in the Partnerships in Affordable Ownership capital account, which provides funding for the Down Payment Assistance Program. The 2026 Proposed Budget includes \$600,000 of revenue from tax incremental district closeout for this capital account.
6. On October 15, 2024, Common Council File 240971 authorized \$200,000 of ARPA funding for the Down Payment Assistance Program.

### **Eviction Free MKE**

1. The Legal Aid Society of Milwaukee, a nonprofit founded in 1916, started its Eviction Free Milwaukee initiative in 2021 to provide a Right to Counsel for individuals facing eviction.
2. The Legal Aid Society reported in 2025 that it had prevented 3,654 “disruptive displacements” and counseled nearly 11,000 households through the Eviction Free Milwaukee initiative.
3. The Legal Aid Society calculated in 2025 that the city-wide fiscal and economic impact of Eviction Free Milwaukee at \$23,300,000 over the lifetime of the initiative.
4. In 2024, the Milwaukee Common Council allocated \$250,000 in American Rescue Plan Act funds for Eviction Free Milwaukee.

### **Innovation District Special Fund**

1. Common Council File Number 250660 was adopted on October 14, 2025. The file designated a portion of the Walker’s Point neighborhood and the surrounding areas as a Milwaukee Innovation District.
2. This amendment will establish a new special fund in the Common Council – City Clerk’s Office to provide \$75,000 of “start-up” funding for the newly-created Innovation District. Of the \$75,000, at least \$50,000 must be matched with private sector funding for Innovation District activities.
3. Funds could be used for marketing, office expenses, grants, etc. The intent is to provide a similar amount of “start-up” funding for newly created Innovation Districts in the following budget cycle.

### **Employee Resource Groups**

1. An Employee Resource Group (ERG) is an employee group that has been formally recognized by the City and has members who share a common background, focus area, set of interests and/or goals that fosters an environment of inclusion.
1. The City encourages the formation of ERGs to foster diversity, and encourage employees to share information, recognize achievements, and interact with fellow employees on an informal basis.
2. The City believes that ERGs can be instrumental in achieving one or more of the following goals:
  - a. Strengthen the City’s ability to recruit a diverse workforce.
  - b. Retain a workforce that reflects the demographics of our City.

- c. Help new employees succeed during the onboarding process.
  - d. Provide safe and supportive employee networks organized around shared characteristics or interest to help improve working relationships and create a more inclusive and attractive work environment.
  - e. Help identify gaps and opportunities in the talent acquisition and development process.
  - f. Provide opportunities for employee development, education, and training.
  - g. Create an open forum for exchange of ideas and provide a collective voice around shared issues and concerns.
3. The ERG Fund Special Purpose Account received \$5,000 in the 2024, 2025 and 2026 Proposed Budgets. Actual expenditures in 2024 were \$468.
  4. This amendment adds \$10,000 to the Employee Resource Group SPA.

### **Safety and Civic Commission**

1. The Safety and Civics Commission exists to investigate public safety and civics concerns and to advise the Mayor, the Common Council, the Police Department, and other City officials.
2. Section 320-28-5 of the Code of Ordinances requires the Police Department to provide administrative and professional support to the Commission. The Commission consists of up to 18 members and 10 non-voting advisors, and is required to submit three annual reports to the Common Council.
3. There is currently no funding source specifically designated for the Police Department's staffing of this Commission.
4. The Commission last met on October 14, 2025.

### **Common Council-City Clerk's Office**

1. The Legislative Expense Fund and Hip Hop Week are special funds in the Common Council-City Clerk's Office. This amendment will restore \$4,000 to the Legislative Expense Fund, which received no funding in the 2026 Proposed Budget. The amendment also adds \$30,000 to Hip Hop Week, bringing total funding to \$50,000 for 2026.
2. The 2026 Proposed Budget does not provide any funding for the Big Clean special fund. This amendment will fund the program with \$150,000.
3. The Economic Development Committee Fund and the MKE Excellence Fund are Special Purpose Accounts that are assigned to the Common Council-City Clerk. The Proposed 2026 Budget does not include any funding for the Economic Development Committee Fund. This amendment will provide \$20,000 to the Economic Development Committee SPA. The MKE Excellence Fund receives \$32,762 in the 2026 Proposed Budget. This amendment increases that amount by \$37,328.
4. The City Clerk's Office submitted a capital request for funding to replace failing camera equipment in City Hall Room 301B and the Common Council Chambers.

Channel 25 is the primary way the City publicly shares the deliberations of the Common Council and its standing committees. Recordings of these meetings are also a critical component to the City's recordkeeping and transparency efforts. The proposed project would purchase 4 permanent cameras for each room. This amendment provides \$103,867 in capital improvements funding for this project.

5. This amendment will add position authority and funding for one position of Policy and Administration Coordinator in the Common Council-City Clerk to support the Common Council's development of transformational policies and programs.

### **Innovation Policy Analyst**

1. The purpose of the Innovation Policy Analyst position in the Dept. of Administration is to work to close a significant City budget gap through innovation, efficiency, and revenue generation. The position will focus on using data analytics and artificial intelligence to enhance city operations and address fiscal challenges.
2. Key priorities for this position include: enhancing city revenues, driving efficiency and cost savings, implementing data analytics and AI, managing special projects, supporting strategic planning, monitoring and advising on external funding.
3. This amendment eliminates position authority and funding for the Innovation Policy Analyst position in the Dept. of Administration.
4. The position is currently filled.

### **Business Advocacy and Job Growth Liaison**

1. The 2026 Proposed Budget includes a new position of Business Advocacy and Job Growth Liaison in the Department of City Development. This position will work to increase economic opportunity by focusing on business and job creation. The position will be tasked with attracting new businesses, supporting existing ones, and addressing the city's budgetary challenges.
2. The position's priorities align with Milwaukee's broader 2026 strategic goals including: Job growth and retention, business advocacy and expansion, strategic guidance, stakeholder engagement, market intelligence, and budgetary responsibility.
3. The elimination of this position through this amendment will save \$130,000 in 2026 salary and wages.

### **Long Term Disability Insurance**

1. Long Term Disability Insurance was budgeted at \$750,000 in the 2024 Budget, with actual expenditures of \$890,141.
2. Long Term Disability Insurance was budgeted at \$855,000 in the 2025 Budget. The 2026 Proposed Budget includes \$950,000.
3. This amendment reduces the Long Term Disability Insurance SPA by \$50,000.

## **Unemployment Compensation**

1. The Unemployment Compensation Fund is used to reimburse the State of Wisconsin for unemployment benefits paid to former City employees. The City operates as a “reimbursable employer”. When a former City employee files for and is approved to receive unemployment, the Department of Workforce Development pays the weekly benefit to the individual. The City is then billed by the State for the cost of those benefits.
2. The Unemployment Compensation Fund received \$400,000 of funding in 2024, 2025 and in the 2026 Proposed Budget. Actual expenditures in 2024 were \$233,368.
3. This amendment reduces the Unemployment Compensation Fund SPA by \$50,000.

## **Newly Recognized Revenue Sources**

1. An increase in Water Works’ share of the premium for the City’s property insurance results in an additional \$500,000 to be recognized in the 2026 Budget.
1. Fringe benefits and indirect salary costs for School Resource Officers were not included in the revenue estimate for 2026. After consultation with the City Attorney, it was determined that fringe and indirect rates for SRO’s should be charged to MPS in order to comply with the court decision requiring all costs to be split between MPS and the City. This will result in an additional \$560,000 in revenue to be recognized in the 2026 Budget.
2. Corrections to the preliminary notice from the State Department of Administration regarding the City’s Municipal Services Payment will result in the recognition of \$1.1 million of additional revenue.

## **DISCUSSION**

1. This amendment will add \$4,100,000 to the **Wages Supplement Fund** to cover an additional 1% across the board raise for General City Employees and an increase of the City’s Residency Incentive, from 3% to 4%.
2. This amendment will add \$629,014 to the **Library’s operating budget** in 2026 to support Sunday hours. The full-year operating cost for 2027 is estimated to be \$900,000. It also **adds a footnote** directing the Library to report to the Common Council on usage and circulation as well as programming and promotional and engagement activities
3. This amendment will add \$800,000 of cash levy of funding to the Partnership in Affordable Ownership capital account in the Department of City Development to support the **Down Payment Assistance** Program.
4. This amendment will add \$103,867 **borrowing authority** to purchase new cameras for Channel 25.
5. This amendment will add position authority and funding of \$82,677 for one position of Policy and Administration Coordinator in the Common Council-City Clerk
6. This amendment will make the following changes to the Common Council-City Clerk departmental budget and Special Purpose Accounts:

- a. Add \$100,000 to **Other Operating Services** account to fund Eviction Free MKE.
  - b. Provides \$4,000 in funding for the **Legislative Expense Fund** special fund.
  - c. Increase funding for the **Hip Hop Week MKE** special fund by \$30,000.
  - d. Create a new **Innovation District** special fund and fund it with \$75,000.
  - e. Provide \$150,000 in funding for the **Big Clean** special fund.
  - f. Increase funding for **Economic Development Committee Fund SPA** by \$20,000.
  - g. Increase funding for the **MKE Community Excellence Fund SPA** by \$37,238.
7. This amendment will increase funding for the **Employee Resource Group** Special Purpose Account by \$10,000.
  8. This amendment will create a new **Safety and Civics Commission** special fund in the Police Department and fund it with \$100,000.
  9. This amendment will eliminate one position of **Innovation Policy Analyst** in the Department of Administration.
  10. This amendment will eliminate one position of **Business Advocacy and job Growth Liaison** in the Department of City Development.
  11. This amendment will reduce the **Long Term Disability Insurance** SPA by \$50,000.
  12. This amendment will reduce the **Unemployment Compensation Fund** SPA by \$50,000
  13. This amendment uses the following 3 newly-recognized sources of revenue:
    - a. A \$500,000 increase in the Water Works' share of **property insurance premium**.
    - b. A \$560,000 increase in **fringe benefits and indirect salary costs** for School Resource Officers reimbursed by Milwaukee Public Schools.
    - c. An increase of \$1,100,000 in the City's **Municipal Services Payment State Aid**.
  14. Costs for this amendment not funded by expenditure cuts, new borrowing or newly recognized revenue will be funded by the **tax levy**.

## **EFFECT**

1. The budget effect of this amendment is +\$5,931,716.
2. The tax-levy effect of this amendment is +\$3,667,849, for a tax-rate impact of \$0.083 per \$1,000 assessed valuation.

Prepared by: Kathleen Brengosz  
Legislative Reference Bureau  
Revised: October 30, 2025