

ROCK COUNTY, WISCONSIN

AMENDED 9/10/18



COUNTY BOARD STAFF COMMITTEE  
TUESDAY – SEPTEMBER 11, 2018 – 4:00 P.M.  
CONFERENCE ROOM N-1 – FIFTH FLOOR  
ROCK COUNTY COURTHOUSE-EAST

Agenda

1. Call to Order
2. Approval of Agenda
3. Citizen Participation, Communications and Announcements
4. Approval of Minutes – August 28, 2018
5. Transfers
6. Review of Payments
7. Resolutions
  - A. Eliminating 2.0 FTE Clerk Typist II and 1.0 FTE Clerk Typist III Positions and Creating 3.0 FTE Administrative Assistant Positions
  - B. Adding 2.0 FTE Behavioral Health Clinicians Designated for School Based Diversion Project
8. Committee Action and Updates
  - A. Review and Possible Action on Policy 5.31, Overtime, Flex and After Hours Payments
  - B. Discussion and Possible Action on Opioid Litigation Op-Ed
  - C. Update on Town of Beloit Incorporation
9. **EXECUTIVE SESSION: Per Section 19.85(1)(g) – Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.**
10. Adjournment

The County of Rock will provide reasonable accommodations to people with disabilities. Please contact us at 608-757-5510 or e-mail [countyadmin@co.rock.wi.us](mailto:countyadmin@co.rock.wi.us) at least 48 hours prior to a public meeting to discuss any accommodations that may be necessary.

**COMMITTEE REVIEW REPORT**  
FOR THE MONTH OF AUGUST 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
00-0000-0063-29663	W C TRUST	P1800067	08/30/2018	MINUTE MEN HR MANAGEMENT OF WI	2,850.00
<b>ISF-SELF INS PROG TOTAL</b>					<b>2,850.00</b>

I have reviewed the preceding payments in the total amount of \$2,850.00

Date: \_\_\_\_\_

Dept Head \_\_\_\_\_

Committee Chair \_\_\_\_\_

**COMMITTEE REVIEW REPORT**  
FOR THE MONTH OF AUGUST 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
03-1110-0000-63100	OFC SUPP & EXP	P1801846	08/16/2018	US BANK	19.18
03-1110-0000-63107	PUBL & LEGAL	P1800068	08/02/2018	BLISS COMMUNICATIONS INC	1,055.83
03-1110-0000-64904	SUNDRY EXPENSE	P1801846	08/16/2018	US BANK	17.95
<b>COUNTY BOARD PROG TOTAL</b>					<b>1,092.96</b>

I have reviewed the preceding payments in the total amount of \$1,092.96

Date: \_\_\_\_\_

Dept Head \_\_\_\_\_

Committee Chair \_\_\_\_\_

**COMMITTEE REVIEW REPORT**  
FOR THE MONTH OF AUGUST 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
06-1620-0000-63100	OFC SUPP & EXP				
		P1800114	08/09/2018	STAPLES BUSINESS ADVANTAGE	14.51
		P1800991	08/30/2018	OFFICE PRO INC	9.91
		P1802067	08/02/2018	PACER SERVICE CENTER	16.30
<b>CORPORATION COUNSEL PROG TOTAL</b>					<b>40.72</b>

I have reviewed the preceding payments in the total amount of **\$40.72**

Date:

Dept Head \_\_\_\_\_

Committee Chair \_\_\_\_\_

**COMMITTEE REVIEW REPORT**  
FOR THE MONTH OF AUGUST 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
08-1420-0000-61920	PHYSICALS		08/02/2018	ILLINOIS STATE POLICE	128.00
		P1800119	08/16/2018	WISCONSIN DEPARTMENT OF JUSTIC	260.10
		P1802239	08/30/2018	MERCY HEALTH SYSTEM	138.00
08-1420-0000-63100	OFC SUPP & EXP				
		P1801806	08/16/2018	US BANK	63.69
08-1420-0000-63200	PUBL/SUBCR/DUES				
		P1801806	08/16/2018	US BANK	209.00
08-1420-0000-64200	TRAINING EXP				
		P1802065	08/02/2018	LEADERSHIP DEVELOPMENT ACADEMY	1,200.00
08-1420-0000-64215	RECRUITMENT				
		P1801806	08/16/2018	US BANK	87.90
		P1802084	08/02/2018	STATE BAR OF WISCONSIN	440.00
08-1420-0000-64417	RH EXPENSES				
			08/02/2018	ILLINOIS STATE POLICE	16.00
		P1800119	08/16/2018	WISCONSIN DEPARTMENT OF JUSTIC	45.90
<b>HUMAN RESOURCES PROG TOTAL</b>					<b>2,588.59</b>

**COMMITTEE REVIEW REPORT**  
FOR THE MONTH OF AUGUST 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
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I have reviewed the preceding payments in the total amount of \$2,588.59

Date: \_\_\_\_\_ Dept Head \_\_\_\_\_  
Committee Chair \_\_\_\_\_

COMMITTEE REVIEW REPORT  
FOR THE MONTH OF AUGUST 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
19-1910-0000-65103	PUBLIC LIABILITY				
		P1801887	08/30/2018	STRANG PATTESON RENNING LEWIS	6,865.78
		P1802077	08/02/2018	WISCONSIN STATE PROCESS AND IN	55.00
		P1802078	08/02/2018	HERRICK AND KASDORF LLP	1,000.00
		P1802167	08/16/2018	MORGAN, ANNE	75.00
<b>PROPERTY &amp; LIABILITY INSURANCE PROG TOTAL</b>					<b>7,995.78</b>
19-1932-0000-64904	SUNDRY EXPENSE				
		P1801807	08/30/2018	US BANK	60.22
		P1802074	08/02/2018	ROTARY GARDENS INC	237.00
<b>EMPLOYEE RECOGNITION ACTIVITY PROG TOTAL</b>					<b>297.22</b>

I have reviewed the preceding payments in the total amount of \$8,293.00

Date: \_\_\_\_\_ Dept Head \_\_\_\_\_

Committee Chair \_\_\_\_\_

RESOLUTION NO. \_\_\_\_\_

AGENDA NO. \_\_\_\_\_

RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS

David O'Leary  
INITIATED BY

County Board Staff Committee  
SUBMITTED BY



Renee Grover  
DRAFTED BY

August 30, 2018  
DATE DRAFTED

ELIMINATING 2.0 FTE CLERK TYPIST II AND 1.0 FTE CLERK TYPIST III POSITIONS AND  
CREATING 3.0 FTE ADMINISTRATIVE ASSISTANT POSITIONS

- 1 WHEREAS, the District Attorney's Office has requested these personnel actions in the 2019 budget;  
2 and  
3  
4 WHEREAS, having Clerk Typist II positions perform receptionist duties and a Clerk Typist III position  
5 handle the subpoena clerk function limits the flexibility of our office to cross train staff and increase the  
6 responsible level of work performed; and  
7  
8 WHEREAS, the subpoena function is an important and time sensitive function in our office and when  
9 this position is vacant or using benefit time, training, or otherwise absent the Legal Support Specialists  
10 are then tasked with managing subpoenas in lieu of other important case management tasks; and  
11  
12 WHEREAS, the Victim Witness Division and the Deferred Prosecution Division both utilize  
13 Administrative Assistants to perform a variety of administrative, clerical and reception duties; and  
14  
15 WHEREAS, the elimination of the different tier positions and the creation of three (3) Administrative  
16 Assistants will allow our office to better utilize staff able to perform all current duties of the front desk,  
17 subpoena clerk, e-referral traffic, and other duties as assigned; and  
18  
19 WHEREAS, we currently have a vacancy in the Clerk Typist III position which would be futile to fill  
20 when the position is requested to be eliminated the beginning of 2019 and the short staffing is putting  
21 more strain on the Legal Support Specialists and remaining clerical staff; and  
22  
23 WHEREAS, there are funds available for the small increase in salary costs associated with the higher  
24 paid positions of Administrative Assistants for the last two months of 2018 due to the vacancies and  
25 turnover we have experienced; and  
26  
27 WHEREAS, the effective date of this action should be November 3, 2018 as this is the last day of a pay  
28 period and provides sufficient time for Human Resources to provide required notices and to begin the  
29 recruitment process for the new Administrative Assistant positions.  
30  
31 NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly  
32 assembled this \_\_\_\_\_ day of \_\_\_\_\_, 2018 does hereby eliminate the two (2) Clerk Typist II and  
33 one (1) Clerk Typist III positions and create three (3) Administrative Assistant Positions and that this  
34 action take effect on November 3, 2018.



ELIMINATING TWO (2) CLERK TYPIST II AND ONE (1) CLERK TYPIST III POSITIONS AND  
CREATING THREE (3) ADMINISTRATIVE ASSISTANT POSITIONS

Page 2

COUNTY BOARD STAFF COMMITTEE

\_\_\_\_\_  
J. Russell Podzilni, Chair

\_\_\_\_\_  
Mary Mawhinney, Vice Chair

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Richard Bostwick

\_\_\_\_\_  
Henry Brill

\_\_\_\_\_  
Betty Jo Bussie

\_\_\_\_\_  
Louis Peer

\_\_\_\_\_  
Alan Sweeney

\_\_\_\_\_  
Terry Thomas

\_\_\_\_\_  
Bob Yeomans

PUBLIC SAFETY AND JUSTICE COMMITTEE

\_\_\_\_\_  
Mary Beaver, Chair

\_\_\_\_\_  
Phillip Owens, Vice Chair


\_\_\_\_\_  
Terry Fell

\_\_\_\_\_  
Kara Hawes

\_\_\_\_\_  
Brian Knudson


FISCAL NOTE:

The increase in salaries will be funded by vacancies for 2018. The higher cost positions will be need to be included in the 2019 budget.

  
Sherry Oja  
Finance Director

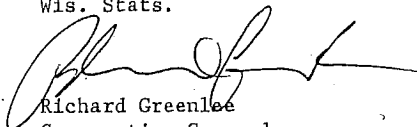
ADMINISTRATIVE NOTE:

Recommended.

  
Josh Smith  
County Administrator

LEGAL NOTE:

The County Board is authorized to take this action pursuant to §59.22(2), Wis. Stats.

  
Richard Greenlee  
Corporation Counsel

## EXECUTIVE SUMMARY

As part of a reorganization of our office we have requested in the 2019 Budget to eliminate the two Clerk Typist 2 positions and the Clerk Typist 3 position and replace with 3 Administrative Assistants. Each will have primary duties but will be trained to perform all of the duties assigned to Administrative Assistants. These duties will include all the current receptionist and subpoena clerk duties with additional responsibilities such as some dictation, e-filing queue management, traffic intake, file pulling and check off for court, all e-referred case entry and may include other case entry or closed case scanning or other duties as required. Having these 3 positions mirrored will reduce or eliminate these duties being pushed back onto Legal Support Specialists when a position is vacant or during vacations or sick leave. Volumes of new reports, traffic, subpoena work, etc. have peaks and lows and having a team of three working together to perform all of these duties will allow work flow to be more consistent for all. Another advantage to this restructure is that with the additional responsibilities we are teaching our entry level staff more skills which would make them better prepared to transition to Legal Support Specialists when openings occur. However, we currently have a vacancy in the Clerk Typist III position. It is not realistic to hire for a position slated to end in four months yet the duties of this position are vital and time sensitive putting additional strain on the Legal Support Specialists. Currently slightly over 50 percent of our Legal Support Specialists are being trained or doing the training and keeping this position unfilled until 2019 is burdensome. Due to the vacancies there is money in our budget to cover the additional wages of the new positions for the last 2 months of the year. We are requesting the change occur on November 3, 2018 which realistically allows enough time for required notices and recruitment for the new positions and will let us fill these positions sooner.

RESOLUTION NO. \_\_\_\_\_

AGENDA NO. \_\_\_\_\_

RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS

Katherine Luster  
INITIATED BY

Human Services Board  
SUBMITTED BY



Greg Winkler  
DRAFTED BY

July 26, 2018  
DATE DRAFTED

**Adding 2.0 FTE Behavioral Health Clinicians Designated for School Based Diversion Project**

- 1 WHEREAS, youth with mental health conditions are more likely to have police contact and thereby be
- 2 referred into the juvenile justice system; and,
- 3
- 4 WHEREAS, these referrals often lead to increased future risk of involvement in the criminal justice
- 5 system and less focus on adequate behavioral health treatment; and,
- 6
- 7 WHEREAS, youth with mental health needs and lower criminogenic risk are better served in treatment
- 8 programs that address the root causes of their behaviors; and,
- 9
- 10 WHEREAS, School Based Diversion programs are proven to decrease unnecessary entry into juvenile
- 11 justice systems; and,
- 12
- 13 WHEREAS, Rock County is partnering with the Beloit School District and the Beloit Police Department
- 14 to begin School Based Diversion services on September 4, 2018; and,
- 15
- 16 WHEREAS, there is a need for services to provide treatment following the School Based Diversion
- 17 referrals; and,
- 18
- 19 WHEREAS, the success of the School Based Diversion program will be dependent upon the immediate
- 20 availability of treatment following the assessment recommendations, and treatment services for youth in
- 21 the community are often difficult to access; and,
- 22
- 23 WHEREAS, the Human Services Department requests that the County Board approve the addition of 2.0
- 24 FTE Behavioral Health Clinicians for the Comprehensive Community Services (CCS) Program to
- 25 provide treatment services for School Based Diversion (SBD) clients; and,
- 26
- 27 WHEREAS, these positions are cost-neutral due to the funding structure of CCS at the state level.
- 28
- 29 NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled
- 30 this \_\_\_\_\_ day of \_\_\_\_\_, 2018 does hereby approve the Department to create 2.0 FTE
- 31 Behavioral Health Clinicians for the School Based Diversion program.

Respectfully submitted,

HUMAN SERVICES BOARD

\_\_\_\_\_  
Brian Knudson, Chair

\_\_\_\_\_  
Sally Jean Weaver-Landers, Vice Chair

\_\_\_\_\_  
Stephanie Aegerter

\_\_\_\_\_  
Vicki L. Brown

\_\_\_\_\_  
Terry Fell

\_\_\_\_\_  
Ashley Kleven

\_\_\_\_\_  
Kathy Schulz

\_\_\_\_\_  
Terry Thomas

\_\_\_\_\_  
Shirley Williams

COUNTY BOARD STAFF COMMITTEE

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\_\_\_\_\_  
Mary Mawhinney, Vice Chair

\_\_\_\_\_  
Richard Bostwick

\_\_\_\_\_  
Henry Brill

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Bob Yeomans

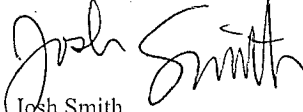
FISCAL NOTE:

The cost of these positions are funded by Medicaid reimbursement.

  
Sherry Oja  
Finance Director

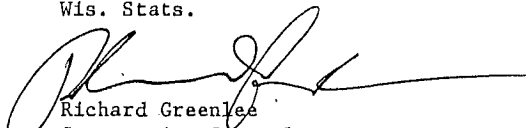
ADMINISTRATIVE NOTE:

Recommended.

  
Josh Smith  
County Administrator

LEGAL NOTE:

The County Board is authorized to take this action pursuant to §59.22(2), Wis. Stats.

  
Richard Greenlee  
Corporation Counsel

## Executive Summary

### **Adding 2.0 FTE Behavioral Health Clinicians Designated for School Based Diversion Project**

Rock County Human Services has partnered with the Beloit School District and the Beloit Police Department to develop the School Based Diversion program starting on September 4, 2018. This resolution creates Behavioral Health Clinician positions within the Comprehensive Community Services Program (CCS) to support access to care for youth through this initiative. The focus of this program is to divert youth from the juvenile justice system when there are unmet behavioral health needs contributing to the risk for arrest and/or referral to juvenile justice system. Youth who are referred to the police and then to juvenile justice have an increased risk of repeated criminal behavior while youth who engage in treatment are better able to manage mental health conditions that contribute to disruptive behavior. This resolution provides a treatment alternative that is more likely to meet the needs of these youth.

When a youth is at risk for arrest in school, a brief assessment will be conducted to assess for mental health needs. If the assessment supports the need for mental health services, the student will be referred for behavioral health treatment as a diversion from arrest. The addition of two Behavioral Health Clinicians in the CCS program will significantly increase access to care for the identified youth, so the root cause of the behavior problems can be adequately addressed. Comprehensive Community Services is a program that is well suited to serve youth at risk of juvenile justice involvement because CCS provides services that include treatment, skill development, and psychoeducation for family members, and case management supports.

Because Comprehensive Community Services is fully funded by Medicaid, the addition of these positions is cost neutral in the Human Services Department Budget.

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Overtime for Unilateral Employees.

**Comp time used will not be considered as hours worked for the purpose of computing overtime.**

- (A) Unilateral A employees are eligible for overtime compensation on a time and one-half basis over forty hours per week.

Employees may be paid in compensatory time off or in cash payment upon the request of the employee and subject to appropriate federal laws, budgetary and work scheduling limitations and approval of the Department Head.

- (B) Unilateral B Employees (those employees in the following job classifications) shall be eligible for overtime compensation on a straight time basis over forty hours per week.

Employees may be paid in compensatory time off or in cash payment upon the request of the employee and subject to appropriate federal laws, budgetary and work scheduling limitations and the approval of the Department Head:

Assistant to the Information Technology Director  
Communications Center Shift Supervisor  
Computer Programmer/Analyst I  
Computer Programmer/Analyst II  
GEO Application Specialist  
Materials & Environmental Services Manager  
Mobility Manager  
Network Support Administrator  
Network Technician  
Office Manager  
Payroll Coordinator/Manager  
Planner I  
Planner II  
Planner III  
Public Safety Systems Manager  
Public Works Accounting Supervisor  
Public Works Superintendent  
Sanitarian I  
Senior Conservation Specialist

Shop Superintendent  
Victim/Witness Specialist

(C) Unilateral C employees, shall not be eligible for overtime. The only exceptions would be:

- (1) in the case of an employment services agreement, which contained such a provision; and
- (2) employees in the following job classifications who are eligible for overtime compensation on a time and one-half basis over forty hours per week:

Assistant Food Service Manager  
Food Services Manager  
Nursing Supervisor  
Admission Nurse  
YSC Supervisor

Full-time, FLSA exempt (salaried), employees classified as "Unilateral C" shall exercise discretion over the methods and manners in which they effectively utilize work time. Exempt employees are expected to average not less than forty (40) hours of work per week. They may be required to attend regular or special meetings, or events, to perform other services outside of regular working hours. In return for these services, these employees may take time off when the workload of the office permits. It is not the intent of this provision to allow time off on an hour for hour basis, which means that "Unilateral C" employees shall take no more than eight (8) hours off per calendar week for hours worked in excess of forty (40) hours, without approval of their supervisor.

All employees shall keep accurate accounts of all hours worked, on time sheets promulgated by the County.

Flex time may be used contiguous to any other paid benefit time (vacation, sick leave, holiday, etc.).

Flex time is intended to allow some flexibility in work schedules. It is not intended to be an hour-for-hour exchange. Under no circumstances will compensation be paid for any additional time upon separation, termination, resignation or any other departure for any exempt salaried employee.

Any violations or abuse of this Policy shall be reported to the Human Resources Director for appropriate disciplinary action, up to and including termination.

- (D) The accumulation of compensatory time off for unilateral employees shall not exceed eighty hours. Compensatory time must be taken in the calendar year in which it was generated or it will be paid out on the last paycheck of the calendar year.

- (E) Overtime for unilateral employees shall be approved in advance by a Department Head or supervisor and reviewed periodically by the Human Resources Director. Overtime shall be kept to a minimum and shall be utilized to relieve specific occasional peak workloads or emergencies.
- (F) Overtime for unilateral employees shall be scheduled as fairly and equally as practicable among employees based on their qualifications to perform the job.
- (G) Unilateral Employees in the classifications of Human Services Supervisors I and II assigned after-hours on-call responsibility for Child Protective Services or Mental Health Services oversight shall receive one hour of pay or compensatory time for each weekday and two hours for each 24-hour period for weekend coverage. For purposes of this section, "weekend coverage" shall include Friday, Saturday, and/or Sunday.
- (H) The Communication Center Operations Manager and the Information Technology employee who is on-call for the Communication Center shall receive four hours of pay for each week of on-call coverage.
- (I) Unilateral Employees in the classification of Nursing Supervisor shall be eligible for overtime compensation on a time and one-half basis over eight (8) hours per day, forty (40) hours per week in compensatory time off, or in cash payment upon the request of the employee and subject to appropriate federal laws, budgetary and work scheduling limitations and approval of the Department Head.
- (J) Employees in the Public Works Department in the classifications of Storekeeper, Public Works Superintendent, Shop Superintendent, and Assistant Public Works Director who is on call for Public Works shall receive four hours of pay for each week of on-call coverage.
- (K) A Council on Aging employee whose job requires the ability to be reached after hours for the transportation program will follow the procedure listed below:
  - a. After hours are designated as:
    - Monday, thru Friday 6:00 am to start of shift and end of shift to 6:30pm
    - Saturday 8:45am-6:30pm
  - b. Compensation for on-call hours will be paid as follows:
    - 1. The on call worker is compensated at a rate of \$3.50 per hour while on call.

The following language only applies to employees who are in job classes that were covered by the following collective bargaining agreements on December 31, 2011:

The following are exceptions to the County Ordinance, which provides for overtime compensation on a time and a one-half basis over forty hours per week. Comp time used will not be considered as hours worked for the purpose of computing overtime.



If an employee and the employer agree to a flexible schedule within a two (2) week payroll period, which causes the employee to work in excess of eight (8) hours per day or forty (40) hours per week, the overtime provision does not apply until over eighty (80) hours in a two (2) week payroll period.

(AFSCME 1077)

(Public Works) Employees shall be expected to respond to a call and report to work outside their respective regular and normal schedule of daily work hours. When an Employee is off duty and directed to report to work outside of his/her regular and normal schedule of daily work hours, he/she shall receive time and one-half of his/her hourly rate of pay for all hours actually worked, provided that in the event he/she works less than two hours, he/she shall, nevertheless receive time and one-half his/her hourly rate of pay for a two hour period of time; further provided, that the aforesaid two hour minimum call-in provision of this section shall apply only if the Employee called into work is sent home prior to the commencement of his/her next regular and normal schedule of daily work hours, in which event the hours actually worked as a result of such call-in shall not be considered a part of the regular and normal schedule of daily work hours.

Any airport Employee required by management to carry a pager during non-work hours will be compensated at the rate of \$75.00 per week for each week that the Employee carries the pager.

(Facilities Management) Each regular full-time Employee shall receive time and one-half of his/her hourly wage rate for all hours worked in excess of eight hours per day, or forty hours per week. In the event an Employee is off duty and called in to work in excess of eight hours per day, he/she shall be paid a minimum of time and one-half for two hours.

Employees shall be expected to respond to a call to work outside their respective regular and normal schedule of daily work hours. When an Employee is off duty and directed to report to work outside of his/her regular and normal schedule of daily work hours, he/she shall receive time and one-half of his/her hourly rate of pay for all hours actually worked, provided that in the event he/she work less than two hours, he/she shall, nevertheless receive time and one-half his/her hourly rate of pay for a two-hour period of time; further provided, that the aforesaid two-hour minimum call-in provision of this section shall apply only if the Employee called into work is sent home prior to the commencement of his/her next regular and normal schedule of daily work hours, in which event the hours actually worked as a result of such call-in shall not be considered a part of the regular and normal schedule of daily work hours.

Any Maintenance Staff at the Youth Services Center, Rock Haven, or the Jail that is required by management to carry a pager during non-work hours will be compensated at the rate of \$75.00 per week for each week that the Employee carries the pager.

(AFSCME 2489)

1.01 Section B. Each regular full-time employee shall receive time and one-half his/her hourly wage or time and one-half compensatory time off for all hours worked in excess of eight hours per day or forty hours per week; time and one-half compensatory time off shall be taken within the calendar year in which it was earned.

In order to accommodate Family Skills Specialists and Family Service Coordinators, who sometimes work past 5:00 pm in order to meet the needs of the clients they serve, full-time employees shall have some flexibility in scheduling and receiving time and one-half their hourly wage or time and one-half compensatory time off for all hours worked in excess of forty hours per week.

(AMHS RH)

14.01 (E) Registered Nurses volunteering to pick up open shifts and/or volunteer to work on short notice as a result of call-offs, shall receive one and one-half times the regular rate of pay for such duty.

14.03 Overtime Pay.

1. All hours worked in excess of forty hours per week by regular full-time employees of the Social Work Division shall be compensated at the rate of time and one-half the regular rate of pay, or time and one-half compensatory time, at the option of the employee.
2. All hours worked in excess of eight hours per day, or forty hours per week, by members of the Nurses Division shall be compensated at the rate of time and one-half the regular rate of pay.

The only exception would be those Nurses assigned to the night shift who will receive overtime after 8 hours in a day and 80 hours in a pay period.

Overtime pay may be taken in cash or time and one-half compensatory time off, at the option of the employee.

(AFSCME 1258)

C. Overtime and Comp Time: Time and one-half shall be paid for all time worked over eight hours per day and forty hours per week. The only exception would be those Full Time Employees assigned to the night shift who will receive overtime after 8 hours in a day and 80 hours in a pay period.

Employees will be permitted to accumulate up to eighty hours of compensatory time. Employees may, with the Department Head's approval, elect to take compensatory time off. An employee may use compensatory time on weekend shifts, but only when they arrange for their own replacement to cover their shift at straight-time wages (except for the four hours of overtime that naturally occur in a regular twelve-hour shift). Up to forty (40) hours of unused compensatory time will be carried over into the following year. Each year, as of December 31, accumulated compensatory time in excess of forty (40) hours will be paid.

In order to accommodate non-crisis Psychiatric Technicians within the Human Services Department who sometimes work past 5:00 pm in order to meet the needs of the clients they serve,

full-time employees shall have some flexibility in scheduling and receiving time and one-half their hourly wage or time and one-half compensatory time off for all hours worked in excess of forty hours per week.

(SEIU NURSES)

Section B. Overtime. The Employer shall have the right to require reasonable overtime work in the Rock County Health Department from all employees governed by this labor agreement, if the Employer is unable to find volunteers to work overtime. Each employee shall have the right of refusal on three occasions where a request for overtime work has been made by the Assistant Director. Occasions where the most senior employees refuse such overtime work consistent with this provision, the least senior employee of the unit shall be required to perform the overtime work. Refusals shall not apply to required evening and weekend meetings.

All time worked in excess of forty (40) hours per week shall be paid at the rate of one and one-half times the employee's regular salary. When the employee is required to attend an evening or weekend meeting, this shall be considered overtime. Overtime compensation shall be paid in cash or compensatory time off at the rate of time and one-half as the employee may elect, with the approval of the Assistant Director. Employees shall be permitted to accumulate up to forty (40) hours of compensatory time in a "comp time bank". Each year, as of December 31, accumulated compensatory time in excess of twenty (20) hours will be paid on the next pay period.

Section C. An employee required by management to carry a pager shall be compensated at the rate of two dollars and fifty cents (\$2.50) per hour. If the employee is required to report to work while carrying a pager, the employee will be paid the greater of two (2) hours pay paid at time and one-half or pay for time actually worked paid at time and one-half. The employee shall also be reimbursed for mileage which is in excess of the distance which she/he travels from his/her residence to the Rock County Public Health Department at the mileage rate specified by the Internal Revenue Service. The two hour minimum pay provision shall apply only if the employee called into work is sent home prior to the commencement of his/her next regular schedule of daily work hours. Any employee will be required to carry a pager only in the event of an emergent public health need.

(YSC)

Employees working overtime shall be compensated at a rate of time and one-half the regular rate of pay, or time and one-half in compensatory time, at the option of the employee, not to exceed a total of sixty (60) hours in a calendar year, for any hours worked over eight and one half (8 ½) in one day or any hours worked outside of their normal 5/2 – 5/3 work schedule.

Please see Policy 5.04: Compensatory Time, for information regarding the use of comp time.

(AMHS HSD)

14.03. Overtime Pay.

1. For employees working an eight (8) hour day, all hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be compensated at the rate of time and one-half the regular rate of pay, or time and one-half compensatory time, at the option of the employee.

For employees working a ten (10) hour day schedule, all hours worked in excess of ten (10) hours per day or forty (40) hours per week shall be compensated at the rate of time and one-half the regular rate of pay, or time and one-half compensatory time, at the option of the employee.

2. In order to accommodate the specified needs of an HSD client, or insure the fidelity of a treatment model for an HSD client and stay in compliance with state statutes with respect to the care, treatment or supervision of HSD clients, or as a means to prevent the removal of an adult, child or youth from the community, staff may sometimes need to report to work before or stay after their normally scheduled work hours.

If an employee and the employer agree to a flexible schedule within a two (2) week payroll period, which causes the employee to work in excess of eight (8) hours per day, the eight (8) hour overtime provision does not apply.

3. An employee who is designated for after-hours coverage is not eligible for time and one-half until the end of his/her regularly scheduled shift.

**Child Protective Services Division**

After-hours procedures for those employees whose job duties require carrying an after-hours cell phone are generally as follows:

After hours are designated as:

Monday, 5:00 pm to Tuesday, 8:00 am	(15 hrs.)
Tuesday, 5:00 pm to Wednesday, 8:00 am	(15 hrs.)
Wednesday, 5:00 pm to Thursday, 8:00 am	(15 hrs.)
Thursday, 5:00 pm to Friday, 8:00 am	(15 hrs.)
Fri. 5 p.m.-Sat. 8 a.m.	(15 hrs.)
Sat. 8 a.m.-Sat. 5 p.m.	(9 hrs.)
Sat. 5 p.m.-Sun. 8 a.m.	(15 hrs.)
Sun. 8 a.m.-Sun. 5 p.m.	(9 hrs.)
Sunday, 5:00 pm to Monday, 8:00 am	(15 hrs.)

The County will provide the designated after-hours cell phones to employees on call during after-hours.

An initial after-hours schedule will be established covering a minimum three (3) month period of time. Using seniority, employees within the Division who have been designated by the County as trained may sign up for after-hours duty on a daily or weekly basis for after-hours shifts during the scheduled period. The maximum number of days scheduled in succession will not exceed seven (7) days. For those trained employees who sign up for and keep at least one shift, will be exempt from being mandated to an assigned after-hours shift. If no employee signs up for a shift, employees who have not signed up and fulfilled a shift will be assigned on a rotating basis starting with the least senior qualified trained employee.

Employees who have the qualifications and training may be designated to respond to after-hours duties during their off hours will be paid at the applicable overtime rate.

Each documented Afterhours Access report involving a separate family will be compensated at a one hour minimum. Actual time over the hour will be compensated at time and one-half. Compensation for phone calls on currently open cases will be handled in the same manner.

A back-up pool of qualified and trained employees will be established to provide coverage if the employee scheduled is unavailable.

When an employee is off duty and directed to report to work by a supervisor outside of his/her normal schedule he/she will receive time and one-half of his/her hourly rate of pay for all hours actually worked. The two-hour minimum call-in provision may apply only if the employee called into work is sent home prior to the commencement of his/her next regular and normal schedule of daily work hours.

If an employee receives an off-duty phone call and performs services for the County without leaving home, the employee will receive time and one-half of his/her hourly rate of pay for all hours actually worked

In addition to the normal scheduled work hours, employees will be paid \$3.50 per hour for hours they are on call. Employees will be paid \$5.75 per hour for hours they are on-call on holidays. No employee will be required to take after hours duty for both Thanksgiving and Christmas holidays in the same year or for the same of those holidays in successive years.

### **Crisis Intervention**

If a part-time employee is called in to cover a vacant shift, the employee shall be paid at a straight time rate until they reach eight (8) hours in a day. If he/she receives less than four hours advance notice of such assignment, he/she shall receive one and one-half his/her regular pay for their entire shift.

Compensation for on-call hours will be paid as follows:

- a. The on call Crisis worker is compensated at a rate of \$3.50 per hour while on call.

- b. The on call worker is compensated at a rate \$5.75 per hour on holidays while on call.
- c. The on call worker is compensated at straight time for the actual time worked on a documented call/response until they have worked eight (8) hours per day, or forty (40) hours in a week. Overtime hours will be compensated at a rate of time and one-half their hourly wage.

## Who's Responsible for America's Deadly Addiction?

Do you remember the last time you didn't hear a heartbreaking story about the opioid epidemic, whether in a news article, on social media, or worse, directly from someone you know and love?

Most of us can't.

That's because the opioid industry-created public health crisis is in every single one of our communities.

The opioid epidemic transcends all social demographics. Age, race, gender, income, political persuasion—no one is immune.

We're in the eye of a public health storm that, according to the CDC, steals more than 115 American lives each day, 42,000 per year. One that, without broad, paradigm-shifting reforms and changes, will rage on.

Across the country, the calls to fight back are deafening. Local leaders, families, and advocates have said "enough is enough." Elected officials in Washington are coming to the table to curb opioid addiction, state legislatures and governors are taking action, and health care providers are understanding that prevention, treatment, and recovery programs are a need, not a choice.

Our communities on the front lines, despite being decimated and drained of resources, we are doing everything we can to get the crisis under control. But we need help.

We represent the hundreds of counties, towns, and municipalities that are seeking help through the civil justice system, in a federal process called "Multidistrict Litigation," to hold those at the root of this epidemic accountable. While each of our communities are different and have conducted separate investigations, we have seen reoccurring misconduct: opioid manufacturers deceptively marketed their products and misleading the public about their highly addictive properties; opioid distributors shipped millions of pills into our communities; and pharmacy distributors clearly saw overprescribing and oversupply.

Take Williamson, W.Va., for example, a small town of approximately 3,000 that, over the course of a decade, was flooded with more than 20 million prescription painkillers. That's more than 6,000 pills for every man, woman, and child. If you're outraged by the scope of this recklessness, you aren't alone.

There's a lot of blame to go around, but it's clear that the pharmaceutical industry and the chain of companies that brought opioids to the everyday American's medicine cabinet did so by engaging in dangerous and deceptive practices. According to the National Institute of Drug Abuse, "In the late 1990s, pharmaceutical companies reassured the medical community that patients would not become addicted to prescription opioid pain relievers, and healthcare providers began to prescribe them at greater rates. This subsequently led to widespread diversion and misuse of these medications before it became clear that these medications could indeed be highly addictive."

The use of opioids have been, and still should be, an important treatment option for some patients, including cancer patients and those in need of end-of-life care. Here's the problem: they aren't being marketed that way and distribution figures show far more widespread use. By downplaying the highly addictive nature of opioids and flooding the market with a dangerous volume of opioids, Big Pharma lured doctors into a false sense of security to prescribe to more and more patients, including for chronic conditions. Once the pipeline of pills started flowing and the number of Americans who became addicted skyrocketed, the pharmaceutical industry continued to do nothing while profiting billions.

What's the solution?

Sadly, we can't bring back the lost sons and daughters, mothers and fathers, and friends. What we can do—and are doing—is stand up and demand accountability and resources and programs for our communities that have been left in ruin by this crisis. That will make a difference for those who won't need to be revived by Narcan, treated for addiction, autopsied because of an overdose that couldn't be reversed, or placed with a foster family because their parents can no longer care for them.

This litigation will bring to light those who are responsible for the opioid epidemic, the tactics they used to deceive the public, and others who put their heads in the sand instead of speaking up against companies that are out to make money instead of taking care of people.

Most importantly, this litigation can pave the way for bringing critical resources into our communities that can help fix the epidemic, stop it from growing and prevent it from happening again. It isn't easy – we know. Some of us have been fighting it for years already, and increasingly even after some opioid manufacturers agreed to settlements and corporate change in 2006 and 2007. But their behavior didn't stop after that, it only got worse.

We shouldn't be in this situation and people shouldn't be dying every day. But they are – and it's up to all of us, and you, to stand against those who created this epidemic out of greed.

*The following local leaders are among the more than 1000 communities pursuing litigation against opioid manufacturers and/or distributors, some of which are included in the multidistrict litigation In re National Prescription Opiate Litigation, U.S. District Court, Northern District of Ohio, No. 17-md-02804.*