



Minutes - April 10, 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, Beaver, Towns, Peer, Leavy, Wilson, Podzilni, Sweeney, and Brien.

Committee Members Absent: None.

Staff Members Present: Amy Spoden, Assistant Human Resources Director; Katrina Harwood, Health Officer; Commander Maurer; Duane Jorgenson, Public Works Director; Rich Greenlee, Corporation Counsel; Lynette Scharine, Economic Support Specialist; Terri Carlson, Risk Manager; Dave Slusser, Human Resources Director; Bridget Laurent, Deputy Corporation Counsel; Tami Johnson, Child Support Reimbursement Specialist; Amy Connell, Psychiatrist; Josh Smith, County Administrator; Andrew Baker, Director of Land Conservation, Planning and Development; Dara Mosely, Information Technology Deputy Director; Randy Terronez, Assistant to the Administrator; Tina Day, Human Services Professional; Jodie Surber, Analyst; Greg Winkler, Human Services Deputy Director; Maria Delgado, Economic Support Division Manager; Karen Tennyson, Human Services Professional; Phyllis Gilbertson, Child Support Reimbursement Specialist; Bette Trimble, Program Manager; Beth Burkheimer, Child Support Reimbursement Specialist; Gregory Holcomb, Mechanic.

Others Present: Supervisor Mawhinney, Zoril; Sheila Williams; Nate Price; Charles Flynn; Dan Defore.

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

Citizen Participation, Communications and Announcements: Five public comments submitted (attached).

Approval of Minutes:

March 20, 2023 Minutes: Supervisor Peer moved approval of the March 20, 2023 minutes, second by Supervisor Wilson. ADOPTED.

Approval of Transfers: None.

Review of Payments:

March Payments: The committee reviewed the payments.

Rich Greenlee explained the PO process with US Bank.

Review and Approval of Resolutions:

Proclaiming April 20 - 27, 2023 Stand Against Racism Week: "NOW, THEREFORE, BE IT RESOLVED by the County of Rock Board of Supervisors on this ____ day of ____, 2023, hereby declares April 20 - 27, 2023 as Stand Against Racism days in the County of Rock and encourages residents, local businesses, educators, and community and faith-based organizations to celebrate diversity and advocate for the elimination of racism."

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

Randy Terronez spoke to this resolution and provided some background. This is an annual resolution.

Supervisor Towns moved to postpone this resolution indefinitely, second by Supervisor Podzilni.

Motion to postpone indefinitely -

YES - Supervisor Towns.

NO - Supervisor Bostwick, Beaver, Brien, Wilson, Podzilni, Peer, Leavy, and Sweeney.

Motion fails.

Motion to approve the resolution -

YES - Supervisors Bostwick, Beaver, Brien, Wilson, Peer, Leavy, and Sweeney.

NO - Supervisor Podzilni and Supervisor Towns.

ADOPTED.

Recognizing Linda Updike: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled on this ____ day of ____ 2022, does hereby thank Linda Updike for her dedication and contributions to the citizens of Rock County; and,

BE IT FURTHER RESOLVED that a copy of this resolution be presented to Linda Updike with the Rock County Board of Supervisors' best wishes for her future."

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

ADOPTED.

Recognizing Deborah Harris For Service to Rock Haven: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby recognize Deborah Harris for her 29 years of service and extend their best wishes to her in her future endeavors."

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

Recognizing Deputy Jason C. Harding: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby recognize Deputy Jason C. Harding for his over 32 years of faithful service and recommends that a sincere expression of appreciation be given to Deputy Jason C. Harding along with best wishes for the future."

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

Recognizing Deputy Darrell C. Knutson: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby recognize Deputy Darrell C. Knutson for his over 32 years of faithful service and recommends that a sincere expression of appreciation be given to Deputy Darrell C. Knutson along with best wishes for the future."

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

Recognizing Duane Collins for Service to Rock County: "NOW, THEREFORE BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby recognize Duane Collins for his over 20 years of faithful service and recommends that a sincere expression of appreciation be given to Duane along with best wishes for the future."

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

Creating a 1.0 Business Manager position and Deleting a 1.0 Administrative Services Supervisor position: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023 does hereby approve the creation of a 1.0 FTE Business Manager position and the deletion of a 1.0 FTE Administrative Services Supervisor position in the Rock County Public Health Department budget."

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

Katrina Harwood spoke to this resolution. She explained that the Business Manager position description better aligns with current position requirements. Katrina stated that this would be about a \$27,000 increase.

ADOPTED.

Re-Creating a Public Safety Systems Manager Position: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023 does hereby approve the creation of a 1.0 FTE Public Safety Systems Manager position and the deletion of a 1.0 FTE Public Safety Systems Coordinator position in the Information Technology Department."

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

Josh Smith explained that this role is currently working out-of-class.

ADOPTED.

Amending Chapter 18 of the Rock County Ordinances: "NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors assembled this _____ day of _____, 2023 does hereby ordain and amend Chapter 18 of Rock County's Code of Ordinance as follows (deleted language crossed out, added language underscored):

..."

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

Amy Spoden spoke to this resolution. She explained that these are the changes that are not related to the salary study.

ADOPTED.

Review, Discussion and Possible Action:

Approval of Changes to Administrative Policy and Procedure: Supervisor Wilson moved approval of the changes to the administrative policy and procedure, second by Supervisor Bostwick.

Amy Spoden spoke to this item. She explained that these are recommendations from employees, department heads, and the Human Resources Department. She explained the history behind the DEI training per committee questions. The DEI policy change is reflective of current practices. Josh Smith added that there are many ways that staff can meet this requirement and provided a list of offerings for 2023. He reminded the committee that this has been implemented with direction from the board for more DEI-related efforts.

Supervisor Towns inquired about penalties for not completing DEI training. Josh responded that there could be discipline if this requirement is not met.

Supervisor Towns moved to amend the resolution to remove the mandatory language and include a statement encouraging participation. Amendment fails for lack of a second.

Supervisor Peer asked for numbers on training attendance.

Supervisor Brien moved to amend the policy to require 1 training per year (instead of 2), second by Supervisor Towns.

Vote to amend to 1 training per year -
YES - Supervisors Towns and Brien.

NO - Supervisors Beaver, Bostwick, Wilson, Peer, Podzilni, Leavy, and Sweeney.

Amendment fails.

Vote on original motion on original resolution -

YES - Supervisors Bostwick, Beaver, Brien, Wilson, Peer, Podzilni, Sweeney, and Leavy.

NO - Supervisor Towns

ADOPTED.

Discussion and Possible Action on the Wage Study: Josh Smith explained that additional analysis has been provided for scenario 6b. Jodie Surber spoke to the tables in the agenda packet relating to scenario 6b.

Supervisor Leavy moved to accept wage study scenario 6b, second by Supervisor Wilson.

YES - Supervisors Bostwick, Beaver, Towns, Brien, Wilson, Peer, Sweeney, and Leavy.

NO - Supervisor Podzilni.

ADOPTED.

Next meeting date and time: April 24 at 4:30 P.M.

Adjournment: Supervisor Towns moved to adjourn at 6:14 P.M., second by Supervisor Wilson.

ADOPTED.

Respectfully submitted,

Haley Thompson
Office Coordinator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.

From: [Sheila Williams](#)
To: [COUNTYADMIN](#)
Subject: Public comment for 4/10 staff committee meeting
Date: Monday, April 10, 2023 10:55:00 AM

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.

Dear Staff committee-

On the monthly spending report, I am noticing the use of a blanket purchase order (po #P2300609) for multiple vendors for a variety of purchases. This is a blanket PO to US Bank of which you are not buying anything from but rather your method of payment to various vendors. This indicates internal controls are lacking and appear to be bypassing standard purchasing guidelines. Please provide an explanation to this issue.

Thank you.
Sheila Williams
3611 Candlewood Dr.
Janesville, WI 53546

Sent from my iPhone

Haley Thompson

From: Rock County Website <noreplywebsite@co.rock.wi.us>
Sent: Monday, April 10, 2023 10:50 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 #: 2355156
IP Address: 199.233.45.5
Submission Date: 04/10/2023 10:49
Survey Time: 2 minutes, 29 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:

Wage Study Good Afternoon, I wanted to start this letter out saying thank you to everyone involved in this wage study and the implementation of it. The hard work and dedication has not gone unnoticed. That being said, this process is getting wearisome and drawn out. I don't understand why Rock County doesn't "bite the bullet" and implement the wage grid as initially presented from McGrath's data. I know that there are budget constraints, but continuing to decrease the wage grid amounts to fit within the budget is getting Rock County further behind where we need to be with wages. Changing the wage grid is only perpetuating the problem. I repeat, this will continually keep us below market and Rock County will find itself in this spot every year. It has been said by several board members that other counties have made this move and endured some hard hits to get their employees the wages that are fair and competitive. What is taking Rock County so long? Why does Rock County keep themselves in this situation. It will only get harder and harder. Show us that you care!! Show us we are appreciated!! Show us we are VALUED! Find the money to fix this now! Move some money around to make it work!!! Come on – stop beating around the bush, take the hit, and let's get this done. Thank you.

Full Name

Tami Johnson

Meeting Date

04/10/2023 12:00 AM

Address

,

City and State

Janesville, WI

Email

Phone

6087518399

Haley Thompson

From: Rock County Website <noreplywebsite@co.rock.wi.us>
Sent: Monday, April 10, 2023 11:39 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 #: 2355370
IP Address: 199.233.45.5
Submission Date: 04/10/2023 11:38
Survey Time: 1 minute, 17 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:

Wage Study Good afternoon, I'd like to thank the County Board Committee for all their hard work and efforts in helping implement this wage study. Tackling this Wage Study has been a huge commitment and close to a decade overdue for Rock County. It has been a tremendous journey for all who have been involved. However, as I've watched this process happen over the past several months it has become very clear that even with this progress Rock County will continue to pay their employees below market value. Each time I am at a Committee Meeting listening, I hear the Supervisors recognize that other counties have made this hard move to bite the bullet over the last decade, and Rock County is finally making the move. With that said... every time administration tweaks the numbers to make this fit into the budget over the past three months, it takes us back below the "Original Wage Grid" and back below market value. I'd like to know why we can't take the leap and put all on the "Original Wage Grid" as proposed by McGrath. Make it part of the Budget and if needed, move some money around and make paying the employees of Rock County the top priority so that you continue to have good, quality employees who are proud to be that for many years to come.

Full Name

Beth Burkheimer

Meeting Date

04/10/2023 12:00 AM

Address

,

City and State

Janesville, WI

Email

bethann564@gmail.com

Phone

From: [Sally Horton](#)
To: [COUNTYADMIN](#)
Subject: racist dei training..
Date: Monday, April 10, 2023 11:59:46 AM

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.

I don't even know where to begin after what I looked at as far as what I presume to be current training.. Frankly, had I known what anti white lies county employees were being fed, I would have been afraid to approach ANY county employee for assistance if they weren't white. County employees who are not white are clearly being taught that every problem that they have or that they may ever have can all be laid at the door of white folks. In other words, they are being told to HATE WHITE PEOPLE FOR BEING WHITE. AND WHITE PEOPLE ARE BEING TOLD TO HATE THEMSELVES FOR BEING WHITE.

God forbid a sheriff's deputy who isn't white ever answer my call for assistance. I wouldn't be able to trust him for help.because he's been told I am a bad person. Oh wait.. now THERE'S SOME discrimination that I didn't see getting addressed.. what if the officer is a woman? Is that even covered?

I do agree that systemic oppression exists.. but it isn't based on color, but on class. Not so much money, but the 'good ol boy, everyone knows my family(name) network". And I can promise you that citizens of every color in this county are well aware of THIS OPPRESSION. And if they are not.. well,, let's just say there's a lot of people who have some great stories to share.

There is so much more I would like to say, but the deadline is approaching. I'll just say that as anti white American as the material I looked at is.. it is far more anti 'not white'.. you see.. when every bad thing that ever happens to you is someone else's fault.. then you will NEVER have the power to improve your lot.. because you can't change others only yourself.

I CAN change things.. and I can start by working to replace every unAmerican board member who supports this divide and conquer marxist ideology.

As a citizen of Rock County, I demand that all training materials and sessions be open and available not only to county supervisors, but the public.. effective immediately.

Sally Horton
721 Hyatt St.
Janesville

From: [Mike Zoril](#)
To: [COUNTYADMIN](#)
Subject: Staff Committee - Concerns and Suggestions Regarding Policy 1.05 Updates
Date: Monday, April 10, 2023 10:13:49 AM
Attachments: [Policy 1.05 - Amended.docx](#)
[Quotes from DEI Training.docx](#)
[image.png](#)

*****PUBLIC COMMENTS SUBMISSION*****

Dear County Board Staff Committee:

As a Rock County Supervisor, I would like to express my concerns and suggestions regarding the proposed updates to Policy 1.05 on diversity and inclusion, as well as the current lack of transparency in the implementation of DEI trainings. I understand that the Staff Committee will be reviewing these updates, and I would appreciate your consideration of the following points:

1. It has come to my attention that the county administrator has banned Rock County Supervisors from attending DEI trainings. This decision does not foster transparency or trust with the county board. County Supervisors should be invited to attend all trainings to audit the information being provided to employees. Alternatively, the sessions could be recorded and made available to county supervisors and the public, allowing us to better understand the content being shared with our employees.
2. The proposed policy update includes the statement, "We acknowledge that systemic oppression exists and results in disparities in outcomes for diverse populations." While this statement may be well-intended, it lacks any supporting facts or data. Before including such a statement, I request that source data be provided to validate this claim. Polling across all demographics, including minorities and democrats, show this is a very unpopular belief that is out of touch with the mainstream (graph attached below at the bottom).
3. The updated policy indicates that "all employees must complete two DEI trainings per year." Given the concerns that the current DEI training may create a hostile work environment, I suggest maintaining the optional nature of the training as it currently stands. Additionally, employees should be allowed to choose their own topics and conduct their research on the subject, rather than being required to attend specific trainings. Multiple employees have reached out to me and expressed their concerns over DEI training within Rock County. Several employees have admitted that the training has caused them psychological harm. This is not only bad for our employees but creates financial liabilities for our taxpayers.

based on race or another protected characteristic created a hostile or abusive work environment.

Quote 4: "Black success, black achievement, and brown achievement to a certain extent has infuriated some white people through history and caused incredible violence or whitewash, sometimes it's called."

Potential liability: This statement suggests that the success of black and brown individuals has historically angered white people, which may be seen as promoting racial divisiveness and negative stereotypes.

Legal basis: Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, or national origin, as mentioned earlier. This includes creating a hostile work environment through the use of racially discriminatory language or actions.

Relevant case law: In *Harris v. Forklift Systems, Inc.*, 510 U.S. 17 (1993), the Supreme Court held that a hostile work environment can be established when the offensive conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

Quote 5: "And often white people can hear stories better from white people about racism."

Potential Liability: This statement could be interpreted as a generalization or stereotype about white people, which could be offensive or discriminatory.

Relevant Law: Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, religion, sex, or national origin. This statement could be seen as perpetuating racial stereotypes, which may be considered discriminatory under Title VII.

Quote 6: "none of these black folks trusted white banks or white people, so they would have their own in-community banks."

Potential liability: This statement generalizes and assumes that all black individuals involved distrusted white banks and white people. It may be interpreted as promoting negative stereotypes and divisiveness between racial groups.

Legal basis: Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, or national origin. This includes creating a hostile work environment through the use of racially discriminatory language or actions.

Relevant case law: In *Rodgers v. Western-Southern Life Insurance Co.*, 12 F.3d 668 (7th Cir. 1993), the court held that a hostile work environment can be established by showing that the workplace is permeated with discriminatory intimidation, ridicule, and insult, which is severe or pervasive enough to alter the conditions of the victim's employment and create an abusive working environment.

Quote 1: "That's that white entitlement right there, and the combination of ignorance and entitlement, which I've come to think is really particularly toxic."

Liability: This statement could be seen as offensive to white employees and create a hostile work environment, as it assumes white employees are ignorant and entitled.

Case law: In *Reeves v. C.H. Robinson Worldwide, Inc.* (525 F.3d 1139, 11th Cir. 2008), the court held that an employer may be held liable for a hostile work environment if the conduct is pervasive, offensive, and based on a protected characteristic.

Quote 2: "So I'm going to randomly assign groups of four people to a room. You'll be in there for 12 minutes. And I always say people of color, If you need some time to decompress, hang back. If you want or check out, go take a walk, whatever. But I really encourage white people to go in and have these conversations."

Potential Liability: By singling out white individuals and encouraging them specifically to participate in the conversations, the training could be seen as discriminatory and making assumptions about white employees based on their race.

Relevant Law: Title VII of the Civil Rights Act of 1964, as well as Wisconsin's Fair Employment Act, which prohibits discrimination based on race, color, religion, sex, or national origin. By targeting white employees specifically, this statement could potentially lead to claims of racial discrimination or creating a hostile work environment.

Quote 3: "And that would most likely be the job of another white person because we don't want to burden as white people our black and brown brothers and sisters to be educating and handholding white people who need work."

Potential Liability: The statement may be interpreted as implying that white men are inherently discriminatory and require special attention or "handholding" to address their attitudes. This could be seen as offensive to white employees and create a hostile work environment, opening the company to potential liability under Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin.

Relevant Case Law: In *Harris v. Forklift Systems, Inc.*, 510 U.S. 17 (1993), the Supreme Court held that a plaintiff may establish a violation of Title VII by proving that discrimination based on race or another protected characteristic created a hostile or abusive work environment.

Quote 4: "Black success, black achievement, and brown achievement to a certain extent has infuriated some white people through history and caused incredible violence or whitewash, sometimes it's called."

I have concerns over the proposed changes to policy 1.05. Please find attached an alternative policy suggestion that I would support.

Rock County Professional Development and Unity Policy

Rock County is committed to fostering a respectful and united work environment for all employees, regardless of race, ethnicity, religion, gender, age, sexual orientation, or ability. We believe that collaboration among employees with different perspectives and experiences contributes to our organization's success. Our focus is on promoting professional development and workplace unity, enabling our employees to excel in their roles and contribute to a positive and supportive work environment.

County Training Commitment

To achieve our objectives, all employees are required to complete two professional development trainings per year. These trainings will cover topics related to workplace professionalism, communication, teamwork, and conflict resolution. The purpose of this training is to enhance employees' skills and knowledge, facilitate effective collaboration, and foster a unified and welcoming workplace. The training will cover a range of topics, including but not limited to:

- Effective communication and active listening
- Giving and receiving feedback
- Conflict resolution and problem-solving
- Building positive workplace relationships
- Teamwork and collaboration for unity
- All county employees will be required to complete this training within the first year of their employment and on a regular basis thereafter. The training will be provided online or in-person, depending on the employee's preference and availability.

Participation in professional development training is considered part of each employee's job responsibilities, and employees are encouraged to attend during regular work hours. However, employees who cannot attend during regular work hours, and whose attendance at required professional development training events would result in overtime, will be paid overtime for their attendance/participation. We believe that this professional development and unity policy is an essential step in promoting a positive and respectful workplace for all employees. We encourage all employees to take this training seriously and to actively apply what they have learned in their daily work.

County Requirements & Expectations

As part of Rock County's commitment to professional development and unity, the county's training requirements are as follows: