

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

Date: April 16, 2020

To: Theodore Lipscomb, Sr., Chairman, County Board of Supervisors

From: Joseph Lamers, Director, Office of Performance, Strategy and Budget,
Department of Administrative Services

Subject: Request to abolish one (1.0) FTE Communications Director and Create one (1.0) FTE Deputy Director to provide a deeper bench of leadership and management as OEM operations become increasingly complex

REQUEST

The Director of the Office of Emergency Management (OEM) is requesting adoption of a resolution which will abolish one FTE Communications Director and create one FTE Deputy Director to provide increased leadership and management within OEM operations.

BACKGROUND

The position of OEM Communications Director that has been identified for abolishment is currently vacant. The responsibilities of the Communications Director included establishing an OEM social media presence, marketing material and building relationship with local media installations. Today, these duties have been absorbed into the current staffed positions within the department.

However, the OEM Director has long identified a need for additional support in the management of unique projects and leadership personnel in order to sustain our unrelenting pace of innovation and increasing responsibilities.

Examples of these include:

- Emerging programs in emergency triage, treatment and transport of Emergency Medical Services patients to alternate destinations such as Urgent Care with telemedicine capabilities and the advent of a countywide health triage line.
- Efforts in consolidation of 911 Public Safety Answering Points within the Center for Forensic Science and Protective Medicine and the implementation of next-generation 911 technology, both buoyed by national momentum and social demands for Uber-like geolocating and customer service.
- Refinement of the OASIS 800MHz Public Safety Radio System for premium interoperable service with the City of Milwaukee's OpenSky system and the State's

WISCOM system for the upcoming Democratic National Convention with federal and out-of-state players, which will be sustained and evolved past July 2020 as LTE technology complements land mobile radio and becomes integrated into OASIS.

- Recent effects of climate intensities have warranted the existence of a declaration of emergency for Lake Michigan shoreline damages and environmental experts project increasing conditions of concern for our communities with rising water levels, extreme temperatures, requiring increased municipal partnerships to resource these changes.

The creation of an OEM Deputy Director would also allow for greater depths in the investigation of challenges and subsequent resolutions, bringing another subject matter expert into our field of diverse public safety responsibilities.

The new Deputy Director would increase awareness in our first responder communities by elevating communications with local Police, Fire, EMS and emergency management professionals on issues regarding racial equity, unconscious bias, and adding an order of magnitude to OEM's contribution in the County vision of becoming the healthiest County in Wisconsin.

FISCAL IMPACT

The Communications Director was budgeted in pay grade 901E at \$68,988 for 2020. The new Deputy Director position has been priced in the 902E paygrade which starts at \$85,466 annually. Assuming the position is hired at the midpoint of pay range 902E and is able to start in Pay Period 10, this would be a 2020 cost increase of \$27,620. The additional cost in 2020 is anticipated to be covered by the administrative fee portion of the Deer District LLC revenue for OEM services provided at the Fiserv Forum. Given the uncertainty of our current situation and the urgent need for the Deputy Director position, if events at the Fiserv Forum do not resume as expected in Summer and Fall of 2020, OEM and the Department of Administrative Services will examine alternative sources from which to fund the increased cost of the position.

RECOMMENDATION

DAS-PSB recommends that the Communications Director position be abolished and the Deputy Director position be created in the Office of Emergency Management.

Action	Title	Title Code	Pay Grade	Annual Salary Range
Abolish	Communications Director	11001020	901E	(\$67,101-\$98,212)
Create	Deputy Director	TBD	902E	(\$85,466-\$126,630)

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Joe Lamers

4/16/2020

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Joseph Lamers
 Director, Office of Performance, Strategy and Budget
 Department of Administrative Services