

## 2019 Operating Budget: Common Council Amendments (Proposed)

2019 General Fund Budget			
	Expenditures	Revenue	Levy
<b>Executive Budget</b>	<b>\$ 332,047,800</b>	<b>90,221,321</b>	<b>\$ 241,826,479</b>
Debt Service Adjustment	(459,307)	(97,400)	(361,907)
Finance Cmt Approved	618,950	177,800	441,150
<b>Total Finance Committee Proposed Budget</b>	<b>\$ 332,207,443</b>	<b>\$ 90,301,721</b>	<b>\$ 241,905,722</b>
Common Council Proposed	\$ 9,500	\$ (110,000)	\$ 241,805,222
Maximum Allowed Levy			241,922,402
Remaining Levy Capacity			117,180

Number	Agency	Amendment Title	Sponsor	General Fund			Other Funds
				Revenue	Expense	TOAH Impact	Expense
1	Community Development Division	Peer Support Funding - Case Management and Peer Support Hours	Alder Kemble	0	(150,000)	(1.60)	0
2	Community Development Division	Peer Support Funding - Community Building and Engagement	Alder Bidar-Sielaff	0	57,500	0.61	0
3	Community Development Division - HR, IT, and CDD	Peer Support Funding - Human Resources Audit and Citywide PIO	Alder Rummel	0	50,000	0.53	0
4	Community Development Division	Peer Support Funding-Neighborhood Centers	Alder McKinney	0	0	0.00	0
5	Direct Appropriations	THRIVE/MadRep Funding	Alder Cheeks	0	(32,000)	(0.34)	0
6	Information Technology	Citywide Public Information Officer - Common Council Executive Committee Review	Alder Martin	0	0	0.00	0
7	Police	American Family Insurance Grant	Mayor Soglin	(110,000)	110,000	0.00	0
8	Police	Remove Overtime Funding for the Police Body Worn Camera Pilot	Alder Bidar-Sielaff	0	(26,000)	(0.28)	0
9	Police	Common Council Approval for the Police Body Worn Camera Pilot	Alder Verveer	0	0	0.00	0
<b>TOTAL PROPOSED</b>				<b>\$ (110,000)</b>	<b>\$ 9,500</b>	<b>\$ (1.07)</b>	<b>\$0</b>

## 2019 Operating Budget: Proposed Common Council Amendments

Amendment No. 1

**Amendment Title:** Peer Support Funding - Case Management and Peer Support Hours  
**Agency:** Community Development Division  
**Sponsors:** Alder Kemble  
**Co-Sponsor (s):** Alder Bidar-Sielaff, Alder Rummel

### Amendment

#### Amendment Narrative

Reduce funding for violence prevention in the Community Development Division by \$150,000. The remaining \$150,000 that was added to the 2019 Executive Budget will be added to the purchase of service contract to create a case management position and increase the number of hours for direct peer support.

#### Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	(150,000)	0
<b>TOTAL</b>	<b>-\$150,000</b>	<b>\$0</b>
<i>TOAH Impact</i>	-\$1.60	n/a

#### Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	(150,000)
<u>Other</u>	<u>0</u>
	(150,000)

### Discussion

#### Amendment Impact

**Recurrence:** One-Time  
**Annualized Cost:**

#### Amendment Analysis

The Executive Budget increased funding for violence prevention contracts in the Community Development budget by \$300,000 from \$400,000 to \$700,000. This amendment identifies that increased funding in the 2019 budget will be used to increase case management services along with increasing the number of peer support hours.

This amendment proposing reducing the increase from \$300,000 to \$150,000. If all three amendments are adopted total funding for violence prevention-peer support contracts in CDD will \$450,000.

Two separately proposed amendments (Amendments 2 and 3) reallocate a portion of these funds. The three proposed amendments, if all are adopted, will result in \$42,500 of additional levy capacity.

## 2019 Operating Budget: Proposed Common Council Amendments

Amendment No. 2

**Amendment Title:** Peer Support Funding - Community Building and Engagement  
**Agency:** Community Development Division  
**Sponsors:** Alder Bidar-Sielaff  
**Co-Sponsor (s):** Alder Furman, Alder Hall, Alder Kemble, Alder Martin, Alder Phair, Alder Rummel, Alder Wood

### Amendment

#### Amendment Narrative

Appropriate \$57,500 for Community Building and Engagement (CBE) activities. Increased funding will be used for full-year contracts with Centro-Hispano and Lussier Community Education Center for CBE activities in 2019. These funds are one-time for 2019.

#### Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	57,500	0
<b>TOTAL</b>	<b>\$57,500</b>	<b>\$0</b>
<i>TOAH Impact</i>	\$0.61	<i>n/a</i>

#### Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	57,500
<u>Other</u>	<u>0</u>
	57,500

### Discussion

#### Amendment Impact

<b>Recurrence:</b>	One-Time
<b>Annualized Cost:</b>	<u>0</u>

#### Amendment Analysis

## **2019 Operating Budget: Proposed Common Council Amendments**

The proposed amendment increases Community Development Division's (CDD) contract funding for CBE activities by \$57,500 to fund full-year contracts with Centro-Hispano and Lussier Community Education Center for CBE activities in 2019. These activities are a component of the City's violence prevention efforts. The Finance Committee adopted an amendment (Amendment #3) to fund these contracts for half of 2019. If adopted, funding from this amendment will fund the contracts for all of 2019. At the proposed funding level, total funding for Community Building and Engagement contracts will increase from \$107,000 in the Executive Budget to \$221,000, a 107% increase.

The Community Building and Engagement funds were first included in the City's budget in 2015 as a Direct Appropriation. These initial funds were awarded to Centro Hispano and Lussier through a competitive RFP in 2015. These contracts have since been extended twice.

During the summer of 2018, CDD conducted an RFP process to award 2019 funds. These programs were not awarded funds through the RFP process. As part of their review, the Community Services Committee prepared a B List of recommendations that requested a half year of funding for both the Centro Hispano and Lussier programs.

This amendment is one of two amendments (Amendments 2 and 3) that proposes reallocating a portion of the increased funding that was added for Violence Prevention-Peer Support in the Executive Budget. The three proposed amendments, if all are adopted, will result in \$42,500 of additional levy capacity.

## 2019 Operating Budget: Proposed Common Council Amendments

Amendment No. 3

**Amendment Title:** Peer Support Funding - Human Resources Audit and Citywide PIO  
**Agency:** Community Development Division - HR, IT, and CDD  
**Sponsors:** Alder Rummel  
**Co-Sponsor (s):** Alder Kemble, Alder McKinney

### Amendment

#### Amendment Narrative

Appropriate \$100,000 in the Human Resources purchased services budget for consulting services in order to hire an external Society for Human Resource Management (SHRM) certified consultant to conduct a comprehensive strategic audit of the Human Resources Department's policies, procedures, practices, strategies, structure, and work culture.

The amendment will be funded by:

Reducing IT's personnel budget by \$50,000, effectively freezing the Citywide PIO position for all of 2019, and using \$50,000 of the \$150,000 decrease (Amendment 1) in the Community Development Division's purchased service budget for Violence Prevention-Peer Support.

The completed audit will include recommendations for improvements and updates in critical human resources areas, including hiring, promotion, performance review and disciplinary policies, procedures and practices to serve a progressive, forward-thinking municipality that seeks to create a workplace that is diverse, consciously inclusive, fosters trust and respect and enables all employees to reach their full potential. Success will be determined by HR's effectiveness in supporting City goals by recruiting, developing and sustaining a diverse, talented and engaged workforce. As part of deliverables, the audit will analyze and report on the key recommendations in the 2017 Equity Impact Analysis on City HR Practices and assess the status of the action plan recommendations in the 2016 Multicultural Affairs Committee Survey Report as it relates to HR. The audit will be presented to the Common Council by September 30, 2019.

#### Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	50,000	0
<b>TOTAL</b>	<b>\$50,000</b>	<b>\$0</b>
<i>TOAH Impact</i>	\$0.53	n/a

#### Amendment by Major

Revenue	0
Permanent Salaries	(50,000)
Benefits	0
Supplies	0
Purchased Services	100,000
<u>Other</u>	<u>0</u>
	50,000

### Discussion

#### Amendment Impact

<b>Recurrence:</b>	One-Time
<b>Annualized Cost:</b>	<u>0</u>

#### Amendment Analysis

## **2019 Operating Budget: Proposed Common Council Amendments**

The proposed amendment reduces IT's salary budget by \$50,000 by leaving the Citywide PIO position, which was included in the Executive Budget and amended by Finance Committee Amendment #16, vacant for all of 2019 instead of half of a year. Creating and filling the position in 2020 would be subject to future appropriations.

The HR Department submitted a \$100,000 supplemental request for an HR Assessment during their budget request. This supplemental request was not included in the 2019 Executive Budget.

The 2017 Adopted Budget included \$10,000 for an independent review of HR policies and procedures. This funding supported a contract with the Government Alliance on Race and Equity (GARE) to organize an event with City staff examining hiring practices and work culture. A full analysis of the event was presented to the HR Director in March 2018. Key recommendations include: clarifying and strengthening the role of HR in the hiring and recruitment process citywide, developing consistency in the meaning and need for inclusive workplace and inclusive management practices, developing a formal talent management process, developing more effective strategic partnerships with communities of color, increasing the use of data and developing recommendations for civil service hiring practices, and using core competencies earlier in the hiring process and ensuring core competencies are carried out throughout the hiring and employee evaluation process.

This amendment is one of two amendments (Amendments 2 and 3) that proposes reallocating a portion of the increased funding that was added for Violence Prevention-Peer Support in the Executive Budget. The three proposed amendments, if all are adopted, will result in \$42,500 of additional levy capacity.

## 2019 Operating Budget: Proposed Common Council Amendments

Amendment No. 4

**Amendment Title:** Peer Support Funding-Neighborhood Centers  
**Agency:** Community Development Division  
**Sponsors:** Alder McKinney  
**Co-Sponsor (s):** Alder Baldeh

### Amendment

#### Amendment Narrative

Transfer \$250,000 from violence prevention funding in the Community Development Division to purchased services in the Strong Healthy Neighborhoods service to increase funding for neighborhood center support in 2019. The remaining \$50,000 in violence prevention will be used for case management services as part of the peer support contract.

Staff from the Community Development Division will develop a methodology for allocating the increased neighborhood center support funding across the existing centers. Staff will report back with their recommendations to the Common Council by the end of the 1st Quarter of 2019.

#### Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	0	0
<b>TOTAL</b>	<b>\$0</b>	<b>\$0</b>
<i>TOAH Impact</i>	\$0.00	<i>n/a</i>

#### Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	0
<u>Other</u>	<u>0</u>
	0

### Discussion

#### Amendment Impact

<b>Recurrence:</b>	Ongoing
<b>Annualized Cost:</b>	

#### Amendment Analysis

The 2019 Executive Budget includes \$997,444 for neighborhood center support, a \$112,636, or 13%, increase from 2018. These funds are awarded to 15 centers based on extending contracts that were initially awarded in 2014. The total purchased of service contracts with these providers ranges from \$28k to \$167k, with the average contract totaling \$85k.

If adopted, total funding for neighborhood center support (General Fund only) will be \$1,247,444, a 41% from the 2018 Adopted Budget.

## 2019 Operating Budget: Proposed Common Council Amendments

Amendment No. 5

**Amendment Title:** THRIVE/MadRep Funding  
**Agency:** Direct Appropriations  
**Sponsors:** Alder Cheeks  
**Co-Sponsor (s):** Alder Hall

### Amendment

#### Amendment Narrative

Reduce funding for the City's annual MadREP membership costs by \$32,000 from \$50,000 to \$18,000.

#### Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	(32,000)	0
<b>TOTAL</b>	<b>-\$32,000</b>	<b>\$0</b>
<i>TOAH Impact</i>	<i>-\$0.34</i>	<i>n/a</i>

#### Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	(32,000)
<u>Other</u>	<u>0</u>
	(32,000)

### Discussion

#### Amendment Impact

<b>Recurrence:</b>	Ongoing
<b>Annualized Cost:</b>	<u>(32,000)</u>

#### Amendment Analysis

The Executive Budget increased funding for the City's MadREP membership costs by \$32,000 from \$18,000 to \$50,000. Funding for this contract has been \$18,000 annually since it was added to the budget in 2007.



## 2019 Operating Budget: Proposed Common Council Amendments

Amendment No. 6

**Amendment Title:** Citywide Public Information Officer - Common Council Executive Committee Review  
**Agency:** Information Technology  
**Sponsors:** Alder Martin  
**Co-Sponsor (s):** Alder Bidar-Sielaff, Alder Furman

### Amendment

#### Amendment Narrative

Delay the hiring of a Citywide Public Information Officer (PIO) until after the citywide communications structure can be discussed and approved by the Common Council Executive Committee (CCEC) and the Common Council. This discussion could include, at the discretion of the CCEC, setting up an ad-hoc group of Alders and City staff to discuss the best implementation of a Citywide PIO.

#### Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	0	0
<b>TOTAL</b>	<b>\$0</b>	<b>\$0</b>
<i>TOAH Impact</i>	\$0.00	<i>n/a</i>

#### Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	0
<u>Other</u>	<u>0</u>
	0

### Discussion

#### Amendment Impact

**Recurrence:**  
**Annualized Cost:** 0

#### Amendment Analysis

Finance Committee Amendment #16 was originally drafted to create an Office of Communications within the IT Department, staff the office with a Citywide Public Information Officer (PIO), and have all other PIOs within the City report to the Citywide PIO but remain housed in the departments where they are currently located. Amendment #16 was then amended and adopted to eliminate the reference to transferring PIO positions from other City departments and to delay the start date of the Citywide PIO until July 1, 2019, effectively reducing IT's salary budget by \$50,000 in 2019.

The proposed amendment will continue with a July 1, 2019 start date for the Citywide PIO position but will require the citywide communications structure to be discussed and approved by the Common Council Executive Committee (CCEC) and the Common Council prior to the creation of an Office of Communications and filling the Citywide PIO position.

## 2019 Operating Budget: Proposed Common Council Amendments

Amendment No. 7

**Amendment Title:** American Family Insurance Grant  
**Agency:** Police  
**Sponsors:** Mayor Soglin  
**Co-Sponsor (s):** Alder Carter, Alder Verveer

### Amendment

#### Amendment Narrative

Appropriate \$110,000 in the Police Department to accept funds from American Family Insurance to create a Neighborhood Office in the American Family corridor. Funding will be used to create a new Police Officer (1.0 FTE) position and purchase a marked squad car. The funding is part of a two-year pilot, estimated funding for the full pilot is \$235,000. Should the pilot not be continued after 2020 the position will be eliminated through attrition in the subsequent year.

#### Amendment by Funding Source

	General Fund	Other Funds
Revenue	(110,000)	0
Expenditure	110,000	0
<b>TOTAL</b>	<b>\$0</b>	<b>\$0</b>
<i>TOAH Impact</i>	\$0.00	<i>n/a</i>

#### Amendment by Major

Revenue	(110,000)
Permanent Salaries	34,000
Benefits	12,325
Supplies	62,575
Purchased Services	1,100
<u>Other</u>	<u>0</u>
	0

### Discussion

#### Amendment Impact

<b>Recurrence:</b>	Ongoing
<b>Annualized Cost:</b>	<u>0</u>

#### Amendment Analysis

### **2019 Operating Budget: Proposed Common Council Amendments**

This grant would fund a two year pilot program to place a new Neighborhood Police Officer with a squad in the American Family corridor on Madison's east side during the day shift. The officer would be in addition to existing resources, effectively making more resources available in the other parts of the North District by allowing the beat officer that is currently assigned to this area to be able to spend more time patrolling and responding to other areas within the beat and other parts of the North District. The contract between the City and American Family Insurance would be subject to approval by the Common Council after the budget is adopted.

The grant will fund the 2019 and 2020 salary, benefits, and other expenses for one additional recruit in the 2019 academy and one equipped squad vehicle. In 2020, an officer will be assigned to the American Family corridor as a Neighborhood Resource Officer. If the pilot is not extended beyond 2020, the 2021 recruit class will be reduced by one FTE to absorb the loss of the grant funding. The Department will absorb the annual cost associated with the additional squad (approximately \$3,700). The squad will not be part of the Fleet Service replacement schedule.

There is no impact on the City levy of this proposed amendment.

## 2019 Operating Budget: Proposed Common Council Amendments

Amendment No. 8

**Amendment Title:** Remove Overtime Funding for the Police Body Worn Camera Pilot  
**Agency:** Police  
**Sponsors:** Alder Bidar-Sielaff  
**Co-Sponsor (s):** Alder Furman, Alder Hall, Alder Kemble, Alder Martin, Alder Phair, Alder Rummel, Alder Zellers

### Amendment

#### Amendment Narrative

Remove \$26,000 that was added by Finance Committee amendment #24 to the Police Department's budget to fund overtime for processing video and camera system maintenance related to a Body Worn Camera pilot program.

#### Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	(26,000)	0
<b>TOTAL</b>	<b>-\$26,000</b>	<b>\$0</b>
<i>TOAH Impact</i>	<i>-\$0.28</i>	<i>n/a</i>

#### Amendment by Major

Revenue	0
Permanent Salaries	(21,900)
Benefits	(4,100)
Supplies	0
Purchased Services	0
<u>Other</u>	<u>0</u>
	(26,000)

### Discussion

#### Amendment Impact

<b>Recurrence:</b>	One-Time
<b>Annualized Cost:</b>	<u>0</u>

#### Amendment Analysis

## **2019 Operating Budget: Proposed Common Council Amendments**

The 2019 Executive Capital Budget, as amended by the Finance Committee, includes \$104,000 in GO Borrowing in 2019 to pilot a body worn camera program in the Madison Police Department. The pilot program will include purchasing 47 body worn cameras along with related equipment and training. It is anticipated the program will be piloted in the North District with the following units: Patrol, Community Policing Team, Traffic Enforcement Safety, and Sergeants. The Finance Committee also approved operating budget amendment #24 to fund projected overtime costs associated with implementing the program. Overtime will be needed for processing camera footage and equipment maintenance.

A Council capital budget amendment has been proposed to remove the \$104,000 for the Body Worn Camera Pilot.

This proposed amendment removes the funding for the projected overtime costs associated with implementing the program.

The Department estimates that the capital cost for full implementation of a body worn camera program would be approximately \$785,500.

Future operating costs if the program is implemented citywide would require three additional positions and ongoing software and maintenance costs. The estimated annual operating cost of implementing the program citywide is \$250,000.

## 2019 Operating Budget: Proposed Common Council Amendments

Amendment No. 9

**Amendment Title:** Common Council Approval for the Police Body Worn Camera Pilot  
**Agency:** Police  
**Sponsors:** Alder Verveer  
**Co-Sponsor (s):** Alder Skidmore

### Amendment

#### Amendment Narrative

Add the following language to the body worn camera pilot program budget highlight: Implementation of a pilot program is contingent upon Common Council approval to proceed.

#### Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	0	0
<b>TOTAL</b>	<b>\$0</b>	<b>\$0</b>
<i>TOAH Impact</i>	\$0.00	n/a

#### Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	0
<u>Other</u>	<u>0</u>
	0

### Discussion

#### Amendment Impact

<b>Recurrence:</b>	One-Time
<b>Annualized Cost:</b>	<u>0</u>

#### Amendment Analysis

## **2019 Operating Budget: Proposed Common Council Amendments**

The 2019 Executive Capital Budget, as amended by the Finance Committee, includes \$104,000 in GO Borrowing in 2019 to pilot a body worn camera program in the Madison Police Department. The pilot program will include purchasing 47 body worn cameras along with related equipment and training. It is anticipated the program will be piloted in the North District with the following units: Patrol, Community Policing Team, Traffic Enforcement Safety, and Sergeants.

The Finance Committee also approved operating budget amendment #24 to fund \$26,000 in projected overtime costs associated with implementing the program. Overtime will be needed for processing camera footage and equipment maintenance.

The proposed amendment adds language to the operating budget to stipulate that the pilot program is contingent upon Common Council approval to proceed. The capital budget as amended includes this language.

The Department estimates that the capital cost for full implementation of a body worn camera program would be approximately \$785,500.

Future operating costs if the program is implemented citywide would require three additional positions and ongoing software and maintenance costs. The estimated annual operating cost of implementing the program citywide is \$250,000.