

ROCK COUNTY, WISCONSIN

**Amended:
10/8/18**



**COUNTY BOARD STAFF COMMITTEE
TUESDAY – OCTOBER 9, 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 – September 27, 2018
5. Transfers
6. Review of Payments
7. Resolutions
 - A. Recognizing Tahirih Carr
 - B. Recognizing Stephen Kramer
 - C. Recognizing Blake Peterson
 - D. Recognizing Dianne Higbee
 - E. Maintaining Protective Occupation Status for Correctional Officers
 - F. Requesting Increased Funding and Oversight Reforms for Wisconsin's Child Protective Services System
8. Committee Action and Updates
 - A. Review and Possible Action on Policy 5.40, Step Progression and Appendix F, AMHS-HSD Pay Grid
 - B. Discussion and Possible Action on Fairgrounds Cell Tower Lease
 - C. Update and Discussion on Community Agency Initiatives
 - D. Update on Town of Beloit Incorporation
9. **EXECUTIVE SESSION:** Per Section 19.85(1)(g), Wis. Stats. – Confer with Legal Counsel Regarding Litigation
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 at least 48 hours prior to a public meeting to discuss any accommodations that may be necessary.

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
00-0000-0063-29663	W C TRUST	P1800067	09/20/2018	MINUTE MEN HR MANAGEMENT OF WI	2,850.00
ISF-SELF INS PROG TOTAL					2,850.00

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 SEPTEMBER 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
01-1320-0000-64200	TRAINING EXP	P1801846	09/20/2018	US BANK	170.00
COUNTY ADMINISTRATOR PROG TOTAL					170.00

I have reviewed the preceding payments in the total amount of \$170.00

Date:

Dept Head _____

Committee Chair _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
03-1110-0000-63107	PUBL & LEGAL	P1800068	09/13/2018	BLISS COMMUNICATIONS INC	1,007.16
COUNTY BOARD PROG TOTAL					1,007.16

I have reviewed the preceding payments in the total amount of **\$1,007.16**

Date:

Dept Head _____

Committee Chair _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
06-1620-0000-63100	OFC SUPP & EXP	P1800991	09/20/2018	OFFICE PRO INC	34.51
06-1620-0000-63202	LAW BOOKS	P1800111	09/20/2018	STATE BAR OF WISCONSIN	51.26
06-1620-0000-64200	TRAINING EXP	P1802361	09/20/2018	US BANK	85.00
CORPORATION COUNSEL PROG TOTAL					170.77

I have reviewed the preceding payments in the total amount of **\$170.77**

Date: _____ Dept Head _____

Committee Chair _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
08-1420-0000-61920	PHYSICALS		09/20/2018	VIRGINIA STATE POLICE	15.00
		P1800119	09/20/2018	WISCONSIN DEPARTMENT OF JUSTIC	285.60
08-1420-0000-63100	OFC SUPP & EXP				
		P1801806	09/20/2018	US BANK	67.76
		P1802268	09/06/2018	AMC3 IDENTITY SOLUTIONS LLC	330.00
08-1420-0000-63200	PUBL/SUBCR/DUES				
		P1801806	09/20/2018	US BANK	336.00
08-1420-0000-64200	TRAINING EXP				
		P1801806	09/20/2018	US BANK	460.00
		P1802308	09/06/2018	WISCONSIN ASSOCIATION OF COUNT	100.00
08-1420-0000-64215	RECRUITMENT				
		P1801806	09/20/2018	US BANK	771.98
		P1802337	09/20/2018	HUMAN RESOURCES CHANGE FUND	26.20
08-1420-0000-64417	RH EXPENSES				
		P1800119	09/20/2018	WISCONSIN DEPARTMENT OF JUSTIC	50.40
HUMAN RESOURCES PROG TOTAL					2,442.94

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2018

<u>Account Number</u>	<u>Account Name</u>	<u>PO#</u>	<u>Check Date</u>	<u>Vendor Name</u>	<u>Inv/Enc Amt</u>
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I have reviewed the preceding payments in the total amount of **\$2,442.94**

Date:

Dept Head _____

Committee Chair _____

COMMITTEE REVIEW REPORT
FOR THE MONTH OF SEPTEMBER 2018

Account Number	Account Name	PO#	Check Date	Vendor Name	Inv/Enc Amt
19-1932-0000-64904	SUNDRY EXPENSE	P1801926	09/13/2018	MMPR POWERED BY HALO	1,420.95
EMPLOYEE RECOGNITION ACTIVITY PROG TOTAL					1,420.95

I have reviewed the preceding payments in the total amount of **\$1,420.95**

Date: _____ Dept Head _____

Committee Chair _____

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Katherine Luster
INITIATED BY



Steve Hegg / Sara Mooren
DRAFTED BY

Human Service Board
SUBMITTED BY

September 28, 2018
DATE DRAFTED

RECOGNIZING TAHIRIH CARR

- 1 **WHEREAS**, Tahirih Carr has served the citizens of Rock County for thirty-three (33) years as a
- 2 dedicated and valued employee of Rock County; and,
- 3
- 4 **WHEREAS**, Tahirih Carr began her career with Rock County on September 24, 1985 as a Nursing
- 5 Assistant in Rock Haven, where she carried out a variety of responsibilities including, but not limited to,
- 6 caring for resident's needs, decorating the residents' birthday boards, and even received a commendation
- 7 for performing the Heimlich maneuver on a choking resident; and,
- 8
- 9 **WHEREAS**, Ms. Carr, then moved to Central Supply as a Clerk in January of 1991, where she made
- 10 sure that proper equipment was in place to create a safe efficient work environment; and,
- 11
- 12 **WHEREAS**, Ms. Carr then took a position in February 1995 as an Account Clerk II in the Human
- 13 Services Department where her new responsibilities included billing commercial insurance and private
- 14 pay balances for the outpatient clinics, reconciling charges, deposits, data entry, collecting and reviewing
- 15 staff billable timesheets; and,
- 16
- 17 **WHEREAS**, In October of 1999 Ms. Carr then moved to the Developmental Disabilities Board first as
- 18 an Account Clerk II and later as a Financial Worker in February of 2010; and,
- 19
- 20 **WHEREAS**, during her time at the Developmental Disabilities Board Ms. Carr had responsibility for
- 21 reconciling payments from Medical Assistance, maintaining representative payee records for clients,
- 22 creating and implementing billing processes for several key programs, and performing critical data entry
- 23 into the state reporting system; and,
- 24
- 25 **WHEREAS**, Ms. Carr then returned to the Human Services Department in December, 2016 as an
- 26 Account Clerk II, where she carried out a variety of responsibilities including, but not limited to, billing
- 27 Medical Assistance, Medicare, and commercial insurance for the outpatient clinics, reconciling charges,
- 28 deposits, data entry, and reviewing staff billable time; and,
- 29
- 30 **WHEREAS**, Ms. Carr retired from the Rock County Human Services Department on October 6, 2018;
- 31 and,
- 32
- 33 **WHEREAS**, during her career with Rock County, Tahirih Carr has proven herself to be a dedicated
- 34 employee on behalf of Rock County children and families; and,
- 35
- 36 **WHEREAS**, the Rock County Board of Supervisors, representing the citizens of Rock County, wishes
- 37 to recognize Tahirih Carr for her contributions to the citizens of Rock County.
- 38
- 39 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors, duly
- 40 assembled this _____ day of _____, 2018, does hereby recognize Tahirih Carr for her
- 41 thirty-three (33) years of service and extend best wishes to her in her future endeavors.

Recognizing Tahirih Carr
Page 2

Respectfully Submitted,

ROCK COUNTY 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

J. Russell Podzilni, Chair

Mary Mawhinney, Vice Chair

Richard Bostwick

Henry Brill

Betty Jo Bussie

Louis Peer

Alan Sweeney

Terry Thomas

Bob Yeomans

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Dara Mosley
INITIATED BY



Dara Mosley
DRAFTED BY

Finance Committee
SUBMITTED BY

September 11, 2018
DATE DRAFTED

RECOGNIZING STEPHEN KRAMER

- 1 WHEREAS, Stephen Kramer has served the citizens of Rock County for the past twenty-one years, five
- 2 months as an employee of the Rock County Sheriff's Office and Information Technology Department; and
- 3
- 4 WHEREAS, Steve began his career as an Application Support Specialist on April 14th, 1997; and
- 5
- 6 WHEREAS, Steve was promoted to Computer Programmer/Analyst in October, 2001; and
- 7
- 8 WHEREAS, Steve worked in that position until his resignation on September 6, 2018; and
- 9
- 10 WHEREAS, the Rock County Board of Supervisors, representing the citizens of Rock County, wishes to
- 11 commend Stephen Kramer for his service to the citizens of Rock County,
- 12
- 13 NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled
- 14 this _____ day of _____, 2018 does hereby recognize Stephen Kramer for his twenty-one years,
- 15 five months of service and extend their best wishes to him in his future endeavors.

Respectfully submitted,

FINANCE COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Mary Mawhinney, Chair

J. Russell Podzilni, Chair

Mary Beaver, Vice Chair

Mary Mawhinney, Vice Chair

Brent Fox

Richard Bostwick

J. Russell Podzilni

Henry Brill

Bob Yeomans

Betty Jo Bussie

Louis Peer

Alan Sweeney

Terry Thomas

Bob Yeomans

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

General Services Committee
INITIATED BY



Brent Sutherland-Director
Facilities Management
DRAFTED BY

General Services Committee
SUBMITTED BY

September 17, 2018
DATE DRAFTED

RECOGNIZING BLAKE PETERSON

- 1 **WHEREAS**, Blake Peterson has served the citizens of Rock County for the past 22 years and 5
- 2 months as a dedicated and valued employee, and is retiring effective September 27, 2018; and
- 3
- 4 **WHEREAS**, Blake Peterson began his career with Rock County on April 2, 1996 as a Mechanical
- 5 Maintenance II worker at the Health Care Center and Rock Haven Nursing Home; and
- 6
- 7 **WHEREAS**, Blake Peterson has served the staff and residents of Rock Haven, Health Care Center,
- 8 Health Department,, Council on Aging and Diversion; and
- 9
- 10 **WHEREAS**, Blake Peterson has always stepped up to help each and every person efficiently; and
- 11
- 12 **WHEREAS**, the Rock County Board of Supervisors representing the citizens of Rock County,
- 13 wishes to recognize Blake Peterson for his long, dedicated and faithful service.
- 14
- 15 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors, at its
- 16 regular meeting this ____ day of _____, 2018, directs that a sincere expression of recognition
- 17 be given to Blake Peterson for his 22 years and 5 months of service and expresses to him best wishes
- 18 for the future.

Respectfully submitted,

GENERAL SERVICES COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Henry Brill, Chair

J. Russell Podzilni, Chair

Jeremy Zajac, Vice Chair

Mary Mawhinney, Vice Chair

Tom Brien

Richard Bostwick

Robert Potter

Henry Brill

Yuri Rashkin

Betty Jo Bussie

Louis Peer

Alan Sweeney

Terry Thomas

Bob Yeomans

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Katherine Luster
INITIATED BY



Shelley Schmidt
DRAFTED BY

Human Service Board
SUBMITTED BY

September 19, 2018
DATE DRAFTED

RECOGNIZING DIANNE HIGBEE

1 **WHEREAS**, Dianne Higbee has served the citizens of Rock County for forty (40) years as a
2 dedicated and valued employee of Rock County; and,
3

4 **WHEREAS**, Dianne Higbee began her career on October 5, 1978 employed at Rock Haven.
5 During her (32) years of services as an employee at Rock Haven Ms. Higbee's positions
6 included Unit Aide, Nursing Assistant/Medication Assistant, Environmental Service Worker,
7 and Central Supply Clerk; and,
8

9 **WHEREAS**, Ms. Higbee changed positions in April of 2010, and began working as a Clerk
10 III under Human Services Department. In her role as Clerk III and later reclassified as an
11 Administrative Assistant, she was the receptionist at the Health Care Center building. Ms.
12 Higbee not only the first point of contact of visitors to the building but also manned the
13 switchboard console for the Human Services Department; and,
14

15 **WHEREAS**, during Ms. Higbee's time as employed by Rock County, she has interacted with
16 and assisted countless citizens, clients, and patients. Her knowledge of the various Rock
17 County Departments, Divisions, and Programs assisted her in being a valuable resource for a
18 variety of inquiries both in person and over the phone; and,
19

20 **WHEREAS**, Ms. Higbee retired from the Rock County Human Services Department on
21 October 5, 2018; and,
22

23 **WHEREAS**, the Rock County Board of Supervisors, representing the citizens of Rock
24 County, wishes to recognize Dianne Higbee for her contributions to the citizens of Rock
25 County.
26

27 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors,
28 duly assembled this _____ day of _____, 2018, does hereby recognize Dianne
29 Higbee for her forty (40) years of service and extend best wishes to her in her future
30 endeavors.
31

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

18-10A-092

Recognizing Dianne Higbee

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Respectfully Submitted,

ROCK COUNTY 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

J. Russell Podzilni, Chair

Mary Mawhinney, Vice Chair

Richard Bostwick

Henry Brill

Betty Jo Bussie

Louis Peer

Alan Sweeney

Terry Thomas

Bob Yeomans

RESOLUTION NO. _____

AGENDA NO. _____

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Supervisor Terry Fell
INITIATED BY



Chief Deputy Barbara Tillman
DRAFTED BY

Public Safety & Justice Committee
SUBMITTED BY

September 12, 2018
DATE DRAFTED

MAINTAINING PROTECTIVE OCCUPATION STATUS FOR CORRECTIONAL OFFICERS

- 1 **WHEREAS**, County Administrator Smith informed the County Board of Supervisors via his September
- 2 7, 2018, memo of his intended action of making a change to the protective occupation status of Rock
- 3 County Sheriff's Office Correctional Officers effective January 1, 2019; and,
- 4
- 5 **WHEREAS**, County Administrator Smith has indicated this change from protective occupation status
- 6 category to general occupation status category will bring Rock County into compliance with state law;
- 7 and,
- 8
- 9 **WHEREAS**, in March of 2016, the Wisconsin Employee Trust Funds (ETF) Board issued a decision for
- 10 a case from Chippewa County regarding the appropriate classification of correctional officers under the
- 11 Wisconsin Retirement System (WRS); and,
- 12
- 13 **WHEREAS**, the Chippewa County case does not specifically mandate or require other Wisconsin
- 14 counties to change the protective occupation status of their jailers/correctional officers as evidenced by
- 15 the fact that there are ten Wisconsin counties (Dane, Door, Green, Iowa, Jefferson, Juneau, LaFayette,
- 16 Rock, Rusk, Sauk) that have not enacted a change to the protective occupation status of their
- 17 jailers/correctional officers; and,
- 18
- 19 **WHEREAS**, according to ETF, the decision on who decides the applicable employment category for an
- 20 individual employee is determined by the employer (County of Rock), not state law; and,
- 21
- 22 **WHEREAS**, the decision on making a change to the protective occupation status of Rock County
- 23 Sheriff's Office Correctional Officers is fundamentally a policy choice made by the employer as there is
- 24 no law which requires the employer to change the employment category of correctional officers; and,
- 25
- 26 **WHEREAS**, the Rock County Board of Supervisors is a policy governance board charged as a whole,
- 27 with authority to establish policy with regard to County employees.
- 28
- 29 **NOW THEREFORE BE IT RESOLVED**, that the Rock County Board of Supervisors duly assembled
- 30 this ____ day of _____, 2018, direct the County to maintain protective occupation status for Rock
- 31 County Sheriff's Office Correctional Officers.

Respectfully Submitted,

PUBLIC SAFETY & JUSTICE COMMITTEE

Mary Beaver
Mary Beaver, Chair

Philip Owens
Philip Owens, Vice Chair

Terry Fell
Terry Fell

Kara Hawes
Kara Hawes

Brian Knudson
Brian Knudson

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Mary Mawhinney, Vice Chair

Richard Bostwick

Henry Brill

Betty Jo Bussie

Louis Peer

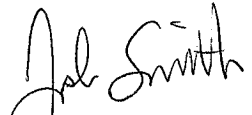
Alan Sweeney

Terry Thomas

Bob Yeomans

ADMINISTRATIVE NOTE:

I believe the appropriate interpretation of statutes and related case law is that correctional officers do not meet the definition of Protective Occupation Participants.


Josh Smith
County Administrator

LEGAL NOTE:

The County is empowered under Wis. Stat. §§ 59.02, 59.04, & 40.06(1)(dm) to determine which of its employees qualify as Protective Occupation Participants with the Wisconsin Retirement System. Under Wis. Stat. § 40.02(48)(a) a Protective Occupation Participant must spend more than 50% of their job duties performing active law enforcement services, must subject the employee to frequent exposure of a high degree of danger or peril, and require a high degree of physical conditioning.



Richard Greenlee
Corporation Counsel

FISCAL NOTE:

The change in protective status, if approved, will have an impact on the Correctional Facility WRS contributions.



Sherry Oja
Finance Director

EXECUTIVE SUMMARY

Correctional Officers from the Rock County Sheriff's Office have been classified as Protective Service employees for the last 40 years. This important benefit provides these workers, who fulfill a difficult and frequently dangerous service for the residents of Rock County, with duty disability insurance, higher retirement benefits and the ability to separate from service at a younger age than General Service employees. When these correctional officers agreed to accept employment with Rock County, these benefits, along with their wage, were a part of their employment package.

The correctional officer job duties and the Rock County Jail environment have not become less dangerous. The behavior and needs of inmates has not improved. The unfortunate reality is that today's inmates have more significant addiction and mental health issues, making their behavior more unruly and unpredictable. Since 2002, there have been 2,367 individual officers involved in use of force incidents in the Rock County Jail and at least 144 of those officers have reported injuries during those physical altercations.

Now, the intended action by County Administrator Smith to make a change to the protective occupation status of the Rock County Sheriff's Office Correctional Officers effective January 1, 2019, placing these officers in the general occupation status of the Wisconsin Retirement System (WRS) is not specifically mandated or required by state law. The fact remains, that the decision to change an employee's occupation status from protective to general category is fundamentally a policy choice made by the employer.

The County Administrator's stated rationale for the change is that it is necessary to bring Rock County into compliance with the law. However, according to Staff Attorney for the Wisconsin Legislative Council, "whether to classify them (Correctional Officers/Jailers) as protective occupation participants is at the county's discretion". Further, WPPA Staff Attorney Roger Palek states that, "The bottom line is that manner in which Rock County has categorized its correctional officers as protective remains as lawful and appropriate as it ever has."

The Wisconsin Employee Trust Funds (ETF) Board Chippewa County decision is not a binding precedent on any other Wisconsin County or employee. There is no legal sanction or legal penalty to counties that do not change the protective occupation status of their correctional officers.

In passing this resolution, the County Board utilizes its policy discretion to continue to designate Correctional Officers at the Rock County Sheriff's Office as protective status employees with the corresponding protections and benefits.

RESOLUTION NO. _____

AGENDA NO. _____

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Katherine Luster
INITIATED BY

Human Services Board
SUBMITTED BY



Katherine Luster
DRAFTED BY

October 2, 2018
DATE DRAFTED

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

- 1 **WHEREAS**, the Wisconsin child welfare system is county-operated and state-supervised, except
2 Milwaukee County, where the system is administered by the Wisconsin Department of Children and
3 Families (DCF), Division of Milwaukee Child Protective Services (DMCPS); and,
4
5 **WHEREAS**, DCF provides insufficient funding to counties for the provision of child abuse and
6 neglect services including prevention, investigation, treatment, and out-of-home placement costs,
7 though the state has primary responsibility for compliance with federal requirements and shares
8 liability for ensuring the system is meeting its obligations to children and families in all 72 counties;
9 and,
10
11 **WHEREAS**, in recent years the state of Wisconsin added numerous mandates and practice
12 expectations which increased county child protective services (CPS) workload and costs; and,
13
14 **WHEREAS**, the opioid and methamphetamine epidemics have brought Wisconsin's child welfare
15 system to a point of crisis, with increasing concern about the system's ability to meet its obligations to
16 children and families; and,
17
18 **WHEREAS**, the capacity for counties to continue to bear the lion's share of financial responsibility to
19 address this crisis has been exhausted, as rising county contributions to the CPS system have far
20 outpaced increases to the DCF Children and Family Aids allocation and counties have used reserve
21 funding to cover CPS expenses and increase staffing; and,
22
23 **WHEREAS**, Rock County's county contribution for CPS services increased by seventy percent from
24 2012 to 2017 (\$5.2 to \$8.8 million); and,
25
26 **WHEREAS**, Rock County's DCF Children and Family Aids allocation increased by thirteen percent
27 from 2012 to 2018 (\$2.76 to \$3.12 million); and,
28
29 **WHEREAS**, maintaining sufficient resources for Wisconsin's child welfare system is critical to secure
30 the safety and future of our most vulnerable children; and,
31
32 **WHEREAS**, without a proportional increase in the DCF Children and Family Services allocation, the
33 CPS system has been stressed for over a decade, causing caseloads for CPS workers to grow to
34 unreasonable levels, contributing to high levels of staff turnover in some counties and an overrun of
35 out-of-home care costs above what counties can sustain within available resources; and,
36
37 **WHEREAS**, in Rock County the average daily census of children in a foster care placement was 80 in
38 2012 and 154 in 2017; and,
39
40 **WHEREAS**, Wisconsin's CPS system leaves significant gaps in state-level oversight for all counties
41 except Milwaukee County, including the absence of caseload standards, no process for regular
42 legislative evaluation and prioritization of CPS needs and the absence of a legislative committee that
43 provides regular policy guidance concerning CPS system issues such as adequate funding,
44 performance, cost sharing and long-term stability; and,

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

Page 2

45 **WHEREAS**, along with DMCPs, all eleven of Wisconsin's peer states with county-administered CPS
46 systems have either adopted caseload standards for CPS caseworkers, completed thorough workload
47 studies as a basis of determining funding needs, or otherwise have made significant recommendations
48 related to keeping CPS workloads manageable; and,

49

50 **WHEREAS**, the children within Wisconsin's CPS system are too important to allow the current level
51 of under resourcing, oversight gaps and, disparity of attention, while shifting the burden to property
52 taxpayers.

53

54 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly
55 assembled this _____ day of _____, 2018, does hereby request that the state of Wisconsin
56 increase the Children and Family Aids Allocation to counties in the 2019-21 state biennial budget by
57 \$30 million annually in order to cover a greater share of out-of-home care costs and increase staffing
58 levels based on the caseload standards developed by the Wisconsin County Human Services
59 Association (WCHSA) so Wisconsin's CPS system can meet its obligations; and,

60

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

66

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

Respectfully submitted,

HUMAN SERVICES BOARD

COUNTY BOARD STAFF COMMITTEE

Brian Knudson, Chair

J. Russell Podzilni, Chair

Sally Jean Weaver-Landers, Vice Chair

Mary Mawhinney, Vice Chair

Stephanie Aegerter

Richard Bostwick

Vicki L. Brown

Hank Brill

Terry Fell

Betty Jo Bussie

Ashley Kleven

Louis Peer

Kathy Schulz

Alan Sweeney

Terry Thomas

Terry Thomas

Shirley Williams

Bob Yeomans

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

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FISCAL NOTE:

This resolution is advisory only and has no direct fiscal impact on Rock County operations in and by itself.



Sherry Oja
Finance Director

LEGAL NOTE:

Advisory only.



Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith
County Administrator

Executive Summary

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

The Child Welfare System across Wisconsin has reached a point of crisis with significant increases in the volume of children and families receiving services and increasing complexity of the needs of these families. Statewide, the number of children placed in out of home care has increased dramatically in recent years. In Rock County, the average daily census of children in a child welfare foster care placement has grown from an average daily census of 80 in 2012, to 154 in 2017.

As needs have escalated, Counties have carried the fiscal burden while state aid has failed to keep up with the increasing costs. Since 2012, Rock County's local contributions to child welfare have increased by 70%, while our state allocation has increased by only 13%.

Caseloads for child welfare workers have reached untenable levels and, unlike other county run child welfare systems across the nation, the state of Wisconsin has failed to adopt formal caseload standards or recommendations to assure that adequate care can be provided to keep children safe.

This resolution requests that the State of Wisconsin increase the Children and Families Aids Allocation by 30 million dollars annually in the 2019-2021 biennial budget and advocates that formal legislative oversight mechanisms be established to assure appropriate policies and adequate resources are in place to support the Child Welfare System needs in every county.

ROCK COUNTY, WISCONSIN



Human Resources Dept.
Rock County Courthouse
51 South Main Street
Janesville, WI 53545
Phone: (608)757-5520
FAX: (608)757-5512

September 17, 2018

To: County Board Staff Committee

From: Annette Mikula, Director of Human Resources

Re: Update to Policy 5.40 Step Progression and Appendix F, AMHS-HSD Pay Grid

Rock County conducted a comprehensive Wage Study in 2016 in accordance with Rock County Personnel Ordinance 18.209. As a result of the wage study, County positions identified in the classification plan that were below internal and external comparability factors were adjusted. These changes were effective July 2, 2017 and impacted 53 different job classifications. There were some job classifications that required additional analysis and those classifications have been brought forward as the analysis has been completed.

The analysis and recommendations for changes to Policy 5.40, Step Progression and Appendix F, AMHS-HSD Pay Grid are for the non-supervisory, service delivery professionals in the Human Services Department and include professional staff in the Behavioral Health; Children, Youth and Families; and ADRC-APS Divisions. These are the largest classification groups in the County and represent approximately 200 employees.

Funding for the pay grid adjustments was included in the 2018 budget and set aside in salary reserves. These changes will be effective retroactively to January 1, 2018. The total cost of these adjustments, including FICA and WRS, is approximately \$187,000.

The prior pay grid included five different ranges and did not allow for transition as employees earned advanced degrees and additional license/certifications. The new model has nine different ranges and creates a system where employees are encouraged through range advancement to increase their professional credentials by earning advanced degrees and additional certifications and licenses. This will enable the County to be more fluid in advancing staff as they enhance their skill set and help encourage employee retention. This will also improve the service delivery model to the clients we serve by providing the framework necessary to employ highly qualified staff. In addition, a new job classification of Lead Workers has been created to provide additional support and mentoring for employees.

Employees will be placed on the new matrix through reallocation as defined in Policy 5.40. No employee will be receive a pay cut as a result of the reallocation, however, several employees will be red circled in accordance with Personnel Ordinance 18.411 as their current rate of pay exceeds their new range placement.

STEP PROGRESSIONS:

Step increases will be granted as per the individual pay grids for each unit. Pay grids for all county positions, with the exception of those law enforcement positions covered by a labor agreement, are located in the Appendixes of the Administrative Policy and Procedure Manual.

Examples of Budgetary Changes

-Reclassification - An employee that is selected for a reclassified position shall normally be advanced to the step with the next highest dollar amount in the new pay range. Persons in positions reclassified shall normally be advanced to the step with the next highest dollar amount in the new pay range. Future step increases will be paid according to the employee's new employee group or pay grid. In unusual circumstances, the reclassified individual may be placed in a higher step upon approval of the Human Resources Director and the County Administrator. Future step progress is based off the date the employee assumed the new position, which in most cases is January 1 of the new fiscal year.

-Reallocation - An employee whose position is reallocated shall normally be advanced to the step with the next highest dollar amount in the new pay range. In unusual circumstances, the reallocated individual may be placed in a higher step upon approval of the Human Resources Director and the County Administrator. Future step progress will be paid according to the employee's new employee group or pay grid.

STEP PROGRESSIONS ON PROMOTION

(Employees who are placed in acting status, per Ordinance 18.306 (5))

Employees who are in acting status who then are permanently appointed to the position shall receive step progressions based on the date of the permanent appointment.

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:

STEP PROGRESSIONS ON PROMOTION:

(AFSCME 1077, 2489, 1258)

Employees other than probationary, shall start at the lowest pay step of the new position, which is an improvement over their prior pay rate. Upon satisfactory completion of the ~~trial~~ probationary period specified in the Ordinance Administrative Policy and Procedures, the

employee shall be advanced one step, unless the next step exceeds their longevity with the County. If the rate of pay to which the employee is promoted upon completion of the ~~trial~~ probationary period is less than the highest rate within the new position, the employee shall receive future increases on their job seniority date unless they are entitled to a longevity step which occurs based on their county hire date. The determination of successful completion shall rest in the discretion of the Employer. During said probationary period, either the Employer or the employee may request the employee be returned to his/her former position.

(AMHS HSD/AMHS RH)

AMHS pay matrix is updated with a January 1, 2018 effective date. Employees will be placed on the new matrix based on the reallocation language described above.

Progression through the ranges is only intended to include the certifications and licenses that are noted below:

Range I: Non-degreed positions

Range 2: Positions which require a Bachelor's degree

Range 3: Positions which require Bachelor's degree and the employee also has a relevant Master's degree or Certification as a Social Worker or Substance Abuse Counselor

Range 4: A. Lead Workers (Bachelor's Level) OR B. Positions which require a Bachelor's degree and the employee has obtained both a Master's Degree and a Social Work or Substance Abuse certification.

Range 5: A. Lead Workers (Bachelor's Level) AND the employee has obtained both a Master's Degree and a Social Work or Substance Abuse certification

Range 6: Position requires a Master's Degree (in addition employees may also have CSW, APSW or a training license)

Range 7: Position requires a Master's degree and the employee also has a credential to provide Substance Abuse Treatment (such as a CSAC, SAC)

Range 8: Position requires a Master's degree and the individual is licensed as an LCSW, LPC, or LMFT

Range 9: RN Positions; Lead worker (Masters, Licensed)

Movement through Ranges

Progression between ranges based on a degree and/or certification (in-training does not qualify) which does not result in a new position description (ex. Range 2 to Range 3 after earning a relevant Master's Degree) will occur when the employee submits the verification of the degree and/or license to Human Resources. This progression will not be treated as a promotion. ~~from Range I to Range II for Case Managers and Juvenile Justice Specialists will be automatic upon the employee's State certification as a Social Worker only and not a Master's Degree. The~~

~~effective date of the increase will be the pay period immediately following notification with documentation of certification to management. The employee's wage rate will be increased to the step in the appropriate range with the next highest dollar amount. If that dollar amount would be less than the employee would have attained at the previous range based on anticipated step movement occurring in the current calendar year, then the employee would be advanced one additional step. Range II that provides an increase of at least four percent (4%), and the employee retains their prior anniversary date for future step movement, will be eligible for subsequent step increases each anniversary date of the promotion movement thereafter.~~

Progression into a higher range that results in a new position description, either due to additional licensure or selection for a new position will be treated as a promotion. When this promotion occurs as the result of additional licensure/certification, the promotion will take effect when the employee submits the verification of the license/certification to Human Resources. The employee's wage will be increased to the step in the appropriate range with the next highest dollar amount that provides an increase of at least four percent (4%). In unusual circumstances, the employee may be placed in a higher step upon approval of the Human Resources Director and the County Administrator.

Employees in Range 2, 3, 4, or 5 in the Behavioral Health Division may move to a new position in Range 6/7 upon the completion of a relevant Master's Degree under all of the following circumstances: (this is a promotion)

- a. The employee has demonstrated the skills and competencies associated with working in a Master's Level position.
- b. The employee is a valid candidate to work toward clinical licensure as an LCSW, LPC, or LMFT as determined by Department Policy.
- c. The move meets the operational needs of the Department as determined by the division manager and approved by the HS Director.

An employee must have 15 or 20 years of service to move to the 15 or 20 year step. Movement to the other steps does not require the actual years of service associated with the step if the employee started at or was promoted to a higher step prior to serving the years associated with that step.

~~(Example 1: If you are an Economic Support Specialist in 2489, in Range 4 at the 240 month step, and are promoted into an Information and Assistance Specialist position in AMHS-HSD, you will go to the next step above what you are currently making or Range I at the 3 year step. Upon satisfactory completion of your probationary period, you will continue to be at that step until you have reached one year in the new position. In the event, that you are eligible to move into the 15 year and 20 year longevity steps, you will do so at that time.)~~

~~(Example 2: Upon promotion into AMHS-HSD, if the next highest step is Step 2 or the sixth month step, you are receiving credit applied to your longevity in the unit. You will then have to wait eighteen months instead of one year before you will move into Step 3 or the 2 year step.)~~

~~For progression to Range III, employees will be required to have the specified education for the position which will allow them to compete for vacant positions when they are posted.~~

For Registered Nurses in Range IV 9, newly hired nurses with no experience and possessing a bachelor's Degree will be hired at the 2 year step of the range. Nurses with no experience and without a Bachelor's Degree will be hired at the start step.

STEP PROGRESSIONS ON VOLUNTARY OR INVOLUNTARY DEMOTIONS:

Demotion within the same unit: Employees will be placed at the corresponding step in the lower range. (Example: In Unit 1258. If you are a C.N.A, Range 25, Step E and are demoted to Food Service Worker, Range 28 you would be placed at Step E.)

Demotion outside of the unit: Employees who are demoted from one unit to another will be placed at the step in the new unit that is one step below what they are making in the current unit. (Example: If you were a Call Taker in AFSCME 2489 in Range 4, at Step C and are demoted to a Release of Information Coordinator in AFSCME 1258 you will be placed in, Range 13 at Step E.)

Upon satisfactory completion of the trial period specified in the Ordinance, the employee shall be advanced one step. If the rate of pay to which the employee is moved upon completion of the ~~trial-probationary~~ period is less than the highest rate within the new position, the employee shall remain at the rate for one year before receiving any further increase other than all negotiated across the board increases. The determination of successful completion shall rest in the discretion of the Employer. During said trial period, either the Employer or the employee may request the employee be returned to his/her former position.

**APPENDIX F
AMHS - HUMAN SERVICES**

**Range 1
Human Services Professional I**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years	20 Years
1/1/2018	17.24	18.07	18.91	19.70	20.51	21.30	22.09	22.92	23.73	24.53	25.29	25.86

**Range 2
Human Services Professional II**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years	20 Years
1/1/2018	18.29	19.17	20.06	20.90	21.76	22.62	23.46	24.35	25.19	26.05	26.86	27.40

**Range 3
Human Services Professional III**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years	20 Years
1/1/2018	20.19	20.71	21.02	21.99	22.97	23.91	24.91	25.89	26.83	27.82	28.66	29.22

**Range 4
Human Services Professional IV**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years	20 Years
1/1/2018	21.11	21.64	21.98	22.99	24.01	25.00	26.04	27.07	28.05	29.08	29.96	30.54

**Range 5
Human Services Professional V**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years	20 Years
1/1/2018	21.85	22.40	22.75	23.80	24.85	25.88	26.95	28.02	29.03	30.10	31.01	31.61

**Range 6
Human Services Professional VI**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years	20 Years
1/1/2018	23.44	24.32	25.22	26.10	27.02	27.88	28.77	29.68	30.60	31.48	32.41	33.06

**Range 7
Human Services Professional VII**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years	20 Years
1/1/2018	24.48	25.40	26.35	27.27	28.23	29.12	30.06	31.00	31.96	32.88	33.85	34.52

**Range 8
Human Services Professional VIII**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years	20 Years
1/1/2018	25.41	26.37	27.36	28.31	29.31	30.23	31.21	32.19	33.18	34.14	35.15	35.85

**Range 9
Human Services Professional IX: Registered Nurse**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	15 Years	20 Years
1/1/2018	27.12	28.00	28.92	29.77	30.68	31.54	32.42	33.29	34.16	35.07	36.10	36.83

Wage scales are maintained in the Rock County Policy and Procedure Manual under Appendices.