

**From:** Jones, Felicia  
**Sent:** Thursday, November 02, 2017 3:54 PM  
**To:** Bishop, Byron <[BBishop@cityofmadison.com](mailto:BBishop@cityofmadison.com)>; Davis, Norman <[NDavis@cityofmadison.com](mailto:NDavis@cityofmadison.com)>  
**Cc:** Donahue, Harper <[HDonahue@cityofmadison.com](mailto:HDonahue@cityofmadison.com)>  
**Subject:** RE: EO Mgr and AA Mgr 10-2017.docx

Good Afternoon,

I, also, respectfully disagree with the findings of this position study. It appears that the justification for this placement was based solely on the comparison of my position with that of a unit manager. According to the ordinance, my current position is that of an Affirmative Action Division Manager, in the Affirmative Action Division. It does not appear to reflect the distinction between a unit manager and a division head. I would greatly appreciate the opportunity to discuss these findings. If you have any questions, please feel free to contact me directly.

Regards,

Felicia

**From:** Bishop, Byron  
**Sent:** Thursday, November 02, 2017 2:24 PM  
**To:** Davis, Norman <[NDavis@cityofmadison.com](mailto:NDavis@cityofmadison.com)>; Jones, Felicia <[FJones@cityofmadison.com](mailto:FJones@cityofmadison.com)>  
**Cc:** Donahue, Harper <[HDonahue@cityofmadison.com](mailto:HDonahue@cityofmadison.com)>  
**Subject:** EO Mgr and AA Mgr 10-2017.docx

I am in full disagreement with this review. I do not support nor agree with these findings. It appears that HR has in one area gone way outside the scope of its role by making this process personal and within another area, (done what it has always done), by providing the typical two step reclass rubber stamp without thoroughly conducting a proper position study or review. I question the foot note on my review as to relevance. I also want to know how many other reviews in the last 2-4 years have a foot note attached?

There appears to be an established historical pattern and practice that has been going on for years, making this City of Madison HR process non-objective and completely bias. By Ordinance ALONE, my position as DIVISION HEAD, is classified higher than the HR services manager who is solely responsible for making this Mis-Classification/Re-Classification decision. This decision has been pushed back three times without any real explanation why? The entire process needs to be reviewed to ensure we are making correct decision involving (Mis-classifications, re-classifications and promotions) for Women and People of Color are (right) by our employees, free from discrimination or bias.

I am formally appealing this review and requesting a meeting with the following:  
Norm Davis, Felicia Jones, Harper Donahue

Thank You,



**Byron Bishop**  
**City of Madison Department of Civil Rights**

Equal Opportunities Division Head  
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