



July 19, 2022

To: Personnel and Finance Committee

Dane County Ordinance (DCO) 20.16 prohibits travel to states that have enacted a law that has the effect of voiding protections against discrimination on the basis of sexual orientation, gender identity or gender expression. DCO 20.16(3)(c) and 20.21 provide the Personnel and Finance Committee the ability to grant exceptions to this prohibition.

This memo respectfully requests an exception and retroactive approval to DCO20.16 for two (2) DCRA/County employees who attended the 2023 North American Bird Strike Conference (July 19-21, 2022 – Salt Lake City, Utah). The Bird Strike Committee USA meeting provides insights and solutions for Airport Operations staff who are required to maintain Federal Aviation Administration (FAA) regulatory requirements for the Dane County Regional Airport. The staff interacts with FAA Headquarters Wildlife Biologists as well as United States Department of Agriculture/Wildlife Services (USDA/WS) to better understand their roles and responsibilities in safely controlling wildlife activity on the Airport.

Initially our employees received approval to attend and registered on May 11 and June 7. Their airfare and registration were already paid via their procurement cards. On July 8, just 6 business days before their departure, we were notified of nine additional states recently added to the restricted travel list. Upon receiving this information, DCRA reviewed all upcoming scheduled conference/training sessions and cancelled accordingly. However, the deadline to request a refund for this event was July 1. Additionally, one of our registered employees is Chairman of the National Outreach & Education Committee and was scheduled to serve as a panel moderator for the event. Matthew Powers and Andrew Arnold attended the event in Salt Lake City, UT. Their hotel and meal costs were the only items remaining to be paid at the time of our notification regarding the addition of several states.

I respectfully request the hotel and meal reimbursements be approved as an exception to DCO 20.16 for our valued employees. Thank you for your consideration of this request and please let me know if you have any questions.

Respectfully Submitted,

Kimberly Jones

Airport Director