



Dane County

Minutes - Final Unless Amended by Committee

Labor Relations Committee

Tuesday, August 12, 2025

10:00 AM Attend in person at the City County Building in Room
357; 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.

Also present: Melissa Her, Nick Bubba and Shelby Slaven

Present 6 - TRAVIS THOMAS, CARON SUTTERLIN, TAMMY HAYNES-SAUK, SHARRON HUBBARD-MOYER, ALEX DUDEK, and ROXANA VEGA

Absent 2 - EDJRON PEARSON, and CHAD HAANEN

يجب التقدم بطلب خدمات الترجمة مقدماً. يرجى الاطلاع على أسفل جدول الأعمال للمزيد من المعلومات

The August 12, 2025 Labor Relations Committee 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 the City-County Building, 210 Martin Luther King, Jr. Boulevard, Madison.

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_Go7giQ5NSaCTzelbR4n6Xw

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: 931 6820 5987

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: bubb.nicholas@danecounty.gov

A. Call To Order

Meeting called to order at 10:03am.

B. Consideration of Minutes

Motion by Thomas, seconded by Her to approve minutes. Motion carried.

[2025](#)
[MIN-232](#)

LABOR RELATIONS COMMITTEE MINUTES 6-10-25

Attachments: [2025 RES-232 MINUTES](#)

C. Action Items

1. Follow-up on proposal to Dane County Employee Relations re: Grading & Interview Panel Report

Haynes-Sauk followed up with Amy Utzig regarding the status of the proposal. Amy shared that, based on her research, she does not believe Dane County is ready to implement this process. The committee moved to invite Amy and Kabura Mukasa to a future meeting to provide additional details and explore whether identified concerns can be addressed. Reinforced the need and desire for this proposal as there are already some discrepancies across programs

2. Discuss topics of interest for Labor Relations Committee from the Equity in Recruitment and Retention Report presented by Derek Wallace at June 2025 meeting.

Committee reviewed topics from the report, including ombuds renewals, exit interview consistency, retaliation concerns, and the need for climate surveys. Questions raised about how retention/diversity data is collected and used. Clarified the charge of this committee - focus areas identified: Retention 2B, Retention 3, Recruitment 4.

3. Work with Employee Groups to negotiate budgetary savings.

Members discussed concerns with budget deficit and health insurance changes. Questions regarding other solutions like furloughs and contract modifications asked. Committee suggested looking at impacts on recruitment and retention. Emphasis on ensuring proposals don't disproportionately affect lower-income employees and considering long-term structural deficits.

D. Presentations

E. Reports to Committee

F. Future Meeting Items and Dates

Topics for future meetings include that there are no unrepresented individuals at this time. A county-wide email has been sent out. Someone will be selected at the next meeting. Also, to prepare for the meeting with Amy Utzig and Kabura Mukasa, identify existing discrepancies in the hiring process.

Next Meeting -- September 9, 2025 at 10am

G. Public Comment on Items not on the Agenda

H. Such Other Business as Allowed by Law

I. Adjourn

Meeting adjourned at 11:42am.

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—preferably at least three business days but no fewer than 24 hours prior to the meeting.

Nota: Si necesita un intérprete, un traductor o materiales en formatos alternativos o cualquier otra adaptación para tener acceso a este servicio, actividad o programa, llame al número de teléfono que puede encontrar a continuación — de preferencia con al menos 3 días de anticipación y como mínimo 24 horas antes del evento en cuestión.

Sau tseg: Yog koj xav tau ib tug neeg txhais lus, txhais ua ntaub ntawv, cov ntaub ntawv uas nyob rau lwm yam kev lawm los sis lwm yam kev pab nkag rau qhov kev pab no, kev ua si los sis kev pab cuam, thov hu tus xov tooj rau hauv qab no—xav kom hu li peb hnuv ua ntej tuaj tab sis tsis pub tsawg tshaj 24 xuab moos ua ntej rau lub rooj sib tham no.

ملحوظة: إذا كنت بحاجة لترجمة شفوية أو كتابية أو مواد بصيغة مختلفة أو تسهيلات أخرى للحصول على هذه الخدمة أو النشاط أو البرنامج، يرجى الاتصال برقم الهاتف أدناه قبل ثلاثة أيام عمل رسمية على الأقل من تاريخ الجلسة.

Dane County Administration, 608-266-8477 or bubb.nicholas@daencounty.gov or TTY WI RELAY 711