

HENNEPIN COUNTY
MINNESOTA

2025 Disparity Reduction Executive Summary

October 9, 2024

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**HENNEPIN COUNTY 2025 BUDGET:
PROPOSED**

2024 Adopted Budget: Resolution 23-0349R1

Version: 09/24/24 12:44 PM

| Program/Department | Budget | | | | Property Tax Requirement | | | | Full-Time Equivalents (FTEs) | | | |
|---|--------------------|--------------------|---------------------|-----------------------|--------------------------|--------------------|---------------------|-----------------------|------------------------------|------------------|---------------------|-----------------------|
| | 2024 Adjusted | 2025 PROPOSED | Change 2024-2025 | % Change 2024-2025 | 2024 Adjusted | 2025 PROPOSED | Change 2024-2025 | % Change 2024-2025 | 2024 Adjusted | 2025 PROPOSED | Change 2024-2025 | % Change 2024-2025 |
| Public Works | | | | | | | | | | | | |
| Public Works Services | | | | | | | | | | | | |
| Public Works Administration | 6,646,018 | 7,242,345 | 596,327 | 8.97% | 2,960,616 | 3,403,421 | 442,805 | 14.96% | 40.0 | 42.0 | 2.00 | 5.00% |
| Transit and Mobility | 880,647 | 1,168,218 | 287,571 | 32.65% | 0 | 0 | 0 | 0.00% | 12.0 | 12.0 | 0.00 | 0.00% |
| Transportation Project Delivery | 27,827,065 | 28,065,091 | 238,026 | 0.86% | 13,234,150 | 14,389,581 | 1,155,431 | 8.73% | 175.5 | 171.1 | (4.35) | (2.48%) |
| Transportation Operations | 44,085,613 | 45,604,027 | 1,518,414 | 3.44% | 6,943,331 | 5,139,238 | (1,804,093) | (25.98%) | 135.8 | 138.1 | 2.35 | 1.73% |
| Environment and Energy | 108,568,913 | 104,799,560 | (3,769,353) | (3.47%) | 250,000 | 0 | (250,000) | 0.00% | 113.2 | 117.2 | 4.00 | 3.54% |
| Glen Lake Golf Course | 1,107,992 | 1,153,596 | 45,604 | 4.12% | 0 | 0 | 0 | 0.00% | 0.0 | 0.0 | 0.00 | 0.00% |
| County Transportation Sales Tax (F26) | 2,300,000 | 1,400,000 | (900,000) | (39.13%) | 0 | 0 | 0 | 0.00% | 0.0 | 0.0 | 0.00 | 0.00% |
| Metro Area Transportation Sales Tax (F23) | 500,000 | 0 | (500,000) | (100.00%) | 0 | 0 | 0 | 0.00% | 0.0 | 0.0 | 0.00 | 0.00% |
| Public Works Total | 191,916,248 | 189,432,837 | (2,483,411) | -1.29% | 23,388,097 | 22,932,240 | (455,857) | (1.95%) | 476.4 | 480.4 | 4.0 | 0.84% |
| Law, Safety and Justice | | | | | | | | | | | | |
| Law, Safety and Justice Operations | 15,232,816 | 15,953,324 | 720,508 | 4.73% | 14,598,211 | 15,318,719 | 720,508 | 4.94% | 74.5 | 75.5 | 1.0 | 1.34% |
| County Attorney's Office | 78,526,831 | 84,014,267 | 5,487,436 | 6.99% | 71,672,282 | 77,576,124 | 5,903,842 | 8.24% | 518.6 | 518.7 | 0.0 | 0.01% |
| Adult Representation Services | 18,551,335 | 19,460,115 | 908,780 | 4.90% | 17,101,335 | 17,350,115 | 248,780 | 1.45% | 106.0 | 108.0 | 2.0 | 1.89% |
| Court Functions | 181,099 | 186,532 | 5,433 | 3.00% | 181,099 | 186,532 | 5,433 | 3.00% | 0.0 | 0.0 | 0.0 | 0.00% |
| Public Defender's Office | 9,521,868 | 8,970,863 | (551,005) | (5.79%) | 4,209,023 | 3,828,863 | (380,160) | (9.03%) | 23.3 | 17.8 | (5.5) | (23.66%) |
| Sheriff's Office | 161,380,679 | 166,268,293 | 4,887,614 | 3.03% | 131,636,063 | 142,478,926 | 10,842,863 | 8.24% | 882.0 | 882.0 | 0.0 | 0.00% |
| Community Corrections | 136,957,851 | 142,994,550 | 6,036,699 | 4.41% | 105,635,665 | 111,803,379 | 6,167,714 | 5.84% | 924.2 | 918.7 | (5.5) | (0.60%) |
| Radio Communications | 4,272,742 | 4,234,016 | (38,726) | (0.91%) | 0 | 0 | 0 | 0.00% | 0.0 | - | 0.0 | 0.00% |
| Law, Safety and Justice Total | 424,625,221 | 442,081,960 | 17,456,739 | 4.11% | 345,033,678 | 368,542,658 | 23,508,980 | 6.81% | 2,528.6 | 2,520.6 | (8.0) | (0.31%) |
| Health | | | | | | | | | | | | |
| Hennepin Health | 308,644,958 | 330,326,700 | 21,681,742 | 7.02% | 0 | 0 | 0 | 0.00% | 129.0 | 132.0 | 3.0 | 2.33% |
| NorthPoint Health & Wellness Center | 56,127,464 | 54,668,731 | (1,458,733) | (2.60%) | 9,986,594 | 13,751,733 | 3,765,139 | 37.70% | 305.3 | 293.3 | (12.0) | -3.93% |
| Medical Examiner's Office | 10,666,012 | 11,575,236 | 909,224 | 8.52% | 7,507,704 | 8,047,349 | 539,645 | 7.19% | 65.1 | 66.1 | 1.0 | 1.54% |
| Community Healthcare | 60,000,000 | 38,000,000 | (22,000,000) | (36.67%) | 44,500,000 | 38,000,000 | (6,500,000) | (14.61%) | 0.0 | 0.0 | 0.0 | 0.00% |
| Health Administration & Support | 572,857 | 284,590 | (288,267) | (50.32%) | 572,857 | 284,590 | (288,267) | (50.32%) | 3.0 | 3.0 | 0.0 | 0.00% |
| Sexual Assault Resources Services (SARS) | 750,000 | 50,000 | (700,000) | (93.33%) | 750,000 | 50,000 | (700,000) | (93.33%) | 0.0 | 0.0 | 0.0 | 0.00% |
| Health Total | 436,761,290 | 434,905,257 | (1,856,033) | (0.42%) | 63,317,155 | 60,133,672 | (3,183,483) | (5.03%) | 502.4 | 494.4 | (8.0) | -1.59% |
| Human Services | | | | | | | | | | | | |
| HSPH Human Services (F20) | 646,926,925 | 654,846,415 | 7,919,490 | 1.22% | 216,466,570 | 221,038,580 | 4,572,010 | 2.11% | 2,981.0 | 2,983.0 | 2.1 | 0.07% |
| Safe Communities | 10,687,071 | 11,613,063 | 925,992 | 8.66% | 4,992,530 | 5,238,784 | 246,254 | 4.93% | 22.0 | 23.0 | 1.0 | 4.55% |
| Public Health | 70,766,794 | 83,600,453 | 12,833,659 | 18.14% | 17,337,280 | 19,705,088 | 2,367,808 | 13.66% | 442.0 | 449.5 | 7.5 | 1.70% |
| HSPH Hennepin Health | 1,683,810 | 1,463,783 | (220,027) | -13.07% | 0 | 0 | 0 | 0.00% | 12.0 | 12.0 | 0.0 | 0.00% |
| HSPH Internal Supports | 62,754,479 | 68,324,386 | 5,569,907 | 8.88% | 60,790,988 | 63,281,968 | 2,490,980 | 4.10% | 468.9 | 470.3 | 1.4 | 0.29% |
| HSPH Fund Bal | 0 | 0 | 0 | 0.00% | (57,122,624) | (71,901,641) | (14,779,017) | 25.87% | 0.0 | 0.0 | 0.0 | 0.00% |
| Opioid Special Revenue (27) | 13,315,022 | 9,800,661 | (3,514,361) | -26.39% | 0 | 0 | 0 | 0.00% | 0.0 | 0.0 | 0.0 | 0.00% |
| Human Services Total | 806,134,102 | 829,648,761 | 23,514,659 | 2.92% | 299,587,368 | 309,264,420 | 9,677,052 | 3.23% | 3,925.9 | 3,937.8 | 11.9 | 0.30% |

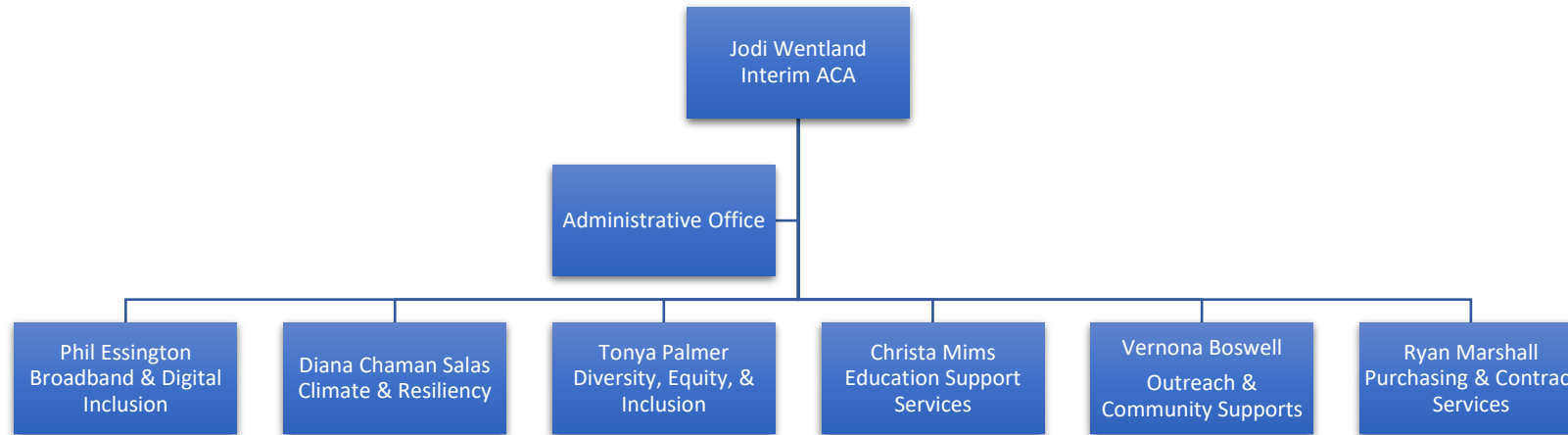
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| Disparity Reduction | | | | | | | | | | | | |
| Disparity Reduction Administration | 1,937,211 | 4,501,909 | 2,564,698 | 132.39% | 1,850,366 | 4,001,909 | 2,151,543 | 116.28% | 14.0 | 19.0 | 5.0 | 35.71% |
| Broadband & Digital Inclusion | 3,092,408 | 2,878,559 | (213,849) | (6.92%) | 641,572 | 2,878,559 | 2,236,987 | 348.67% | 14.0 | 14.0 | 0.0 | 0.00% |
| Workforce Development | 8,465,363 | 11,217,240 | 2,751,877 | 32.51% | 1,762,532 | 5,666,791 | 3,904,259 | 221.51% | 12.5 | 13.5 | 1.0 | 8.00% |
| Outreach and Community Supports | 1,800,209 | 2,315,738 | 515,529 | 28.64% | 1,531,868 | 2,315,738 | 783,870 | 51.17% | 15.0 | 15.0 | 0.0 | 0.00% |
| Education Support Services | 2,762,767 | 3,369,845 | 607,078 | 21.97% | 2,739,268 | 3,369,845 | 630,577 | 23.02% | 20.0 | 21.0 | 1.0 | 5.00% |
| Purchasing and Contract Services | 5,713,582 | 5,873,741 | 160,159 | 2.80% | 5,702,661 | 5,873,741 | 171,080 | 3.00% | 38.0 | 38.3 | 0.3 | 0.79% |
| Climate Change | 1,863,470 | 10,081,908 | 8,218,438 | 441.03% | 1,263,470 | 1,681,908 | 418,438 | 33.12% | 9.0 | 9.0 | 0.0 | 0.00% |
| Disparity Reduction Total | 25,635,010 | 40,238,940 | 14,603,930 | 56.97% | 15,491,737 | 25,788,491 | 10,296,754 | 66.47% | 122.5 | 129.8 | 7.3 | 5.96% |
| Resident Services | | | | | | | | | | | | |
| Resident Services Administration | 11,658,646 | 11,880,792 | 222,146 | 1.91% | 9,314,997 | 9,523,458 | 208,461 | 2.24% | 44.8 | 45.8 | 1.0 | 2.23% |
| Land Information and Tax Services | 22,251,858 | 24,591,716 | 2,339,858 | 10.52% | 8,938,747 | 10,549,346 | 1,610,599 | 18.02% | 162.0 | 162.0 | 0.0 | 0.00% |
| Service Centers | 14,144,927 | 15,013,078 | 868,151 | 6.14% | 9,049,878 | 9,495,410 | 445,532 | 4.92% | 145.0 | 144.5 | (0.5) | (0.34%) |
| Elections | 11,996,121 | 7,094,912 | (4,901,209) | (40.86%) | 9,958,017 | 6,337,312 | (3,620,705) | (36.36%) | 85.5 | 37.7 | (47.8) | (55.91%) |
| Assessor | 9,718,027 | 10,478,842 | 760,815 | 7.83% | 4,580,127 | 10,449,342 | 5,869,215 | 128.15% | 66.0 | 71.0 | 5.0 | 7.58% |
| Examiner of Titles | 1,607,734 | 1,689,453 | 81,719 | 5.08% | 1,607,734 | 1,689,453 | 81,719 | 5.08% | 9.0 | 9.0 | 0.0 | 0.00% |
| Libraries | 75,709,077 | 79,951,838 | 4,242,761 | 5.60% | 68,631,168 | 70,690,105 | 2,058,937 | 3.00% | 581.6 | 581.6 | 0.0 | 0.00% |
| Resident Services | 147,086,390 | 150,700,631 | 3,614,241 | 2.46% | 112,080,668 | 118,734,426 | 6,653,758 | 5.94% | 1,093.9 | 1,051.6 | (42.3) | (3.87%) |
| Operations | | | | | | | | | | | | |
| Commissioners | 4,077,456.0 | 4,183,613 | 106,157 | 2.60% | 4,077,456 | 4,183,613 | 106,157 | 2.60% | 25.0 | 25.0 | 0.0 | 0.00% |
| County Administration | 4,255,250.0 | 4,519,003 | 263,753 | 6.20% | 3,872,001 | 4,125,503 | 253,502 | 6.55% | 17.0 | 17.0 | 0.0 | 0.00% |
| Grants Management and Administration | 494,170.0 | 2,385,709 | 1,891,539 | 382.77% | 494,170 | 2,385,709 | 1,891,539 | 382.77% | 3.0 | 14.0 | 11.0 | 366.67% |
| Strategic Planning and Initiatives | 2,686,878.0 | 3,027,240 | 340,362 | 12.67% | 2,676,880 | 3,027,240 | 350,360 | 13.09% | 16.5 | 18.0 | 1.5 | 9.09% |
| Integrated Data and Analytics | 2,264,624.0 | 2,460,522 | 195,898 | 8.65% | 1,718,889 | 2,435,522 | 716,633 | 41.69% | 13.0 | 13.0 | 0.0 | 0.00% |
| Housing and Economic Development | 28,065,377.0 | 31,799,990 | 3,734,613 | 13.31% | 2,878,733 | 2,914,808 | 36,075 | 1.25% | 52.0 | 57.0 | 5.0 | 9.62% |
| Budget & Finance | 18,313,276.6 | 19,589,377 | 1,276,100 | 6.97% | 17,216,211 | 18,741,877 | 1,525,666 | 8.86% | 94.1 | 97.1 | 3.0 | 3.19% |
| Facility Services | 74,093,910.1 | 77,254,663 | 3,160,753 | 4.27% | 60,556,551 | 64,753,740 | 4,197,189 | 6.93% | 296.7 | 296.7 | (0.0) | (0.00%) |
| Information Technology | 8,063,550.0 | 5,635,629 | (2,427,921) | (30.11%) | 5,465,627 | 5,635,629 | 170,002 | 3.11% | 27.1 | 25.1 | (2.0) | (7.38%) |
| Human Resources | 22,171,056.0 | 22,168,364 | (2,692) | (0.01%) | 22,121,056 | 22,098,364 | (22,692) | (0.10%) | 135.9 | 134.9 | (1.0) | (0.74%) |
| Audit, Compliance and Investigations | 4,553,950.0 | 4,734,469 | 180,519 | 3.96% | 4,491,662 | 4,734,469 | 242,807 | 5.41% | 26.7 | 25.7 | (1.0) | (3.64%) |
| Emergency Management | 3,020,152.0 | 3,177,353 | 157,201 | 5.21% | 1,365,603 | 1,511,404 | 145,801 | 10.68% | 15.5 | 15.5 | 0.0 | 0.00% |
| Communications | 8,812,778.0 | 9,337,864 | 525,086 | 5.96% | 8,305,563 | 8,815,432 | 509,869 | 6.14% | 61.6 | 61.8 | 0.2 | 0.32% |
| Digital Experience | 3,667,720.0 | 3,558,825 | (108,895) | (2.97%) | 3,047,093 | 3,558,825 | 511,732 | 16.79% | 23.0 | 23.0 | 0.0 | 0.00% |
| Operations Administration | 2,671,107.0 | 3,322,515 | 651,408 | 24.39% | 2,671,107 | 3,322,515 | 651,408 | 24.39% | 15.0 | 19.0 | 4.0 | 26.67% |
| General County Purposes | 15,992,029.7 | 14,892,472 | (1,099,558) | (6.88%) | 9,591,125 | 9,677,082 | 85,957 | 0.90% | 0.0 | 0.0 | 0.0 | 0.00% |
| Subtotal: Operations Depts | 203,203,284.4 | 212,047,608 | 8,844,324 | 4.35% | 150,549,727 | 161,921,732 | 11,372,006 | 7.55% | 822.1 | 842.8 | 20.7 | 2.52% |
| Contingency | 3,894,900.0 | 21,000,000 | 17,105,100 | 439.17% | 3,894,900 | 21,000,000 | 17,105,100 | 439.17% | 0.0 | 0.0 | 0.0 | 0.00% |
| Debt Retirement | 118,319,314.0 | 126,316,275 | 7,996,961 | 6.76% | 100,000,000 | 108,000,000 | 8,000,000 | 8.00% | 0.0 | 0.0 | 0.0 | 0.00% |
| Ballpark Debt Retirement | 12,138,000.0 | 10,279,250 | (1,858,750) | (15.31%) | 0 | 0 | 0 | 0.00% | 0.0 | 0.0 | 0.0 | 0.00% |
| Transportation Debt Retirement | 28,081,500.0 | 28,086,500 | 5,000 | 0.02% | 0 | 0 | 0 | 0.00% | 0.0 | 0.0 | 0.0 | 0.00% |
| Local Affordable Housing Aid Fund (F24) | 150,000.0 | 0 | (150,000) | 0.00% | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.0 | 0.00% |
| Ballpark Sales Tax Programs | 2,858,870.0 | 2,703,000 | (155,870) | (5.45%) | 0 | 0 | 0 | 0.00% | 0.0 | 0.0 | 0.0 | 0.00% |
| Operations Total | 368,645,868.4 | 400,432,633 | 31,786,765 | 8.62% | 254,444,627 | 290,921,732 | 36,477,106 | 14.34% | 822.1 | 842.8 | 20.7 | 2.52% |
| Capital Improvements | 451,984,156 | 463,444,881 | 11,460,725 | 2.54% | 2,795,000 | 902,000 | (1,893,000) | -67.73% | 0.0 | 0.0 | 0.0 | 0.00% |
| Total (w/o Internal Services) | 2,852,788,286 | 2,950,885,900 | 98,097,614 | 3.44% | 1,116,138,330 | 1,197,219,639 | 81,081,310 | 7.26% | 9,471.6 | 9,457.3 | (14.3) | (0.15%) |

Disparity Reduction Line of Business Organizational Chart



May Xiong
Chief Workforce
Development Officer*

**reports to County Administrator as of September 1, 2024*

Disparity Reduction and Climate Action

Disparity Reduction's mission is to co-create equitable and innovative solutions, through community and workplace partnerships, to eliminate disparities across Hennepin County. We partner with all lines of business to make long-term positive impacts in the domains of connectivity, education, employment, health, housing, income and justice.

Racism as a public health crisis

Hennepin County recognizes racism as a public health crisis and a root cause of the disparities facing county residents. The work of the Disparity Reduction line of business reaches all disparity reduction domains, and specifically provides direction, coordination, and strategy to the entire organization to foster institutional change that reduces and eliminates disparities in Hennepin County.

Stewardship of resources

The line of business has been actively planning for the expiration of pandemic response funding and making program changes and pursuing funds to be stewards of our people and financial resources. The line of business provides direction, coordination, and strategy to address the needs of residents with a focus on the organization's priorities of reducing disparities and climate action.

Disparity Reduction embodies stewardship at the program level. Several departments are partnering across Lines of Businesses to collaborate and maximize resources. An example is Broadband and Digital Inclusion's Connectivity Program which will partner with the Human Services Line of Business focusing on serving Minnesota Family Investment (MFIP) participants in 2025. The funding in the amount of \$1million to support this innovate strategy will be reflected in the Human Services LOB 2025 budget. Similarly, Climate and Resiliency will use \$300,000 from Public Works Environment and Energy to support climate strategies. Additionally, departments stay vigilant for opportunities to apply for grants. Climate and Resiliency has helped secure about \$4 million in federal grants this year to be used in future years.

Disparity Reduction Priorities

In 2025, the Disparity Reduction line of business is prioritizing the following programs to reduce disparities:

Connectivity

Hennepin Connectivity Program: Addressing three aspects of the digital divide — computer access, internet access, and lack of digital skills. Broadband and Digital Inclusion (BDI) invests in community engagement, public and nonprofit partners and multimedia communications to ensure that all residents in need are aware of and able to engage with these programs. Broadband and Digital Inclusion also includes infrastructure projects to resolve broadband gaps in underserved communities,

areas with limited providers, and neighborhoods with low incomes or low broadband uptake rates. Broadband and Digital Inclusion coordination with federal, state and local government partners, internet service providers and community organizations will be critical to implementing a digital equity plan for Hennepin County.

Education

Education Support Services (ESS) prioritizes communities experiencing educational disparities by providing targeted support for county-connected youth and families. ESS also provides support to new arrival families living in Hennepin County shelters through the program ¡Aprendamos Juntos!/Let's Learn Together! Additionally, the department aims to advance expansion efforts to support multi-generational households, English Language Learners (ELL), and residents of color by providing individualized educational services supporting academic skill development, GED and credit recovery, career and college readiness for county-connected, transition-aged youth and adults, and literacy development for all ages.

Employment

Utilizing data in the Office of Workforce Development to identify specific resident and business needs within communities and drive resources to communities with a holistic service delivery approach that is comprehensive of each disparity reduction domain. Office of Workforce Development strives to understand the disparities in the communities to ensure resources reach the right communities within the limitations of state and federal resources, and braid resources wherever possible to ensure flexibility in available services. The activities the Office of Workforce Development needs to sustain beyond 2024 are resources to serve targeted communities with innovative service delivery models that includes youth career services and internship opportunities, services for individuals and families experiencing housing instability, sector-based career pathway programs, targeted innovations for individuals connected to the public assistance system and/or social service programs, etc.

Developing pathways for green jobs, in coordination with the Office of Workforce Development. Also supporting the implementation of the Productive Day Program, led by Community Corrections and Rehabilitation, and which trains young clients in professional skills through paid, hands-on training in landscaping, property maintenance, and tree care.

Health

Supporting food security through urban agriculture investments, developing a plan to expand cooling options, and mapping urban heat island to better respond to our community needs

Housing

Educating 400+ residents on leveraging rebates and other savings to implement renewable energy, and energy efficiency solutions in their households

Income

Increasing county spending with small and emerging small businesses. For this reason, an important consideration for Purchasing and Contract Services staff when determining the best method for purchasing goods and services is the availability of small businesses for the contract. Purchasing and Contract Services uses a range of procurement methods, in Construction, Personal and Professional

Services and in Goods and Services, to maximize county spending with small and emerging small businesses

Climate Action and Resiliency

Strengthen individual and community resilience:

- Converted 13,000+ square feet of land into Urban Agriculture in climate vulnerable areas.
- Signed 87.8 million dollars' worth of contracts with sustainable purchasing specifications.
- Climate and Resiliency led the mapping of 400 square miles of urban heat island to inform equitable ways to implement cooling solutions.
- Climate and Resiliency is supporting the deployment of community solar arrays in two Resilience Hubs.

Cut greenhouse gas emissions from transportation:

- Climate and Resiliency secured a \$815,000 grant to deploy 19 ports in 4 county facilities, as well as a Department of Energy grant (\$500,000) to develop a transportation electrification plan, in partnership with two cities.
- Broadband and Digital Inclusion services are equipping residents to succeed in digital services, obviating the need to make physical trips and avoiding Vehicle Miles Traveled (VMT)
- Education Support Services and Hennepin County Library's new arrivals pilot is focused on supporting the needs of families in Hennepin County shelter locations. Services have been intentionally brought in to support the needs of families staying at the shelter and reduce the barriers to access which include transportation.

Prevent food waste and divert organic material from trash

- Supported the implementation of Zero Waste community engagement and the residential, and commercial zero waste grant.

Design infrastructure, buildings, and properties to future climate conditions

- Reviewed and co-funded Hennepin County's Energy Center Decarbonization Masterplan.
- Broadband and Digital Inclusion is supporting the development of such infrastructure, including fiber-optic connectivity, LTE and 5G wireless connectivity and Citizens Band Radio Service (CBRS) radio connectivity.
- Supported the creation of a Sustainable Landscape Guideline for county owned facilities.

Build and maintain green infrastructure and sequester carbon

- Supported the identification of projects to add green or white roofs in county infrastructure.
- Climate and Resiliency is funding close to \$250,000 in projects implementing nature-based solutions in our communities.
- Climate and Resiliency is funding a project to assess the potential for carbon capture through tree planting and green infrastructure.
- Assessed over 180 tax-forfeited land (TFL) and vacant lots to be converted into green infrastructure and developed a prioritization plan with a suite of recommendations.

Transition to renewable energy and reduce energy use overall

- Climate and Resiliency won a \$2.5M Department of Energy grant to weatherize low-income housing, support rooftop solar installations in two resilience hubs.
- Climate and Resiliency received \$280,000 to develop a residential weatherization workplan and develop strategies to reduce energy use.
- In partnership with the Center for Environment and Energy and Facility Services, provided general standardization support and assisted seven Hennepin County cities in developing building energy policies and providing training in energy rebates and grants.
- Enrolled over 650 buildings in a countywide benchmarking program.

Decrease the heat island effect, especially in areas with highest vulnerability

- Climate and Resiliency, in partnership with Environment and Energy, brings close to 35 Hennepin County cities (including park boards), to share best practices, identify city-owned plantable space, and secure direct tree sale with a wholesale price. This space also serves for cities to report number of trees planted.
- Funded the acquisition of a stump grinder, as well as a forestry mower to remove emerald ash borer and replant. This work will support the recent federal funds awarded to the Forestry team.
- Supported and funded the 2024 tree order for trees and seedlings, as well as the gravel bed nursery expansion, which has aided the planting of more than 348,000 trees since 2020 to meet our one million tree goal by 2030.

Other cross-cutting activities identified include: Creation of green jobs, training, engagement, and educational efforts, building key partnerships, and providing grants that support climate work.

Line of Business: Disparity Reduction

- Disparity Reduction Administration
- Broadband & Digital Inclusion
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- Education Support Services
- Purchasing and Contract Services
- Climate and Resiliency



Line of Business Description:

The Disparity Reduction line of business is responsible for advising the Hennepin County Board of Commissioners and Hennepin County Administrator on policies and issues related to reducing disparities. The county's vision is for unified systems (e.g. education, employment, health, housing, income, justice, and transportation) that are just, fair, and inclusive that enable equity for all people.

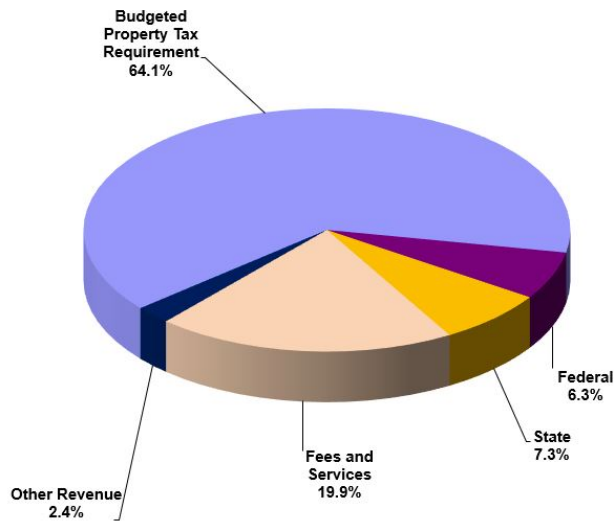
The mission of the Disparity Reduction line of business is to co-create equitable and innovative solutions, through community and workplace partnerships, to eliminate disparities across Hennepin County.

| Revenue and Expenditure Information | 2023 Actual | 2024 Budget | 2025 Budget |
|---|---------------------|---------------------|---------------------|
| Budgeted Property Tax Requirement* | \$12,970,475 | \$15,491,737 | \$25,788,491 |
| Other Taxes | 0 | 0 | 0 |
| Federal | 8,819,170 | 6,252,210 | 2,553,905 |
| State | 1,971,095 | 2,223,063 | 2,928,544 |
| Local | 1,448,003 | 1,000,000 | 0 |
| Investment Earnings | 0 | 0 | 0 |
| Fees for Services | 0 | 0 | 8,000,000 |
| Fines and Forfeitures | 0 | 0 | 0 |
| Licenses and Permits | 0 | 0 | 0 |
| Other Revenue | 600,000 | 668,000 | 968,000 |
| Other Financing | 0 | 0 | 0 |
| Total Revenues | \$25,808,742 | \$25,635,010 | \$40,238,940 |
| Personnel Services | \$10,736,493 | \$13,423,012 | \$17,087,406 |
| Commodities | 830,403 | 572,497 | 1,012,635 |
| Services | 5,615,815 | 5,519,275 | 18,279,549 |
| Public Aid Assistance | 6,690,044 | 2,388,352 | 3,653,150 |
| Capital Outlay | 134,223 | 0 | 0 |
| Other Charges | 138,131 | 3,731,874 | 206,200 |
| Grants | 0 | 0 | 0 |
| Total Expenditures | \$24,145,110 | \$25,635,010 | \$40,238,940 |
| Budgeted Positions (Full-Time Equivalents) | 98.3 | 122.5 | 129.8 |

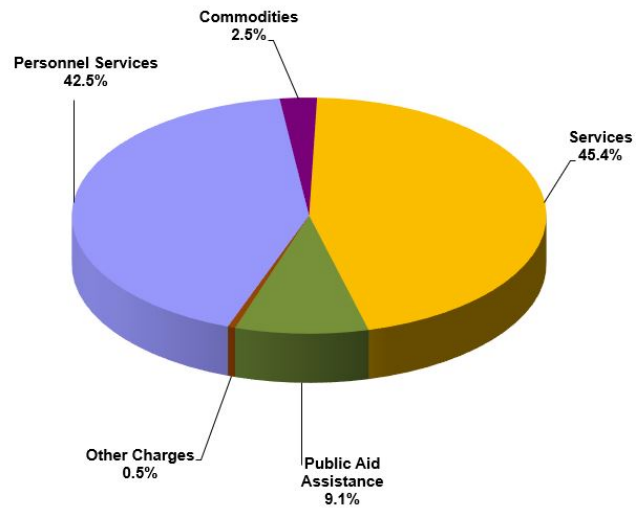
* Reflects the adjusted property tax requirement budget, not actual property tax collections.

Revenue and Expenditure Comparison

2025 Revenue



2025 Expenditures



| Department Expenditure Summary: | 2023 Actual | 2024 Budget | 2025 Budget |
|------------------------------------|---------------------|---------------------|---------------------|
| Disparity Reduction Administration | 1,146,626 | 1,937,211 | 4,501,909 |
| Broadband & Digital Inclusion | 4,725,847 | 3,092,408 | 2,878,559 |
| Workforce Development | 8,338,062 | 8,465,363 | 11,217,240 |
| Outreach & Community Supports | 1,658,820 | 1,800,209 | 2,315,738 |
| Education Support Services | 1,963,916 | 2,762,767 | 3,369,845 |
| Purchasing and Contract Services | 4,943,902 | 5,713,582 | 5,873,741 |
| Climate and Resiliency | 1,367,938 | 1,863,470 | 10,081,908 |
| Total Expenditures | \$24,145,110 | \$25,635,010 | \$40,238,940 |

| Budgeted Positions: | 2023 Actual | 2024 Budget | 2025 Budget |
|---|-------------|--------------|--------------|
| Disparity Reduction Administration | 6.0 | 14.0 | 19.0 |
| Broadband & Digital Inclusion | 8.0 | 14.0 | 14.0 |
| Workforce Development | 11.3 | 12.5 | 13.5 |
| Outreach & Community Supports | 11.0 | 15.0 | 15.0 |
| Education Support Services | 16.0 | 20.0 | 21.0 |
| Purchasing and Contract Services | 37.0 | 38.0 | 38.3 |
| Climate and Resiliency | 9.0 | 9.0 | 9.0 |
| Budgeted Positions (Full-Time Equivalents) | 98.3 | 122.5 | 129.8 |

Mission

The Disparity Reduction line of business will co-create equitable and innovative solutions, through community and workplace partnerships, to eliminate disparities across Hennepin County.

Department Description:

The Disparity Reduction line of business is responsible for advising the Hennepin County Board and Hennepin County Administrator on policies and issues related to reducing disparities, as well as overseeing the strategic alignment and management of departments within the Disparity Reduction line of business. The Disparity Reduction line of business also provides leadership, support and engagement by fostering community and workplace partnerships on disparity reduction initiatives that advance equity, promote organizational effectiveness and improve life outcomes for Hennepin County residents.

For the 2025 Proposed Budget, the Administration department includes the divisions of: Administration, Anti-Displacement, and Diversity, Equity, and Inclusion.

| Revenue and Expenditure Information | 2023 Actual | 2024 Budget | 2025 Budget |
|---|--------------------|--------------------|--------------------|
| Budgeted Property Tax Requirement* | \$1,138,873 | \$1,850,366 | \$4,001,909 |
| Other Taxes | 0 | 0 | 0 |
| Federal | 0 | 86,845 | 0 |
| State | 0 | 0 | 0 |
| Local | 60,000 | 0 | 0 |
| Investment Earnings | 0 | 0 | 0 |
| Fees for Services | 0 | 0 | 0 |
| Fines and Forfeitures | 0 | 0 | 0 |
| Licenses and Permits | 0 | 0 | 0 |
| Other Revenue | 0 | 0 | 500,000 |
| Other Financing | 0 | 0 | 0 |
| Total Revenues | \$1,198,873 | \$1,937,211 | \$4,501,909 |
| Personnel Services | \$970,594 | \$1,664,524 | \$2,979,535 |
| Commodities | 5,362 | 3,200 | 19,875 |
| Services | 61,156 | 177,642 | 1,476,949 |
| Public Aid Assistance | 106,562 | 0 | 0 |
| Capital Outlay | 0 | 0 | 0 |
| Other Charges | 2,952 | 91,845 | 25,550 |
| Grants | 0 | 0 | 0 |
| Total Expenditures | \$1,146,626 | \$1,937,211 | \$4,501,909 |
| Budgeted Positions (Full-Time Equivalents) | 6.0 | 14.0 | 19.0 |

**Reflects the adjusted property tax requirement budget, not actual property tax collections.*

Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations

Department: Disparity Reduction Administration

BUDGET DOLLARS

| | Budget | Property Tax |
|---|---------------------|--------------------|
| 2024 Approved Budget | \$1,937,211 | \$1,850,366 |
| 2024 Adjusted Budget | \$1,937,211 | \$1,850,366 |
| 2025 Department Requested Budget | \$15,305,406 | \$9,254,957 |
| Proposed Adjustments | (10,803,497) | (5,253,048) |
| 2025 Proposed Budget | \$4,501,909 | \$4,001,909 |
| Change from 2024 Adj. Budget | 132.4% | 116.3% |

STAFFING: FULL-TIME EQUIVALENT POSITIONS (FTEs)

| | |
|---|-------------|
| 2024 Number of Approved Total Positions | 14.0 |
| 2024 Adjusted Number of Total Positions | 14.0 |
| 2025 Department Request for Total Positions | 31.5 |
| OBF Recommendations | (12.5) |
| 2025 Budget Discussion Total Positions | 19.0 |
| Change from 2024 Adjusted Number of Total Positions | 5.0 |

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Disparity Reduction Administration

Summary of Board Approved 2024 Budget and Adjustments

| | Budget | Property Tax | FTE |
|-------------------------------------|--------------------|--------------------|-------------|
| Approved Budget: Res. No. 23-0349R1 | \$1,937,211 | \$1,850,366 | 14.0 |
| 2024 Adjusted Budget | \$1,937,211 | \$1,850,366 | 14.0 |

2025 Proposed Budget

| | Budget | Property Tax | FTE |
|--|--------------------|--------------------|-------------|
| Department Request | \$15,305,406 | \$9,254,957 | 31.5 |
| Proposed Adjustments | | | |
| 1. Anti-Displacement - Community Prosperity Board Reimb. | 40,000 | 40,000 | 0.0 |
| 2. Anti-Displacement - CURA Contract at U of MN | 100,000 | 100,000 | 0.0 |
| 3. Admin - Raise the Baseline Evaluation (to complete full eval.) | 100,000 | 100,000 | 0.0 |
| 4. Workforce Development becoming new department | (11,217,240) | (5,666,791) | (12.5) |
| 5. New Chief Workforce Development Officer position (benefits / IT fees) | 324,328 | 324,328 | 0.0 |
| 6. Reducton to anti-racism and 50k personnel/vacancy to rightsize PCS Budget | (\$150,585) | (\$150,585) | 0.0 |
| 2025 Proposed Budget | \$4,501,909 | \$4,001,909 | 19.0 |

Significant Issues

Key Staffing and Structure Change:

- * Partial transition of Diversity, Equity and Inclusion department from HR to the DR line of business in June 2024 which included 4.0 FTEs.

Administration:

- * Continuing anti-racism education and outreach.
- * Staffing and supporting the newly formed anti-displacement community prosperity program board.

Collaborations:

- * Cross-collaborations with data team and DR departments to identify and support data needs.
- * To support disparity reduction domain work including building of domain dashboards.
- * Partner with Public Works, Met Council, U of MN Center for Urban and Regional Affairs and community residents and businesses in support of anti-displacement work.
- * Partner with GMA on hiring process for grant coordinator position.

Disparity Reduction:

- * Provide DR departments with administrative support including data and analytics.
- * In response to community concerns to ensure the Blue Line Extension transit investment benefits current corridor residents and businesses.
- * State of MN \$10 million investment in the Anti-Displacement Community Prosperity Program creates a need for additional administrative and contracting support.
- * *Raise the Baseline* - to extend the current contract beyond June 2025 to year end to complete the evaluation of this pilot program.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Disparity Reduction Administration

EXPENDITURES AND STAFFING BY DIVISION

| Department Divisions | 2024 | 2025 | Amount Change | Percent Change | TOTAL FTE | |
|----------------------|--------------------|--------------------------|--------------------|-------------------|-------------|-------------|
| | Adjusted Budget | Budget Recommendation | | | 2024 | 2025 |
| Administration | 1,937,211 | 2,624,579 | 687,368 | 35.5% | 14.0 | 12.0 |
| Anti-Displacement | 0 | 1,089,270 | 1,089,270 | 100.0% | 0.0 | 3.0 |
| DR DEI | 0 | 788,060 | 788,060 | 100.0% | 0.0 | 4.0 |
| TOTAL | \$1,937,211 | \$4,501,909 | \$2,564,698 | 132.4% | 14.0 | 19.0 |

EXPLANATION OF SIGNIFICANT CHANGES

Administration: Addition of 1.0 Senior Department Administrator FTE and 1.0 Principal Planning Analyst FTE in Data Analytics - both are overages from 2024. This is partially offset by a transfer of a 1.0 Grant Coordinator FTE to the Grants Management and Administration division within Operations.

Anti-Displacement: The budget supports efforts in communities along the proposed Blue Line Corridor and the newly formed anti-displacement community prosperity board. The 3.0 Anti-Displacement FTEs were part of Administration in 2024 and are not new FTEs.

DR DEI: Added 4.0 FTEs for the addition of DEI staffing that were previously under Human Resources. These positions, along with contracted service and other costs, will add \$788,060 to the 2025 property tax requirement. Currently, DEI will maintain budgets in HR and DR.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Disparity Reduction Administration

FINANCIAL SUMMARY

| | 2023 Budget | 2023 Actual | 2024 Adjusted Budget* | 2025 Proposed Budget | Increase/ Decrease from adjusted | Percent Change 2024-2025 |
|---------------------------------|--------------------|--------------------|-----------------------------|----------------------------|--|--------------------------------|
| Revenues: | | | | | | |
| Federal | \$0 | \$0 | \$86,845 | \$0 | (86,845) | -100.0% |
| State | 0 | 0 | 0 | 0 | 0 | 0.0% |
| Local | 0 | 0 | 0 | 0 | 0 | 0.0% |
| All Other Revenues | 0 | 0 | 0 | 500,000 | 500,000 | 100.0% |
| Total Revenues | \$60,000 | \$0 | \$86,845 | \$500,000 | \$413,155 | 475.7% |
| Expenditures: | | | | | | |
| Personnel Services | \$1,019,353 | \$970,594 | \$1,664,524 | \$2,979,535 | \$1,315,011 | 79.0% |
| Commodities | 1,000 | 5,362 | 3,200 | 19,875 | 16,675 | 521.1% |
| Services | 116,520 | 61,156 | 177,642 | 1,476,949 | 1,299,307 | 731.4% |
| Public Aid | 0 | 106,562 | 0 | 0 | 0 | 0.0% |
| Other Charges | 2,000 | 2,952 | 91,845 | 25,550 | (66,295) | -72.2% |
| Total Expenditures | \$1,138,873 | \$1,146,626 | \$1,937,211 | \$4,501,909 | \$2,564,698 | 132.4% |
| Property Tax Requirement | \$1,078,873 | \$1,146,626 | \$1,850,366 | \$4,001,909 | \$2,151,543 | 116.3% |
| FTEs | 6.0 | 6.0 | 14.0 | 19.0 | 5.0 | 35.7% |

Revenues

Property Tax: The increase is mostly due to the additional 5.0 FTEs, the loss of ARPA, and an increase in services.

Federal: The reduction in Federal revenue is a result of the loss of ARPA dollars.

Other: The increase is due to a transfer from the HRA to support Anti-Displacement staff costs.

Expenditures

Personnel Services: The increase is due to general salary adjustments, the addition of 1.0 FTE Senior Department Administrator, a 1.0 FTE Principal Planning Analyst in Data Analytics to support and coordinate disparity reduction domain work, and 4.0 FTE interdepartment transfers from Human Resources.

Commodities: The increase is mainly due to office supplies and materials, food and beverage, and office furniture and equipment.

Services: The increase is mainly due to a Guaranteed Basic Income Evaluation for \$200,000, anti-racism for \$400,000, and anti-displacement for \$660,000.

Other Charges: The decrease is due mainly to the removal of ARPA expenses no longer budgeted in 2025.

Note: 2023 Actual FTEs represent the annual average. Source: Countywide FTE Report

Mission

The mission of the Broadband and Digital Inclusion department is to build and promote safe access to technology so that all residents of Hennepin County are empowered to thrive in the digital world.

Department Description:

Broadband and Digital Inclusion leads broadband-adoption strategies by supporting quality, affordable connectivity choices; equips residents with digital tools and online safety practices through digital navigation services; and leverages partnerships to ensure universal access.

| Revenue and Expenditure Information | 2023 Actual | 2024 Budget | 2025 Budget |
|---|--------------------|--------------------|--------------------|
| Budgeted Property Tax Requirement* | \$518,466 | \$641,572 | \$2,878,559 |
| Other Taxes | 0 | 0 | 0 |
| Federal | 3,070,628 | 1,450,836 | 0 |
| State | 0 | 0 | 0 |
| Local | 1,358,003 | 1,000,000 | 0 |
| Investment Earnings | 0 | 0 | 0 |
| Fees for Services | 0 | 0 | 0 |
| Fines and Forfeitures | 0 | 0 | 0 |
| Licenses and Permits | 0 | 0 | 0 |
| Other Revenue | 0 | 0 | 0 |
| Other Financing | 0 | 0 | 0 |
| Total Revenues | \$4,947,096 | \$3,092,408 | \$2,878,559 |
| Personnel Services | \$1,023,738 | \$959,796 | \$1,683,737 |
| Commodities | 649,023 | 329,131 | 752,000 |
| Services | 422,106 | 74,756 | 180,822 |
| Public Aid Assistance | 2,623,719 | 262,189 | 250,000 |
| Capital Outlay | 0 | 0 | 0 |
| Other Charges | 7,262 | 1,466,536 | 12,000 |
| Grants | 0 | 0 | 0 |
| Total Expenditures | \$4,725,847 | \$3,092,408 | \$2,878,559 |
| Budgeted Positions (Full-Time Equivalents) | 8.0 | 14.0 | 14.0 |

* Reflects the adjusted property tax requirement budget, not actual property tax collections.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Broadband and Digital Inclusion

BUDGET DOLLARS

| | Budget | Property Tax |
|---|--------------------|--------------------|
| 2024 Approved Budget | \$2,846,915 | \$641,572 |
| Board Authorized Adjustments | 245,493 | 0 |
| Reorganization In/(Out) | 0 | 0 |
| 2024 Adjusted Budget | \$3,092,408 | \$641,572 |
| 2025 Department Requested Budget | \$5,878,559 | \$5,878,559 |
| Proposed Adjustments | (3,000,000) | (3,000,000) |
| 2025 Proposed Budget | \$2,878,559 | \$2,878,559 |
| Change from 2024 Adj. Budget | -6.9% | 348.7% |

STAFFING: FULL-TIME EQUIVALENT POSITIONS (FTEs)

| | |
|---|-------------|
| 2024 Number of Approved Total Positions | 14.0 |
| Board Authorized Adjustments | 0.0 |
| Reorganization In/(Out) | 0.0 |
| 2024 Adjusted Number of Total Positions | 14.0 |
| 2025 Department Request for Total Positions | 14.0 |
| Proposed Adjustments | 0.0 |
| 2025 Budget Discussion Total Positions | 14.0 |
| Change from 2024 Adjusted Number of Total Positions | 0.0 |

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Broadband and Digital Inclusion

Summary of Board Approved 2024 Budget and Adjustments

| | Budget | Property Tax | FTEs |
|-------------------------------------|--------------------|------------------|-------------|
| Approved Budget: Res. No. 23-0349R1 | \$2,846,915 | \$641,572 | 14.0 |
| 1. 2024 Adjustments | 245,493 | 0 | 0.0 |
| 2024 Adjusted Budget | \$3,092,408 | \$641,572 | 14.0 |

2025 Proposed Budget

| | Budget | Property Tax | FTEs |
|--|--------------------|--------------------|-------------|
| Department Request | \$5,878,559 | \$5,878,559 | 14.0 |
| Proposed Adjustments | | | |
| 1. Hennepin Connectivity Plan funded by HSPH | (3,000,000) | (3,000,000) | 0.0 |
| 2025 Proposed Budget | \$2,878,559 | \$2,878,559 | 14.0 |

Significant Issues

ARPA Ending - With the end of the pandemic-recovery funding, the programs with the highest ability to deliver results, effectively and sustainably were included for property tax funding for 2025. This includes coordination with Federal, State, and Local government partners, internet service providers, and community organizations to implement a digital equity plan that lasts well beyond the ARPA period.

Roughly \$2.2 million is transferring from ARPA and the City of Minneapolis receivable grant to property tax.

Since BDI was mostly funded by ARPA, it has sought alternative funding through Federal and State sources, however, their funding tends towards greater MN and less urban.

Hennepin Connectivity Plan - For 2025, a \$1 million investment is proposed to fund a series of longer-term strategic partnerships with internet providers and other stakeholders, to cement connectivity-vulnerable residents' ability to stay online.

Internet subsidies for 2025 will focus on Hennepin County residents who are Minnesota Family Investment Program, or MFIP, recipients. These funds are budgeted in the HSPH budget in 2025.

BDI coordination with federal, state, and local government partners, internet service providers, and community organizations to implement a digital equity plan that lasts well beyond the ARPA period.

Navigation and Device Support -The budget request includes \$750,000 in device support to ensure that residents, especially county clients, are able to get online, safely, and build digital skills that go beyond smartphone use.

Community Partnerships—Prioritized partnerships are envisioned with community-based nonprofit organizations that serve targeted communities, including along the Blue Line Extension corridor. \$250,000 is requested for this strategy.

Advocacy, Technical Assistance and Coalition-Building—The Infrastructure Investment and Jobs Act (IIJA) rollout of federal infrastructure funding, including the Digital Equity Act, will take place in 2025 via the state Department of Employment & Economic Development. Grant applicants may seek technical assistance from BDI, leveraging our post-pandemic partnership.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Broadband and Digital Inclusion

FINANCIAL SUMMARY

| | 2023 Budget | 2023 Actual | 2024 Adjusted Budget* | 2025 Proposed Budget | Increase/ Decrease from adjusted | Percent Change 2024-2025 |
|---------------------------------|--------------------|--------------------|-----------------------------|----------------------------|--|--------------------------------|
| Revenues: | | | | | | |
| Federal | \$3,070,628 | \$3,070,928 | \$1,450,836 | \$0 | (\$1,450,836) | -100.0% |
| Local | 2,000,000 | 1,358,003 | 1,000,000 | 0 | (1,000,000) | -100.0% |
| Total Revenues | \$5,070,628 | \$4,428,931 | \$2,450,836 | \$0 | (\$2,450,836) | -100.0% |
| Expenditures: | | | | | | |
| Personnel Services | 645,015 | \$ 1,023,737 | \$959,796 | \$1,683,737 | 723,941 | 75.4% |
| Commodities | 1,000 | 649,023 | 329,131 | 752,000 | 422,869 | 128.5% |
| Services | 1,856,451 | 422,106 | 74,756 | 180,822 | 106,066 | 141.9% |
| Public Aid | | 2,623,719 | 262,189 | 250,000 | (12,189) | -4.6% |
| Other Charges | 3,086,628 | \$ 7,262 | 1,466,536 | 12,000 | (1,454,536) | -99.2% |
| Total Expenditures | \$5,589,094 | \$4,725,847 | \$3,092,408 | \$2,878,559 | (\$213,849) | -6.9% |
| Property Tax Requirement | \$518,466 | \$296,916 | \$641,572 | \$2,878,559 | \$2,236,987 | 348.7% |
| FTEs | 8.0 | 8.0 | 14.0 | 14.0 | 0.0 | 0.0% |

Revenues

Property Tax: Property tax increased due to the ending of ARPA funding and the continuation of programs.

Federal and Local: The loss of \$1.5 million is due to the ending ARPA and the loss of \$1.0 million is due to the ending of the City of Minneapolis broadband project.

Expenditures

Personnel Services: The increase is due to the end of ARPA funding that covered the cost of 10 FTEs which will continue providing services and projects.

Services: Most of the increase is due to the ending of ARPA.

Commodities: \$750,000 is for the purchase of personal computers for people in need.

Other Charges: The decrease is due mainly to the removal of ARPA expenses

Note: 2023 Actual FTEs represent the annual average. Source: Countywide FTE Report

Mission

Develop equitable employment and training services that reduce resident's barriers to employment, meet employer's skill needs, and support community prosperity.

Department Description:

The Office of Workforce Development partners with program providers and employers to develop and deliver employment and training services meant to ensure equitable opportunities for all residents, regardless of their background or barriers to employment. Additionally, the Office of Workforce Development supports employers to hire, develop, and retain a talented, diverse workforce. Through a variety of funding mechanisms, Workforce Development manages federal and state mandated workforce developing programming as well as strategic programming in support of Hennepin County's commitments to disparity reduction and climate action.

| Revenue and Expenditure Information | 2023 Actual | 2024 Budget | 2025 Budget |
|---|--------------------|--------------------|---------------------|
| Budgeted Property Tax Requirement* | \$1,496,405 | \$1,762,532 | \$5,666,791 |
| Other Taxes | 0 | 0 | 0 |
| Federal | 4,721,904 | 4,411,768 | 2,553,905 |
| State | 1,971,095 | 2,223,063 | 2,928,544 |
| Local | 30,000 | 0 | 0 |
| Investment Earnings | 0 | 0 | 0 |
| Fees for Services | 0 | 0 | 0 |
| Fines and Forfeitures | 0 | 0 | 0 |
| Licenses and Permits | 0 | 0 | 0 |
| Other Revenue | 0 | 68,000 | 68,000 |
| Other Financing | 0 | 0 | 0 |
| Total Revenues | \$8,219,404 | \$8,465,363 | \$11,217,240 |
| Personnel Services | \$1,224,879 | \$1,080,124 | \$1,856,385 |
| Commodities | 4,146 | 5,100 | 3,510 |
| Services | 3,113,173 | 3,508,594 | 6,619,695 |
| Public Aid Assistance | 3,958,964 | 2,126,163 | 2,708,150 |
| Capital Outlay | 0 | 0 | 0 |
| Other Charges | 36,899 | 1,745,382 | 29,500 |
| Grants | 0 | 0 | 0 |
| Total Expenditures | \$8,338,062 | \$8,465,363 | \$11,217,240 |
| Budgeted Positions (Full-Time Equivalents) | 11.3 | 12.5 | 13.5 |

* Reflects the adjusted property tax requirement budget, not actual property tax collections.

Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations

Department: Workforce Development

BUDGET DOLLARS

| | Budget | Property Tax |
|---|---------------------|--------------------|
| 2024 Approved Budget | \$6,730,981 | \$1,762,532 |
| 2024 Adjusted Budget | \$8,465,363 | \$1,762,532 |
| 2025 Department Requested Budget | \$0 | \$0 |
| Proposed Adjustments | 11,217,240 | 5,666,791 |
| 2025 Proposed Budget | \$11,217,240 | \$5,666,791 |
| Change from 2024 Adj. Budget | 32.5% | 221.5% |

STAFFING: FULL-TIME EQUIVALENT POSITIONS (FTEs)

| | |
|---|-------------|
| 2024 Number of Approved Total Positions | 12.5 |
| Board Authorized Adjustments | 0.0 |
| Reorganization In/(Out) | 0.0 |
| 2024 Adjusted Number of Total Positions | 12.5 |
| 2025 Department Request for Total Positions | 0.0 |
| Proposed Adjustments | 13.5 |
| 2025 Budget Discussion Total Positions | 13.5 |
| Change from 2024 Adjusted Number of Total Positions | 1.0 |

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Workforce Development

Summary of Board Approved 2024 Budget and Adjustments

| | Budget | Property Tax | FTEs |
|-------------------------------------|--------------------|--------------------|-------------|
| Approved Budget: Res. No. 23-0349R1 | \$6,730,981 | \$1,762,532 | 12.5 |
| 1. 2024 adjustments | 1,734,382 | 0 | 0.0 |
| 2024 Adjusted Budget | \$8,465,363 | \$1,762,532 | 12.5 |

2025 Proposed Budget

| | Budget | Property Tax | FTEs |
|----------------------------------|---------------------|--------------------|-------------|
| Department Request | \$0 | \$0 | 0.0 |
| Proposed Adjustments | | | |
| 1. New Department Created | 11,217,240 | 5,666,791 | 12.5 |
| 2. New FTE for Chief WFD Officer | 0 | 0 | 1.0 |
| 2025 Proposed Budget | \$11,217,240 | \$5,666,791 | 13.5 |

Significant Issues

The changes include 2.0 FTE limited duration ARPA funded positions that will be made permanent with this budget cycle. The OWD is requesting a continuation and expansion of the Employment and Training for People Exiting Homelessness program to serve adults (18+) and families through low-barrier, individualized, and highly supportive employment and training services.

Continuation of the Benefits Cliff pilot program which started in 2022 and is now preparing for phase 2 in 2025 to focus on learnings from phase 1 to assist and support program participants to overcome barriers to employment and training opportunities, and employment retention.

Support of Career Pathways programming to include pathways to fill internal Hennepin County vacancies as well as in-demand positions throughout the community. This includes Hennepin Growth and Opportunity (Hennepin GO) and general OWD pathway programs.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Workforce Development

FINANCIAL SUMMARY

| | 2023 Budget | 2023 Actual | 2024 Adjusted Budget* | 2025 Proposed Budget | Increase/ Decrease from adjusted | Percent Change 2024-2025 |
|---------------------------------|--------------------|--------------------|-----------------------------|----------------------------|--|--------------------------------|
| Revenues: | | | | | | |
| Federal | \$5,646,379 | \$4,721,904 | \$4,411,768 | \$2,553,905 | (\$1,857,863) | -42.1% |
| State | 2,013,551 | 1,971,095 | 2,223,063 | 2,928,544 | 705,481 | 31.7% |
| Local | 0 | 30,000 | 0 | 0 | 0 | 0.0% |
| All Other Revenues | 68,000 | 0 | 68,000 | 68,000 | 0 | 0.0% |
| Total Revenues | \$7,727,930 | \$6,722,999 | \$6,702,831 | \$5,550,449 | (\$1,152,382) | -17.2% |
| Expenditures: | | | | | | |
| Personnel Services | \$1,085,010 | \$1,224,879 | \$1,080,124 | \$1,856,385 | \$776,261 | 71.9% |
| Commodities | 600 | 4,146 | 5,100 | 3,510 | (1,590) | -31.2% |
| Services | 3,647,888 | 3,113,173 | 3,508,594 | 6,619,695 | 3,111,101 | 88.7% |
| Public Aid | 2,049,035 | 3,958,964 | 2,126,163 | 2,708,150 | 581,987 | 27.4% |
| Other Charges | 2,441,802 | 36,899 | 1,745,382 | 29,500 | (1,715,882) | -98.3% |
| Total Expenditures | \$9,224,335 | \$8,338,061 | \$8,465,363 | \$11,217,240 | \$2,751,877 | 32.5% |
| Property Tax Requirement | \$1,496,405 | \$1,615,062 | \$1,762,532 | \$5,666,791 | \$3,904,259 | 221.5% |
| FTEs | 11.3 | 11.3 | 12.5 | 13.5 | 1.0 | 8.0% |

Revenues

Property Tax: Increase as the result of the loss of ARPA funding and new or expanded initiatives including \$2M for People Exiting Homelessness program; and \$1M for Hennepin GO/pathways.

Federal: Reduction in ARPA funding.

State: Increase in funding from the MN Dept. of Employment and Economic Development.

Expenditures

Personnel Services: Addition of Chief Workforce Development Officer along with loss of ARPA funding.

Commodities: Less spending on food and beverages for meetings.

Services: Increase due to \$2M for People Exiting Homelessness program; \$1M for Hennepin GO/pathways, and more Benefits Cliff spending.

Public Aid: Increase in state-funded work programs.

Other Charges: The decrease is due mainly to the removal of ARPA expenses

FTE

The 1.0 increase is due to the addition of a Chief Workforce Development Officer for the County.

Note: 2023 Actual FTEs represent the annual average. Source: Countywide FTE Report

Mission

To build trust through long-term relationships between the community and the County to lift resident's voices, so they are seen, heard, valued, and healthy.

Department Description:

The Outreach and Community Supports department envisions a long-term, sustainable, and coordinated approach to community engagement with strategies that are aligned, intentional, and support Hennepin County's disparity reduction work, mission, vision, and core values. Embedding community engagement in this work will ensure the creation of equitable processes and systems, which will decrease barriers to service.

Through its cultural and community expertise, clear data mechanisms, shared accountability and understanding, staff can enhance the health, safety, and quality of life of its residents.

| Revenue and Expenditure Information | 2023 Actual | 2024 Budget | 2025 Budget |
|---|--------------------|--------------------|--------------------|
| Budgeted Property Tax Requirement* | \$1,347,316 | \$1,531,868 | \$2,315,738 |
| Other Taxes | 0 | 0 | 0 |
| Federal | 758,211 | 268,341 | 0 |
| State | 0 | 0 | 0 |
| Local | 0 | 0 | 0 |
| Investment Earnings | 0 | 0 | 0 |
| Fees for Services | 0 | 0 | 0 |
| Fines and Forfeitures | 0 | 0 | 0 |
| Licenses and Permits | 0 | 0 | 0 |
| Other Revenue | 0 | 0 | 0 |
| Other Financing | 0 | 0 | 0 |
| Total Revenues | \$2,105,527 | \$1,800,209 | \$2,315,738 |
| Personnel Services | \$984,372 | \$1,369,470 | \$1,617,713 |
| Commodities | 21,220 | 3,600 | 7,600 |
| Services | 565,289 | 128,298 | 617,925 |
| Public Aid Assistance | 800 | 0 | 20,000 |
| Capital Outlay | 84,223 | 0 | 0 |
| Other Charges | 2,916 | 298,841 | 52,500 |
| Grants | 0 | 0 | 0 |
| Total Expenditures | \$1,658,820 | \$1,800,209 | \$2,315,738 |
| Budgeted Positions (Full-Time Equivalents) | 11.0 | 15.0 | 15.0 |

* Reflects the adjusted property tax requirement budget, not actual property tax collections.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Outreach and Community Supports

BUDGET DOLLARS

| | Budget | Property Tax |
|---|--------------------|--------------------|
| 2024 Approved Budget | \$1,699,922 | \$1,531,868 |
| Board Authorized Adjustments | 100,287 | 0 |
| 2024 Adjusted Budget | \$1,800,209 | \$1,531,868 |
| 2025 Department Requested Budget | \$2,478,738 | \$2,478,738 |
| Proposed Adjustments | (163,000) | (163,000) |
| 2025 Proposed Budget | \$2,315,738 | \$2,315,738 |
| Change from 2024 Adj. Budget | 28.6% | 51.2% |

STAFFING: FULL-TIME EQUIVALENT POSITIONS (FTEs)

| | |
|---|-------------|
| 2024 Number of Approved Total Positions | 15.0 |
| Board Authorized Adjustments | 0.0 |
| Reorganization In/(Out) | 0.0 |
| 2024 Adjusted Number of Total Positions | 15.0 |
| 2025 Department Request for Total Positions | 15.0 |
| Proposed Adjustments | 0.0 |
| 2025 Budget Discussion Total Positions | 15.0 |
| Change from 2024 Adjusted Number of Total Positions | 0.0 |

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Outreach and Community Supports

Summary of Board Approved 2024 Budget and Adjustments

| | Budget | Property Tax | FTEs |
|-------------------------------------|--------------------|--------------------|-------------|
| Approved Budget: Res. No. 23-0349R1 | \$1,699,922 | \$1,531,868 | 15.0 |
| 1. 2024 adjustments | 100,287 | 0 | 0.0 |
| 2024 Adjusted Budget | \$1,800,209 | \$1,531,868 | 15.0 |

2025 Proposed Budget

| | Budget | Property Tax | FTEs |
|---|--------------------|--------------------|-------------|
| Department Request | \$2,478,738 | \$2,478,738 | 15.0 |
| Proposed Adjustments | | | |
| 1. Add back: van rental fees (maintenance) | 7,000 | 7,000 | 0.0 |
| 2. Reduction in Trusted Messenger Program funding | (170,000) | (170,000) | 0.0 |
| 2025 Proposed Budget | \$2,315,738 | \$2,315,738 | 15.0 |

Significant Issues

- * As OCS continues to build supports there will be greater importance to stabilize the work across a federated model, which supports and includes infrastructure to maintain it and allow for integration business lines.
- * The growing community engagement demand is greater than the current capacity of staff. Developing a federated model will help decrease the need for additional capacity over time along with additional cohort of community engagement.
- * The Trusted Messenger Program contracts is the largest increase to property tax with ARPA. This makes up about \$350,000 of the property tax increase.

Collaborations Include:

- * **Health and Human Services System Design Department** - to partner on culturally specific opioid engagement.
- * **911 Call Project** - In collaboration with Trusted Messenger - this program invites residents who have called 911 in the past 1-2 years to participate in focus groups to share their experience during the call.
- * **Cannabis Ordinance** - in collaboration with Trusted Messenger and Public Health - this program seeks for community input regarding the implementation of adult-use of cannabis in the county.
- * **Suicide Prevention Plan** - in collaboration with Trusted Messenger - creating a comprehensive suicide prevention plan for the county that centers around young people especially those that have historically been excluded from public health programming.
- * **Zero Waste Planning** - In collaboration with Trusted Messenger - the goal is to expand the reach of the county waste education, grants, programs, and create partnerships to provide culturally relevant outreach.

Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations

Department: Outreach and Community Supports

FINANCIAL SUMMARY

| | 2023 Budget | 2023 Actual | 2024 Adjusted Budget* | 2025 Proposed Budget | Increase/ Decrease from adjusted | Percent Change 2024-2025 |
|---------------------------------|--------------------|--------------------|-----------------------------|----------------------------|--|--------------------------------|
| Revenues: | | | | | | |
| Federal | \$758,271 | \$758,211 | \$268,341 | \$0 | (\$268,341) | -100.0% |
| State | 0 | 0 | 0 | 0 | 0 | 0.0% |
| Local | 0 | 0 | 0 | 0 | 0 | 0.0% |
| All Other Revenues | 0 | 0 | 0 | 0 | 0 | 0.0% |
| Total Revenues | \$758,271 | \$758,211 | \$268,341 | \$0 | (\$268,341) | -100.0% |
| Expenditures: | | | | | | |
| Personnel Services | \$1,240,548 | \$984,372 | \$1,369,470 | \$1,617,713 | \$248,243 | 18.1% |
| Commodities | 1,960 | 21,220 | 3,600 | 7,600 | 4,000 | 111.1% |
| Services | 94,608 | 565,289 | 128,298 | 617,925 | 489,627 | 381.6% |
| Public Aid | 0 | 800 | 0 | 20,000 | 20,000 | 100.0% |
| Capital Outlay | 0 | 84,223 | 0 | 0 | 0 | 0.0% |
| Other Charges | 768,471 | 2,916 | 298,841 | 52,500 | (246,341) | -82.4% |
| Total Expenditures | \$2,105,587 | \$1,658,820 | \$1,800,209 | \$2,315,738 | \$515,529 | 28.6% |
| Property Tax Requirement | \$1,347,316 | \$900,609 | \$1,531,868 | \$2,315,738 | \$783,870 | 51.2% |
| FTEs | 11.0 | 11.0 | 15.0 | 15.0 | 0.0 | 0.0% |

Note: 2023 Actual FTEs represent the annual average. Source: Countywide FTE Report

Revenues

The primary driver behind the increases in Property Tax for OCS is due to the loss of ARPA dollars for programs/expenditures that now need to be supported through property tax funds.

Expenditures

Personnel Services: Increase is mainly due to 2.0 FTEs that are no longer funded by ARPA in addition to general salary adjustments, merit, and health.

Commodities: Increase is for food and beverage.

Services: Most of the services is due to the expansion of services such as the Trusted Messenger Program (TMP) and Community Engagement Roster Program. Smaller amounts are due to consulting, IT services, and communication.

The TMP, which was launched in September 2020 as a response to the COVID19 pandemic, seeks to expand the county's capacity to listen, engage, and respond to county residents. The CER Program allows individuals and organizations with expertise in specialty areas of community outreach and engagement to establish a professional services principle agreement with Hennepin County.

Public Aid: The \$20,000 is an increase for community programs.

Other Charges: Miscellaneous services decreased.

Mission

Education Support Services (ESS) addresses disparities in education systems by partnering with Hennepin County youth, families, and community professionals to support student engagement and growth. We advocate for families by:

- *Listening to their needs*
- *Collaborating with students to identify and achieve goals*
- *Connecting them with resources*
- *And encouraging authentic and transformational relationships between youth and their communities*

Department Description:

Hennepin County's Education Support Services (ESS) strives to address the racial and educational disparities faced by youth connected to county services. The program aims to increase engagement, academic skills, and educational outcomes for students in grades K-12 and GED seekers, who are disproportionately youth of color, by focusing on student empowerment, skill building, and collaboration with families, schools, and support professionals. Services include referrals to academic tutoring, school advocacy and navigation, mentoring, access to internet and personal computers, and individualized educational goal planning to promote academic success.

| Revenue and Expenditure Information | 2023 Actual | 2024 Budget | 2025 Budget |
|---|--------------------|--------------------|--------------------|
| Budgeted Property Tax Requirement* | \$1,942,075 | \$2,739,268 | \$3,369,845 |
| Other Taxes | 0 | 0 | 0 |
| Federal | 209,618 | 23,499 | 0 |
| State | 0 | 0 | 0 |
| Local | 0 | 0 | 0 |
| Investment Earnings | 0 | 0 | 0 |
| Fees for Services | 0 | 0 | 0 |
| Fines and Forfeitures | 0 | 0 | 0 |
| Licenses and Permits | 0 | 0 | 0 |
| Other Revenue | 0 | 0 | 0 |
| Other Financing | 0 | 0 | 0 |
| Total Revenues | \$2,151,693 | \$2,762,767 | \$3,369,845 |
| Personnel Services | \$1,318,042 | \$1,945,883 | \$2,354,144 |
| Commodities | 4,807 | 89,444 | 55,200 |
| Services | 640,067 | 694,841 | 282,501 |
| Public Aid Assistance | 0 | 0 | 675,000 |
| Capital Outlay | 0 | 0 | 0 |
| Other Charges | 1,000 | 32,599 | 3,000 |
| Grants | 0 | 0 | 0 |
| Total Expenditures | \$1,963,916 | \$2,762,767 | \$3,369,845 |
| Budgeted Positions (Full-Time Equivalents) | 16.0 | 20.0 | 21.0 |

* Reflects the adjusted property tax requirement budget, not actual property tax collections.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Education Support Services

BUDGET DOLLARS

| | Budget | Property Tax |
|---|--------------------|--------------------|
| 2024 Approved Budget | \$2,739,268 | \$2,739,268 |
| Board Authorized Adjustments | 23,499 | 0 |
| 2024 Adjusted Budget | \$2,762,767 | \$2,739,268 |
| 2025 Department Requested Budget | \$3,510,377 | \$3,510,377 |
| Proposed Adjustments | (140,532) | (140,532) |
| 2025 Proposed Budget | \$3,369,845 | \$3,369,845 |
| Change from 2024 Adj. Budget | 22.0% | 23.0% |

STAFFING: FULL-TIME EQUIVALENT POSITIONS (FTEs)

| | |
|---|-------------|
| 2024 Number of Approved Total Positions | 20.0 |
| Board Authorized Adjustments | 0.0 |
| Reorganization In/(Out) | 0.0 |
| 2024 Adjusted Number of Total Positions | 20.0 |
| 2025 Department Request for Total Positions | 21.0 |
| Proposed Adjustments | 0.0 |
| 2025 Budget Discussion Total Positions | 21.0 |
| Change from 2024 Adjusted Number of Total Positions | 1.0 |

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Education Support Services

Summary of Board Approved 2024 Budget and Adjustments

| | Budget | Property Tax | FTEs |
|-------------------------------------|--------------------|--------------------|-------------|
| Approved Budget: Res. No. 23-0349R1 | \$2,739,268 | \$2,739,268 | 20.0 |
| 1. 2024 Adjustments | 23,499 | 0 | 0.0 |
| 2024 Adjusted Budget | \$2,762,767 | \$2,739,268 | 20.0 |

2025 Proposed Budget

| | Budget | Property Tax | FTEs |
|---|--------------------|--------------------|-------------|
| Department Request | \$3,510,377 | \$3,510,377 | 21.0 |
| Proposed Adjustments | | | |
| 1. Adjustment to New Arrivals Education Support | (140,532) | (140,532) | 0.0 |
| 2025 Proposed Budget | \$3,369,845 | \$3,369,845 | 21.0 |

Significant Issues

The Education Support Services department began in January 2021 under Disparity Reductions

- * Racial disparities and the pandemic continue to impact educational outcomes, especially for county connected students of color.
- * Funding shortfalls for our school partners indicate that the additional supports that are integral to the success of our county connected students may not be available in school.
- * New Arrival students in Hennepin County shelters need educational support, including school navigation, advocacy, academic skills support, and English language learning supports for adults and youth.
- * Support is needed for adults connected to DOCCR to obtain their GEDs.
- * Academic credit recovery services are needed to support county connected individuals in obtaining a high school diploma.

New Arrivals Education Support Pilot:

Large numbers of newly arrived families in Minnesota are staying in Hennepin County shelters. Many individuals have limited or no English proficiency and most are involved in complex immigration processes. Funding shortfalls for our school partners result in these families and their children needing additional education supports.

In a collaborative effort, Education Support Services (ESS), Housing Stability, and the Library have used ARPA money to launch a new education support program for these families at identified family shelter sites. This program provides families with educational supports. Supports include school navigation, advocacy, academic skills support, and English language learning classes and educational activities for adults and youth.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Education Support Services

FINANCIAL SUMMARY

| | 2023 Budget | 2023 Actual | 2024 Adjusted Budget* | 2025 Proposed Budget | Increase/ Decrease from adjusted | Percent Change 2024-2025 |
|---------------------------------|--------------------|--------------------|-----------------------------|----------------------------|--|--------------------------------|
| Revenues: | | | | | | |
| Federal | \$204,310 | \$209,618 | \$23,499 | \$0 | (\$23,499) | -100.0% |
| State | 0 | 0 | 0 | 0 | 0 | 0.0% |
| Local | 0 | 0 | 0 | 0 | 0 | 0.0% |
| All Other Revenues | 0 | 0 | 0 | 0 | 0 | 0.0% |
| Total Revenues | \$204,310 | \$209,618 | \$23,499 | \$0 | (\$23,499) | -100.0% |
| Expenditures: | | | | | | |
| Personnel Services | \$1,370,286 | \$1,318,042 | \$1,945,883 | \$2,354,144 | \$408,261 | 21.0% |
| Commodities | 94,000 | 4,807 | 89,444 | 55,200 | (34,244) | -38.3% |
| Services | 465,489 | 640,067 | 694,841 | 282,501 | (412,340) | -59.3% |
| Public Aid | 0 | 0 | 0 | 675,000 | 675,000 | 100.0% |
| Other Charges | 221,918 | 1,000 | 32,599 | 3,000 | (29,599) | -90.8% |
| Total Expenditures | \$2,151,693 | \$1,963,916 | \$2,762,767 | \$3,369,845 | \$607,078 | 22.0% |
| Property Tax Requirement | \$1,947,383 | \$1,754,298 | \$2,739,268 | \$3,369,845 | \$630,577 | 23.0% |
| FTEs | 16.0 | 16.0 | 20.0 | 21.0 | 0.0 | 0.0% |

Note: 2023 Actual FTEs represent the annual average. Source: Countywide FTE Report

Revenues

The increase in Property Taxes is due to the continuation of the New Arrivals Education Support Pilot and the job re-classification for Education Support Specialists.

Expenditures

Personnel Services: The increase is due to a 1.0 FTE for New Arrivals Education Support Coordinator position. Also, 15 positions need to be reclassified due to a County request for a market study, job stability, and match the job responsibilities. In addition, General Salary Adjustments, promotions, and probationary increases are included.

Commodities: Most of the decrease is due to a reduction in software purchases.

Services: The decrease is mainly due to moving the academic tutoring contract from Services to Public Aid.

Public Aid: The increase is due moving the academic tutoring services contract from Services to Public Aid.

Other Charges: The decrease is due to a reduction in conference registration fees.

FTE

The additional 1.0 FTE will focus on the New Arrival Pilot and will convert from a limited duration Education Support Specialist position to a permanent FTE.

The limited duration position is to backfill an open position due to a job reclassification. The additional 1.0 FTE to start in the fall of 2024. Both the reclassified and new addition positions are to become permanent in 2025.

Mission

Our mission is to join with county departments to purchase goods and services through a process that is legal, cost effective, fair, and accessible to businesses, and to ensure that we contract with vendors that share the county's commitment to responsible social, economic, and sustainable procurement.

Department Description:

Purchasing and Contract Services partners with departments to procure and create contracts for goods and services needed to serve county residents. Purchasing and Contract Services supports county disparity reduction goals by implementing strategies to include small businesses and emerging organizations in county contract opportunities.

| Revenue and Expenditure Information | 2023 Actual | 2024 Budget | 2025 Budget |
|---|--------------------|--------------------|--------------------|
| Budgeted Property Tax Requirement* | \$5,284,350 | \$5,702,661 | \$5,873,741 |
| Other Taxes | 0 | 0 | 0 |
| Federal | 58,809 | 10,921 | 0 |
| State | 0 | 0 | 0 |
| Local | 0 | 0 | 0 |
| Investment Earnings | 0 | 0 | 0 |
| Fees for Services | 0 | 0 | 0 |
| Fines and Forfeitures | 0 | 0 | 0 |
| Licenses and Permits | 0 | 0 | 0 |
| Other Revenue | 0 | 0 | 0 |
| Other Financing | 0 | 0 | 0 |
| Total Revenues | \$5,343,159 | \$5,713,582 | \$5,873,741 |
| Personnel Services | \$4,466,070 | \$5,216,964 | \$5,327,716 |
| Commodities | 141,176 | 137,022 | 169,450 |
| Services | 265,819 | 302,925 | 317,925 |
| Public Aid Assistance | 0 | 0 | 0 |
| Capital Outlay | 0 | 0 | 0 |
| Other Charges | 70,837 | 56,671 | 58,650 |
| Grants | 0 | 0 | 0 |
| Total Expenditures | \$4,943,902 | \$5,713,582 | \$5,873,741 |
| Budgeted Positions (Full-Time Equivalents) | 37.0 | 38.0 | 38.3 |

**Reflects the adjusted property tax requirement budget, not actual property tax collections.*

Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations

Department: Purchasing and Contract Services

BUDGET DOLLARS

| | Budget | Property Tax |
|---|--------------------|--------------------|
| 2024 Approved Budget | \$5,707,899 | \$5,702,661 |
| Board Authorized Adjustments | 5,683 | 0 |
| 2024 Adjusted Budget | \$5,713,582 | \$5,702,661 |
| 2025 Department Requested Budget | \$5,873,741 | \$5,873,741 |
| Proposed Adjustments | 0 | 0 |
| 2025 Proposed Budget | \$5,873,741 | \$5,873,741 |
| Change from 2024 Adj. Budget | 2.8% | 3.0% |

STAFFING: FULL-TIME EQUIVALENT POSITIONS (FTEs)

| | |
|---|-------------|
| 2024 Number of Approved Total Positions | 38.0 |
| Board Authorized Adjustments | 0.0 |
| Reorganization In/(Out) | 0.0 |
| 2024 Adjusted Number of Total Positions | 38.0 |
| 2025 Department Request for Total Positions | 39.3 |
| Proposed Adjustments | (1.0) |
| 2025 Budget Discussion Total Positions | 38.3 |
| Change from 2024 Adjusted Number of Total Positions | 0.3 |

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Purchasing and Contract Services

Summary of Board Approved 2024 Budget and Adjustments

| | Budget | Property Tax | FTEs |
|-------------------------------------|--------------------|--------------------|-------------|
| Approved Budget: Res. No. 23-0349R1 | \$5,707,899 | \$5,702,661 | 38.0 |
| 1. 2024 adjustments | 5,683 | | |
| 2024 Adjusted Budget | \$5,713,582 | \$5,702,661 | 38.0 |

2025 Proposed Budget

| | Budget | Property Tax | FTEs |
|--|--------------------|--------------------|-------------|
| Department Request | \$5,873,741 | \$5,873,741 | 39.3 |
| Proposed Adjustments | | | |
| 1. Add back: reduction of 1.0 FTE (new contract analyst) | (150,585) | (150,585) | (1.0) |
| 2. reversal of add back | 150,585 | 150,585 | |
| 2025 Proposed Budget | \$5,873,741 | \$5,873,741 | 38.3 |

Significant Issues

* To continue to expand the reach of federated contract management to support our growing line of business and other departments in need of contract management.

This requires the addition of 1.0 limited-duration senior contract services analysts to support anti-displacement work. This addition will help add agility in response time to the anticipated increase in the volume of grants.

* To expand compliance capacity for construction contracts, including the addition of a previously budgeted compliance specialist that transferred from Human Services.

* To expand roster programs that support Disparity Reduction efforts, including the addition of previously budgeted senior contract services analyst and administrative manager positions.

* Establish key data and reporting resources for Purchasing staff and customers, supported by a previously budgeted principal data analyst.

* **Staffing:** Much of the workload is based on the needs of other county departments, so work can increase significantly in a short period of time. Onboarding staff to meet those needs in a timely manner is challenging, so PCS needs to be right sized to meet department demands.

* **CERT collaboration fees:** The CERT program fees are increasing due to the need to support a new third-party administrator and increased technology costs due to the projected increase in small business participation.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Purchasing and Contract Services

FINANCIAL SUMMARY

| | 2023 Budget | 2023 Actual | 2024 Adjusted Budget* | 2025 Proposed Budget | Increase/ Decrease from adjusted | Percent Change 2024-2025 |
|---------------------------------|--------------------|--------------------|-----------------------------|----------------------------|--|--------------------------------|
| Revenues: | | | | | | |
| Federal | \$58,809 | \$58,809 | \$10,921 | \$0 | (\$10,921) | -100.0% |
| State | 0 | 0 | 0 | 0 | 0 | 0.0% |
| Local | 0 | 0 | 0 | 0 | 0 | 0.0% |
| All Other Revenues | 0 | 0 | 0 | 0 | 0 | 0.0% |
| Total Revenues | \$58,809 | \$58,809 | \$10,921 | \$0 | (\$10,921) | -100.0% |
| Expenditures: | | | | | | |
| Personnel Services | \$4,860,260 | \$4,466,070 | \$5,216,964 | \$5,327,716 | \$110,752 | 2.1% |
| Commodities | 95,750 | 141,176 | 137,022 | 169,450 | 32,428 | 23.7% |
| Services | 296,440 | 265,819 | 302,925 | 317,925 | 15,000 | 5.0% |
| Public Aid | 90,709 | | 0 | 0 | 0 | 0.0% |
| Other Charges | | 70,837 | 56,671 | 58,650 | 1,979 | 3.5% |
| Total Expenditures | \$5,343,159 | \$4,943,902 | \$5,713,582 | \$5,873,741 | \$160,159 | 2.8% |
| Property Tax Requirement | \$5,284,350 | \$4,885,093 | \$5,702,661 | \$5,873,741 | \$171,080 | 3.0% |
| FTEs | 32.1 | 37.0 | 38.0 | 38.3 | 0.3 | 0.8% |

Note: 2023 Actual FTEs represent the annual average. Source: Countywide FTE Report

Revenues

Property tax increase is mostly due to Personnel Services and partly to support Commodities and technology services.

Federal ARPA is removed.

Expenditures

Personnel Services: The increase is due mainly to general salary increases along with 1.3 Limited Duration for contract service analysts and PERA PRO.

Commodities: The increase is due to CERT management software module to accommodate increased certification of small businesses with the integration of state certification data and also to support meeting and events costs for vendor outreach events.

Services: The increase is mostly due to technology costs and partly to advertising in Finance and Commerce and Star Tribune.

Other Charges: The increase is mostly due to memberships and conference registration fees.

FTE

The increase is due to the addition of 1.0 FTE Limited Duration for a senior contract services analyst to support anti-displacement work.

The increase of a .3 Limited Duration phased retirement PERA PRO FTE to maintain continuity and manage Hennepin's participation in the joint disparity study and assist ongoing transitions in the CERT program.

The reduction of a 1.0 permanent FTE for an administrative manager which will be reallocated to Grants Management (GMA).

Mission

To foster climate change mitigation and adaption efforts focusing on building a resilient and equitable Hennepin County.

Department Description:

Using a disparity reduction lens, Climate Change seeks to build a more equitable and resilient Hennepin County by reducing greenhouse gas emissions while engaging with communities vulnerable to climate impacts. It advocates for the responsible use of resources, minimize wastefulness, and promote the use of renewable energy.

| Revenue and Expenditure Information | 2023 Actual | 2024 Budget | 2025 Budget |
|---|--------------------|--------------------|---------------------|
| Budgeted Property Tax Requirement* | \$1,242,990 | \$1,263,470 | \$1,681,908 |
| Other Taxes | 0 | 0 | 0 |
| Federal | 0 | 0 | 0 |
| State | 0 | 0 | 0 |
| Local | 0 | 0 | 0 |
| Investment Earnings | 0 | 0 | 0 |
| Fees for Services | 0 | 0 | 8,000,000 |
| Fines and Forfeitures | 0 | 0 | 0 |
| Licenses and Permits | 0 | 0 | 0 |
| Other Revenue | 600,000 | 600,000 | 400,000 |
| Other Financing | 0 | 0 | 0 |
| Total Revenues | \$1,842,990 | \$1,863,470 | \$10,081,908 |
| Personnel Services | \$748,797 | \$1,186,251 | \$1,268,176 |
| Commodities | 4,670 | 5,000 | 5,000 |
| Services | 548,205 | 632,219 | 8,783,732 |
| Public Aid Assistance | 0 | 0 | 0 |
| Capital Outlay | 50,000 | 0 | 0 |
| Other Charges | 16,266 | 40,000 | 25,000 |
| Grants | 0 | 0 | 0 |
| Total Expenditures | \$1,367,938 | \$1,863,470 | \$10,081,908 |
| Budgeted Positions (Full-Time Equivalents) | 9.0 | 9.0 | 9.0 |

* Reflects the adjusted property tax requirement budget, not actual property tax collections.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Climate and Resiliency

BUDGET DOLLARS

| | Budget | Property Tax |
|---|---------------------|--------------------|
| 2024 Approved Budget | \$1,863,470 | \$1,263,470 |
| Board Authorized Adjustments | 0 | 0 |
| 2024 Adjusted Budget | \$1,863,470 | \$1,263,470 |
| 2025 Department Requested Budget | \$2,281,908 | \$2,031,908 |
| Proposed Adjustments | 7,800,000 | (350,000) |
| 2025 Proposed Budget | \$10,081,908 | \$1,681,908 |
| Change from 2024 Adj. Budget | 441.0% | 33.1% |

STAFFING: FULL-TIME EQUIVALENT POSITIONS (FTEs)

| | |
|---|------------|
| 2024 Number of Approved Total Positions | 9.0 |
| Board Authorized Adjustments | 0.0 |
| Reorganization In/(Out) | 0.0 |
| 2024 Adjusted Number of Total Positions | 9.0 |
| 2025 Department Request for Total Positions | 9.0 |
| Proposed Adjustments | - |
| 2025 Budget Discussion Total Positions | 9.0 |
| Change from 2024 Adjusted Number of Total Positions | - |

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Climate and Resiliency

Summary of Board Approved 2024 Budget and Adjustments

| | Budget | Property Tax | FTEs |
|-------------------------------------|--------------------|--------------------|------------|
| Approved Budget: Res. No. 23-0349R1 | \$1,863,470 | \$1,263,470 | 9.0 |
| 2024 Adjusted Budget | \$1,863,470 | \$1,263,470 | 9.0 |

2025 Proposed Budget

| | Budget | Property Tax | FTEs |
|---|---------------------|--------------------|------------|
| Department Request | \$2,281,908 | \$2,031,908 | 9.0 |
| Proposed Adjustments | | | |
| 1. PACE Assessments | 8,000,000 | 0 | 0.0 |
| 1. Funding from Environment and Energy | 0 | (150,000) | 0.0 |
| 2. Urban Agriculture Spending Moved to 2024 | (200,000) | (200,000) | 0.0 |
| 2025 Proposed Budget | \$10,081,908 | \$1,681,908 | 9.0 |

Significant Issues

Mitigation of Greenhouse Gas Emissions (GHGE):

1) Low-Income, Black, Indigenous, and people of color, and other disadvantaged communities face barriers to access the benefits of clean transportation and energy efficiency.

2) The most effective way to respond to GHGE and support the residential energy sector is to support weatherization.

Strengthening Community Resilience: the effects of extreme weather due to climate change are now negatively impacting the most vulnerable communities, so building community resilience needs to be prioritized.

Expanding Areas: residential weatherization, charging infrastructure, community EV adoption, and building community resilience are new or growing areas of work.

Changes in Revenue: there is a reduction in internal funding through Public Works while new federal funding of \$778,000 is expected in 2025-26.

Expanding Urban Agriculture: includes projects (Urban Ag Pilot, four Sisters, Green Infrastructure Study in Midtown Corridor) that will convert land into Urban Ag in climate-vulnerable communities. Also, utilizing a county-wide prioritization plan with a suite of recommendations to convert Tax-Forfeited Land (TFL) into Urban Agriculture.

Reducing Urban Heat Island: collecting data and mapping areas of highest urban heat islands across the county to more equitably implement cooling solutions.

Transportation Decarbonization: implementing work towards a 20 percent reduction in vehicle miles traveled per capita by 2024 plan in coordination with Public Works department.

**Hennepin County
2025 Board Summary
Department Request with Administrator's Recommendations**

Department: Climate and Resiliency

FINANCIAL SUMMARY

| | 2023 Budget | 2023 Actual | 2024 Adjusted Budget* | 2025 Recommended Budget | Increase/ Decrease from adjusted | Percent Change 2024-2025 |
|---------------------------------|--------------------|--------------------|-----------------------------|-------------------------------|--|--------------------------------|
| Revenues: | | | | | | |
| Fees for Services | 0 | 0 | 0 | 8,000,000 | 8,000,000 | 100.0% |
| All Other Revenues | 600,000 | 600,000 | 600,000 | 400,000 | (200,000) | -33.3% |
| Total Revenues | \$600,000 | \$600,000 | \$600,000 | \$8,400,000 | \$7,800,000 | 1300.0% |
| Expenditures: | | | | | | |
| Personnel Services | \$1,165,771 | \$748,797 | \$1,186,251 | \$1,268,176 | \$81,925 | 6.9% |
| Commodities | 5,000 | 4,670 | 5,000 | 5,000 | 0 | 0.0% |
| Services | 632,219 | 548,205 | 632,219 | 8,783,732 | 8,151,513 | 1289.3% |
| Capital Outlay | 0 | 50,000 | 0 | 0 | 0 | 0.0% |
| Other Charges | 40,000 | 16,266 | 40,000 | 25,000 | (15,000) | -37.5% |
| Total Expenditures | \$1,842,990 | \$1,367,938 | \$1,863,470 | \$10,081,908 | \$8,218,438 | 441.0% |
| Property Tax Requirement | \$1,242,990 | \$767,938 | \$1,263,470 | \$1,681,908 | \$418,438 | 33.1% |
| FTEs | 9.0 | 9.0 | 9.0 | 9.0 | 0.0 | 0.0% |

Note: 2023 Actual FTEs represent the annual average. Source: Countywide FTE Report

Revenues

Property Tax: The increase of \$418,348 is due to an increase and expansion of initiatives that include: expanding Urban Agriculture, reducing Urban Heat Island, Transportation Decarbonization, and Energy Efficiency and Renewables coupled with a reduction of funding from Public Works of about \$200,000.

Fees for Services: The \$8,000,000 increase is for the PACE program's voluntary property tax assessments to finance energy efficiency and renewable energy projects on commercial buildings.

Other: The decrease of \$200,000 is due to a reduction of Public Works funding for Zero Waste Planning.

Expenditures

Personnel Services: The increase of \$81,925 is due to merit increases.

Commodities: No change.

Services: The \$8,000,000 consists of administration of the Property Assessed Clean Energy (PACE) program, a voluntary property tax assesment to finance energy efficiency and renewable energy projects on commercial buildings. Additional increases are due to the continuation and expansion of various climate action programs.

Other Charges: A decrease of \$15,000 is due to conference registration fees and business travel.

2025 Budget Hearing Schedule

Tuesday, September 10, 2024 – 1:30 p.m.

County Administrator presents proposed 2025 budget to County Board

Tuesday, September 17, 2024 – 1:30 p.m.

County Board adopts maximum 2025 property tax levy. HCRRA and HCHRA maximum levies are approved by their respective boards.

Monday, October 7, 2024 – 12 p.m.

Health and Human Services, Public Health

Wednesday, October 9, 2024 – 12 p.m.

Disparity Reduction and Public Works

Wednesday, October 23, 2024 – 12 p.m.

Capital Budget and Fees, Capital Budgeting Task Force (CBTF) presentation

Thursday, October 24, 2024 – 12 p.m.

Resident Services and Operations

Monday, October 28, 2024 – 12 p.m.

Law, Safety and Justice

Wednesday, November 13, 2024 – 12 p.m.

Administrator amendments

Thursday, November 21, 2024 – 12 p.m.

Commissioner amendments

Tuesday, December 3, 2024 – 6 p.m.

Truth in Taxation public hearing

Thursday, December 12, 2024 – 1:30 p.m.

County Board approves 2024 budget / levy at regularly scheduled board meeting