

Addendum 1

2/9/2026

Request for Proposal – Organizational Design Facilitation – Milwaukee County Facilities Management Division Operation & Maintenance

- 1) See Attachment 1 for attendees to the Pre-Proposal meeting held 2/4/2026.
- 2) Refer to the RFP website for the contract that will be used for this work. [County of Milwaukee | DAS | RFP: FMD O&M Organizational Design Facilitation](#)
- 3) Questions:
 - a) The RFP identifies an approach to this work. Is there ability to propose a different approach to the work?
 - i) Yes, there is the ability to propose a different approach to the work. In your proposal we are looking for three options (A/B/C).
 - (1) In your proposal for each option, note your planned scope and any deviations from the engagement model requirements, scope of services, project deliverables, and reasoning for any deviation.
 - (2) Regarding option C “Best-in-Class”. We are looking for the proposer to suggest best practices to the work and, given what you know of the organization, an approach that will yield best outcomes for Milwaukee County.
 - b) What is the expectation for being in person for meetings.
 - i) We feel in-person interactions are important to build trust and buy-in with our team. At a minimum we will want the selected proposer to be in person for large engagement and team meetings. For smaller meetings and check-ins, in person is desired but not required.
 - c) What other initiatives are going on in Milwaukee County that we may want to align with?
 - i) Align with Milwaukee County DAS – Facilities Management vision. See Attachment 2 for vision documentation.
 - ii) We will want to align this work with Milwaukee County’s vision that ‘By achieving racial equity, Milwaukee County is the healthiest county in Wisconsin.
 - iii) There may be possible opportunities to benchmark with internal departments.

Attachment 1

Pre-proposal meeting attendees

1. Summary

| Meeting title | Milwaukee County O&M RFP - Pre Proposal Meeting |
|---------------|---|
|---------------|---|

| | |
|-----------------------|----------------------|
| Attended participants | 13 |
| Start time | 2/04/26, 11:50:07 AM |
| End time | 2/04/26, 12:45:28 PM |
| Meeting duration | 55m 20s |

2. Participants

| Name | Email |
|---|--------------------------------------|
| Sean Hayes | Sean.Hayes@milwaukeecountywi.gov |
| nahid afsari (Guest) | nahid@afsariconsulting.com |
| Joseph Knott - JBK Consultants (Unverified) | |
| Bonnie Knott, JBK Consultants (Unverified) | |
| Melissa Johnson (External) | melissa@johnsonstrategicgroup.com |
| Francis, D'Angelo | DAngelo.Francis@bakertilly.com |
| Mark Nagy (External) | mark@wendal.com |
| Amber Shang | Amber_Shang@ajg.com |
| Brianna Lemarier | Brianna.Lemarier@berrydunn.com |
| Steven Delgado | Steven.Delgado@milwaukeecountywi.gov |
| Charles Lavallee (External) | clavallee@bdo.com |
| Brian Wenzler | Brian.Wenzler@mpoweredstrategies.com |
| Oorja Mehra | |

Attachment 2

Milwaukee County – DAS Facilities Management Vision



Facilities Management Division

- Vision -

| | | |
|----------------------------------|--|-----------------------------------|
| <p>CORE VALUES</p> | <ul style="list-style-type: none"> We are customer focused We are friendly and helpful We are innovators We take ownership We are committed to quality results | <p>3-YEAR PICTURE</p> |
| <p>CORE FOCUS</p> | <p>Our Purpose: Trusted Public Service</p> <p>Our Niche: Facility Expertise</p> | |
| <p>10-YEAR TARGET</p> | <p>Become a nationally recognized leader and resource in public sector facilities management</p> | |
| <p>MARKETING STRATEGY</p> | <p>Target Market: Departmental leadership in need of facility management to support their mission in the community</p> <p>Three Uniques:</p> <ol style="list-style-type: none"> Vested Staff / In-House Service Long-Lasting Stakeholder Relationships Institutional Knowledge <p>Guarantee: We guarantee service that will meet your mission.</p> | <p>Our Proven Process:</p> |

- Future Date: 12/31/2028**
- What Does It Look Like?**
- We are a well-oiled machine
 - We are aligned with our stakeholders
 - We have removed barriers
 - We hear and respect all voices
 - Most of us “Get it”
 - We are more proactive than reactive
 - Work is fun
 - We help staff achieve their goals
 - Standardization!
 - We established an effective preventative maintenance program
 - We have an established 24/7 security and operations program
 - We have a county wide facility strategy
 - IJCC is funded, in progress and on schedule
 - We have adapted the DHHS “No Wrong Door” philosophy
 - We made data more accessible
 - Our staff buy in to our vision



Facilities Management Division - Traction -

| 1-YEAR PLAN | ROCKS | ISSUES LIST |
|--|--|--|
| <p>Future Date: 12/31/2026</p> <ol style="list-style-type: none"> 1. Implement regular FMD “All Hands” meetings (2-4 times per year) 2. Implement and communicate a “No Wrong Door” program for all FMD 3. Develop a preventative maintenance plan 4. Develop a plan to implement the standardization CI project 5. Develop a countywide facility strategy business plan 6. Develop a 24-7 security and operations plan | <ol style="list-style-type: none"> 1. - 2. - 3. - 4. - | <ol style="list-style-type: none"> 1. - 2. - 3. - 4. - 5. - 6. - 7. - 8. - 9. - 10. - <p>Prioritize</p> <ul style="list-style-type: none"> • Identify • Discuss • Solve |