



Minutes - January 23, 2023

Call to Order: Chair Bostwick called the hybrid County Board Staff Committee meeting to order at 4:30 P.M. in Conference Room N1.

Committee Members Present: Supervisors Bostwick, Peer, Wilson, Towns, Leavy, Beaver, Brien, Sweeney, and Podzilni (4:49 P.M.).

Committee Members Absent: None.

Staff Members Present: Josh Smith, County Administrator; Randy Terronez, Assistant to the Administrator; Dave Slusser, Human Resources Director; Amy Spoden, Assistant Human Resources Director; Rich Greenlee, Corporation Counsel; Mark Elland, Communications Center Shift Supervisor; Sherry Oja, Finance Director; Matt Bander, Communications Center Shift Supervisor; Fredd Carr, Interim Communications Center Director; Kate Luster, Human Services Director; Greg Cullen, Airport Director; Kathy Churchill, Interim Communications Center Assistant Director; Kim Carlson, Communications Center Shift Supervisor; Jodie Surber, Analyst; Nick Elmer, Assistant Public Works Director; Juan Carlos De Salas, Economic Support Specialist; Wendy Sanchez, Economic Support Specialist; Courtney Nathan, Public Health Strategist; Shannon Landwehr, Economic Support Specialist; Vy Nguyen, Public Health Policy Specialist; Adriana Matijevich, Economic Support Specialist; Bob Buchanan, Heavy Truck Driver; Carl Homan, Highway Worker; Lynette Scharine, Economic Support Specialist; Diana Grenawalt, Environmental Health Specialist; Robin Zimmerman, Child Support Financial Specialist; Ed Youderin, Heavy Equipment Operator; Cassie Kjendlie, Child Support Reimbursement Specialist; Kevin Stilen, Child Support Reimbursement Specialist; Phyllis Gilbertson, Child Support Reimbursement Specialist; Beth Burkheimer, Child Support Reimbursement Specialist; Duane Jorgenson, Public Works Director; Richard Knilans, Highway Worker; Amy Baker, Victim Witness Specialist; Tami Johnson, Child Support Reimbursement Specialist.

Others Present: Supervisors Mawhinney, Sutterlin, Whitley, Richard, and Zoril; Sheila Williams.

Approve Agenda: Supervisor Wilson moved approval of the agenda as presented, second by Supervisor Peer. ADOPTED.

Citizen Participation, Communications and Announcements: Submitted comments (attached):

Tami Johnson, Jen Behnke, and Maria Delgado submitted comments advocating for better compensating tenured, long-serving employees.

Mary Donahue submitted a comment in support of adding a Lead Economic Support Specialist and Lead Economic Support Supervisor to the wage grid.

Comments from in-person participants:

Bob Buchanan expressed his unhappiness with the lack of transparency and final numbers. He would like to get back to meet-and-confer way of doing things as done in the past. Advocated for hazard pay.

Lynette Scharine stated that she has been with Rock County for 33 year. She stated that there is no incentive for those working for more than 15 years. She added that tenured employees will be barely making more than new hires.

Mark Elland spoke against the elimination of straight time over-time for unilateral B positions (submitted comment ahead of time - attached).

Kevin Stilen stated that managers have the ability to hire within steps 1-4 with new guidance. After 27 years of service he will be places at step 2, so new hires will be making as much or more. He noted that a large amount is being allocated to upper management. Kevin advocated for lessening the increase for higher management positions to afford placing employees with seniority on the wage grid.

Sheila Williams stated that the process is broken and advocated for more employee input.

Supervisor Zoril stated that he has received feedback from employees. He stated that over 70% of turnover happens within first year of hire and that some employees leaving because of management. He advocated for a more comprehensive solution.

Supervisor Richard stated that he has received feedback from employees. He stated that there is a perception of lack of input and discussion. Supervisor Richard advocated for time to have internal discussions with employees. He also advocated for making this a part of the 2024 budget and implementing 4% increase for this year.

Supervisor Towns agrees with Supervisor Richard. She stated that the current wage grid is unsustainable. Supervisor Towns stated that feedback should have came earlier on, but it isn't too late to massage this. She advocated for discussion on longevity and elimination of overtime for exempt employees.

Supervisor Wilson thanked employees that reached out. He thanked staff for presenting information in a respectful way.

Approval of Minutes:

January 9, 2023 Minutes: Supervisor Towns moved approval of the January 9, 2023 minutes, second by Supervisor Wilson. ADOPTED.

Approval of Transfers: None.

Review and Approval of Resolutions:

Amending the 2023 Human Services Department Budget to Accept Additional Targeted Safety

Support Grant Funds and Creating 1.0 FTE Lead Worker and 1.0 FTE Human Services

Professional VI: "NOW, THEREFORE, BE IT RESOLVED by the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby authorize the acceptance of additional Targeted Safety Support Grant funding.

BE IT FURTHER RESOLVED, the County Board approves the creation of the grant-funded 1.0 FTE Lead Worker and 1.0 FTE Human Services Professional VI (Outpatient Therapist).

BE IT FURTHER RESOLVED, that the Human Services Department budget for 2023 be amended as follows:

..."

Supervisor Beaver moved approval of the above resolution, second by Supervisor Brien.

Kate Luster spoke to this resolution. DCF increased this allocation. This is not something that the department applies for. This would offset tax levy.

ADOPTED.

Authorizing Overlap of the Finance Department's Printing Services Coordinator Position:

"NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2022, does hereby authorize the temporary overlap of up to three weeks for the Finance Department's Printing Services Coordinator position."

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

Sherry Oja spoke to this resolution. This position uses specialized equipment that requires expertise to run. This would help to get the new employee up to speed.

ADOPTED.

Approving the 2023 Compensation Study, and Amending the Personnel Policy Wage Appendix:

"NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023 does hereby approve the recommended Compensation Plan effective January 1, 2023."

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

Dave Slusser and Josh Smith provided a presentation of the compensation study implementation. Josh presented some additional scenarios to get all employees placed on the new wage grid. The committee asked questions regarding other options to implement this.

The committee advocated for continued discussions.

Supervisor Towns moved to postpone this resolution until March 6 with the new implementation focusing on longevity, competitive starting wages, elimination of exempt employee overtime, and

phasing of implementation, second by Supervisor Sweeney. ADOPTED.

Review, Discussion and Possible Action:

Semi-Annual Report - Attendance at Conventions/Conferences: The committee reviewed the reports.

Corporation Counsel:

Administrator's Office:

Human Resources:

Next meeting date and time: February 6, 2023 at 4:30 P.M.

EXECUTIVE SESSION: Pursuant to Wis. Stat. § 19.85(1)(e) to deliberate the setting of bargaining parameters for 2023 negotiated collective bargaining agreements. : Supervisor Sweeney moved to enter into executive session at 6:08 P.M., second by Supervisor Wilson. ADOPTED.

Adjournment: Supervisor Beaver moved to exit executive session and adjourn at 6:23 P.M., second by Supervisor Beaver. ADOPTED.

Respectfully submitted,

Haley Thompson
Office Coordinator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.

Haley Thompson

From: Rock County Website <noreplywebsite@co.rock.wi.us>
Sent: Monday, January 23, 2023 10:25 AM
To: PUBLIC COMMENT
Subject: *NEW SUBMISSION* Public Comment Submission Form

CAUTION: This email originated from outside the Rock County email domain. Do not click any 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 submit it using the Phish Notify button. If you interacted with any links or attachments that you feel were malicious, please contact Rock-IT immediately.

Public Comment Submission Form

Submission #: 2200966
IP Address: 166.181.85.254
Submission Date: 01/23/2023 10:25
Survey Time: 2 minutes, 59 seconds

You have a new online form submission.

Note: all answers displaying "*****" are marked as sensitive and must be viewed after your login.

Please enter the agenda topic, if applicable, and any written comment you wish to submit here:

Staff Committee Meeting 01/23/23 @ 4:30pm Regarding Proposed Implementation of Pay Grid Dear Staff Committee Members, My name is Tami Johnson and I am a Child Support Reimbursement Specialist. This classification falls in section G of the proposed pay grid. I have been with Rock County for nine (9) years. A little less than a year ago, we were informed that McGrath Human Resources Group was contracted to do a wage study for Rock County. This company was hired to conduct a comprehensive classification and compensation study for all positions, including bargained positions. After receiving the County Administrator's email on Thursday, the recommended implementation criteria seems to only benefit new employees and the upper management. My first impression was management sugar-coated this implementation of the new wage grid to better themselves first. This leaves your tenured employees with the "leftovers" of the pot. This is very disheartening. This implementation is sending a dangerous message to your tenured employees (the employees with knowledge, experience and dedication) that we don't matter. I, with nine years' experience, will be placed at step 1 with employees that just started and new hires. This completely discredits my nine years of dedicated service. When tenured employees start leaving because of this slap in the face, Rock County is risking losing those employees due to where they are being placed on the proposed pay grid. Where does that leave us? I ask you tonight to turn down this implementation proposal and follow the recommendation provided by McGrath Human Resources Group as stated on page 16. "The County should seriously consider moving employees with more than five (5) years of service and below Step 6 of the salary schedule two (2) steps in 2023, and if needed, again in 2024 until these employees reach Step 6 of the salary schedule." Thank you for your time. Tami Johnson

Full Name

Tami Johnson

Meeting Date

01/23/2023 12:00 AM

Address

5546 US Hwy 51 N

City and State

Janesville, WI

Email

maybaby1977@gmail.com

Phone

6087518399

Organization Representing (if applicable)

Thank you,
Rock County, WI

This is an automated message generated by Granicus. Please do not reply directly to this email.

Haley Thompson

From: MARIA DELGADO
Sent: Monday, January 23, 2023 11:43 AM
To: COUNTYADMIN
Subject: Public Comment CB Staff Committee

To whom it may concern,

I would not be present in the meeting but would like my concerns to be taken into consideration.

I am writing this e-mail in hopes of providing my concerns to the board related to the wage study.

My name is Maria Delgado, I am the Economic Support Division Manager and Southern Consortium operational Lead within the Human Service Department. I would like to start off by saying thank you to the board for taking in consideration this much needed wage study which has shown the huge gap and disparity Rock County has of being competitive to the surrounding counties. As a leader who spends the day carefully reviewing and evaluating for my biggest assets and resources which are my staff, I would like to tell you how much value them for their commitment and hard work of making sure the members of our community are well served. This much needed wage study brought hope not only to me but to the thousand + employees that work for Rock county, however it has also brought much frustration and anxiety to those that in a sense are being negatively impacted. Even though it has been communicated over and over that no one will be negatively impacted by the changes which is true to a degree but when you place staff that have been committed to Rock county for over 5, 10, 20, 25, 30 + years and set them apart by a few cents to those that have not even started yet, it shows a lack of value and it degrades, belittle, and depreciates all the years of experience, commitment, knowledge our senior workers have worked so hard to gain. Placement of our staff should be re-evaluated and make priority to incentivize those that have committed themselves a life time in a more equitable manner. I completely understand that the funds requested on the budget to make the changes is very limited but I urge you to find ways to change the budget and look for ways to be able to meet this disparity.

I have worked along side with my team of Economic support leaders and staff to change a work culture to a one that shows value and appreciation and prioritizing the well being of our staff and the placing of staff within the grid is very discouraging. A new worker will make almost equal to someone that has been in the county for over 10, 20, 30 years and it just makes it very unfair. I currently have 5 vacant positions within ES and I hate to imagine what it would look like if I continue to loose valuable employees. I currently have nothing to offer staff when I am put against Dane county's high wages that offers the same program of assistance as us but pays a lot more in compensation. If the grid stays as it is with placement of staff I am afraid I will be losing a lot more staff, leaving me in a very vulnerable state.

I respectfully ask that longevity be prioritized and set into a fair range within the wage grid. I would also like to request that two of my positions within ES get reviewed as they were placed in the wrong target area. The lead ES workers should be placed under our Sr Economic Support Specialist with the \$1 stipend under letter H as they train and are above the Sr Economic Support Specialists. My Economic Support Lead Supervisor should be placed equally under the range of other lead supervisors, at least under L or M range for her knowledge, experience, and education.

In advance, thank you for your consideration!



Maria Delgado

(Pronouns: She, Her, Hers)
Economic Support Division Manager
Southern Consortium Operational Lead
Rock County Human Services Dept.
1717 Center Avenue
Suite 600
Janesville, WI 53547-1649
(608) 741-3491
(608) 247-4187
maria.delgado@co.rock.wi.us

"Success is not final and failure is not fatal: It is the courage to continue that counts" -*Winston Churchill*

Haley Thompson

From: MARY DONAHUE
Sent: Monday, January 23, 2023 11:13 AM
To: COUNTYADMIN
Subject: wage grid

Hello. Please add to the wage grid a Lead Economic Support Specialist (we have 3) and a Lead Economic Support Supervisor (we have 1) rather than just a notation to add \$1 per hour to their base pay (on rage G and K respectively). The work they all do is far more important than that of a footnote or after thought. They are all listed by title on the current wage grid for 2489 so I don't know why there were eliminate from the new grid.

Also, regarding the position on level H labeled "Sr Economic Support""-- we don't have ANY positions in Economic Support based on length of service. Please change this title to Specialty Economic Support Specialist which more accurately defines the programs they work in.

Thank you for your consideration.



Mary Donahue

ES/Fraud/FSET Supervisor
Rock County Economic Support
1717 Center Ave Ste 600
Janesville, WI 53546
(608) 741-3474
mary.donahue@co.rock.wi.us

Haley Thompson

From: Jennifer Behnke
Sent: Monday, January 23, 2023 10:58 AM
To: COUNTYADMIN
Subject: County Board Staff Meeting 1/23/23

Good morning,

I'm unable to attend the meeting this afternoon (I'm hoping to hop on Zoom at some point) but I'm hoping my question/concern will be addressed.

While I know other factors will contribute to where an employee lands on the scale/grid, how will years worked for the county be factored in? I feel that there needs to be consideration to those who have put in 3, 7, 10 or 15+ years in with the county; who have shown their dedication to our community. It would be extremely hurtful to put their wage at the same step as someone who started 6 months ago.

While I can't comment for other departments, in the Economic Support unit, even at step 6, the wage is still below some other surrounding communities. Our department has lost many good workers to Dane County (and others) simply because their wage is significantly higher. With the cost of living increasing, many families have to follow the money and it keeps getting harder to lose good, dependable workers due to our lower wage.



Jen Behnke

Economic Support Specialist
Rock County Human Services Dept.
P.O. Box 1649
Janesville, WI 53547-1649
(608) 295-6425
jennifer.behnke@co.rock.wi.us

Attending

Chairperson Bostwick,

My name is Mark Elland, and I live at 1519 Liberty Ave in Beloit. I have been employed at the Rock County Communications Center since June of 2000, and am currently a Shift Supervisor, a position that I have held for the past 10 years.

I am coming before the Staff Committee this day regarding item 6-C on the agenda, "Approving the 2023 Compensation Study" Specifically item #4 in the Executive Summary regarding the "Elimination of Straight-time Overtime for Exempt Employees." The proposed plan on reclassifying the Unilateral B position to Unilateral C and not eligible for overtime, will ultimately handcuff us in our position. The nature of our work at the Communications Center makes us a square peg, that does not fit nicely into a round hole.

Since we are one of the 24/7/365 operations in the county, staffing is always an issue. We attempt to meet this need with Acting Supervisors, who can fill in when a Supervisor is not available. That, however, also requires additional overtime as the staffing level of the Communications Center needs to be at one over minimum staffing to allow the Acting Supervisor the ability to step away if needed. Ideally, the position would be filled by a Supervisor working on their day off.

Day off work is also required of Supervisors, as we have required training that must be done, not only training for us, but we handle the training of our staff for the most part and all employees of the Center must complete, at a minimum, 24 hours of CPE (Continued Professional Education) per year to maintain our certifications. These include Emergency Medical Dispatch (EMD) training, In Service trainings, CPR training, along with various conferences and seminars. The majority of this cannot be accomplished during our normal work schedule. With all of this, the Flex Time provision of Unilateral C positions would be virtually impossible for us

We also are required to work on holidays, emergencies never take a day off. We would like to maintain the provisions of the Holiday Policy # 5.18 which states:

"For supervisors working at the 911 Communications Center, who are required to work on a holiday, they will be paid or granted compensatory time off at a rate of time and one half for all hours worked between 7:00 a.m. the day of the holiday through 6:59 a.m. the day after the holiday, and earn 8 hours of holiday time in lieu of."

If the decision is to eliminate the Unilateral B employee classification entirely, then we propose the following section from the Administrative Policy and Procedure Manual, Policy No: 5.31 Section C:

"Unilateral C employee, 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 worked per week:"*

We would request to be added to that list.

Respectfully Submitted,

Rock County Communications Shift Supervisors