

**AMENDED:
10/18/18**



**COUNTY BOARD STAFF COMMITTEE
Minutes – October 9, 2018**

Call to Order. Chair Podzilni called the meeting of the County Board Staff Committee to order at 4:00 P.M. in Conference Room N-1/N-2 on the fifth floor of the Rock County Courthouse-East.

Committee Members Present: Supervisors Podzilni, Mawhinney, Bussie, Thomas, Brill, Bostwick, Peer, Sweeney and Yeomans.

Committee Members Excused: None.

Staff Members Present: Josh Smith, County Administrator; Randy Terronez and Nick Osborne, Assistants to the County Administrator; Annette Mikula, Human Resources Director; Kate Luster, Human Services Director; and Richard Greenlee, Corporation Counsel; Tera O'Connor, HSD Deputy Director; Jason Brown, Jaysen Cleasby, Jill Cleasby, Larry Klusmeyer, Commander Erik Chellevoid, Christy Mansfield, Shannon Techmeier, Joey LaGrange, Brandon Sime, Sara Helling, Tim Mauerma, Doug Dodd, Erin Wilson, Sheriff Robert Spoden, Dan Banks, Josh Lund, Commander Troy Knudson, Viengkhone Nouansacksy and Chief Deputy Barb Tillman, Rock County Sheriff's Office; Bob Buchanan, DPW/AFSCME 1077; Carla Quirk, Child Support/AFSCME 2489; Alyssa Koch, Heather Helgestad, Anissa Welch, Kathleen Lawver, Stacy Farrington, Sam Kramer, Beth Jessie-Atkinson, Terry Teipner, Christine Darr and Cori McCann, Rock County Human Services.

Others Present: Supervisors Tom Brien and Kathy Schulz; Roger Palek, WPPA.

Approval of Agenda. Supervisor Bostwick moved approval of the amended agenda as presented, second by Supervisor Bussie. ADOPTED.

Citizen Participation, Communications and Announcements. Sheriff Spoden and Ms. Quirk both spoke in support of the Resolution Maintaining Protective Occupation status for correctional officers.

Mr. Palek, WPPA Attorney, said he considers himself an expert in these cases. Changing the correctional officers' status is a choice, not a mandate.

Supervisor Schulz said several citizens have reached out to her to request her support of this resolution.

Ms. Welch provided a letter to the committee which she read in opposition to the proposed changes to the AMHS pay grid. She requested this item be tabled and a consultant be hired to conduct a wage study.

Ms. Helgestad read a letter that was prepared by Tom Seibert, Human Services employee not in attendance. Ms. Helgestad and Mr. Seibert are opposed to the proposed changes to the AMHS pay grid.

Mr. Kramer and Ms. Jessie-Atkinson both shared letters in opposition to the proposed pay grid changes.

Ms. Darr spoke in opposition of the proposed pay grid changes.

Ms. Lawver and Ms. Farrington thanked Human Services and Human Resources for the time that was spent on the proposed changes to the pay grid. They both appreciate being rewarded for being a long term employee.

Ms. Luster explained the background on the proposed pay grid changes and the amount of time and energy put in to the proposed grid. She said she is a Social Worker first and foremost. She was looking to protect the best interest of Rock County professionals. She said they requested feedback from the AMHS employee group throughout this process. This pay grid will play out differently for many but the policy change as a whole is good.

Mr. Teipner said it is unfortunate the divisiveness that proposed pay grid has caused amongst Human Services professionals.

Approval of Minutes – September 27, 2018. Supervisor Peer moved approval of the minutes of September 27, 2018 as presented, second by Supervisor Sweeney. ADOPTED.

Transfers. None.

Review of Payments. The committee accepted the reports.

Resolutions.

Recognizing Tahirih Carr.

“NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this ___ day _____, 2018 does hereby recognize Tahirih Carr for her thirty-three (33) years of service and extend best wishes to her in her future endeavors.”

Supervisor Yeomans moved approval of the above resolution, second by Supervisor Sweeney. ADOPTED.

Recognizing Stephen Kramer.

“NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this ___ day _____, 2018 does

hereby recognize Stephen Kramer for his twenty-one years, five months of service and extend their best wishes to him in his future endeavors.”

Supervisor Mawhinney moved approval of the above resolution, second by Supervisor Bussie. ADOPTED.

Recognizing Blake Peterson.

“**NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors, at its regular meeting this ___ day _____, 2018 directs that a sincere expression of recognition be given to Blake Peterson for his 22 years and 5 months of service and expresses to him best wishes for the future.”

Supervisor Brill moved approval of the above resolution, second by Supervisor Bussie. ADOPTED.

Recognizing Dianne Higbee.

“**NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly assembled this ___ day _____, 2018 does hereby recognize Dianne Higbee for her forty (40) years of service and extend best wishes to her in her future endeavors.

BE IT FURTHER RESOLVED that the County Clerk be authorized and directed to furnish a copy of this resolution to Dianne Higbee.”

Supervisor Peer moved approval of the above resolution, second by Supervisor Sweeney. ADOPTED.

Maintaining Protective Occupation Status for Correctional Officers.

“**NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly assembled this ___ day _____, 2018, direct the County to maintain protective occupation status for Rock County Sheriff’s Office Correctional Officers.”

Supervisor Mawhinney moved approval of the above resolution, second by Supervisor Bussie.

Supervisor Yeomans said the correctional officers’ job description does not meet the protective status criteria. This resolution does not ask for the job description to be reviewed/changed. To pass this resolution would be ignoring the law. He cannot support this resolution.

Supervisor Thomas said the law gives us a choice. He supports the resolution.

Supervisor Bussie said this resolution would be maintaining status quo. She thanked Mr. Smith for all his hard work. She supports this resolution.

Supervisor Bostwick said he is unclear on the legal standing.

Supervisor Peer is torn both ways. He asked for more information from Corporation Counsel.

Supervisor Mawhinney said Supervisor Yeomans brought up some good points. We should look at reviewing/updating the correctional officer's job description.

Mr. Greenlee said the test is relying on actual duties performed. Duties must meet all three criteria.

Supervisor Brill said he worked at the jail in the past. He respects everyone that works there and supports this resolution 100%.

Supervisor Bussie said she had a casual conversation with two legislators who both agreed with supporting this resolution.

Supervisor Podzilni said 62 counties are already on board with this change. This is not being requested to balance the budget.

ADOPTED on a roll call vote with the following: Ayes – Supervisors Podzilni, Mawhinney, Brill, Bussie, Peer, Sweeney, Thomas and Bostwick. Noes – Supervisor Yeomans.

Requesting Increased Funding and Oversight Reforms for Wisconsin's Child Protective Services System.

“NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this ___ day _____, 2018 does hereby request that the State of Wisconsin increase the Children and Family Aids Allocation to counties in the 2019-21 state biennial budget by \$30 million annually in order to cover a greater share of out-of-home care costs and increase staffing levels based on the caseload standards developed by the Wisconsin County Human Services Association (WCHSA) so Wisconsin's CPS system can meet its obligations; and,

BE IT FURTHER RESOLVED that the Wisconsin Counties Association urges the state of Wisconsin to close critical oversight gaps by creating legislative mechanisms to review the CPS resource needs of all counties as part of the biennial budget process and ensure an appropriate committee provide ongoing policy guidance to respond to emerging CPS trends and ongoing system needs; and,

BE IT FURTHER RESOLVED that a copy of this resolution be sent to Governor Scott Walker, Department of Children and Families Secretary Eloise Anderson, Department of Administration Secretary Ellen Nowak, area legislators, and the Wisconsin Counties Association.”

Supervisor Thomas moved approval of the above resolution, second by Supervisor Bostwick. ADOPTED.

Committee Action and Updates.

Review and Possible Action on Policy 5.40, Step Progression and Appendix F, AMHS-HSD Pay Grid. Supervisor Mawhinney moved approval of Policy 5.40, Step Progression and Appendix F, AMHS-HSD pay grid, second by Supervisor Sweeney.

Mr. Smith explained there was a countywide salary study in 2016. Many pay grids were adjusted in 2017. Adjustments were not possible for the AMHS-HSD pay grid due to structure based on certification. The County Board set aside additional funds in the 2018 budget to implement this new pay grid which is estimated at \$187,000 in 2018. The new grid will not be taking away from any employees. There will be an increase for many employees. If approved, the changes will be retroactive back to 1/1/18. There are four employees who are red circled which means they are at the maximum rate for their range. Ms. Mikula explained they are frozen at their current salary until the salary of the pay range to which they are assigned equals or exceeds their rate of pay. Employees who are red circled are entitled to one half of the across the board increases until the range catches up.

Supervisor Bostwick asked if the pay grid can be revisited in a year to adjust the unfairness. Mr. Smith reminded the committee there is a certain amount of money budgeted to accomplish our goals. It is possible to review again in a year.

Supervisor Thomas asked for clarification on the new pay grid. Why are some employees receiving a 1% increase and others an 8% increase? Ms. Luster explained how the new pay grid was created based on certification levels. Some employees qualified for a new range based on their certifications plus their longevity provided for an 8% increase. This only effects approximately eight employees based on 180 employees in the AMHS-HSD group.

Supervisor Yeomans asked if the pay grid was compared to other markets. Ms. Mikula explained that they reviewed other comparable counties and found the average wage for those counties. The new proposed pay grid would go from 5 ranges to 9 ranges. She feels this will help with being better aligned with the market.

Supervisor Bostwick asked how we can keep up with the market. Ms. Mikula explained the budgetary difficulties to keep up with cost of living increases. Mr. Smith said historically, Rock County lags behind and plays catch up. We have not been a market leader.

Supervisor Thomas said he is torn. This is a good policy decision but the personal issues make it tough. He has received letters from individuals supporting both sides.

Supervisor Yeomans encouraged Rock County to improve our Human Resources policies. He feels the proposed pay grid would overall be a good thing.

ADOPTED on a roll call vote with the following: Ayes – Supervisors Podzilni, Mawhinney, Brill, Bussie, Peer, Sweeney, Thomas, Bostwick and Yeomans. Noes-None.

Discussion and Possible Action on Fairgrounds Cell Tower Lease. Mr. Osborne explained the background on the cell tower lease and the proposal. We currently have an active termination provision. The lease cannot be extended under the current terms. Mr. Osborne provided a hand out on three lease options. Supervisor Sweeney moved to ~~take~~ accept the \$20,000 and to extend the lease for 30 years and delay the termination option of the lease by ten years, second by Supervisor Peer. ADOPTED.

Update and Discussion on Community Agency Initiatives. Mr. Smith provided a handout on the 2019 recommended budget for Community Agency Initiatives. There is a policy in place stating he is to submit this to the County Board Staff Committee before recommending to the County Board. Mr. Smith reviewed the recommended budget handout with the committee.

Update on Town of Beloit Incorporation. Mr. Smith said there is no new activity. It is currently before the review board. The Town Administrator has recently resigned.

Executive Session: Supervisors Yeomans and Bussie moved to go into Executive Session at 5:52 P.M. per Section 19.85(1)(g), Wis. Stats. – Confer with Legal Counsel Regarding Litigation. ADOPTED on a roll call vote with the following: Ayes – Supervisors Sweeney, Bostwick, Thomas, Bussie, Brill, Yeomans, Peer and Podzilni and Mawhinney.

Supervisor Yeomans moved to go out of Executive Session at 5:55 P.M., second by Supervisor Peer. ADOPTED.

Adjournment. Supervisor Bostwick moved adjournment at 5:55 P.M., second by Supervisor Mawhinney. ADOPTED.

Respectfully submitted,

Tracey VanZandt
HR Secretary

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.