



INTER-OFFICE COMMUNICATION

DATE: November 13, 2020

TO: Marcelia Nicholson, County Board Chair, Milwaukee County Board of Supervisors

FROM: Jeff Roman, Executive Director, Office on African American Affairs

SUBJECT: From the Executive Director, Office on African American Affairs, requesting authorization to abolish one (1.0) FTE Equity Data Analyst position and create one (1.0) FTE Research and Policy Manager.

REQUEST

The Executive Director, from the Office on African American Affairs, respectfully requests authorization to abolish one (1.0) FTE Equity Data Analyst (Job Code: 00012349; Pay Grade: 24M) position and create one (1.0) FTE Research and Policy Manager (Job Code: TBD; Pay Grade: 32M) position.

BACKGROUND

The Office on African American Affairs is committed to empowering the community to achieve positive, long-term, sustainable outcomes through employing a multifaceted racial equity model that will convene county and community partners to systematically address racial inequities, and to assist the County in making its vision, 'by achieving racial equity, Milwaukee is the healthiest county in Wisconsin', a reality. To achieve this vision, the Office on African American Affairs provides advice, guidance, education, research, and technical assistance.

In April 2020, the Milwaukee County Board of Supervisors unanimously passed an ordinance creating Chapter 108 "Achieving Racial Equity and Health" of the Milwaukee County Code of General Ordinances, which resolved that by achieving racial equity, the County will eliminate health and opportunity gaps along racial lines, and will increase the success of all groups by distributing resources justly across all communities. The adoption of the ordinance, commits Milwaukee County to support the Office on African American Affairs (OAAA) by ensuring it is strategically positioned within County government to assist with the development and institutionalization of racial equity tools, to collaborate with departments to assess and transform policies, procedures, practices, and power structures to help the County become a place where all citizens can thrive.

To ensure that Racial Equity is at the forefront of Milwaukee County government the Office on African American Affairs will continue its collective impact approach which entails offering guidance to County Departments and coordinating with community stakeholders, including adjoining municipalities, to support the vision and strategic planning priorities to develop a common agenda, shared measurement systems, mutually reinforcing activities, and continuous engagement and enhanced communication.

The newly created Research and Policy Manager position will help OAAA and Milwaukee County to achieve their ambitious goals by:

1. Providing guidance, advice, and information to departments and divisions and jurisdictions within the county to facilitate community engagement to increase the success of all groups by distributing resources justly to all communities with specific attention to those who are burdened and those who will benefit (File 16-636 and 20-174);
2. Advising the Milwaukee County Executive, Milwaukee County Board of Supervisors, Milwaukee County Department Directors, members of the Milwaukee County Intergovernmental Cooperation Council, and general public on the views and needs of African American and other racial and adversely impacted communities concerning disparity, inequity and inequality (File 16-636)
3. Supporting county-wide equity initiatives that address racial bias in decision making through the implementation and use of racial equity tools to evaluate the impact on Black and Brown communities for enterprise-wide areas including the budget, processes, policies, and procedures (File 20-174);
4. Tracking improvements in health and racial equity awareness and practice through employee an county-wide surveys and other vehicles (File 20-174);
5. Devising strategies to amplify and address the public policy concerns of the African American and other adversely impacted communities through its partnerships with County departments and municipalities, State agencies, corporations, and foundations (File 16-636); and

The 2021 adopted budget included one (1.0) FTE Equity Data Analyst. This action would abolish one (1.0) FTE Equity Data Analyst position to create one (1.0) FTE Research and Policy Manager.

TITLE	JOB CODE	POSITION NUMBER	FTE	PAY GRADE	STEP	SALARY
Equity Data Analyst	00012349	000001	1.0	24M	1	\$55,662
Research and Policy Manager	TBD	TBD	1.0	32M	3	\$76,066

The difference in salary between the Equity Data Analyst and Research and Policy Manager is \$20,404 and will be covered by salary savings which have been recognized in 2020, including filling vacant positions at lower than budgeted salaries.

RECOMMENDATION

The Office on African American Affairs recommends the County Board authorize the Executive Director, Office on African American Affairs, or her designee, to implement the following action: to abolish Equity Data Analyst position and to create a Research and Policy Manager position.

Your consideration and agreement with this request will be greatly appreciated.



Jeff Roman
Executive Director, Office on African American Affairs

Attachment – Position JEQ – Research and Policy Manager

Cc: David Crowley, County Executive
Mary Jo Meyers, Chief of Staff, Office of the County Executive