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From: John Dejung; Public Safety Communications Director  
To: Dane County Board

Subj: Brief comments on sustainability and racial equity/social justice

The following is submitted in answer to questions that accompanied the budget briefing instructions:

- 1) In regard to your work with racial equity, what are you most proud of in the past year? PSC has actively participated in the Boys and Girls Club internship program, hosting 2 young women in the summer of 2017 and one during the summer of 2018. In 2017, one woman was of high school age and the other was in college. In 2018, the college student returned for a second year. In both years, PSC managers and supervisors worked to provide the women with a well-rounded introduction to public safety. Not only did we have them shadow workers in the PSC, we also had them participate with police/sheriff/fire/EMS personnel, and also with the court system. Additionally, I am happy to say that all PSC Communicators and Supervisors attended Crisis Intervention Partners (CIP) training that was developed in conjunction with NAMI of Dane County. The training was excellent and, I believe, helpful...in the realm of social justice. What do you need in terms of guidance and/or resources to move forward? We continue to believe that some hiring processes might limit the departments' ability to hire outside of strict limits that can sometimes result in not being able to hire as many people of color as would be beneficial.
- 2) In regard to your work with sustainability, what are you most proud of in the past year? PSC personnel sustained the life of more than a dozen residents in 2017 and continue to provide a CPR "save" about once per month in 2018. PSC is on the forefront of training and processes that other PSAPs are now just getting up to speed on (and/or are being required by state legislation), such as a requirement to have all dispatch personnel trained, by 2021, to provide over-the-phone CPR instructions to passers-by trying to help a heart attack patient. Additionally, and still on the topic I believe, PSC has enjoyed staff retention at 10-year lows the last 2 years...almost half of the national average for 9-1-1 centers. Regarding sustainability of natural resources, the PSC has now retrofitted all light fixtures to accommodate LED light sources. Do you have an update on achievement of your sustainable action

plan from the Dane County Sustainable Operations Plan? The DaneCom radio system is now completely built out and the decommissioning of the old towers and tower base shelters is also now complete. Although we were not able to build the shelters' power systems with alternative power components, we are now reducing the number of batteries at each site to the minimum needed. The side-benefit is not having as many extra batteries cluttering recycling systems into the future. What do you need in terms of guidance and/or resources to move forward? None in addition to what is already provided.