



RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/15/20

Department: DOT - Fleet Management

Please note: each response field below has a 2,500 character limit.

STRATEGIC OBJECTIVE CATEGORY 1: DIVERSE & INCLUSIVE WORKFORCE

What activities are you doing to attract and retain a diverse and inclusive workforce in your department? What are the associated costs of these activities?

Fleet assisted in the development of a departmental personal branding training program for airport maintenance, highway maintenance and fleet mechanics. The curriculum includes resume writing and interviewing skill building provided by HR. The classes were to begin in April 2020 but were not scheduled to the COVID-19 outbreak. We will begin planning for higher level supervisory training after launching the personal branding training for maintenance worker positions occupied in greater numbers by people of color. Additionally, Fleet Supervisors are working with individual employees to determine available, industry-specific training needed to improve existing skills and develop new ones. Finally, Fleet will continue to purchase more expensive tools that otherwise mechanics purchase with their own money and kept with their toolboxes. Tools can be very expensive and requires some mechanics to lease tools or borrow money for them. This makes it difficult for many minorities to afford and, therefore, perform their jobs properly and efficiently.

How do you use professional development and advancement opportunities to advance equity in your department's workforce? What resources are used to support these opportunities for professional development and advancement?

Please see the answer to the previous question. We look for as many no cost or low cost opportunities to provide professional development opportunities and advancement opportunities. Because, mechanics in other municipalities are paid more than Milwaukee County's mechanics, it can be difficult to retain more experienced mechanics who would be likely candidates for advancement.

STRATEGIC OBJECTIVE CATEGORY 2: PEOPLE-FOCUSED DESIGN

How and when have service users, particularly users of color, and other key stakeholders been engaged to inform decisions about your requested budget (Who was involved, what was the forum, what were the results)?

Fleet Management is an internal service provider and works closely with its customers to make the best decisions on equipment and fleet purchases for their external and internal customers. The ultimate goal is to purchase equipment that provides maximum value at a reasonable price, thereby saving tax payer dollars. Fleet supervisors and staff provide their day-to-day maintenance experiences and recommendations that are incorporated into future purchases.

What are the multi-lingual needs of your department's service users? How do you use your budget to meet these language needs?

There are no multi-lingual needs. Should such needs be identified, we will work with the customer department on finding funds for this purpose.

STRATEGIC OBJECTIVE CATEGORY 3: EMPLOYEE PERSPECTIVE

Our employees can be a great resource for innovation and knowing what is working well and what needs work. Have you engaged a diverse group of frontline employees to inform decisions about your proposed budget changes? If yes, how was input solicited, who was involved, and what were the results?

There were no discretionary changes to this budget as a result of a flat budget request for 2021. The only budget changes are a result of an increased cross charge and increased service demand at the Airport.

STRATEGIC OBJECTIVE CATEGORY 4: IMPROVED PERFORMANCE & EQUITABLE PRACTICE

Describe ways in which racial and economic data was used to prioritize resource distribution. (Data can include sources found in the resources section of this tool, department collected data, or any other relevant data from other sources.)

It is incumbent upon Fleet Management's customers, who request specific equipment from Fleet, to perform their own internal racial and economic data analysis, as it applies to their operations.

What are the positive or negative racial equity implications of your proposed budget changes? For reference departments may refer to the "Form 1 – Major Changes" tab of your Supplemental Forms 2021 spreadsheet. Any change with identified impacts should be described.

There were no major changes to the Fleet Management budget; therefore, should be no or minimal racial equity implications (positive or negative).

What are the expected benefits and potential unintended consequences to disadvantaged communities of your proposed budget changes?

a. What analysis did you do to determine the expected benefits and potential unintended consequences?

These questions are best answered by Fleet Management's customer departments who use the vehicles in the course of their jobs.

b. What will your department do to mitigate unintended consequences resulting from your proposed budget changes?

We will work in partnership with County departments to assist them in mitigating unintended consequences.