

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: **REVISED 4.02.2020**

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

FROM: Christine Westrich, Director, Office of Emergency Management

SUBJECT: From the Director of the Office of Emergency Management (OEM), requesting authorization to abolish one (1.0) FTE Communications Director (pay grade 901E) and create one (1.0) FTE Deputy Director (pay grade 902E) to provide a deeper bench of leadership and management as OEM operations become increasingly complex, **effective April 5, 2020**

REQUEST

The Director of the Office of Emergency Management (OEM) respectfully requests adoption of this resolution for the abolishment of one (1.0) FTE Communications Director and the creation of one (1.0) FTE Deputy Director to provide a deeper bench of leadership and management as OEM operations become increasingly complex, **effective April 5, 2020**.

BACKGROUND

The Office of Emergency Management has long evaluated and adjusted the organizational structure of the department since its creation in the 2015 Adopted Budget.

Currently, the OEM Communications Director is vacant and previously had no direct reports whose responsibilities included establishing an OEM social media presence, marketing material and building relationship with local media installations. Today, these duties have been absorbed within 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 in the following:

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.

RECOMMENDATION

The Office of Emergency Management – EMS Division recommends that one (1.0) FTE Communications Director be abolished and one (1.0) FTE Deputy Director position be created with implementation **April 5, 2020**.

FISCAL IMPACT

The abolished and created position have a \$18,365 difference. The financial differences are below.

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



Christine Westrich
 Director, Office of Emergency Management

Attachments: Job Evaluation Questionnaire

CC: Chris Abele, County Executive
Supervisor James "Luigi" Schmitt, Chair, Committee on Finance & Audit
Supervisor Eddie Cullen, Chair, Committee on Personnel
Finance & Audit Committee Members
Personnel Committee Members
Raisa Koltun, Chief of Staff, Office of the County Executive
Kelly Bablitch, Chief of Staff, County Board of Supervisors
Joseph Lamers, Director, DAS-Performance, Strategy and Budget (DAS-PSB)
Lindsey Peterson, Fiscal and Management Analyst, DAS-PSB
Steve Cady, Research & Policy Director, Office of the Comptroller
Janelle Jensen, Committee Clerk
Shanin Brown, Committee Coordinator, Finance & Audit and Personnel
Committees