

B U D G E T S U M M A R Y

Category	2020 Actual	2021 Actual	2022 Budget	2023 Budget	2023/2022 Variance
Expenditures					
Personnel Costs	\$156,787	\$157,334	\$205,692	\$217,801	\$12,109
Operation Costs	\$19,335	\$6,999	\$53,789	\$48,984	(\$4,805)
Debt & Depreciation	\$0	\$0	\$0	\$0	\$ 0
Capital Outlay	\$0	\$0	\$0	\$0	\$ 0
Interdepartmental. Charges	\$0	\$0	\$99	\$0	(\$ 99)
Total Expenditures	\$176,122	\$164,333	\$259,580	\$266,785	\$7,205
Revenues					
Direct Revenue	\$3	\$0	\$0	\$0	\$ 0
Intergovernmental Revenue	\$0	\$0	\$0	\$0	\$ 0
Indirect Revenue	\$0	\$0	\$0	\$0	\$ 0
Total Revenues	\$ 3	\$ 0	\$ 0	\$ 0	\$0
Tax Levy	\$176,119	\$164,333	\$259,580	\$266,785	\$7,205
Personnel					
Full-Time Pos. (FTE)	3.0	3.0	3.0	3.0	0.0
Seasonal/Hourly/Pool \$	\$27,444	\$0	\$25,320	\$26,764	\$1,444
Overtime \$	\$105	\$0	\$0	\$0	\$ 0

Department Mission:

To promote and enforce merit-based personnel practices to support a high-quality County workforce and public trust in effective County government. To ensure public confidence that Milwaukee County government acts with the highest integrity and in the public interest. The department strives to assure fair and impartial due process hearings for the suspension, demotion, or discharge of County employees in the classified service as provided by law.

Department Description:

Personnel Review Board and Civil Service Commission Description: Chapter 63 of the Wisconsin State Statutes establishes Milwaukee County’s Civil Service System, which is carried out by the Civil Service Commission (“Commission”) and the Personnel Review Board (“PRB”). The Commission and the PRB are separate, quasi-independent entities that each consist of five citizen members who are appointed by the County Executive and confirmed by the County Board of Supervisors.

Ethics Board Description: The Milwaukee County Ethics Board is the primary source of interpretation of the Milwaukee County Ethics Code, and it is supported by two to three staff members who also support the Personnel Review Board and Civil Service Commission. The Ethics Board provides advisory opinions; assesses potential ethical

**PERSONNEL REVIEW BOARD, CIVIL SERVICE COMMISSION,
ETHICS BOARD (112) BUDGET**
Department: **PRB, CSC, ETHICS**

AGENCY NO. 112
FUND: **General — 10001**

issues; provides periodic government ethics education; and enforces the Ethics Code through investigation, hearings, and resolution processes.

Major Changes in FY 2023

Following the development of the new online filing system for Statements of Economic Interest in late-2021/early-2022, the office has no major changes anticipated for 2023.

Strategic Program Area 1: Personnel Review Board

Service Provision: Discretionary

How We Do It: Program Budget Summary					
Category	2020 Actual	2021 Actual	2022 Budget	2023 Budget	2023/2022 Variance
Expenditures	\$150,321	\$151,248	\$230,535	\$235,690	\$5,155
Revenues	\$3	\$0	\$0	\$0	\$ 0
Tax Levy	\$150,318	\$151,248	\$230,535	\$235,690	\$5,155
FTE Positions	3.0	3.0	3.0	3.0	0

What We Do With It: Activity Data				
Activity	2020 Actual	2021 Actual	2022 Target	2023 Target
Number of Meetings	23	25	28	26
Number of Cases Filed	48	77	80	80
Cases Closed	43	80	70	74
Number of Cases Heard by the PRB	9	17	17	14
Written Decisions Issued During the Year	9	15	17	16
Number of Determinations Appealed	0	0	1	1
Number of Pending Court Cases	0	0	1	1

How Well We Do It: Performance Measures				
Performance Measure	2020 Actual	2021 Actual	2022 Target	2023 Target
Average Number of Days to Resolve a Case	31	38	30	30
Cases Closed in 90 Days	98%	91%	98%	98%
Days Between Hearing and Written Decision	21	21	21	21

Strategic Overview:

Chapter 33 of the Milwaukee County General Ordinances delegates certain statutory duties of the Civil Service Commission to the PRB. The PRB provides a quasi-judicial forum in which to hear disciplinary suspensions, demotions, or discharges from classified County service; to review grievance appeals under Chapter 17.205 of the Milwaukee County Ordinances; and to ensure the proper execution of County civil service rules, policies, and procedures.

Strategic Implementation:

The 2023 Budget reflects the relative consistency in volume of charges for employee disciplinary matters and continued levels of service, training, and outreach. The 2023 Budget for the Personnel Review Board maintains its five part-time non-County employee Board members as well as its high level of service.

Strategic Program Area 2: Civil Service Commission

Service Provision: **Mandated**

How We Do It: Program Budget Summary					
Category	2020 Actual	2021 Actual	2022 Budget	2023 Budget	2023/2022 Variance
Expenditures	\$11,611	\$13,085	\$13,745	\$16,045	\$2,300
Revenues	\$0	\$0	\$0	\$0	\$ 0
Tax Levy	\$13,085	\$13,085	\$13,745	\$16,045	\$2,300
FTE Positions	0.0	0.0	0.0	0.0	0.0

What We Do With It: Activity Data				
Activity	2020 Actual	2021 Actual	2022 Target	2023 Target
Number of Commission Meetings	5	6	6	6
Number of BHD Hearing Examiner Meetings	2	0	1	1
Number of BHD Disciplinary Cases Filed	5	2	5	0
Number of Disciplinary Cases Heard by the Commission	4	0	0	0
Requests to Transfer Positions from Classified to Unclassified	6	0	2	3
Merit System and Other Non-Disciplinary Appeals	0	1	0	0
Changes to Civil Service Rules	0	0	1	0

How Well We Do It: Performance Measures				
Performance Measure	2020 Actual	2021 Actual	2022 Target	2023 Target
Average Number of Days to Resolve a Case	61	65	64	63
Cases Closed in 90 Days	(100%)	100%	100%	100%
Days Between Hearing and Written Decision	53	N/A	50	50

Strategic Overview:

The 2023 Civil Service Commission is comprised of five members. Appointments are made based on recognized and demonstrated interest in and knowledge of the problems of civil service. The Commission meets bimonthly to hear the Hearing Examiner’s recommendations, if any, concerning the suspension, demotion, or discharge of County employees and to make its determination. The Commission also hears requests to move certain positions within the County from classified to unclassified status (and vice versa) as well as requests concerning changes to the Civil Service System.

Strategic Implementation:

The Civil Service Commission primarily conducts hearings on merit system violations by Behavioral Health Services (BHS) employees and exercises administrative control over the merit system, including promulgation of the Civil Service Rules. Since 2014, BHS has been governed by an independent Mental Health Board, and suspensions and/or discharges of BHS employees are now heard by the Commission instead of the PRB. Most of the budget is devoted to legal fees for outside counsel and hearing examiners.

Strategic Program Area 3: Ethics Board

Service Provision: Discretionary

How We Do It: Program Budget Summary					
Category	2020 Actual	2021 Actual	2022 Budget	2023 Budget	2023/2022 Variance
Expenditures	\$14,190	\$0	\$15,300	\$15,050	(\$ 250)
Revenues	\$0	\$0	\$0	\$0	\$ 0
Tax Levy	\$14,190	\$ 0	\$15,300	\$15,050	(\$ 250)
FTE Positions	0.0	0.0	0.0	0.0	0.0

What We Do With It: Activity Data				
Activity	2020 Actual	2021 Actual	2022 Target	2023 Target
Meetings	5	5	6	4
Written Opinions	23	43	50	55
Investigation Requests/Verified Complaints Filed	1	0	1	0
Open Records Requests	4	5	5	5

How Well We Do It: Performance Measures				
Performance Measure	2020 Actual	2021 Actual	2022 Target	2023 Target
Average Number of Days to Issue Advisory	8	8	10	10
Average Number of Days to resolve Investigation Request/Complaint	15	0	75	75
Statement of Economic Interests Filings	99%	100%	98%	100%

Strategic Overview:

The Ethics Board is comprised of six members, each from a different nominating authority leading a longstanding, broad-based Milwaukee County entity interested in good government and institutional integrity. The Board meets on a quarterly basis (with special meetings scheduled as needed) to interpret the Ethics Code, provide formal advice via Advisory Opinions, develop educational materials, and investigate ethics complaints.

Strategic Implementation:

The 2023 Budget is focused on continuing to provide high levels of service, insight, and outreach to County employees, officials, and the public in an efficient manner.