



Dane County

Minutes - Final Unless Amended by Committee

Executive Committee

Consider:

Who benefits? Who is burdened?

Who does not have a voice at the table?

How can policymakers mitigate unintended consequences?

Wednesday, May 18, 2022

5:00 PM Virtual Meeting: See top of agenda for instructions on
how to join the webinar or call in by phone.

**Virtual Meeting: See top of agenda for instructions on how to join the webinar or call in
by phone.**

Interpreters must be requested in advance; please see the bottom of the agenda for more information.

*Los intérpretes deben solicitarse con anticipación; consulte el final de la agenda para obtener más
información.*

*Yuav tsuam tau thov txog cov neeg txhais lus hau ntej; thov saib hauv qab kawg ntwam qhov txheej
txheem rau cov ntaub ntwav ntxiv.*

The May 18, 2022 Executive Committee meeting is being held remotely. The public can access the meeting either with the Zoom application or by telephone.

To register for the meeting in Zoom, click the following link (after you fill out the registration form, the meeting link and access information will be emailed to you):

https://zoom.us/webinar/register/WN_aunzl2H6T1ygmMKcIGtKpA

After registering, you will receive a confirmation email containing information about joining the webinar. This link will be active until the end of the meeting.

To join the meeting by phone, use one of the following three toll-free phone numbers:

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When prompted, enter the following Webinar Meeting ID: 960 6679 7708

PROCESS TO PROVIDE PUBLIC COMMENT: ANY MEMBERS OF THE PUBLIC WISHING TO REGISTER TO SPEAK ON/SUPPORT/OPPOSE AN AGENDA ITEM MUST REGISTER USING THE LINK ABOVE (even if you plan to attend using your phone).

If you want to submit a written comment for this meeting, or send handouts for committee members, please send them to: MacKinnon@countyofdane.com with subject "Executive Committee meeting comment/handout".

In order to testify (speak to provide public comment), you must be in attendance at the meeting via Zoom or phone; you will then be promoted to a panelist or unmuted and provided time to speak to the body when the item(s) comes up on the agenda.

****Registrations to provide public comment will be accepted until 30 minutes prior to the beginning of the meeting.****

If you join the meeting with Zoom, when the item you have registered for is before the board/committee, you will be promoted to a panelist. Once a panelist, you can turn on your webcam and you will be able to unmute yourself.

A. Call To Order

The meeting was called to order at 5:00 p.m. Also present: Supervisors Erickson, Kigeya, Doyle, Wright, Huelsemann, Kiefer; Kabura Mukasa, Carrie Braxton, Carlos Pabellon, Wes Sparkman, Greg Brockmeyer, Karin Peterson-Thurlow, Lisa MacKinnon. (See Registration report attached with minutes for full list of registrants/attendees).

Present: 6 - PATRICK MILES, MICHELE DOOLAN, ANTHONY GRAY, LARRY PALM, SARAH SMITH and MATT VELDRAN

Excused: 1 - ANDREW SCHAUER

B. Consideration of Minutes

1. [2022 MIN-046](#) MINUTES OF THE 5-5-22 EXECUTIVE COMMITTEE MEETING

Attachments: [2022 MIN-046](#)

[REGISTRATION REPORT--5-5-22 EXEC COMM MTG](#)

Veldran abstaining from minutes vote.

A motion was made by DOOLAN, seconded by GRAY, that the minutes be approved. The motion carried by a voice vote.

C. Fund Transfers

NONE

D. Referrals (Resolutions & Ordinance Amendments)

1. [2022 RES-016](#) ESTABLISHING AN INDEPENDENT INVESTIGATION OF THE HENRY VILAS ZOO

Sponsors: KIEFER, HUELSEMANN, KIGEYA, WEGLEITNER, WRIGHT, YANG and CHAWLA

Attachments: [2022 RES-016](#)

[2022 RES-016 Fiscal Note](#)

[Sub _____ to 2022 RES-016 \[PROPOSED WRIGHT AND PELLEBON\] ESTABLISHING AN INDEPENDENT INVESTIGATION AT HENRY VILAS ZOO](#)

PUBLIC COMMENT:

Dan Lowndes, Dane County Risk Manager, spoke in opposition to the resolution and asked the committee to table the resolution to allow the departments to do their work and implement the workplace plan for the zoo.

Shannon Maier, Dane County Employee Advocate Manager, spoke in opposition to the resolution and asked the committee to table the resolution.

Discussion:

Resolution sponsor, Supervisor Kiefer, spoke in support of the resolution, saying that the Wisconsin State Journal op-ed called for an independent investigation to restore public trust. Sup. Kiefer wants an independent investigation rather than an internal investigation.

Committee members discussed the resolution and asked questions of the sponsor.

Sup. Erickson asked about process and costs should an independent investigator be hired per the resolution.

Sup. Gray Point of Order: Noted that this discussion was delayed until after several members of the committee had to leave the meeting. Agrees that an independent investigation is desirable.

Chair Miles: After hearing other possible options (internal program evaluation, which would take months to launch, etc.) he is in favor of the resolution's approach as an effort to restore public trust.

A motion was made by VELDRAN, seconded by GRAY, that the Resolution be recommended for approval. The motion carried unanimously by a voice vote.

E. Items Requiring Committee Action

DISCUSSION OF AND POTENTIAL COMMITTEE ACTION ON POSSIBLE COUNTY BOARD RESPONSES TO MANAGEMENT AND EQUITY CONCERNS AT HENRY VILAS ZOO

Supervisor Veldran asked Corporation Counsel about their opinion issued to the County Executive on this topic . Corporation Counsel Pabellon indicated that if an external/independent investigation focused on employee misconduct, that it would be an overreach of the authority of the county board.

Chair Miles asked Lisa MacKinnon about the County Board Office program evaluation process, which she outlined and indicated would take a couple of months at minimum from determination of evaluation scope to RFP and contract to beginning of an evaluation.

F. Presentations

NONE

G. Reports to Committee

STAFF REPORT ON INTERNAL WORKPLACE INVESTIGATION AT HENRY VILAS ZOO

The Chair took this agenda item out of order and moved it to the first order of business for the committee before referrals and discussion items.

Kabura Mukasa and Carrie Braxton presented regarding the internal workplace investigation of Henry Vilas Zoo from April 14-16, 2022.

They asked the committee to give the zoo time to start implementing the workplace action plan that came out as a response to the internal investigation. They indicated that OEI/Employee Relations/Corp Counsel will work closely with the zoo to implement the workplace action plan. they will do follow-up surveying of all staff on a quarterly basis to gauge progress and take input on further changes needed. Will meet with the zoo director and all staff to determine if identified benchmarks are being achieved. OEI and ER will also provide an outlet for staff to reach out between contacts and surveys.

Committee members and other supervisors asked questions of Ms. Mukasa and Ms. Braxton.

Supervisors indicated they wanted the workplace plan to include a review of systemic concerns and also include comprehensive DEI training. Zoo Director Schwetz indicated that management was open to DEI training for all management. They have also contacted FEI Employee Assistance Program.

Supervisors also asked whether the AZA could provide resources on DEI training and workplace planning given that the HVZ is a member of AZA. Chair Miles asked HVZ Director Schwetz about animal welfare and Schwetz indicated that the HVZ has an animal welfare committee, as well as a team of UW veterinarians who meet with zoo staff three times per week. Dir. Schwetz indicated she wanted to go on the record saying that the media coverage of animal welfare issues was inaccurate.

Chair Miles asked Dir. Schwetz to provide a memorandum responding to the animal welfare charges in the media.

Anne Ross, HVZ Commission chair indicated that the county needs to give time for HVZ to respond to these concerns and ensure public trust, and also indicated that the commission is asking zoo management to report to the commission regularly to give updates on the workplace plan progress.

H. Future Meeting Items and Dates

The next regular meeting of the committee is scheduled for 5 p.m. on Thursday, May 19.

I. Public Comment on Items not on the Agenda

NONE

J. Such Other Business as Allowed by Law

NONE

K. Adjourn

The meeting adjourned at 6:57 p.m.

A motion was made by GRAY, seconded by VELDRAN, that the meeting be adjourned. The motion carried by a voice vote.

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LUS CIM: Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

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