



**ROCK COUNTY HUMAN SERVICES BOARD MEETING**  
**Wednesday, June 9, 2021 – 4:30 P.M.**

**Call to Order:** Chair Knudson called the virtual meeting to order at 4:30 p.m. on Wednesday, June 9, 2021.

**Committee Members Present:** Brian Knudson, Supervisor; Sally Jean Weaver-Landers, Citizen Representative; Shirley Williams, Supervisor; J. Russell Podzilni, Supervisor; Kathy Schulz, Supervisor; Ashley Hoffman, Citizen Representative; Angelina Reyes, Citizen Representative and Pam Bostwick, Supervisor.

**Committee Members Absent:** Vacant.

**Staff Present:** Katherine Luster, Director; Greg Winkler, Deputy Director; Sara Mooren, Administrative Services Manager; Tasha Bell, Equity Manager; Jennifer Thompson, ADRC and APS Division Manager; Mark Stevens, Business Services Manager; and Maria Delgado, ES Division Manager.

**Others Present:** Stephanie Aegerter, County Board Supervisor. Kelly Berg.

**Approval of Agenda:** Citizen Representative Weaver-Landers moved the agenda to the floor, seconded by Supervisor Podzilni. The agenda was unanimously approved. APPROVED.

**Approval of Minutes of Human Services Board Meeting of May 26, 2021:** Citizen Representative Hoffman moved the minutes to the floor, seconded by Supervisor Williams. The minutes were unanimously approved. APPROVED.

**Citizen Participation, Communications and Announcements:** Ms. Luster introduced Tasha Bell, and advised she was recently hired for the new Equity Manager position.

**Approval of Contracts and Transfers:** Citizen Representative Weaver-Landers moved four contracts to the floor, seconded by Supervisor Williams. Ms. Mooren provided details about the contracts. The contracts were unanimously approved. APPROVED.

**Review of Bills:** Mr. Stevens stated there were no highlights and nothing out of the ordinary to report.

**Resolution to Recognize June 15, 2021 as World Elder Abuse Awareness Day:** Citizen Representative Weaver-Landers moved the resolution to the floor, seconded by Citizen Representative Reyes. Ms. Anselmi presented the resolution and explained that fifteen years ago the Governor designated June 15<sup>th</sup> to promote awareness of elder abuse. This year to help promote awareness the Adult Protective Services (APS) have two billboards that are being displayed in

Janesville and Beloit. Also, a banner has been placed on the courthouse lawn. The resolution was unanimously approved. APPROVED.

**Set Date for Rock County Human Services 2022 Budget Public Hearing:** The date of July 14, 2021 was discussed for the public hearing to take place. Chair Knudson advised the public hearing will be held via zoom again this year. Supervisor Williams moved to approve July 14, 2021 to the floor, seconded by Supervisor Bostwick. The date of July 14, 2021 to hold the 2022 HSD Budget Public Hearing was unanimously approved. APPROVED.

**Child Welfare Systems Change Status:** Ms. Luster advised she sent out reports to the HSD Board members prior to the meeting to review. A report was requested from a County Board Supervisor, therefore, Ms. Luster shared the reports with the HSD Board. The reports were created by the Alia consulting group specifically for workforce wellbeing. Alia provided a cover letter regarding the context and explained the reports were intended for Department leadership to receive feedback from CPS staff to try to resolve issues and build trust and cautioned against their misuse. There have been systematic barriers for a long time and it will take a long time to establish trust within CPS. Alia started with creating wellbeing groups which are voluntary and confidential to get feedback from CPS staff. Ms. Luster is not aware of who participates in the groups. Alia then provides the feedback to leadership for insight and coaching responsiveness.

Ms. Luster explained the State is supporting counties in child welfare system change with Root Inc. Root Inc. has been contracted by the Department of Children and Families (DCF) to help with the systems change. An initial analysis has been completed with counties who have made the changes already and they identified key factors of what has helped them to be successful. Ms. Luster shared the Child Welfare Transformation power point and explained in detail the identified key factors. HSD has several staff involved in the Root Inc. partnership.

Ms. Luster responded to questions regarding the reports and making changes when the staff are already upset. Ms. Luster explained she welcomes feedback and even before the report was requested leadership has been acknowledging feedback received and wants staff to feel safe in sharing concerns. She started this process to get direct communication and for transparency to build trust. Already with the feedback that was received from staff, the structure of CPS Coffee with Kate has been changed. Ms. Luster has set aside time for group meetings with CPS, and time for individuals to contact her. There have been some concerns raised both in the group and individually that have been addressed and resolved. The CORE Connections is also an avenue for staff to use to help problem solve issues. There is a goal to promote direct communication to facilitate a healthier organizational culture. Ms. Luster responded to questions regarding building trust and addressing staff concerns and requested that Board members contact her with additional questions or concerns.

### **Director's Report:**

- **Update: COVID Related Departmental and Community Needs:** Ms. Luster advised the reopening plan and capacity limitations have been eliminated in Rock County. On July 6, 2021 Human Services will reopen all buildings. All services are open currently but depending on operations some areas will be appointment only. For example, mental health doors will be open but will still be by appointment. The Job Center Resource Center doors will open to accommodate walk in traffic and there will be plans in place to accommodate that. Staff meetings can take place face-to-face with social distancing. HSD staff are

continuing with a hybrid approach between working in the office and working from home. The main change is the fuller access to buildings.

- **Update: Dr. Daniel Hale Williams Rock County Resource Center:** Mr. Stevens advised the construction is moving along and is still on schedule for first week in July to be complete. However, that is not the move in date. There have been some delays but everything is still looking good. He is going through the “punch list” and has only been finding minor issues. The project is at 90% complete.
- **Update: Alia Innovations Child Welfare Grant:** Ms. Luster explained that Alia conducted interviews and has selected the Project Manager and the Community Cultivator and there will be more details soon. Now that they are hired the project will launch, and she will introduce them at a future meeting. Ms. Luster advised there will be an article in the Gazette about this project and grant.

**Submission of Committee Requests:** Supervisor Bostwick was contacted by an HCC employee regarding confusion about removing items from offices. Mr. Stevens and Ms. Luster responded. The Move Committee has notified staff about move details through the Move Newsletter. The date of June 1, 2021 was designated for staff to have all personal items removed from their office. There have been multiple staff assigned to every area for staff to ask questions and to provide details. Ms. Luster will follow-up with Supervisor Bostwick.

Chair Knudson requested Ms. Parson to send out a survey to HSD Board members to ask their comfort level with meeting in-person, social distancing in the auditorium at the HCC.

Supervisor Schulz commented that public hearing attendance has been dwindling the last couple years and asked for ideas to improve attendance.

**Next Meeting:** Wednesday, **June 23, 2021** at 4:30 p.m. – via Zoom.

**Adjournment:** Supervisor Schulz motioned to adjourn, seconded by Citizen Representative Reyes with unanimous approval at 5:31 p.m.

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Jodi Parson, Secretary

**NOT OFFICIAL UNTIL APPROVED BY THE BOARD**