



Dane County

Minutes - Final Unless Amended by Committee

Personnel & Finance Committee

Consider:

Who benefits? Who is burdened?

Who does not have a voice at the table?

How can policymakers mitigate unintended consequences?

This meeting is being conducted on land now known and recognized as Dane County, Wisconsin. We acknowledge that this land is at the same time the ancestral, traditional, & contemporary land of the Ho-Chunk, Sauk & Kickapoo nations.

Monday, February 26, 2024

5:30 PM

Hybrid Meeting: Attend in person at the City County Building in Room 351; attend virtually via Zoom.

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

The February 26, 2024 Personnel & Finance 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 Room 351.

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_s8VT2qLAT_6SB6yAqXG1kg

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:

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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: krohn@countyofdane.com

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.

A. Call To Order

Supervisor Erickson called the meeting to order at 5:33 PM.

Board Chair Miles was present.

YGP Present: Vance

Others Present: Chuck Hicklin, Greg Brockmeyer, Meg Krohn, Supervisor Ratcliff, Adam Heffron, Calvin Barrett, Sam Olson, Lisa MacKinnon, Nick Bubb, Janel Heinrich, Adam Gallagher, Jeff Okazaki, Connie Bettin, Supervisor Brower, Michele Dickinson, Todd Draper, Kabura Mukasa, John Welch, Bonnie Armstrong

Present: 4 - CHUCK ERICKSON, MAUREEN McCARVILLE, MATT VELDRAN and CECELY CASTILLO

Excused: 1 - ELIZABETH DOYLE

B. Consideration of Minutes

- 1. [2023 MIN-497](#) Approval of Minutes - Personnel & Finance February 5, 2024

Attachments: [PF20240205](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Minutes be approved. The motion carried by a voice vote 4-0 (YGP 1-0).

C. Referrals (Resolutions & Ordinance Amendments)

- 1. [2023 OA-074](#) AMENDING CHAPTER 6 OF THE DANE COUNTY CODE OF ORDINANCES, REVISING THE SALARY OF THE COUNTY EXECUTIVE

Sponsors: CHAWLA

Attachments: [2023 OA-074](#)
[2023 OA-074 Fiscal Note](#)

A motion was made by CASTILLO, seconded by MILES, that the Ordinance be recommended for approval. The motion carried by a voice vote 3-0 (McCarville abstained, YGP 1-0).

- 2. [2023 RES-273](#) AWARD OF AGREEMENT TO SHORT-ELLIOT-HENDRICKSON, INC. FOR PROFESSIONAL SERVICES AT THE RNG PLANT

Sponsors: RIPP

Attachments: [2023 RES-273](#)
[2023 RES-273 FISCAL NOTE](#)
[2023 RES-273 CONTRACT #15348](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

- 3. [2023 RES-275](#) AWARD OF AGREEMENT TO SCS ENGINEERS, INC. FOR PROFESSIONAL SERVICES AT THE RNG PLANT

Sponsors: RIPP and ENGELBERGER

Attachments: [2023 RES-275](#)
[2023 RES-275 FISCAL NOTE](#)
[SUB _____ to 2023 RES-275 \(PROPOSED-RIPP\)](#)
[SUB _____ to 2023 RES-275 \(PROPOSED-RIPP\) FISCAL NOTE](#)
[2023 RES-275 CONTRACT #15346](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that Sub. 1 to the resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

4. [2023 RES-277](#) AWARD OF AGREEMENT TO CAMPOS EPC, LLC FOR RNG PLANT PROFESSIONAL SERVICES AT THE RNG PLANT

Sponsors: RIPP and ENGELBERGER

Attachments: [2023 RES-277](#)
[2023 RES-277 FISCAL NOTE](#)
[2023 RES-277 CONTRACT #15347](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

5. [2023 RES-305](#) ACCEPTANCE OF A WDNR PHEASANT STAMP GRANT FOR HABITAT IMPROVEMENTS

Sponsors: CHAWLA and ENGELBERGER

Attachments: [2023 RES-305](#)
[2023 RES-305 FISCAL NOTE](#)
[2023 RES-305 CONTRACT #15308](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

6. [2023 RES-306](#) AUTHORIZING ADDENDUM TO PURCHASE OF SERVICES AGREEMENT WITH ROOTED INC FOR 2024 PLANNING AND IMPLEMENTATION OF GARDENS AT ANDERSON FARM COUNTY PARK

Sponsors: CHAWLA, HUELSEMANN, COLLINS and ENGELBERGER

Attachments: [2023 RES-306](#)
[2023 RES-306 FISCAL NOTE](#)
[2023 RES-306 CONTRACT #14284B](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

7. [2023 RES-307](#) AUTHORIZING PARC & RIDE GRANT AWARDS

Sponsors: CHAWLA and ENGELBERGER

Attachments: [2023 RES-307](#)
[2023 RES-307 FISCAL NOTE](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

8. [2023 RES-310](#) AUTHORIZING AN AGREEMENT WITH SAUK COUNTY AND SAUK CITY FOR WisDOT TAP-STARS GRANT PROGRAM ADMINISTRATION

Sponsors: CHAWLA, RIPP and ENGELBERGER

Attachments: [2023 RES-310](#)
[2023 RES-310 FISCAL NOTE](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

9. [2023 RES-315](#) AWARDING CONTRACT TO BEHAVIORAL CONSULTANTS, INC.

Sponsors: EICHER and ENGELBERGER

Attachments: [2024 RES-315](#)
[2023 RES-315 Fiscal Note](#)
[2023 RES-315 CONTRACT #15341](#)

A motion was made by McCARVILLE, seconded by VELDRAN, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

10. [2023 RES-316](#) AUTHORIZING THE TAX DEEDING OF TAX DELINQUENT PROPERTIES

Sponsors: DOYLE and ENGELBERGER

Attachments: [2023 RES-316](#)
[2023 RES-316 Fiscal INote](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

11. [2023 RES-318](#) AWARD OF CONTRACT FOR ELEVATED BOARDWALK FOR THE WAUCHEETA TRAIL

Sponsors: RIPP, MILES, ENGELBERGER and RITT

Attachments: [2023 RES-318](#)
[2023 RES-318 FISCAL NOTE](#)
[2023 RES-318 CONTRACT #15342](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

12. [2023 RES-322](#) URGING DANE COUNTY'S CONTRACTORS AND VENDORS TO WORK WITH LOCAL, HIGH-ROAD EMPLOYERS

Sponsors: BROWER, ENGELBERGER, HUELSEMANN, DOOLAN, RITT and SMITH

Attachments: [2023 RES 322](#)
[2023 RES-322 \(As Amended by PWT on 2-6-24\)](#)
[2023 RES-322 Fiscal Note](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

13. [2023 RES-323](#) ACCEPTANCE OF A STATE OF WI DEPARTMENT OF NATURAL RESOURCES BLACK EARTH CREEK RESTORATION GRANT

Sponsors: CHAWLA, ENGELBERGER, HUELSEMANN, ROSE, DOOLAN and RITT

Attachments: [2023 RES-323](#)
[2023 RES-323 FISCAL NOTE](#)
[2023 RES-323 CONTRACT #15334](#)

A motion was made by McCARVILLE, seconded by VELDRAN, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

14. [2023 RES-324](#) AUTHORIZING PARC & RIDE GRANT AWARD TO CITY OF MIDDLETON

Sponsors: CHAWLA, ENGELBERGER, HATCHER and RITT

Attachments: [2023 RES-324](#)
[2023 RES-324 FISCAL NOTE](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

15. [2023 RES-325](#) AUTHORIZING A CONTRACT WITH THE GREATER MADISON CONVENTION AND VISITORS BUREAU

Sponsors: RIPP, ENGELBERGER and ROSE

Attachments: [2023 RES-325](#)
[2023 RES-325 FISCAL NOTE](#)
[2023 RES-325 CONTRACT #15331](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

16. [2023 RES-326](#) AUTHORIZING AN AGREEMENT TO ACCEPT GRANT FUNDING FOR TACTICAL EXPLOSIVE BREACHER CERTIFICATION TRAINING

Sponsors: ANDRAE and ENGELBERGER

Attachments: [2023 RES-326](#)
[2023 RES-326 FISCAL NOTE](#)
[2023 RES-326 CONTRACT #15323](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

17. [2023 RES-327](#) URBAN WATER QUALITY GRANT AWARD - CITY OF MIDDLETON

Sponsors: HATCHER, ENGELBERGER, HUELSEMANN and RITT

Attachments: [2023 RES-327](#)
[2023 RES-327 FISCAL NOTE](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

18. [2023 RES-328](#) AUTHORIZING ACCEPTANCE OF GRANT FUNDING FROM THE FY 2023 EDWARD BYRNE MEMORIAL JUSTICE ASSISTANCE GRANT (JAG) PROGRAM

Sponsors: ANDRAE and ENGELBERGER

Attachments: [2023 RES-328](#)
[2023 RES-328 FISCAL NOTE](#)
[2023 RES-328 CONTRACT #15174](#)
[2023 RES-328 AWARD LETTER](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

19. [2023 RES-329](#) AMENDING THE CAPITAL BUDGET TO UPDATE THE CARD ACCESS SYSTEMS AT COUNTY FACILITIES

Sponsors: DOYLE, ENGELBERGER and ROSE

Attachments: [2023 RES-329](#)
[2023 RES-329 FISCAL NOTE](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

20. [2023 RES-330](#) AUTHORIZING RECLASSIFICATION OF THE LAKE MANAGEMENT AND PROJECT COORDINATOR TO LAKE MANAGEMENT SUPERVISOR IN THE LAND & WATER RESOURCES DEPARTMENT

Sponsors: CHAWLA and ENGELBERGER

Attachments: [2023 RES-330](#)
[2023 RES-330 FISCAL NOTE](#)

A motion was made by McCARVILLE, seconded by VELDRAN, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

21. [2023 RES-331](#) AUTHORIZING APPROVAL OF THE NEW LICENSED ESTABLISHMENT FEE SCHEDULES WITH THE 1% INCREASE IN DATCP REIMBURSEMENT FEES

Sponsors: HATCHER and ENGELBERGER

Attachments: [2023 RES-331](#)
[2023 RES-331 Fiscal Note](#)
[Food License Fees](#)
[General License Fees](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

22. [2023 RES-332](#) AMENDING THE PUBLIC HEALTH OPERATING BUDGET TO ACCEPT CENTERS FOR DISEASE CONTROL AND PREVENTION "STRENGTHENING U.S. PUBLIC HEALTH INFRASTRUCTURE, WORKFORCE, AND DATA SYSTEMS" FUNDING FROM THE WI DEPARTMENT OF HEALTH SERVICES

Sponsors: HATCHER, ENGELBERGER, ROSE, HUELSEMANN and SMITH

Attachments: [2023 RES-332](#)
[2023 RES-332 Fiscal Note](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

23. [2023 RES-335](#) AUTHORIZING THE CARRY FORWARD OF FUNDS IN THE EXTENSION DEPARTMENT FOR THE FOOD SYSTEM ASSESSMENT PROJECT

Sponsors: YANG, HUELSEMANN, BROWER, RITT and DOYLE

Attachments: [2023 RES-335](#)
[2023 RES-335 FISCAL NOTE](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

24. [2023 RES-337](#) AWARD OF CONTRACT FOR ROBERTSON ROAD BUILDINGS ENVELOPE IMPROVEMENTS AT 4212 & 4318 ROBERTSON ROAD, MADISON, WI

Sponsors: RIPP

Attachments: [2023 RES-337](#)
[2023 RES-337 FISCAL NOTE](#)
[2023 RES-337 CONTRACT #15343](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

25. [2023 RES-338](#) APPROVING AGREEMENTS FOR AN AFFORDABLE HOUSING PROJECT AT 680 GRAND CANYON DRIVE IN THE CITY OF MADISON DCDHS - HAA DIVISION

Sponsors: WEGLEITNER, HUELSEMANN, BROWER and RITT

Attachments: [2023 RES-338](#)
[2023 RES-338 FISCAL NOTE](#)
[2023 RES-338 CONTRACT #15335](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

26. [2023 RES-339](#) CREATING NEW REVENUE LINE IN DCDHS - BEHAVIORAL HEALTH DIVISION

Sponsors: WEGLEITNER, HUELSEMANN and DOYLE

Attachments: [2023 RES-339](#)
[2023 RES-339 FISCAL NOTE](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

27. [2023 RES-341](#) AMENDING THE 2024 OPERATING BUDGET TO AUTHORIZE PURCHASING OFFICER FOR DCDHS

Sponsors: WEGLEITNER and HUELSEMANN

Attachments: [2023 RES-341](#)
[2023 RES-341 FISCAL NOTE](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution Requiring 2/3rds Vote be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

28. [2023 RES-349](#) APPROVING A CONTRACT AND LEASE WITH DEFYNE, LLC TO OFFER OMBUDS SERVICES TO COUNTY EMPLOYEES

Sponsors: GLAZER, HUELSEMANN, ROSE and RITT

Attachments: [2023 RES-349](#)
[2023 RES-349 FISCAL NOTE](#)
[2023 RES-349 CONTRACT #15337](#)
[2023 RES-349 CONTRACT #15338](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

29. [2023 RES-351](#) ADDENDUM #5 TO THE CONTRACT FOR ENGINEERING DESIGN AND PERMITTING SERVICES FOR THE PROPOSED DANE COUNTY LANDFILL SITE NO. 3

Sponsors: RIPP and RITT

Attachments: [2023 RES-351](#)
[2023 RES-351 FISCAL NOTE](#)
[2023 RES-351 CONTRACT #14888E](#)

A motion was made by McCARVILLE, seconded by CASTILLO, that the Resolution be recommended for approval. The motion carried by a voice vote 4-0 (YGP 1-0).

30. [2023 RES-353](#) SALARY ADJUSTMENTS FOR COUNTY CLERK, REGISTER OF DEEDS, AND TREASURER
- Sponsors:** CHAWLA, ENGELBERGER, GRAY, KEMP, MILES, WEGLEITNER, CASTILLO and COLLINS
- Attachments:** [2023 RES-353](#)
[2023 RES-353 FISCAL NOTE](#)
[Constitutional Officers Memo Final.docx](#)
- Chawla spoke in support.*
- A motion was made by McCARVILLE that the Resolution be postponed to the Personnel & Finance Committee, due back by 3/11/2024. The motion failed for lack of a second.
- A motion was made by CASTILLO, seconded by MILES, that the Resolution be recommended for approval. The motion carried by a voice vote 3-0 (McCarville abstained, YGP 1-0).

D. Items Requiring Committee Action

1. [2023 ACT-255](#) Personnel & Finance - Approval of Bills & Accounts - February 26, 2024
- Attachments:** [BILLS 02-26-24FIN-1](#)
- A motion was made by CASTILLO, seconded by McCARVILLE, that the Action Item be approved. The motion carried by a voice vote 4-0 (YGP 1-0).
2. [2023 ACT-292](#) Request for Exception to Co. Ord. 20.08 - 60 day reporting - Human Services (Wiggins Nov 2023)
- Attachments:** [2023 ACT-292 MEMO to Personnel and Finance Committee \(Nov\)](#)
- A motion was made by CASTILLO, seconded by McCARVILLE, that the Action Item be approved. The motion carried by a voice vote 4-0 (YGP 1-0).
3. [2023 ACT-293](#) Request for Exception to Co. Ord. 20.08 - 60 day reporting - Human Services (Veloan October 2023)
- Attachments:** [2023 act-293 MEMO for Veloan Heidi Oct 23](#)
- A motion was made by CASTILLO, seconded by McCARVILLE, that the Action Item be approved. The motion carried by a voice vote 4-0 (YGP 1-0).
4. [2023 ACT-294](#) Request for Exception to Co. Ord. 20.14 - Per Meal Allowance for Training - Waste & Renewables (RFS Training September 20, 2023)
- Attachments:** [2023 ACT-294 WR Request for Chapter 20 Exception Eco](#)
- A motion was made by CASTILLO, seconded by McCARVILLE, that the Action Item be approved. The motion carried by a voice vote 4-0 (YGP 1-0).

- 5. [2023 ACT-296](#) Request for Exception to Co. Ord. 20.14(4) - Tamara D. Grigsby Office of Equity & Inclusion (Centro Hispano Annual Celebration)

Attachments: [2023 ACT-296 OEI 20.14\(4\) Memo 2-15-24](#)

A motion was made by CASTILLO, seconded by McCARVILLE, that the Action Item be approved. The motion carried by a voice vote 4-0 (YGP 1-0).

- 6. [2023 ACT-299](#) Request for Exception to Co.Ord. 20.08 - 60 Day Reporting Deadline - Human Services (Thao Nov 2023)

Attachments: [2023 ACT-299 THAO NOV 2023](#)

A motion was made by CASTILLO, seconded by McCARVILLE, that the Action Item be approved. The motion carried by a voice vote 4-0 (YGP 1-0).

- 7. [2023 ACT-300](#) Request for Exception to Co.Ord. 20.08 - 60 Day Reporting Deadline - Human Services (Thao Dec 2023)

Attachments: [2023 ACT-300 THAO DEC 2023](#)

A motion was made by CASTILLO, seconded by McCARVILLE, that the Action Item be approved. The motion carried by a voice vote 4-0 (YGP 1-0).

- 8. [2023 ACT-303](#) Request for Waiver of Bid - Public Works - Temporary Parking for Dane County Staff During Jail Construction (Urban Land Interests)

Attachments: [2023 ACT-303 Bid Waiver - PW - ULI - Parking Stall Rental \\$135000](#)

A motion was made by CASTILLO, seconded by McCARVILLE, that the Action Item be approved. The motion carried by a voice vote 4-0 (YGP 1-0).

E. Future Meeting Items and Dates

F. Public Comment on Items not on the Agenda

None

G. Such Other Business as Allowed by Law

None

H. Adjourn

A motion was made by McCARVILLE, seconded by CASTILLO, that the meeting be adjourned at 6:19 PM. The motion carried unanimously.

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.