

To: All County Board Supervisors  
From: Greg Brockmeyer, Director of Administration  
RE: Medical Examiner's Office

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After reading the article in the WSJ this morning on the Medical Examiner's Office, I thought I would reach out to you to provide you with some additional information on the matter. As we have recently witnessed at the Henry Vilas Zoo, there are a number of employees at the Medical Examiner's Office who have concerns about their workplace environment. Those concerns were investigated and addressed in 2020 by the Office of Equity and Inclusion and Employee Relations. After a thorough investigation was conducted, a report was written and changes were implemented. As with the Zoo, some employees were not pleased with the results of the investigation and expressed ongoing, previously investigated and addressed concerns to their Employee Group Representative who shared those with the reporter.

The article also referenced interactions between the Medical Examiner's Office and other counties that occurred in 2013; almost a decade ago. As Dr. Tranchida mentioned in his email to the reporter, transitioning from an elected Coroner's Office to a physician directed Medical Examiner's Office can be very difficult. The process involves changing policies, office practices, and the procedures related to death investigations and examinations. Certainly changes of that magnitude will have a direct impact on employees who have been doing things a different way for decades. While I do appreciate their comments and have respect for how they perceived those workplace changes, addressing them ten years after the fact is not possible.

The reporter also quoted two of our former forensic pathologists and detailed some of their concerns with the Medical's Examiner's Office. While I cannot discuss any employee's medical condition, I can say that I have complete faith in the professionalism and the empathy displayed by our Chief Medical Examiner(s) towards the other forensic pathologists and staff. Dane County is incredibly fortunate to have Dr. Rogalska, Dr. Tranchida, and Barry Irmien working tirelessly on our team and I was saddened to see an article that was so devoid of the facts. In this case it appears that media fell short of reporting the truth while telling this story.

In the WSJ Article, Chair Miles was quoted as saying that the Board will examine a reporting system that left employees afraid to speak out. In this instance, the County interviewed almost all of the Medical Examiner's employees and gave them all a chance to privately express any concerns that they may have had. The County takes all complaints against employees seriously, even anonymous complaints and investigates those complaints promptly and in a manner that seeks to bring parties together while moving forward as a team. The County's five page policy on addressing complaints against county employees is very detailed and gives those conducting an investigation specific directives. Additionally, the County makes all employees aware of our non-retaliation policy. As in any dispute or workplace concern, there will be parties that disagree with the findings.

Lastly, I wanted to let you know that I have added a webpage to the Administration website that will host a variety of documents related to issues facing Dane County and the Administration. For purposes of transparency, I invite anyone to review the documents posted. If you or one of your constituents have an interest in understanding the perspective of the Medical Examiner's Office, I have posted the 2020 investigation results; the County's Complaint against a County Employee policy; and the emails from Dr.

Tranchida, Dr. Rogalska, and Barry Irmen that were sent to the reporter of the WSJ article. Those documents can be found here: <https://admin.countyofdane.com/News-from-the-Director>

Thank you,

A handwritten signature in black ink that reads "Greg Brockmeyer". The signature is written in a cursive style with a large initial "G".

Greg Brockmeyer, Director  
Dane County Dept. of Administration  
Madison, Wis.  
City-County Building, Room 425  
(608) 266-4519

<https://admin.countyofdane.com/>