

## Lee, Chris

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**From:** Gutierrez, Ana  
**Sent:** Friday, October 11, 2024 4:18 PM  
**To:** Reed, Mary; Karanja, Bernadette; Kampa, Keri  
**Cc:** Molina, Adriana; Rodriguez, Maria  
**Subject:** RE: OEI responses to the 2023 RPP Audit

Hello Mary,

Thank you for your quick responses. The findings are all fully remediated!

Happy Friday!

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**From:** Reed, Mary <mareed@milwaukee.gov>  
**Sent:** Friday, October 11, 2024 3:59 PM  
**To:** Gutierrez, Ana <alguti@milwaukee.gov>; Karanja, Bernadette <B.Karanja@milwaukee.gov>; Kampa, Keri <kkamp@milwaukee.gov>  
**Cc:** Molina, Adriana <amolina@milwaukee.gov>; Rodriguez, Maria <mrodr@milwaukee.gov>  
**Subject:** RE: OEI responses to the 2023 RPP Audit

Good afternoon,  
Please see responses below...

**Mary Reed, Contract Compliance Officer**

City of Milwaukee | Office of Equity & Inclusion  
City Hall, Room 606 | 200 East Wells St | Milwaukee, WI 53202  
P: 414-286-8749 | C: 414-708-3319 | F: 414-286-8752 | W: [city.milwaukee.gov/OEI](http://city.milwaukee.gov/OEI)



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**From:** Gutierrez, Ana <[alguti@milwaukee.gov](mailto:alguti@milwaukee.gov)>  
**Sent:** Friday, October 11, 2024 3:01 PM  
**To:** Karanja, Bernadette <[B.Karanja@milwaukee.gov](mailto:B.Karanja@milwaukee.gov)>; Reed, Mary <[mareed@milwaukee.gov](mailto:mareed@milwaukee.gov)>; Kampa, Keri <[kkamp@milwaukee.gov](mailto:kkamp@milwaukee.gov)>  
**Cc:** Molina, Adriana <[amolina@milwaukee.gov](mailto:amolina@milwaukee.gov)>; Rodriguez, Maria <[mrodr@milwaukee.gov](mailto:mrodr@milwaukee.gov)>  
**Subject:** RE: OEI responses to the 2023 RPP Audit

Hello everyone,

Thank you for reaching out regarding the remediation of the findings. We reviewed the responses and it looks like your office was able to make a lot of progress! Below are some notes/questions for each finding:

Finding #1: The first part regarding monitoring apprenticeship and on-the-job requirements looks good. The second part about the first-source employment program monitoring, is there a database or process to communicate opportunities to residents? Or to refer developers RPP employees if they need to hire? **Yes. The Human Resources Agreement requires developers to utilize First Source Staffing agencies as a first source for both new and ongoing hiring efforts. We also include with the Human Resources Agreement a Community Advertising and Publication**

exhibit as well as a Community Chambers of Commerce contact sheet. In addition, we share First Source Staffing hiring event details with developers (sample flyer attached).

Snippet from the Human Resources Agreement:

**IV. FIRST SOURCE EMPLOYMENT REQUIREMENT**

A. DEVELOPER shall, in developing and constructing the PROJECT comply with the First Source Employment Utilization Requirement in MCO 355-11 by undertaking the following activities

1. Utilizing City's first-source employment program as the first source for recruitment and referral of applicants for new and replacement employment.

Finding #2: Do the contracts with developers state that the requirement is 25%? Or has that been added to new contracts? Yes. Per MCO 355-9-1-a1, the Human Resources Agreement states, *"One-quarter (25 percent) of the apprentices and on-the-job trainees required for the PROJECT as measured in worker hours, shall be unemployed or underemployed residents of the CITY."*

Snippet from the Human Resources Agreement:

E. Apprenticeship and On-The-Job Training Requirements: In accordance with section 10.02 of the MCO, DEVELOPER shall require its contractors and subcontractors on the PROJECT to employ apprentices and on-the-job trainees in the performance of all construction contracts and subcontractors on the PROJECT in accordance with the maximum ratio of apprentices to journeymen established by the Wisconsin Department of Workforce Development and in accordance with the following requirements:

1. **One-quarter** of the apprentices and on-the-job trainees required for the PROJECT as measured in worker hours, shall be unemployed or underemployed residents of the CITY. For every worker hour exceeding the requirements of this subsection, 1.5 hours shall be counted toward the 40% resident utilization requirement for the PROJECT.

Finding #3: The report looks good! All the reporting requirements are met and remediated. I was wondering since in the ordinance it says that the reports should be in coordination with DCD and DPW, will those reports also be presented at the ZND hearing? We have submitted our request to have our remediation responses heard at the 10/29 ZND and will allow the ZND Committee Staffer to instruct us as to whether we must coordinate with other departments.

Finding #5: Remediated.

Also, I wanted to note that the Audit of RPP is done every 3 years per MCO 355 and is planned to be done again in 2025 for the years 2022-2024. It will review the requirements in the ordinance again. We recommend that you document and update SOPs to reflect your new processes and programs.

Let me know if you have any questions. Have a good weekend!



**Ana Gutierrez**  
**Auditor**  
**Office of the Comptroller | Audit Division**  
**City Hall | Room 404**  
**(414) 286-5813**

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**From:** Karanja, Bernadette <[B.Karanja@milwaukee.gov](mailto:B.Karanja@milwaukee.gov)>  
**Sent:** Friday, October 11, 2024 12:33 PM  
**To:** Reed, Mary <[mareed@milwaukee.gov](mailto:mareed@milwaukee.gov)>; Kampa, Keri <[kkamp@milwaukee.gov](mailto:kkamp@milwaukee.gov)>; Gutierrez, Ana <[alguti@milwaukee.gov](mailto:alguti@milwaukee.gov)>  
**Cc:** Molina, Adriana <[amolina@milwaukee.gov](mailto:amolina@milwaukee.gov)>; Rodriguez, Maria <[mrodr@milwaukee.gov](mailto:mrodr@milwaukee.gov)>  
**Subject:** RE: OEI responses to the 2023 RPP Audit

Hello Mary and Maria,

Thank you for your meeting with Keri and the team at the Comptroller's Office.

Excellent work from CCO Mary Reed in ensuring Audit concerns were remediated.

Keri, we are planning to submit the 2023 RPP Report and the Remediation Report for a ZND Hearing in Q4.

Kindly let us know your thoughts.

Keri, we hired Ms. Maria Rodriguez to ensure future RPP operations are given the desired attention, and expanded to benefit more able and willing workers in our communities.

With Warm Regards and Respect,

Bernadette Karanja, B.Ed, MBA  
She/Her/Hers  
Chief Equity Officer - OEI  
City Hall, 6<sup>th</sup> Floor, Room 606  
200 East Wells Street  
Milwaukee, WI. 53202  
[bekara@milwaukee.gov](mailto:bekara@milwaukee.gov)  
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[joindcmke.com](http://joindcmke.com)



## Racism Has No Place in Civil Society

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**From:** Reed, Mary <[mareed@milwaukee.gov](mailto:mareed@milwaukee.gov)>  
**Sent:** Thursday, October 10, 2024 2:41 PM  
**To:** Kampa, Keri <[kkamp@milwaukee.gov](mailto:kkamp@milwaukee.gov)>; Gutierrez, Ana <[alguti@milwaukee.gov](mailto:alguti@milwaukee.gov)>  
**Cc:** Molina, Adriana <[amolina@milwaukee.gov](mailto:amolina@milwaukee.gov)>; Rodriguez, Maria <[mrodr@milwaukee.gov](mailto:mrodr@milwaukee.gov)>; Karanja, Bernadette <[B.Karanja@milwaukee.gov](mailto:B.Karanja@milwaukee.gov)>  
**Subject:** OEI responses to the 2023 RPP Audit

Good afternoon,

It was nice meeting with you all this afternoon. Attached please find responses to the remaining four RPP Audit findings. Feel free to reach out for more detail or clarification.

Please share confirmation when you all have closed out the findings as resolved.

Thank you,

**Mary Reed, Contract Compliance Officer**

City of Milwaukee | Office of Equity & Inclusion

City Hall, Room 606 | 200 East Wells St | Milwaukee, WI 53202

P: 414-286-8749 | C: 414-708-3319 | F: 414-286-8752 | W: [city.milwaukee.gov/OEI](http://city.milwaukee.gov/OEI)



-----Original Appointment-----

**From:** Kampa, Keri <[kkamp@milwaukee.gov](mailto:kkamp@milwaukee.gov)>  
**Sent:** Tuesday, October 8, 2024 2:59 PM  
**To:** Kampa, Keri; Reed, Mary; Gutierrez, Ana  
**Cc:** Molina, Adriana; Rodriguez, Maria; Karanja, Bernadette  
**Subject:** Discuss 2023 RPP Audit  
**When:** Thursday, October 10, 2024 1:30 PM-2:15 PM (UTC-06:00) Central Time (US & Canada).  
**Where:** Microsoft Teams Meeting

Hi Mary,

Please attend this meeting.

Thank you

Bernadette

-----Original Appointment-----

**From:** Kampa, Keri <[kkamp@milwaukee.gov](mailto:kkamp@milwaukee.gov)>

**Sent:** Wednesday, October 9, 2024 8:08 AM  
**To:** Kampa, Keri; Reed, Mary; Gutierrez, Ana  
**Cc:** Molina, Adriana; Rodriguez, Maria; Karanja, Bernadette  
**Subject:** Discuss 2023 RPP Audit  
**When:** Thursday, October 10, 2024 1:30 PM-2:15 PM (UTC-06:00) Central Time (US & Canada).  
**Where:** Microsoft Teams Meeting

Good morning,  
Just FYI, Maria and I have a meeting with the Comptroller's Office tomorrow afternoon to discuss the four remaining findings of the RPP Audit.

I am confident the items are all addressed, but want to review the remaining items to ensure our solutions meet the needs of the Audit.

Mary

-----Original Appointment-----

**From:** Kampa, Keri <[kkamp@milwaukee.gov](mailto:kkamp@milwaukee.gov)>  
**Sent:** Tuesday, October 8, 2024 2:59 PM  
**To:** Kampa, Keri; Reed, Mary; Gutierrez, Ana  
**Cc:** Molina, Adriana  
**Subject:** Discuss 2023 RPP Audit  
**When:** Thursday, October 10, 2024 1:30 PM-2:15 PM (UTC-06:00) Central Time (US & Canada).  
**Where:** Microsoft Teams Meeting

Hi Mary,

There are currently 4 findings from the 2023 audit that are in "open" status as of the audit follow-up we conducted earlier this year. Once again please feel free to adjust to your availability!



***Keri Kampa***  
Senior Auditor  
Office of the Comptroller | Audit Division  
City Hall | Room 404  
(414) 286-2347

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**Microsoft Teams** [Need help?](#)

[Join the meeting now](#)

Meeting ID: 250 164 412 129

Passcode: r92xN4

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For organizers: [Meeting options](#)

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