



**ROCK COUNTY HUMAN SERVICES BOARD MEETING**  
**Wednesday, June 27, 2018 – 4:30 P.M.**

**Call to Order:** Chair Knudson called the meeting to order at 4:30 p.m. on Wednesday, June 27, 2018, in the 3<sup>Rd</sup> Floor Conference room at the Rock County Health Care Center, Janesville, Wisconsin.

**Committee Members Present:** Chair Brian Knudson, Supervisor; Sally Jean Weaver-Landers Citizen Representative; Vicki Brown (out at 5:57 p.m.), Supervisor; Ashley Kleven, Citizen Representative; Kathy Schulz, Supervisor; Shirley Williams, Citizen Representative; Stephanie Aegerter, Supervisor; Terry Thomas, Supervisor; and Terry Fell, Supervisor.

**Committee Members Absent:**

**Staff Present:** Kate Luster, Director; Tera O'Connor, Deputy Director; Sara Mooren, Administrative Services Division Manager; Penny Nevicosi, CYF Supervisor; Robert Crandall, Crisis Worker; Bette Trimble, Crisis Supervisor; Linda Graf, Juvenile Justice Specialist; Anissa Welch, Juvenile Justice Specialist; Beth Jesse-Atkinson, CCS Worker; Carrie Rudolph, Crisis Worker; Kristin Kalpinski, CCS Facilitator; Heather Helgestad, Institutional Liaison; Tricia Stilen, Foster Care Worker; Christine Darr, Foster Care Worker; and Terry Teipner, CCS Worker.

**Others Present:** Annette Mikula, Human Resources Director.

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

**Approval of Minutes of Human Services Board Meeting of June 13, 2018:** Supervisor Schulz moved the minutes to the floor, seconded by Supervisor Thomas. Supervisor Schulz asked to correct the minutes under Committee Requests. She had requested an agenda item that would address drug services and what is done to assist providers. The difference between providing services and providing housing. She would like a better idea of how rates are set for the level of services that are being provided. The minutes with corrections were unanimously approved. APPROVED.

**Citizen Participation, Communications and Announcements:** Linda Graf, AMHS President 17 years, Rock County employee of almost 25 years. Ms. Graf stated her concerns about the AMHS pay grid. She explained the change in the wage scale was prompted by a wage study done by Human Resources that showed Rock County social workers were under paid. When working on the wage scale the desire was to also work on inconsistencies within the scale and look at how to reward staff who advanced their education and obtain licensures. It was her understanding at the beginning of the process that no one would be red circled or harmed by the new wage scale changes. There are four staff who are red circled and a group of others that would be "harmed". Ms. Graf added that some employees who were promoted were told they would receive an increase in six months but now were told they will not receive it until one year. There are 27 employees not receiving any increase. Ms. Graf added that long term Master's level staff are receiving an 8% increase above market value and the entry level staff are receiving a 1% increase. We have trouble with retaining new staff, so it would make more sense to have a higher increase for that group. A lot of time and effort has gone into this final product but she feels it could be better. She asked to stop

the process and try again. She suggested hiring an expert to analyze and create a better equitable wage scale for everyone or divide the monies between everyone.

Heather Helgestad, AMHS Vice President, almost 20 year Rock County employee. Ms. Helgestad spoke about the four staff who have been red circled. She explained through previous contract bargaining and individual circumstances the staff were placed in the range they are in and have all been approved by the County Board. Ms. Helgestad understands after ACT 10 Administration does not have to respect those agreements, but ethically and morally should. She spoke about a CPS worker with 28 years of experience who earned her degree and was placed in a higher pay range. Now her wages will be froze and her cost of living will be half of what everyone else receives. She feels like she is being punished for getting her degree and getting promoted before all the changes. She asked the County to be fair to all employees.

Anissa Welch, Juvenile Justice Specialist, 25 year Rock County employee. Ms. Welch explained as a municipality elected official and second term Mayor of the City of Milton they recently looked at the City of Milton employee wages. They found some employees were paid at a correct wage, some were under and some were over. This happened over a period of time due to Union contracts. They determined that the higher paid employees could increase wages gradually, and over time it would balance out. They could have red circled them but did not. She asked that the Board think about just because you can red circle should it be done or are there other options. Rock County's focus is on cultural inclusiveness and Trauma Informed Care and has been recognized as a top County for this. She believes this would send the wrong message to pass this wage scale. We can do better and may need to rethink this to be fair for all staff involved. The wage scale will harm 25% of HSD social workers. She asked to please reconsider. If 25% of families we serve were being harmed we would stop it immediately.

Carrie Rudolph, Crisis Intervention Worker, 19 year Rock County employee. Ms. Rudolph has worked in the Crisis Intervention Unit for the last 17 years and has been very proud to be a Rock County employee. Ms. Rudolph was hopeful when she heard of the wage study, then she heard how it is going to hurt many people. She is one of the four staff red circled and will not receive her 20 year range increase and will receive half of what others receive for cost of living. She is very disheartened that this is happening and feels it does not follow the mission and values that Administration is focusing on.

**Submission of Committee Requests:** Supervisor Schulz would like a presentation about how HSD is handling employees' texting and cell phones. The County Board just voted on this and she would like to know how employees are coached and what is being done so employees do not make errors.

Citizen Representative Williams requested an item on the Diversion program partnership with Beloit Schools and Rock County, specifically the funding. This is moving fast. She would like to have this as an agenda item soon.

Citizen Representative Williams asked about the immigrant children who are separated from their parents. Children are scattered all over the country. She would like to know if Rock County is participating in this program and if we have accepted some of these children in our system. She is interested in if CPS numbers are increasing because of this. She would like CPS reports showing how many are in Rock County, in the state and out of state. The demographics on the County in general.

**Approval of Contracts and Transfers:** Citizen Representative Weaver-Landers moved four contracts to the floor, seconded by Supervisor Fell. Ms. Mooren provided information about each of the three renewals. Ms. Luster advised that Derrick's House is certified and licensed for shelter care and the final walk through was today. The contract is the final piece. The certification is effective July 1, 2018. We will start a transition for the youth soon. Ms. Luster responded to questions. The contracts were unanimously approved. Approved.

**June HSD Employee Impact Award Recognition:** Ms. Luster introduced Bob Crandall. Mr. Crandall is a Psychiatric Technician in the Crisis Unit. Ms. Luster explained that Mr. Crandall provides first level front door care as a Psych Tech. He takes time with each call and he is very knowledgeable. He was nominated for his recent interaction with supporting a family and child in crisis and an out of state of case that he worked on in a respectful manner. He represents us very well as a welcoming empathetic voice for clients and with co-workers.

Mr. Crandall thanked Ms. Luster for creating the Recognition Committee a year ago and for the members on the committee for nominating him. He started in 2012 as a security worker transporting clients and developed admiration for the organization and mission. In 2014, he started as a Psychiatric Technician under incredibly talented people. He loves serving the community in this fashion and working with the people he works with. He thanked Ms. Meboe and Ms. Trimble for fostering such a successful program. He thanked the anonymous person who nominated him.

**Report on Juvenile Justice Court Order Project:** Ms. Nevicosi presented a power point on the Juvenile Justice Court order pilot. Across the State it has been recognized that the current applications being used are not achieving desired outcomes for youth in Juvenile Justice.

Currently we are loading youth with rules and emphasizing sanctions for negative behavior instead of incentivizing incremental change. We are seeing high rates of incarceration for violations of rules and youth on supervision for a long time. Research suggests using incentives, balancing rewards and building strengths will be more effective. We need to hold youth accountable for their actions but use a more balanced approach.

Rock County was selected to participate in this pilot because our Juvenile Court Judge, Judge Bates, participated in a judicial workgroup and HSD has a long standing history of partnering with Department of Children and Families (DCF) in initiatives. DCF wanted to do something different in Juvenile Justice and asked us to partner with them. We created a group with the Judge, DA, State Public Defender's office and HSD. We collaborated and worked very hard on changing some of the rules. We are moving toward more individualized plans rather than a standard way for everyone.

Staff were trained on the new model in May and started using the new model in June. After a year we are going to evaluate to see if the outcomes we want are being achieved; a decrease in youth detentions, decrease in length of supervision, and an increase in the quality of relationships we have with youth. Ms. Nevicosi advised the list of rules needed to be simplified and went from nine rules to five, which she explained. When youth make good choices and do well we will reward good behavior. She explained early request for release is included as a reward now. Language for parental responsibility was added, as part of our Functional Family model. We wanted to include parents with the planning for youth. Ms. Nevicosi responded to questions.

**AMHS Pay grid Changes:** Chair Knudson reminded the Board that this is not an action item and there will not be a vote tonight. The Staff Committee meets on July 10<sup>th</sup> to vote on this.

Ms. Luster shared at the last HSD Board meeting that the AMHS wage scale would be changing. Ms. Luster emailed the Board members the old wage scale, the new wage scale and memo that she sent to staff. Our goal in reworking this wage scale was to bring certain ranges closer to market rate, reorganize ranges, and add ranges to acknowledge degrees and certifications. We wanted to encourage professional development and develop associated policies for staff to move through the wage scale more fluidly. The estimated cost on an annual basis for the new wage scale will be \$200,000 to maintain. This was an extremely complex process to take a wage scale that was negotiated through collective bargaining over many years and achieve something more standardized in a way that is as fair as possible.

From a content perspective we achieved what we wanted to achieve in that regard. There were two ranges of employees that received a 1% increase across the board for Bachelor level social workers. The other changes are connected to degrees and certifications. This was an effort of more than a year to try to figure out the best way to do this.

From a process perspective this was work between the County Administrator, Ms. Graf, Human Resources, and Ms. Luster. It was important to Ms. Luster from day one to have the employee engagement piece involved. She was very satisfied with the steps she took to involve the employee piece, by sharing information and engaging AMHS leadership on the decisions being made and why. She was confused about the feedback about process and has tried very hard to be employee centered and make improvements for employees. She has gotten feedback from many employees who are happy with the new wage scale.

Ms. Luster and Ms. Mikula responded to questions and explained more detail about the "red circle" process. Chair Knudson encouraged Board members to attend the Staff Committee meeting at 4:00 p.m. on July 10<sup>th</sup>.

**Director's Report:**

- **Budget Update** – Ms. Luster advised on Monday, June 25, 2018, she presented the 2019 HSD Pre-Budget presentation to the Joint County Staff Committee, which she emailed to the HSD Board members. Ms. Luster explained the cost to continue exercise is a projection. The 2018 adopted HSD Budget included \$23 million tax levy. When we apply the 2% increase for wages and other known increases and decreases it brought us to account for a reduction of \$1.1 million to achieve a 0% levy increase. She reviewed the reduction strategies that could be potential decreases. Ms. Luster advised she will continue to talk about budget at every meeting.
- **Shelter Care Update** – Ms. Luster was happy to announce the State granted certification for Derrick's House Shelter Care effective July 1, 2018. We would like to have a tour of Derrick's House after the July 25, 2018 HSD Board meeting.
- **Juvenile Corrections Update** – Ms. Luster advised the meeting that was set for Monday this week was postponed to July 9, 2018. Mr. Smith, Mr. Horozewski and Ms. Luster will be attending the meeting. The committee has not yet been selected to work on the Administrative Code.

**Next Meeting: Wednesday, July 11, 2018 at 4:30 p.m.**, in room D/E at the Rock County Job Center, Janesville, Wisconsin. \*\*\*\* **Public Hearing following at 6:00 p.m.** \*\*\*\*

**Adjournment:** Citizen Representative Weaver-Landers motioned to adjourn, seconded by Supervisor Aegerter with unanimous approval at 6:08 p.m.

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Jodi Parson, Secretary

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