

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE : February 18, 2022

TO : Marcelia Nicholson, Milwaukee County Board Chair

FROM : Joe Lamers, Director, Office of Strategy, Budget, and Performance (SBP)

SUBJECT : Request to abolish 2.0 FTE Senior Equity Consultants and create 1.0 FTE Director of Equity Operations and 1.0 FTE Senior Program Manager African American Affairs in the Office of Equity

Request: The Office of Equity, requests to abolish 2.0 FTE Senior Equity Consultants (pay grade 32M \$71,755 – \$85,442) and create 1.0 FTE Director of Equity Operations (pay grade 902E \$87,953 - \$130,314) and 1.0 FTE Senior Program Manager African American Affairs (pay grade 32M \$71,755 – \$85,442) in the Office of Equity.

Background:

The 2022 adopted Milwaukee County budget reimagines the Office on African American Affairs as the Office of Equity. The restructure expands the work of the department requiring more experience and senior level staff to increase the capacity of the County to address the health and racial inequities to attain the County's mission: By achieving racial equity, Milwaukee County will become the healthiest county in Wisconsin.

The Office of Equity replaces one (1) Senior Equity Consultant with one (1) Director of Equity Operations. The purpose of the new positions is to manage the day-to-day operations and fiscal management functions of the department under the leadership of the Chief Equity Officer. This role is required to support and balance the volume of duties dispatched by the Chief Equity Officer: monitor and ensure effective internal staff and performance, support other departments with equity issues, collaborate to forward and address material County equity issues, grants and contract management, strategic planning and development, and timely adherence to County procedures and processes. This is a senior level position reporting directly to the Chief Equity Officer and provides operational leadership to support the advancement of Milwaukee County's mission.

The Office of Equity replaces one (1) Senior Equity Consultant with one (1) Senior Program Manager African American Affairs. The purpose of this change is to manage and facilitate outreach, support, and capacity building activities targeted to African American communities across the County. This will ensure ongoing and visible commitment to lift the voices and lived experiences of those who need it most, thus, shaping the County's strategic priorities. This position is needed to sustain the County's expressed commitment in addressing issues that are central and fundamental to the struggles and needs of minority populations. It will also be used to develop, advocate, and implement policy and programs related to the specific needs of those populations.

Fiscal Note:

It is anticipated that if these positions are created in the March 2022 cycle, they will remain vacant until May of 2022 while recruiting occurs. Assuming the Director of Equity Operations is hired at the midrange (about \$117,000) of the pay grade, there is about a \$40,000 annual (January-December) increase over the budget for 2022 in personnel services lines. This amount is to be covered with a fund transfer from within the department from its services and commodities lines. The fund transfer will be based on the actual salary of the filled position. This transfer will have no tax levy impact. In future years this amount will be covered through the budget process.

The following position action is being requested:

Position Title	Action	FTE	Pay Grade	
Senior Equity Consultant	Abolish	2.0	Pay Grade 32M	\$71,755-\$85,442
Director of Equity Operations	Create	1.0	Pay Grade 902E	\$87,953-\$130,314
Senior Program Manager AAA	Create	1.0	Pay Grade 32M	\$71,755-\$85,442

Recommendation: The Department of Strategy, Budget, and Performance (SBP) recommends that 2.0 Senior Equity Consultants be abolished, and 1.0 FTE Director of Equity Operations and 1.0 FTE Senior Program Manger AAA be created in the Office of Equity.

Joe Lamers

Joe Lamers, Director, Office of Strategy, Budget, and Performance (SBP)