



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, September 22, 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 September 22, 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_bqO_j3yBT9-o_hLPrkJeCA

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: 987 5498 0719

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 12:04 p.m. Wallace served as chair. Also present: Dan Lowndes, Lisa MacKinnon, Colleen Clark-Bernhardt.

There were no public registrations to comment or speak.

Present: 7 - JOANNE WEBER, SHANNON MAIER, ERIK ANDERSON, DEREK WALLACE, SHARRON HUBBARD-MOYER, ARIEL BARAK and NANI GEBRECHRISTOS

Excused: 3 - APRIL KIGEYA, JUSTIN FAY and JENNIFER SZE

B. Consideration of Minutes

[2023](#)
[MIN-274](#) MINUTES OF THE 8-18-23 PERSONNEL AND FINANCE ERR
SUBCOMMITTEE MEETING

Attachments: [2023 MIN-274](#)
[REGISTRATION REPORT_8-18-23_P & F ERR SUBCOMMITTEE](#)

This resolution was approved

C. Fund Transfers

NONE

D. Referrals (Resolutions & Ordinance Amendments)

NONE

E. Items Requiring Committee Action

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

The subcommittee members discussed the updated draft proposed recommendations list. Chair Wallace proposed focusing first on the budget-relevant recommendations so that Chair Kigeya can bring those to the P and F Committee in time for budget consideration. Discussion focused on 4 proposals, the fourth--to eliminate and replace a position in Highway Dept--being added at this meeting. The subcommittee discussed and further edited a few of the listed budget proposals and then voted on each item. The first three items were agreed upon unanimously by the 7 subcommittee members present.

Dane County Risk Manager Dan Lowndes spoke to the subcommittee prior to its vote regarding the fourth proposed budget-relevant proposal to eliminate a Highway Dept. position and replace it with another position in the same class (F-14). He urged the subcommittee to reconsider including this 4th recommendation based on the fact that the rationale for including it was based on uninvestigated allegations.

The fourth item proposed was not unanimously approved, but stayed on the final list based on a 4-3 roll call vote.

The subcommittee moved to finalize the list of four budget recommendations as edited and to authorize Chair Kigeya to take the budget recommendations to the Personnel and Finance Committee.

See attached Action Item for final budget-related recommendations with the votes on each item.

The subcommittee also participated in a virtual instant voting process to prioritize the remaining draft proposed recommendations in the General Equity and Recruitment sections (the subcommittee members were asked to vote "yes, include as priority" on only 3 items per section). The subcommittee then directed staff to update the draft list of proposed recommendations based on the voting and discussion, and including the subcommittee's previous (August 18 meeting) priority selections in the Retention section, and to include the updated top priorities for each section in the draft report to finalize at the next meeting.

[2023
ACT-180](#)

BUDGET-RELATED PROPOSED RECOMMENDATIONS FROM PF
ERR SUBCOMM--9-22-23--FINAL WITH VOTES

Attachments: [2023 ACT-180](#)

A motion was made by ANDERSON, seconded by BARAK, that the subcommittee approve the final list of just the four budget recommendations as edited (finalized as 2023 ACT 180) and to authorize Chair Kigeya to take the final budget recommendations to the Personnel and Finance Committee for budget consideration. The motion carried 6-1, with Maier voting no based on the inclusion of the fourth recommendation. The motion carried by a voice vote.

2. Review for approval of draft report template

The subcommittee ran out of time to address this agenda item. It indicated that this would be an agenda item for review and finalizing at the October meeting.

Staff will update this draft report, including the prioritized recommendations, and send to subcommittee members in advance of the October meeting for review to be prepared for discussion and action at the October meeting.

F. Presentations

NONE

G. Reports to Committee

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

Staff gave a brief update on the progress of the assessment. The consultants are still analyzing the very robust survey/virtual workshop results. There was good response by employees and a lot of extensive open-ended responses.

Staff indicated that a project midpoint summary presentation of preliminary findings will be delivered by Keen Independent Research to the Executive Committee at its meeting on October 12 at 5:00 pm. All members of this subcommittee are invited to attend the hybrid meeting.

H. Future Meeting Items and Dates

The next meeting of the subcommittee will occur at noon on Friday, October 20th.

Chair Kigeya asked that the meeting be moved up from Oct 27th and present subcommittee members indicated that they could attend on October 20th.

I. Public Comment on Items not on the Agenda

NONE

J. Such Other Business as Allowed by Law

NONE

K. Adjourn

**A motion was made by BARAK, seconded by ANDERSON, that the meeting be adjourned. The motion carried by a voice vote.
The meeting adjourned at 1:58 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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