

**COUNTY OF MILWAUKEE**  
Inter-Office Communication

Date: June 6, 2022

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Shakita LaGrant-McClain, Director, Department of Health and Human Services

Subject: Report from the Director, Department of Health and Human Services, submitting two 2022 professional services contract extensions with advisory and coaching vendors for consideration under passive review

File Type: Passive Review Report

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**REQUEST**

The Director, Department of Health and Human Services (DHHS), is requesting passive review authorization to extend two 2022 professional services contracts with advisory and coaching vendors for the DHHS Director's Office.

**POLICY**

Per Wisconsin Statutes, the Director of the Department of Health and Human Services is requesting authorization to execute these professional services contracts.

Wisconsin State Statutes:	59.52(31)
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**BACKGROUND**

Last year, DHHS released its 2020-25 Strategic Plan, with key strategies highlighting work on Racial Equity, No Wrong Door and Population Health. The development and implementation of the plan has involved working with advisors in planning, organizational development and coaching to supplement internal capacity. As DHHS leaders pursue further implementation of key elements of the plan, an extension of several advisory contracts will enable the Department's success.

The following contract extensions are being proposed by the DHHS Director's Office for the time period of July 1, 2022 through December 31, 2022:

- **\$48,000 to Salo**: Salo has provided DHHS access to a subject matter expert consultant in organizational development. The consultant has provided advisory services in organizational design, role and responsibility design as well as change management

and communication support across a variety of organizational transformation projects. This contract extension allows DHHS to retain this subject matter expert as the department continues to make changes to its structure and function to support the No Wrong Door philosophy.

Note that the contract was single-sourced in 2021. The team solicited proposals from a half dozen organizations that provide organizational development services and selected Salo from this process. Extending the contract allows for DHHS to build on work with a vendor that has developed expertise in working with County government and with the DHHS organization in particular.

Service	Provider	2021 Contract	2022 Proposed Contract Extension	Adjusted Contract Amount
Organizational Development Support	Salo	\$99,000	\$48,000	\$147,000

- **\$67,575 to Gary Hollander Enterprises:** Gary Hollander Enterprises has been providing strategic and planning advisory services to DHHS. The work has involved assisting senior leaders in the development of the DHHS Strategic Plan and subsequent implementation. The contract extension covers implementation support for the year, including subject matter expertise in areas of racial equity, fund development and others. It also includes scope for leadership coaching of staff.

Note that the contract was single-sourced in 2019. The team solicited proposals from several strategic planning organizations that work with the civic sector at that time and selected Gary Hollander Enterprises. Extending the contract allows for continuity with a vendor that has experience with DHHS in the development of its strategic plan.

Service	Provider	2019-2021 Contract	2022 Proposed Allocation	Adjusted Contract Amount
Planning and Leadership Coaching	Gary Hollander Enterprises	\$99,750 in total	\$67,575	\$167,325

**ALIGNMENT TO STRATEGIC PLAN**

The DHHS Director’s office is recommending extensions for these advisory contracts to support the implementation of key DHHS strategies. These strategies are in strong alignment with the

County Strategic Plan: pursuing Racial Equity in how we think about our internal policies and practices and external partnerships, No Wrong Door and breaking down silos in how the department serves participants, and Population Health to enable the department to support the County vision of becoming the healthiest county in Wisconsin.

### **RECOMMENDATION**

These contracts are being submitted for passive review only. The extension of these professional services contracts reflects a total amount of \$115,575 for the services identified in the report. The effective date of the contracts would be the period of July 1, 2022 to December 31, 2022.

### **FISCAL EFFECT**

These contracts were budgeted in the DHHS 2022 DHHS Adopted Budget.

### **TERMS**

The professional services agreements would be effective July 1, 2022 to December 31, 2022.

### **VIRTUAL MEETING INVITES**

Shakita LaGrant-McClain, DHHS Director  
Steve Gorodetskiy, DHHS Strategic Initiatives Director  
Clare O'Brien, DHHS Budget & Policy Director

### **PREPARED BY:**

Steve Gorodetskiy, DHHS Strategic Initiatives Director

### **APPROVED BY:**

*Shakita LaGrant-McClain*  
Shakita LaGrant-McClain, DHHS Director

### **ATTACHMENTS:**

None

cc: County Executive David Crowley  
Sup. Liz Sumner, Chair, Finance Committee  
Sup. Shawn Rolland, Chair, Health Equity, Human Needs, & Strategic Planning Committee  
Mary Jo Meyers, Chief of Staff, County Executive's Office  
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors  
Steve Cady, Research Director, Comptroller's Office

Pam Matthews, Fiscal & Management Analyst, DAS  
Lottie Maxwell-Mitchell, Research & Policy Analyst, Comptroller's Office