



Ethically Speaking

Milwaukee County Ethics Board

*Promoting
Integrity in County
Government*

*August
2026*

Limits on Contact

When employees leave County service, it's not uncommon for their experience and skills to lead them to working with organizations that do business with Milwaukee County. In some situations, their new work leads them to interacting with the County directly, even their former department. When a County employee or department becomes aware of such circumstances, it is important for them to consider the Code's provisions on the limits on contact with former employees (see [M.C.G.O. 9.05\(3\)](#)).

For **12 months** after leaving county service, individuals cannot:

- a. **Provide contractual services** to the County,
- b. **Contact your former department professionally or on behalf of a new employer**, whether formally or informally,
- c. **Contact any County department**, regarding a judicial or quasi-judicial proceeding, application, contract, claim, or charge that was your responsibility when you worked for the County.

You can **never**:

- a. **Act on behalf of any party** other than Milwaukee County regarding any judicial or quasi-judicial proceeding, application, contract, claim, or charge which you **participated in substantially** when you worked for the County. **This is a permanent restriction.**

Exemptions:

1. If your new employer is another **governmental agency**. However, this is not applicable to the permanent restriction.
2. If a County department deems that a former employee or official is critical to County operations, the **department** may **formally request**, from the County Board Committee on Finance, a **waiver of the contractual services prohibition**.

Why is this important?

We as County employees and elected or appointed County officials hold our positions as a public trust. Using information gained through your County employment for your own private benefit is a violation of that trust.

It's important to reduce the likelihood of former employees or officials using the information and knowledge of the County's operations for their (or their new employer's) financial benefit.

Who do I reach out to for help?

Do you have questions on the topic?

Think you may be facing an ethics issue?

To request a confidential advisory opinion, contact us:

E: ethics@milwaukeecountywi.gov

P: 414-278-5332