

## Lee, Chris

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**From:** Treasurer  
**Sent:** Wednesday, September 28, 2022 3:31 PM  
**To:** Lee, Chris; Norfolk, Tea  
**Subject:** RE: FP Chair Memo on 2023 Finance and Personnel Committee Department Budget Hearings

Please be advised that all of our managers and directors are working supervisors.

For example, the Revenue Collection Manager staffs a teller window and functions as a teller in addition to her supervisory duties. The Customer Services Manager takes telephone calls, works the customer service counter, processes tax payments, and answers correspondence in addition to his supervisory duties.

The same holds true for all of our managers and directors, my deputy included.

No one in this office merely supervises staff as their sole duty.



**SPENCER COGGS**  
City Treasurer

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**From:** Lee, Chris <[clee@milwaukee.gov](mailto:clee@milwaukee.gov)>  
**Sent:** Monday, September 26, 2022 2:16 PM  
**To:** Allen, Jerry (contact) <[jerry.allen@cmers.com](mailto:jerry.allen@cmers.com)>; Benson, Joshua <[jbenso@milwaukee.gov](mailto:jbenso@milwaukee.gov)>; Bohl, James <[jaboehl@milwaukee.gov](mailto:jaboehl@milwaukee.gov)>; Bowers, Bill <[bbower@milwaukee.gov](mailto:bbower@milwaukee.gov)>; Cleary, Beth <[bcleary@milwaukee.gov](mailto:bcleary@milwaukee.gov)>; Coggs, Spencer <[scoggs@milwaukee.gov](mailto:scoggs@milwaukee.gov)>; Cooney, Jim <[Jim.Cooney@milwaukee.gov](mailto:Jim.Cooney@milwaukee.gov)>; Crump, Lafayette <[Lafayette.Crump@milwaukee.gov](mailto:Lafayette.Crump@milwaukee.gov)>; DeFillips, Suzanne <[sdefil@milwaukee.gov](mailto:sdefil@milwaukee.gov)>; Donahue IV, Harper <[hdonahue@milwaukee.gov](mailto:hdonahue@milwaukee.gov)>; Edwards, Myra <[medwards@milwaukee.gov](mailto:medwards@milwaukee.gov)>; FINGER, CHERYL <[cfinger@milwaukee.gov](mailto:cfinger@milwaukee.gov)>; Fleck, Nicole <[nfleck@milwaukee.gov](mailto:nfleck@milwaukee.gov)>; Hamilton, Ashanti <[Ashanti.Hamilton2@milwaukee.gov](mailto:Ashanti.Hamilton2@milwaukee.gov)>; Henke, David A. <[dhenke@milwaukee.gov](mailto:dhenke@milwaukee.gov)>; Himle, Sheldyn <[shimle@milwaukee.gov](mailto:shimle@milwaukee.gov)>; Johnson, Joan <[JRJohns@milwaukee.gov](mailto:JRJohns@milwaukee.gov)>; Johnson, Kirsten <[Krjohns@milwaukee.gov](mailto:Krjohns@milwaukee.gov)>; Joos, Renee <[rjoos@milwaukee.gov](mailto:rjoos@milwaukee.gov)>; Kelsey, Rhonda <[Rhonda.Kelsey@milwaukee.gov](mailto:Rhonda.Kelsey@milwaukee.gov)>; Klajbor, Jim <[jklaib@milwaukee.gov](mailto:jklaib@milwaukee.gov)>; Kovac, Nik <[nikovac@milwaukee.gov](mailto:nikovac@milwaukee.gov)>; Kruschke, Jerrel <[jkrusc@milwaukee.gov](mailto:jkrusc@milwaukee.gov)>; Larsen, Nicole <[nilarse@milwaukee.gov](mailto:nilarse@milwaukee.gov)>; LIPSKI, AARON <[ALIPSK@milwaukee.gov](mailto:ALIPSK@milwaukee.gov)>; Mahan, Steven <[Steven.Mahan@milwaukee.gov](mailto:Steven.Mahan@milwaukee.gov)>; Meyer-Stearns, Jennifer <[jrmeyer@milwaukee.gov](mailto:jrmeyer@milwaukee.gov)>; Montgomery, Kimberly <[Kimberly.Montgomery@milwaukee.gov](mailto:Kimberly.Montgomery@milwaukee.gov)>; Norman, Jeffrey <[jnorma@milwaukee.gov](mailto:jnorma@milwaukee.gov)>; Owczarski, Jim <[jowcza@milwaukee.gov](mailto:jowcza@milwaukee.gov)>; Pauly, Patrick <[Patrick.W.Pauly@milwaukee.gov](mailto:Patrick.W.Pauly@milwaukee.gov)>; Roberts, Erica <[errober@milwaukee.gov](mailto:errober@milwaukee.gov)>; Robinson, Sharon <[srobins@milwaukee.gov](mailto:srobins@milwaukee.gov)>; Rodriguez, Danielle <[DRodri@milwaukee.gov](mailto:DRodri@milwaukee.gov)>; Sawa, Aycha <[asawa@milwaukee.gov](mailto:asawa@milwaukee.gov)>; Shambarger, Erick <[Eshamb@milwaukee.gov](mailto:Eshamb@milwaukee.gov)>; Spencer, Tearman <[tspencer@milwaukee.gov](mailto:tspencer@milwaukee.gov)>; Thomas, Dan <[dthoma@milwaukee.gov](mailto:dthoma@milwaukee.gov)>; Tindall-Schlicht, Adam <[adam.tindall.schlicht@milwaukee.gov](mailto:adam.tindall.schlicht@milwaukee.gov)>; Todd, Leon <[letodd@milwaukee.gov](mailto:letodd@milwaukee.gov)>; Woodall-Vogg, Claire <[cwooda@milwaukee.gov](mailto:cwooda@milwaukee.gov)>; Zelazny, Dana <[D.Zelazny@milwaukee.gov](mailto:D.Zelazny@milwaukee.gov)>; Zollicoffer, Ryan <[rzolli@milwaukee.gov](mailto:rzolli@milwaukee.gov)>; mpdchief <[mpdchief@milwaukee.gov](mailto:mpdchief@milwaukee.gov)>; DeSiato, Nicholas <[nidesi@milwaukee.gov](mailto:nidesi@milwaukee.gov)>; Farris, Todd <[tfarris@milwaukee.gov](mailto:tfarris@milwaukee.gov)>; Ohiku, Odalo <[oohiku@milwaukee.gov](mailto:oohiku@milwaukee.gov)>; McGowan, Yolanda <[ymcgowan@milwaukee.gov](mailto:ymcgowan@milwaukee.gov)>

**Cc:** Grote, Terri <[Terri.Grote@milwaukee.gov](mailto:Terri.Grote@milwaukee.gov)>; McHenry, Arlisia <[Arlisia.McHenry2@milwaukee.gov](mailto:Arlisia.McHenry2@milwaukee.gov)>; Byrne, Jennifer <[Jennifer.Byrne@milwaukee.gov](mailto:Jennifer.Byrne@milwaukee.gov)>; Coggs, Milele <[mcoggs@milwaukee.gov](mailto:mcoggs@milwaukee.gov)>; Dantzler, Akuwa <[adantzi@milwaukee.gov](mailto:adantzi@milwaukee.gov)>; Dimitrijevic, Marina <[Marina@milwaukee.gov](mailto:Marina@milwaukee.gov)>; Doherty, Patricia <[pdoher@milwaukee.gov](mailto:pdoher@milwaukee.gov)>; Murphy, Michael (Alderman) <[mmurph@milwaukee.gov](mailto:mmurph@milwaukee.gov)>; Peterson, Todd <[t.peterson@milwaukee.gov](mailto:t.peterson@milwaukee.gov)>; Spiker, Scott <[Scott.Spiker@milwaukee.gov](mailto:Scott.Spiker@milwaukee.gov)>; Williams, Terri <[Terri.Williams@milwaukee.gov](mailto:Terri.Williams@milwaukee.gov)>; Zamarripa, JoCasta <[JoCasta@milwaukee.gov](mailto:JoCasta@milwaukee.gov)>; Fowler, Andrea <[anfowler@milwaukee.gov](mailto:anfowler@milwaukee.gov)>; Ivy, Crystal <[civy@milwaukee.gov](mailto:civy@milwaukee.gov)>; King, Molly <[mcking@milwaukee.gov](mailto:mcking@milwaukee.gov)>; Lavey, Mason N <[malavey@milwaukee.gov](mailto:malavey@milwaukee.gov)>; Osborn, Sarah <[sosborn@milwaukee.gov](mailto:sosborn@milwaukee.gov)>; Pearson, Eric <[Epears@milwaukee.gov](mailto:Epears@milwaukee.gov)>; Rynders, Bryan <[brynde@milwaukee.gov](mailto:brynde@milwaukee.gov)>; Brengosz, Kathleen <[Kathleen.Brengosz@milwaukee.gov](mailto:Kathleen.Brengosz@milwaukee.gov)>; Broadnax, Keith <[Keith.Broadnax@milwaukee.gov](mailto:Keith.Broadnax@milwaukee.gov)>; Cadle, Aaron <[acadle@milwaukee.gov](mailto:acadle@milwaukee.gov)>; Highley, Alex <[Alex.Highley@milwaukee.gov](mailto:Alex.Highley@milwaukee.gov)>; Hillard, Christopher <[Christopher.Hillard@milwaukee.gov](mailto:Christopher.Hillard@milwaukee.gov)>; Medhin, Ted <[tmedhi@milwaukee.gov](mailto:tmedhi@milwaukee.gov)>; Norfolk, Tea <[Tea.Norfolk@milwaukee.gov](mailto:Tea.Norfolk@milwaukee.gov)>; Osterman, Jeffrey <[joster@milwaukee.gov](mailto:joster@milwaukee.gov)>; Raasch, Gunnar <[Gunnar.Raasch@milwaukee.gov](mailto:Gunnar.Raasch@milwaukee.gov)>

**Subject:** FP Chair Memo on 2023 Finance and Personnel Committee Department Budget Hearings

**Importance:** High

Good afternoon Department Heads,

Please see attached an additional memo from the Finance and Personnel Committee Chair Ald. Marina Dimitrijevic on letterhead and as follows:

To: All Department Heads

From: Ald. Marina Dimitrijevic, Chair, Finance and Personnel Committee

Re: Effect of Proposed Budget Cuts on Departmental Supervisory Ratios

As we, collectively, prepare for our annual budget process, I want to thank all of you for the work you've done getting us this far. These are difficult times and your efforts are noted and appreciated.

One issue that my colleagues and I have been discussing is the effect proposed staffing reductions may have on the ratio of supervisors to those they supervise in your departments. My respect for front-line workers is a matter of record, and I think it is very important that we demonstrate to our co-workers and our citizens that whatever reductions we are deliberating are made in consideration of the work they do and the effect that their loss would have on our ability to deliver necessary services to the public.

With that in mind, please submit, in writing, for every area of your department in which reductions are contemplated, a current account of the ratio between supervisors and those supervised and what that ratio would be if the reductions were implemented. These may be submitted to both Chris Lee ([clee@milwaukee.gov](mailto:clee@milwaukee.gov)) and Tea Norfolk ([Tea.Norfolk@milwaukee.gov](mailto:Tea.Norfolk@milwaukee.gov)). At a minimum, I would ask that you be prepared to discuss these ratios at your budget hearing, but it would be better if these accounts could be had 24 hours in advance.

Should you have any questions, please do not hesitate to contact my office.