



**COUNTY BOARD STAFF COMMITTEE
TUESDAY – DECEMBER 14, 2010 – 4:00 P.M.
CONFERENCE ROOM N-1 – FIFTH FLOOR
ROCK COUNTY COURTHOUSE-EAST**

Agenda

1. Call to Order & Approval of Agenda
2. Approval of Minutes – November 23, 2010
3. Citizen Participation, Communications and Announcements
4. Approval of Bills
5. Pre-Approved Encumbrance Amendment
 - A. Human Resources (2)
6. Resolution
 - A. Recognizing Commander Thomas W. Gehl
 - B. Recognizing Sergeant David L. Vierck
 - C. Recognizing Ms. DuAnn Webb for Service to Rock County Human Services
 - D. Recognizing Thomas Hermans
 - E. Recognizing William Kent
 - F. Recognizing Roger Maathewson
 - G. Ratify the 2010-2011 Labor Contract Between Rock County and AFSCME Local 1077 (Public Works & General Services)
 - H. To Ratify the 2010-2011 Labor Agreement Between Rock County and AFSCME Local 1258
 - I. To Ratify the 2010-2011 Labor Agreement Between Rock County and Association of Mental Health Specialists - Human Services Professionals
 - J. Modifying the 2011 Rock County Human Services Department Budget to Accept Additional Funds to Increase the Masters Level Social Worker (Prevention Specialist) Position from a .75 FTE to a 1.0 FTE
7. Discussion of Future Meeting Dates
8. **EXECUTIVE SESSION:** Per Section 19.85(1)(e), Wis. Stats Update on Collective Bargaining
9. Adjournment

2010

Account Number	Name	Yearly Prcnt Appropriation Spent	YTD Expenditure	Encumb Amount	Unencumb Balance	Inv/Enc Amount	Total
0311100000-63107	PUBL & LEGAL	18,000.00	81.7% 14,715.14	0.00	3,284.86		
	P1000639-PO# 12/08/10 -VN#013607		JANESVILLE GAZETTE INC			229.17	
	CLOSING BALANCE				3,055.69		229.17
0311100000-64904	SUNDRY EXPENSE	1,500.00	53.2% 799.32	0.00	700.68		
	P1000796-PO# 12/06/10 -VN#013601		JANESVILLE FLORAL COMPANY			88.50	
	CLOSING BALANCE				612.18		88.50
	COUNTY BOARD		PROG-TOTAL-PO			317.67	

I HAVE EXAMINED THE PRECEDING BILLS AND ENCUMBRANCES IN THE TOTAL AMOUNT OF \$317.67 INCURRED BY COUNTY BOARD. CLAIMS COVERING THE ITEMS ARE PROPER AND HAVE BEEN PREVIOUSLY FUNDED. THESE ITEMS ARE TO BE TREATED AS FOLLOWS

- A. BILLS AND ENCUMBRANCES OVER \$10,000 REFERRED TO THE COUNTY BOARD.
- B. BILLS UNDER \$10,000 TO BE PAID.
- C. ENCUMBRANCES UNDER \$10,000 TO BE PAID UPON ACCEPTANCE BY THE DEPARTMENT HEAD.

COUNTY BOARD STAFF

COMMITTEE APPROVES THE ABOVE. COM-APPROVAL _____ DEPT-HEAD

DATE _____ CHAIR

DEC 14 2010

Account Number	Name	Yearly Prcnt Appropriation Spent	YTD Expenditure	Encumb Amount	Unencumb Balance	Inv/Enc Amount	Total
0616200000-62129	OTHER LEGAL SERV	850.00	1.5%	13.44	0.00	836.56	
	P1003714-PO# 12/08/10 -VN#027628			GODFREY & KAHN S.C.		750.00	
				CLOSING BALANCE		86.56	750.00
0616200000-63200	PUBL/SUBCR/DUES	4,400.00	91.4%	4,024.00	0.00	376.00	
	P1003728-PO# 12/08/10 -VN#040779			WISCONSIN STATE JOURNAL		123.50	
				CLOSING BALANCE		252.50	123.50
	CORP. COUNSEL			PROG-TOTAL-PO		873.50	

I HAVE EXAMINED THE PRECEDING BILLS AND ENCUMBRANCES IN THE TOTAL AMOUNT OF \$873.50 INCURRED BY CORPORATION COUNSEL. CLAIMS COVERING THE ITEMS ARE PROPER AND HAVE BEEN PREVIOUSLY FUNDED. THESE ITEMS ARE TO BE TREATED AS FOLLOWS

- A. BILLS AND ENCUMBRANCES OVER \$10,000 REFERRED TO THE COUNTY BOARD.
- B. BILLS UNDER \$10,000 TO BE PAID.
- C. ENCUMBRANCES UNDER \$10,000 TO BE PAID UPON ACCEPTANCE BY THE DEPARTMENT HEAD.

COUNTY BOARD STAFF COMMITTEE APPROVES THE ABOVE. COM-APPROVAL _____ DEPT-HEAD

DEC 14 2010

DATE _____ CHAIR

Account Number	Name	Yearly Prct Appropriation Spent	YTD Expenditure	Encumb Amount	Unencumb Balance	Inv/Enc Amount	Total
0814200000-61920	PHYSICALS	10,320.00 77.0%	7,951.00	0.00	2,369.00		
		12/06/10 -VN#044777	PETERSEN, TAMMY			49.00	
			CLOSING BALANCE		2,320.00		49.00
0814200000-63100	OFC SUPP & EXP	4,450.00 79.5%	3,542.17	0.00	907.83		
		P1003554-PO# 12/08/10 -VN#028264	HENRICKSEN			278.46	
		P1003580-PO# 12/08/10 -VN#016466	STORAGE SYSTEMS MIDWEST INC			21.11	
			CLOSING BALANCE		608.26		299.57
0814200000-63107	PUBL & LEGAL	34,750.00 92.2%	32,062.36	0.00	2,687.64		
		P1000385-PO# 12/06/10 -VN#010110	CHRONICLE, THE			252.00	
			CLOSING BALANCE		2,435.64		252.00
0814200000-64200	TRAINING EXP	33,898.00 64.5%	21,543.60	350.00	12,004.40		
		12/08/10 -VN#044396	IHRKE, CONNIE			99.00	
		P1003825-PO# 12/08/10 -VN#048527	INTERACTIVE HEALTH SOLUTIONS I			350.00	
			CLOSING BALANCE		11,555.40		449.00
		HUMAN RESOURCES	PROG-TOTAL-PO			1,049.57	

I HAVE EXAMINED THE PRECEDING BILLS AND ENCUMBRANCES IN THE TOTAL AMOUNT OF \$1,049.57 INCURRED BY HUMAN RESOURCES. CLAIMS COVERING THE ITEMS ARE PROPER AND HAVE BEEN PREVIOUSLY FUNDED. THESE ITEMS ARE TO BE TREATED AS FOLLOWS

- A. BILLS AND ENCUMBRANCES OVER \$10,000 REFERRED TO THE COUNTY BOARD.
- B. BILLS UNDER \$10,000 TO BE PAID.
- C. ENCUMBRANCES UNDER \$10,000 TO BE PAID UPON ACCEPTANCE BY THE DEPARTMENT HEAD.

COUNTY BOARD STAFF COMMITTEE APPROVES THE ABOVE. COM-APPROVAL _____ DEPT-HEAD

DEC 14 2010

DATE _____ CHAIR

Account Number	Name	Yearly Prcnt Appropriation Spent	YTD Expenditure	Encumb Amount	Unencumb Balance	Inv/Enc Amount	Total
1919100000-65103	PUBLIC LIABILITY	205,700.00 102.9%	207,050.37	4,716.00	-6,066.37		
	P1003765-PO# 12/08/10 -VN#041883					DEPARTMENT OF ADMINISTRATION	10.00
*** OVERDRAFT ***	<i>OK</i>		CLOSING BALANCE		-6,076.37		10.00
	P & L INSURANCE		PROG-TOTAL-PO				10.00

I HAVE EXAMINED THE PRECEDING BILLS AND ENCUMBRANCES IN THE TOTAL AMOUNT OF \$10.00 INCURRED BY PROPERTY & LIABILITY INSURANCE. CLAIMS COVERING THE ITEMS ARE PROPER AND HAVE BEEN PREVIOUSLY FUNDED. THESE ITEMS ARE TO BE TREATED AS FOLLOWS

- A. BILLS AND ENCUMBRANCES OVER \$10,000 REFERRED TO THE COUNTY BOARD.
- B. BILLS UNDER \$10,000 TO BE PAID.
- C. ENCUMBRANCES UNDER \$10,000 TO BE PAID UPON ACCEPTANCE BY THE DEPARTMENT HEAD.

COUNTY BOARD STAFF COMMITTEE APPROVES THE ABOVE. COM-APPROVAL _____ DEPT-HEAD

DEC 14 2010

DATE _____ CHAIR

Account Number	Name	Yearly Prct Appropriation Spent	YTD Expenditure	Encumb Amount	Unencumb Balance	Inv/Enc Amount	Total
1919320000-64904	SUNDRY EXPENSE	11,000.00	70.2%	3,832.69	3,893.55		
	P1003793-PO# 12/06/10 -VN#013780					164.90	
				CLOSING BALANCE	3,108.86		164.90
				EMPL. RELATED		164.90	
				PROG-TOTAL-PO			

I HAVE EXAMINED THE PRECEDING BILLS AND ENCUMBRANCES IN THE TOTAL AMOUNT OF \$164.90 INCURRED BY EMPLOYEE RELATED. CLAIMS COVERING THE ITEMS ARE PROPER AND HAVE BEEN PREVIOUSLY FUNDED. THESE ITEMS ARE TO BE TREATED AS FOLLOWS

- A. BILLS AND ENCUMBRANCES OVER \$10,000 REFERRED TO THE COUNTY BOARD.
- B. BILLS UNDER \$10,000 TO BE PAID.
- C. ENCUMBRANCES UNDER \$10,000 TO BE PAID UPON ACCEPTANCE BY THE DEPARTMENT HEAD.

COUNTY BOARD STAFF COMMITTEE APPROVES THE ABOVE. COM-APPROVAL _____ DEPT-HEAD

DEC 14 2010 DATE _____ CHAIR

2011

2011

Account Number	Name	Yearly Prcnt Appropriation Spent	YTD Expenditure	Encumb Amount	Unencumb Balance	Inv/Enc Amount	Total
0814200000-64200	TRAINING EXP	34,374.00	26.1%	0.00	-8,990.00	43,364.00	
ENC	P1100143-PO# 01/01/11 -VN#046576					NEW MEDIA LEARNING LLC	4,532.00
ENC	P1100144-PO# 01/01/11 -VN#046576					NEW MEDIA LEARNING LLC	4,458.00
ENC	R1100019-PO# 01/01/11 -VN#046576					NEW MEDIA LEARNING LLC	4,532.00
ENC	R1100020-PO# 01/01/11 -VN#046576					NEW MEDIA LEARNING LLC	4,458.00
					CLOSING BALANCE	25,384.00	17,980.00
0814200000-64417	HCC EXPENSES	14,255.00	1.0%	0.00	-145.00	14,400.00	
ENC	P1100143-PO# 01/01/11 -VN#046576					NEW MEDIA LEARNING LLC	663.00
ENC	P1100144-PO# 01/01/11 -VN#046576					NEW MEDIA LEARNING LLC	787.00
ENC	R1100019-PO# 01/01/11 -VN#046576					NEW MEDIA LEARNING LLC	663.00
ENC	R1100020-PO# 01/01/11 -VN#046576					NEW MEDIA LEARNING LLC	787.00
					CLOSING BALANCE	11,500.00	2,900.00
	HUMAN RESOURCES		PROG-TOTAL-PO				20,880.00

I HAVE EXAMINED THE PRECEDING BILLS AND ENCUMBRANCES IN THE TOTAL AMOUNT OF \$20,880.00 INCURRED BY HUMAN RESOURCES. CLAIMS COVERING THE ITEMS ARE PROPER AND HAVE BEEN PREVIOUSLY FUNDED. THESE ITEMS ARE TO BE TREATED AS FOLLOWS

- A. BILLS AND ENCUMBRANCES OVER \$10,000 REFERRED TO THE COUNTY BOARD.
- B. BILLS UNDER \$10,000 TO BE PAID.
- C. ENCUMBRANCES UNDER \$10,000 TO BE PAID UPON ACCEPTANCE BY THE DEPARTMENT HEAD.

COUNTY BOARD STAFF COMMITTEE APPROVES THE ABOVE. COM-APPROVAL _____ DEPT-HEAD

DEC 14 2010 DATE _____ CHAIR

Account Number	Name	Yearly Prcnt Appropriation Spent	YTD Expenditure	Encumb Amount	Unencumb Balance	Inv/Enc Amount	Total
1919100000-65103	PUBLIC LIABILITY	223,062.00	118.5%	0.00	264,336.00	-41,274.00	
ENC	P1100301-PO# 01/01/11 -VN#047987			COMPSYCH		19,650.00	
ENC	R1100241-PO# 01/01/11 -VN#047987			COMPSYCH		19,650.00	
*** OVERDRAFT ***				CLOSING BALANCE	-80,574.00		39,300.00
	P & L INSURANCE			PROG-TOTAL-PO		39,300.00	

I HAVE EXAMINED THE PRECEDING BILLS AND ENCUMBRANCES IN THE TOTAL AMOUNT OF \$39,300.00 INCURRED BY PROPERTY & LIABILITY INSURANCE. CLAIMS COVERING THE ITEMS ARE PROPER AND HAVE BEEN PREVIOUSLY FUNDED. THESE ITEMS ARE TO BE TREATED AS FOLLOWS

- A. BILLS AND ENCUMBRANCES OVER \$10,000 REFERRED TO THE COUNTY BOARD.
- B. BILLS UNDER \$10,000 TO BE PAID.
- C. ENCUMBRANCES UNDER \$10,000 TO BE PAID UPON ACCEPTANCE BY THE DEPARTMENT HEAD.

COUNTY BOARD STAFF COMMITTEE APPROVES THE ABOVE. COM-APPROVAL _____ DEPT-HEAD

DEC 14 2010 DATE _____ CHAIR

Account Number	Name	Yearly Prcnt Appropriation Spent	YTD Expenditure	Encumb Amount	Unencumb Balance	Inv/Enc Amount	Total
0000000063-29662	HEALTH INS TRUST	0.00 100.0%	0.00	18,900.00	-18,900.00		
ENC	P1100301-PO# 01/01/11 -VN#047987			COMPSYCH		21,600.00	
ENC	R1100241-PO# 01/01/11 -VN#047987			COMPSYCH		21,600.00	
				CLOSING BALANCE	-62,100.00		43,200.00
	BAL.SHEET A/C		PROG-TOTAL-PO			43,200.00	

I HAVE EXAMINED THE PRECEDING BILLS AND ENCUMBRANCES IN THE TOTAL AMOUNT OF \$43,200.00 INCURRED BY BALANCE SHEET ACCOUNT. CLAIMS COVERING THE ITEMS ARE PROPER AND HAVE BEEN PREVIOUSLY FUNDED. THESE ITEMS ARE TO BE TREATED AS FOLLOWS

- A. BILLS AND ENCUMBRANCES OVER \$10,000 REFERRED TO THE COUNTY BOARD.
- B. BILLS UNDER \$10,000 TO BE PAID.
- C. ENCUMBRANCES UNDER \$10,000 TO BE PAID UPON ACCEPTANCE BY THE DEPARTMENT HEAD.

COUNTY BOARD STAFF COMMITTEE APPROVES THE ABOVE. COM-APPROVAL _____ DEPT-HEAD

DEC 14 2010 DATE _____ CHAIR

PURCHASE ORDER NUMBER P1001031 PEID 047987

PRE-APPROVED ENCUMBRANCE AMENDMENT FORM

This form must be used when adding funds to or changing an account number of a previously approved encumbrance. Please complete this form and send to your governing committee for approval. The Encumbrance and Purchase Order will be updated upon approval of all necessary committees and County Board (if amendment is over \$10,000).

DEPARTMENT Human Resources

COMMITTEE County Board Staff

VENDOR NAME ComPsych

ACCOUNT NUMBER 00-0000-0063-29662

FUNDS DESCRIPTION Health Ins. Trust Fund

AMOUNT OF INCREASE \$ 216.00

INCREASE FROM \$ 20,736.00 TO \$ 20,952.00

ACCOUNT BALANCE AVAILABLE \$ Non Budget Acct - Health Ins Trust Fund *12-6-10*

REASON FOR AMENDMENT Increase last quarter of 2010 from 1200

employees to 1250 employees. For \$216.00 increase for EAP Services.

APPROVALS

GOVERNING COMMITTEE _____
Chair _____ Date _____

FINANCE COMMITTEE _____
(if over \$10,000) Chair _____ Date _____

COUNTY BOARD _____
(if over \$10,000) Resolution # _____ Adoption Date _____

WHITE - COMMITTEE
YELLOW - PURCHASING
PINK - DEPARTMENT

PURCHASE ORDER NUMBER P1001031 PEID 047987

PRE-APPROVED ENCUMBRANCE AMENDMENT FORM

This form must be used when adding funds to or changing an account number of a previously approved encumbrance. Please complete this form and send to your governing committee for approval. The Encumbrance and Purchase Order will be updated upon approval of all necessary committees and County Board (if amendment is over \$10,000).

DEPARTMENT Human Resources

COMMITTEE County Board Staff

VENDOR NAME ComPsych

ACCOUNT NUMBER 19-1910-0000-65103

FUNDS DESCRIPTION Property & Liability Ins.

AMOUNT OF INCREASE \$ 196.50

INCREASE FROM \$ 18,864 TO \$ 19,060.50

ACCOUNT BALANCE AVAILABLE \$ Backed up by non-budgeted Health Ins

REASON FOR AMENDMENT Increased last quarter from 1200 *Trust 12-6-10*
employees to 1250. For \$196.50 increase for FMLA Services *SW*

APPROVALS

GOVERNING COMMITTEE _____
Chair _____ Date _____

FINANCE COMMITTEE _____
(if over \$10,000) Chair _____ Date _____

COUNTY BOARD _____
(if over \$10,000) Resolution # _____ Adoption Date _____

WHITE - COMMITTEE
YELLOW - PURCHASING
PINK - DEPARTMENT

RESOLUTION NO. _____

AGENDA NO. _____

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

SHERIFF ROBERT D. SPODEN
INITIATED BY

PUBLIC SAFETY & JUSTICE
SUBMITTED BY



CHIEF DEPUTY
BARBARA J. TILLMAN
DRAFTED BY

DECEMBER 3, 2010
DATE DRAFTED

Recognizing Commander Thomas W. Gehl

- 1 **WHEREAS**, Thomas W. Gehl began his employment with Rock County in 1979 as a Deputy Sheriff at the Rock County Sheriff's Office; and,
- 2
- 3
- 4 **WHEREAS**, Thomas W. Gehl was promoted to the rank of Detective in 1985 working in both the Detective Bureau and with the Rock County Metro Unit until being promoted to the rank of Lieutenant of the Detective Bureau in 1994; and,
- 5
- 6
- 7 **WHEREAS**, Thomas W. Gehl was promoted to the rank of Commander in 1998, and since being promoted has served as the Commander of both the Law Enforcement Services Division and Correctional Services Division; and,
- 8
- 9
- 10 **WHEREAS**, throughout his tenure with the Sheriff's Office, Commander Gehl has served in many capacities including: Field Training Officer, Rock County Sheriff's Reserve Program liaison, 4-H Fair liaison, Assistant SWAT Team Leader, Rock County Metro Unit Leader, Project Manager for the Jail Expansion Project, and Past President of the Rock County Law Enforcement Association; and,
- 11
- 12
- 13
- 14
- 15 **WHEREAS**, Commander Gehl has received numerous commendations and letters of appreciation including Deputy of the Year in 1984, Commendation award for Lentz Homicide Case Manager, and is a graduate of Northwestern University Traffic Institutes – School of Staff and Command, and Executive Management; and,
- 16
- 17
- 18
- 19 **WHEREAS**, Commander Gehl will retire from public service on December 17, 2010.
- 20
- 21 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled this _____ day of
- 22 _____, 2010, does hereby recognize Commander Thomas W. Gehl for his 30 and one half years of faithful service
- 23 and recommends that a sincere expression of appreciation be given to Commander Thomas W. Gehl along with best wishes
- 24 for the future.
- 25
- 26 **BE IT FURTHER RESOLVED**, that the County Clerk be authorized and directed to furnish a copy of this resolution to
- 27 Commander Thomas W. Gehl.

Respectfully submitted,

PUBLIC SAFETY & JUSTICE COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Ivan Collins, Chair

J Russell Podzilni, Chair

Larry Wiedenfeld, Vice Chair

Sandra Kraft, Vice Chair

Mary Beaver

Eva Arnold

Henry Brill

Henry Brill

Brian Knudson

Betty Jo Bussie

Ivan Collins

Marilynn Jensen

Louis Peer

Kurtis L. Yankee

RESOLUTION NO. _____

AGENDA NO. _____

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

SHERIFF ROBERT D. SPODEN
INITIATED BY



CHIEF DEPUTY BARBARA J. TILLMAN
DRAFTED BY

PUBLIC SAFETY & JUSTICE
SUBMITTED BY

DECEMBER 6, 2010
DATE DRAFTED

Recognizing Sergeant David L. Vierck

1 **WHEREAS**, David L. Vierck began his employment with Rock County in 1980 as a Deputy Sheriff in the Rock
2 County Sheriff's Office; and,
3

4 **WHEREAS**, David L. Vierck was promoted to the rank of Sergeant in 1990 working in both the Patrol Division
5 and the Jail Division; and,
6

7 **WHEREAS**, throughout his tenure with the Sheriff's Office, Sergeant Vierck has served in many capacities
8 including: Humane Officer, Lider and Radar Instructor, and Water Safety Patrol; and,
9

10 **WHEREAS**, Sergeant Vierck has received numerous commendations and letters of appreciation; and,
11

12 **WHEREAS**, Sergeant Vierck will retire from public service on December 22, 2010.
13

14 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled this
15 _____ day of _____, 2010, does hereby recognize Sergeant David L. Vierck for his over 30 years of
16 faithful service and recommends that a sincere expression of appreciation be given to Sergeant David L. Vierck
17 along with best wishes for the future.
18

19 **BE IT FURTHER RESOLVED**, that the County Clerk be authorized and directed to furnish a copy of this
20 resolution to Seigeant David L. Vierck.

Respectfully submitted,

PUBLIC SAFETY & JUSTICE COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Ivan Collins, Chair

J. Russell Podzilni, Chair

Larry Wiedenfeld, Vice Chair

Sandra Kraft, Vice Chair

Mary Beaver

Eva Arnold

Henry Brill

Henry Brill

Brian Knudson

Betty Jo Bussie

Ivan Collins

Marilynn Jensen

Louis Peer

Kurtis L. Yankee

RESOLUTION NO. _____

AGENDA NO. _____

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Charmian J. Klyve, Director
INITIATED BY



Delores Smith
DRAFTED BY

Human Services Board
SUBMITTED BY

November 8, 2010
DATE DRAFTED

TO RECOGNIZE MS. DUANN WEBB FOR SERVICE
TO ROCK COUNTY HUMAN SERVICES

- 1 **WHEREAS**, Ms. DuAnn Webb has served the citizens of Rock County for more than
2 eighteen (18) years, as a dedicated and valued employee of Rock County; and,
3
4 **WHEREAS**, Ms. DuAnn Webb began her career in July of 1992 as a temporary employee for
5 Rock County Human Services; and subsequently as a permanent employee for Rock County
6 Human Services commencing January of 1993; subsequently, she was a Clerk III in April
7 1993 and later an Administrative Assistant also for Child Protective Services until September
8 of 1996; and her final position as an Administrative Assistant for the Beloit Community
9 Support Program until the date of her retirement on December 3, 2010; and,
10
11 **WHEREAS**, Ms. Webb has not only performed the usual administrative duties (greeting
12 patients/visitors, scheduling/rescheduling appointments, handling phone calls including those
13 involving crisis situations, filing documents in the patient record, monitoring record location,
14 collecting statistics, updating client data bases and many other critical tasks) but is an
15 invaluable resource to staff; reporting to staff members when clients come in and aren't quite
16 themselves or are not doing well. This is an important task since Community Support client
17 symptoms can change rather quickly and it is important for staff to address changes in client
18 behavior before it escalates; and,
19
20 **WHEREAS**, Ms Webb also worked as a Volunteer Driver for Rock County Human Services
21 from 1996 to 2001; and,
22
23 **WHEREAS**, the Rock County Human Services Board wishes to recognize Ms. DuAnn Webb
24 for her significant contributions to the citizens of Rock County and her years of service.
25
26 **NOW THEREFORE BE IT RESOLVED** that the Rock County Board of Supervisors, duly
27 assembled this _____ day of _____, 2010, does hereby recognize Ms. DuAnn Webb
28 for her many years of service and extend their best wishes to her in her future endeavors; and,
29
30 **BE IT FURTHER RESOLVED** that the County Clerk be authorized and directed to furnish
31 a copy of this resolution to Ms. DuAnn Webb.

TO RECOGNIZE MS. DUANN WEBB FOR SERVICE TO ROCK COUNTY HUMAN SERVICES

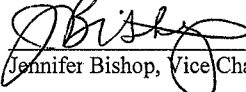
Page 2

Respectfully Submitted,

Rock County Human Services Board

Absent

Brian Knudson, Chair



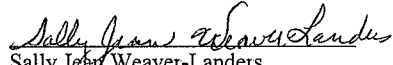
Jennifer Bishop, Vice Chair

Absent

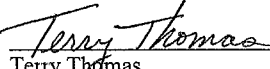
Phillip Owens

Absent


Minnie Murry



Sally Jean Weaver-Landers



Terry Thomas



Robert Fizzell



Marv Wopat

Absent

Vacant

County Board Staff Committee

J. Russell Podzilni, Chair

Sandra Kraft, Vice Chair

Eva Arnold

Henry Brill

Betty Jo Bussie

Ivan Collins

Marilynn Jensen

Louis Peer

Kurtis L. Yankee

RESOLUTION NO _____

AGENDA NO _____

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Charmian Klyve
INITIATED BY



Jennifer Thompson
DRAFTED BY

Human Service Board
SUBMITTED BY

November 30, 2010
DATE DRAFTED

RECOGNIZING THOMAS HERMANS

1 **WHEREAS**, Thomas Hermans has served the citizens of Rock County for over thirty-five
2 (35) years as a dedicated and valued employee of Rock County; and,
3

4 **WHEREAS**, Thomas Hermans began his career on November 3, 1975 as a Social Worker in
5 Child Welfare for the Rock County Department of Social Services. While working in Child
6 Welfare, he worked with families and foster parents on multiple levels including working with
7 parents on good parenting skills, maintaining positive relationships, as well as providing
8 counseling to those who needed this service. In addition, Mr. Hermans also received intake
9 calls for victims of child abuse and/or neglect. In 1978, Mr. Hermans accepted a position in
10 the Intake Unit of Social Services where he answered all incoming calls for Child Welfare,
11 Adult Services, Family Services, and the Single Parent Program. This position also required
12 Mr. Hermans to follow-up with home assessments and complete child neglect investigations.
13 In 1982 Mr. Hermans continued his career in Rock County in the Family Services Unit where
14 he again supported families to maintain healthy relationships by educating them on good
15 parenting skills. He was also required to investigate situations involving child neglect on his
16 own caseload. Finally, in 1990, Mr. Hermans dedicated himself to the Long Term Support
17 Division working initially as a Social Worker for elderly and disabled adults by connecting
18 individuals in need to important services. Mr. Hermans' strong social work skills and
19 compassionate personality made him the best and most qualified candidate for the Long Term
20 Support Supervisor position in August 2005. While working in this capacity, Mr. Hermans
21 used his previous thirty years of knowledge and experience to help the Social Workers of
22 Long Term Support provide quality services to Rock County's elderly and physically disabled
23 adults. Mr. Hermans will be retiring from Rock County Department of Human Services on
24 December 29, 2010, and,
25

26 **WHEREAS**, Thomas Hermans has proven himself to be a compassionate, caring, and
27 committed employee, always advocating for his staff and program participants; and,
28

29 **WHEREAS**, the Rock County Board of Supervisors, representing the citizens of Rock
30 County, wishes to recognize Thomas Hermans for his achievements and significant
31 contributions to the citizens of Rock County and his lifelong and faithful service.
32

33 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors,
34 duly assembled this _____ day of _____, 2010, does hereby recognize Thomas
35 Hermans for his 35 years of service and extend best wishes to him in his future endeavors;
36 and,
37

38 **BE IT FURTHER RESOLVED** that the County Clerk be authorized and directed to furnish
39 a copy of this resolution to Thomas Hermans.

Respectfully Submitted,

Rock County Human Services Board

Brian Knudson
Brian Knudson, Chair

Jennifer Bishop
Jennifer Bishop, Vice Chair

ABSENT
Minnie Murry

Phillip Owens
Phillip Owens

Terry Thomas
Terry Thomas

Robert Fizzell
Robert Fizzell

Kathy Kelm
Kathy Kelm

Sally Jean Weaver-Landers
Sally Jean Weaver-Landers

Marvin Wopat
Marvin Wopat

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Sandra Kraft, Vice Chair

Eva Arnold

Henry Brill

Betty Jo Bussie

Ivan Collins

Marilynn Jensen

Louis Peer

Kurtis Yankee

RESOLUTION NO. _____

AGENDA NO. _____

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Public Works Committee
INITIATED BY _____



Benjamin J. Coopman, Jr., P.E.,
Director of Public Works
DRAFTED BY _____

Public Works Committee
SUBMITTED BY _____

November 15, 2010
DATE DRAFTED _____

RECOGNIZING WILLIAM KENT

1 **WHEREAS**, William Kent has served the citizens of Rock County over the past 33 plus years as a
2 dedicated and valued employee of the Rock County Department of Public Works; and,
3

4 **WHEREAS**, William Kent will retire from public service effective November 30, 2010; and,
5

6 **WHEREAS**, the Rock County Board of Supervisors representing the citizens of Rock County,
7 wishes to recognize Mr. Kent for his long and faithful service.
8

9 **NOW, THEREFORE, BE IT RESOLVED**, by the Rock County Board of Supervisors at its
10 regular meeting this ____ day of _____, 2010, that a sincere expression of recognition be
11 given to William Kent for his 33 plus years of service and best wishes for the future; and,
12

13 **BE IT FURTHER RESOLVED**, that the County Clerk be authorized and directed to furnish a
14 copy of this resolution to Mr. Kent.

Respectfully submitted,

PUBLIC WORKS COMMITTEE

COUNTY BOARD STAFF COMMITTEE

Kurtis L. Yankee, Chair

J. Russell Podzilni, Chair

Betty Jo Bussie, Vice Chair

Sandra Kraft, Vice Chair

Eva M. Arnold

Eva M. Arnold

Absent
David Diestler

Henry Brill

Brent Fox

Betty Jo Bussie

Ivan Collins

Marilynn Jensen

Louis Peer

Kurtis L. Yankee

RESOLUTION NO. _____

AGENDA NO. _____

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Public Works Committee
INITIATED BY _____



Benjamin J. Coopman, Jr., P.E.,
Director of Public Works
DRAFTED BY _____

Public Works Committee
SUBMITTED BY _____

November 3, 2010
DATE DRAFTED _____

RECOGNIZING ROGER MATHEWSON

1 **WHEREAS**, Roger Mathewson has served the citizens of Rock County over the past twenty-six
2 plus years as a dedicated and valued employee of the Rock County Department of Public Works;
3 and,
4
5 **WHEREAS**, Roger Mathewson will retire from public service effective November 30, 2010 and,
6
7 **WHEREAS**, the Rock County Board of Supervisors representing the citizens of Rock County,
8 wishes to recognize Mr. Mathewson for his long and faithful service.
9
10 **NOW, THEREFORE, BE IT RESOLVED**, by the Rock County Board of Supervisors at its
11 regular meeting this _____ day of _____, 2010, that a sincere expression of recognition be
12 given to Roger Mathewson for his twenty-six plus years of service and best wishes for the future;
13 and,
14
15 **BE IT FURTHER RESOLVED**, that the County Clerk be authorized and directed to furnish a
16 copy of this resolution to Mr. Mathewson.

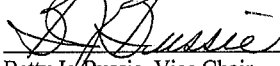
Respectfully submitted,

PUBLIC WORKS COMMITTEE

COUNTY BOARD STAFF COMMITTEE


Kurtis L. Yankee, Chair

J. Russell Podzilni, Chair


Betty Jo Bussie, Vice Chair

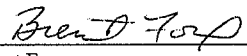
Sandra Kraft, Vice Chair


Eva M. Arnold

Eva M. Arnold

Absent
David Diestler

Henry Brill


Brent Fox

Betty Jo Bussie

Ivan Collins

Marilynn Jensen

Louis Peer

Kurtis L. Yankee

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Lori Pope, Assistant HR Director
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

December 6, 2010
DATE DRAFTED

TITLE

**TO RATIFY THE 2010-2011 LABOR CONTRACT BETWEEN ROCK COUNTY
AND
AFSCME, LOCAL 1077 (PUBLIC WORKS/GENERAL SERVICES)**

- 1 WHEREAS, the County is subject to 111.70 of the Wisconsin Statutes; and
- 2
- 3 WHEREAS, representatives of AFSCME, Local 1077 labor union have met with the Corporation
- 4 Counsel and the Human Resources Director several times in an attempt to arrive at a mutual agreement
- 5 on wages, hours, and conditions of employment; and
- 6
- 7 WHEREAS, the proposed wage settlement represents a wage increase of 0% for the year 2010, 1%
- 8 effective January 1, 2011, 1% effective December 31, 2011; and,
- 9
- 10 WHEREAS, the settlement includes salary adjustments to several classifications as outlined in the
- 11 attached summary; and,
- 12
- 13 WHEREAS, a summary of the contractual language modifications is attached,
- 14
- 15 NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors
- 16 assembled this _____ day of _____, 2010 does hereby ratify the terms and conditions
- 17 of the 2010-2011 labor agreement with AFSCME, Local 1077 (Public Works/General Services).
- 18

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Ivan Collins

Sandra Kraft, Vice Chair

Marilynn Jensen

Eva Arnold

Louis Peer

Hank Brill

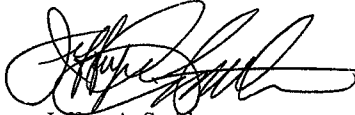
Kurtis L. Yankee

Betty Jo Bussie

TO RATIFY THE 2010-2011 LABOR AGREEMENT BETWEEN
ROCK COUNTY AND AFSCME, LOCAL 1077(PUBLIC WORKS/GENERAL SERVICES).
Page 2

FISCAL NOTE:

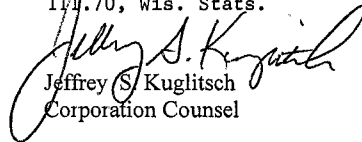
	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Increase</u>
2010	5,390,978	95,911	0%	1.7791%
2011	5,486,889	139,603	1% eff 1-1-2011 1% eff 12-31-2011	2.5443%



Jeffrey A. Smith
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

AFSCME LOCAL 1077 AND ROCK COUNTY
Synopsis of Changes to the 2007-2009 Agreement
November 29, 2010

ARTICLE III-UNION SECURITY

3.09 Labor Management Meetings: Up to three (3) representatives of Rock County management and up to three (3) representatives of Local 1077, AFSCME, agree to meet once each quarter, or as needed at the request of the Union or the Employer, to discuss mutual concerns and problems of interest to the parties. There shall be no deduction of pay for reasonable time spent for these purposes. The parties will alternate taking minutes at the meeting. Minutes will be approved by the parties and posted. An agenda may be established by the parties prior to the meeting to facilitate discussion. This is not intended to circumvent the grievance and arbitration procedure.

ARTICLE X-VACATION

~~10.03 Employees hired prior to January 1, 2001, will receive vacation as specified in Article 10.03 until the employees length of service would provide more vacation under Article 10.04, at which time the employee will be placed in the vacation scheduled specified in Article 10.04. Effective 1/1/2011, Employees shall be entitled to annual paid vacation as follows: upon the completion of one year, ten working days; in addition, employees shall be entitled to one additional day of vacation per year for each additional years of employment, up to a maximum of twenty-two five working days of paid vacation per year according to the following schedule:~~

~~10.04 Employees hired after January 1, 2001 shall be entitled to annual paid vacation as follows: upon the completion of one year, ten working days. Each year starting with the completion of 5 years of service, an employee shall receive (1) one additional day of paid vacation up to a maximum of (25) twenty-five days according to the following schedule:~~

After 5 <u>2</u> years - 11 days	After 13 <u>10</u> years - 19 days
After 6 <u>3</u> years - 12 days	After 14 <u>11</u> years - 20 days
After 7 <u>4</u> years - 13 days	After 15 <u>12</u> years - 21 days
After 8 <u>5</u> years - 14 days	After 16 <u>13</u> years - 22 days
After 9 <u>6</u> years - 15 days	After 17 years - 23 days
After 10 <u>7</u> years - 16 days	After 18 years - 24 days.
After 11 <u>8</u> years - 17 days	After 19 years - 25 days
After 12 <u>9</u> years - 18 days	

ARTICLE XII-FUNERAL LEAVE

- 12.01 In the event of a death in an employee's family, absence will be allowed without loss of pay according to the following schedule: three days for death of spouse, domestic partner as defined by the State of Wisconsin, child, parent, mother in-law, father-in-law, brother or sister; two days for death of step-parent, step-child, or grandparent, grandchild; one day for death of sister-in-law, brother-in-law, son-in-law, daughter-in-law, aunt or uncle grandchild. Any additional days shall be charged to vacation; or at the employee's request be charged to accumulated holidays.

ARTICLE XIII-INSURANCE

- 13.04 Dental Insurance. Effective July 1, 1986, Aa-group dental insurance plan shall be made available by the County. The coverage and benefit levels shall be as set forth in Appendix A of this Agreement. Only employees working one-half time or more shall be eligible to participate in said program. The cost for said premiums shall be shared as follows:

The Employer shall pay 60% of applicable premium of the lowest cost available plan and the employee shall pay 40% the remainder of the applicable premium. ~~For the program to become effective, a minimum of 70 eligible unit employees shall enroll for participation in the program.~~

XIV-HOURS OF WORK, WAGES, CLASSIFICATION AND PAYDAY

- 14.05 Each employee covered by this agreement shall be classified by a job title as listed in the Wage Appendix under "Classification" and when any such employee is temporarily required to perform the work of a higher classified job title for more than fifteen-ten working days, he/she shall receive the rate of pay for such job title as provided in the Wage Appendix.

ARTICLE XVIII-ALTERATION, LIMITATIONS, DURATION

- 18.03 This Agreement shall commence on January 1, 20107 and shall remain in full force and effect through December 31, 20109, unless either party desires to alter, amend or otherwise change this Agreement upon written notice to the other party to be received no later than July 1, 20109 or the first day of July in any year thereafter, this Agreement shall be automatically renewed from year to year. In the event one of the parties desires to alter, amend, or otherwise change this Agreement and proper notice is given, but

agreement between the parties to the proposed alteration, amendment or other change is not reached prior to the expiration date of this Agreement, and unless other terms are agreed to, this Agreement shall continue in full force and effect until the parties shall agree to the proposed alterations, amendments, or other changes. It is expressly understood between the parties that time is of the essence in the submission and receipt, if any, of the aforementioned notice.

ARTICLE XXIII-APPENDIX, WAGES

- 0% ATB Wage adjustment for the 2010 calendar year.
- 1% ATB January 1, 2011.
- 1% ATB December 31, 2011.
- Effective July 1, 2011 add .75% to all wage rates for Heavy Truck Drivers (Class III to III C)
- Effective July 1, 2011 add 1% to all classifications at the 15 year rate
- Effective July 1, 2011 add 1.5% to all classifications at the 6 month rate to create a new five year step
- Effective December 1, 2011 move the Airport Maintenance Worker class from IIIA to IV
- Effective December 1, 2011 add \$0.55 to each step of class V to create the new class V(A) for the airport crew leader. (This classification was created after the last contract was settled and the parties have agreed on the class description at their last bargaining session.)

Negotiation notes:

- A) Members of AFSCME 1077 shall have the same opportunity as all other county employees to enroll in the employee paid vision plan.
- B) The County will agree to take a fresh look at and discuss the following grievance filed by the Union related to the Clinical Health Risk Assessment after the conclusion of the bargain:

Grievance No. 10-02 (Blood Draw). Grievance dated 3/24/2010. Second shift employees who reported to the Clinical Health Risk Assessment shall be compensated at their applicable rate of pay for participation in the medical examinations held in February, 2010. The County will schedule all future Clinical Health Risk Assessments for bargaining unit members during their regular scheduled work hours.

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Amy Spoden, Human Resources Analyst
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

December 8, 2010
DATE DRAFTED

**TO RATIFY THE 2010-2011 LABOR AGREEMENT BETWEEN ROCK COUNTY
AND
AFSCME, LOCAL 1258**

- 1 **WHEREAS**, the County is subject to 111.70 of the Wisconsin Statutes; and,
- 2
- 3 **WHEREAS**, representatives of AFSCME, Local 1258 have met with Corporation Counsel and the Human
- 4 Resources Director several times in an attempt to arrive at a mutual agreement on wages, hours and conditions
- 5 of employment; and,
- 6
- 7 **WHEREAS**, the proposed wage settlement represents a wage increase of 0% for 2010, 1% effective January 1,
- 8 2011, 1% effective December 31, 2011; and,
- 9
- 10 **WHEREAS**, the proposed settlement includes salary adjustments to two steps of the wage appendix as outlined
- 11 in the attached summary; and,
- 12
- 13 **WHEREAS**, a summary of the contractual agreement is attached.
- 14
- 15 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors assembled this
- 16 _____ day of _____, 2010 does hereby ratify the terms and conditions of the 2010-2011
- 17 agreement between Rock County and AFSCME, Local 1258.

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Louis Peer

Sandra Kraft, Vice Chair

Kurtis L. Yankee

Eva Arnold

Henry Brill

Betty Jo Bussie

Ivan Collins

Marilynn Jensen

**RESOLUTION TO RATIFY THE 2010-2011 LABOR AGREEMENT BETWEEN ROCK COUNTY
AND AFSCME, LOCAL 1258**

Page 2

FISCAL NOTE:

	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>% Wage Increase</u>	<u>Overall % Increase</u>
2010	10,582,917	7,149	0 %	0.0675%
2011	10,590,066	268,711	1% 1-1-11 1% 12-31-2011	2.538%



Sherry Oja
Senior Accountant / Assistant to the Finance Director

LEGAL NOTE:

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



Eugene R. Dumas
Deputy Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Craig Knutson
County Administrator

AFSCME LOCAL 1258 AND ROCK COUNTY
Synopsis of Changes to the 2007-2009 Agreement
November 29, 2010

ARTICLE III – UNON SECURITY

- 3.01 The Union within 30 days of the election agrees to notify the Human Resource Director in writing of the names and officers and stewards who have been selected to represent employees in the bargaining unit. The County shall pay wages for one officer or steward shall be permitted to investigate and process a grievance during working hours without loss of pay. The County shall pay wages for the time spent for only two officers or stewards from the bargaining unit shall be permitted to meet with County Administration during working hours without loss of pay to process class action grievances.

Authorized officers conducting any of the above-specified activity away from their assigned worksite shall request a release from their appropriate supervisor at least twenty-four hours in advance of such activity. The time limit shall be waived when the scheduling of said activity is subject to control of the County

- 3.05 Duly elected Union officers shall be permitted to participate in collective bargaining sessions, ~~provided that if such bargaining sessions are conducted during the regular and normal schedule of daily working hours for such officer,~~ The County shall pay wages at the appropriate rate for the time spent in such sessions to only two such officers from the bargaining unit.

ARTICLE V - SENIORITY, PROMOTIONS

- 5.02 Any vacancies or new positions shall be immediately posted on all bulletin boards within the bargaining unit that the vacancy or new position exists. Copies of such postings shall be sent to ~~all the~~ local Union presidents, or his or her designee, who shall post such vacancies or new positions on the bulletin boards ~~within their respective bargaining units.~~ Such postings shall be uniform and shall remain posted for five days excluding Saturdays, Sundays and holidays, from date received and shall include the job location, specify AFSCME 1258, job shift, and the rate of pay; ~~and shall also provide a space for those employees who are interested in the vacancies or new positions to affix their names.~~ Employees who are interested in the vacancies or new positions shall submit an Internal Posting Application form to Human Resources by 5:00 p.m. on the deadline date of the posting. Failure of any Union representative to post or maintain said notices shall not be subject to the grievance procedure contained herein. Present County employees will be

given consideration before new employees are hired. Openings on the same unit and same shift shall be filled from the same posting.

ARTICLE VIII - HOLIDAYS

- 8.01 Each regular full-time employee shall be granted the following holidays, or days in lieu thereof off with pay: 1) New Year's Day; 2) Spring Holiday to be observed the Friday immediately preceding Easter; 3) Memorial Day; 4.) July 4th; 5) Labor Day; 6) Thanksgiving Day; 7) Friday after Thanksgiving Day; 8) Day before Christmas; 9) Christmas Day; 10) one floating holiday of the employee's choice.

If a holiday falls on an employee's scheduled day of work, the employee shall be paid time and one-half for all hours worked and shall be entitled to a compensatory day off with pay. If a holiday falls on an employee's scheduled day off, the employee shall be entitled to a compensatory day off with pay. Any requested compensatory day off shall be granted subject to the approval of the Department Head. Employees shall, however, have the right to accumulate and use holidays to extend their annual vacation within twelve months of said holiday. The practice of allowing future (unearned) holidays to be used to extend vacations is discontinued. Employees shall have on a rotational basis, one of the following holidays off each year: 1) Thanksgiving Day; 2) Christmas Day, except employees who work the night shift shall have on a rotational basis one of the following days off each year: 1) the day preceding Thanksgiving Day or; 2) the day preceding Christmas Day. The floating holiday shall accrue to the employee effective any work shift starting on or after 4 a.m. of January 1st of each year. The floating holiday may be taken upon at least one-hour notice prior to the beginning of the shift.

Effective January 1, 2008~~11~~, Employees shall have on a rotational basis, one of the following holidays off each year: 1) ~~Christmas Eve~~ Thanksgiving Day; 2) Christmas Day, except employees who work the night shift shall have on a rotational basis one of the following days off each year: 1) the day preceding ~~Christmas Eve~~ Thanksgiving Day or; 2) the day preceding Christmas Day.

The floating holiday shall accrue to the employee effective any work shift starting on or after 4 a.m. of January 1st of each year. The floating holiday may be taken upon at least one-hour notice prior to the beginning of the shift.

- 8.03 Regular part-time employees shall be granted holidays on a pro-rated basis. Employees shall be allowed to combine pro-rated time off to total of eight (8) hours. Regular part-time employees who work on a holiday shall be

compensated at the rate of time and one-half their hourly rate of pay for hours worked and will bank holiday hours equal to ~~the employee's full time equivalence (FTE) all hours worked~~, with any hours worked over the FTE paid at the rate of time and one-half plus holiday pay (to equal a rate of 2 1/2).

ARTICLE X-VACATION

~~10.03 Employees hired prior to January 1, 2003, will receive vacation as specified in Article 10.03 until the employees length of service would provide more vacation under Article 10.04, at which time the employee will be placed in the vacation scheduled specified in Article 10.04. Effective 1/1/2011, Employees shall be entitled to annual paid vacation as follows: upon the completion of one year, ten working days; in addition, employees shall be entitled to one additional day of vacation per year for each additional years of employment, up to a maximum of twenty-two five working days of paid vacation per year according to the following schedule:~~

~~10.04 Employees hired after January 1, 2003 shall be entitled to annual paid vacation as follows: upon the completion of one year, ten working days. Each year starting with the completion of 5 years of service, an employee shall receive (1) one additional day of paid vacation up to a maximum of (25) twenty five days according to the following schedule:~~

After 5 <u>2</u> years - 11 days	After 13 <u>10</u> years - 19 days
After 6 <u>3</u> years - 12 days	After 14 <u>11</u> years - 20 days
After 7 <u>4</u> years - 13 days	After 15 <u>12</u> years - 21 days
After 8 <u>5</u> years - 14 days	After 16 <u>13</u> years - 22 days
After 9 <u>6</u> years - 15 days	After 17 years - 23 days
After 10 <u>7</u> years - 16 days	After 18 years - 24 days.
After 11 <u>8</u> years - 17 days	After 19 years - 25 days
After 12 <u>9</u> years - 18 days	

~~10.08 All employees shall be required to utilize vacation in a block of one week not less than once each year. Additional days of vacation may be used in one day increments under the following conditions:~~

- ~~1. A weekend vacation must include both days of the weekend~~
- ~~2. No more than two weekends may be taken off during a vacation year utilizing less than whole week increments~~
- ~~3. No more than three vacation periods of less than one week increments shall be permitted in the period from Memorial Day through Labor Day.~~

Exceptions may be made by the Department Head in cases, which would not adversely affect the department's work schedule.

10.08 Guaranteed Vacation Bidding Process-For Rock Haven Staff

A. Benefit time used for vacation bidding

- Vacation on record
- Vacation to be acquired on the employee's upcoming anniversary date
- Holiday time on record, including floating holiday.
 - Holiday time can be used to extend vacation bids from the day after Labor day to the day before Memorial day with the exception of 12-21 thru 1-1.

B. Summer time vacation restrictions

- Employees are limited to two 5-day (or pro-rated) blocks of vacation from Memorial Day thru Labor Day.

C. First Bid Rules

- Employees must bid one block of 5 vacation days (or pro-rated) and can extend to two blocks as long as both blocks are in the same pay period. If taking two blocks of vacation from Memorial Day to Labor Day, the employee will not be able to bid another summer vacation.

D. Second Bid Rules

- Employees must bid in 5-day blocks (or pro-rated) until a total of 3 blocks have been used.
- The remaining vacation can be used with holiday extensions as long as the employee uses at least one vacation day with those holidays.

E. Weekend Restrictions

- Employees cannot take more than 2 weekends off per vacation year outside of the 5-day block. When taking a weekend vacation, the employee must take both days of the vacation.

F. Post Vacation Rules

- Vacation cannot be revised
- Vacation cannot be withdrawn
- Vacation does not follow you if you change positions
- Except in bumping situations, if at the time of your vacation, you do not have enough vacation time on record, you cannot substitute benefit time and must forfeit

the entire vacation. Failure to do so will be considered an absence.

- Vacation carry-over of more than 8 hours will not be approved.
- Vacation pay-out must be requested prior to the employee's anniversary date each year to avoid loss of those hours.

10.09 No employee who has been given an opportunity to use his/her vacation shall carry unused vacation from one year into the next, except by the written permission of the Supervisor, Department Head, and Human Resources Director. At anytime during the vacation year, part-time employees in the positions of LPN, Certified Nursing Assistant, Activity Therapy Assistant, Food Service Worker, Food Service Supervisor, Cook, Environmental Service Worker, Environmental Service Supervisor, Clerk/Receptionist in materials division of the Rock Haven Nursing Home, Administrative Assistants associated with Rock Haven Nursing Home, Transportation Clerk, Central Supply Clerk, Mechanical Maintenance Supervisor, Mechanical Maintenance Worker III, and Mechanical Maintenance Worker II may request and shall be paid for any unused vacation. Full time employees in the position of LPN, Certified Nursing Assistant, Activity Therapy Assistant, Food Service Worker, Food Service Supervisor, Cooks, Environmental Service Worker, Environmental Service Supervisor, Clerk/Receptionist in materials division of the Rock Haven Nursing Home, Administrative Assistants associated with Rock Haven Nursing Home, ~~in the materials division of the Rock Haven Nursing Home,~~ Transportation Clerk, Central Supply Clerk, Mechanical Maintenance Supervisor, Mechanical Maintenance Worker III, and Mechanical Maintenance Worker II may request and shall be paid for any unused vacation, but not to exceed one-half (1/2) of the employee's annual vacation.

10.10 The Employer shall post a guaranteed vacation bidding schedule not later than January 15 of each year on which each employee shall be expected to designate his/her choice for vacation period no later than February 28. ~~Such designation shall be for vacation/holiday periods of one week increments only.~~ Seniority as expressed in 5.01 shall govern.

ARTICLE XI-SICK LEAVE

- 11.05 All employees shall be allowed to use accumulated sick leave for illness of their spouse, domestic partner as defined by Wisconsin Statutes, parents and children.

ARTICLE XII –FUNERAL LEAVE

- 12.01 In the event of a death in an employee's family, absence will be allowed without loss of pay according to the following schedule: three days for death of spouse, domestic partner as defined by the State of Wisconsin, child, parent, mother in-law, father-in-law, brother or sister; two days for death of step-parent, step-child, or grandparent, grandchild; one day for death of sister-in-law, brother-in-law, son-in-law, daughter-in-law, aunt or uncle. Any additional days shall be charged at the employee's request to accumulated leave including compensatory time. Regular part time employees shall be entitled to funeral leave basis on a pro rated basis.

ARTICLE XIII - INSURANCE

- 13.01 A) Medical Insurance. A group comprehensive and major medical insurance plan shall be in force for all employees and their dependents should the employee enroll for such coverage. For full-time employees, the County shall pay 100% of the premium for this plan as set forth in the insurance appendix. For employees with a hire date prior to May 1, 2002, regularly scheduled part-time employees shall be covered by said medical insurance with the county paying 100% of the premium, provided the employee is normally scheduled to work eighty-five hours or more per month. The full insurance coverage for these part-time employees will be on the same terms, conditions and practices that were in effect as of ~~December 31, 2001~~ January 1, 2009. For part-time employees with hire dates after May 1, 2002, the County shall pay a pro-rated share of the premium as follows:

During the initial period of employment, the employee must be scheduled for at least 0.5 FTE and the employee's premium share will be based on upon the employee's scheduled FTE rounded to the nearest 10%. For example, if the employee is scheduled for a 0.7 position, the employee's premium share will be 30% and the employee will pay the 30% until the first day of the quarter following one full calendar quarter of employment. At that point, the employee's premium share will be based upon the employee's total paid hours during the previous calendar quarter as a percent of full-time and founded to the nearest 10%. For example, if the employee is paid for 260 hours during the calendar quarter, the employee will pay 50% of the premium during the following calendar quarter. For the

purposes of this section, paid hours will include workers compensation time, State and Federal FMLA and all overtime. An employee who's scheduled FTE is below 0.5 will be eligible for insurance by accumulating paid hours above 0.5 during a calendar quarter.

B) State Mandated Benefits. The health plan will incorporate all State of Wisconsin mandated benefits.

ARTICLE XIV – HOURS OF WORK, WAGES, CLASSIFICATIONS AND PAY DAY

14.01 A. Hours of Work. The hours of work for regular full-time employees shall be eight hours per day and forty hours per week, The weekly work schedule for all regular full-time and regular part-time employees, except weekend Food Service Workers and Certified Nursing Assistants, shall provide at least alternative weekend's off-duty. Alternate weekends off-duty for employees working the night shift shall be Friday and Saturday. Time schedules and days off for one month at a time shall be posted prior to the first of the month.

B. Shift Differential. Shift differential shall be paid based on the position code of the employee's regularly held position. (i.e. a day shift employee shall not receive shift differential regardless of any particular shift worked).

1. Any employee, whose work shift starts after 11:30 a.m. and before 8:00 p.m., will receive a shift premium of ~~\$.40~~ \$0.50 for all hours worked. Effective January 1, 2011 An employee, whose work shift starts after 8:00 p.m. and before 4:00 a.m., will receive a shift premium of ~~\$.20~~ \$0.50 for all hours worked.

~~Effective July 1, 2007, Any employee, whose work shift starts after 11:30 a.m. and before 8:00 p.m., will receive a shift premium of \$.50 for all hours worked. An employee, whose work shift starts after 8:00 p.m. and before 4:00 a.m., will receive a shift premium of \$.30 for all hours worked.~~

14.05 Each employee covered by this agreement shall be classified by a job title as listed in the Wage Appendix under "Classification" and when any such employee is temporarily required to perform the work of a higher classified job title for more than ~~twenty~~ ten working days, he/she shall receive the rate of pay for such job title as provided in the Wage Appendix.

- 14.10 The Employer agrees to pay for Beautician licenses for all staff who perform beautician duties as directed, and LPN licenses for employees working as LPN's.
Effective January 1, 2011, on the first full payroll period in January, the Employer agrees to pay a yearly uniform allowance of \$50 to each LPN or CNA and \$25 to each employee working in the food service department.

ARTICLE XVIII – ALTERATION, LIMITATION, DURATION

- 18.03 This Agreement shall be in effect on January 1, 2010⁷ and shall remain in full force and effect through December 31, 2011⁹.
- 18.04 Unless either party desires to alter, amend or otherwise change this Agreement upon written notice to the other party to be received no later than July 1, 2009¹¹ , or the first day of July in any year thereafter, this Agreement shall automatically be renewed from year to year. In the event one of the parties desires to alter, amend, or otherwise change this Agreement and proper notice is given, but agreement between the parties to the proposed alteration, amendment, or other change is not reached prior to the expiration date listed in Section 18.03 of this Agreement, this Agreement shall remain in full force and effect until the parties shall agree on the terms and conditions of any proposed alteration, amendment, or other change.

It is expressly understood between the parties that time is of the essence in the submission and receipt, if any, of the aforementioned notice.

ARTICLE XXIII-APPENDIX, WAGES

- 0% ATB Wage adjustment for the 2010 calendar year.
- 1% ATB January 1, 2011.
- 1% ATB December 31, 2011.
- a 1% increase on the 180 month step (15 years) effective 9/1/2011
- a 1% increase on the 240 month step (20 years) effective 9/1/2011

APPENDIX A

Add the employee designations (i.e employee, employee plus child, employee plus spouse, or family) at the bottom of Appendix A.

APPENDIX C

Change the name of the classification title from “Release of Information Technician” to “Release of Information Coordinator.”

Negotiation notes: The parties agree to an expedited arbitration over the issue of whether the following language means the County has to offer health insurance benefits to domestic partners:

“13.01 B State Mandated Benefits. The health plan will incorporate all State of Wisconsin mandated benefits.”

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Amy Spoden, Human Resources Analyst
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

December 8, 2010
DATE DRAFTED

**TO RATIFY THE 2010-2011 LABOR AGREEMENT BETWEEN ROCK COUNTY
AND
ASSOCIATION OF MENTAL HEALTH SPECIALISTS-HUMAN SERVICES PROFESSIONALS**

- 1 **WHEREAS**, the County is subject to 111.70 of the Wisconsin Statutes; and,
- 2
- 3 **WHEREAS**, representatives of Association of Mental Health Specialists-Human Services Professionals have
- 4 met with Corporation Counsel and the Human Resources Director several times in an attempt to arrive at a
- 5 mutual agreement on wages, hours and conditions of employment; and,
- 6
- 7 **WHEREAS**, the proposed wage settlement represents a wage increase of 0% for 2010, 1% effective January 1,
- 8 2011, 1% effective December 31, 2011; and,
- 9
- 10 **WHEREAS**, the proposed settlement includes salary adjustments to two steps of the wage appendix as outlined
- 11 in the attached summary; and,
- 12
- 13 **WHEREAS**, a summary of the contractual agreement is attached.
- 14
- 15 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors assembled this
- 16 _____ day of _____, 2010 does hereby ratify the terms and conditions of the 2010-2011
- 17 agreement between Rock County and Association of Mental Health Specialists-Human Services Professionals.

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Louis Peer

Sandra Kraft, Vice Chair

Kurtis L. Yankee

Eva Arnold

Hank Brill

Betty Jo Bussie

Ivan Collins

Marilynn Jensen

**RESOLUTION TO RATIFY THE 2010-2011 LABOR AGREEMENT BETWEEN ROCK COUNTY
AND ASSOCIATION OF MENTAL HEALTH SPECIALISTS-HUMAN SERVICES PROFESSIONALS**
Page 2

FISCAL NOTE:

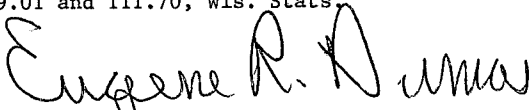
	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>% Wage Increase</u>	<u>Overall % Increase</u>
2010	10,656,615	253,525	0 %	2.379%
2011	10,910,140	237,906	1% 1-1-11 1% 12-31-2011	2.181%



Sherry Oja
Senior Accountant / Assistant to the Finance Director

LEGAL NOTE:

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



Eugene R. Dumas
Deputy Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended,



Craig Knutson
County Administrator

**ASSOCIATION OF MENTAL HEALTH SPECIALISTS -
HUMAN SERVICES DEPARTMENT AND ROCK COUNTY
Synopsis of Changes to the 2007-2009 Agreement
November 11, 2010**

ARTICLE IX – LEAVES OF ABSENCE

9.09 A. Jury Duty. Any employee called for jury duty in any court of competent jurisdiction shall be granted time off from his/her regular and normal daily schedule of working hours with pay, for such jury service provided such employee shall remit to Employer all fees received from the Clerk of Courts for such service, and further provided that no claim for overtime pay or compensatory time off shall be made by such employee as a result of his/her jury services.

~~B. A crisis worker who is scheduled to work the 3rd or 1m shift on the night prior to or morning of the day he or she is required to report for jury duty shall be granted time off with pay from such shift, provided he or she is actually required to report for jury duty. A crisis worker assigned to work 2nd or 2m shift on a day when he or she was required to serve jury duty shall be granted time off with pay from said shift, provided he or she actually served on jury duty that day. An employee affected by this provision shall notify the Department as soon as possible that they are required to report for jury duty.~~

B. Subpoena/Witness-Those individuals who are called as jurors or subpoenaed as a witness for a job related matter shall receive the following payment: time off at the regular rate of pay shall be granted to the employee.

Any employee who is paid his/her regular rate of pay while serving on jury duty/subpoena witness shall reimburse to the County any such fees that he/she is paid for that day.

C.. The County shall make reasonable accommodations for 2nd or 3rd shift employees (to include paid time off if appropriate) to serve as jurors or witnesses.

9.10 Funeral Leave. In the event of a death in an employee's immediate family, absence up to, but not exceeding three days will be allowed without loss of pay to attend the funeral.

In the event an employee is requested to act as a pall-bearer, he/she shall be granted up to one day to so serve without loss of pay.

In the event of the death of any employees' aunt or uncle, niece or nephew, absence up to, but not exceeding one work day without loss of pay will be allowed.

ARTICLE XII - SICK LEAVE

12.01 A. Full-Time Employees. Each full-time employee shall accumulate one sick leave day for each month or major fraction thereof of employment. Sick leave shall accumulate up to a maximum of one hundred-thirty (130) days. Employees who terminate or retire with ten (10) or more years of continuous service shall have ~~fifty-eight (58%)~~ fifty-nine (59%) of their accumulated sick leave days contributed to a Post Employment Health Plan (PHEP), not to exceed a total of ~~seventy-five (75)~~ seventy-seven (77) days. In the event of death of an employee, the County shall make the same sick leave payment to the employee's estate. In the event of discharge for cause, the employee will not receive this benefit.

ARTICLE XXIII – BENEFITS IN LIEU OF WAGES

- 13.05 ~~PHEP Effective January 1, 2008, employees who terminate or retire with ten (10) or more years of continuous service with the Employer shall have 58% of their accumulated sick leave days, subject to the limitations on accumulation as outlined in Section 12.01A, contributed to a Post Employment Health Plan (PHEP).~~

ARTICLE XIII – BENEFITS IN LIEU OF WAGES

- 13.08 A. All employees shall be allowed time off without loss of pay to attend ~~any school or type of~~ training which is mutually beneficial to the employee and the County, and all costs of ~~courses~~ such training shall be paid for by the County.
- B. Reimbursable costs for participation in ~~programs~~ trainings authorized by the Department Head under this provision shall include ~~tuition~~ registration, travel, meals and lodging related to said ~~program~~ training.
- C. All requests for participation in training programs by an employee shall be submitted in writing to the Department Head or his/her designee. Response to the employee shall also be in writing. The approval of such department head shall not be unreasonably withheld and, the County shall make reasonable efforts to equalize attendance at such functions among members of the bargaining unit.

ARTICLE XIV - HOURS OF WORK, CLASSIFICATION, PREMIUM PAY

- 14.01 A. Regular Workweek. The regularly scheduled workweek for full-time employees shall be forty hours per week, ~~(five 8 hour days; or four 10 hour days; or four 9 hour days and one 4 hour day designated daily hours)~~, excluding regularly scheduled hours on Saturday and Sunday. Any permanent change for employee, unit, or classification of employees in said hours will be mutually agreed upon by the employee/employees, administration and the union.

This provision shall also apply to part-time employees who have not previously worked Saturday or Sunday hours, but does not restrict the County's right to create or maintain part-time positions that include such hours.

Any employee may request a flexible change in schedule in any seven day period with approval of from his/her supervisor. Any supervisor may request an employee to work a flexible schedule in any seven day period with the mutual agreement of both the supervisor and the employee

- 1) The regular workweek shall consist of hours of work between the times of 7:00 am and 7:00 pm, Monday thru Friday. The County may create new positions with hours of work within these boundaries or may reconfigure the hours of open positions within the boundaries, but may not change the hours of current employees without the agreement of the employee and the Association. An employee or Division Manager may request an alternative schedule within these same boundaries, subject to the provisions of 14.01 (D).

2) The County may also create new positions, reconfigure vacant positions, or request a change in hours for a current employee that includes work hours between the hours of 7:00 pm-7:00 am, Monday through Thursday or between 7:00 pm Friday and 7:00 am Monday. Any employee working such hours shall be paid a night/weekend differential of \$2.65 per hour for each night or weekend-hour worked.

B. Crisis workers. Regularly scheduled work week of full time workers will be a total of 80 hours within a regularly reoccurring 14 day pay period.

~~C. Family Supportive Services Unit In home family treatment. Regularly scheduled ten hour day Monday Thursday equals forty hour week. Employees in the Supportive Services Unit may be required to flex their schedule to perform Foster Care Pre-Service Training.~~

D. C. Deferred Prosecution. The hours of work will be 8:00 a.m. to 5:00 p.m., with a one-hour unpaid lunch, Monday through Friday. Each employee will select one night per week to conduct group sessions. Management will have the option of changing the employee's start time to later in the day of the evening session so that overtime may be avoided.

~~D. Ten Hour Schedule. Each year (January 1 December 31), an employee or management may request a 10-hour day schedule. With agreement of the Association and management, the schedule change will be granted if management determines it to be in the best interest of the County operation. Management and the employee will determine the days of the week and the specific hours to be worked. The employee or management may revoke the 10-hour schedule and revert back to an eight hour schedule, upon thirty (30) days written notice. Management and the employee, with notice to the Association, may make mutually agreeable changes in the hours and/or days of work at any point during the year if management determines it to be in the best interest of the County.~~

~~Employees interested in a 10-hour schedule must make a request, specifying the days of the week and hours requested, to their Supervisor, in writing, between November 1 and November 15 of the year preceding. Failure to request a 10-hour schedule will be deemed a waiver until the following sign-up period. Management shall respond on or before December 15.~~

~~Any flexing of this schedule will be in accordance with 14.01 (A) of this agreement. An employee working a 10-hour schedule, who is designated for after hours coverage, shall not be eligible for time and one half until the end of his/her regular shift.~~

D. Alternative Work Schedule. An employee or Division Manager may request that an employee work a schedule different from that of the other workers in the unit, specifying the days of the week and hours requested. With agreement of the Association, the Division Manager, and the employee, the schedule change will be granted. The Division Manager and the employee will determine the days of the week and specific hours to be worked in accordance with Article 14.01. The alternative work schedule shall last for at least six months. The employee or the Division Manager may revoke the alternative work schedule and revert back to the former schedule, upon thirty (30) days written notice. The Division Manager and the employee, with notice to the Association, may make mutually agreeable changes in the hours and/or days of work at any point during the year if the Division Manager determines it to be in the best interest of the County. A decision by one division shall not create a practice or precedent or be binding on any other division.

~~Employees interested in an alternative schedule must make a request, specifying the days of the week and hours requested, to their Supervisor Division Manager in writing, between November 1 and November 15 of the year preceding. Failure to Division request a 10-hour schedule will be deemed a waiver until the following sign-up period. The Division Manager Management shall respond on or before December 15 in writing to such requests within 30 days.~~

Any flexing of ~~this schedule~~ hours will be in accordance with 14.01 (A) of this agreement. An employee ~~working a 10-hour schedule, regularly scheduled hours after 5:00 pm, and~~ who is designated for after hours coverage, shall not be eligible for time and one-half until the end of his/her regularly scheduled shift.

H. If a part time employee voluntarily accepts to be called in the employee shall be paid at a straight time rate unless he or she receives less than ~~12~~ four (4) hours advance notice of such assignment in which case he or she shall receives one and one and a half his or her regular pay.

14.03 Overtime Pay.

~~3. (Nurses) Mandation shall result in two times a nurses wage rate for all hours he or she is required to work after he or she has completed two hours worked beyond his or her initially scheduled shift, except when replacing a regularly scheduled nurses.~~

14.06 A. An after hours intake procedure for Child Protective Services (CPS) and Juvenile Justice Specialists ~~Prevention Services (JPS)~~ and all those employees whose job duties include carrying a pager-cell phone is established in accordance with the following:

After hours are designated as:

Monday, 5:00 pm to Tuesday, 8:00 am	(15 hrs.)
Tuesday, 5:00 pm to Wednesday, 8:00 am	(15 hrs.)
Wednesday, 5:00 pm to Thursday, 8:00 am	(15 hrs.)
Thursday, 5:00 pm to Friday, 8:00 am	(15 hrs.)
Friday, 5:00 pm to Saturday, 5:00 pm	(24 hrs.)
Saturday, 5:00 pm to Sunday, 5:00 pm	(24 hrs.)
Sunday, 5:00 pm to Monday, 8:00 am	(15 hrs.)

B. Pagers Cell phones will be provided by the County to all CPS and JPS Juvenile Justice Specialist employees on call during after-hours.

C. An initial schedule will be established covering a minimum three (3) month period of time. Such schedule may be lengthened to meet the needs of the employees. Using seniority, employees who have been trained may sign up for after-hours duty on a daily or weekly basis for any after-hours shifts during the schedule period. The maximum number of days scheduled in succession will not exceed seven (7) days. If no employee signs up for on-call duty, employees will be assigned on a rotating basis starting with the least senior qualified employee.

ARTICLE XVI - SALARY

- 16.01 Appendix A attached hereto and made a part of this Agreement by this reference, shall be in effect for the life of this Agreement.
- 16.02 1. Progression from Range I to Range II for Case Managers and ~~Probation Officers~~ Juvenile Justice Specialists will be automatic upon the employee's State certification as a Social Worker. 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 Range II that provides an increase of at least three percent (3%) and the employee will be eligible for subsequent step increases each anniversary date of the promotion thereafter.
2. 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.
3. For Registered Nurses in Range IV, 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.
4. Employees with relevant experience may be hired above the minimum hire rate based upon years of experience, but no employee will be hired above the 4-year step.
5. An employee who meets the educational requirements for a Range III position may be placed and paid in a Range II position.
6. 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.

ARTICLE XXI - LAYOFF, REHIRE

- 21.01 G. An employee is deemed on layoff here and throughout this Agreement, if he or she suffers involuntary reduction of more than 8 hours in his/her workweek during a calendar year.
- ~~21.02 Nurses:~~
- ~~A. Any employee who is subject to layoff will receive four weeks notice or compensation to the extent such notice is deficient.~~
- ~~B. Probationary employees shall be the first to be laid off regardless of their date of hire.~~
- ~~C. Non probationary employees shall be laid off in accordance with the following applicable procedure:~~
- ~~D. In the event that there is no vacant equivalent position (i.e., same level of employment and same shift as that of the affected nurse) to which the affected registered nurse may be transferred, a nurse may bump another nurse under the following conditions:~~
- ~~1. Notification of nurse of layoff. An employee is deemed on layoff here and throughout this Agreement, if he or she suffers involuntary reduction of more than 8 hours in his/her workweek during a calendar year.~~

- ~~2. Notification to another less senior registered nurse that a more senior registered nurse has bumped into that nurse's position.~~
- ~~3. Nurse's seniority shall be based on the date of hire by Rock County.~~
- ~~4. May bump into a position requiring the same number or fewer hours worked per pay period.~~

ARTICLE XXVII - DEFINITIONS

27.01 The following terms as hereinbefore used in this Agreement shall have the following meanings:

- G. Immediate Family – means child, step-child, mother, father, step-parent, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, spouse, domestic partner (as defined in Wis. Stats. Section 40.02(21)(d) or 770.05), brother, sister, grandparents and grandchildren.

(STRIKE IN ITS ENTIRETY THE ATTACHMENT TO THE CURRENT CONTRACT ON PAGE 21)

Implementation Procedure

1996

~~All employees will receive a 3% wage increase on their 1995 wages and will receive any scheduled step increases included in the employee's previous bargaining unit contract. The 1995 wage schedules in the 3 previous contracts will be adjusted by 3% for the purpose of determining the proper step amount.~~

1997

~~The new wage schedule will be implemented as of January 1. Each employee's December 31, 1996 wage rate will be adjusted by 3% and if that wage rate is between steps on the new schedule, the employee's wage rate will be adjusted to the next highest step in the new schedule. Employees will then be eligible for progression to the next step of the new schedule at the employee's anniversary date in 1997.~~

~~As of January 1, 1997, any employee with length of service of at least 15 years or 20 years, will be placed at the respective 15 year or 20 year step, as appropriate.~~

THE PARTIES AGREE TO RESOLVE ALL PROPOSALS RELATED TO THE CRISIS INTERVENTION UNIT BY AGREEING TO THE MOU REGARDING THE CRISIS UNIT REPRODUCED BELOW AND TO CHANGE SECTION 14.05 AS FOLLOWS:

14.05 Shift Differential— Crisis Intervention Unit.

~~Crisis Intervention Unit—The following shift differential schedule is established:~~

- ~~1. Full-time personnel whose regular hours of work are 1:45 p.m. to 10:15 p.m., shall receive \$2.00 per hour in addition to their regular hourly rate.~~
- ~~2. Full-time personnel whose regular hours of work are 8:00 p.m. to 4:00 a.m., shall receive \$2.00 per hour in addition to their regular hourly rate.~~
- ~~3. Full-time personnel whose regular hours of work are 4:00 p.m. to 12:30 a.m., shall receive a \$2.00 per hour in addition to their regular hourly rate.~~
- ~~4. Full-time personnel whose regular hours of work are 3:30 a.m. to 12:00 noon, shall receive \$2.00 per hour in addition to their regular hourly rate.~~
- ~~5. All personnel working part time during the hours specified in (1), (2), (3), and (4) above
—shall receive the differentials cited above.~~

For the remainder of the term of the 2010-2011 agreement the crisis intervention unit schedule shall be governed by the MOU dated November 18, 2010.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
ROCK COUNTY
AND THE
ASSOCIATION OF MENTAL HEALTH SPECIALISTS,
IN THE
ROCK COUNTY HUMAN SERVICES DEPARTMENT**

Whereas, the Parties agree that it is in both their best interests to establish a mobile crisis unit; and

Whereas, the Parties are willing to agree to do this on a limited six (6) month trial basis beginning January 9, 2011; and

Whereas the Parties agree that they will meet and evaluate the new unit after five months in operation;

Now therefore, the Parties agree to the following:

- 1) The Phone and Mobile Crisis Shift Schedules will be as follows:
 - 1st 7:00 a.m. - 3:30 p.m.
 - 1m 9:00 a.m. - 5:30 p.m.
 - 2nd 3:00 p.m. - 11:30 p.m.
 - 2m 5:00 p.m. - 1:30 a.m.
 - 3rd 11:00 p.m. - 7:30 a.m.
- 2) An additional 2.8 FTE will be assigned to the unit during the trial period utilizing LTE positions.
- 3) Current personnel will select the new shifts by seniority.
- 4) The current call in order will be retained – part-time, full time, LTEs, and then pool.
- 5) The five month evaluation of the new mobile crisis unit will include but not be limited to: time studies, evidence of increased diversions, number of mobile requests accommodated and declined, shifts needed, and the total number of clients served.
- 6) Following the evaluation, any changes to this MOU shall be by mutual agreement. Options that might be considered at the end of the five month evaluation period include but are not limited to: continuation with the mobile unit but without the LTE positions, in which case the LTE positions would be abolished; keep the program going with the LTEs changed into permanent positions; reduction in the new personnel; and/or change in staff hours.

This agreement creates no practice or precedent, and shall be put in place whether or not the Parties have negotiated a successor agreement to the 2007-2009 contract which is currently in effect.

FOR THE COUNTY

FOR AMHS HSD

Date

Date

APPENDIX B

ROCK COUNTY HEALTH INSURANCE PLAN

	<u>New Plan</u>
Deductible	\$100/\$300
Coinsurance	
In-Network	75%
Out-of-Network	65%
Out-of-Pocket Limit	\$550/\$1100
Office Visits	100% after \$15 primary care 100% after \$25 specialty care
Routine Care	
Adult Office Visits	100% to \$750; Copay applies
Mammogram, Pap, PSA	100%
Immunizations	Covered except for Travel
Colonoscopy	1 each 5 years for 50+ except 1 each year with family history (no age limit)
Children's Office Visits	Covered - No Age Limit
Hospital	Ded/Coins
X-ray & Lab	Ded/Coins
Skilled Nursing Home Limit	120 Days per Confinement
MH/CD Limit	No Combined Limit
Inpatient Limit	\$10000 per Cal Yr
Outpatient Limit	\$3500 per Cal Yr
Organ Transplants	Center of Excellence Only
Prescription Drugs	
Generic	\$7 00
Formulary Brand	\$22
Non-Formulary Brand	\$40
Add'l Prior Authorizations	ESI Recommended List Mandatory Mail Order Specialty Pharmacy Step Therapy No OTC drugs Cov'd
Other Programs	10%* Effective <u>4/1/2009-1/1/2011</u>
Contributions	Yes
Mandatory Health Risk Assessment	Yes
Mandatory Follow-Up Coaching	Yes
Pre-certification Penalty	Yes - \$200

* 10% maybe reduced to 0% in 2011 with satisfactory participation in 2010 Rock County Wellness Program, including Health Risk Assessment

**~~Rock County Wellness Program follow through will be voluntary in 2008, Mandatory in 2009 for premium reduction.~~

***~~All changes Effective 4/1/2008 unless otherwise noted~~

APPENDIX E

**MEMORANDUM OF UNDERSTANDING
between**

ROCK COUNTY

and

AMHS HUMAN SERVICE PROFESSIONALS

The parties do hereby agree that a portion of Article 21.01 remains in dispute and is the subject of a prohibited practice complaint filed by the Association with the Wisconsin Employment Relations Commission (WERC). The parties further agree that the final status of Article 21.01 will be determined by the ruling of the WERC Examiner, until such time that ruling is reversed upon appeal of either party. If the County prevails in this dispute, the wording of Article 21.01 will remain in subsequent contracts as it is in the 1996-97 contract, until such time as it is changed through negotiations or interest arbitration pursuant to State Statute 111.70. If the Union prevails in this dispute, the phrase "(bargaining unit member)" will be removed from the contract and will remain as such, until such time as it is changed through negotiations or interest arbitration pursuant to State Statute 111.70. The Union also retains its right to seek a declaratory ruling regarding the arbitrability of this issue if the WERC decision is not issued prior to filing for the declaratory ruling.

Dated this _____ day of _____, 2002.

John S. Williamson, Jr.

Victor J. Long

Wages:

- 0% ATB Wage adjustment for the 2010 calendar year
- 1% ATB January 1, 2011
- 1% ATB December 31, 2011
- add an additional 1% to the 15 year wage steps on 12/31/2011
- add an additional 1% to the 20 year wage steps on 12/31/2011

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Human Services Board
INITIATED BY



Sara Mooren
DRAFTED BY

Human Services Board
SUBMITTED BY

November 30, 2010
DATE DRAFTED

**Modifying the 2011 Rock County Human Services Department Budget to Accept
Additional Funds to Increase the Masters Level Social Worker (Prevention
Specialist) Position from a .75 FTE to a 1.0 FTE**

1 **WHEREAS**, the Master Level Social Worker position, also referred to as the Prevention Specialist, is
2 currently in the Human Services Budget funded from the Brighter Futures grant at .75 FTE and additional
3 funding will increase the position to a 1.0 FTE with no increase in the county tax levy; and,
4

5 **WHEREAS**, the Rock County Human Services Department will receive funding in 2011 from Partners
6 in Prevention Rock County, Inc. and the Edgerton Coalition for a Healthy Community to support 25% of
7 a 1.0 FTE Prevention Specialist; and,
8

9 **WHEREAS**, the Prevention Specialist will provide technical assistance and support to the partner
10 agencies, as outlined in memorandums of understanding that have been developed with each agency.
11

12 **NOW, THEREFORE, BE IT RESOLVED** by the Rock County Board of Supervisors duly assembled
13 this day of _____ day of _____, 2010, does hereby increase the Masters Level Social
14 Worker (Prevention Specialist) position from .75 FTE to 1.0 FTE effective 1/1/11; and,
15

16 **BE IT FURTHER RESOLVED** by the Rock County Board of Supervisors does hereby accept \$17,443
17 in additional funds and amends the 2011 Rock County Human Services Department budget as follows:
18

19	Account/Description	Budget	Increase	Amended
20	Source of Funds	11/30/10	(Decrease)	Budget
21	36-3634-0000-46002	\$0	\$17,443	\$17,443
22	Other Grants and Contracts			
23				
24				
25	Use of Funds			
26	36-3634-0000-61100	\$2,430,676	\$14,636	\$2,445,312
27	Regular Wages			
28	36-3634-0000-61400	\$187,478	\$1,116	\$188,594
29	FICA			
30	36-3634-0000-61510	\$284,281	\$1,691	\$285,972
31	Retirement			

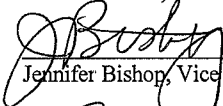
Modifying the 2011 Rock County Human Services Department Budget to Accept Additional Funds to Increase the Masters Level Social Worker (Prevention Specialist) Position from a .75 FTE to a 1.0 FTE
Page 2

Respectfully submitted,

Human Services Board



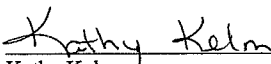
Brian Knudson, Chair



Jennifer Bishop, Vice Chair



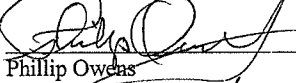
Robert Fizzell



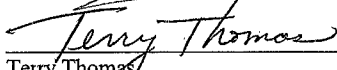
Kathy Kelm

ABSENT


Minnie Murray



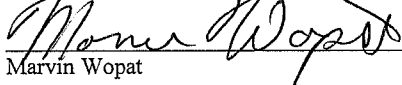
Phillip Owens



Terry Thomas



Sally Jean Weaver-Landers



Marvin Wopat


FINANCE COMMITTEE ENDORSEMENT

Reviewed and approved on a vote of _____.

Mary Mawhinney, Chair

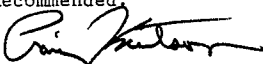
FISCAL NOTE:

This resolution authorizes the acceptance and expenditure of \$17,443 in grants to increase the Human Services Prevention Specialist to a full time position. No additional County funds are required to accept this grant funding.



Jeffrey S. Smith
Finance Director

ADMINISTRATIVE NOTE:

Recommended,


Craig Knutson
County Administrator

County Board Staff Committee

J. Russell Podzilni, Chair

Sandra Kraft, Vice Chair

Eva Arnold

Henry Brill

Betty Jo Bussie

Ivan Collins

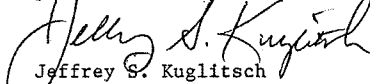
Marilynn Jensen

Louis Peer

Kurtis L. Yankee

LEGAL NOTE:

The County Board is authorized to accept grant funds pursuant to sec. 59.52(19), Wis. Stats. and to take personnel action pursuant to sec. 59.22, Wis. Stats. As an amendment to the adopted 2011 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

Executive Summary

Modifying the 2011 Rock County Human Services Department Budget to Accept Additional Funds to Increase the Masters Level Social Worker (Prevention Specialist) Position from a .75 FTE to a 1.0 FTE

This resolution amends the 2011 Human Services Department budget to accept \$17,443 in additional funds from Partners in Prevention Rock County, Inc. (\$9,863) and the Edgerton Coalition for a Healthy Community (\$7,580). The \$17,443 in funding from these agencies will permit the Human Services Department to increase the Prevention Specialist position by .25 FTE.

The position is currently in the 2011 HSD budget as a .75 FTE. These additional funds will enable the department to create a 1.0 FTE position with no increase in tax levy. Memorandums of understanding have been developed to outline the responsibilities of the Prevention Specialist to each of the partner agencies. The Prevention Specialist will dedicate approximately 10 hours per week providing technical assistance, capacity building, grant writing and other expertise to both agencies and the larger community. No additional county funds are required.