

SPECIFIC BUDGET-RELATED PROPOSED RECOMMENDATIONS OF P & F ERR SUBCOMMITTEE

Updated per P & F ERR Subcommittee action at its meeting on 9/22/23

1) Recruitment: Changes to Employee Relations Advertising and Associated Budget:

- a. Employee Relations must advertise on more platforms (i.e., LinkedIn, Twitter, etc.; Neogov and Indeed are not enough). Increase budget to advertise with UMOJA, Black Chamber of Commerce, and BIPOC Trade associations, e.g., National Association of Black Social Workers, Multicultural Student Centers, UW Odyssey Project, Local Black Fraternities and Sororities. Positions should be advertised in associations, e.g., Dane County is short on Social Workers and the Social Work position is not posted on the National Association of Social Workers (NASW), but there are 20+ other positions in the Madison area. Employee Relations should consult with department heads and line staff about ideas for places or groups that would be relevant to advertise to.
- b. Employee Relations needs an advertising budget to ensure that postings are advertised appropriately so that it's not a burden on individual departments to budget for advertising positions.

VOTE: voice vote—AYE unanimous

2) Recruitment: County Supported Apprenticeships, Internships, Training, and Mentoring Across All Skill Levels

- a. Dane County should maintain and develop relationships with universities, technical colleges, and trade schools to recruit graduates. The county should have a presence at job fairs, and other employment-related events.
- b. Develop a summer apprenticeship work program focusing on entry-level positions like janitors. Maybe we could go through the Urban League, Boys and Girls Club, and similar organizations for a list of viable candidates and consider creating pipelines for positions that are often vacant (such as the one used by the Latino Academy of Workforce Development). This is already the process with certain positions, such as Badger Prairie CNAs, and it could be expanded after an evaluation of which positions are sitting open and unfilled for long periods of time. A program like this would be a positive start for young adults who are maybe not planning on attending college at that point in their lives and at the same time create a positive talent pool for entry-level positions.
- c. Allow ongoing open recruitment / alternative selection for hard-to-fill positions or positions that are frequently open and unfilled for long periods of time.
- d. Expand funding for professional internships and temporary project assistant programs to support and assist the work of professional staff. Develop relationships with a variety of University and College programs (UW, MATC, UW-Milwaukee) to provide students with meaningful work experience that helps further the mission of the county department and allows senior staff an opportunity to mentor and work with younger workers.

VOTE: voice vote—AYE unanimous

3) Retention: Invest in and Implement an Evaluation System

There needs to be an evaluation system for all Dane County employees with opportunity for employees to evaluate their immediate supervisor and manager. This system should be comprehensive and inclusive, it should come from diverse polling, and would bring equity to the table. Currently no such system exists and creating one should ensure accountability and transparency via an ongoing process that allows for reviewing the results of evaluations, following up, and gauging implementation response and results. Employee evaluation has direct correlation to retention** (Example of a type of program that facilitates this: LATTICE program used by PHMDC.)

VOTE: voice vote—AYE unanimous

4) Elimination and Replacement of Position:

In Highway Department: Eliminate skilled labor training position and replace with skilled labor position (both F-14 positions currently)

(**Note:** This was not a unanimous decision by the subcommittee. The roll call vote is reflected below. Maier voted no on the motion to forward these budget recommendations based on disagreeing with this 4th recommendation.)

ROLL CALL VOTE: AYES=include in recommendations/ Nos=do not include in recommendations

Weber: No

Maier: No

Gebrechristos: No

Hubbard Moyer: Aye

Wallace: Aye

Barak: Aye

Anderson: Aye

Absent from meeting and voting: Kigeya, Sze, Fay

ITEM APPROVED FOR INCLUSION IN RECOMMENDATIONS ON A 4-3 VOTE.

MOTION MADE BY ANDERSON/BARAK, TO APPROVE THE FINAL BUDGET-RELATED RECOMMENDATIONS AND AUTHORIZE CHAIR KIGEYA TO PRESENT THEM TO THE PERSONNEL & FINANCE COMMITTEE IN TIME FOR BUDGET CONSIDERATION. MOTION PASSED 6-1 WITH MAIER VOTING NO BASED ON INCLUSION OF RECOMMENDATION #4.