

Ord. Amdt. 17, 99-00 adopted 12/2/99.

Attendance:

Chair DANA PELLEBON, Vice Chair SHIA FISHER

Discussion: Historical context to Dane County EOC from Vice Chair FISHER

1. Vice Chair FISHER shared assessment since his mayoral appointment on (9/20/2018):
 - a. Informal report* (this is considered informal, and thus may have some inaccuracies):
 - i. (2022) 9 / 12 meetings canceled, 8 due to lack of quorum
 - ii. (2021) 9 / 12 meetings canceled, mostly due to lack of quorum.
 - iii. (2020) 5 / 12 meetings canceled, (Switched from during GoToMeet to Zoom after COVID Pandemic)
 - iv. (2019) 6 / 12 meetings canceled
 - b. Significant occurrences in EOC:
 - i. Inquiry into the the rehire Daniel Furseth (Town of Madison PD)
 1. [Letter](#) sent November 13, 2018
 2. [Response](#) received January 9, 2019
 - ii. Communications with the Director Wes Sparkmen regarding
 1. Consolidation of Equity Plans across all Dane County Departments, made publicly available on EOC [website](#) (2021)
 - c. Communications with Dane County Executive's Office regarding:
 - i. Increased training for Staff with respect to Zoom / Hybrid meetings (2020)
 - ii. Parliamentary Procedures regarding elections (2022 / 2023)
 - iii. Concerns over parliamentary procedure in formal resignation members. (March 2023)
2. Vice Chair FISHER recommends:
 - a. Recommends presentation on new adoptions from the Dane County Supervisory regarding new ordinances / with respect to parliamentary procedures, technology, and the like.
 - b. Recommended creating an approval of agenda item to follow public forum to allow for motions to move or remove items within the current agenda.
 - c. Issuing a uniform letter to all Dane County Departments setting expectation for updated Equity Plans to be sent in for placement on the [website](#).
 - i. This idea comes from a joint meeting of OEI Advisory . . .
[Looking for personal meeting notes, the minutes below appear to have some missing information]
 1. ([OEI AB, Minutes January 15, 2021](#))
 - d. Requesting bi-monthly budget reports from OEI (Office) to supplement Staff Report.
 - i. Similar to [Bi-Monthly Update September – October 2018](#)
 - e. Consideration of non-response to quorum calls as "Absent" regardless if the meeting ultimately convenes. [Recommendation that requires Supervisory and Executive Input]
 - f. Recommends within the OEI Advisory Board to update Ordinances to include the Federally recognized protected classes regarding the expanded categories such as sex or genetic information.
 - i. "Applicants, employees and former employees are protected from employment discrimination based on race, color, religion, sex (including pregnancy, sexual

orientation, or gender identity), national origin, age (40 or older), disability and genetic information (including family medical history)." ([US EOC](#))

3. Consideration of [Zoo Recs](#)

- a. Rec 1: "Restructure the Zoo's Organizational Chart"
 - i. "As a result of the split and the AZA's recommendations, the Zoo hired several additional zookeepers and had to take over all of the staffing the Society had previously provided." (37) because the staffing nearly doubled.
 - ii. Understanding "Just Cause"
 - 1. "She is also looking into the "Just Cause" method of discipline and could oversee creating that process at the Zoo." (38).
- b. Rec 2: "Gather Input by Zookeepers and Others on Key Decisions"
 - i. "A diverse community member on the Zoo Commission should also be seriously considered.50" (42). Specifically calls for the Department of Equity and Inclusion
- c. Rec 3: "Eliminate Claims of Favoritism with 'Just Cause' "
- d. Rec 4: "Dealing with Limited Resources"
 - i. Much of Rec 4 does not seem to fall in scope of EOC jurisdiction, but perhaps the following . . .
 - ii. Look into LTE / Intern Staffing through an Equity and Inclusion lens
- e. Rec 5: "UW Veterinary Care and Reporting Animal Welfare"
 - i. Much of Rec 5 does not seem to fall in scope of EOC jurisdiction
- f. Rec 6: "Standardize Processes"
 - i. Much of Rec 6 does not seem to fall in scope of EOC jurisdiction except, perhaps, language concerning LTE / intern status employees and the final Mission / Vision statements that may contain language involving equity, and inclusion.
- g. Rec 7: "Security Concerns"
 - i. Much of Rec 7 does not seem to fall in scope of EOC jurisdiction except, perhaps, language concerning the hiring practice or contracting of security personnel.
- h. Rec 9: "Zoo-Wide Training and Support for Employees"
 - i. This recommendation has a lot of language that deal with Equity and Inclusion. Therefore this commission should narrow it's focus after learning about what steps have already been implemented at the Henry Vilas Zoo.
- i. Rec 10: "Opportunities for Advancement and Growth"
 - i. This recommendation may provide additional consideration to advancement procedures, advancements and promotions should meet the same consistent equity and inclusion standards as in hiring and contracting practices at the Zoo.