



OFFICE OF THE COUNTY EXECUTIVE

Chris Abele

MILWAUKEE COUNTY EXECUTIVE

DATE: November 14, 2011

TO: The Honorable County Board of Supervisors

FROM: Chris Abele, Milwaukee County Executive

SUBJECT: **PARTIAL VETO OF FILE NUMBER 11-426 (2012 BUDGET)**

Developing Milwaukee County's annual budget was unusually challenging for all of us this year. We faced a \$55 million gap as we looked towards 2012, including \$28 million in state funding cuts. This is a repeated pattern that has led to growing liabilities and forced continued cuts to services for years.

My primary goal in developing the 2012 budget was to erase this year's gap and to start to reverse the trend – paying down debt, reducing interest payments and putting the county in a position to start restoring services. Why am I aggressive about addressing our liabilities? Our debt service in 2012 is \$108 million. We don't have to string too many responsible budgets together to dramatically lower that number and be able to significantly restore services. To ignore this issue is to guarantee continued service cuts in the future and I know that's not acceptable to any of us.

I know the County Board has worked hard and spent countless hours reviewing my proposed budget. I also know we share many of the same goals, and I believe a number of your amendments improved the budget. I appreciate the board's work to address the Office of the Sheriff's failure to adequately address the responsibility for health care within corrections. I commend supervisors who worked hard to find creative ways to continue services without raising taxes.

I am vetoing the board's proposed \$6.25 million increase in the property tax levy next year. As you will see, the vetoes I am submitting generally focus on amendments that would raise taxes, impede reforms intended to increase efficiency and better outcomes, or limit needed flexibility in achieving shared goals. Higher taxes place more of a burden on the hundreds of thousands of County residents who are already in a tough economy, discourage businesses from locating or growing in Milwaukee County, and simply postpone needed efficiencies. I urge you to sustain these vetoes and work with me to address the County's issues without simply increasing the bill on the citizens we serve.

As you review my vetoes, it is important to recognize that the county's fiscal condition is of great concern. To help address the county's long-term solvency and future, my proposed budget created a program to begin to pay down debt. Reorganizations in my proposed budget would improve efficiency of county government, saving money and improving services. While we are all concerned about the

budget's immediate effect on residents in 2012, we must also build into this budget structural change to begin to address longstanding county financial issues for years to come.

I encourage you to review my vetoes in the spirit in which they were intended – a common goal of serving the residents of Milwaukee County by providing critical services, maintaining our quality of life and serving as responsible stewards of taxpayers' dollars. I have listened to board members in considering your amendments, and many of your concerns have been reflected in my decisions. I look forward to your final action on the 2012 budget and working together with you in the future to continue to improve Milwaukee County government for the benefit of its residents.

I have exercised my veto authority as follows:

**Veto # 1 - Emergency Medical Services Subsidy Funding**

**[Levy Change from Board Action: (\$722,527)]**

**Amendment 1A061 (1)**

This amendment restores \$1,500,000 for the payment of the Emergency Medical Services (EMS) subsidy to participating municipalities. The amendment creates a new distribution formula for the subsidy, and subsequently, requires the termination of all existing EMS contracts and negotiation of new contracts that contain the updated distribution formula. The amendment also requires that the EMS program provide increased educational opportunities through enhanced educational service delivery.

This amendment would increase the tax levy by \$1,500,000.

I am partially vetoing this amendment, agreeing to continue \$777,473 of the current subsidy for 2012 instead of my original proposal to end the entire \$3 million subsidy next year. It is in taxpayers' interest that this out-of-date and unwarranted subsidy for EMS services to the municipalities be eliminated. (The subsidy was in place to compensate municipalities when the county collected and kept payments from patients and insurers.) For several years now, the municipalities have been billing, collecting and keeping the payments directly without the involvement of the county, ending the need for such subsidies.

The municipalities have raised concerns about eliminating the subsidy in one year. I have listened to their concerns and will support continuing a portion of that subsidy in 2012, as a transition to ending the subsidy completely in 2013.

The budget will continue \$4.3 million in county tax levy funding to fund municipal EMS by paying for the infrastructure which makes the system nationally recognized, including the communications center, initial and on-going Paramedic training, medical oversight, hospital coordination, medical record maintenance, quality assurance, administration, a limited billing subsidy and selling medical supplies. This represents my strong support for municipal EMS services.

**Veto # 2 - Emergency Medical Services Subsidy Allocation**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A061 (2)**

This amendment restores \$1,500,000 for the payment of the Emergency Medical Services (EMS) subsidy to participating municipalities. The amendment creates a new distribution formula for the subsidy, and subsequently, requires the termination of all existing EMS contracts and negotiation of new contracts that contain the updated distribution formula. The amendment also requires that the EMS program provide increased educational opportunities through enhanced educational service delivery.

This amendment would increase the tax levy by \$1,500,000.

I am also vetoing the new allocation formula the board approved. The current formula, which was approved by the Intergovernmental Cooperation Council, must be maintained to keep the contract in effect. I do not believe it is appropriate for the Board to invalidate a contract and allocation formula that has been negotiated and agreed to by the individual municipalities.

**Veto # 3 - Inmate Medical and Mental Health Services**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A049**

This amendment denies the outsourcing of inmate medical and mental health services to a private vendor and instead restores all associated positions and expenditures within the Office of the Sheriff for the provision of these services. The amendment further requires a cross-departmental workgroup to review cost-effective service models sufficient to meet the terms and conditions of the Christensen Consent Decree Court Monitor, and to plan for the transition of these services to the Department of Health and Human Services at mid-year.

This amendment increases tax levy by \$1,320,531.

I am not vetoing the board's increase of \$1,320,531 in tax levy because I share the concerns of supervisors and others about the Office of the Sheriff's proposal for privatization. After the Office of the Sheriff proposed the privatization, I included it in my budget because the Office of the Sheriff reported that quality of care would not suffer. After I completed my proposed budget, I learned that the Christensen Decree's court monitor strongly opposed the change, saying the plan "was so unacceptable as to greatly increase the likelihood that the program would undergo further deterioration." I support the board in recognizing that the Sheriff has failed to adequately provide health care services and that a change is needed.

While I support the funding included in this amendment, I am vetoing portions of the amendment that dictate a strict timeline for directing that medical services be provided by the County Department of Health and Human Services. While I do not necessarily oppose that option, additional flexibility is needed to ensure that a careful strategic review of all options must first be undertaken before any solution is implemented. Until a detailed analysis with input from relevant parties is completed, it would be premature to establish such a rigid timeline. Because medical services are the statutory

responsibility of the Office of the Sheriff, that office has the responsibility to provide policymakers with detailed data about these services and must address questions about access to inmates, staffing levels, past practices, and additional information before a decision can be made on how to ensure medical services are adequately provided.

**Veto # 4 - Tactical Enforcement Unit/Park Patrol Program**  
**[Levy Change from Board Action: (\$1,551,991)]**  
**Amendment 1A048**

This amendment denies the abolishment of 25.0 FTE Deputy Sheriff 1 and 2.0 FTE Deputy Sheriff Sergeant positions in the Tactical Enforcement Unit (TEU)/Park Patrol program for a salary and fringe benefit increase of \$2,437,629. This amendment also denies the creation of 23.0 FTE Hourly Security positions for a salary and fringe benefit savings of \$885,636.

This amendment increases tax levy by \$1,551,991.

I am vetoing this amendment so that any wage and benefit concessions agreed to with the Deputy Sheriffs Association, and not an increase in tax levy, are used to restore a proportionate number of deputies. In my budget, I proposed creating Park Patrol positions that would result in significant taxpayer savings and offer the Office of the Sheriff the resources to deploy 1,000 more hours for this purpose, increasing the impact on public safety. I still oppose funding deputies for this purpose with tax levy. However, as also noted in my veto of Amendment 1A074, I do support using savings from deputy association wage and benefit concessions to restore as many deputy positions as the concessions fully fund and do believe that the TEU unit which provides Park Patrol should be the priority for restoration.

**Veto # 5 - Position Restoration in the Office of the Sheriff**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A074**

This amendment denies the abolishment of 27.0 FTE Deputy Sheriff 1 and 2.0 FTE Deputy Sheriff Sergeant positions within the Office of the Sheriff, and instead unfunds 27.0 FTE Deputy Sheriff 1 and 2.0 FTE Deputy Sheriff Sergeant positions. The amendment directs that upon reaching a new contract with the Deputy Sheriffs' Association, an undetermined number of these positions will be funded with savings derived from concessions included in the new contract. Funding of the positions would take place through separate action.

This amendment has no tax levy impact.

I am vetoing this amendment because wage and benefit concessions agreed to with the Deputy Sheriffs Association should be used to proportionately replace deputies for the TEU unit and park patrol functions rather than programs such as Community Relations and DOTS. This veto is consistent with the board's priority in recognizing the relative importance of such programs. As noted in my explanation of my veto of Amendment 1A048, I support using savings from concessions to restore a

proportionate number of deputies in the TEU unit which handles park patrol, rather than using these savings to fund less critical functions such as the DOTS program.

**Veto # 6 - Reorganization of Department of Transportation and Public Works**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A036**

This amendment organizationally restores all Transportation and Public Works division and sections back to the 2011 Adopted DTPW organizational structure with exceptions. The amendment maintains the newly created Department of Administrative Services – Economic Development Division which includes the former Department of Transportation and Public Works (DTPW) – Director’s Office sections of Economic Development and Real Estate. The amendment maintains funding for the Sustainability section but transfers it from the DAS-Facilities Management to the DTPW-Architecture, Engineering, & Environmental Services Division (A/E) as a section. Additionally, the amendment maintains that the A/E Division and the Transportation Division will remain as General Funds and denies the re-titling of the DTPW – Facilities Division Chief of Operations and Assistant Director of Facilities Management Operations positions.

This amendment also establishes that the Director of the DTPW will have budget authority within all departmental maintenance budgets, excluding the Airport Division’s maintenance related expenditure authority. County Department heads are directed to present a prioritized report of their maintenance needs to the DTPW – Director for review and action.

This amendment has no tax levy effect.

I am vetoing this amendment and restoring my original proposal in the 2012 Recommended Budget because this reorganization will benefit county taxpayers by consolidating related facilities functions, creating efficiencies and improving management of these important services. It logically places the related functions of facilities maintenance and budgeting, capital planning and architectural, engineering and environmental services together within the same department. Having these related facility centered functions together will assist our ability to make better decisions regarding deferred maintenance, capital improvements, and long term decisions about our facility management.

**Veto # 7 - Employee Wellness Program**  
**[Levy Change from Board Action: (\$434,663)]**  
**Amendment 1C006**

This amendment defines the specific criteria of the County’s wellness program including that participation include a health risk assessment with biometric screening, health coaching and quarterly follow-up contacts by health professionals. It defines the level of financial incentive for three groups: Participation – non tobacco user (credit of \$25/\$50); Participation – tobacco user (surcharge of \$10/\$20); Non-participation (surcharge of \$25/\$50). The amendment includes a reduction in expenditure authority for the wellness program of \$75,000, and a reduction in healthcare premium revenue of \$511,368 based on a July 1 implementation date. The amendment removes the involvement of the Employee Benefits Workgroup in the design of the wellness program.

This amendment increases tax levy by \$370,913.

While I strongly support a comprehensive wellness program, I am vetoing this amendment because I want the county, in consultation with experts and with benchmarking of other successful programs, to carefully develop a wellness program that will successfully improve employee health and reduce healthcare expenditures. While this proposal has some strong components, the details of such a program need to be carefully thought out and should not be developed in such a short time frame. I look forward to working with the board to take the time to develop a well thought out wellness plan that can be implemented fully in the future.

The amendment includes details, including surcharges for non-participation, without evidence of the research, analysis and benchmarking needed to improve the likelihood of success. In addition, this amendment devotes significant additional tax levy to a program when many other successful programs actually save money.

I believe more thought need to be applied to this important effort. We should keep our initial investment at \$625,000 for 2012 and spend the time needed to develop a program based on the success of other plans that have reduced costs and produced a healthier workforce with less sick time.

**Veto # 8 - Employee Healthcare Benefits**  
**[Levy Change from Board Action: (\$3,098,817)]**  
**Amendment 1C004**

This amendment modifies the employee family monthly premium contribution for health insurance from \$250 to \$170; the office visit copay from \$40 to \$30; and the annual out-of-pocket limit for preferred providers to \$2,500/\$5,000 from \$3,000/\$6,000. Employee Benefits staff are also directed to provide county employees and retirees with a detailed summary of the benefit changes and to make certain benefits previously eligible only under the HMO available under the PPO.

This amendment also reduces the appropriation for salary dollars countywide by \$1,750,000 and creates a contribution from the Debt Service Reserve of \$1,737,578. Department of Administrative Services staff are directed to provide a status of salary savings achieved through higher vacancy and turnover rates with quarterly financial reports.

The amendment decreases tax levy by \$388,761.

I am vetoing this amendment restoring my original proposal in the 2012 Recommended Budget because I feel my original proposed budget provides for health care benefits that are more consistent with what most workers receive.

**Veto # 9 - Workforce Development**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1B002 (1)**

The amendment denies the proposed policy in Org Unit 1933 Land Sales that directed that a maximum \$5,000,000 of land sale revenue (above the \$400,000 budgeted in Real Estate Services) be allocated to the Milwaukee County Economic Development Cooperation (MCEDC) for the purpose of providing financing to the Milwaukee County Revolving Loan Fund (MCRLF) as proposed in Project WO624 – Revolving Loan Fund. It also denies proposed policy that would have transferred land sale revenue received above the maximum amount allocated to MCEDC to the Debt Retirement Program rather than the Appropriation Contingencies. The amendment instead directs that \$2,000,000 in future land sale revenue (above the \$400,000 budgeted in Real Estate Services) finance Project WO624 – Workforce and Economic Development Fund as amended with remaining revenues being deposited into the Appropriation for Contingencies. Also, the amendment specifies that the Federal share of the Milwaukee School of Engineering (MSOE) land sale revenue will be placed in the debt service reserve.

This amendment changes the scope of Project WO624 – Revolving Loan Fund by denying the creation of the Milwaukee County Economic Development Cooperation (MCEDC) and the Milwaukee County Revolving Loan Fund (MCRLF). The amendment retitles the project “Workforce and Economic Development Fund” and creates a new scope of work that has two main components.

This amendment directs that the first \$1,000,000 of future land sale revenue beyond the \$400,000 retained by the Real Estate Services Section be obligated for the first component which includes the establishment of a new workforce development and training contract titled “Ready to Work”. Milwaukee County is directed to join a consortia consisting of Wisconsin Regional Training Partnership/Big Step, Milwaukee Area Technical College, Milwaukee Public Schools and local building and construction trades. The Directors of Economic Development, Transportation and Public Works, and Parks are to meet with Wisconsin Regional Training Partnership (WRTP)/Big Step and other partners as needed to develop the overview of the program. The County Board is to have final approval of the program.

This amendment also directs that after financing has been provided for the Ready to Work program, any additional land sale revenue up to \$1,000,000 be obligated for the second component of the project which includes the creation and funding of an Economic Development Fund. Any remaining land sale revenue is to be deposited into the Appropriation for Contingencies.

This amendment has no tax levy impact.

I am partially vetoing this amendment to create a more balanced and supportable approach to workforce development and small-business loans. I recognize the leadership that Milwaukee County should play in addressing high joblessness rates and commend the board for developing a thoughtful way to potentially use future land sale revenue toward this end. While I support the amendment's creation of a workforce development program, I believe that funding it at \$100,000 for 2012 instead \$1 million would be more prudent and give the County the opportunity to more gradually develop a successful program. I have met with Big Step Director Earl Buford and am confident that this initial funding of \$100,000 would create a significant and effective program. I also believe that this \$100,000 in workforce development funding should be made a priority over funding the economic development fund from future land sales.

**Veto # 10 – Economic Development Fund**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1B002 (2)**

The amendment denies the proposed policy in Org Unit 1933 Land Sales that directed that a maximum \$5,000,000 of land sale revenue (above the \$400,000 budgeted in Real Estate Services) be allocated to the Milwaukee County Economic Development Cooperation (MCEDC) for the purpose of providing financing to the Milwaukee County Revolving Loan Fund (MCRLF) as proposed in Project WO624 – Revolving Loan Fund. It also denies proposed policy that would have transferred land sale revenue received above the maximum amount allocated to MCEDC to the Debt Retirement Program rather than the Appropriation Contingencies. The amendment instead directs that \$2,000,000 in future land sale revenue (above the \$400,000 budgeted in Real Estate Services) finance Project WO624 – Workforce and Economic Development Fund as amended with remaining revenues being deposited into the Appropriation for Contingencies. Also, the amendment specifies that the Federal share of the Milwaukee School of Engineering (MSOE) land sale revenue will be placed in the debt service reserve.

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This amendment also directs that after financing has been provided for the Ready to Work program, any additional land sale revenue up to \$1,000,000 be obligated for the second component of the project which includes the creation and funding of an Economic Development Fund. Any remaining land sale revenue is to be deposited into the Appropriation for Contingencies.

This amendment has no tax levy impact.

I am also vetoing another section of this amendment so as to appropriate \$2 million to the Economic Development Fund. While I support future land sales being prioritized for workforce development (after the required \$400,000 is applied to real estate services), I continue to believe that a more robust economic development fund can have a strong positive impact on job creation and retention in Milwaukee County.

**Veto # 11 - Land Sales**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1B002 (3)**

The amendment denies the proposed policy in Org Unit 1933 Land Sales that directed that a maximum \$5,000,000 of land sale revenue (above the \$400,000 budgeted in Real Estate Services) be allocated to the Milwaukee County Economic Development Cooperation (MCEDC) for the purpose of providing financing to the Milwaukee County Revolving Loan Fund (MCRLF) as proposed in Project WO624 – Revolving Loan Fund. It also denies proposed policy that would have transferred land sale revenue received above the maximum amount allocated to MCEDC to the Debt Retirement Program rather than the Appropriation Contingencies. The amendment instead directs that \$2,000,000 in future land sale revenue (above the \$400,000 budgeted in Real Estate Services) finance Project WO624 – Workforce and Economic Development Fund as amended with remaining revenues being deposited into the Appropriation for Contingencies. Also, the amendment specifies that the Federal share of the Milwaukee School of Engineering (MSOE) land sale revenue will be placed in the debt service reserve.

This amendment changes the scope of Project WO624 – Revolving Loan Fund by denying the creation of the Milwaukee County Economic Development Cooperation (MCEDC) and the Milwaukee County Revolving Loan Fund (MCRLF). The amendment retitles the project “Workforce and Economic Development Fund” and creates a new scope of work that has two main components.

This amendment directs that the first \$1,000,000 of future land sale revenue beyond the \$400,000 retained by the Real Estate Services Section be obligated for the first component which includes the establishment of a new workforce development and training contract titled “Ready to Work”. Milwaukee County is directed to join a consortia consisting of Wisconsin Regional Training Partnership/Big Step, Milwaukee Area Technical College, Milwaukee Public Schools and local building and construction trades. The Directors of Economic Development, Transportation and Public Works, and Parks are to meet with Wisconsin Regional Training Partnership (WRTP)/Big Step and other partners as needed to develop the overview of the program. The County Board is to have final approval of the program.

This amendment also directs that after financing has been provided for the Ready to Work program, any additional land sale revenue up to \$1,000,000 be obligated for the second component of the project which includes the creation and funding of an Economic Development Fund. Any remaining land sale revenue is to be deposited into the Appropriation for Contingencies.

This amendment has no tax levy impact.

I am partially vetoing this amendment so that future land sale revenues, after \$400,000 is applied to real estate services, \$100,000 to workforce development and \$2 million to the economic development fund, would be devoted to the Debt Service Reserve rather than to the Contingency Fund. The county must begin to lower its debt levels so that more tax dollars go toward providing direct services.

**Veto # 12 - Policy Concerning the Awarding of Contracts over \$1,000,000**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A065**

This amendment directs that the Department of Administrative Services develop and implement a policy requiring that any department seeking County Board approval for a contract over \$1 million include a chart that compares the specific factors for which the winning firm was chosen to the other firms participating in the process.

This amendment has no tax levy impact.

I am vetoing this amendment to preserve current level of independence and objectivity used in approving vendors for major county contracts. Currently, professional, non-political staff review and rank proposals based on objective criteria and recommend contracts for approval by the County Board. This process, to some extent, insulates political entities from the evaluation of vendors, preventing the appearance and potential reality of political influence.

The amendment I am vetoing would insert the County Board unnecessarily and inappropriately into the evaluation process. Vetoing this amendment preserves the current level independence of the process and provides some of the objectivity and independence that taxpayers deserve.

**Veto # 13 - King and Kosciuszko Community Centers**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1B004**

This amendment adds expenditure authority and general obligation bond financing for Parks capital projects in the amount of \$2,000,000. The project scope consists of repairing portions of the heating, ventilation, and cooling systems (HVAC) at the King and Kosciuszko Community Centers.

This amendment increases expenditure authority and general obligation bonding by \$2,000,000.

I am vetoing this amendment because it ignores the county's process for considering and approving capital expenditures. Given the county's moratorium on new borrowing through 2012, it is especially important that all capital needs are considered through existing processes. Individual projects should not be approved in a vacuum through budget amendments.

**Veto # 14 - Detox Funding**  
**[Levy Change from Board Action: (\$200,000)]**  
**Amendment 1A055**

This amendment increases expenditures for Department of Health and Human Services – Behavioral Health Division during the shift from a medical model to a social model in detox services provided.

This amendment would increase the tax levy by \$200,000.

I am vetoing this amendment to reinstate BHD's proposed realignment of our detox services from a medical model to the more cost-effective but medically sound social model. BHD has been working with its contract vendor to restructure the detoxification contract to more closely align with the American Society of Addiction Medicine Patient Placement Criteria by expanding the social detoxification component. Doing so will enable BHD to reduce expenditures without reducing the number of individuals that can be safely and appropriately served in that setting. This proposed funding shift recognizes that the county currently is not using all the medical detox beds it has funded. Social detoxification provides supportive non-pharmacologic care. The primary difference with the approach in the budget is that patients will start in a social detox setting and only go to a medical detox when it is required; they will not automatically go into the medical detox setting which previously was the typical treatment track.

**Veto # 15 - Cultural Events Programming in Parks**  
**[Levy Change from Board Action: (\$50,000)]**  
**Amendment 1A004**

This amendment provides \$50,000 in expenditure authority for cultural programming in the Department of Parks, Recreation and Culture which was previously provided for through the Milwaukee County Fund for the Arts (CAMPAC).

This amendment increases tax levy by \$50,000.

I am vetoing this amendment because amendment 1C002 has restored the county's funding for the Milwaukee County Fund for the Arts (CAMPAC). Since I am supporting amendment 1C002 which already includes the \$50,000 in county support for parks cultural events programming, this amendment is duplicative and unnecessary.

**Veto # 16 - Estabrook Dam Trust Account**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A054**

This amendment requires that the Department of Administrative Services and the Department of Parks, Recreation and Culture establish a trust account for all future revenue received from leases with Hearst Corporation and Weigel Broadcasting. Use of the trust account funds would be limited to maintenance of the Estabrook Dam, improvements to the recreational access of the upstream areas of the river and other uses approved by the County Board. This amendment also directs that any lease amendments required by this action be submitted to the County Board by April 1, 2012 and that a final report be submitted by July 1, 2012.

This amendment has no tax levy impact.

I am vetoing this amendment because it would set a bad precedent by shifting revenue from a department's bottom line to a segregated trust account to be used to maintain a county asset. Moreover, because the dam's annual operating and maintenance costs are expected to be more than \$80,000, and because the annual revenue received from the tower leases is about \$50,000, the trust

account will not cover those costs. Furthermore, the amendment allows the use of the account for purposes other than dam maintenance.

**Veto # 17 - Parks Tax Levy**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A053**

This amendment instructs that the tax levy for the Department of Parks, Recreation and Culture from 2013 to 2016 shall not be less than the tax levy adopted for this department in the 2012 Adopted Budget.

This amendment has no tax levy impact.

I am vetoing this amendment because it unnecessarily attempts to tie the hands of the future County Board and County Executive for funding of one department. I share the Board's strong support of our award winning park system and am committed to maintaining funding in future years. However, the Board and Executive make their budget decisions annually, not four years in advance, so that they can analyze and act on changing circumstances, resources and needs. While our parks are one of the County's most popular assets, attempting to commit to future funding levels ignores the needs of other service recipients and the county's changing financial picture.

I believe it would be unwise to attempt to dictate a funding level for parks or any department beyond our one-year budget cycle. I also do not believe that such an action would be binding on a future board, which would likely be free to approve different budget levels.

**Veto # 18 - Legislative Workflow and Public Access Project**  
**[Levy Change from Board Action: (\$192,800)]**  
**Amendment 1B001**

This amendment denies the tax levy contribution for the Department of Human Resources – Employee Retirement System (ERS) Division, and instead increases revenue from the pension plan which the County will pay back to the pension plan over a ten-year period with eight-percent interest. This amendment also directs that the County's pension actuary to provide a report detailing the best practices for handling administrative expenses of the pension plan and the impact on the fund if the amortization period was shortened or eliminated.

This amendment also provides funding of \$192,800 for the Legislative Workflow and Public Access project. This funding will be used for the purchase and installation of a hosted video streaming solution as a component of the Milwaukee County legislative workflow product (Legistar), which will enable Milwaukee County citizens to access video and audio of live and archived County Board meetings.

This amendment decreases tax levy by \$57,200.

I am vetoing this amendment because it is more important that the county stop the wasteful practice of paying for retirement system expenses through borrowing at an 8% rate than buying video equipment to webcast County Board meetings. My proposed budget included \$250,000 in tax levy to end the practice of needlessly borrowing to pay for these retirement system expenses. Since 2000, the county has incurred \$5.8 million in unnecessary borrowing for this purpose, and it still owes principal on amounts borrowed in 2002. It would be fiscally irresponsible to continue borrowing at 8% for operational purposes in order to buy \$192,800 in technology services and equipment to to webcast board meetings.

**Veto # 19 - Mental Health Redesign and Community Resource Investment**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A011**

This amendment directs that any savings achieved in the Department of Health and Human Services (DHHS) – Behavioral Health Division (BHD) through facility closures or downsizing remain in the BHD budget for 2012. The amendment also instructs the DHHS Director to report to the Committee on Health and Human Needs and Finance and Audit requesting approval of any reprogramming of savings achieved through closures or downsizing rather than the proposed language, which provided that any savings achieved in the BHD budget would be reprogrammed for community initiatives if BHD was financially solvent.

This amendment has no tax levy impact.

I am vetoing this amendment because it fails to take advantage of BHD's administrative expertise and responsibility to best determine how to reallocate these resources and places the decision making with elected policymakers. I agree with the Board that savings from the downsizing or closure of inpatient units at the BHD facility should be retained for mental health services. However, mental health experts working for the county are in the best position to administer such changes under the approved policy of community resource investment.

**Veto # 20 - IT Director – Business Development**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A066**

This amendment abolishes 1.0 FTE IT Director – Business Development position.

This amendment would reduce tax levy by \$136,540.

I am vetoing this amendment because this position is needed to analyze current business processes, principles and practices of county departments and divisions. This position will benefit taxpayers by making recommendations to assist in determining which county business areas would most benefit from operational improvement. Milwaukee County should employ the sound practice of researching, modeling, implementation and evaluation of operational solutions, which is part of this position's job description. Eliminating this position would needlessly abolish a tool designed to improve operational effectiveness and ultimately save taxpayer dollars.

**Veto # 21 - Heat and Chilled Waterline Installation at County Grounds**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A077**

This amendment directs the Department of Transportation and Public Works (DTPW) – Real Estate Manager and the Milwaukee County Research Park Director to negotiate with the Wisconsin Department of Transportation (WisDOT) to include the installation of heat and chilled water facilities in Milwaukee County building located west of Highway 45 as replacement for steam and chilled water that is currently purchased from WE Energies. Replacement costs for these waterlines are to be recovered from WisDOT as part of the Zoo Interchange construction project.

The WE Energies steam and chilled waterlines (serving Milwaukee County facilities west of HWY 45) are to be abandoned, removed, or not replaced by the Zoo Interchange Project.

This amendment has no tax levy effect.

I am vetoing this amendment because I believe it would unnecessarily tie the hands of negotiators in reaching an agreement that is in the best interests of Milwaukee County. While I do not necessarily disagree with the actions proposed in the amendment, it is important to give our negotiators the flexibility to reach an agreement on this issue and to not impose a final offer outside the negotiation process. The suggested actions are appropriately the subject of negotiations, not a budget amendment.

**Veto # 22 - Position Actions at General Mitchell International Airport**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A022**

This amendment creates 1.0 FTE Assistant Airport Noise Program Manager position and 1.0 FTE Airport Noise Program Analyst position for the management of the noise abatement program for a salary and fringe benefit cost of \$167,076. These costs are partially offset by the abolishment of 2.0 FTE Noise Abatement Specialist positions for a salary and fringe benefit savings of \$151,740. This action results in a net expenditure increase of \$15,336.

This amendment also creates 1.0 FTE Airport Marketing & Public Relations Coordinator position for a salary and fringe benefit cost of \$104,742.

Total salary and fringe benefit costs related to the position actions increase \$120,078, which are offset by airport revenue.

This amendment has no tax levy effect.

I am vetoing this amendment because it calls for a reclassification without following the typical county process that includes analysis by the county's human resources division and recommendations from the board committees.

**Veto # 23 - Bus Safety Shields**  
**[Levy Change from Board Action: \$0]**  
**Amendment 1A039**

This amendment directs that driver safety shields shall be included in all new MCTS bus purchase specifications and that Milwaukee County seek grant funding for the installation of safety shields on existing transit fleet vehicles.

This amendment has no tax levy effect.

I am partially vetoing this amendment so that MCTS is able to complete its information gathering, analysis and recommendations on whether and how to use bus shields. MCTS has been getting input from operators and the union and expects to complete its review in early 2012, allowing MCTS to include shields in specs as early as June 2012 if MCTS and the county agree. I support the board's directive to now seek grant funding for shields but am partially vetoing that language so that we seek funding for shields that could be used on both new and existing buses.

**Veto # 24 Tax Levy**  
**[Levy Change from Board Action: (\$6,249,798)]**  
**File No. 11-426**

This amendment increases the property tax by **\$6,249,798** to **\$275,804,499**.

To reflect the vetoes above, I have vetoed Final 2012 Property Tax Levy for 2012 General County Purposes from \$275,804,499 to \$269,554,701, a decrease of \$6,249,798.



Chris Abele  
Milwaukee County Executive

**Veto No. 1 Emergency Medical Services (EMS) Subsidy Funding  
Amendment 1A061 (1)**

|    |  |  | <u>Org. Unit</u> | <u>Expenditures</u>                        | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u>                            |
|----|--|--|------------------|--|------------------------------|--|
|    |  | BEHAVIORAL HEALTH DIVISION   | 6300             |  |                              |  |
|    |  | Amend Org. Unit No. 6300 – Behavioral Health Division, as follows:<br><b>EMS Subsidy to Local Municipalities</b>   | <del>6300</del>  | <del>\$1,500,000</del><br><u>\$777,473</u> | \$0                          | <del>\$1,500,000</del><br><u>\$777,473</u> |
| CA |  | The EMS subsidy of <del>\$3,000,000</del> paid to specific Milwaukee County municipalities is eliminated <u>reduced by \$1,500,000 from \$3,000,000 to \$1,500,000 for 2012 \$771,687...</u> |                  |  |                              |  |
| CA |  | ...This amendment would increase tax levy by <del>\$1,500,000</del> <u>\$728,313</u> . (1A061)   |                  |  |                              |  |
|    |  | (Vote: 4-2) (Noes: Schmitt, Johnson). Approved by CB 15-4 (Noes: Borkowski, Johnson, Sanfelippo, Schmitt)  |                  |  |                              |  |

Veto No. 2 Emergency Medical Services (EMS) Subsidy Allocation  
 Amendment 1A061 (2)

|                        |  | <u>Org. Unit</u>        | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u>  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
|------------------------|--|-------------------------|---------------------|--------------------------|------------------|--------------|------------------|--------------------|--------------|------------------|------------------------|-------------|------------------|------------------|--------------|------------------|-----------------|--------------|------------------|-------------------|--------------|------------------|-------------------|--------------|------------------|------------------|--------------|------------------|--------------|--------------|--------------------|--|--|--|
|                        | BEHAVIORAL HEALTH DIVISION   | 6300                    |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
|                        | Amend Org. Unit No. 6300 – Behavioral Health Division, as follows:<br><b>EMS Subsidy to Local Municipalities</b>   |                         |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| CA                     | <del>... Under the terms set forth below, the distribution for the subsidy will be dispersed amongst participating municipalities, as follows:</del>   |                         |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| CA                     | <table border="1"> <thead> <tr> <th><u>Municipality</u></th> <th><u>Percentage</u></th> <th><u>2012 EMS Payment</u></th> </tr> </thead> <tbody> <tr> <td><u>Milwaukee</u></td> <td><u>48.3%</u></td> <td><u>\$725,000</u></td> </tr> <tr> <td><u>North Shore</u></td> <td><u>10.0%</u></td> <td><u>\$150,000</u></td> </tr> <tr> <td><u>South Milwaukee</u></td> <td><u>8.3%</u></td> <td><u>\$125,000</u></td> </tr> <tr> <td><u>Oak Creek</u></td> <td><u>6.67%</u></td> <td><u>\$100,000</u></td> </tr> <tr> <td><u>Franklin</u></td> <td><u>6.67%</u></td> <td><u>\$100,000</u></td> </tr> <tr> <td><u>Greenfield</u></td> <td><u>6.67%</u></td> <td><u>\$100,000</u></td> </tr> <tr> <td><u>West Allis</u></td> <td><u>6.67%</u></td> <td><u>\$100,000</u></td> </tr> <tr> <td><u>Wauwatosa</u></td> <td><u>6.67%</u></td> <td><u>\$100,000</u></td> </tr> <tr> <td><u>Total</u></td> <td><u>100%*</u></td> <td><u>\$1,500,000</u></td> </tr> </tbody> </table> | <u>Municipality</u>     | <u>Percentage</u>   | <u>2012 EMS Payment</u>  | <u>Milwaukee</u> | <u>48.3%</u> | <u>\$725,000</u> | <u>North Shore</u> | <u>10.0%</u> | <u>\$150,000</u> | <u>South Milwaukee</u> | <u>8.3%</u> | <u>\$125,000</u> | <u>Oak Creek</u> | <u>6.67%</u> | <u>\$100,000</u> | <u>Franklin</u> | <u>6.67%</u> | <u>\$100,000</u> | <u>Greenfield</u> | <u>6.67%</u> | <u>\$100,000</u> | <u>West Allis</u> | <u>6.67%</u> | <u>\$100,000</u> | <u>Wauwatosa</u> | <u>6.67%</u> | <u>\$100,000</u> | <u>Total</u> | <u>100%*</u> | <u>\$1,500,000</u> |  |  |  |
| <u>Municipality</u>    | <u>Percentage</u>  | <u>2012 EMS Payment</u> |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| <u>Milwaukee</u>       | <u>48.3%</u>   | <u>\$725,000</u>        |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| <u>North Shore</u>     | <u>10.0%</u>   | <u>\$150,000</u>        |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| <u>South Milwaukee</u> | <u>8.3%</u>  | <u>\$125,000</u>        |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| <u>Oak Creek</u>       | <u>6.67%</u>   | <u>\$100,000</u>        |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| <u>Franklin</u>        | <u>6.67%</u>   | <u>\$100,000</u>        |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| <u>Greenfield</u>      | <u>6.67%</u>   | <u>\$100,000</u>        |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| <u>West Allis</u>      | <u>6.67%</u>   | <u>\$100,000</u>        |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| <u>Wauwatosa</u>       | <u>6.67%</u>   | <u>\$100,000</u>        |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| <u>Total</u>           | <u>100%*</u>   | <u>\$1,500,000</u>      |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| CA                     | <del>*Percentages may not add up to exactly 100 percent due to rounding.</del>   |                         |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |
| CA                     | <del>Milwaukee County shall provide notice of termination of all EMS contracts with all municipalities upon final adoption of the 2012 Budget. The Director of the Milwaukee County EMS program is authorized to negotiate new EMS contracts for January 1, 2012 through December 31, 2012 with all municipalities with the same terms and conditions of the current agreements, except that any</del>   |                         |                     |                          |                  |              |                  |                    |              |                  |                        |             |                  |                  |              |                  |                 |              |                  |                   |              |                  |                   |              |                  |                  |              |                  |              |              |                    |  |  |  |

|  |  |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|--|---|------------------|---------------------|--------------------------|-----------------|
|  |  | <p><del>supplemental payment of tax levy funds under section 2.6.3 of the contract shall be distributed in accordance with the percentages set forth above. In the event a municipality will not agree to this revised distribution percentage provision, the EMS Director is authorized to negotiate a new agreement with that municipality containing all other provisions of the current agreement, but providing for no supplemental payment of tax levy funds to that municipality. The 2012 EMS payment set forth above related to that municipality shall be reallocated to the municipalities that do reach an agreement according to the same relative percentages set forth above.</del></p> <p>...</p> |                  |                     |                          |                 |

**Veto No. 3 Inmate Medical and Mental Health Services  
Amendment 1A049**

|    |  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|----|--|--|------------------|---------------------|------------------------------|-----------------|
|    |  | OFFICE OF THE SHERIFF & DEPARTMENT OF HEALTH & HUMAN SERVICES  | 4000<br>8000     |                     |                              |                 |
|    |  | Amend Org. Unit No. 4000 – <b>Office of the Sheriff to restore Inmate Medical and Mental Health Services and begin planning for a mid-year transfer of this function to Org. Unit 8000 Department of Health and Human Services. Contracting for inmate medical services is denied and funding is restored for all related expenditures and revenues, and for all positions in the inmate medical unit as reflected on page 4000-17, at a cost of \$1,320,531. The following amended language is added to both budgets.</b>   | 4000             | \$1,300,531         | (\$20,000)                   | \$1,320,531     |
| CA |  | <del>Outsource Mid-year transfer of Inmate Medical and Mental Health Services to the Department of Health and Human Services (\$640,919)</del>   | 8000             | <u>\$20,000</u>     | <u>\$20,000</u>              | <u>\$0</u>      |
| CA |  | <del>Outsource Mid-year transfer of Inmate Medical and Mental Health Services to the Department of Health and Human Services (\$640,919)</del>   |                  | \$1,320,531         | \$0                          | \$1,320,531     |
| CA |  | <u>Inmate medical and mental health services will continue to be provided by the Medical Unit in the Office of the Sheriff for the first six months of 2012 while a transition plan is developed to transfer inmate medical and mental health services to the Department of Health and Human Services. A transition planning work group, consisting of staff from DHHS, the Sheriff's Office, DAS, and Corporation Counsel, with input from the Christensen Medical Monitor, will convene in January 2012 to review and evaluate all related factors to efficiently and cost-effectively provide these services at a level consistent with the requirements of the Christensen Consent Decree. Monthly status Reports will be provided by the work group</u> |                  |                     |                              |                 |

|  |                               |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|-------------------------------|--|------------------|---------------------|--------------------------|-----------------|
|  | <p>CA</p> <p>CA</p> <p>CA</p> | <p><u>beginning in March 2012 to the Committees on Health and Human Needs and Judiciary, with final transition plan recommendations to be presented in June 2012 for County Board approval. Upon transfer DHHS will begin cross charging MCSO for these services.</u></p> <p>Inmate Medical and Mental Health Services are to be provided by a private contractor as requested by the Sheriff in 2012. The contractual cost, as requested by the Sheriff, is budgeted at \$11,815,159. County costs for outside medical services are reduced by \$300,000 to \$800,000 based on improved utilization review anticipated by the Sheriff. Actual costs in 2010 for outside medical services were \$1,094,696. In addition, there are the following remaining county costs included in the 2012 budget request: legacy costs of \$2,156,985, crosscharges of \$1,072,096 and revenue of \$40,000. All current positions in the Inmate Medical and Mental Health Services section are unfunded and will be replaced with contract staff (see position changes table for detail).</p> <p>The Sheriff will submit the proposed contract to the County Board and County Executive for review and approval per County ordinance. If the resources requested and provided are not adequate to provide inmate medical and mental health services in a quality manner and in compliance with the terms of the Christiansen Consent Decree, or are not adequate to fund the resulting unemployment compensation costs, the Office of the Sheriff will identify and submit a plan to absorb the increased cost within its existing tax levy budget.</p> |                  |                     |                          |                 |

|   |                         |                      |                           | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
|---|-------------------------|----------------------|---------------------------|------------------|---------------------|--------------------------|-----------------|---|---------------|--------------|-----------------|-----------------|--------------|------------|--------------|--------------------------|--|---------------|---------------|---------------------------|-------------------------|---------------|---------------------------|-------------|--------------|----|----------------|--------------|--------------|--------------|----|---------|-------------|-------------|----|--------------------------------------|----------------------|----------------------|-----------------------|--|--|--|--|
| <table border="1"> <thead> <tr> <th>Account Area</th> <th>County Staff</th> <th>Out-Source</th> <th>Variance</th> </tr> </thead> <tbody> <tr> <td>Personal Services (legacy costs remain)</td> <td>\$ 12,726,985</td> <td>\$ 2,156,985</td> <td>\$ (10,570,000)</td> </tr> <tr> <td>Outside Medical</td> <td>\$ 1,100,000</td> <td>\$ 800,000</td> <td>\$ (300,000)</td> </tr> <tr> <td>Medical Service Contract</td> <td></td> <td>\$ 11,815,150</td> <td>\$ 11,815,150</td> </tr> <tr> <td><del>Other Services</del></td> <td><del>\$ 1,200,950</del></td> <td><del>\$</del></td> <td><del>\$ (1,200,950)</del></td> </tr> <tr> <td>Commodities</td> <td>\$ 1,325,500</td> <td>\$</td> <td>\$ (1,325,500)</td> </tr> <tr> <td>Crosscharges</td> <td>\$ 1,072,086</td> <td>\$ 1,072,086</td> <td>\$</td> </tr> <tr> <td>Revenue</td> <td>\$ (40,000)</td> <td>\$ (40,000)</td> <td>\$</td> </tr> <tr> <td><b>TOTAL - 2012 Levy Requirement</b></td> <td><b>\$ 17,394,530</b></td> <td><b>\$ 15,804,230</b></td> <td><b>\$ (1,590,300)</b></td> </tr> </tbody> </table> |                         |                      |                           | Account Area     | County Staff        | Out-Source               | Variance        | Personal Services (legacy costs remain) | \$ 12,726,985 | \$ 2,156,985 | \$ (10,570,000) | Outside Medical | \$ 1,100,000 | \$ 800,000 | \$ (300,000) | Medical Service Contract |  | \$ 11,815,150 | \$ 11,815,150 | <del>Other Services</del> | <del>\$ 1,200,950</del> | <del>\$</del> | <del>\$ (1,200,950)</del> | Commodities | \$ 1,325,500 | \$ | \$ (1,325,500) | Crosscharges | \$ 1,072,086 | \$ 1,072,086 | \$ | Revenue | \$ (40,000) | \$ (40,000) | \$ | <b>TOTAL - 2012 Levy Requirement</b> | <b>\$ 17,394,530</b> | <b>\$ 15,804,230</b> | <b>\$ (1,590,300)</b> |  |  |  |  |
| Account Area  | County Staff            | Out-Source           | Variance                  |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
| Personal Services (legacy costs remain)   | \$ 12,726,985           | \$ 2,156,985         | \$ (10,570,000)           |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
| Outside Medical   | \$ 1,100,000            | \$ 800,000           | \$ (300,000)              |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
| Medical Service Contract  |                         | \$ 11,815,150        | \$ 11,815,150             |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
| <del>Other Services</del>   | <del>\$ 1,200,950</del> | <del>\$</del>        | <del>\$ (1,200,950)</del> |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
| Commodities   | \$ 1,325,500            | \$                   | \$ (1,325,500)            |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
| Crosscharges  | \$ 1,072,086            | \$ 1,072,086         | \$                        |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
| Revenue   | \$ (40,000)             | \$ (40,000)          | \$                        |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
| <b>TOTAL - 2012 Levy Requirement</b>  | <b>\$ 17,394,530</b>    | <b>\$ 15,804,230</b> | <b>\$ (1,590,300)</b>     |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |
| <p>This initiative results in a tax levy reduction of \$640,919. According to the Office of the Sheriff, utilizing existing County staff for this function would have required an additional \$1,590,300 in tax levy support in 2012.</p> <p><del>Effective July 1, 2012 or upon approval by the County Board of a transition plan, all positions and related expenditures and revenues are transferred to DHHS and abated out through a cross charge to the Office of the Sheriff.</del></p> <p>This amendment would increase tax levy by \$1,320,531. (1A049)</p> <p>(Vote: 6-0). Approved by CB 15-4 (Noes: Borkowski, Cesarz, Rice, Sanfelippo).</p>  |                         |                      |                           |                  |                     |                          |                 |   |               |              |                 |                 |              |            |              |                          |  |               |               |                           |                         |               |                           |             |              |    |                |              |              |              |    |         |             |             |    |                                      |                      |                      |                       |  |  |  |  |

**Veto No. 4 Tactical Enforcement Unit/Park Patrol Program  
Amendment 1A048**

|  |    |  | <u>Org. Unit</u> | <u>Expenditures</u>    | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u>        |
|--|----|--|------------------|------------------------|------------------------------|------------------------|
|  |    | <del>OFFICE OF THE SHERIFF</del>   | <del>4000</del>  |                        |                              |                        |
|  | CA | <p><del>Amend Org. Unit No. 4000 — Office of the Sheriff, by restoring 25 FTE Deputy Sheriff 1 and 2.0 FTE Deputy Sheriff Sergeant positions for the Tactical Enforcement Unit for a total salary and fringe cost of \$2,437,629 and denying the creation of 23 FTE hourly Tactical Enforcement /Park Patrol positions for a salary and fringe savings of \$885,638, for a net levy increase of \$1,551,991.</del></p> <p><del>This amendment would increase tax levy by \$1,551,991. (1A048)</del></p> <p><del>(Vote: 5-1) (No: Schmitt). Approved by CB 17-2 (Nees: Berkowski, Cosarz)</del></p> | <del>4000</del>  | <del>\$1,551,991</del> | <del>\$0</del>               | <del>\$1,551,991</del> |

**Veto No. 5 Position Authority in the Office of the Sheriff  
Amendment 1A074**

|    |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|----|---|------------------|---------------------|------------------------------|-----------------|
|    | OFFICE OF THE SHERIFF   | 4000             |                     |                              |                 |
| CA | Amend Org. Unit No. 4000 – Office of the Sheriff and <del>Org. Unit 1972 – Wage and Benefit Modifications</del> , to deny the abolishment of 27 Deputy Sheriff 1 and two Deputy Sheriff Sergeant positions and leaving those positions unfunded.  | 4000             | \$0                 | \$0                          | \$0             |
|    |   | <del>1972</del>  | <del>\$0</del>      | <del>\$0</del>               | <del>\$0</del>  |
| CA | In Org. Unit 4000 – Sheriff, <b>27 Deputy Sheriff 1 positions and two Deputy Sheriff Sergeant positions associated with the General Investigative Services Unit, the Drug Enforcement Unit, Booking/Release, Community Relations, and DOTS that are identified for abolishment are instead unfunded.</b>  |                  |                     |                              |                 |
| CA | <del>The savings associated with unfunding 27 Deputy Sheriff 1 positions and two Deputy Sheriff Sergeant positions are reflected in Org. Unit 1972 for illustrative purposes only.</del>  |                  |                     |                              |                 |
| CA | <del>Insert the following narrative in both Org. Unit 4000 and Org. Unit 1972:</del>  |                  |                     |                              |                 |
| CA | <del>Savings of \$2,621,761 associated with unfunding 27 Deputy Sheriff 1 positions (\$2,434,813) and two Deputy Sheriff Sergeant positions (\$186,948) in the General Investigative Services Unit, the Drug Enforcement Unit, Booking/Release, Community Relations, and DOTS are reflected in Org. Unit 1972 – Wage and Benefit Modifications for illustrative purposes to reflect savings from wage and benefit modifications achieved through a voluntary settlement agreement with the Deputy Sheriffs' Association that includes 2012. To the extent these savings</del> |                  |                     |                              |                 |

|  |  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|--|--|------------------|---------------------|--------------------------|-----------------|
|  |  | <p><b><u>are projected to be realized as a result of an executed agreement, a proportional number of positions will be authorized to be funded.</u></b></p> <p>This amendment has no tax levy effect. (1A074)</p> <p>(Vote: 5-0) (Exc. Mayo). Approved by CB 19-0.</p> |                  |                     |                          |                 |

Veto No. 6 Reorganization of Department of Transportation and Public Works  
Amendment 1A036

|    |  |   | <u>Org. Unit</u>   | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|----|--|---|--|---------------------|--------------------------|-----------------|
|    |  | <del>DEPARTMENT OF TRANSPORTATION AIRPORT, DEPARTMENT OF TRANSPORTATION TRANSPORTATION SERVICES, DEPARTMENT OF ADMINISTRATIVE SERVICES AE&amp;ES, DEPARTMENT OF TRANSPORTATION HIGHWAYS DIVISION, DEPARTMENT OF TRANSPORTATION FLEET MANAGEMENT, DEPARTMENT OF ADMINISTRATIVE SERVICES WATER UTILITY, DEPARTMENT OF ADMINISTRATIVE SERVICES FACILITIES MANAGEMENT, DEPARTMENT OF TRANSPORTATION DIRECTOR'S OFFICE</del> | <del>5040<br/>5070<br/>5080<br/>5100<br/>5300<br/>5500<br/>5700<br/>5800</del> |                     |                          |                 |
|    |  | <del>Amend Org. Unit Nos. 5040, 5070, 5080, 5100, 5300, 5500, 5700 &amp; 5800 DOT Airport, DOT Transportation Services, DAS AE&amp;ES, DOT Highway Division, DOT Fleet Management, DAS Water Utility, DAS Facilities Management, DOT Director's Office, as follows:</del>   | <del>5040</del>  |                     |                          |                 |
| CA |  | <del>Restore the DTPW division and section organization prior to the CEX-2012 budget and eliminate the DOT;</del>   |  |                     |                          |                 |
| CA |  | <del>Facilities Management reverts back to a DTPW division (DAS Facilities Management is eliminated as all the sections are reverted back to DTPW);</del>   |  |                     |                          |                 |
| EA |  | <del>The existing Chief of Operations position will not be re-titled to the Facilities Management Director position;</del>  |  |                     |                          |                 |
| CA |  | <del>The existing Assistant Director of Facilities Management Operations will not be re-titled to the Facilities Maintenance Manager position.</del>  |  |                     |                          |                 |

|               |    |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|---------------|----|--|------------------|---------------------|--------------------------|-----------------|
| <del>CA</del> | CA | <p><del>Architectural, Engineering &amp; Environmental Services reverts back to a DTPW division</del><br/> <del>A/E reverts back to a section under this division</del><br/> <del>E/S reverts back to a section under this division</del><br/> <del>MCAMLIS reverts back to a section under this division</del></p> <p><del>The newly created Sustainability Section is moved under A&amp;E</del></p>  |                  |                     |                          |                 |
|               | CA | <p><del>Water Utility reverts back to a division under DTPW</del></p>  |                  |                     |                          |                 |
|               | CA | <p><del>DAS Economic Development division remains with Real Estate as a section and Marketing as a section</del><br/> <del>*NOTE: Marketing is a "shell" with no exp/rev or tax levy budgeted for 2012</del></p>   |                  |                     |                          |                 |
|               | CA | <p><del>All DOT divisions are eliminated and revert back to DTPW as follows:</del></p> <ul style="list-style-type: none"> <li><del>➤ Director's Office</del></li> <li><del>➤ Airport</del></li> <li><del>➤ Fleet Management</del></li> <li><del>➤ Transit/Paratransit</del></li> <li><del>➤ DOT Highway division is eliminated:</del></li> <li><del>➤ Highway Maintenance reverts back to a division under DTPW</del></li> <li><del>➤ Transportation Services reverts back to a division under DTPW</del></li> </ul> |                  |                     |                          |                 |
|               | CA | <p><del>The Director, Department of Transportation, Public Works, &amp; Transit shall have budgetary authority over all departmental maintenance budgets, excluding General Mitchell International Airport. Additionally, department heads shall report their top maintenance priorities to the DTPW Director for review and action.</del></p>   |                  |                     |                          |                 |

|  |    |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|--|----|---|------------------|---------------------|------------------------------|-----------------|
|  | CA | <del>This amendment would have no tax levy effect. (1A036)<br/>Approved by GB 13-6 (Nees: Cesarz, DeBruin, Rico, Sanfolippe,<br/>Schmitt, Thomas)</del> |                  |                     |                              |                 |

**Veto No. 7 Employee Wellness Program  
Amendment 1C006**

|    |  |   | <u>Org. Unit</u>   | <u>Expenditures</u>                       | <u>Revenue<br/>or Bonds*</u>             | <u>Tax Levy</u>                           |
|----|--|---|--------------------|---|--|---|
|    |  | FRINGE BENEFITS & ALL DEPARTMENTS   | 1950               |   |  |   |
|    |  | Amend Org. Unit No. 1950 – Employee Fringe Benefits, to modify the Wellness Initiative, as follows:   | <del>1950</del>    | <del>(\$511,368)</del><br><u>(\$0)</u>    | <del>(\$511,368)</del><br><u>(\$0)</u>   | \$0                                       |
| CA |  | <b>Wellness Initiative.</b> The 2011 Adopted Budget included a provision to contract with United Health Care for a disease management program that focuses wellness efforts on individuals suffering from specific chronic health issues. For 2012, <b>the cost of Disease Management is assumed in the overall health care budget, while \$700,000 \$625,000 is budgeted for this initiative an improved wellness program, beginning July 1, as an investment in improving the health of employees to slow the long-term rate of health benefit cost increases.</b>  | All Other<br>Dept. | <del>\$436,368</del><br><u>(\$75,000)</u> | <del>\$65,455</del><br><u>(\$11,250)</u> | <del>\$370,913</del><br><u>(\$63,750)</u> |
| CA |  | <del>An RFP will be issued for a wellness program that includes a health risk assessment with biometric screening, health coaching and quarterly follow up contacts by health professionals. A contract proposal will be submitted for County Board approval no later than May 2012. Additionally, the Employee Benefits Division will work with the TPA to broaden the definition of preventative health services that can be accessed without an office visit co-pay, thereby incenting well checks. The wellness program will incentivize program participation. The Employee Benefits Workgroup is directed to design an improved wellness program that focuses on adherence as opposed to participation by providing monthly financial incentives for full participation in the program, and surcharges for non-participation or tobacco use to be credited against premiums, as shown in the following table.</del> |                    | <u>(\$75,000)</u>                         | <u>(\$445,913)</u><br><u>(\$11,250)</u>  | <u>\$370,913</u><br><u>(\$63,750)</u>     |



**Veto No. 8 Employee Healthcare Benefits  
Amendment 1C004**

|    |  |  | <u>Org. Unit</u>                   | <u>Expenditures</u>                                      | <u>Revenue<br/>or Bonds*</u>                       | <u>Tax Levy</u>  |
|----|--|--|------------------------------------|--|--|--|
|    |  | FRINGE BENEFITS, WAGE & BENEFIT MODIFICATION ACCOUNT &<br>GENERAL COUNTY DEBT SERVICE  | <del>1950</del><br>1972<br>9960    |  |  |  |
|    |  | Amend Org. Unit No. 1950 –Employee Fringe Benefits, Org. 1972<br>– Wage and Benefit Modification Account , Org. 9960 – General<br>County Debt Service and various departments, as follows:   | <del>1950</del><br>1972<br>9960    | <del>(\$2,060,160)</del><br>(\$1,750,000)<br>\$0         | <del>(\$2,060,160)</del><br>\$0<br>\$1,737,578     | \$0<br>(\$1,750,000)<br>(\$1,737,578)                    |
| CA |  | <del>Modify Org. 1950 – Employee Fringe Benefits as follows:</del>   |                                    |  |  |  |
| CA |  | <del>Decrease the proposed employee monthly premium for the family<br/>plan to \$170 from \$250.</del>   | <del>Various<br/>(All Dept.)</del> | <del>\$3,645,667<br/>(\$164,493)<br/>(\$1,750,000)</del> | <del>\$546,850<br/>\$224,268<br/>\$1,737,578</del> | <del>\$3,098,817<br/>(\$388,761)<br/>(\$3,487,578)</del> |
| CA |  | <del>Decrease the proposed office visit co-pay to \$30 from \$40.</del>  |                                    |  |  |  |
| CA |  | <del>Decrease the annual out-of-pocket limit for preferred providers to<br/>\$2,500 single, \$5,000 family, from \$3,000/\$6,000 respectively.</del>   |                                    |  |  |  |
|    |  | <b>Insert the following narrative language into Org. 1950 after<br/>“Plan Design Savings” and before “Domestic Partner<br/>Benefits” sections:</b>   |                                    |  |  |  |
|    |  | <u>An analysis by Cambridge Advisory Group and County staff in<br/>October 2011 indicated that employees/retirees are projected to<br/>pay approximately 12.6 percent of the total 2011 healthcare<br/>costs. Factoring in the new plan design changes,<br/>employees/retirees are expected to pay approximately 25.2<br/>percent of the total 2012 healthcare costs. This represents an</u> |                                    |  |  |  |

|  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|--|------------------|---------------------|--------------------------|-----------------|
|  | <p><u>increase of 100 percent.</u></p> <p><u>Employee Benefits staff shall prepare and distribute to employees and retirees a detailed summary of the plan changes so that covered members are educated about the higher out-of-pocket costs of the new plan design, especially those transitioning from the HMO. Benefits that were previously offered only through either the HMO or PPO option (e.g. gym membership credit and In vitro fertilization (IVF) coverage) shall be synched to be made available within the new PPO only plan option.</u></p> <p><b>Modify Org. 1972 – Wage and Benefit Modification Account as follows:</b></p> <p>Establish a wage and benefit expenditure reduction of \$1,750,000.</p> <p><b>Add the following narrative to Org. 1972 – Wage and Benefit Modification Account:</b></p> <p><u>In July 2011, the County Board Committee on Finance and Audit reviewed a report from the Department of Administrative Services (DAS) that the County had 727.5 FTE funded and vacant positions as of May 2011. It is expected that a significant number of extra vacancies will occur at the end of 2011 and the beginning of 2012 due to benefit modifications (i.e. no more eligibility for Medicare Part B reimbursement) that were approved earlier in 2011. To remain eligible for this benefit, employees must retire prior to January 1, 2012.</u></p> <p><u>In late October 2011, a Department of Administrative Services review showed nearly 800 active employees will be eligible to retire at the end of 2011. How many employees will actually retire, and from which departments, cannot be precisely</u></p> |                  |                     |                          |                 |

|  |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|---|------------------|---------------------|--------------------------|-----------------|
|  | <p>determined at the time the 2012 budget was being finalized. Still, it is expected that many employees will retire causing vacancies to occur in various departments for differing lengths of time. Accordingly, it is better to budget these added salary savings centrally than in individual budgets. This account is anticipating additional tax levy savings in the 2012 budget of \$1,750,000 due to greater position vacancies in 2012 across all county departments.</p> <p><u>The Department of Administrative Services shall monitor and report vacant but funded positions as part of the quarterly county fiscal updates in 2012. That report shall include an assessment of the additional salary (and fringe benefit) savings achieved within departments and, if appropriate, recommendations to transfer surplus funds from individual departments to Org. 1945 - Appropriation for Contingencies to cover this budget.</u></p> <p><b>Modify Org. 9960 – General County Debt Service as follows:</b></p> <p>Increase the Contribution from the Debt Service Reserve by \$1,737,578.</p> <p>This amendment would decrease tax levy by <del>\$388,761</del> \$3,487,578. (1C004)</p> <p>(Vote: 6-0). Approved by CB 16-3 (Noes: Cesarz, Rice, Sanfelippo)</p> |                  |                     |                          |                 |

**Veto No. 9 Workforce and Economic Development Fund  
Amendment 1B002 (1)**

|  |    |   | <u>Org. Unit</u>      | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u>   |
|--|----|---|-----------------------|---------------------|------------------------------|-------------------|
|  |    | OTHER COUNTY AGENCIES/WO624-REVOLVING LOAN, LAND SALES & APPROPRIATION FOR CONTINGENCIES  | WO624<br>1933<br>1945 |                     |                              |                   |
|  |    | Amend Capital Improvements Project WO624, Revolving Loan Fund, by deleting all of the existing narrative language and retitling as the <b>“Workforce and Economic Development Fund.”</b> Add the following narrative language:  | WO624<br>1933<br>1945 | \$0<br>\$0<br>\$0   | \$0<br>\$0<br>\$0            | \$0<br>\$0<br>\$0 |
|  |    | <b><u>Workforce Development</u></b>   |                       | \$0                 | \$0                          | \$0               |
|  | CA | <del>A-Workforce development and training contract titled “Ready to Work”</del> <u>is established that will include a consortium of local groups for skill training for possible placement in county or private sector jobs. Milwaukee County will join a consortium that includes nonprofits Wisconsin Regional Training Partnership/Big Step (WRTP/Big Step), Milwaukee Area Technical College, Milwaukee Public Schools and local building and construction trades. The partnership will provide educational training and on-the-job work experience needed to allow Milwaukee County residents to advance to the next level on the path to higher-wage, family-supporting jobs.</u> |                       | \$0                 | \$0                          | \$0               |
|  |    | <u>The Director of Economic Development, working in conjunction with the Directors of the Departments of Transportation and Public Works and Parks, shall meet with WRTP/Big Step staff and other partners as needed to develop a detailed overview of the program including goals, budget, outcomes and detailed</u>   |                       | \$0                 | \$0                          | \$0               |

|  |    |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|----|--|------------------|---------------------|--------------------------|-----------------|
|  | CA | <u>reporting requirements. This overview shall be presented to the Committee on Economic and Community Development at its January 2012 meeting.</u>  |                  |                     |                          |                 |
|  | CA | <u>After County Board approval of the plan, Milwaukee County will provide a total of \$1,000,000 from future land sale revenues (2012 and beyond) for this initiative. For 2012, the first \$400,000 of any land sale revenue is earmarked for the Real Estate Services Section in the Department of Economic Development.</u> |                  |                     |                          |                 |
|  |    | ...  |                  |                     |                          |                 |

**Veto No. 10 Workforce and Economic Development Fund  
Amendment 1B002 (2)**

|  |   | <u>Org. Unit</u>      | <u>Expenditures</u>             | <u>Revenue<br/>or Bonds*</u>    | <u>Tax Levy</u>                 |
|--|---|-----------------------|---------------------------------|---------------------------------|---------------------------------|
|  | OTHER COUNTY AGENCIES/WO624-REVOLVING LOAN, LAND SALES & APPROPRIATION FOR CONTINGENCIES  | WO624<br>1933<br>1945 |                                 |                                 |                                 |
|  | Amend Capital Improvements Project WO624, Revolving Loan Fund, by deleting all of the existing narrative language and retitling as the <b>“Workforce and Economic Development Fund.”</b> Add the following narrative language:<br><br>...   | WO624<br>1933<br>1945 | \$0<br>\$0<br><u>\$0</u><br>\$0 | \$0<br>\$0<br><u>\$0</u><br>\$0 | \$0<br>\$0<br><u>\$0</u><br>\$0 |
|  | <b><u>Economic Development Fund</u></b><br><br><b><u>An Economic Development Fund is created to develop sustainable jobs and new tax base in Milwaukee County. Funding for the Economic Development Fund is \$1 million, which will be provided from future land sale revenue after the Real Estate Services Section retains its \$400,000 in real estate sale commission revenue and the balance of the \$1 million earmarked for the Ready to Work Initiative, as outlined above, is financed. Future land sales revenue to seed the Economic Development Fund may not be received until later in 2012 or 2013.</u></b> |                       |                                 |                                 |                                 |
|  | <b><u>The Ready to Work Initiative and Economic Development Fund anticipate a total of \$2 million in future land sale revenue. It is the policy that once this land sale revenue commitment is</u></b>   |                       |                                 |                                 |                                 |

|  |    |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|----|--|------------------|---------------------|--------------------------|-----------------|
|  | CA | <p><u>provided, including any budgeted amounts amount to be retained by the Real Estate Services Section, and the earmark for the Economic Development Fund, remaining land sale revenues shall be deposited in the Org. Unit 1945 - Appropriation for Contingencies.</u></p> <p>...</p> |                  |                     |                          |                 |

**Veto No. 11 Land Sales  
Amendment 1B002 (3)**

|  |  |  | <u>Org. Unit</u>      | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|--|--|--|-----------------------|---------------------|------------------------------|-----------------|
|  |  | OTHER COUNTY AGENCIES/WO624-REVOLVING LOAN, LAND SALES & APPROPRIATION FOR CONTINGENCIES   | WO624<br>1933<br>1945 |                     |                              |                 |
|  |  | ...  | WO624                 | \$0                 | \$0                          | \$0             |
|  |  | <b>Modify Org. 1933 – Land Sales narrative as follows:</b>   | 1933                  | \$0                 | \$0                          | \$0             |
|  |  | <b>Land Sales:</b> Accounts for the sale of County land approved by the County Board. As in previous years, \$400,000 is budgeted in Real Estate Services to cover their operating expenditures. This represents the first \$400,000 of unallocated land sales and is historically realized through the sale of foreclosed properties and other miscellaneous land. Beginning in 2012 any land sale revenue received by the County, above the amount budgeted in Real Estate Services to cover operating expenditures, shall be allocated as described below:  | 1945                  | \$0<br>\$0          | \$0<br>\$0                   | \$0<br>\$0      |
|  |  | <del>Fifty percent of the land sale revenue shall be allocated to the Debt Service Reserve and will be specifically earmarked for the County's newly created Debt Retirement Program (see Org. Unit 9960 Debt Service). Fifty percent of the land sale revenue, up to a maximum of \$5,000,000 shall be allocated to the newly created Milwaukee County Economic Development Corporation (MCEDC) for the purposes of providing financing to the Milwaukee County Revolving Loan Fund (MCRLF) and providing financing to a non-profit agency that is actively managed by minority group members and principally serves minority group</del> |                       |                     |                              |                 |

|  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|--|------------------|---------------------|--------------------------|-----------------|
|  | <p>members. After \$5,000,000 has been deposited into the MCRLF, 100 percent of land sale proceeds above the amount budgeted in Real Estate Services to cover operating expenditures shall be allocated to the Debt Service Reserve and will be specifically earmarked for the Debt Retirement Program. Any land sale revenue allocated to the MCEDC for the MCRLF that is not disbursed within eighteen (18) months of its receipt must be returned to Milwaukee County and shall be deposited into the Debt Service Reserve and will be specifically earmarked for the County's Debt Retirement Program.</p> <p><b><u>Milwaukee County will provide a total of \$2 million in future land sale revenue (2012 and beyond) for the Ready to Work Initiative and the Economic Development Fund. (See Capital Improvement Project WO624 – Workforce and Economic Development Fund) Once this funding commitment has been met, any remaining land sale revenue (less any budgeted in the Real Estate Services Section), shall be deposited in Org. 1945 – Appropriation for Contingencies unless otherwise directed. It should be noted that per a previous agreement related to the demolition of the Courthouse Annex, a portion of the MSOE land sale (federal share) proceeds will be placed into Org. 9960 – Debt Service Reserve.</u></b></p> <p><b>Modify Org. 1945 – Appropriation for Contingencies narrative as follows:</b></p> <p style="text-align: center;"><b>MISSION</b></p> <p>Since 2003, it has been the policy of Milwaukee County that any new or unanticipated revenue actually received in the current year that is not identified in that year's budget shall be transferred to the Appropriation for Contingencies (Org. Unit 1945) Budget. This policy shall apply to new revenue sources, unanticipated revenues and revenues from existing sources that are in excess</p> |                  |                     |                          |                 |

|  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|--|------------------|---------------------|--------------------------|-----------------|
|  | <p>of the amounts included in the current year's budget. Beginning in 2012, this policy shall not apply to land sale revenue. Any land sale revenue received above the amount budgeted in Real Estate Services shall be allocated as described below:</p> <p>Fifty percent of the land sale revenue shall be allocated to the Debt Service Reserve and will be specifically earmarked for the County's newly created Debt Retirement Program (see Org. Unit 9960 Debt Service). Fifty percent of the land sale revenue, up to a maximum of \$5,000,000 shall be allocated to the newly created Milwaukee County Economic Development Corporation (MCEDC) for the purposes of providing financing to the Milwaukee County Revolving Loan Fund (MCRLF) and providing financing to a non-profit agency that is actively managed by minority group members and principally serves minority group members. After \$5,000,000 has been deposited into the MCRLF, 100 percent of land sale proceeds above the amount budgeted in Real Estate Services to cover operating expenditures will be allocated to the Debt Service Reserve and will be specifically earmarked for the Debt Retirement Program. Any land sale revenue allocated to the MCEDC for the MCRLF that is not disbursed within eighteen (18) months of its receipt must be returned to Milwaukee County and shall be deposited into the Debt Service Reserve and will be specifically earmarked for the County's Debt Retirement Program. The Department of Administrative Services (DAS) is authorized and directed to process such fund transfer(s) as necessary if and when such new revenue sources or excess revenues are identified. For unanticipated land sale revenue, the DAS will process an administrative fund transfer upon the receipt of any land sale revenue received above the amount budgeted in Real Estate Services and the DAS will provide the County Board with an informational report after the fund transfer is processed. The first priority for use of any such revenues, excluding land sales, is to allow the County to achieve a balanced budget in the current</p> |                  |                     |                          |                 |

|  |  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|--|--|--|------------------|---------------------|------------------------------|-----------------|
|  |  | <p>year. The second goal will be to achieve a surplus equal to that in the previous year's budget. Finally, if it appears that the first two goals will be achieved, such revenue can be used for emergency needs during the current budget year.</p> <p>This amendment would increase tax levy by \$0. (1B002)</p> <p>(Vote: 4-1) (Exc. Thomas) (No: Schmitt). Approved by CB 14-5 (Noes: Cesarz, Jursik, Rice, Sanfelippo, Schmitt).</p> |                  |                     |                              |                 |

**Veto No. 12 Policy Concerning the Awarding of Contracts over \$1,000,000  
Amendment 1A065**

|    |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|----|--|------------------|---------------------|------------------------------|-----------------|
|    | <del>DEPARTMENT OF ADMINISTRATIVE SERVICES FISCAL AFFAIRS</del>  | <del>1151</del>  |                     |                              |                 |
| CA | <p><del>Amend Org. Unit No. 1151 DAS Fiscal Affairs, as follows:</del></p> <ul style="list-style-type: none"> <li><del>The Department of Administrative Services shall develop and implement a countywide policy that any contract greater than \$1 million presented to the County Board for approval shall be accompanied by a chart that lists the specific factors why that firm was selected compared to any other firm that competed for the business.</del></li> </ul> <p><del>This amendment would have no tax levy effect. (1A065)</del></p> <p><del>(Vote: 5-1) (No: Schmitt). Approved by CB 17-2 (Noes: Cosarz, Schmitt)</del></p> | <del>1151</del>  | <del>\$0</del>      | <del>\$0</del>               | <del>\$0</del>  |

**Veto No. 13 King and Kosciuszko Community Centers  
Amendment 1B004**

|    |  | <u>Org. Unit</u>  | <u>Expenditures</u>    | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|----|--|-------------------|------------------------|------------------------------|-----------------|
|    | <del>PARKS CAPITAL</del>   | <del>Now WP</del> |                        |                              |                 |
| CA | <p><del>Amend Org. Unit No. WP Parks Capital, as follows:</del></p> <p><del>Amend Capital Improvements Parks Maintenance by adding the following language:</del></p> <p><del>An appropriation of \$2,000,000 is budgeted to repair portions of the HVAC systems at the Martin Luther King Jr. and Kosciuszko Community Centers. Financing will be provided from \$2,000,000 in general obligation bonding.</del></p> <p><del>This amendment would general obligation bonding by \$2,000,000. (1B004)</del></p> <p><del>Approved by CB 10-9 (Nees: Borkowski, Cesarz, DeBruin, Jursik, Lipscomb, Mayo, Rice, Schmitt, Holloway)</del></p> | <del>Now WP</del> | <del>\$2,000,000</del> | <del>(\$2,000,000)</del>     | <del>\$0</del>  |

**Veto No. 14 Realign Detox Funding  
Amendment 1A055**

|    |  |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|----|--|---|------------------|---------------------|------------------------------|-----------------|
|    |  |   |                  |                     |                              |                 |
|    |  |   |                  |                     |                              |                 |
|    |  | Amend Org. Unit No. 6300 – Behavioral Health Division, as follows:  | 6300             | \$200,000           | \$0                          | \$200,000       |
| CA |  | <p><b>Realign Detox Funding</b>      <del>(\$300,000)</del><del>(\$100,000)</del><del>(\$300,000)</del></p> <p>Expenditures will decrease by <del>\$1,300,000</del> by realigning Detox funding from a medical to social model. The Detox program will utilize a nationally recognized patient placement model for care. Current Detox services are provided through a purchase of services contract. The contractor is reimbursed by the county based on the type of bed that is provided to a patient. Social beds can only be used for patients that are experiencing alcohol-only and/or sedative intoxication. Utilizing current admission standards, a contractor may assign a walk-in or police-delivered intoxicated individual to a medical bed even if they may be appropriately placed in a social bed. New admission criteria based on nationally recognized standards of care clarify the intent of each type of bed resulting in more appropriate assignments. Utilizing the updated admission criteria, BHD will adjust its contract with the provider to request more social Detox beds while reducing the number of medical Detox beds, providing more appropriate levels of patient services.</p> |                  |                     |                              |                 |
| CA |  | <del>This amendment would increase tax levy by \$200,000. (1A055)</del>   |                  |                     |                              |                 |
|    |  | Approved by CB 15-4 (Noes: Borkowski, Cesarz, Rice, Schmitt)  |                  |                     |                              |                 |

**Veto No. 15 Cultural Events Programming in Parks  
Amendment 1A004**

|  |    |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|--|----|--|------------------|---------------------|------------------------------|-----------------|
|  |    | <del>DEPARTMENT OF PARKS, RECREATION &amp; CULTURE</del>   | 9000             |                     |                              |                 |
|  | CA | <p><del>Amend Org. Unit No. 9000 Parks, Recreation and Culture, as follows:</del></p> <p><del>The Parks Department is provided with \$50,000 for parks cultural events programming which had previously been budgeted in the CAMPAC budget (Org. Unit 1974).</del></p> <p><del>This amendment would increase tax levy by \$50,000. (1A004)</del></p> <p><del>(Vote: 6-0). Approved by CB 14-5 (Nees: Borkowski, Gosarz, Rice, Sanfelippo, Schmitt)</del></p> | 9000             | \$50,000            | \$0                          | \$50,000        |

Veto No. 16 Estabrook Dam Trust Account  
Amendment 1A054

|  |    |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|----|--|------------------|---------------------|--------------------------|-----------------|
|  |    | <del>DEPARTMENT OF PARKS, RECREATION &amp; CULTURE</del>   | 9000             |                     |                          |                 |
|  | CA | <p><del>Amend Org. Unit No. 9000 Parks, Recreation and Culture, by adding the following:</del></p> <p><del>The Parks Department and Department of Administrative Services is directed to establish a new trust account which will receive future years revenue from the broadcasting towers leased to the Hearst Corporation and Weigel Broadcasting (Channel 58). This trust account will be used for future maintenance of the Estabrook Dam, for improvements to recreational access of the upstream areas of the river, and uses approved by the County Board. If a lease amendment is needed to accomplish this action, a report requesting this action shall be submitted by April 1, 2012. These departments shall submit a final update report to the County Board by July 1, 2012.</del></p> <p><del>This amendment would have a no tax levy effect. (1A054)</del></p> <p><del>Approved by CB 15-4 (Nees, Broderick, Jursik, Schmitt, Thomas)</del></p> | 9000             | \$0                 | \$0                      | \$0             |

Veto No. 17 Parks Tax Levy  
Amendment 1A053

|    |  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|----|--|--|------------------|---------------------|--------------------------|-----------------|
|    |  | <del>DEPARTMENT OF PARKS, RECREATION &amp; CULTURE</del>   | 9000             |                     |                          |                 |
| CA |  | <p><del>Amend Org. Unit No. 9000 — Parks, Recreation and Culture, by adding the following:</del></p> <p><del>The County Board adopts the policy that the tax levy for the Department of Parks for the next four years, 2013 thru 2016, shall not be less than the tax levy budgeted for this department in the 2012 adopted budget.</del></p> <p><del>This amendment would have a no tax levy effect. (1A053)</del></p> <p><del>(Vote: 4-2) (Nees: Mayo, Thomas). Approved by CB 12-7 (Nees: Biddle, Cesarz, Lipscomb, Rico, Sanfilippo, Thomas, Weishan).</del></p> | 9000             | \$0                 | \$0                      | \$0             |

**Veto No. 18 Legislative Workflow and Public Access Project  
Amendment 1B001**

|    |  | <u>Org. Unit</u> | <u>Expenditures</u>  | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u>        |
|----|--|------------------|----------------------|------------------------------|------------------------|
|    | <del>OTHER COUNTY AGENCIES/</del><br><del>WO098 LEGISLATIVE WORKFLOW &amp;<br/>PUBLIC ACCESS &amp; DEPARTMENT OF HUMAN RESOURCES</del>   | WO098<br>1140    |                      |                              |                        |
|    | Amend Org. Unit No. 1140 – Human Resources and Capital<br>Improvement Project WO098 – Legislative Workflow and Public<br>Access as follows:  | 1140             | \$0                  | \$250,000                    | (\$250,000)            |
| CA |  | WO098            | <del>\$192,800</del> | \$0                          | <del>\$192,800</del>   |
|    |  |                  | <del>\$192,800</del> | \$250,000                    | <del>(\$57,200)</del>  |
|    |  |                  |                      |                              | <del>(\$250,000)</del> |
|    | <b><u>Org. 1140 – Human Resources</u></b>  |                  |                      |                              |                        |
|    | <b><u>Reduced Reimbursement from the ERS for Administrative<br/>Costs ————— \$250,000</u></b>  |                  |                      |                              |                        |
|    | Milwaukee County has been borrowing from the ERS for the cost<br>of administrative expenses. The County pays these costs back at<br>a rate of 8 percent interest over a ten year period. Since 2000,<br>the County has incurred approximately \$5.8 million in interest<br>costs and still owes principal on amounts borrowed in 2002. In<br>order to minimize unnecessary interest costs, the County will<br>begin funding the ERS administrative costs with tax levy.<br>However, the County will phase in the tax levy payment over a<br>four to five year period. Various position actions coincide with this<br>action to reduce the overall administrative costs associated with<br>the administration of the ERS. |                  |                      |                              |                        |
|    | <u>Actuary Review of ERS Administrative Cost Amortization \$0</u><br><u>Administrative costs related to the administration of the</u><br><u>Employees' Retirement System (ERS) are currently amortized</u><br><u>over a ten-year period and paid as part of the annual pension</u>   |                  |                      |                              |                        |

|  |  |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|--|---|------------------|---------------------|--------------------------|-----------------|
|  |  | <p>contribution. In addition to staff related costs, this includes major capital expenses such as the implementation of the Vitech V3 pension recordkeeping system. In 2012, the actuary for the pension plan shall provide information to the County as to the "best practices" for the handling of these expenses and the impact on the fund (including future employer/employee required contributions) if the amortization period was shortened or eliminated.</p> <p><b><u>Capital Improvement Project WO098 — Legislative Workflow and Public Access</u></b></p> <p><del>An appropriation of \$192,800 is provided for the purchase and installation of a hosted video streaming solution as a component function of the Milwaukee County legislative workflow product (Legistar). This phase of the project is cash financed.</del></p> <p><del>This capital improvement project is Phase II of the legislative workflow and agenda management project, WO098 — Legislative Workflow. Phase II provides hardware, including video and audio equipment, as well as the software in order to streams live video/audio of the County Board meetings to internet users. Milwaukee County citizens will be able to view live meetings and archived meetings using the internet.</del></p> <p><del>It is estimated that this project will increase the County Board operating budget expenditures by approximately \$8,600 per year beginning in the second year (2013) of ownership and continuing annually for software maintenance and support of this legislative workflow product.</del></p> <p><del>Any surplus appropriation available upon completion of an approved project must be lapsed at year end. Surplus appropriation shall not be used to expand an approved project</del></p> |                  |                     |                          |                 |

|    |  |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|----|--|---|------------------|---------------------|--------------------------|-----------------|
|    |  | <del>scope without the approval of the County Board of Supervisors and the County Executive.</del>  |                  |                     |                          |                 |
| CA |  | <u>Staffing Plan</u>  |                  |                     |                          |                 |
| CA |  | <del>The County Board staff will be responsible for overall project management with technical oversight and assistance as needed from IMSD staff.</del> |                  |                     |                          |                 |
| CA |  | This amendment would decrease tax levy by <del>\$57,200</del> <u>\$250,000</u> .<br>(1B001)   |                  |                     |                          |                 |
|    |  | (Vote: 4-1) (Exc. Thomas) (No: Schmitt). Approved by CB 17-2<br>(Noes: Sanfelippo, Schmitt).  |                  |                     |                          |                 |

**Veto No. 19 Mental Health Redesign and Community Resource Investment  
Amendment 1A011**

|  |  |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|--|--|---|------------------|---------------------|------------------------------|-----------------|
|  |  | BEHAVIORAL HEALTH DIVISION  | 6300             |                     |                              |                 |
|  |  | Amend Org. Unit No. 6300 – Behavioral Health Division, as follows:  | 6300             | \$0                 | \$0                          | \$0             |
|  |  | <p><b>Mental Health Redesign and Community Resource Investment</b> <b>\$3,033,062</b></p> <p>Multiple efforts have been undertaken recently to study the existing mental health delivery system in Milwaukee County and offer recommendations for a possible redesign. In the spring of 2011, DHHS was given responsibility for establishing a Mental Health Redesign Task Force to be comprised of stakeholders from the public and private sectors, as well as providers, advocates and consumers. The Task Force will coordinate the recommendations put forth, and prioritize and implement the new mental health system design ideas and innovative strategies. Any savings achieved through closure or other initiatives in 2012 will be reprogrammed for community initiatives after BHD has achieved financial solvency.</p> <p><u>Any savings associated with the closure of inpatient (long-term care or acute) units will remain in the BHD budget in 2012.</u></p> <p><u>Following the downsizing or closure of inpatient units at the BHD facility, the Director, Department of Health and Human Services and the BHD Administrator will return to the County Board through the Committees on Health and Human Needs and Finance an Audit, requesting review and approval of a report outlining how savings will be redistributed.</u></p> |                  |                     |                              |                 |

CA

|  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|--|------------------|---------------------|--------------------------|-----------------|
|  | <p>In efforts to build community capacity that is vital to the framework of mental health redesign, BHD will implement a multifaceted initiative comprised of the following initiatives at a cost of \$3,033,062.</p> <p>A community-based Crisis Stabilization program is created that will utilize Peer Specialists to provide support to clients as they transition from inpatient hospitalization back into their communities. Clients will be maintained in this program until they no longer require the service. BHD staff will provide clinical oversight, and a Stabilization Coordinator position is created in Adult Crisis Services, at a cost of \$75,870, to assist the Peer Specialists. BHD will acquire the Peer Specialists positions as well as a Peer Specialist Coordinator through purchase of service contracts in the amount of \$330,000.</p> <p>Support is provided for an additional 8-bed crisis respite facility in the community by increasing purchase of service contracts by \$250,000. Two positions (1.5 FTE) of BH Emergency Service Clinician are created to provide clinical management of the new respite facility, at a cost of \$113,800.</p> <p>Further, \$330,000 will be used to develop additional community crisis options, including possible expansion of the crisis mobile team and \$1,400,000 will be used to support up to 2 new North Side Crisis Intervention Programs and assist with needs at the current South Side location. These north side programs will increase the level of service in the community for individuals experiencing psychiatric crisis as well as decrease the number of emergency detentions in Milwaukee County. One Quality Assurance Coordinator position is also created, at a cost of \$85,352, to coordinate and develop quality assurance/quality improvement plans and other strategic directives to ensure the highest quality of care is maintained in the new programs created</p> |                  |                     |                          |                 |

|  |  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|--|--|------------------|---------------------|--------------------------|-----------------|
|  |  | <p>through this initiative.</p> <p>In conjunction with the Disabilities Services Division (DSD), a Developmental Disabilities-Mental Health Pilot Respite Program is also established to provide community treatment and supports to an identified group of individuals with a demonstrated high utilization of Adult Crisis Services. The Pilot will implement an Assertive Community Treatment model of care that is focused on prevention and primary care. DSD is planning to identify risk factors and explore implementation of additional community-based supports that may help to reduce the need for emergency services from Adult Crisis Services. To achieve these goals, four positions are redeployed from Targeted Case Management at a cost of \$338,040 and a purchase of service contract of \$110,000 is established. It is anticipated that this initiative will positively impact Adult Crisis Services' capacity and help to prevent costly inpatient admissions of individuals with developmental disabilities/mental health diagnoses.</p> <p>BHD will continue several of the community-based initiatives begun in 2011, including: expansion of clinical training for Trauma Informed Care (TIC) to all clinical staff within the Acute Inpatient Hospital; contracting in the community on a fee-for-service basis for psychotherapy services and trauma counseling sessions by a licensed therapist; and additional support for the crisis resource center and crisis respite beds.</p> <p><b>Hilltop Downsizing</b> <span style="float: right;"><b>\$0</b></span><br/> In 2011, BHD began implementing an initiative to study the downsizing of units from the Rehab Centers Hilltop. BHD and the Disabilities Services Division have formed a workgroup, which has met multiple times in 2011 and reports to the Board regularly regarding progress made on this initiative. The workgroup will continue to work to identify community-based options for the</p> |                  |                     |                          |                 |

|  |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue or Bonds*</u> | <u>Tax Levy</u> |
|--|---|------------------|---------------------|--------------------------|-----------------|
|  | <p>potential relocation of Hilltop clients in 2012. <del>Any savings achieved through closure or other initiatives in 2012 will be reprogrammed for community initiatives after BHD has achieved financial solvency.</del></p> <p><b>Inpatient Unit Reconfigurations</b> <span style="float: right;"><b>\$0</b></span></p> <p>BHD's primary focus is on providing patient centered care in a safe setting. To that end, in 2012, BHD will engage in detailed planning and implementation of the findings of the Gender Unit Work Group regarding reconfiguration of Acute Adult inpatient units. Specifically, a reconfiguration of the four Acute Adult inpatient units would create a 12-bed Intensive Treatment Unit (ITU) that is expected to be predominantly male, a combined Women's-Option/Med-Psych Treatment Unit, and two remaining mixed gender units designated as General Acute Treatment Units. The number of beds will be reduced from 24 to 12 on the ITU, and it is expected that staffing will remain at the current 2011 level in order to accommodate the greater level of acuity of the patients that will be assigned to the ITU. <del>Any savings achieved through closure or other initiatives in 2012 will be reprogrammed for community initiatives after BHD has achieved financial solvency.</del></p> <p>This amendment would have no tax levy effect. (1A011)</p> <p>(Vote: 6-0). Approved by CB 19-0.</p> |                  |                     |                          |                 |

**Veto No. 20 IT Director – Business Development  
Amendment 1A066**

|    |    |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|----|----|--|------------------|---------------------|------------------------------|-----------------|
|    |    | DEPARTMENT OF ADMINISTRATIVE SERVICES-INFORMATION<br>MANAGEMENT SERVICES DIVISION (IMSD)   | <del>1160</del>  |                     |                              |                 |
|    |    |  |                  |                     |                              |                 |
| CA | CA | Amend Org. Unit No. 1160 – DAS – Information Management<br>Services Division (IMSD), <del>as follows:</del><br><br><del>    Delete one position of IT Director – Business Development</del><br><br>This amendment would decrease tax levy by \$136,540. (1A066)<br><br>Approved by CB 13-6 (Noes: Borkowski, Broderick, Cesarz,<br>Haas, Rice, Sanfelippo) | 1160             | (\$136,540)         | \$0                          | (\$136,540)     |

**Veto No. 21 Heat and Chilled Waterline Installation at Milwaukee County Grounds  
Amendment 1A077**

|  |  |  | <u>Org. Unit</u>         | <u>Expenditures</u>    | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u>        |
|--|--|--|--------------------------|------------------------|------------------------------|------------------------|
|  |  | <del>DEPARTMENT OF ADMINISTRATIVE SERVICES-ECONOMIC<br/>DEVELOPMENT &amp; DEPARTMENT OF TRANSPORTATION-<br/>DIRECTOR'S OFFICE</del>  | <del>1192<br/>5800</del> |                        |                              |                        |
|  |  | <del>Amend Org. Unit Nos. 1192 &amp; 5800 - DAS Economic<br/>Development &amp; DOT Director's Office, as follows:</del>  | <del>1192</del>          | <del>\$0</del>         | <del>\$0</del>               | <del>\$0</del>         |
|  |  | <del>The Milwaukee County Research Park Director, the Director of<br/>the Milwaukee County Department of Transportation and Public<br/>Works, and the Real Estate Manager are directed to negotiate<br/>with the Wisconsin Department of Transportation to carry out the<br/>following policy:</del>   | <del>5800</del>          | <del>\$0<br/>\$0</del> | <del>\$0<br/>\$0</del>       | <del>\$0<br/>\$0</del> |
|  |  | <del>(1). The WE Energies steam and chilled waterlines currently<br/>serving Milwaukee County facilities located west of Highway 45<br/>be abandoned or removed and not replaced by the Zoo<br/>Interchange project.</del>   |                          |                        |                              |                        |
|  |  | <del>(2). That the heat and chilled water facilities be installed in<br/>Milwaukee County buildings located west of Highway 45 by<br/>Milwaukee County as replacement for steam and chilled water<br/>currently purchased from WE energies and that the cost of such<br/>replacement facilities be recovered from the Wisconsin<br/>Department of Transportation as a project cost of the Zoo<br/>Interchange.</del> |                          |                        |                              |                        |
|  |  | <del>This amendment would have no tax levy effect. (1A077)</del>   |                          |                        |                              |                        |

CA

|  |  |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|--|--|--|------------------|---------------------|------------------------------|-----------------|
|  |  | <del>(Vote: 6-0). Approved by CB 19-0.</del> |                  |                     |                              |                 |

**Veto No. 22 Position Actions at General Mitchell International Airport  
Amendment 1A022**

|     |   | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|-----|---|------------------|---------------------|------------------------------|-----------------|
|     | <del>DEPARTMENT OF TRANSPORTATION AIRPORT</del>   | 5040             |                     |                              |                 |
| 20. | <p><i>CA</i></p> <p><del>Amend Org. Unit No. 5040 Department of Transportation Airport, as follows:</del></p> <p><del>In 2012, the following positions are created at General Mitchell International Airport to assist in its operations:</del></p> <p><del>(1) Assistant Airport Noise Program Manager \$83,986</del></p> <p><del>(1) Airport Noise Program Analyst \$83,090</del></p> <p><del>(1) Airport Marketing &amp; Public Relations Coordinator \$104,742</del></p> <p><del>Abolish (2) Noise Abatement Specialist (\$151,740)</del></p> <p><del>This amendment would have no tax levy effect. (1A022) (Vote: 6-0)</del></p> <p><del>Approved by CB 19-0</del></p> | 5040             | \$120,078           | \$120,078                    | \$0             |

**Veto No. 23 Bus Safety Shields  
Amendment 1A039**

|    |    |  | <u>Org. Unit</u> | <u>Expenditures</u> | <u>Revenue<br/>or Bonds*</u> | <u>Tax Levy</u> |
|----|----|--|------------------|---------------------|------------------------------|-----------------|
|    |    | MILWAUKEE COUNTY TRANSIT/PARATRANSIT SYSTEM  | 5600             |                     |                              |                 |
|    |    | Amend Org. Unit No. 5600 – Milwaukee County Transit/Paratransit System, as follows:  | 5600             | \$0                 | \$0                          | \$0             |
| CA | CA | <p><del>Beginning in June 2012, all new Milwaukee County Transit System (MCTS) bus purchase specifications shall include driver safety shield installation to ensure driver safety. Milwaukee County shall seek grant funding for the installation of safety shields for existing transit fleet vehicles.</del></p> <p><b><u>Milwaukee County shall seek grant funding for the installation of safety shields for existing transit fleet vehicles.</u></b></p> <p>This amendment would have no tax levy effect. (1A039)</p> <p>(Vote: 6-0). Approved by CB 19-0.</p> |                  |                     |                              |                 |

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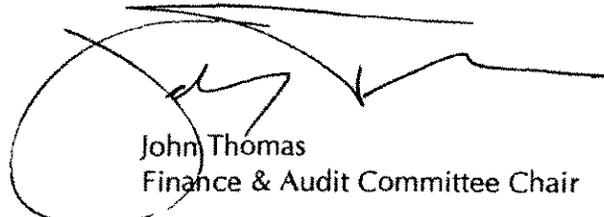
3 From the Committee on Finance & Audit

4 FINAL 2012 TAX LEVY FOR 2012 GENERAL COUNTY PURPOSES

5 WHEREAS, the County Executive's Budget for General County Purposes as  
6 submitted to the County Board on September 29, 2011, has been amended by  
7 amendments detailed in the minutes of this meeting, now, therefore,

8 BE IT RESOLVED, that there is hereby levied the sum of \$ 269,554,701 <sup>CA</sup> on all  
9 taxable property in the County of Milwaukee for General County Purposes.

10  
11  
12  
13



John Thomas  
Finance & Audit Committee Chair

1  
2

File No. 11-426  
(Journal, September 29, 2011)

3 From the Committee on Finance & Audit

4 FINAL 2012 EXPENDITURE FOR 2012 GENERAL COUNTY PURPOSES

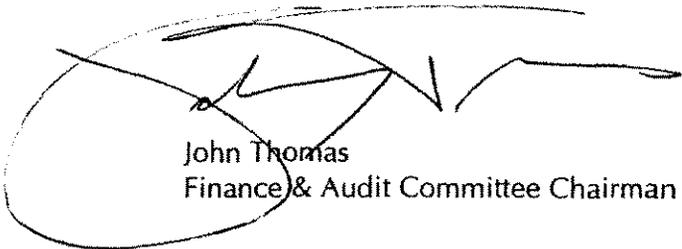
5 WHEREAS, the County Executive's Budget for General County Purposes as  
6 submitted to the County Board on September 29, 2011, has been amended by  
7 amendments detailed in the minutes of this meeting, now, therefore,

8 BE IT RESOLVED, that the amended budget for General County Purposes as shown  
9 in summary form in the minutes of this meeting and totaling \$ ~~1,229,294,103~~ be and the  
10 same is hereby adopted.

1,222,871,200

CA

11  
12  
13  
14



John Thomas  
Finance & Audit Committee Chairman

1 By Supervisors John Thomas and Joe Sanfelippo, Chairpersons,  
2 From the Joint Committees on Finance and Audit and Personnel, reporting on:

3  
4 File No. 11-457  
5

6 (ITEM 25) From the Department of Labor Relations, requesting authorization to ratify the  
7 2009-2012 Memorandum of Agreement (MOA) between Milwaukee County and the  
8 Milwaukee Deputy Sheriffs' Association, by recommending adoption of the following:  
9

10 **AN AMENDED RESOLUTION**  
11

12 WHEREAS, the negotiation staff of the Personnel Committee of the Milwaukee  
13 County Board of Supervisors and the Milwaukee Deputy Sheriffs' Association have reached  
14 agreements on all issues relating to wages, hours, and conditions of employment for  
15 employees in the bargaining unit represented by the Milwaukee Deputy Sheriffs'  
16 Association for the period January 1, 2009, through December 31, 2012, modifying the  
17 previous agreement in the following respects:  
18

- 19 (1) Providing for the termination of the Agreement on December 31, 2012.
- 20 (2) Providing for a 4% across the board increase effective October 28, 2012.
- 21 (3) Providing only during the calendar year 2012, all step increases provided for in  
22 Chapter 17 of the Milwaukee County General Ordinances are eliminated for a  
23 twelve (12) month period.
- 24 (4) Providing only during the calendar year 2012, no uniform allowance and hazardous  
25 duty pay will be paid to any Deputy Sheriffs' Association member.
- 26 (5) Providing for, effective January 1, 2012, all Deputy Sheriffs' Association members  
27 will be covered by the 2012 Milwaukee County Health Insurance Plan.
- 28 (6) Providing for, effective January 1, 2012, monthly contributions for the 2012  
29 Milwaukee County Health Insurance Plan will be \$85 for single coverage and \$170  
30 for family coverage for all Deputy Sheriffs' Association members.
- 31 (7) Providing for, effective January 1, 2012, all Deputy Sheriffs' Association members  
32 will pay a 6.59% employee contribution to the Employees' Retirement System.
- 33 (8) Providing for as soon as administratively practicable after the ratification of the  
34 agreement, Milwaukee County will add one (1) member to the Milwaukee County  
35 ERS Board. The new member will be a member of the Milwaukee Deputy Sheriffs'  
36 Association.
- 37 (9) Providing for a "retirement window" in which members of the Milwaukee Deputy  
38 Sheriffs' Association could receive up to five years, age only, added to the  
39 requirements needed to retirement for those who retire between November 1, 2011  
40 and December 31, 2011.
- 41 (10) Providing for the Milwaukee Deputy Sheriffs' Association ability to use Mailboxes in  
42 the Office of the Sheriff for Association correspondence.

- 43 (11) Providing for a change in the grievance procedures that if time limitations  
44 extensions are not agreed to by both parties the grievance shall be appealed directly  
45 to the next step of the procedure.
- 46 (12) Providing for all members of the Milwaukee Deputy Sheriffs' Association shall  
47 utilize the Milwaukee County Direct Deposit Program.
- 48 (13) Agreeing that Milwaukee County will lay off no more than sixty-one (61) DSA  
49 positions for the duration of the Agreement. Milwaukee County agrees that for every  
50 dollar reduction in total compensation and benefit costs for DSA members that  
51 result from this agreement with the DSA, Milwaukee County will authorize a  
52 proportional number of whole deputy sheriff positions to be funded in the 2012  
53 adopted budget for the Sheriff's Office. Milwaukee County further agrees that for  
54 every DSA member who retires in 2011, Milwaukee County will guarantee one less  
55 layoff of DSA members.
- 56 (15) Providing for new language in the Layoff and Recall section of the contract to read  
57 as follows "...Any em ployee who is laid off under these provisions and rehired for  
58 the same work within six (6) years and one (1) day of the date of such layoff shall be  
59 reinstated..."
- 60 (16) Providing to codify into the contract "paid release time" that was already agreed to  
61 by the Sheriff and the DSA.
- 62 (17) Providing to codify into the contract "Temporary Assignment-Canine Officer" that  
63 was already agreed to by the Sheriff and the DSA
- 64 ; and

65  
66 WHEREAS, such agreement was ratified by the membership of the Milwaukee  
67 Deputy Sheriffs' Association on November 6, 2011; and

68  
69 WHEREAS, the Committees on Finance and Audit and Personnel, at a special joint  
70 meeting on November 16, 2011, recommended approval of this resolution AS AMENDED  
71 as reflected beginning on Line 85 below, (Personnel vote 7-0, Finance and Audit concurred  
72 with Personnel action vote 6-0) of the Milwaukee Deputy Sheriffs' Association agreement;  
73 now, therefore,

74  
75 BE IT RESOLVED, that the Milwaukee County Board of Supervisors hereby approves  
76 the agreement on wages, benefits, and conditions of employment with the Milwaukee  
77 Deputy Sheriffs' Association, which is incorporated herein by reference to this File No. 11-  
78 457, and hereby authorizes and directs the County Executive and the County Clerk to  
79 execute the agreement; and

80  
81 BE IT FURTHER RESOLVED that the Director of the Department of Administration is  
82 hereby authorized and directed to prepare and submit appropriation transfer requests  
83 reflecting this agreement at a later date, if necessary; and

84  
85 BE IT FURTHER RESOLVED that this approval is contingent upon withdrawal by the  
86 Milwaukee Deputy Sheriff's Association of grievances and interest arbitration proceedings  
87 related to the Milwaukee County 2011 and 2012 health plan changes.

**COUNTY OF MILWAUKEE**  
INTEROFFICE COMMUNICATION

DATE : November 15, 2011

TO : Supervisor Lee Holloway, Chairman  
Milwaukee County Board of Supervisors

FROM : Steve Cady, Fiscal & Budget Analyst, County Board  
Jerome J. Heer, Director of Audits

SUBJECT : Fiscal Note Review for the 2009-2012 Contract between Milwaukee County and the Deputy Sheriffs Association

We have reviewed the fiscal note prepared by the Department of Administrative Services regarding the 2009 - 2012 tentative agreement between County of Milwaukee and Deputy Sheriffs Association.

We agree with the assumptions, methodologies and conclusions presented in the fiscal note. It should be noted that, unlike many other labor contract fiscal notes, there are many assumptions that could alter the actual impact of the proposed agreement. This includes the actual number of deputy sheriff positions that would take advantage of the pension benefit window, the resolution of the 2012 Adopted Budget for the Office of the Sheriff, and the Sheriff's implementation of any proposed labor agreement. A portion of this fiscal note relies upon the calculations provided by Buck Consultants, the County's actuary. We have relied on the actuary's numbers as presented in a separate communication dated November 14, 2011.

If you have any questions, do not hesitate to call us.

  
\_\_\_\_\_  
Steve Cady  
Fiscal & Budget Analyst

  
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Jerome J. Heer  
Director of Audits

cc: Chris Abele, County Executive  
Candace Richards, Director, DAS – Human Resources Division  
Fred Bau, DAS – Labor Relations  
Patrick Farley, Director, Department of Administrative Services  
Carol Mueller, Finance and Audit Committee Clerk, County Board Staff  
Pamela Bryant, Interim Fiscal & Budget Administrator  
Scott Manske, Controller, Department of Administrative Services  
Richard Ceschin, Research Analyst, County Board Staff  
Jodi Mapp, Committee Clerk - Personnel

**COUNTY OF MILWAUKEE**  
INTEROFFICE COMMUNICATION

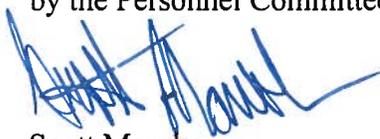
DATE : November 15, 2011

TO : Supervisor Lee Holloway, County Board Chairman  
Milwaukee County Board of Supervisors

FROM : Scott Manske, Controller

SUBJECT : Fiscal Note on the Memorandum of Agreement for the 2009-2012 Contract between Milwaukee County and the Milwaukee Deputy Sheriff's Association

Attached to this memo is the fiscal note on the above-mentioned contract that will be considered by the Personnel Committee and Finance and Audit Committee on November 16, 2011.



Scott Manske  
Controller

Attachment

cc: Chris Abele, County Executive  
Candace Richards, Interim Director, DAS – Human Resources Division  
Fred Bau, DAS – Labor Relations  
Terrence Cooley, Chief of Staff, County Board  
Patrick Farley, Director, Department of Administrative Services  
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Pamela Bryant, Interim DAS - Fiscal and Budget Administrator  
Jodi Mapp, Personnel Committee Clerk  
Carol Mueller, Finance and Audit Committee Clerk, County Board Staff  
Stephen Cady, Fiscal and Budget Analyst, County Board Staff  
Rick Ceschin, Senior Research Analyst, County Board Staff  
George Aldrich, Chief of Staff, Office of County Executive

## FISCAL NOTE

The following provides a summary of the **fiscal impact of the proposed Deputy Sheriff's Association contract agreement for the years 2009 - 2012**. The summary compares the fiscal impact of the County proposal and the Deputy Sheriff's Association ("DSA Union") proposal. The following is an estimate of the fiscal impact of each proposal based upon current personnel and anticipated step changes. The actual fiscal impact may be greater than or less than the impact that is estimated below.

The following table presents the key wage and benefit elements of the proposed contract:

| <b>Table 1: Wage and Benefit Proposals</b>                       |   |                                 |
|--|---|---------------------------------|
| <b>DSA Offer 11/08/2011: Deputy Sheriff Contract 2009 - 2012</b> |   |                                 |
|  | <b>Offer Received</b>                                       | <b>Union Offer</b>              |
|  | <b>Period Covered by Contract</b>                           | November 4, 2012<br>2009 - 2012 |
| <b>Item</b>  | <b>Wage Rate Increases:</b>                                 |                                 |
| 1  | 2009, 2010, 2011  | 0.00%                           |
| 2  | January 1, 2012   | 0.00%                           |
| 3  | October 28, 2012 PPD 24                                     | 4.00%                           |
| 4  | <b>Step Increases</b>                                       | Eliminate for 2012              |
| 5  | <b>Uniform Allowance</b>                                    | No payment for 2012             |
| 6  | <b>Hazardous Duty Pay</b>                                   | No payment for 2012             |
| 7  | <b>Pension Contribution</b>                                 | 6.59%                           |
| 8  | <b>Pension Board Member</b>                                 | Require DSA Pension Member      |
| 9  | <b>Window for Pension Plan</b>                              | Up to 5-Years of Age Only       |
| 10   | <b>Layoffs of Members</b>                                   | Layoffs up to 61 Members        |
| 11   | <b>Health Care Change</b>                                   | Adopt County Plan               |
| 12   | <b>Employee Contributions to Health Insurance Premiums:</b> | <b>Effective 1/1/2012</b>       |
|  |   | <u>Single</u> <u>Family</u>     |
|  | PPO Plan  | \$ 85      \$ 170               |
|  | <b>Current Contribution Rates:</b>                          | <b>Effective 1/1/2008</b>       |
|  |   | <u>Single</u> <u>Family</u>     |
|  | PPO Plan  | \$ 75      \$ 150               |
|  | HMO Plan  | 35      70                      |

The following tables present the fiscal impact summary by year:

| <b>Table 2B: Fiscal Impact by Year</b>                           |  |               |               |               |                       |
|--|--|---------------|---------------|---------------|-----------------------|
| <b>DSA Offer 11/08/2011: Deputy Sheriff Contract 2009 - 2012</b> |  |               |               |               |                       |
| <b>Item</b>  |  | <b>2009</b>   | <b>2010</b>   | <b>2011</b>   | <b>2012</b>           |
| <b>Wages</b>   |  |               |               |               |                       |
| 1  | 2009, 2010, 2011 - 0.0%                      | \$ -          | \$ -          | \$ -          | \$ -                  |
| 2  | January 1, 2012 - 0.0%                       | -             | -             | -             | -                     |
| 3  | October 28, 2012 - 4.0%                      | -             | -             | -             | 106,800               |
| 4  | Step Increases Frozen                        | -             | -             | -             | (254,900)             |
|  | Sub-Total Wages                              | -             | -             | -             | (148,100)             |
|  | FICA 7.65%                                   | -             | -             | -             | (11,300)              |
|  | Pension 13.18%                               | -             | -             | -             | (19,500)              |
|  | Sub-Total Wages and FICA                     | -             | -             | -             | (178,900)             |
| 5  | Uniform Allowance - None for 2012            | -             | -             | -             | (153,400)             |
| 6  | Hazardous Duty Pay - None for 2012           | -             | -             | -             | (270,800)             |
| 7  | Pension Contribution - 6.59%                 | -             | -             | -             | (1,398,900)           |
| 8  | Pension Board Member                         | -             | -             | -             | -                     |
| 9  | Window for Pension Plan - 5 Years            | -             | -             | -             | 504,300               |
| 10   | Layoffs of Members - See Note Below          | -             | -             | -             | -                     |
| 11   | Health Care Change                           | -             | -             | -             | -                     |
|  | Same as other County employees for 2012      | -             | -             | -             | (750,100)             |
| 12   | Contributions to Health Insurance            | -             | -             | -             | -                     |
|  | PPO - Change to \$75 Single \$170 Family     | -             | -             | -             | (279,700)             |
|  | HMO - Plan eliminated for 2012               | -             | -             | -             | -                     |
|  |  | -             | -             | -             | -                     |
|  | <b>Total Wage and Benefit Change</b>         | <b>\$ -</b>   | <b>\$ -</b>   | <b>\$ -</b>   | <b>\$ (2,527,500)</b> |
| <b>Amounts Used in Calculations:</b>                             |  |               |               |               |                       |
|  | Number of Positions                          | 361.0         | 361.0         | 361.0         | 361.0                 |
|  | Full-time equivalents                        | 361.0         | 361.0         | 361.0         | 361.0                 |
|  | Total calculated wages                       | \$ 23,139,887 | \$ 23,139,887 | \$ 23,139,887 | \$ 22,991,787         |
|  | Average wage rate/hour                       | \$ 30.82      | \$ 30.82      | \$ 30.82      | \$ 30.62              |
|  | Total base wages                             | \$ 23,139,887 | \$ 23,139,887 | \$ 23,139,887 | \$ 23,139,887         |
|  | Annual Lift Pcntg Wages on base wage         | 0.00%         | 0.00%         | 0.00%         | -0.64%                |
|  | Cumulative Lift Pcntg Wages on base wage     | 0.00%         | 0.00%         | 0.00%         | -0.64%                |
|  | Annual Lift Pcntg All Costs on base wage     | 0.00%         | 0.00%         | 0.00%         | -10.92%               |
|  | Cumulative Lift Pcntg All Costs on base wage | 0.00%         | 0.00%         | 0.00%         | -10.92%               |

**Footnote on Layoffs of Members**

The Union in their latest offer is requesting a maximum layoff of 61 members for 2012. The Budget for 2012 has a provision to layoff approximately 117 members. The cost per member including benefits is \$95,000. The cost of 117 members is \$11,115,000. The net budgeted savings for laid off members for 2012 is \$61,500, or \$7.2 million for 117 proposed layoffs.

**Footnote on Retiree and Active Health Care Savings:**

In August 2011, the County made a change to the health care benefits of active DSA members and retired DSA members. These changes mainly impacted the PPO plan of the participants, since the changes were only to take health care changes to the 2010 budget of the County. The changes were made as a result of a change in the State Statute which would no longer allow DSA members to negotiate the design of health care plans. The DSA union has since grieved the changes that were made in August 2011. There is disagreement regarding the fiscal impact the unions agreement to this change has on this fiscal note. This fiscal note assumes that there is an exposure for the health changes made in 2011 for DSA. Savings for Retirees is not included in this fiscal note. The savings for 2012 for the DSA retirees is approximately \$1.0 million.

**CHANGES IN PROPOSED CONTRACT:**

Following are the changes that are in the tentative contract agreement for DSA Union:

**1. Overall Issue Regarding Proposed Contract –**

The County has been negotiating with the DSA union to reach agreement on a contract for 2009, 2010, 2011 and, now, 2012. The proposed DSA contract is intended to complete negotiations on prior years, plus deal with issues related to the 2012 budget year. The proposed 2012 County budget may require the layoff of anywhere from 92 to 117 DSA Union positions, depending on the final approved budget. Currently, there are 361 active DSA union members.

The calculation of the fiscal impact summary by year and the changes in the proposed contract is based on all 361 DSA members. The Budgetary Fiscal Impact for 2012 is based on the current budget proposal to layoff 92 employees, using the County Board approved budget for 2012. This is compared against the proposed contract which would limit the number of layoffs to sixty-one (61), by using contract savings to add back positions, and adding back positions based on contract savings.

The final section of this fiscal note provides a view of 2013 based on layoffs, retirements and the ending of certain one-time savings provisions contained in the contract. This schedule should give you an impact of the contract on years beyond the contract.

**A stipulation has to be made that these are only fiscal estimates. The reality of what may occur will likely be different than what is noted here. The fiscal impact will eventually be determined by the final 2012 budget, the Sheriff's implementation of the 2012 budget, actual retirements, and any administrative or legislation matters that have to be undertaken to implement the 2012 budget and DSA contract.**

**2. Wage rate increases – The tentative agreement calls for a wage increase of 4% in pay period 24 of 2012 (October 28, 2012):**

| Item | Date Effective   | Percent Increase |
|------|------------------|------------------|
| 3    | October 28, 2012 | 4.0%             |

For purposes of this fiscal note, the only wage increase is at the end of the contract period. The proposed wage increase will have little impact on the 2012 budget (\$71,000), since it is only for three pay periods. However, in 2013 the full impact will be seen since it will be for twenty-six pay periods. The last wage increases given to the Deputy Sheriff's were in the 2007 and 2008 contract, which were as follows: 1.5% effective January 1, 2007, 1.5% on July 1, 2007, 1.5% on January 1, 2008, and 1.5% on July 1, 2008. Non-represented employees did not receive any wage increases for 2009 or 2010, but did receive a 2011 wage increase of 1% at mid-year and 1% at the end of 2011. However, non-represented employees were subject to furlough days in 2009 and 2010, plus increased costs for health and pension benefits, which the Deputy Sheriff Association members were not subject to. Other non-represented employees did not

receive wage increases during a similar period, and certain members were subject to furlough days in 2009 (2 days), 2010 (26 days), and 2011 (13 days).

The wage costs do not include the cost of step increases.

**3. Elimination of Step Increases for a One-Year Period**

The proposed agreement calls for the following changes:

| Item | Date Effective  | Drop Steps  | Annual Savings 2012 |
|------|-----------------|---|---------------------|
| 4    | January 1, 2012 | For one year, members shall not receive a step increase | (\$254,900)         |

There are 117 represented members that could be getting step increases for 2012. These members would be delayed from step increases for a one year period, which would provide savings of \$254,900. The step increase is \$0.97 per hour or 3.5% over average wage rates.

**4. Uniform Allowance is eliminated for 2012 only.**

| Item | Date Effective  | Description                               | Annual Savings 2012 |
|------|-----------------|---|---------------------|
| 5    | January 1, 2012 | Eliminate Uniform Allowance for 2012 only | (\$153,400)         |

Members are eligible for a uniform allowance each year of \$425 per person. The bonus is only eliminated for 2012 only.

**5. Hazardous Duty Pay is eliminated for 2012 only.**

| Item | Date Effective  | Description                                | Annual Savings 2012 |
|------|-----------------|--|---------------------|
| 6    | January 1, 2012 | Eliminate Hazardous Duty Pay for 2012 only | (\$270,800)         |

Members are eligible for a hazardous duty payment in November of each year of \$750 per person. The bonus is only eliminated for 2012 only.

**6. Change in health care contributions for 2012**

| Item | Date Effective  | Description                                  | Annual Savings 2012 |
|------|-----------------|--|---------------------|
| 11   | January 1, 2012 | Change Medical and Drug Benefits for members | (\$750,100)         |

The proposed agreement calls for the changes described in the addendum at the end of the fiscal note. The changes proposed for 2012 will provide savings in medical and drug benefits. The savings are included in the 2012 budget as originally submitted by the County Executive and as modified by the County Board.

The State Budget for 2011 – 2013 provided that the County would no longer have to bargain health care benefits for represented employees. As a result, the 2012 budget will modify the health care benefits for most represented employees. An additional provision was included in the State Budget which would prohibit public safety employees from bargaining the design and selection of health care coverage plans by the municipal employer. The County made changes in August 2011 to change the plan design of represented public safety employees to the County’s 2010 health coverage provisions. The DSA union filed a grievance for this change in health care benefits, by claiming that their interpretation of the statute would not allow the health plan provisions to change. By agreeing to this provision in the contract, the DSA union would have the same health benefits as all other employees for 2012, without a grievance. As to 2011, the union has **not** indicated if it will drop its grievance for the implementation of the health care changes in August 2011. This fiscal note assumes that the union will drop the 2011 health care change grievance. In addition, this fiscal note assumes the County Board health care changes, as noted in the last pages of the fiscal note.

**Proposed Change to Active Health Plan**

**Cost Savings**

Increase Out of Pocket Maximums

Increase PPO and HMO Emergency Room Co-pay

Increase In-Network deductible to \$500/ \$1000/ \$1500 for PPO plan, Increase Out-Network deductible for PPO to \$1000/\$2000/\$3000,

Limit health plan options for Milwaukee County employees to a PPO, and therefore eliminate the HMO

Increase PPO Office Visit Co-Pay to \$30/ \$60 (amount was \$20/ \$40)

**Total of all Medical Plan Changes (\$883,400)**

**Increase Prescription Drug Co-Pay \$10/\$30/ \$50 (current plan is \$5/ \$20/ \$40), plus change mail order co-pay (\$263,700)**

**Provide for a Flexible Spending Account contribution to employees of \$500, \$1,000, \$1,500, depending on single, two-member, and family. \$397,000**

**Total (\$750,100)**

There are currently 35 members who are in the County PPO plan and 272 members who are in the HMO plan. A cost estimate for this change was based on a report received from an outside actuary for purposes of the preparation of the 2012 budget. This estimate uses the 2010 costs and the factors provided by the outside actuary for each of the items noted above. The changes mirror the changes made for the non-represented employees proposed for 2012. In 2011, the active non-represented employees received a Flexible Spending Account (FSA) contribution of \$500, \$1,000, or \$1,500 depending on single, couple, or family. This same provision is provided here for the Deputy Sheriffs Union. If no agreement is reached with the DSA union for 2013 prior to the end of 2012, the DSA members will continue under the 2012 health plan provisions.

**7. Change in Employee Premium Contribution for Health Care:**

| Item | Date Effective  | Description     | Annual Savings 2012 |
|------|-----------------|-----------------|---------------------|
| 12   | January 1, 2012 | Change premiums | (\$259,300)         |

Table 1 is self-explanatory with regards to the changes in health care contributions by employees of the union. The new rates are an increase for HMO members and a decrease for PPO members. All members will now be paying \$85 single and \$170 family.

**8. Pension Contribution**

The tentative agreement proposes the following pension plan contribution:

| Item | Effective Date | Pension Plan   | Annual Cost Impact 2011 |
|------|----------------|--|-------------------------|
| 7    | 1/1/2012       | Provide for an employee contribution to the ERS pension plan. (6.59% of wages) | (\$1,398,900)           |

The employee contribution is based on an actuarial analysis of the current Annual Required Contribution, as it relates to the protective services of Milwaukee County (Deputy Sheriffs Union and Firefighters). The current wages of the employees were multiplied by 6.59% using the contribution factor. Non-represented and certain represented employees are currently paying 4.70%, based on the provisions of the 2011-2013 State Budget. The State Budget required that employees contribute one-half of the actuarially required contribution. Protective Services contribution rates are higher than other employee groups due to the fact that they have higher benefit levels for the pension plan.

**9. Add one member to the County ERS Board.**

| Item | Date Effective  | Description                         | Annual Savings 2012 |
|------|-----------------|-------------------------------------|---------------------|
| 8    | January 1, 2012 | Add one-member to ERS Pension Board | Unknown             |

Membership on the County ERS Pension Board is made by appointments and by elections. Currently, three active employee members are elected to the Pension Board based upon at-large elections. Total membership on the pension board is 9. This membership consists of three (3) active employees, one (1) retired employee, three (3) appointed by the County Executive and two (2) appointed by the County Board Chairman. The addition of one DSA member would bring the total ERS board membership to 10. DSA members represent 9% of the active ERS member. Active members, including the DSA member, would represent 40% of the voting membership of the ERS board after this change. The inclusion of a guaranteed member from the DSA on the ERS board, is currently not provided to any other represented employee group.

#### 10. Pension Plan Window

The tentative agreement proposes the following pension change:

| Item | Effective Date | Pension Plan   | Annual Cost Impact 2011                       |
|------|----------------|--|---|
| 9    | 12/31/2011     | Provide for the addition of up to five years of age for employees in order to allow them to qualify for retirement in 2011. Total possible members - 67. | Depends on number of members who participate. |

The proposed contract provides for the addition to an employee's age of the amount of time that is necessary in order for the employee to meet the normal retirement age requirement or, if applicable to the employee, the Rule of 75 provision for retirement benefits, but in no event more than five (5) years. Any member who accepts this provision must retire by December 31, 2011. There are currently 21 members that are eligible to retire from Milwaukee County either by age or the Rule of 75. The Deputy Sheriffs Union members can retire at age 57. Including this new provision in the contract would make an additional 46 people eligible to retire, the majority of whom would be able to retire under the Rule of 75.

The cost of this provision is related to the pension benefits that are paid out to members earlier than originally anticipated by the actuarial analysis. If an employee, who accepts this provision, retires five years earlier than the current actuarial analysis had anticipated, the County actuarial liability will increase by the additional payments over those five years. If all 46 individuals would retire from Milwaukee County, the pension liability would increase by \$5.3 million or \$115,000 per retiree.

The offset to this cost is that the County avoids the normal cost payments for these individuals and additional years of service credit. If these retired positions are not replaced the normal cost will be decreased for the County. The normal cost for these 46 employees is \$423,123 per year, per the Buck Actuarial report.

The cost to the County for 2012, if all 46 people retire, would be an increased pension liability of \$504,000 per year. Offsetting this cost, based on the budgetary layoffs, or reductions in DSA positions, would be a reduction in the normal cost of \$423,123. For 2012, the net cost would be \$81,159.

The following table shows the impact of the 46 retirements over a 15 year amortization; as recommended in the Buck actuarial report. The first column is the amortization of the actuarial liability of \$5,287,787 over a fifteen year period. The second column continues the savings for the normal cost for all fifteen years, based on an assumption that these positions will never be replaced.

| <b>Amortization Table for DSA Contract Proposal</b> |  |  |
|---|--|--|
| Based on Buck Analysis                              |  |  |
| Total Possible Retirements                          |  | 67   |
| Retirements affecting Liability                     |  | 46   |
| Change in Pension Liability                         | \$   | 5,287,787  |
| Amortization Period                                 |  | 15 Years   |
|   |  |  |
| <u>Year</u>   | <u>Amortization of<br/>Additional<br/>Liability - Cost</u> | <u>Normal Cost -<br/>Retirements/ No<br/>Replacement -<br/>Savings</u> |
| 2012  | \$ 504,300   | \$ (423,100)   |
| 2013  | 521,900  | (440,000)  |
| 2014  | 540,200  | (444,400)  |
| 2015  | 559,100  | (448,900)  |
| 2016  | 578,700  | (453,400)  |
| 2017  | 598,900  | (457,900)  |
| 2018  | 619,900  | (462,500)  |
| 2019  | 641,600  | (467,100)  |
| 2020  | 664,000  | (471,800)  |
| 2021  | 687,300  | (476,500)  |
| 2022  | 711,300  | (481,300)  |
| 2023  | 736,200  | (486,100)  |
| 2024  | 762,000  | (490,900)  |
| 2025  | 788,700  | (495,900)  |
| 2026  | 816,300  | (500,800)  |
|   |  |  |
| Based on 15 Years                                   | \$ 9,730,400   | \$ (7,000,600)   |
|   |  |  |
| Net Cost Retirements and Vacant Positions           | \$   | 2,729,800  |

Many of these employees are eligible for post-retirement health care through Milwaukee County. The employees, who retire earlier, will be able to begin to receive post-retirement health care. The fiscal note does not include a cost for the post-retirement health care for these employees, based on an earlier retirement date.

**Budgetary Fiscal Impact**

The proposed DSA contract is intended to complete negotiations on prior years, plus deal with issues related to the 2012 budget year. The proposed 2012 County budget may require the layoff of anywhere from 92 to 117 DSA Union positions, depending on the final approved budget. Currently, there are 361 active DSA union members

The Contract proposes to allow the lay-off of a maximum of sixty-one (61) union members. The number of lay-offs would be reduced by any members who retire from the County, prior to year end. To encourage retirements, the proposed contract provides a window to allow members who are near to retirement to retire in 2011, instead of a future year. The contract also provides that for 2012, any savings generated by the proposed contract will be used to add-back jobs to the 2012 budget.

The table is based on the 2012 adopted budget by the County Board, before any vetoes from the County Executive, or their action by the County Board. Lines 1 – 9 are based on **no** DSA contract being approved. Lines 10- 22 are based on a DSA contract being approved, including an assumption for retirements and add backs of positions. The top and bottom should be equal in the total columns. The Budget Offsets represent the budget appropriations included in the budget for hourly employees, corrections officers or outside contracts based on the actions taken in the budget.

| DSA Contract for 2009 - 2012                                |                  |                       |                 |                |                |
|---|------------------|-----------------------|-----------------|----------------|----------------|
| Current 2012 Budget for Deputy Sheriffs Association members |                  |                       |                 |                |                |
|   | Active Positions | Salaries and Overtime | Active Benefits | Budget Offsets | Total          |
| 1 2012 Status prior to any changes                          | 361              | \$ 23,139,900         | \$ 13,678,200   |                | \$ 36,818,100  |
| 2   |                  |                       |                 |                |                |
| 3 Layoff of Positions                                       | -117             | (7,499,600)           | (4,433,100)     | 4,732,700      | (7,200,000)    |
| 4 includes position savings less alternative costs          |                  |                       |                 |                |                |
| 5 Net Positions   | 244              | 15,640,300            | 9,245,100       | 4,732,700      | 29,618,100     |
| 6   |                  |                       |                 |                |                |
| 7 Budget Amendment  | 25               | 1,602,500             | 947,200         | (1,349,700)    | 1,200,000      |
| 8 Budget Status after County Board                          | 269              | \$ 17,242,800         | \$ 10,192,300   | \$ 3,383,000   | \$ 30,818,100  |
| 9 Savings from Layoffs                                      | -92              | \$ (5,897,100)        | \$ (3,485,900)  | \$ 3,383,000   | \$ (6,000,000) |

| Proposed Budget for 2012 based on DSA Union Contract                      |                  |                       |                 |                |                |
|---|------------------|-----------------------|-----------------|----------------|----------------|
|   | Active Positions | Salaries and Overtime | Active Benefits | Budget Offsets | Total          |
| 10 Proposed Contract Changes  | 361              | \$ 106,800            | \$ (2,862,600)  |                | \$ (2,755,800) |
| <b>Active Positions</b>   |                  |                       |                 |                |                |
| 12 Current Positions  | 361              | 23,139,900            | 13,678,200      | -              | 36,818,100     |
| 13 Layoffs Proposed   | (92)             | (5,897,100)           | (3,485,900)     | 3,383,000      | (6,000,000)    |
| 14 Positions Saved Contract   | 37               | 2,371,700             | 1,401,900       | (1,496,700)    | 2,276,900      |
| 15 Contract Savings   | 306              | 90,500                | (2,426,500)     |                | (2,336,000)    |
| 16 Retirements Liab net Normal Cost)                                      | 30               |                       | 36,400          |                | 36,400         |
| 17 Net Cost of Active Positions   | 306              | 19,705,000            | 9,204,100       | 1,886,300      | 30,795,400     |
| <b>Layoff Positions</b>   |                  |                       |                 |                |                |
| 18 Proposed Layoffs   | (92)             | (5,897,100)           | (3,485,900)     | 3,383,000      | (6,000,000)    |
| 19 Positions Saved by Contract  | 37               | 2,371,700             | 1,401,900       | (1,496,700)    | 2,276,900      |
| 20 Contract Savings   |                  | 90,500                | (2,426,500)     | -              | (2,336,000)    |
| 21 Retirements  | 30               |                       | 36,400          | -              | 36,400         |
| 22 Net Layoffs and Cost/ (Savings)  | (25)             | (3,434,900)           | (4,474,100)     | 1,886,300      | (6,022,700)    |
| Line 22 includes savings from layoffs and retirements of thirty positions |                  |                       |                 |                |                |

**Wage and Benefit Lift for 2013**

The following table projects the cumulative dollar change and percentage lift in costs for the proposed contract. It includes costs for 2012, as previously shown in the other schedules; however the schedule looks at the impact of the contract on the 2013 budget. The 2013 budget year is included to illustrate the full impact of the proposed contract. The last two columns show the cost impact to the County based on a lower number of active employees in 2013, and an estimated number of active employees who would take the early retirement in 2011. The first column represents the costs if there were still 361 active employees and eligible active employees would take the retirement window.

| Table 4: 2009 - 2010 Cumulative Lift for 2013               |   |                   |                         |                  |                   |              |        |
|---|---|-------------------|-------------------------|------------------|-------------------|--------------|--------|
| DSA Offer 11/08/2011: Deputy Sheriff Contract 2009 - 2012   |   |                   |                         |                  |                   |              |        |
| <i>As if all costs were annualized</i>                      |   |                   |                         |                  |                   |              |        |
| Item  | Union Offer                                       |                   |                         |                  |                   |              |        |
|   | Cumulative Total Lift                             | Cumulative Lift % | Cost/ (Svgs) Per Active | Remaining Active | Cost/ (Svgs) 2013 | Cum Lift %   |        |
| <b>Continuing Costs Increase (Decrease) Over Prior Year</b> |   |                   |                         |                  |                   |              |        |
| <b>Wages</b>  |   |                   |                         |                  |                   |              |        |
| 1   | 2009, 2010, 2011 - 0.0%                           | \$ -              | 0.00%                   | \$ -             |                   | \$ -         |        |
| 2   | January 1, 2012 -- 0.0%                           | -                 | 0.00%                   | -                |                   | -            |        |
| 3   | October 1, 2012 -- 4.0%                           | 925,600           | 4.00%                   | 2,564            | 306               | 784,600      | 4.00%  |
| 4   | Step Increases Frozen                             | -                 | 0.00%                   | -                |                   | -            | *      |
|   | Sub-Total Wages                                   | 925,600           | 4.00%                   | 2,564            |                   | 784,600      |        |
|   | FICA 7.65 %                                       | 70,800            | 0.31%                   | 200              | 306               | 60,000       |        |
|   | Pension 13 18%                                    | 122,000           | 0.53%                   | 300              | 306               | 103,400      |        |
|   | Sub-Total Wages and FICA                          | \$ 1,118,400      | 4.83%                   | \$ 3,064         |                   | \$ 948,000   | 4.83%  |
| 5   | Uniform Allowance                                 | -                 | 0.00%                   | -                |                   | -            |        |
| 6   | Hazardous Duty Pay                                | -                 | 0.00%                   | -                |                   | -            |        |
| 7   | Pension Contribution - 4.70% / 6.59%              | (1,398,900)       | -6.05%                  | (3,875)          | 306               | (1,185,800)  | -6.05% |
| 8   | Pension Board Member                              | -                 |                         | -                | Retirees          | -            |        |
| 9   | Window for Pension Plan - 3 yr / 5 yr Normal Cost | 504,300           | 2.18%                   | 7,527            | 30                | 225,800      | 1.15%  |
| 10  | Layoffs of Members                                | -                 | 0.00%                   | -                |                   | -            |        |
| 11  | Health Care Change                                | -                 | 0.00%                   | -                |                   | -            |        |
|   | Same as other County employees for 2012           | (750,100)         | -3.24%                  | (2,078)          | 306               | (635,800)    | -3.24% |
| 12  | Contributions to Health Insurance                 |                   |                         |                  |                   |              |        |
|   | PPO - Change to \$75 Single \$170 Family          | (279,700)         | -1.21%                  | (775)            | 306               | (237,100)    | -1.21% |
|   | HMO - Plan eliminated for 2012                    | -                 |                         | -                |                   | -            |        |
|   | <b>Total Wage and Benefit Change</b>              | \$ (806,000)      | -3.48%                  |                  |                   | \$ (884,900) | -4.51% |
|   | <b>Lift as a Percentage of Base Wages</b>         |                   |                         |                  |                   |              |        |
|   | Annual Lift Percentage                            |                   | -0.87%                  |                  |                   |              | -1.13% |
|   | Cumulative Lift Percentage                        |                   | -3.48%                  |                  |                   |              | -4.51% |
|   | Base Wages  | \$ 23,139,887     |                         | 64,099           | 306               | 19,614,400   |        |

**Administrative Costs Associated with Implementing this Contract**

To implement this contract, personnel in the Department of Administrative Services and IMSD will have to input the rate changes into the Ceridian HPW System. For wage rates, and health plan changes, the implementation will require internal time and effort. Health Plan Changes will be effectuated during the annual open enrollment process. The number of personnel hours to complete this task has not been determined yet, but other projects may be delayed to implement this contract.

*The above information was prepared by the Department of Administrative Services and will be reviewed by the Department of Audit and County Board Fiscal and Budget Analyst. A separate report will be issued by them based upon their review.*

The following health care changes were made for DSA employees between the 2010 plan provisions that the members were subject to, to the proposed 2012 budget provisions.

| Area  | HMO Health Plan 2010  | PPO Health Plan 2010   | PPO Health Plan 2012   |
|---|---|--|--|
| Deductible - In-Network - Preferred Providers               | None  | <u>\$250 per person to a family maximum of \$750</u>   | <u>\$500 per person, \$1,000 couple to a family maximum of \$1,500</u>   |
|   |   |  | (increase of \$250 Single and \$750 Family)  |
| Deductible - Out-of-Network - All Other Providers           | None  | <u>\$500 per person to a family maximum of \$1,500</u>   | <u>\$1,000 per person, \$2,000 couple, to a family maximum of \$3,000</u>  |
|   |   |  | Increase of \$500 Single and \$1,500 Family  |
| Co- Insurance - In-Network - Inpatient/ Outpatient Services | Health Plan covers 100% of eligible expenses after any copays and deductibles | Health Plan covers 90% of eligible expenses after any copays and deductibles (unchanged from current plan) | In-Network: Health Plan covers 80% of eligible expenses after any copays and deductibles (unchanged from current plan) |
|   |   |  | (In-Network percentage decreases to 80%. Employee now responsible for 20%, up to a max. of Out-of-Pocket)              |
| Co-Insurance Out-of-Network Inpatient/ Outpatient Services  | Health Plan covers 100% of eligible expenses after any copays and deductibles | Out-of-Network: Health Plan covers 70% of eligible expenses after any copays and deductibles.              | Out-of-Network: Health Plan covers 60% of eligible expenses after any copays and deductibles.                          |
|   |   |  | (Out-of-network previously covered at 70%. Employee now responsible for a 40% of out-of-network expenses.)             |

| Area   | HMO Health Plan 2010  | PPO Health Plan 2010  | PPO Health Plan 2012   |
|--|---|---|--|
| Emergency Room                                       | \$100 Copay per visit   | \$100 Copay   | \$200 Copay per visit  |
|  |   |   | <i>(increase of \$100 per visit)</i>   |
| Out-of-Pocket Maximums (In-Network)                  | Not Applicable  | In-Network: \$2,000 per person to a family maximum of \$3,500     | In-Network: \$2,500 per person to a family maximum of \$5,000.                   |
|  |   |   | <i>(Increase of \$500 single and \$1,500 Family.</i>                             |
| Out of Pocket Maximums (Out-of-Network)              | <i>(no change)</i>  | Out-of-Network: \$3,500 per person to a family maximum of \$6,000 | Out-of-Network: \$6,000 per person to a family maximum of \$12,000               |
|  |   |   | <i>(increase of \$2,500 for singles and \$6,000 for a family)</i>                |
| Mental Health /Substance Abuse – Outpatient Services | \$10 Copay<br><i>(coverage levels required by the Mental Health Parity Act now apply)</i> | Network: \$20 Copay<br><br>Out-of-Network: \$40 Copay             | <i>(no change from current plan)</i><br><br><i>(no change from current plan)</i> |
|  |   |   |  |
| Mental Health / Substance Abuse – Inpatient Services | Network: 100%   | Network: 90%<br><br>Out-of-Network: 80%                           | Network: 90%<br><br>Out-of-Network: 70%  |
| Office Visit - In-Network                            | No Charge   | \$20 Copay per visit  | \$30 Copay   |
|  |   |   | <i>(increase of \$10 per visit)</i>  |
| Office Visit - Out-of-Network                        |   | \$40 Copay per visit  | \$60 Copay   |
|  |   |   | <i>(increase of \$20 per visit)</i>  |

| Area   | HMO Health Plan 2010  | PPO Health Plan 2010  | PPO Health Plan 2012  |
|--|---|---|---|
| Prescription Drug Co-Pay - Generic<br>Preferred<br>Non-Preferred<br>Diabetic<br>Retail Pick-up<br>Mail Order | \$5 per prescription<br>\$20 per prescription<br>\$40 per prescription<br>\$0 per prescription<br>1 Co-Pay/ 90 Day mandatory mail | \$5 per prescription<br>\$20 per prescription<br>\$40 per prescription<br>\$0 per prescription<br>1 Co-Pay/ 90 Day mandatory mail | \$10 per prescription<br>\$30 per prescription<br>\$50 per prescription<br>\$0 per prescription<br>Limited to 30 day supply<br>2 Co-Pay/ 90 Day mandatory mail<br><br><i>(increase of \$5 per generic, \$10 preferred, \$10 Non-preferred, and increase Mail Order to 2x co-pay for 90 day supply, and limit retail to 30 day supply)</i> |
| FSA Contribution by County   |   |   | Provide for a Flexible Spending Account contribution to employees of \$500, \$1,000, \$1,500, depending on single, two-member, and family.  |