

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: August 12, 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, requesting approval to abolish 1.0 FTE Disabilities Services Coordinator and create 1.0 FTE Adult Protective Services (APS) Supervisor

File Type: Action Report

REQUEST

A report from the Director, Department of Health and Human Services (DHHS), requesting approval to abolish 1.0 FTE Disabilities Services Coordinator at paygrade 26M and create 1.0 FTE Adult Protective Services (APS) Supervisor at paygrade 31M.

POLICY

The maximum number of positions and/or the maximum number of employee hours in a given classification are approved as part of the annual adopted budget. Changes to the authorized number of positions outside of the budget process require approval by the Milwaukee County Board of Supervisors.

Milwaukee County Ordinances:		17.28
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BACKGROUND

Over the past few years, DHHS has been implementing a “No Wrong Door” customer service approach meaning that anyone, regardless of age, disability, race, gender, or socio-economic status can and will be served no matter a person’s entry point into the system. The 2022 Adopted Budget integrated the Milwaukee County Department on Aging Elder Abuse team and Disabilities Services APS team as one program (Adult Protective Services) serving Milwaukee County residents ages 18 to end of life. The program is operated under the Aging and Disabilities Services (ADS) area.

A fully integrated human service model not only aligns Milwaukee County with the rest of the state and country in terms of how people are served across the lifespan, it will also provide greater access to a wider array of services for people of all ages and abilities. A major

advancement toward this vision is the continued stability of the integration of the APS teams in ADS.

As part of this change, the 2022 Budget created one FTE Disabilities Services Coordinator position to support the workload increase that has occurred due to the impact of the pandemic, increased awareness of the APS Program, and the increased support to families in alignment with the No Wrong Door vision. The Disabilities Services Coordinator position was approved for this role in error, however, as the intent was to obtain approval for an APS Supervisor to provide additional leadership to this program.

The APS Supervisor is responsible for leading five to 10 team members in conducting investigations that are aligned with supporting adults at risk in increasing safety and enhancing health outcomes. To adequately recruit and hire for the position being sought, an abolishment of the Disabilities Services Coordinator position and creation of an APS Supervisor position is being requested.

Position action requested:

Action	Title	Hourly Rate	Annual Salary
Abolish	Disabilities Svs. Coordinator	\$29.57	\$61,742
Create	APS Supervisor	\$32.96	\$68,820

FISCAL EFFECT

A fiscal note is attached.

ALIGNMENT TO STRATEGIC PLAN

The request for this position action aligns with the county's strategic plan to ensure that we can continue determining what, where, and how we deliver services to advance health equity. To that end, appropriate staffing is needed to support the functions associated with this critical program.

TERMS

The requested position action would be effective upon approval by the Milwaukee County Board of Supervisors.

VIRTUAL MEETING INVITES

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PREPARED BY:

Cleopatra Echols, APS Program Manager

APPROVED BY:

Shakita LaGrant-McClain

Shakita LaGrant-McClain, Director, Department of Health & Human Services

ATTACHMENTS:

DHHS Resolution
DHHS Fiscal Note
Human Resources Report
DAS-Strategy, Budget & Performance Report

cc: County Executive David Crowley
Sup. Willie Johnson, Jr., Chair, Personnel Committee
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 and Policy Director – Comptroller's Office
Allyson Smith, Committee Coordinator, Office of the County Clerk
Dan Laurila, Operating Budget Manager – DAS
Lottie Maxwell-Mitchell, Research & Policy Analyst, Comptroller's Office