

**COUNTY OF MILWAUKEE**  
**INTEROFFICE COMMUNICATION**

DATE : 11/13/2020

TO : Marcelia Nicholson, Milwaukee County Board Chair

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

SUBJECT : Request to Abolish 1.0 FTE Equity Data Analyst position and create 1.0 FTE Research and Policy Manager position within the Office of African American Affairs (OAAA)

**Request:**

The Office of African American Affairs, requests to abolish 1.0 FTE Equity Data Analyst (Job Code 12349; Pay Grade: 24M); and create 1.0 FTE position of Research and Policy Manager (Job Code TBD; Pay grade 32M).

**Background:**

In 2019 Milwaukee County declared Racism a public health crisis. As one of the County's main internal tools, the OAAA is charged with empowering the community to achieve positive, long-term, sustainable outcomes through a multifaceted racial equity model that will culminate in the achievement of the County's vision: "By achieving racial equity, Milwaukee is the healthiest county in Wisconsin". To achieve this vision, the OAAA provides advice, guidance, education, research, and technical assistance.

In April 2020, the Milwaukee County Board of Supervisors and the County Executive unanimously passes an ordinance creating Chapter 108 "Achieving Racial Equity and Health" of the Milwaukee County Code of General Ordinances, which resolved that by achieving racial equity, the County will eliminate health and opportunity gaps along racial lines, and will increase the success of all groups by distributing resources equitably across all communities.

To ensure that Racial Equity is at the forefront of Milwaukee County government the OAAA will continue to offer guidance to County Departments, as well as coordinate and communicate with community stakeholders to support the vision and strategic plan, while maintaining priorities, developing a common agenda, creating shared measurement systems to ensure success, and involving and engaging the public.

In order to do so the OAAA requests abolishment of its Equity Data Analyst position, and creation of a Research and Policy Manager. The newly created Research and Policy Manager position will help OAAA and Milwaukee County to achieve their ambitious goals by:

1. Providing guidance, advice, and information to departments and divisions to facilitate community engagement to increase the success of all groups by distributing resources justly to all communities with specific attention to those who are burdened and those who will benefit (File 16-636 and 20-174);
2. Advising the Milwaukee County Executive, Milwaukee County Board of Supervisors, Milwaukee County Department Directors, and general public on the views and needs of African American communities concerning inequality (File 16-636)
3. Supporting enterprise-wide equity initiatives that address racial bias in decision making through the implementation and use of racial equity tools to evaluate the impact on Black and Brown communities for enterprise-wide areas including the budget, processes, policies, and procedures (File 20-174);
4. Tracking improvements in racial equity awareness and practice through employee surveys and other vehicles (File 20-174);
5. Devising strategies to address the public policy concerns of the African American community through its partnerships with County departments, State agencies, corporations, and foundations (File 16-636)

The following position action is being requested:

Position Title	Action	Job Code	FTE	Pay Grade
Equity Data Analyst	Abolish	12349	1.0	24M S1 (\$51,516-\$60,015)
Research and Policy Manager	Create	TBD	1.0	32M (\$69,727-\$83,027)

The difference in salary between the Equity Data Analyst and Research and Policy Manager is \$20,404 and will be covered by salary savings which have been recognized in 2020; including filling the Director position lower than budgeted.

**Recommendation:** The Department of Administrative Services – Performance, Strategy, and Budget recommends that 1.0 FTE Equity Data Analyst be abolished, and 1.0 FTE Research and Policy Manager be created.

Joe Lamers

Joe Lamers, Director, DAS-PSB