



**ROCK COUNTY BOARD OF SUPERVISORS' MEETING
THURSDAY, JANUARY 23, 2014 – 6:00 P. M.**

**COUNTY BOARD ROOM/COURTROOM H
FOURTH FLOOR/COURTHOUSE EAST**

Agenda

1. CALL TO ORDER
2. INVOCATION & PLEDGE OF ALLEGIANCE
3. ROLL CALL
4. ADOPTION OF AGENDA
5. APPROVAL OF MINUTES – January 9, 2014
6. PUBLIC HEARING
7. CITIZEN PARTICIPATION, COMMUNICATIONS AND ANNOUNCEMENTS
8. NOMINATIONS, APPOINTMENTS AND CONFIRMATION
9. INTRODUCTION OF NEW RESOLUTIONS OR ORDINANCES BY SUPERVISORS FOR REFERRAL TO APPROPRIATE COMMITTEE
10. REPORTS
11. UNFINISHED BUSINESS
12. NEW BUSINESS
 - A. Supplementary Appropriations and Budget Changes - Roll Call
 - 1) Authorizing Acceptance of 2014 Highway Safety Project Grant
 - NOTE: Item 12.A.1. will be considered by the Public Safety & Justice Committee on January 20, 2014 and Finance Committee on January 23, 2014
 - B. Bills Over \$10,000 – No Roll Call
 - C. Encumbrances Over \$10,000 – Roll Call
 - D. Contracts – Roll Call
 1. To Ratify the 2014 Labor Agreement Between Rock County and AFSCME, Local 2489
 - E. Approving Health Insurance Benefits for Employees in Same-Sex Relationships who meet Eligibility Requirements
13. ADJOURNMENT

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Sheriff Robert D. Spoden
INITIATED BY



Sgt. Jay L. Wood
DRAFTED BY

Public Safety and Justice
Committee
SUBMITTED BY

January 1, 2014
DATE DRAFTED

**AUTHORIZING ACCEPTANCE OF
2014 HIGHWAY SAFETY PROJECT GRANT**

1 WHEREAS, the Wisconsin Department of Transportation, Bureau of Transportation Safety, makes
2 Federal Highway Safety funds available to local law enforcement agencies for various traffic safety
3 programs; and,
4

5 WHEREAS, these funds are earmarked to allow law enforcement agencies to provide additional traffic
6 enforcement patrols directed at improving traffic safety by alcohol enforcement, thus reducing
7 hazardous motorist behavior on roadways with a high incidence of injury or fatal accidents; and,
8

9 WHEREAS, the Rock County Sheriff's Office is eligible to receive a grant of \$35,000 to participate in
10 these programs; and,
11

12 WHEREAS, grant funds in the amount of \$30,001 will be used for overtime wages and related benefits;
13 and,
14

15 WHEREAS, grant funds in the amount of \$4,999 will be used to purchase in-squad video cameras with
16 accessories; and,
17

18 WHEREAS, these grants require a local match of 25%; and,
19

20 WHEREAS, the match may be an in-kind match or a hard match.
21

22 NOW, THEREFORE BE IT RESOLVED by the Rock County Board of Supervisors duly assembled
23 this ____ day of _____ 2014, that the Rock County Sheriff is authorized to accept funds under
24 the Highway Safety Project Grants; and,
25

26 BE IT FURTHER RESOLVED, that the 2014 budget be amended as follows:
27

<u>Account Description</u>	<u>Budget at</u>	<u>Amount</u>	<u>Amended</u>
<u>Account Number</u>	<u>01/01/14</u>	<u>Incr (Decr)</u>	<u>Budget</u>
<u>Source of Funds</u>			
Federal Aid			
21-2120-2014-42100	\$0	\$35,000	\$35,000
<u>Use of Funds</u>			
Overtime Wages			
21-2120-2014-61210	\$0	\$30,001	\$30,001
Capital Assets \$500-\$4,999			
21-2120-2014-67160	\$0	\$4,999	\$4,999

14-1B-494

AUTHORIZING ACCEPTANCE OF 2014 HIGHWAY SAFETY PROJECT GRANT

Page 2

Respectfully submitted,

Public Safety and Justice Committee_____
Ivan Collins, Chair_____
Mary Beaver_____
Henry Brill_____
Brian Knudson_____
Larry Wiedenfeld**Finance Committee Endorsement**Reviewed and approved on a vote
of __________
Mary Mawhinney, ChairFISCAL NOTE:

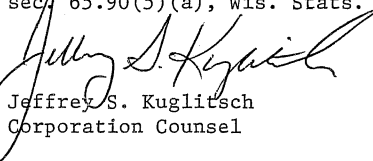
This resolution authorizes the acceptance and expenditure of \$35,000 in Federal Aid for the Sheriff's Highway Safety Program. Sufficient funding is included in the Sheriff's 2014 budget for the required 25% match.



Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to accept grant funds pursuant to sec. 59.52(19), Wis. Stats. As an amendment to the adopted 2014 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to sec. 65.90(5)(a), Wis. Stats.



Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Craig Knutson
County Administrator

**Executive Summary
Authorizing Acceptance of
2014 Highway Safety Project Grant**

Alcohol-impaired Driving: In Wisconsin during 2012 alcohol was listed as a contributing factor in 4.6% of all crashes. Thirty-seven point one percent of all vehicle crash fatalities in 2012 were alcohol-related, resulting in 221 deaths. Alcohol-impaired driving is associated with other high-risk behaviors that increase the likelihood of a crash and of significant injury or death occurring; these include speeding, and failure to wear safety belts.

Enforcement Area (Targeting): WisDOT analysis has identified roadway segments patrolled by this agency as 'at-risk'. All alcohol and speed-related crash data from the three previous years for every jurisdiction in Wisconsin were analyzed, including those involving property damage through all ranges of injuries to those that resulted in death. These data were scientifically weighted, following established statistical protocol. Using the weighted data, the Bureau identified those places in Wisconsin with the largest crash frequency due to excess alcohol use or speed. After factoring in each identified, at-risk location's population density, a snapshot of the state's most likely places for similar crashes per capita was established. *Source: BOTS Analysis*

The 2014 Alcohol grant is for \$35,000. Grant funds in the amount of \$30,001 will be used for wages and related benefits. Grant funds in the amount of \$4,999 will be used to purchase in-squad video cameras with accessories.

A local match of 25% (\$8,750) is required. The match may be an in-kind (soft) match or a hard match.

2014 . . .

RESOLUTION NO. 14-1B-495

AGENDA NO. 12.B.(1)

INITIATED: FINANCE DIRECTOR

SUBMITTED BY: FINANCE COMMITTEE

DATE: JAN 16 2014

WHEREAS, THE FINANCE COMMITTEE HAS EXAMINED THE FOLLOWING BILLS OVER \$10,000 AS REQUIRED BY COUNTY BD. RULE H.(3), AND FOUND THEM TO BE PROPER AND WITHIN BUDGET.

NOW THEREFORE BE IT RESOLVED, THE ROCK COUNTY BOARD OF SUPERVISORS AT ITS REGULAR MEETING ON JAN 23 2014, APPROVES PAYMENT AND AUTHORIZES AND DIRECTS THE COUNTY CLERK AND COUNTY TREASURER TO PAY THE SAME.

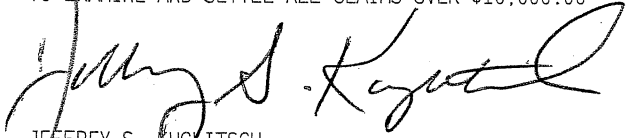
Vendor Name	Fund Name	Department Name	Program Name	Amount	Claim Amount
OTIS ELEVATOR COMPANY	GENERAL FUND	GENERAL SERVI	HCC BLDG.COMP CMM05209114	57,390.80	57,390.80
WISCONSIN COUNTIES ASSOCIATION	GENERAL FUND	COUNTY BOARD	COUNTY BOARD 6637188	18,958.00	18,958.00
CLAIMS IN THE AMOUNT OF	76,348.80				

RESPECTFULLY SUBMITTED,

HAVE BEEN APPROVED AND CHECKED BY THE GOVERNING COMMITTEES.

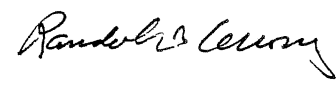
FINANCE COMMITTEE

LEGAL NOTE:
THE COUNTY BOARD RULE CITED REQUIRES THE COUNTY BOARD TO EXAMINE AND SETTLE ALL CLAIMS OVER \$10,000.00


JEFFREY S. KLITSCH
CORPORATION COUNSEL

ADMINISTRATIVE NOTE

RECOMMENDED



CRAIG KNUTSON
COUNTY ADMINISTRATOR

FISCAL NOTE

ABOVE LISTED CLAIMS ARE FULLY FUNDED.


SHERRY OJA
FINANCE DIRECTOR

14-1B-495

RESOLUTION NO. _____

AGENDA NO. _____

INITIATED: FINANCE DIRECTOR

SUBMITTED BY: FINANCE COMMITTEE

DATE: JAN 16 2014

WHEREAS, THE FINANCE COMMITTEE HAS EXAMINED THE FOLLOWING BILLS OVER \$10,000 AS REQUIRED BY COUNTY BD. RULE H.(3), AND FOUND THEM TO BE PROPER AND WITHIN BUDGET.

NOW THEREFORE BE IT RESOLVED, THE ROCK COUNTY BOARD OF SUPERVISORS AT ITS REGULAR MEETING ON JAN 23 2014, APPROVES PAYMENT AND AUTHORIZES AND DIRECTS THE COUNTY CLERK AND COUNTY TREASURER TO PAY THE SAME.

Vendor Name	Fund Name	Department Name	Program Name	Amount	Claim Amount
BLACKHAWK TECHNICAL COLLEGE	GENERAL FUND	SHERIFF	RECAP OPERATI S0217462	11,623.07	11,623.07

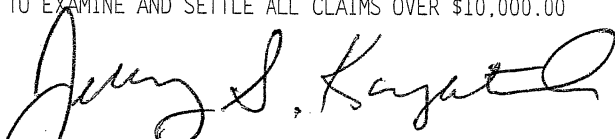
CLAIMS IN THE AMOUNT OF 11,623.07

RESPECTFULLY SUBMITTED,

HAVE BEEN APPROVED AND CHECKED BY THE GOVERNING COMMITTEES.

FINANCE COMMITTEE

LEGAL NOTE:
THE COUNTY BOARD RULE CITED REQUIRES THE COUNTY BOARD TO EXAMINE AND SETTLE ALL CLAIMS OVER \$10,000.00



JEFFREY S. KUGLITSCH
CORPORATION COUNSEL

ADMINISTRATIVE NOTE

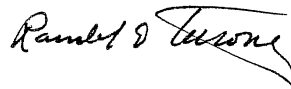
FISCAL NOTE

ABOVE LISTED CLAIMS ARE FULLY FUNDED.



SHERRY OJA
FINANCE DIRECTOR

RECOMMENDED



CRAIG KNUTSON
COUNTY ADMINISTRATOR

RESOLUTION NO. _____

AGENDA NO. _____

INITIATED: FINANCE DIRECTOR

SUBMITTED BY: FINANCE COMMITTEE

DATE: JAN 16 2014

WHEREAS, THE FINANCE COMMITTEE HAS EXAMINED THE FOLLOWING BILLS OVER \$10,000 AS REQUIRED BY COUNTY BD. RULE H.(3), AND FOUND THEM TO BE PROPER AND WITHIN BUDGET.

NOW THEREFORE BE IT RESOLVED, THE ROCK COUNTY BOARD OF SUPERVISORS AT ITS REGULAR MEETING ON JAN 23 2014, APPROVES PAYMENT AND AUTHORIZES AND DIRECTS THE COUNTY CLERK AND COUNTY TREASURER TO PAY THE SAME.

Vendor Name	Fund Name	Department Name	Program Name	Amount	Claim Amount
BELOIT POLICE DEPARTMENT	SRF-GRANTS	SHERIFF	JAG CIT GRANT CITBEL	11,129.00	11,129.00
WRIGHT EXPRESS FSC	GENERAL FUND	SHERIFF	SHERIFF 35278642	23,090.70	23,090.70
YOUTH2YOUTH OF ROCK COUNTY	SRF-GRANTS	HEALTH DEPT	COMM TRANSFOR 2013-003	20,000.00	20,000.00

CLAIMS IN THE AMOUNT OF 54,219.70

RESPECTFULLY SUBMITTED,

HAVE BEEN APPROVED AND CHECKED BY THE GOVERNING COMMITTEES.

FINANCE COMMITTEE

LEGAL NOTE:

THE COUNTY BOARD RULE CITED REQUIRES THE COUNTY BOARD TO EXAMINE AND SETTLE ALL CLAIMS OVER \$10,000.00

JEFFREY S. KUGLITSCH
CORPORATION COUNSEL

ADMINISTRATIVE NOTE

RECOMMENDED

CRAIG KNUTSON
COUNTY ADMINISTRATOR

FISCAL NOTE

ABOVE LISTED CLAIMS ARE FULLY FUNDED.

SHERRY OJA
FINANCE DIRECTOR

2014 . . .

RESOLUTION NO. 14-1B-496

AGENDA NO. 12.C.(1)

SUBMITTED BY: FINANCE COMMITTEE

INITIATED: FINANCE DIRECTOR

DATE:

JAN 16 2014

WHEREAS, THE FINANCE COMMITTEE HAS EXAMINED THE FOLLOWING ENCUMBRANCES OVER \$10,000 AS REQUIRED BY COUNTY BD. RULE H.(3), AND FOUND THEM TO BE PROPER AND WITHIN BUDGET.

NOW THEREFORE BE IT RESOLVED, THE ROCK COUNTY BOARD OF SUPERVISORS AT ITS REGULAR MEETING ON **JAN 23 2014**, APPROVES PAYMENT AND AUTHORIZES AND DIRECTS THE COUNTY CLERK AND COUNTY TREASURER TO PAY THE SAME, UPON ACCEPTANCE BY THE DEPARTMENT HEAD.

Vendor Name	Fund Name	Department Name	Program Name	PR Number	Claim Amount
3M ELECTRONIC MONITORING	SRF-HUMAN SERVIC	HUMAN SERVICES	JUVENILE JUSTICE	R1400919	38,416.00
AURORA HEALTH CARE	SRF-HUMAN SERVIC	HUMAN SERVICES	CRISIS	R1400544	40,000.00
CLEAN POWER LLC	SRF-HUMAN SERVIC	HUMAN SERVICES	OUTPATIENT SER	R1400549	10,629.00
CLEARVIEW NORTH	SRF-HUMAN SERVIC	HUMAN SERVICES	CRISIS	R1400545	245,000.00
DNA DIAGNOSTICS CENTER	GENERAL FUND	CHILD SUPPORT	CHILD SUPPORT	R1400581	32,000.00
GREGG INVESTIGATIONS INC	GENERAL FUND	CHILD SUPPORT	CHILD SUPPORT	R1400580	28,900.00
JOOS,ATTY MELISSA BROOKE	GENERAL FUND	CLK OF CTS	CIRCUIT COURTS	R1400575	44,436.00
KNUEPPEL,SHANNA M	GENERAL FUND	CLK OF CTS	CIRCUIT COURTS	R1400578	44,436.00
KOLPIEN,ATTY THOMAS A	GENERAL FUND	CLK OF CTS	CIRCUIT COURTS	R1400576	44,436.00
MERCY HEALTH SYSTEM	SRF-HUMAN SERVIC	HUMAN SERVICES	CRISIS	R1400546	300,941.00
NASH ELLIOTT,ATTY JENNIFER	GENERAL FUND	CLK OF CTS	CIRCUIT COURTS	R1400577	44,436.00
PACKAGE PRO EXPRESS DELIVERY INC	SRF-HUMAN SERVIC	HUMAN SERVICES	OVERHEAD	R1400550	20,559.00
THOMSON WEST	GENERAL FUND	CLK OF CTS	CIRCUIT COURTS	R1400574	32,500.00
UNIVERSITY OF WISCONSIN HOSPITAL AND CLI	SRF-HUMAN SERVIC	HUMAN SERVICES	CRISIS	R1400547	70,000.00

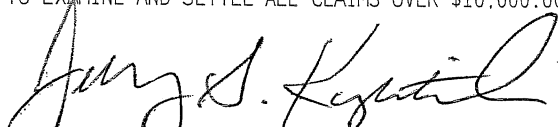
14-1B-496

CLAIMS IN THE AMOUNT OF 996,689.00

HAVE BEEN APPROVED AND CHECKED BY THE GOVERNING COMMITTEES.

FINANCE COMMITTEE

LEGAL NOTE:
THE COUNTY BOARD RULE CITED REQUIRES THE COUNTY BOARD TO EXAMINE AND SETTLE ALL CLAIMS OVER \$10,000.00


 JEFFREY S. KUGLITSCH
 CORPORATION COUNSEL

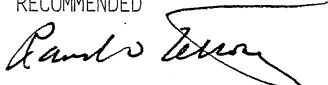
ADMINISTRATIVE NOTE

FISCAL NOTE

ABOVE LISTED CLAIMS ARE FULLY FUNDED.


 SHERRY OJA
 FINANCE DIRECTOR

RECOMMENDED



CRAIG KNUTSON
COUNTY ADMINISTRATOR

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Dave O'Connell, HR Director
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

January 8, 2014
DATE DRAFTED

**TO RATIFY THE 2014 LABOR AGREEMENT BETWEEN ROCK COUNTY
AND AFSCME, LOCAL 2489**

- 1 **WHEREAS**, the County is subject to 111.70 of the Wisconsin Statutes; and,
- 2
- 3 **WHEREAS**, representatives of AFSCME, Local 2489 have met with the Rock County Management
- 4 bargaining team and arrived at a mutual agreement on base wages; and,
- 5
- 6 **WHEREAS**, the proposed wage settlement represents a base wage increase of 1.5% effective January
- 7 1, 2014; and,
- 8
- 9 **WHEREAS**, the leadership of Local 2489 has ratified the agreement; and,
- 10
- 11 **WHEREAS**, AFSCME, Local 2489 no longer represents the Correctional Officers.
- 12
- 13 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors assembled
- 14 this _____ day of _____, 2014 does hereby ratify the terms and conditions of the
- 15 2014 labor agreement with AFSCME, Local 2489.

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Absent
Sandra Kraft, Vice Chair

Absent
Eva Arnold

Hank Brill
Hank Brill

Absent
Betty Jo Bussie

Marilynn Jensen
Marilynn Jensen

Mary Mawhinney
Mary Mawhinney

Louis Peer
Louis Peer

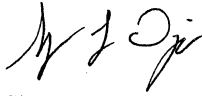
Kurtis L. Yankee
Kurtis L. Yankee

14-1B-497

TO RATIFY THE 2014 LABOR AGREEMENT BETWEEN ROCK COUNTY AND AFSCME,
LOCAL 2489

FISCAL NOTE:

	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Increase</u>
2014	\$15,911,713.95	\$169,784.12	1.5 % eff 1/1/2014	1.0670%



Sherry L. Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 111.70, Wis. Stats.



Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Craig Knutson
County Administrator

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

DAVE O'CONNELL, HUMAN
RESOURCES DIRECTOR
INITIATED BY



DAVE O'CONNELL, HUMAN
RESOURCES DIRECTOR
DRAFTED BY

COUNTY BOARD FINANCE
COMMITTEE
SUBMITTED BY

DECEMBER 26, 2013
DATE DRAFTED

**APPROVING HEALTH INSURANCE BENEFITS FOR EMPLOYEES IN SAME-SEX
RELATIONSHIPS WHO MEET ELIGIBILITY REQUIREMENTS**

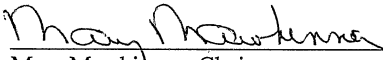
- 1 WHEREAS, the County of Rock is an organization committed to non-discrimination, as expressed in
- 2 applicable County ordinances and policies; and,
- 3
- 4 WHEREAS, those non-discrimination ordinances and policies, include a commitment not to
- 5 discriminate on the basis of sexual orientation or family status; and
- 6
- 7 WHEREAS, many current employers, including the State of Wisconsin, several other Wisconsin
- 8 municipalities, institutions of higher education, and private sector employers have extended employee
- 9 benefits to same gender domestic partners and their dependents; and,
- 10
- 11 WHEREAS, the County of Rock compensates employees through more than just wages and salary by
- 12 providing a range of benefits to the employees, including health care, prescription drug coverage,
- 13 dental insurance, and other employee benefits offered consistent with the traditional plan structure
- 14 including opposite gender spouses and dependents of the County's employees; and,
- 15
- 16 WHEREAS, extension of benefits, including health care, prescription drug coverage, dental insurance,
- 17 and other employee benefits not currently required by law to be extended to same gender domestic
- 18 partners and other dependents would increase the attractiveness of the County's employment benefit
- 19 package, thus facilitating successful employee recruitment and retention; and
- 20
- 21 WHEREAS, Wis. Stats. Sec. 40.02(21d) provides a definition of "domestic partners" for Wisconsin
- 22 Retirement System and certain State health insurance benefit purposes and Wisc. Stats. Sec. 770.01(1)
- 23 also defines that term for the purposes of the Wisconsin Domestic Partnership Registry; and
- 24
- 25 WHEREAS, the County of Rock finds that it is in the best interests of the County to extend
- 26 employment benefits to domestic partners as that term is defined in Wis. Stats. 770.01(1);
- 27
- 28 NOW, THEREFORE, BE IT RESOLVED, that the County Board of Supervisors duly assembled on
- 29 this ____ day of _____, 2014, hereby goes on record in support of allowing access to and offers
- 30 health care, prescription drug coverage, dental insurance, and other employee benefits to domestic
- 31 partners of County employees in the same fashion such benefits are extended to spouses of married
- 32 County Employees. Such benefits shall be provided to the extent allowed by the IRS and otherwise
- 33 allowed by law, specifically including any amendments or new enactments of Wisconsin laws relating
- 34 to domestic partners, civil unions or same sex marriages; and should such amendments or enactments
- 35 occur, such benefits shall be extended as allowed therein; and
- 36
- 37 BE IT FURTHER RESOLVED, that the County will extend health care, prescription drug coverage,
- 38 dental insurance, and other employee benefits to all qualifying domestic partners of County employees
- 39 according to the following guidelines:
- 40
- 41 1. The definition of domestic partnership of same gender couples used by the County of
- 42 Rock will be that used by Wis. Stats. Sec. 40.02(21d) and 770.01(1).
- 43


14-1B-498

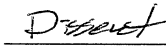
- 44 2. The County of Rock shall require verification of current valid domestic partner
45 registration pursuant to Wis. Stats. Chapter 770, the Domestic Partnership Act, or the
46 documentation required by any subsequent change in state law.
47
- 48 3. The provision of these benefits will be extended to the dependents of those same gender
49 domestic partners as they would be to the dependents of legally married employees under
50 the then current provision for dependent coverage in the relevant benefit program.
51
- 52 4. The benefits provided to domestic partners and their dependents shall be as nearly equal
53 as possible to those offered to legally married partners, including non-insurance benefits
54 such as funeral leave for the death of a domestic partner and use of sick leave to care for a
55 domestic partner.
56
- 57 BE IT FURTHER RESOLVED, that this resolution shall become effective on March 1, 2014.

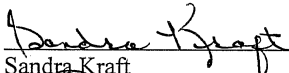
Respectfully Submitted,

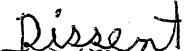
FINANCE COMMITTEE


Mary Mawhinney, Chair


Mary Beaver

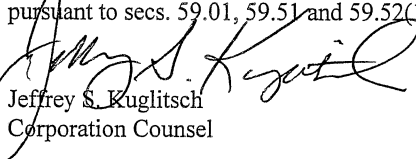

Brent Fox


Sandra Kraft


J. Russell Podzilni


LEGAL NOTE:

In addition to the statutes mentioned in the resolution, the County board is authorized to take this action pursuant to secs. 59.01, 59.51 and 59.52(11), Wis. Stats.


Jeffrey S. Kuglitsch
Corporation Counsel

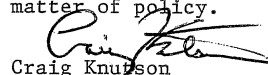
FISCAL NOTE:

Based on the experience of other public employers, the cost may increase one-half to one percent. The health insurance trust fund would be used for the additional cost.


Susan Balog
Sr. Accountant/Assistant to Finance Director

ADMINISTRATIVE NOTE:

Extension of this benefit would make the County more competitive for employee recruitment and retention. In the final analysis, extension of this benefit is a matter of policy.


Craig Knudson
County Administrator

APPROVING HEALTH INSURANCE BENEFITS FOR EMPLOYEES IN SAME-SEX
RELATIONSHIPS WHO MEET ELIGIBILITY REQUIREMENTS

Page 3

COUNTY BOARD STAFF COMMITTEE

Dissent
J. Russell Podzilni, Chair

Absent
Sandra Kraft, Vice Chair

Absent
Eva Arnold

Dissent
Henry Brill

Absent
Betty Jo Bussie

Marilyn Jensen
Marilyn Jensen

Mary Mawhinney
Mary Mawhinney

Dissent
Louis Peer

Dissent
Kurtis Yankee

APPROVING HEALTH INSURANCE BENEFITS FOR EMPLOYEES IN SAME-SEX
RELATIONSHIPS WHO MEET ELIGIBILITY REQUIREMENTS

EXECUTIVE SUMMARY

The Rock County Human Resources Office has been contacted by employees inquiring about why the County does not offer same-sex domestic partner insurance related benefits. In addition, this issue was raised by two of the eight non-law enforcement bargaining units during the 2013 meet and confer sessions.

This resolution is very similar to the one that the City of Beloit passed earlier this year and will take effect on January 1, 2014. It applies to same-sex domestic partners but does not apply to opposite-sex domestic partners. The last survey done by one of the other County Human Resource Directors showed that most public jurisdictions across the State of Wisconsin have not passed this type of Ordinance or a more expansive Ordinance covering both same-sex and opposite-sex domestic partners. However, the number of jurisdictions offering this type of coverage is currently increasing. For those jurisdictions using the State Health Plan they must offer both same-sex and opposite-sex coverage as part of that plan.

Rock County appears to be a leader in this effort along with Dane and Milwaukee County. Public jurisdictions in Rock County that have domestic partner insurance are: City of Beloit (same-sex only); City of Evansville; City of Janesville; City of Milton; City of Edgerton; the Janesville School District; and Blackhawk Technical College. The Beloit School District does not currently cover domestic partners but says it is going to revisit the issue in 2014. Dane County and several public jurisdictions in Dane County (including Madison) do cover domestic partners. Walworth County does not cover domestic partners.

It is difficult to estimate the number of Rock County employees who have a domestic partner. There are currently less than 100 people registered with the County Clerk's Office as having a domestic partner. Only a small percentage of those people would be Rock County employees. There could also be Rock County employees registered in other surrounding counties.

Since Rock County self-funds our health insurance plan the County takes on an unknown risk whenever it enrolls a new employee or dependent. The experience of other public employers indicates that adding domestic partners costs significantly less than 1% per year.

Rock County currently offers both State FMLA coverage and bereavement leave for domestic partners as defined by the Wisconsin Family and Medical Leave Act.