



# City of Milwaukee

City Hall  
200 East Wells Street  
Milwaukee, WI 53202

## Meeting Minutes

### FINANCE & PERSONNEL COMMITTEE

*ALD. MARINA DIMITRIJEVIC, CHAIR*

*Ald. Scott P. Spiker, Vice-Chair*

*Ald. Peter Burgelis, Ald. Milele A. Coggs, and Ald. Sharlen P. Moore*

*Staff Assistant, Chris Lee, 414-286-2232; Fax: 414-286-3456,  
clee@milwaukee.gov*

*Legislative Liaison, Kathleen Brengosz, 414-286-3926,  
kathleen.brengosz@milwaukee.gov*

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Friday, October 18, 2024

9:00 AM

Room 301-B, City Hall

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#### 2025 BUDGET HEARINGS

This is also a virtual meeting. Those wishing to view the proceedings are able to do so via the City Channel - Channel 25 on Spectrum Cable - or on the Internet at <http://city.milwaukee.gov/citychannel>

Meeting convened at 9:12 a.m.

**Present** 5 - Dimitrijevic, Spiker, Burgelis, Coggs, Moore

**Also present:**

*Charles Roedel, Deputy Comptroller  
Nik Kovac, Budget Director  
Keith Broadnax, LRB Manager  
Kathy Brengosz, LRB Fiscal Planning Specialist*

1. [240001](#) Communication from the Mayor relating to the proposed 2025 budget.

**Sponsors:** THE CHAIR

*-Fire Department*

*Appearing:  
Angelique Pettigrew, Budget Office  
Chief Aaron Lipski, Fire Dept.  
Amanda Lewis, Business Finance Manager*

*Ms. Pettigrew and Fire Dept. representatives gave a Fire Department presentation on the following:*

*2025 Budget Summary, Positions & Salaries, Operating & Equipment Expenses, Special Funds, Services Delivered, Revenues, Capital Improvement, Mission Statement, How MFD Forwarded Racial Equity, Ongoing Efforts (to Improve Diversity, Equity, Inclusion & Belonging), Service Delivery, Impacts From Cuts,*

*Recovery/Collection of Fees, Climate & Equity Impacts (Current & Ongoing Efforts), MFD's Commitment to Community Engagement, Key Performance Measures, 2025 Budget Proposal, Annual Run Totals and Rigs In Service, Response Time Data Corrolates to the Complement of Apparatus, Org Chart, Accomplishments*

*Further details for this presentation can be found within the file.*

*Members and participants questioned and discussed pursuance of Ground Emergency Medical Transportation (GEMT) program funding, fire response, capital issues (apparatus, stations), BLS (subsidy payment, contracting, outlook, telehealth option, reducing calls, vendors), MORI (opioid settlement funding source), fire rig apparatus and alternative response vehicle deployment, SOP changes, FTE increases (placement of those positions, facilities (funding methodology, maintenance issues and repair), grant funding, staffing (retirements, recruitment, hiring, support services, hiring of women), collaboration with peer support services*

*Ald. Spiker requested for a breakdown of direct reports data under management positions, data on alternative response vehicle costs, breakdown on attrition for retirements and resignations, and data in comparison with other cities on the hiring of women.*

*Ald. Coggs requested for a list of SOP changes the Fire Chief has done since being given authority over them.*

**This Communication was NOT ACTED ON**

*-Fire and Police Commission*

*Appearing:*

*Shaketa Winters, Budget Office*

*Leon Todd, FPC Executiv Director*

*Nicole Fleck, FPC Deputy Director*

*Ryan Zollicoffer, Emergency Management Director*

*Ald. Mark Chambers, Jr., 2nd Ald. Dist.*

*Molly Kuether-Steele, FPC Staffing Services Manager*

*Bryan Rynders, Budget Office*

*Ms. Winters and FPC representatives gave a Fire & Police Commission presentation on the following:*

*2025 Budget Summary, Salaries and Positions, Operating & Equipment Expenses, Special Funds, Org Chart, Core Services, Department Demographics, Key Performance Indicators, 2025 Major Updates, Upcoming Classes & Recruitments, Emergency Management, Racial Equity & Inclusion, Milwaukee Police Department Recruits, Milwaukee Fire Department Recruits, Climate & Equity*

*Further details for this presentation can be found within the file.*

*Members and participants questioned and discussed cadet recruitment efforts and outreach (unique targeting, advertising mediums, bilingual translation, use of ambassadors, MPD recruitment, MFD recruitment, presence of uniformed personnel, branding, coordination), recruit classes goal and expectations, polic sworn vacancies, Act 12 (15% penalty), retention strategies, upcoming recruitment dates and timeline, academy training capacity, reduction in recruitment events, formal complaints (definition, resolution best practices, caseload, investigator capacity), measuring/assessing effectiveness of recruitment efforts, recruitment events (Girls*

*Day, Earn and Learn, Girl Scouts), recruitment in schools (MPS mainly, targeted ages, coordination with MPD and MFD), social media (utilization for recruitment, consideration of a consultant), pre-hiring background checks (disqualification criteria, marijuana use and illegal substances), residency (consideration of referral bonus), emergency communications (Wilborn contract, staffing level preference, emergency text alerts), 911 call system operational control (oversight, factors for delay), executive steering committee (consider formalizing, FPC board oversight), key performance indicators.*

*Ald. Burgelis requested data on costs associating with recruitment efforts.*

*Ald. Coggs requested for input results from recruit class applicants regarding the effectiveness of recruitment efforts within their applications or from surveys done.*

*Ald. Spiker requested for demographic data to include other ethnicities such as African and Middle Eastern, costs for Wilborn contract including option to extend, and LRB study on emergency communication staffing levels and costs from other cities.*

*Ald. Dimitrijevic requested for future key performance indicators to be more expansive, holistic, and subjective.*

**This Communication was NOT ACTED ON**

**A motion was made by ALD. SPIKER that this Communication be HELD TO CALL OF THE CHAIR. This motion PREVAILED by the following vote:**

**Aye** 5 - Dimitrijevic, Spiker, Burgelis, Coggs, and Moore

**No** 0

**Meeting adjourned at 12:31 p.m.**

**Chris Lee, Staff Assistant  
Council Records Section  
City Clerk's Office**

**This meeting can be viewed in its entirety through the City's Legislative Research Center at <http://milwaukee.legistar.com/calendar>.**