



Dane County

Minutes - Final Unless Amended by Committee

Personnel & Finance Committee's Equity, Recruitment, & Retention Subcommittee

Consider:

Who benefits? Who is burdened?

Who does not have a voice at the table?

How can policymakers mitigate unintended consequences?

Friday, August 18, 2023

12:00 PM This is a Hybrid Meeting: Attend in person at City-County
Building, Room 354, 210 Martin Luther King, Jr. Blvd;
Attend virtually via Zoom.

**See below for additional instructions on how to attend the meeting and provide public
testimony.**

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 ntawm qhov txheej
txheem rau cov ntaub ntawv ntxiv.*

The August 18, 2023 Personnel & Finance Committee's Equity, Recruitment, Retention Subcommittee meeting will be a hybrid meeting. Members of the public can either attend in person or virtually via Zoom.

The public can attend in person at City-County Building, Room 354, 210 Martin Luther King, Jr. Blvd.

The public can access the meeting virtually with the Zoom application or by telephone.

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

https://zoom.us/webinar/register/WN_xhh2sUETRI6RK7kdTIh7Nw

This link will be active until the end of the meeting.

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

1-833-548-0276

1-833-548-0282

1-888-788-0099

When prompted, enter the following Webinar ID: 920 9256 2249

PROCESS TO PROVIDE PUBLIC COMMENT:

IN PERSON: Any members of the public wishing to register to speak on/support/oppose an agenda item can register in person at the meeting using paper registration forms. **IT IS HIGHLY ENCOURAGED TO REGISTER VIA THE ZOOM LINK ABOVE EVEN IF YOU PLAN ON ATTENDING IN PERSON.**

In person registrations to provide public comment will be accepted throughout the meeting.

VIRTUAL: 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). Virtual registrations to provide public comment will be accepted until 30 minutes prior to the beginning of the meeting.

In order to testify (provide public comment) virtually, you must be in attendance at the meeting via Zoom or phone, you will then either be unmuted or promoted to a panelist and provided time to speak to the body.

If you want to submit a written comment for this meeting, or send handouts for board members, please send them to: MacKinnon@countyofdane.com

A. Call To Order

The meeting was called to order at 12:10 p.m. Also present: Dan Lowndes, Karin Peterson-Thurlow, Lisa MacKinnon, Craig Weatherby, Rashaun Taylor, Dennis Insall, Kenny Mac.

There were registrations to speak. See Registration Report for 8/18/23 meeting of the subcommittee attached to the 9/22/23 agenda with these minutes. All speakers indicated an interest in speaking on agenda item 1.

Note: Supervisor Bare is no longer a member of the subcommittee as he resigned from the County Board.

Supervisor Erickson is no longer a member of the subcommittee as he resigned his place on the subcommittee. The subcommittee now has 10 members.

Present: 9 - JOANNE WEBER, SHANNON MAIER, APRIL KIGEYA, ERIK ANDERSON, DEREK WALLACE, SHARRON HUBBARD-MOYER, ARIEL BARAK, NANI GEBRECHRISTOS and JUSTIN FAY

Excused: 1 - JENNIFER SZE

Absent: 1 - MIKE BARE

B. Consideration of Minutes

[2023
MIN-227](#)

MINUTES OF THE 7-28-23 PERSONNEL AND FINANCE ERR
SUBCOMMITTEE MEETING

Attachments: [2023 MIN-227](#)

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

C. Fund Transfers

NONE

D. Referrals (Resolutions & Ordinance Amendments)

NONE

E. Items Requiring Committee Action

Discussion and Possible Action: Prioritizing and Selection of Proposed Subcommittee Recommendations Regarding Equity in Recruitment and Retention

Discussion was opened to the subcommittee to prioritize draft recommendations to the Personnel and Finance Committee regarding equity in recruitment and retention of Dane County employees.

The subcommittee got through the draft proposed recommendations listed in the Retention section of the document.

Discussion:

Members indicated Retention #1 and #2 were not needed as Employee Relations is implementing the Ombudsperson Committee and these could be addressed by the new committee. Recommended incorporating these into the work of the Ombudsperson Committee.

Support of Items #7 and #10 and want to see turnover data. Suggestion to de-identify data if department is small.

Combine #s 2,8,9,22, and 23 into former retention section #s 27 and 28.

Define meaning of "360 Evaluation". Members expressed concern re: employees evaluating each other, but other members expressed value of peer-to-peer evaluation.

Members mentioned interest in double-fill and doing internal recruitment while looking for new hires.

Staff will incorporate these changes in next draft of proposed recommendations for discussion at September meeting.

Chair Kigeya indicated that subcommittee members should review the updated draft staff will send out (based on the comments and revisions at this meeting) and send items they wish to either remove or prioritize to staff by September 8th in order to create a further updated document for consideration and finalizing at the September meeting of the subcommittee.

F. Presentations

NONE

G. Reports to Committee

Staff update on the status of the Dane County Government Workplace Climate Assessment

MacKinnon indicated that the all-employee survey would be up until August 23 and that the consultants were getting a good response to the survey so far.

H. Future Meeting Items and Dates

The next hybrid meeting of the subcommittee will be held at noon on September 22, 2023, in City-County Building room 354. Members will discuss and finalize proposed recommendations to Personnel and Finance Committee.

I. Public Comment on Items not on the Agenda

The following speakers registered to speak on Item I and all spoke on the topic of the county's Highway Intern Program, which had been a topic of the agenda at the July 28th meeting of the subcommittee. All speakers were speaking on behalf of themselves (except where noted otherwise):

Dennis Insall: Wanted to confirm what Mr. Anderson and Mr. Mac said; said there is a "battle" between people of color and the program.

Kenny Mac: Voiced concerns regarding negative experience in the program. Said he was victimized and belittled, verbally abused, and harassed in the program.

Sharron Hubbard-Moyer speaking on behalf of Robert Covington: Said that Mr. Covington found his experience in the program demeaning to people of color, traumatic, not fair. Felt like there was segregation among program participants. Wants to make the program better for people of color. Says his experience was that African Americans were pitted against Latinos by the program personnel.

Craig Weatherby: Brought concerns to OEI, Urban League, etc. and they said they'd speak to others but he was given the message to "just stick it out."

Erik Anderson: Gave a response to the discussion on July 28th and to comments from various presenters.

J. Such Other Business as Allowed by Law

NONE

K. Adjourn

A motion was made by WALLACE, seconded by ANDERSON, that the meeting be adjourned. The motion carried by a voice vote. The meeting adjourned at 1:35 p.m.

NOTE: If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.

NOTA: Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

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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