

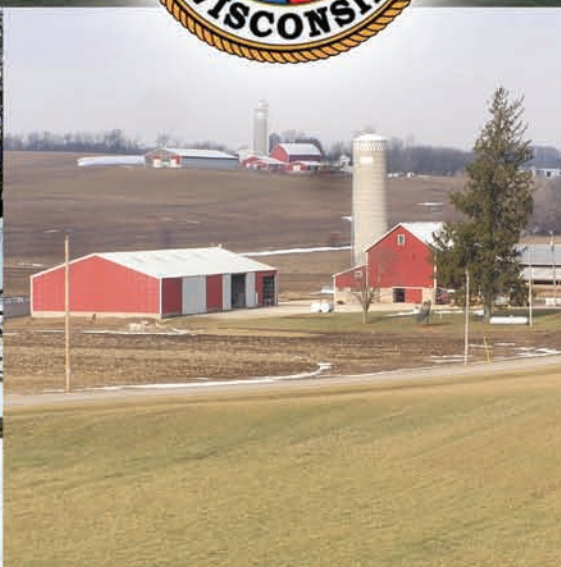
DANE COUNTY, WISCONSIN

*invites your
interest in the
position of*

DIRECTOR OF PUBLIC SAFETY COMMUNICATIONS



photo courtesy of University of Wisconsin - Madison



Dane County Director of Public Safety Communications... An Exceptional Opportunity

This is an exceptional opportunity for a seasoned professional to provide on-going transformational leadership and management to a multi-jurisdictional, consolidated, large and complex public safety communications center. Dane County is seeking an experienced, innovative professional public administrator to lead and manage the County's Public Safety Communications Center.

THE IDEAL CANDIDATE

Education and Experience

Candidates for the position of Director of Public Safety Communications require any combination of training and experience equivalent to graduation from an accredited college or university with a degree in Public Administration, Business Administration, Electrical Engineering, Criminal Justice, or related field and five years experience in public safety communications management.

Experience, Knowledge and Skills

- Demonstrated success as a strong leader and manager in a public safety communications center of similar size and complexity preferred.
- Experience and knowledge of CAD Systems, Priority Medical Dispatch, Emergency Fire Dispatch, Priority Police Dispatch, interoperability and complex emergency dispatch protocols as applied to law enforcement, fire and EMS in a metropolitan, rural, career and paid on-call context.
- Knowledge of development, implementation and maintenance of geographic data base information.
- Knowledge of management/supervisory principles and practices.
- Knowledge of statutory and administrative codes, ordinances and regulations related to public safety communications.
- Understanding of law enforcement, fire and EMS operations.
- Well-developed people-management and budgeting skills.
- Knowledgeable about state of the art 9-1-1 systems and associated technologies.
- Skills to be able to effectively deal with all stakeholders. The Center currently serves over 80 user agencies.
- Grant writing skills and experience.
- A strong commitment to diversity in hiring and in the community.

- Experience in labor relations.
- Excellent oral and written communication skills; effective oral presentation skills.
- Strategic thinking, planning and process improvement skills.
- Ability to envision and achieve the desired outcomes through clearly defined programs and initiatives and to convince others that the selected course of action is the appropriate one.



- Expertise and demonstrated experience in intergovernmental relations.
- Able to exhibit personal self-confidence.
- Willing to listen. Be approachable. Take time to understand needs and situations.
- Excellent negotiating skills.
- Experience with project management, working successfully with vendors and writing requests for proposals.
- Ability to coordinate multiple issues and work on several projects at the same time.

Management Style, Abilities and Personal Traits

- An excellent facilitator.
- Excellent interpersonal skills.
- Unquestionable ethics and high moral character.
- Innovative and collaborative style.
- Ability to build trust and to deal effectively with the news media.
- Predisposition to get out in the field to deal with participating jurisdictions and the public.

- Training and teambuilding skills.
- Professional manner with a deep sense of customer service.
- Ability to build coalitions within the County government user agencies and the community.
- Ability to focus on leadership and management of the organization including mentoring professional staff.

THE COMMUNITY

Located in southern Wisconsin, Dane County is a growing and diverse community. It is home to both the state capitol and the University of Wisconsin-Madison. The City of Madison has been recognized nationally as a vibrant and comfortable place to raise a family, recreate, educate and work. Madison was rated by Money Magazine as the #1 best mid-sized city to live in America. Also, Child Magazine rated Madison among the top ten cities in the U. S. for families.

Dane County encompasses approximately 1202 square miles and has a current population of approximately 471,559 citizens in more than 60 unique cities, towns and villages. The County also contains some of the most wonderful natural resources in the United States. These include top quality lakes and streams, prime farmland, and wonderful bike trails and parks.

Dane County is a fast growing county and is a place that has something for everyone to enjoy. The County includes the bustling Madison Metropolitan area, small town charm of other communities, lakes and forests, theatres and museums, restaurants and festivals and farmer's markets.

Perhaps one of the biggest selling points of Dane County is its stunning beauty. The land slowly undulates and becomes rockier as you head west. Large lakes and streams are woven through lush forests and tranquil fields. As the seasons change, the land transforms from a winter wonderland to an idyllic summer.

In addition to the premier City of Madison, there is also plenty to be had at the numerous small towns sprinkled across Dane County. These communities contribute immensely to the County's charm and popularity. One can enjoy a cream puff at the Dane County Fair, delight in a beer at the Thirsty Troll Brew Fest, or dance to folk music at Syttende Mai. Dane County has something for everyone to enjoy!



THE COUNTY ORGANIZATION

Dane County operates under a Board of Supervisors/County Executive form of government specified by Wisconsin State Statutes. There are 37 elected Supervisors for two-year terms from each of the districts within the County. The Board acts similarly to the State Legislature in that it is the policy-making body of the County government. The Board establishes County ordinances, levies taxes, passes laws concerning law enforcement and appropriates money for services. Much of the background work of the Board is conducted by Board Committees.

The County Executive is elected on a non-partisan basis to a four-year term of office and serves as the Chief Executive Officer of the County. The County Executive acts similarly to the Governor in that the office provides leadership, initiatives, and supervises the management of the County. The County Executive prepares the County budget and is responsible for all County departments and County employees.

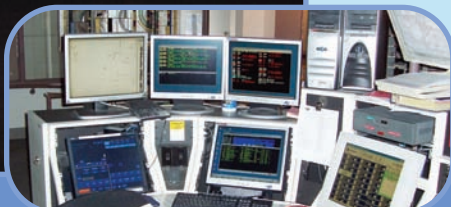
There are no term limits and several elected officials have served for several terms providing stability to County government.

The FY-2009 County budget is \$493 million and there are 2245 full-time equivalent (FTE) County employees.

THE PUBLIC SAFETY COMMUNICATIONS CENTER

The Dane County Public Safety Communications Center (PSCC) is managed and staffed by Dane County and is predominantly funded from Countywide tax revenues. The Center is located in downtown Madison in the City-County building. The Center provides 9-1-1 call taking and emergency law enforcement, fire and EMS dispatching (as well as combinations of those services) to dozens of agencies in Dane County. Agencies served range from the largest city in the County (Madison) to many of the smallest communities in the County. In 2008, the Center served over 80 different public safety agencies and handled a

total of 668,460 telephone calls. Of the total number of calls, 171,551 were Madison Police Department incidents, 152,074 were other law enforcement agency incidents outside the City of Madison, and 45,656 were fire and/or EMS incidents.



THE PUBLIC SAFETY COMMUNICATIONS CENTER

The Center is currently staffed with an Interim Director, two senior managers (one for Operations and one for Support Services), seven dispatch supervisors, and seventy-two communicators. All communicators and communications supervisors are trained to handle fire calls, medical calls, police calls and radio traffic. Fire and medical emergency calls are all handled with the aid of the Priority Dispatch System, a prioritization system that helps determine what help is needed and what help to send in a timely manner.

The County Executive has included a number of new positions and additional other resources for the PSCC in her 2009 budget. These actions will improve an already strong Public Safety Communications Center within the next year.

ABOUT THE POSITION

The Director of Public Safety Communications is appointed by the Dane County Executive and the contract is approved by the County Board of Supervisors. The position is under the supervision of the County Executive and the policy guidance of the Public Safety Communications Center Board. The Director is hired under a multi-year contract of up to five years in length.

The Public Safety Communications Director is responsible for the direct development and administration of the overall operations of Dane County's consolidated Public Safety Communications Center including:

- security of the physical site;
- the cooperative working arrangements with participating jurisdictions for the provision of centralized communications dispatch services to law enforcement, fire and emergency medical services (EMS);
- hiring, supervision, training and personnel administration for Center staff;
- supervision of the divisional management team and clerical staff as assigned;
- implementation of operating practices established by the Public Safety Communications Center Board and preparation of and submission of reports as required;
- overseeing the management, installation, operations and maintenance of all department equipment, radio systems, telephone, and computer/data interfaces;
- preparation, administration and making of recommendations on department's capital and operating budget;
- serving as the appointing authority for the department;
- participating in the development of the department's legislative agenda;
- providing staff support to the Public Safety Communications Center Board, Operating Practices Advisory Committee and serves as a member of the Public Safety Communications Technology Committee;
- serving as the department representative to the County's Emergency Operations Center;
- directing the development and implementation of a comprehensive public information program; and,
- making public presentations.

Issues/Challenges

- Leading and managing the on-going transformation of the Public Safety Communications Center to an even more responsive state-of-the-art system with the highest standards of service quality assurance.
- Responding to and implementing the recommendations of the on-going audit of the Public Safety Communications Center.
- Maintaining and improving public confidence in the high quality services of the Public Safety Communications Center.
- Strategic planning: completing current and carrying out new projects in the Center.
- Coordinating dispatch activities for County, City, Village, and Town public safety agencies and manage the disposition of calls that come into the Center from each of the user agencies.

COMPENSATION & BENEFITS

The starting salary for the Director of Public Safety Communications position is negotiable, depending on experience and qualifications. The starting salary is expected to reflect the background and responsibilities of the individual selected. The starting salary is expected to be in the range of \$90,000 to \$120,000 per annum. Dane County also offers an excellent fringe benefits package to the selected candidate including comprehensive health and dental benefits; Wisconsin Retirement System; deferred compensation; life insurance; disability insurance and medical flex plan options; three weeks starting vacation with an optional sabbatical bank; and reserved parking.

HOW TO APPLY

For additional information on this outstanding opportunity, please contact James L. Mercer, President, The Mercer Group, Inc. at 505-466-9500; j Mercer@mercergroupinc.com.

Please send cover letter, resume, references and salary requirements by close of business **February 18, 2009** to:

James L. Mercer, President/CEO
The Mercer Group, Inc.
551 W. Cordova Road, #726
Santa Fe, NM 87505

Voice: 505-466-9500
Fax: 505-466-1274
E-Mail: mercerv@mindspring.com
Website: www.mercergroupinc.com

Candidate information may also be e-mailed to: j Mercer@mercergroupinc.com



The Mercer Group, Inc.
Consultants To Management

**Dane County is an Affirmative Action Employer
operating under a Civil Service Merit System.**