

SUB 1 to 2023 OA-025

AMENDING CHAPTER 18 OF THE DANE COUNTY CODE OF ORDINANCES,
ESTABLISHING CRITERIA TO USE WHEN CONSIDERING APPOINTMENTS
TO THE HUMAN SERVICES DEPARTMENT HEAD POSITION

The County Board of Supervisors of the County of Dane does ordain as follows:

ARTICLE 1. Unless otherwise expressly stated herein, all references to section and chapter numbers are to those of the Dane County Code of Ordinances.

ARTICLE 2. Section 18.05(4) is amended to read as follows:

(4) All appointments to positions identified as department heads shall be made pursuant to s.59.17(2)(br) or s. 59.42, Wis. Stats. An appointment to a position identified as a department head shall require the confirmation of the board. ~~It is the policy of the County Board that the recruitment announcement and affirmative action provisions of sections 18.09(1)(a) and 18.09(2) shall be taken into account by the members of the board when considering appointments, along with any other criteria that the members of the board may deem relevant.~~ All terms and conditions of employment shall be set forth in a written employment agreement.

ARTICLE 2. Section 18.05(4)(a) is created to read as follows:

(4)(a) It is the policy of the County Board that the recruitment announcement and affirmative action provisions of sections 18.09(1)(a) and 18.09(2) shall be taken into account by the members of the board when considering appointments, along with any other criteria that the members of the board may deem relevant.

ARTICLE 3. Section 18.05(4)(b) is created to read as follows:

(4)(b) The County Board finds that the department of human services serves a critical role in the lives of Dane County residents, and provides essential services to the vulnerable. The confirmation of an appointment to the human services department head position provides an opportunity to ensure that an appointee has the qualifications necessary to adequately serve the people of Dane County. When considering an appointee to the human services department head position, members of the board shall take the following criteria into consideration:

1. the criteria set forth in sub 4(a).
2. whether a national search strategy was implemented to recruit a diverse pool of candidates in accordance with section 18.09(2);
3. whether objective criteria was used to evaluate potential candidates;
4. whether the appointee was selected after multiple rounds of candidate interviews with stakeholders;
5. whether a member of the health & human needs committee was an interview panelist;

46 6. whether a public forum was used to solicit feedback from community
47 members on the final candidates.

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49 *[EXPLANATION: This amendment establishes certain criteria that board*
50 *members will use when considering appointments to the human services*
51 *department head position.]*