

**Lee, Chris**

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**From:** Norfolk, Tea  
**Sent:** Friday, October 20, 2023 4:08 PM  
**To:** Lee, Chris; Hillard, Christopher  
**Subject:** FW: DNS Budget hearing follow-up

FYI

**From:** Reed, Kristen <kreed@milwaukee.gov>  
**Sent:** Friday, October 20, 2023 4:07 PM  
**Cc:** Roberts, Erica <errober@milwaukee.gov>; Arroyo-Vega, Jezamil <javega@milwaukee.gov>; Rome, Tanz <trome@milwaukee.gov>  
**Subject:** DNS Budget hearing follow-up

Good afternoon Committee Members -

Please find the following information requested from the Department of Neighborhood Services during the October 12<sup>th</sup> budget hearing.

- Please find the attached DNS Climate and Equity slide
- How many illegal dumping citations have been paid?
  - In 2023, DNS has issued and successfully litigated \$5872.00 in citation fines, with three additional citations pending litigation.
  - \$20 has been paid in 2023 of the successfully litigated citation fines.
- Skilled Trades Staff and Vacancies
  - The Development Center and Construction Trades/Admin have seen the largest turnover in 2023.

2023 DNS Departures	
Resignations	18
Internal City Transfers	8
Internal DNS Promotions	8
Retirement	5
Internal DNS Demotions	3
Terminations	1
<b>Total</b>	<b>43</b>

2023 DNS Departures by Division	
Administration	3
Development Center	13
Commercial/Environmental Health	2
Neighborhood Improvement Project	3
Residential/Admin	7
Special Enforcement	3
Construction Trades/Admin	9
<b>Total</b>	<b>40</b>

- DER Exit Interview Data
  - A total of 19 departing DNS staff completed the DER exit interview in 2023

		Dept Totals	Male	%	Female	%
<b>Number of Staff Left DNS:</b>		19	9	47.4%	10	52.6%

Reason for Leaving	%					
Transfer to Other City Dept	5.26%	1	0		1	
Work Life Balance & Morale	31.58%	6	5		1	
Pay & Benefits	52.63%	10	3		7	
Relocation/Move	5.26%	1	0		1	
Personal Reasons	5.26%	1	1		1	
		19				

- Demolition/Deconstruction – What provisions in the code are making it difficult to hire contractors/get bids for demolition work?
  - Bonding and Insurance requirements (MCO 218.3). Wreckers and Movers insurance is extremely difficult to obtain; the bond requirements are very high.
  - The other challenge for applicants is to be able to meet all the requirements and specifications of the 67 page “general specifications” booklet. <https://city.milwaukee.gov/ImageLibrary/Groups/dnsAuthors/CondemnationSection/Bids/De molitionSiteClearanceGeneralSpecifications2020revision03312021.pdf>
- DER has provided the following timeline for hiring new Code Enforcement Inspectors within Commercial or Residential Code Enforcement. Ideally, DNS would prefer to have staff hired and in place before the implementation of the HACM inspection program to minimize impact of services to all constituents.

Process Step	Date
Announcement Posted	October 13, 2023
Application Deadline	November 3, 2023
Application Screen and Notice to candidates	November 10, 2023
Selection Process (DER Panel Interview)	November 27 - December 1, 2023
List Ready	December 5, 2023
Department Considerations	December 6 - December 19, 2023
Offer to allow two weeks' notice to a current employer	December 20, 2023
Start Date (beginning PP2, 2024)	January 7, 2024

Please let us know if you have additional questions or concerns.

Thank you –

**Kristen M. Reed**

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