

# DANE COUNTY

## Department of Public Works, Highway and Transportation

# 2022 Budget

Jerry Mandli, P.E. - Commissioner/ Director

**OUR MISSION STATEMENT \***

In order to meet the public's need for access and freedom of movement, the Dane County Highway and Transportation Department designs, coordinates and maintains transportation systems that are (1) Safe for both workers and the general public; (2) Fair; (3) Responsive; (4) Efficient; (5) Effective; (6) Environmentally sound; (7) Financially responsible; and (8) A diverse work environment equivalent to the communities that we serve.



\*Updated Spring 2019 by Hwy. Dept. Fair Treatment Group



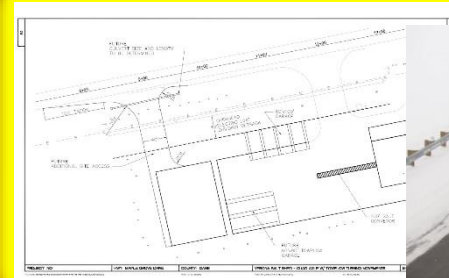


# Public Works Engineering









**Verona Storage Garage  
Dane County**

Verona, WI

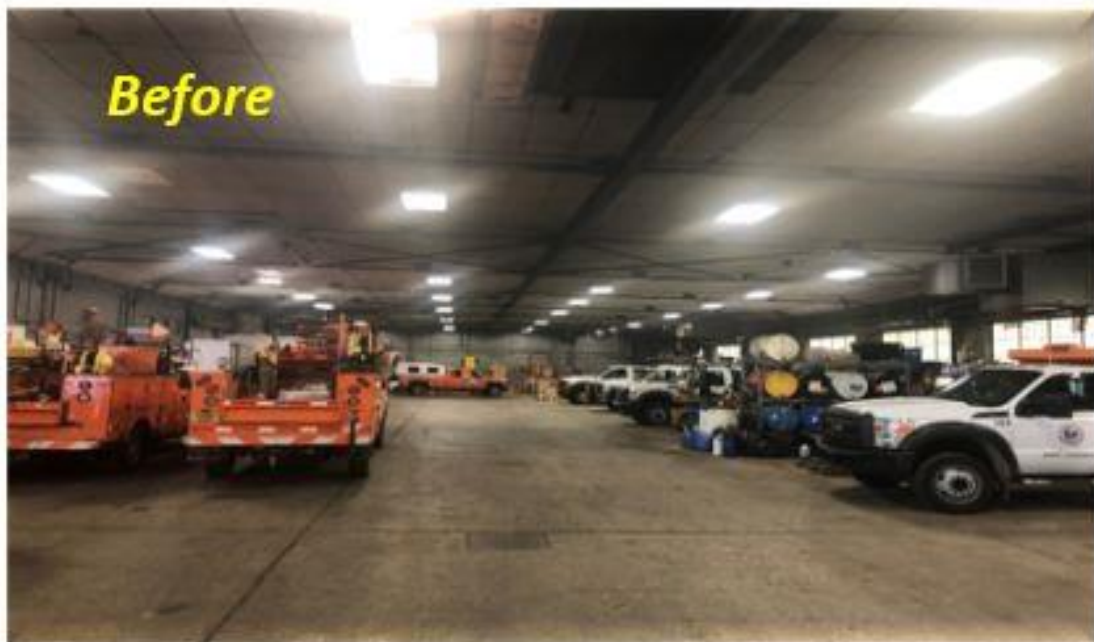


**Creating a Greener  
Tomorrow**





*Before*



*After*



Network: Jan 31, 2021 at 7:50:45 PM CST  
Local: Jan 31, 2021 at 7:50:45 PM CST  
N 43° 2' 30.265", W 89° 14' 37.305"  
3103 Luds Ln  
McFarland WI 53558  
United States





# East District Campus



## CNG- Compressed Natural Gas System Upgrade





# Equity and Inclusion Work Plan

*“Consider: Who benefits? Who is burdened? Who does not have a voice at the table? How can policymakers mitigate unintended consequences?”*

DRAFT 9/21/19

## Highway Permit Applications

- Permit to Work in County Trunk Highway Right-of-Way
- Permit to Access County Trunk Highway
- Permit to Transport Non-Divisible Load Exceeding Statutory Size and/or Weight
- Permit for Implements of Husbandry (IH) and Agricultural Commercial Vehicles (Ag CMV). This is accessed through the Wisconsin Department of Transportation's website.
- Permits for Special Use of Dane County Trunk Highways (Parades, Bike Rides, etc.)

CDL Intern Program (See Appendix A), ~~Public~~ Treatment Group Work (See Appendix B)



## CUSTOMERS & VISITORS

- Customers
  - Dane County Residents
  - Dane County Businesses
  - Municipalities
  - Contractors
- Facility Users
- State Holders
- Educational Institutions
- Local Organizations and Community Groups
- Adopt a Highway

- Fair and equitable Accessability considering detours during construction
- Transportation/access to project info
- Permit and educational resources
- Customer service

## NEIGHBORS & PARTNERS

- Nearby Residents and Businesses
- Ho-Chunk Nation
- Educational Institutions
- Urban League
- Dane County Office of Equity and Inclusion
- Urban League
- Latino Academy of Workforce Development
- Dane County Departmental Clients

- Environmental protection
- Traffic impacts
- Safety
- Communication
- Future operations and development

## STAFF, CONTRACTORS, & VENDORS

- Internal Staff
  - Full Time
  - LTE
  - Interns/Students
- Construction Contractors
- Consultants
- Vendors/Contracted Workers
- Service Providers

- Hiring practices
- Staff development and training
- Staff recognition and advancement
- Vendor diversity
- Working conditions
- Safety

DRAFT 9/21/19



## Equity and Inclusion Work Plan

"Consider: Who benefits? Who is burdened? Who does not have a voice at the table? How can policymakers mitigate unintended consequences?"

September 2019

## Public Works Division

The Division is responsible for designing, bidding, and managing construction and facility improvement projects for Dane County. The Division serves as an in-house consultant to other departments providing professional engineering services, participating in space and development, planning, and assessing county facilities, developing recommendations, facility upgrades, repairs and maintenance. Approximately 100 projects are designed and bid each year. Projects are awarded through a formal Request for Bid (RFB) process for larger projects and through informal quotes for smaller projects. Consulting and architectural engineering services are solicited through a Request for Proposal process. Public Works Engineering provides leadership in implementation of the County's "green building" policy promoting cost efficient, and environmentally sound construction and energy use practices effectively reducing the tax burden on County residents.

Public works has participated in under-represented vendor and supplier fairs and forums the last 15 years utilizing the "Doing Business with Dane County" brochure to increase awareness of potential Emerging Small Businesses (ESBs) which typically consist of MBEs (Minority Business Enterprises) and WBEs (Women Owned Businesses). Also, Dane County bids have a goal to utilize under-represented suppliers, contractors and subcontractors and a report by the successful bidder detailing their efforts in pursuing this goal is required to be submitted and reviewed by OEI, as part of the award process.



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With the help of the Office of Equity and Inclusion (OEI), the Department has identified five areas of opportunity that have helped guide the development and help form future Department policies and practices:

1. Organizational Commitment
2. Staff Development and Workplace Culture
3. Program Innovation
4. Collaboration
5. Resource Mobilization

As part of this initial Work Plan, goals and metrics within the five areas of opportunity have been established. The Department will routinely assess the progress being made towards each goal and report back to OEI on an annual basis. The status of each goal is categorized by Tier: Tier 1 – Beginning, Tier 2 – Emerging, and Tier 3 – Advancing.

ORGANIZATIONAL COMMITMENT			
GOAL	DESCRIPTION	METRIC/TASK	TIER-STATUS
3.1	Develop an Equity and Inclusion (E&I) Policy for the Department	Obtain staff's feedback to formalize a department specific policy; increase collaboration with RES; continue to identify groups and activities that offer opportunity for inclusive engagement; and develop future projects and goals.	TIER 1 – Work Plan submitted to OEI. Seeking feedback on Work Plan from RES.
3.2	Increase Diversity of Hiring Panels	Include minority group members and/or women in 90% of interview panels.	TIER 2 – Continuing to work with OEI staff to diversify hiring panels. Most recent interview panels have had women and/or minorities.

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## Highway and Transportation Division





Introducing the most **powerful** group of professionals



There are very few people that have more influence over the earth's surface than you do!



