

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE : 2/26/2020

TO : Theodore Lipscomb, Sr., County Board Chair

FROM : Joe Lamers, Director, DAS Performance, Strategy, and Budget (DAS-PSB)

SUBJECT : Request to Abolish 1.0 FTE vacant Equity Coordinator (Paygrade 26M) and Create 1.0 FTE Equity Analyst (Paygrade 23M) in the Office on African American Affairs.

Request:

The Office on African American Affairs (OAAA), requests to abolish 1.0 FTE vacant Equity Coordinator (paygrade 26M) and Create 1.0 Equity Analyst (paygrade 23M).

Background:

The OAAA office continues to lead the organization's equity work in support of the countywide goal of improving equitable service delivery and organizational culture using a racial equity lens and framework. OAAA aims to work collectively across the County footprint to improve racial equity in: operations, fiscal appropriations, policies and programs, legislation, organizational culture and community engagement.

During the 2020 budget process, OAAA worked with Human Resources and the Office of Performance, Strategy and Budget (PSB) to create a new position of Equity Coordinator. After additional time analyzing OAAA's departmental needs based on the direction of the County in its racial equity framework, it was determined the Equity Coordinator position was not needed. Further detailed investigation revealed the office needed an Equity Analyst instead. The Equity Analyst position is necessary to align with the original intention and job description created to execute high levels of special projects and to sustain a high level of productivity. This abolish create will result in a small net savings to OAAA as the pay grade proposed is less than budgeted. The Equity Analyst will facilitate and execute a variety of projects that impact the organization, community at large, and aid the County's goal of becoming the healthiest County in the state by achieving racial equity.

The following position action is being requested:

Position Title	Action	Job Code	FTE	Pay Grade
Equity Coordinator (vacant)	Abolish	11099810	1.0	26M
Equity Analyst	Create	TBD	1.0	23M

Recommendation: The Department of Administrative Services – Performance, Strategy, and Budget recommends that 1.0 FTE vacant Equity Coordinator be abolished, and 1.0 FTE Equity Analyst be created in the Office on African American Affairs.



Joe Lamers, Director, DAS-PSB