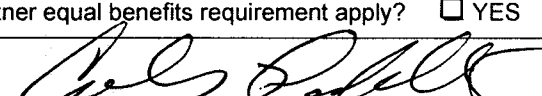


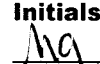
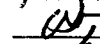


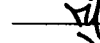

Res 353
significant

CONTRACT COVERSHEET

NOTE: Shaded areas are for County Executive review.

DEPARTMENT Administration		CONTRACT/ADDENDUM #: 12585	
1. This contract, grant or addendum: <input checked="" type="checkbox"/> AWARDS <input type="checkbox"/> ACCEPTS		Contract Addendum	
2. This contract is discretionary <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		If Addendum, please include original contract number	
3. Term of Contract or Addendum: From: <u>12/13/15</u> To: <u>indefinite</u>		Contract Addendum	
4. Amount of Contract or Addendum		Contract Addendum	
5. Purpose: Employment contract for Director of the Office of Equity and Inclusion		Contract Addendum	
6. Vendor or Funding Source: Tamara Grigsby		Contract Addendum	
7. MUNIS Vendor Code:		Contract Addendum	
8. Bid/RFP Number:		Contract Addendum	
9. If grant: Funds Positions? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO Will require on-going or matching funds? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		Contract Addendum	
10. Are funds included in the budget? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		Contract Addendum	
11. Account No. & Amount, Org. & Obj. _____ Amount \$ _____ Account No. & Amount, Org. & Obj. _____ Amount \$ _____ Account No. & Amount, Org. & Obj. _____ Amount \$ _____		Contract Addendum	
12. Is a resolution needed: <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO If "YES," please attach a copy of the Resolution. If Resolution has already been approved by the County Board, Resolution No. & date of adoption <u>2015 Res-353</u>		Contract Addendum	
13. Does Domestic Partner equal benefits requirement apply? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		Contract Addendum	
14. Director's Approval 		Contract Addendum	

CONTRACT REVIEW/APPROVALS

Initials	Ftnt	Date In	Date Out
 Received	_____	<u>11-23-15</u>	_____
 Controller	_____	<u>11/23/15</u>	<u>11/30/15</u>
 Corporation Counsel	_____	<u>11/23/15</u>	<u>11/23/15</u>
 Risk Management	_____	<u>11/24/15</u>	<u>11/24/15</u>
 ADA Coordinator	_____	<u>11/24/15</u>	<u>11/24/15</u>
 Purchasing Agent	_____	<u>11/24/15</u>	<u>11/24/15</u>
_____ County Executive	_____	_____	_____

VENDOR

Vendor Name & Address Tamara Grigsby	
Contact Person	
Phone No.	
E-mail Address	

Footnotes:

- _____
- _____

Return To: Name/Title: <u>Michelle Goldade</u> Dept.: <u>Administration</u>
Phone: <u>266-4941</u> Mail Address: <u>Room 425 CCB</u>
E-mail: <u>goldade@countyofdane.com</u>

CERTIFICATION

The attached contract: *(Check as many as apply)*

- ☐ conforms to Dane County's standard Purchase of Services Agreement form in all respects
- ☐ conforms to Dane County's standard Purchase of Services Agreement form with modifications and is accompanied by a revision copy¹
- ☒ is a non-standard contract which has been reviewed or developed by corporation counsel which has not been changed since that review/development
- ☐ is a non-standard contract previously reviewed or developed by corporation counsel which has been changed since that review/development; it is accompanied by a revision copy¹
- ☐ is a non-standard contract not previously reviewed by corporation counsel; it is accompanied by a revision copy
- ☐ contains non-standard/indemnification language which has been reviewed or developed by risk management and which has not been changed since that review/development
- ☐ contains non-standard insurance/indemnification language which has been changed since review/development or which has not been previously seen by risk management; it is accompanied by a revision copy
- ☐ contains non-standard affirmative action/equal opportunity language which has been reviewed or developed by contract compliance and which has not been changed since that review/development
- ☐ contains non-standard affirmative action/equal opportunity language which has been changed since the earlier review/development by contract compliance or which has not been previously seen by contract compliance; it is accompanied by a revision copy¹

Date: 11/23/15

Signed: _____

Telephone Number: 266-4519

Print Name: _____

Carlos Pabellon

MAJOR CONTRACTS REVIEW (DCO Sect. 25.20) This review applies only to contracts which both exceed \$100,000 in disbursements or receipts and which require county board review and approval.

EXECUTIVE SUMMARY *(Attach additional pages, if needed).*

1. **Department Head** ☐ Contract is in the best interest of the County.
Describe any deviations from the standard contracting process and any changes to the standard Purchase of Services Form Agreement.

Date: _____ Signature: _____

2. **Director of Administration** ☐ Contract is in the best interest of the County.
Comments:

Date: 11/23/15

Signature: _____

3. **Corporation Counsel** ☐ Contract is in the best interest of the County.
Comments:

Date: 11/23/15

Signature: _____

¹A revision copy is a copy of the contract which shows the changes from the standard contract or previously revised/developed contract by means of overstrikes (indicating deletions from the standard language) and underlining (showing additions to the standard language).

1
2 2015 RES-353
3

4 CONFIRMING THE APPOINTMENT OF TAMARA GRIGSBY AS THE
5 DIRECTOR OF THE OFFICE FOR EQUITY AND INCLUSION
6

7 Resolution 2015-254 authorized the creation of the Office for Equity and Inclusion as a new
8 department within the County, and designated the director of the office as a department head.
9

10 The County Executive has appointed Tamara Grigsby to serve as the Director of the Office for
11 Equity and Inclusion. The appointment requires confirmation by the County Board. An
12 employment agreement setting forth the terms and conditions of employment has been
13 negotiated with Tamara Grigsby.
14

15 NOW, THEREFORE, BE IT RESOLVED that the appointment of Tamara Grigsby to the position of
16 Director of the Office for Equity and Inclusion is confirmed.
17

18 BE IT FURTHER RESOLVED that the attached employment agreement between Dane County and
19 Tamara Grigsby be approved.
20

COUNTY OF DANE

Terms of Employment

THIS EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of December 13, 2015, by and between the County of Dane ("EMPLOYER"), and Tamara Grigsby ("EMPLOYEE")

WHEREAS, EMPLOYER, whose address is: 210 Martin Luther King Jr., Blvd., Madison, Wisconsin 53703, desires to obtain the services of EMPLOYEE to serve as the Director of the Office for Equity and Inclusion;

WHEREAS, EMPLOYEE, whose current address is [REDACTED] is able and willing to serve as the Director of the Office for Equity and Inclusion;

WHEREAS, it is in the interests of EMPLOYER and EMPLOYEE that the terms of employment be set forth in writing;

NOW, THEREFORE, in consideration of the above premises and the mutual covenants of the parties hereinafter set forth, the receipt and sufficiency of which is acknowledged by each party for itself, EMPLOYER and EMPLOYEE do agree as follows:

1. **CONDITIONS OF EMPLOYMENT; GENERAL PROVISIONS.** Employment of EMPLOYEE is subject to the general supervision and shall be conducted pursuant to the orders, advice and direction of the County Executive. Employment is further subject to EMPLOYEE's compliance with and implementation of policies established from time to time by EMPLOYER in the exercise of its lawful authority. EMPLOYEE shall perform such other duties as are customarily performed by one holding the same or similar positions in other governmental organizations or businesses that provide similar services. EMPLOYER reserves to the County Executive the right to require EMPLOYEE to render such other and unrelated services and duties as may be assigned from time to time by the County Executive.
2. **TERM.** The term of employment hereunder shall commence on December 13, 2015, and be indefinite, unless terminated by either party.
3. **DUTIES OF EMPLOYEE; GENERAL PROVISIONS.** EMPLOYEE agrees to perform lawfully, faithfully, industriously, competently, dutifully and to the best of EMPLOYEE's ability, all of the duties that may be required of EMPLOYEE pursuant to the express or implied terms of this Agreement, to the level of satisfaction that the County Executive may reasonably require.
4. **DUTIES OF EMPLOYEE; JOB DESCRIPTION.** The duties of EMPLOYEE shall include but not be limited to those expressly stated or implied in the attached job description for the position, as may be revised from time to time by EMPLOYER as circumstances change, and as set forth in applicable state statutes. This paragraph is further subject to the right of assignment reserved to the County Executive, as set forth in paragraph 1 hereof.
5. **DUTIES OF EMPLOYEE; OFFICIAL ACTS OF COUNTY BOARD.** The duties of EMPLOYEE shall also include but not be limited to those expressly stated or implied in the ordinances, resolutions or motions of EMPLOYER's county board or any of its committees acting within the scope of their lawful authority.
6. **DUTIES OF EMPLOYEE; DIRECTIVES OF COUNTY EXECUTIVE.** The duties of EMPLOYEE shall also include but not be limited to those expressly stated or implied in orders, directives, or rules of the County Executive.

- 55 7. **EMPLOYEE'S RESPONSIBILITIES; ETHICAL CONSIDERATIONS.** EMPLOYEE shall at all
56 times observe and comply with all ethical obligations imposed or required by constitution, statute,
57 ordinance or other provision of law and shall at all times conduct EMPLOYEE's personal affairs in
58 such a manner as to avoid a conflict of interest or appearance of conflict and in accordance with
59 the duties and responsibilities of public officials. During normal work hours EMPLOYEE shall at
60 all times devote all of EMPLOYEE's time, attention, knowledge and skills solely to the interests of
61 the EMPLOYER, and EMPLOYEE shall never use EMPLOYEE's position or confidential
62 information gained in such work position for EMPLOYEE's personal gain, either directly or
63 indirectly.
64
- 65 8. **EMPLOYEE'S RESPONSIBILITIES; CONFIDENTIAL INFORMATION.** EMPLOYEE shall not at
66 any time or in any manner, either during the term of this Agreement or thereafter, either directly or
67 indirectly divulge, disclose or communicate to any person any confidential information gained in
68 the performance of his duties except as otherwise required or compelled by law.
69
- 70 9. **EMPLOYEE'S RESPONSIBILITIES; EXCLUSIVE EMPLOYMENT.** EMPLOYEE agrees to
71 remain in the exclusive employ of EMPLOYER throughout the term of this Agreement. The term
72 "exclusive employ" shall not be construed to prohibit occasional teaching, writing or consulting
73 which is performed on EMPLOYEE's time off and which does not affect EMPLOYEE's job
74 performance, subject to prior approval of the County Executive.
75
- 76 10. **HOURS OF WORK.** The usual and customary hours of business of EMPLOYER are from 7:45
77 a.m. to 4:30 p.m., Monday through Friday, however, as a managerial employee, EMPLOYEE
78 shall have as a condition of employment a job to perform and shall work such hours as are
79 necessary to accomplish the tasks assigned to EMPLOYEE. To that end, EMPLOYEE is free to
80 organize EMPLOYEE's work schedule in such a fashion as to accommodate EMPLOYEE's
81 workload. EMPLOYEE shall average, on an annual basis, forty (40) hours of work per week, less
82 allowances for holiday and vacation usage.
83
- 84 11. **EVALUATION AND GOALS.** At least annually, the County Executive or his or her designee
85 shall meet with EMPLOYEE to discuss job performance and to define goals and objectives for
86 both EMPLOYEE and EMPLOYER.
87
- 88 12. **EMPLOYEE'S DUTIES; LIMITED CONTRACTING AUTHORITY.** EMPLOYEE shall not have
89 the right to make contracts or commitments for or on behalf of EMPLOYER except as expressly
90 authorized in advance by statute, ordinance, or express written consent of EMPLOYER.
91
- 92 13. **COMPENSATION OF EMPLOYEE; BASE COMPENSATION.** EMPLOYER shall pay
93 EMPLOYEE, and EMPLOYEE shall accept from EMPLOYER in payment for EMPLOYEE's
94 services, direct compensation at a rate equivalent to \$91,852.80 per year, the same being
95 prorated for any partial calendar year and payable in equal biweekly payments. The base
96 compensation rate during the life of this Agreement shall not be less than that stated in this
97 paragraph except as otherwise provided in this Agreement. Should the Office for Equity and
98 Inclusion be consolidated with or subsumed by any other county department during the term of
99 this Agreement and the job duties of the EMPLOYEE be increased or otherwise altered as a
100 result, the compensation of the EMPLOYEE will be renegotiated.
101
- 102 14. **COMPENSATION OF EMPLOYEE; ADJUSTMENTS TO BASE COMPENSATION.** From time
103 to time, and at least annually, in the exercise of his or her discretion, and subject to adequate
104 funding, the County Executive may grant a merit increase to EMPLOYEE, as a percentage of the
105 EMPLOYEE's base compensation. Merit increases may be revoked or decreased by the County
106 Executive, in his or her discretion. Once granted, and if not revoked or decreased by the County
107 Executive within 12 months of the date granted, any such percentage increase shall have the
108 effect of increasing the base compensation in the succeeding years of the term of this
109 Agreement. During the term of this Agreement, base compensation may be decreased, at the

discretion of the County Executive, only upon a determination of poor performance or upon reassignment to another, less responsible position (as determined by the County Executive), provided that such decrease shall not cause the base compensation rate to be less than 80% of the base compensation specified in paragraph 13 above.

15. **COMPENSATION OF EMPLOYEE; LONGEVITY PAY.** Notwithstanding any language to the contrary herein, longevity pay provided other managerial employees of EMPLOYER shall not be paid to EMPLOYEE.
16. **LONGEVITY CREDITS TO BE AWARDED POST-AGREEMENT.** Notwithstanding any provision herein to the contrary, it is agreed that should EMPLOYEE be offered and accept a civil service appointment at any time during the term of this Agreement or one year thereafter, EMPLOYEE shall be awarded longevity credits for all service under this and prior agreements, and EMPLOYEE's wages and benefits as a civil service employee shall reflect such credits. This section shall not be construed to authorize longevity pay during the term of this or any prior agreement or any extension or renewal thereof, nor shall longevity credits awarded under this section be construed to affect benefits or pay during the term of this or any prior agreement or any renewal or extension thereof.
17. **COMPENSATION OF EMPLOYEE; COMPENSATION FOR EXPENSES.** EMPLOYER shall reimburse EMPLOYEE for all necessary expenses incurred in the service of EMPLOYER, in accordance with Dane County Ordinances and regulations on reimbursement of expenses, provided that EMPLOYEE complies with all applicable provisions of law and Dane County ordinances prior to incurring or claiming reimbursement for such expenses. It is expressly understood that prior approval of the County Executive is required for attendance at conferences held outside of Wisconsin and that attendance is further subject to the rules, regulations and ordinances applicable to managerial employees employed under EMPLOYER's civil service ordinance.
18. **COMPENSATION OF EMPLOYEE; FRINGE BENEFITS.** Except as otherwise set forth in this Agreement, and in addition to the monetary compensation set forth above, EMPLOYEE shall receive fringe benefits as are enumerated from time to time in resolutions and general ordinances of EMPLOYER, on the same terms as these are made available to other managerial and professional employees of EMPLOYER. At present, these include group health insurance; dental insurance; life insurance;; paid vacation; regularly scheduled county holidays; personal holidays; unpaid leaves of absence; sick leave; disability income protection; payment of full salary while on jury duty or active military service in accordance with county ordinances; worker's compensation coverage; and unemployment compensation coverage. EMPLOYEE's continued receipt of such benefits during the term of this Agreement shall be subject to changes which are made generally applicable to other managerial and professional employees of EMPLOYER, excluding those who are under an employment agreement.
19. **VACATION.** EMPLOYEE shall be entitled to such number of weeks of vacation as are provided other managerial and professional employees not under an employment agreement who have years of service equal to the years of service of EMPLOYEE, prior service and time under this Agreement both being included in calculating EMPLOYEE's years of service, provided that in any event EMPLOYEE shall receive no less than the number of weeks of vacation, on an annual basis, to which he is entitled at the time he executes this Agreement.
20. **SABBATICAL LEAVE ACCOUNT.** In the event EMPLOYEE's sabbatical leave account reaches the maximum allowed to managerial employees, EMPLOYEE shall be allowed to continue to contribute up to eighty hours of vacation/holiday hours per year to his sabbatical leave account, the balance of which may be maintained in excess of the established limits.

- 164 21. **DISABILITY OF EMPLOYEE.** Payment of wages and other benefits during periods of disability
165 shall be subject to the rules and requirements applicable to Dane County civil service-covered
166 managerial employees generally.
- 167
- 168 22. **COMPENSATION OF EMPLOYEE; TREATMENT OF DIRECT COMPENSATION FOR TAX**
169 **PURPOSES.** The direct financial compensation paid EMPLOYEE under this Agreement shall be
170 treated as wages for federal and state tax purposes and for purposes of allowing EMPLOYEE to
171 participate in the Wisconsin retirement system. EMPLOYEE recognizes that EMPLOYER will
172 withhold taxes, Social Security and the like from direct compensation. EMPLOYEE shall be
173 allowed to participate in EMPLOYER's deferred compensation program(s), at EMPLOYEE's
174 option and to the extent permitted by law.
- 175
- 176 23. **TERMINATION OF AGREEMENT BY EMPLOYEE; RETIREMENT.** Should EMPLOYEE apply
177 for and receive a monthly annuity benefit from the State of Wisconsin Retirement system during
178 the term of this Agreement , or if EMPLOYEE should die while this Agreement is in effect,
179 EMPLOYEE or EMPLOYEE's estate shall have the option of converting accumulated sick leave
180 to cash or to a monetary fund for the purposes of paying insurance premiums for EMPLOYEE or
181 EMPLOYEE's surviving spouse, all to the extent and in the manner available to non-represented
182 civil service employees. It is understood that, for purposes of calculating the hourly equivalency
183 of an annual salary, the figure of 2080 hours per year will be used.
- 184
- 185 24. **TERMINATION OF AGREEMENT BY EMPLOYEE; NOTICE REQUIRED FOR RESIGNATION.**
186 This Agreement may be terminated by EMPLOYEE on 30-days' written notice to the County
187 Executive. Any such notice, once accepted by the County Executive, may not be withdrawn or
188 rescinded except by mutual agreement of the parties. The fact that the County Executive has
189 asked EMPLOYEE for EMPLOYEE's resignation shall not invalidate any such resignation once
190 tendered to, and accepted by, the County Executive. Accrued but unused vacation and holiday
191 time shall be paid immediately upon resignation. If the resignation is requested by the County
192 Executive, the severance pay provisions of paragraph 27 shall be applicable. No severance pay
193 shall be payable in the event of a resignation not requested by the County Executive.
- 194
- 195 25. **TERMINATION OF AGREEMENT BY EMPLOYER; EMPLOYER'S RIGHT TO TERMINATE AT**
196 **WILL.** This Agreement may be terminated, or any obligation of EMPLOYER under this
197 Agreement, may be suspended by the County Executive at any, in the sole discretion of the
198 County Executive.. EMPLOYEE shall be deemed to be an at-will employee of EMPLOYER who
199 shall have no remedy or recourse under EMPLOYER's civil service ordinance in the event of
200 disciplinary action, up to and including discharge. EMPLOYEE expressly understands that
201 EMPLOYEE is not covered by EMPLOYER's civil service ordinance in any fashion whatsoever,
202 except as specifically and expressly set forth in this Agreement, and that no representations to
203 the contrary have been made to EMPLOYEE by EMPLOYER or any representative of
204 EMPLOYER.
- 205
- 206 26. **TERMINATION OF AGREEMENT BY EMPLOYER; DISCIPLINARY ACTION; PROCEDURE**
207 **FOR DISCIPLINARY ACTION.** All disciplinary action shall originate from the County Executive
208 and be accomplished by the County Executive.
- 209
- 210 27. **TERMINATION OF AGREEMENT BY EMPLOYER; SEVERANCE BENEFITS ON EARLY**
211 **TERMINATION.** In the event EMPLOYER terminates this Agreement , EMPLOYEE shall receive
212 as severance pay a sum of money equal to three (3) months of base compensation at the rate
213 then in effect. Severance pay of up to six (6) months of base compensation at the rate then in
214 effect may be paid if mutually agreed by EMPLOYEE and the County Executive. Severance pay
215 shall not be available to EMPLOYEE in the event EMPLOYEE voluntarily resigns or is terminated
216 for EMPLOYEE's commission of either (i) any crime, under either federal or Wisconsin law, or (ii)
217 any form of misconduct in public office under any provision of Wisconsin or federal law or county
218 ordinance. Regardless of whether severance pay as defined herein is available to EMPLOYEE,

upon termination, EMPLOYEE shall be entitled to receive, and EMPLOYER shall pay to EMPLOYEE, all accrued but unused vacation and holiday pay. EMPLOYEE shall also be entitled to continue group health, group life and dental insurance or any of them, all on such terms as are available to other managerial and professional employees of EMPLOYER who are not under an employment agreement. Upon termination by EMPLOYER, EMPLOYEE's accumulated sick leave balance shall be converted to a monetary value arrived at by multiplying the number of accumulated sick hours by the hourly rate in effect at termination, and the dollar amount thus arrived at will be available to EMPLOYEE for payment of premiums for continuation coverage of group health insurance and group dental insurance for the shorter of (a) the period EMPLOYEE is unemployed or (b) 12 months. Nothing in this paragraph shall preclude the EMPLOYEE from exercising his option to retire as set forth below.

28. **TERMINATION OF AGREEMENT; EMPLOYEE'S OPTION TO RETIRE.** If this Agreement is terminated by either party as set forth herein or if the EMPLOYEE is to be terminated, the EMPLOYEE shall, prior to the effective date of the termination, be allowed to retire and receive those benefits as are available to non-represented Dane County managerial and professional civil service employees who participate in the Wisconsin retirement system.
29. **TRANSFER INTO CIVIL SERVICE; SENIORITY CREDITS.** In the event EMPLOYEE shall seek and obtain a Dane County civil service position, either during the term of this Agreement or within one (1) year thereafter, he shall be allowed all seniority credits (subject to union contracts, if applicable to the new position) as would have been earned during the term of this Agreement if EMPLOYEE had been hired into the civil service job classification from the inception of this Agreement. The benefits conferred upon EMPLOYEE by this paragraph are conditioned upon (i) this Agreement not being terminated by EMPLOYER during its term and (ii) EMPLOYEE not resigning his position Agreement (other than to accept a Dane County civil service position).
30. **EMPLOYER TO INDEMNIFY AND DEFEND EMPLOYEE FOR OFFICIAL ACTS.** EMPLOYER shall indemnify, defend and hold harmless EMPLOYEE in the event of any litigation, whether groundless or not, arising out of any act of EMPLOYEE done within the scope of EMPLOYEE's employment with EMPLOYER. EMPLOYER will pay any judgment taken against EMPLOYEE in any such litigation, in accordance with the requirements of Wis. Stat. § 895.46. EMPLOYER reserves the right to compromise or settle any such litigation in any fashion deemed advantageous to EMPLOYER, regardless of whether EMPLOYEE consents thereto.
31. **CONSTRUCTION OF AGREEMENT; NO ASSIGNMENT.** EMPLOYEE shall not assign or transfer any interest or obligation in this Agreement, whether by assignment or novation. It is expressly understood EMPLOYER will not consent to any assignment of EMPLOYEE's duties and obligations.
32. **CONSTRUCTION OF AGREEMENT; SEVERABILITY.** All parts of this Agreement are severable from all other parts and invalidity of any part shall not operate to invalidate any other part.
33. **CONSTRUCTION OF AGREEMENT; WISCONSIN LAW CONTROLS.** It is expressly understood and agreed that in the event of any dispute between the parties, arising under this Agreement, Wisconsin law shall control to the extent that it is not superseded by any applicable federal law.
34. **CONSTRUCTION OF AGREEMENT; ENTIRE AGREEMENT.** This Agreement constitutes the entire agreement of the parties and supersedes any and all negotiations of the parties relating to the subject matter hereof. Any prior employment agreement between the parties, together with any extension or renewal of such agreement, is likewise terminated and superseded by this Agreement. All of EMPLOYEE's rights, of any nature whatsoever, arising from, by or under any prior employment agreement between the parties are hereby compromised in their entirety.

IN WITNESS WHEREOF, EMPLOYER and EMPLOYEE have executed this Agreement effective as of the day and date by which EMPLOYER's authorized representative and EMPLOYEE have affixed their respective signatures, as indicated below.

FOR EMPLOYER:

Date: _____

JOE PARISI, County Executive

Date: 11/18/15

BY EMPLOYEE:

~~TAMARA GRIGSBY~~