



JOHN P. HAYES CENTER • CHILD SUPPORT SERVICES

*Milwaukee County*

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July 9, 2019

To: Chairman Theo Lipscomb, Sup. Schmitt, Sup. Johnson, Kelly Bablitch, Janelle Jensen, Finance and Audit Committee

Re: File 19-592, Waiver for Child Support Grant Management

Dear Supervisors:

I write to provide additional information regarding File 19-592, a request for waiver of section 9.05(3)(a), the prohibition on a former employee providing contractual services to the County for a period of 12 months following the date that employee leaves employment with Milwaukee County, per an inquiry from Chairman Lipscomb. Chairman Lipscomb specifically asked about the hourly rate we would be paying. We have requested the waiver so that our recently retired Grants and Program Manager, Jetaunne Richardson, could continue to provide grant management services for our Administration for Children and Families (ACF) grant, New Pathways for Fathers and Families. There are only about 14 months left in the grant period, which ends September 30<sup>th</sup>, 2020, although there are Federal reporting requirements through the end of 2020. Jetaunne Richardson provided very capable grant management of our Pathways grant, for two grant cycles, over 7 years.

Because of Jetaunne Richardson's experience with the grant, ACF grant officers, and local partners, she has unique skills and background with this grant, which involves a lot of relationship balancing back and forth between Child Support, and partners, including My Father's House, Compel, Community Advocates, the Center for Self Sufficiency, and Milwaukee Fatherhood Initiative. In spite of Jetaunne's retirement in May of this year, the partners, CSS leadership, and our ACF grant officers all agreed that due to the relatively short duration of this continuing grant, that continuity of operation is important enough that we should try and keep Jetaunne involved in grant management as a contractor for the remaining period of the grant.

Regarding the hourly rate we'll be paying Jetaunne, she will be receiving the same rate of pay, approximately \$39 per hour, as she did when she was employed at CSS as Program and Grants Manager, but she will no longer receive any county benefits other than the hourly rate, and she will perform those services on a part time basis, which we estimate to be about 20 hours per week. Also, Milwaukee County will be paying nothing. Jetaunne Richardson would be paid for grant management with

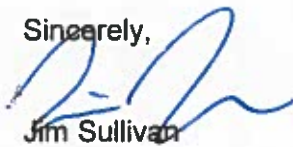
*The Department of Child Support Services, through the utilization of community resources, promotes family stability, creating a better quality of life for the children of Milwaukee County.*

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federal New Pathways grant funds. I believe that the concern about the hourly rate reflected the fact that as a contractor, services will be provided through the county's temporary services provider, Personnel Services, Inc., (PSI), and PSI charges a 22% surcharge over salary. With the 22% surcharge, the hourly rate is closer to \$47.58. The 22% surcharge charged by PSI is both low for comparable providers in the temporary services placement industry, and consistent with the premium paid for other PSI placements. It is worth noting that Jetaunne Richardson will receive the same rate of pay, that she'll be working part time, that her performing these services as a county employee would have cost more including her benefit package, and that all funds paid to her are federal grant, not County, funds.

Not approving the waiver would mean that grant management remains in house, and will be provided by our new Grant and Program Manager, Sandy Stevens. It would also mean that we would lose Jetaunne Richardson's unique skills and experience, and continuity of services for New Pathways recipients. Ultimately, it would cost the county more. For all these reasons, I respectfully request you approve the waiver for Jetaunne Richardson to provide grant management services for the short period of time for this grant.

Sincerely,



Jim Sullivan

Director, Child Support Services