

TRACEY VAN ZANDT

From: marilynjburns@aol.com
Sent: Tuesday, February 23, 2021 6:45 AM
To: TRACEY VAN ZANDT
Subject: Incentive resolution

CAUTION: This email originated from outside the Rock County (Rock-IT) network. Do not click links or attachments unless you recognize the sender and know the content is safe. If you feel this email is a potential phishing attempt, please forward to @PhishingAlerts@co.rock.wi.us for review.

I would like to comment on the monetary incentives being proposed. As an RN, I feel nursing staff is continually giving more skill, compassion, and dedication than can be compensated with money. Since the onset of the pandemic, the term 'healthcare personnel' has been used to include all staff entering a facility. At Rock Haven all staff have been working hard to keep our residents safe. They have worked wearing PPE, submitted to nasal swabs twice a week, and accepted extra duties due to increased absences. I feel any pay increase given should be awarded to all staff, as every Rock Haven employee deserves to feel the appreciation expressed in this resolution. I understand this incentive aimed at increasing morale for Rock Haven staff. As proposed, this resolution would have some staff making more than their direct supervisors. An example would be a nursing supervisor at the max seniority in unilateral pay range 25 would be making less than an AMHS RN at the max seniority. This disparity can affect morale in a negative manner. Please consider incentive for all before passing this resolution. Thank you.

Marilyn Burns RN, Infection Prevntionist Rock Haven
608-757-5166

Sent from my iPhone

TRACEY VAN ZANDT

From: King Swarthy <yusuf10adama@gmail.com>
Sent: Monday, February 22, 2021 11:50 AM
To: TRACEY VAN ZANDT

[REDACTED]

Hi,

My name is Yusuf Adama and I reside at 1762 Poole Court Beloit. I would like my public comment to be read at County Board Staff, Health Services, and Finance committees.

I am writing to fully support the resolution to address the staff shortage at Rock Haven. This resolution is important to me as a person who values our healthcare workers, who go above and beyond everyday for our most vulnerable community members. These workers are in a field with high turnover rates due to multiple factors, including but not limited to demanding hours, burnout conditions, and low wages. The proposals I have seen in this resolution are extremely fair, and if anything aren't drastic enough.

People entrust our sick and vulnerable to healthcare workers under the assumption that they will be taken care of and provided with whatever support will help them recover or find comfort. We, as a society, can not reasonably expect our healthcare workers to be as kind, compassionate, considerate, and careful as we need them to be if their needs aren't also being taken care of. By investing in the staff, we can guarantee more consistent quality care for people who are highly valued and extremely vulnerable in our community. This becomes even more relevant when you consider the unprecedented public health crisis we are experiencing in Rock County and America as a whole. Rock Haven needs to be able to attract a robust workforce of the best and brightest that our area has to offer. This resolution lays out a clear and concise short term and long term plans to sustain a qualified workforce that our seniors deserve from the communities they've worked for their whole lives, and is a satisfactory first step to enacting positive change in Rock Haven and the Rock County healthcare system as whole.

Thank you for considering this resolution, as it will measurably improve not only the lives of the seniors we serve but also the hardworking and dedicated staff that cares for them

TRACEY VAN ZANDT

From: Megan Miller <meganamiller42@gmail.com>
Sent: Sunday, February 21, 2021 10:52 PM
To: TRACEY VAN ZANDT
Subject: Public Comment

Hi,

My name is Megan Miller and I reside at 1136 Partridge Ave in Beloit. I would like my public comment to be read at County Board Staff, Health Services, and Finance committees.

I am writing to fully support the resolution to address the staff shortage at Rock Haven. I am writing as a teacher, because I empathize with our healthcare workers who go above and beyond everyday for our most vulnerable community members working in high turnover, burnout conditions, as many of my friends in the healthcare industry do. The proposals I have seen in this resolution make sense, and frankly, they are long overdue.

When people send their loved ones to the county for care, they are entrusting you with people who hold generational treasures, stories about their own parents, values that have been cultivated and passed down and the services we provide to our seniors cannot be given a dollar value. By investing in the staff, we can guarantee more consistent quality care for people who are highly valued and extremely vulnerable in our community. Particularly during this unprecedented public health crisis, we should be making Rock Haven a destination employer to attract a robust workforce of the best and brightest that our area has to offer. This resolution lays out short term and long term plans to sustain a qualified workforce that our seniors deserve from the communities they've worked for their whole lives.

Thank you for considering this resolution, as it will measurably improve not only the lives of the seniors we serve but also the hardworking and dedicated staff that cares for them.

Sincerely,
Megan Miller

--
Megan Miller
Pronouns: she/her/hers
608.931.6598


President of the Board of Education
School District of Beloit
mmiller@sdb.k12.wi.us

Board Member
Little Turtles Playhouse Parent Cooperative Daycare
Beloit Public Library

"Live like you're going to be someone's ancestor one day." - Dr. Jamila Lyiscott

TRACEY VAN ZANDT

From: Jenny Hoople <jenny@jennyhoople.com>
Sent: Sunday, February 21, 2021 10:47 PM
To: TRACEY VAN ZANDT
Subject: Public Comment on Rock Haven


Hello, I would like to submit this as a public comment to County Board Staff, Health Services and Finance Committees.

My name is Jenny Hoople, my address is 1300 Strong Ave, Beloit.

I'm writing to express my support for the resolution to improve working conditions and increase pay for Rock Haven employees. Thank you for your time.

TRACEY VAN ZANDT

From: Kori H <korih24@gmail.com>
Sent: Sunday, February 21, 2021 6:22 PM
To: TRACEY VAN ZANDT
Subject: Public Comment

[REDACTED]

Hello,

Please submit the message below as a public comment to County Board Staff, Health Services, and Finance committees,

I am submitting this public comment to ask for your support of the resolution to address the staffing issues at the Rock Haven nursing care facility. Recruiting and retaining high quality staff is critical to providing the excellent care that our elderly loved ones deserve. The impact of chronic staffing shortages at Rock Haven has resulted in less-than-optimal care for the residents, and intolerable working conditions for many of the employees who have (so far) chosen to stay. We have a responsibility to the residents to provide them with high quality care, and this can only be accomplished with competitive wages and by providing the caregivers a work environment where they feel valued and respected. By passing the resolution, you will take a step toward making Rock Haven a facility that can keep its positions filled with employees who will stay. We owe it to the residents to make Rock Haven a destination workplace for caregivers in Rock County.

Thank you,
Kori Hartman
747 Rockshire Dr.
Janesville, WI 53546

TRACEY VAN ZANDT

From: Steve Howland <smhowland@gmail.com>
Sent: Monday, February 22, 2021 11:45 AM
To: TRACEY VAN ZANDT
Subject: "Providing Additional Compensation and Incentives to Rock Haven Staff, Improving Recruitment Activities, Investigating the Work Environment and Amending the 2021 Budget"

To:
County Board Staff, Health Services, and Finance committees, and County Board

I am writing in support of the resolution titled:

"Providing Additional Compensation and Incentives to Rock Haven Staff, Improving Recruitment Activities, Investigating the Work Environment and Amending the 2021 Budget"

And would like to submit this message as a public comment to County Board Staff, Health Services, and Finance committees as well as the County Board.

I served on the County Board and the Health Services Committee during the construction and completion of the then "new" Rock Haven. The hope, dream and desire of that time (seven plus years ago) was to provide excellent care and "a home" for many of our most vulnerable residents. The current situation of the county's ability, or lack thereof, to hire and retain the adequate numbers of persons to provide care for these residents is a crisis that needs immediate attention. I urge the adoption of the above resolution.

Steve Howland
smhowland@gmail.com
1617 Emerson ST
Beloit, WI 53511
608-466-2517