



**ROCK COUNTY HUMAN SERVICES BOARD MEETING**  
**Wednesday, December 12, 2018 – 4:30 P.M.**

**Call to Order:** Chair Knudson called the meeting to order at 4:30 p.m. on Wednesday, December 12, 2018, in the 3<sup>rd</sup> Floor Conference room at the Health Care Center, Janesville, Wisconsin.

**Committee Members Present:** Chair Brian Knudson, Supervisor; Sally Jean Weaver-Landers, Citizen Representative; Vicki Brown, Supervisor; Kathy Schulz, Supervisor; Terry Thomas, Supervisor; Shirley Williams, Citizen Representative; Stephanie Aegerter, Supervisor; and Terry Fell, Supervisor.

**Committee Members Absent:** Ashley Kleven, Citizen Representative.

**Staff Present:** Kate Luster, Director; Sara Mooren, Administrative Services Division Manager; Jennifer Thompson, ADRC Division Manager; Mike Jones, Crisis Worker; Diane Jones, I&A Specialist; Greg Winkler, BH Division Manager; Georgia Waterman, Crisis Worker; Stacey Swanson, Crisis Worker; Kendra Schiffman, HSD Analyst; Carrie Rudolph, Crisis Worker; Bridget Laurent, Corporation Counsel; Wisteria Gunnick, Crisis Worker; Ericka Schwartz, Crisis Worker; and Nicole Gutzman, Crisis Worker.

**Others Present:** Bill McCarty, League of Women Voters. Ben Thompson, resident of Rock County.

**Approval of Agenda:** Supervisor Fell moved the agenda to the floor, seconded by Citizen Representative Weaver-Landers. The agenda was unanimously approved. APPROVED.

**Approval of Minutes of Human Services Board Meeting of November 28, 2018:** Citizen Representative Weaver-Landers moved the minutes to the floor, seconded by Supervisor Brown. The minutes were unanimously approved. APPROVED.

**Citizen Participation, Communications and Announcements:** None.

**Submission of Committee Requests:** None.

**Approval of Contracts and Transfers:** Citizen Representative Weaver-Landers moved twenty-six contracts to the floor, seconded by Supervisor Fell. Ms. Mooren advised she created a new Contract Summary Sheet, to replace the individual contract cover sheets and the index. Ms. Mooren provided information about the contracts and responded to questions. Citizen

Representative Williams suggested distinguishing when the State sets the rates on the contract summary. The contracts were unanimously approved. Approved.

**Review of Bills:** Ms. Mooren responded to questions about the City of Beloit entry.

**December HSD Employee Impact Award Recognition:** Ms. Luster introduced Mike Jones. Mr. Jones has been an employee in Crisis for 28 years. He is truly one of the pillars of the Crisis Intervention Unit and has worked third shift most of his years. He was unanimously voted to receive the December HSD Employee Impact Award. Ms. Luster read his nomination which highlighted his calming presence, consistency handling issues, and dependability. He worked above and beyond for Crisis clients, community partners, law enforcement and his coworkers. Ms. Luster emphasized that Mr. Jones treats people with dignity and respect and shows great empathy with the work he does on a daily basis. Ms. Luster and Chair Knudson thanked him for all his work throughout the years in the Crisis Intervention unit.

**Resolution to Recognize Mike Jones:** Supervisor Thomas moved the resolution to the floor, seconded by Citizen Representative Weaver-Landers. Mr. Winkler presented the resolution to recognize Mr. Jones. Mr. Jones has served the citizens of Rock County for twenty-eight (28) years as a dedicated and valued employee of Rock County. Mr. Jones began his career in 1990 as a Bachelor of Social Work School Liaison - Adolescent Day Services. He moved to a Crisis Intervention worker in 1992 where he has remained. Mr. Jones is considered by all to be a strong advocate for some of our most vulnerable clients. In his work he has consistently gone above and beyond his assigned duties. He has a calm presence and can handle anything that comes his way. His work in the afterhours required the ability to be flexible and creative in responding to client needs, and he excelled in this area. He was dedicated and a steady presence in the Crisis afterhours unit. Mr. Jones thanked the Board and his coworkers. The resolution was unanimously approved. Approved.

**Report on All Staff Meeting Diversity Data:** Ms. Luster shared the data that was presented at the HSD All Staff meeting in October. This is a great starting point to track data in regards to diversity and inclusion.

Ms. Luster reviewed the Rock County population data by Race/Ethnicity. She noted across the county there has been a significant increase of the Hispanic/Latino population. There is also an increase in the 2 or more races population and non-white population. Data for Race/Ethnicity across programs showed some programs closely match up with the county population as a whole and some others differ which she explained.

Ms. Luster noted as she reviewed the gender of current clients, in the larger population more females tend to seek services than males in the behavioral health area. However, this data differed revealing more males are receiving behavioral health services than females. She pointed out that the less voluntary services seem to be male heavy and that could be part of it. In our justice areas we are serving more male than female clients which we have known.

Ms. Luster reviewed the diverse demographics of the staff and applicants for the County as a whole and HSD. We haven't increased our percentage of diverse staff because the same percent we are hiring are leaving due to many reasons. Our current percent of diverse staff is about 11%,

which is an area of improvement we are working on and focusing on retention. The HSD as a whole is predominantly female which is not unusual for human services agencies.

Ms. Luster reviewed the disparities data. There are more minority clients than in the overall population and fewer minority employees. We match up to the existing over all labor force data, which was data that was out dated but the most recent we were able to get from them.

Ms. Luster explained the data used to break out the population living in poverty by Race/Ethnicity and age was from 2016. The minority populations cross over in our programs and also have a lot of risk factors that contribute to people's needs to our services. This data helps us think about earlier intervention with children who have a poverty impact.

The Juvenile arrests data was from 2006-2016. This is an area across the country where the disparity for minorities is prominent. Looking at arrests per 100 youth, arrests has decreased over time which is good, but there is still 3.7 times black youth arrested compared to white. As far as all minorities compared to whites there is less of a disparity but it is still there.

Ms. Luster advised we are looking at how to concretely use this data to see disparities in our own system to devise ways to improve our responses. We presented this to staff and asked for feedback. We are looking at what we are in a position to do strategically to address disparities in our workforce, outcomes and our access to care across our programs. Ms. Luster responded to questions.

Ms. Luster advised that the panel at the All Staff Meeting were local experts from across the community. We received positive feedback from staff about the panel. Feedback included themes about relationships and seeing everyone as an individual and about organizational culture. If the organization is not welcoming and inclusive for employees it will not be an integrated part of the organization.

### **Director's Report:**

- **Shelter Care Update** – Ms. Luster advised Derrick's House is operating. There is a census of seven youth currently. There are weekly meetings for quality assurance, problem solving and contract monitoring. Ms. Luster responded to questions.
- **Juvenile Corrections Update** – Ms. Luster advised WCA (Wisconsin Counties Association) wrote to DOC (Department of Corrections) asking for the opportunity to provide feedback on the emergency rule. There is a call tomorrow to DOC for counties to provide feedback. Mr. Horozewski and Mr. Schwarz will be included in the call. Right now the big drivers are Milwaukee, Dane and Racine counties as they are the solid stakeholders.

The emergency rule goes to the Governor next week. An outstanding unknown is the funding for medical care and counties want adequate funding. There is not a committee formed for the grants yet. We continue to follow this closely, though we still do not have a natural regional partner. Ms. Luster responded to questions.

- **MCO Billing Update** – Ms. Luster advised she hoped to have an update but we have not heard back from Inclusa at this time.
- **2018 Budget Update** – We are looking at our trending as of October and we are about \$300,000 over budget. But this is not necessarily meaningful because that means there are two months of expenses and revenue not in yet and we do not know our WIMCR amount yet. We are watching this and keeping Mr. Smith informed. We will keep giving updates as we know more. It will be challenging as close out is being moved up to the end of February, and the Controller position is still vacant.

Ms. Luster learned recently that Joyce Lubben is retiring, with her retirement we are exploring bringing COA under HSD integrating with the ADRC. The State is recommending counties to do that. We are starting conversations to look at the pros and cons.

**Next Meeting: Wednesday, January 9, 2019 at 4:30 p.m.**, in the 3<sup>rd</sup> Floor Conference Room at the Rock County Health Care Center, Janesville, Wisconsin. – **NOTE: December 26, 2018 meeting is cancelled.**

**Adjournment:** Supervisor Thomas motioned to adjourn, seconded by Supervisor Aegerter with unanimous approval at 5:29 p.m.

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Jodi Parson, Secretary

**NOT OFFICIAL UNTIL APPROVED BY THE BOARD**