



Employ Milwaukee Board of Directors

PERSONNEL, FINANCE & AUDIT COMMITTEE

May 22, 2025, 8:30 A.M. - 10:00 A.M.

Employ Milwaukee – 2342 N. 27th Street, Milwaukee, WI 53210

Via Videoconference (MS Teams)

APPROVED MINUTES

Members Present: Andres Gonzalez (Chair), Julie Cayo, Jose Martinez, Karen Spindler

Employ Milwaukee Staff Present: Annemarie Probst, Brenda King

Guests Present: None

Chair Andres Gonzalez called the meeting to order at 8:08 AM.

1. Welcome

Chair Andres Gonzalez welcomed new committee member Jose Martinez.

2. Minutes from February 22, 2025

The February 22, 2025 meeting minutes were unanimously approved upon a motion by Karen Spindler that was seconded by Jose Martinez.

3. Finance Update

- a) Financial Statues Update: Financial Statutes Update: Annemarie presented an update focused on maintaining financial stability in FY25 and future years, aiming for agency growth. Key points included: revenue is projected at \$14.5–\$15 million, with ongoing collaboration with DOL to keep FY25 balanced. The agency will continue monitoring updates from the Department of Labor, as there have been funding delays affecting hiring and new grants. We are assuming, cautiously, that current DOL grants will be retained, with an expected \$7.6 million in revenue for FY26. WIOA funding may see significant reductions by FY27—possibly 30–60%—and will be closely tracked. Julie reported that potentially large federal discretionary cuts, especially to WIOA, are expected, estimated at 30–60% depending on federal decisions. Recommendations are to maintain advocacy efforts, develop budget models anticipating cuts, revise policies for efficiency, explore new revenue sources tied to work requirements, and seek mutually beneficial funding partners.
- b) FY26 Annual Budget – Approval: Annemarie shared the overview of the different categories within our budget, including direct and indirect costs. We anticipate that indirect staff wages will be lower in fiscal year 2026, primarily through outsourcing our IT services, which will result in significant savings for us. Per DOL’s guidance, we are able to

direct charge programs for contractual expenses such as our IT contract. Our MEDC line of credit current balance is \$725,000. The loan has been extended through 10/21, and we will be restructuring it into a short-term line of credit for managing our day-to-day expenses as well as a long term portion. We're also discussing our lease with WCS, which will end in December. WCS has indicated that they would like us to remain as tenants. We need to discuss the details with respect to square footage, since we have some unnecessary space. It would be ideal if we could sign a three-year lease instead of a five-year year, given the federal uncertainty. We're thinking ahead, being proactive and managing our funding to ease the impact of FY27. Jose Martinez moved to approve the budget, Karen Spindler seconded, budget passed unanimously.

- c) Regional One Stop Operator MOU – Approval: Julie presented the committee with the MOU for the new One Stop Operator that would be different with the retirement of our previous One Stop Operator Coordinator. We presented an RFP for a new provider and have scaled it back. This is a MOU between the 3 boards, because we are larger, we will be responsible for 50% and the other boards 25% each. Andres asked for a motion for approval, Karen Spindler motioned, second by Jose Martienz, approved unanimously.

4. Fund Development Report

New grants received:

- DWD Worker Advancement Initiative (WAI) Round 2 - Sector based projects in construction, financial services, manufacturing, urban forestry and transportation - \$1,999,791.47
- Milwaukee Public Schools – Camp Rise -\$100,000.

FY25 Fund Development Goal \$2,500,00 Actual through May 16, 2025: \$12,454,999

5. Personnel Updates

- The committee entered closed session pursuant to Wis. Stat. 19.85(1)(c).

Jose Martienz moved for closed session, Karen Spindler seconded. Committee moved to executive closed session unanimously.

5. Other Items

Meeting adjourned.

Chair Andres Gonzalez adjourned the meeting at 9:59 A.M

Next Board of Directors Meeting: June 11, 2025 – Annual Meeting, In Person

Next PFA Committee Meeting: August 21, 2025

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