



Minutes - December 11, 2023

Call to Order: Chair Bostwick called hybrid meeting of the County Board Staff Committee to order at 4:33 P.M. in Conference Room N1/N2.

Committee Members Present: Supervisors Bostwick, Brien, Mawhinney, Sweeney, Leavy, Peer, Wilson, Towns, and Beaver.

Committee Members Absent: None.

Staff Members Present: Josh Smith, County Administrator; Rich Greenlee, Corporation Counsel; Amy Spoden, Human Resources Director; Terri Carlson, Risk Manager; Shanna Saunders, Deputy Corporation Counsel; Randy Terronez, Assistant to the Administrator; Duane Jorgenson, Public Works Director; Kate Luster, Human Services Director.

Others Present: Supervisors Tillman, Zoril; Sheila Williams; Chuck Flynn.

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

Citizen Participation, Communications and Announcements: Supervisor Zoril expressed concern that County Board Staff Committee does not have the authority to appoint the Chair under item 8.A.

Kevin Dyrland submitted public comment in opposition to item 7.I. (attached).

Josh Smith welcomed Haley Thompson back.

Approval of Minutes:

November 13, 2023 Minutes: Supervisor Mawhinney moved approval of the November 13, 2023 minutes, second by Supervisor Wilson. ADOPTED.

Approval of Transfers: None.

Review of Payments:

November Payments: The committee reviewed the reports.

Review and Approval of Resolutions:

Recognizing Bryan Fischer: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby recognize Bryan Fischer for his past 29 years and 11 months of service and recommends that a sincere expression of appreciation be given to him along with best wishes for the future.

BE IT FURTHER RESOLVED, that the County Clerk be authorized and directed to furnish a copy of this resolution to Bryan Fischer."

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

Recognizing Zachary A. Raby: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby recognize Deputy Zachary A. Raby for his over 15 years of faithful service and recommends that a sincere expression of appreciation be given to Deputy Zachary A. Raby along with best wishes for the future."

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

Recognizing Rhonda Doherty: "NOW THEREFORE BE IT RESOLVED that the Rock County Board of Supervisors, duly assembled this _____ day of _____, 2023, does hereby recognize Rhonda Doherty for her 32 years of service and extend best wishes to her in her future endeavors."

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

Recognizing Diane Jones: "NOW THEREFORE BE IT RESOLVED that the Rock County Board of Supervisors, duly assembled this _____ day of _____, 2023, does hereby recognize Diane Jones for her 21 years of service and extend best wishes to her in her future endeavors."

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

Recognizing Jenna Winiarski for Service to the County: "NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023, does hereby recognize Jenna Winiarski for her years of service to Rock County."

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

The Individual Merit Act: "THEREFORE BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this _____ day of _____, 2023 does hereby affirm it shall be the policy of Rock County to be committed to making all county decisions based solely on individual merit, and

BE IT FURTHER RESOLVED, that the Rock County Board directs all county departments to review and, if necessary, revise their policies and practices to ensure that decisions related to hiring, promotions, and awarding contracts are based on individual merit and do not favor or disadvantage

any particular protected class, and

BE IT FINALLY RESOLVED, that the Rock County Board of Supervisors commits to upholding the principles of fairness, equality, and non-discrimination, and to providing all individuals with an equal opportunity to succeed."

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

Supervisor Zoril provided handouts (attached). He highlighted concerns with current policy and following these policies. Supervisor Zoril summarized the highlighted areas on his handouts.

The committee discussed hiring practices and considerations during the hiring process. Amy Spoden said that when applications are shared with department heads, all personal information is withheld and only professional experiences are shared.

Unanimous voice no. FAILED.

Mandatory Referral of Unsuccessful Rule Changes: "NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this ____ day of _____, 2023 does hereby adopt as follows:

..."

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

Supervisor Zoril spoke to this resolution and explained that this resolution would just apply for the current term.

Supervisor Towns and Supervisor Wilson stated that the Ad Hoc Rules Committee is already taking a holistic look at the rules.

Unanimous voice no. FAILED.

Directing the County Administrator to Disclose Relationships Affecting the Preparation and Assignment of Resolutions Since April 8, 2020, and Going Forward: "NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this ____ day of _____, 2023 does hereby direct the County Administrator as follows:

..."

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

Supervisor Zoril spoke to this resolution and explained that this would cover relationships in the past and future that are not disclosed.

Unanimous voice no. FAILED.

Prioritize Children's Safety and Advocate for Death Penalty for Pedophiles: "NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors duly assembled this ____ day of ____, 2023 hereby directs the County Administrator, on behalf of the Rock County Board, will draft and send a formal letter to our state representatives, urging them to propose, endorse, and vigorously advocate for amendments to Wisconsin law, instating the death penalty for cases of child sexual assault that result in the death of the victim, compliant with the existing constraints delineated by Kennedy v. Louisiana;"

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

Supervisor Zoril spoke to this resolution. He explained that this resolution is a letter of advocacy.

Unanimous voice no. FAILED.

Review, Discussion and Possible Action:

Appointment of Chair of the Ad Hoc Committee on the County Board of Supervisors' Rules of Procedure: Supervisor Sweeney moved to approve this appointment, second by Supervisor Peer.

Rich Greenlee provided clarification to concerns expressed by Supervisor Zoril during public comment. Rich Greenlee stated the County Board rule and Robert's Rules of Order that pertain to this situation. He added that it is up to the Board to interpret the rules.

Supervisor Towns advocated for moving ahead and clarifying the rule during the Ad Hoc Rules Committee.

The committee discussed the implications of accepting this appointment.

Supervisor Sweeney moved to postpone indefinitely, second by Supervisor Mawhinney. ADOPTED.

2024 Cost of Living Adjustment: Josh Smith explained that this is coming to the committee earlier than usual. He added that there is enough money in the budget to do a cost of living adjustment of 3.4%.

Supervisor Wilson inquired whether a piece of the 3.4% should be allocated to the top of the wage scale to reflect the top of market presented in the McGrath study.

Supervisor Towns recalled that the federal government implemented a 3.2% cost of living increase. She advocated for utilizing that number for the county as well.

Staff and committee members discussed utilizing available funds to increase percentages between pay steps, utilizing funds for a cost of living increase, and a combination of both. Supervisor Wilson advocated for utilizing available funds for purely a cost of living adjustment.

Supervisor Sweeney moved a 3.2% cost of living adjustment starting January 1, second by Supervisor Mawhinney. ADOPTED.

A resolution with this increase will come back to the January 8 County Board Staff Committee meeting to be considered by the County Board on January 11.

Next meeting date and time: January 8, 2024 at 4:30 P.M.

EXECUTIVE SESSION: Pursuant to Wis. Stat. § 19.85(1)(e) to deliberate the setting of bargaining parameters for 2024 negotiated collective bargaining agreements. : Supervisor Towns moved to enter into executive session at 6:04 P.M., second by Supervisor Mawhinney. Motion carried by roll call vote: Supervisors Brien, Mawhinney, Sweeney, Leavy, Peer, Wilson, Towns, Beaver, and Bostwick voted in favor. ADOPTED.

Adjournment: Supervisor Leavy moved to adjourn at 6:46 P.M., second by Supervisor Wilson. ADOPTED.

Respectfully submitted,

Haley Thompson
Executive Assistant

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.

From: [Kevin Dyrland](#)
To: [COUNTYADMIN](#)
Subject: Public comment: staff committee
Date: Monday, December 11, 2023 10:08:36 AM

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Hello,

Regarding the resolution prioritizing children's safety, Rock County should protect our children.

Rock County should not, however, advocate for the death penalty. The county does not have jurisdiction over this matter.

Furthermore, the final whereas clause is imprecise, it appears to imply that via Kennedy v. Louisiana the only use of the death penalty is when the victim did not die and death was not intended ("restricts the application of the death penalty to") and should be revised to be more accurate ("...the Supreme Court ruling Kennedy v. Louisiana currently *prohibits* the application of the death penalty *in* cases where...") This revision would more accurately reflect the current constitutionality of the death penalty.

In light of this, Supervisor Zoril should at minimum revise the resolution, if not withdraw entirely.

Cheers!
-Kevin

The following is a partial transcript from DEI training Rock County purchased for Rock County Employees (Vendor was YWCA on 11/10/2022):

Quote: "Given an opportunity to diversify an organization, diversify a staff, diversify any institution, if I have the opportunity to hire a person of color in that space, I'm going to try to take advantage of that opportunity, all other things being equal."

Concern: The statement suggests that the speaker would prioritize hiring a person of color when given the opportunity. This could be interpreted as advocating for preferential treatment based on race, which could be seen as reverse discrimination.

Potential legal concerns: If an organization were to implement hiring practices that prioritize candidates based on their race, it could potentially violate Title VII of the Civil Rights Act of 1964.

Quote: "Look at the data. All you have to do is look at data and see that white people still make up the majority of most institutions. Nobody's taking anything away. We're trying to level the playing field and give people of color and other people access too."

Concern: This statement can be interpreted as suggesting that white people are overrepresented in institutions simply due to their race, and that this overrepresentation should be corrected by giving people of color more access. The quote could be seen as promoting race-based decision-making rather than considering individuals based on their qualifications and merits.

Potential violation: While it is not a direct violation, this statement could lead to practices that may potentially violate Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, religion, sex, or national origin. In the context of the training, advocating for race-based decision-making could potentially lead to violations of this act if it results in discriminatory hiring or promotion practices.