

ROCK COUNTY, WISCONSIN



Board of Supervisors
51 South Main Street
Janesville, WI 53545
(608)757-5510

**COUNTY BOARD STAFF COMMITTEE
TUESDAY – SEPTEMBER 23, 2014 – 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 – August 29, 2014 Joint with Finance Committee
3. Citizen Participation, Communications and Announcements
4. Approval of Bills/Transfers/Pre-Approved Encumbrances
5. Resolutions
 - A. Proclaiming the Week of October 19-25, 2014 “Freedom from Workplace Bullies Week” in Rock County
 - B. To Ratify the 2013-2014 Labor Agreement between Rock County and the Deputy Sheriff’s Supervisors Association
 - C. Opposition to the Proposed Changed in the Medicare Home and Community-Based Services (HCBS) Program
6. Adjournment

COMMITTEE APPROVAL REPORT

Account Number	Account Name	PO#	Inv Date	Vendor Name	Inv/Enc Amt
03-1110-0000-63107	PUBL & LEGAL	P1400519	08/13/2014	JANESVILLE GAZETTE INC	972.04
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	18,247.00	10,512.64	972.04	972.04	5,790.28
COUNTY BOARD PROG TOTAL				972.04	

I have examined the preceding bills and encumbrances in the total amount of **\$972.04**

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 Finance Committee and County Board.
- B. Bills under \$10,000 to be paid.
- C. Encumbrances under \$10,000 to be paid upon acceptance by the Department Head.

Date: **SEP 23 2014**

Dept Head _____

Committee Chair _____

Account Number	Account Name	PO#	Inv Date	Vendor Name	Inv/Enc Amt
08-1420-0000-61920	PHYSICALS	P1400430	09/02/2014	WISCONSIN DEPARTMENT OF JUSTIC	81.00
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	10,000.00	1,321.00	81.00	81.00	8,517.00
08-1420-0000-63107	PUBL & LEGAL				
		P1400389	08/31/2014	BELOIT DAILY NEWS	895.90
		P1400390	08/31/2014	JANESVILLE GAZETTE INC	1,036.49
		P1400392	09/01/2014	CAPITAL NEWSPAPERS	1,337.07
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	54,500.00	49,918.29	3,269.46	3,269.46	(1,957.21)
08-1420-0000-64417	RH EXPENSES				
		P1400390	08/31/2014	JANESVILLE GAZETTE INC	25.24
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	8,500.00	5,716.88	25.24	25.24	2,732.64
HUMAN RESOURCES PROG TOTAL				3,375.70	

I have examined the preceding bills and encumbrances in the total amount of **\$3,375.70**

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 Finance Committee and County Board.
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- C. Encumbrances under \$10,000 to be paid upon acceptance by the Department Head.

Date: **SEP 23 2014**

Dept Head _____

Committee Chair _____

COMMITTEE APPROVAL REPORT

Account Number	Account Name	PO#	Inv Date	Vendor Name	Inv/Enc Amt
19-1914-0000-62104	CONSULTING SERV	P1400030	08/31/2014	TE BRENNAN COMPANY	313.00
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	15,000.00	2,447.40	313.00	313.00	11,926.60
19-1914-0000-65103	PUBLIC LIABILITY	P1403034	08/28/2014	LUBKEMAN,JODI L	198.75
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	0.00	0.00	0.00	198.75	(198.75)
				RISK MANAGEMENT PROG TOTAL	511.75
19-1932-0000-64904	SUNDRY EXPENSE	P1402911	09/05/2014	BASICS NATURAL FOOD MARKET	444.90
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	8,873.00	5,007.36	3,176.18	444.90	244.56
				EMPLOYEE RECOGNITION ACTIVITY PROG TOTAL	444.90

I have examined the preceding bills and encumbrances in the total amount of **\$956.65**

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 Finance Committee and County Board.
- B. Bills under \$10,000 to be paid.
- C. Encumbrances under \$10,000 to be paid upon acceptance by the Department Head.

Date: **SEP 23 2014**

Dept Head _____

Committee Chair _____

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Dave O'Connell, HR Director
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

September 17, 2014
DATE DRAFTED

**PROCLAIMING THE WEEK OF OCTOBER 19 – 25, 2014
“FREEDOM FROM WORKPLACE BULLIES WEEK”
IN ROCK COUNTY**

1 **WHEREAS**, Rock County, Wisconsin has an interest in promoting the social and economic well-being of its
 2 employees and citizens; and,
 3
 4 **WHEREAS**, that well-being depends upon the existence of healthy and productive employees working in safe
 5 and abuse free environments; and,
 6
 7 **WHEREAS**, research has documented the stress-related health consequences for individuals caused by
 8 exposure to abusive work environments; and,
 9
 10 **WHEREAS**, abusive work environments are costly to employers with consequences including reduced
 11 productivity, absenteeism, turnover, employee dissatisfaction and injuries; and,
 12
 13 **WHEREAS**, protection from abusive work environments should apply to every worker, and not limited to
 14 legally protected class status based only on race, color, gender, national origin, age or disability.
 15
 16 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors assembled this
 17 day of _____, 2014 does hereby proclaim October 19 – 25, 2014 as
 18

“Freedom From Workplace Bullies Week”

19
 20
 21 and commends the Wisconsin Healthy Workplace Advocates and the Workplace Bullying Institute, which raise
 22 awareness of the impact of, and solutions for, workplace bullying in the U.S.; and encourages all citizens to
 23 recognize this special observance.

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Alan Sweeney

Sandra Kraft, Vice Chair

Terry Thomas

Eva Arnold

Hank Brill

Betty Jo Bussie

Mary Mawhinney

Louis Peer

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Dave O'Connell, HR Director
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

September 17, 2014
DATE DRAFTED

**TO RATIFY THE 2013-2014 LABOR AGREEMENT BETWEEN ROCK COUNTY
AND THE
DEPUTY SHERIFF'S SUPERVISORS ASSOCIATION**

- 1 **WHEREAS**, the County is subject to 111.70 of the Wisconsin Statutes; and,
- 2
- 3 **WHEREAS**, representatives of the Deputy Sheriff's Supervisors Association have met with the County's
- 4 Bargaining Team in an attempt to arrive at a mutual agreement on wages, hours and conditions of employment;
- 5 and,
- 6
- 7 **WHEREAS**, the parties participated in a mediation session on June 22, 2014 and August 21, 2014 with a
- 8 mediator from the Wisconsin Employment Relations Commission (WERC) and as a result arrived at a mutual
- 9 agreement on wages, hours and conditions of employment; and,
- 10
- 11 **WHEREAS**, the proposed wage settlement represents an across the board wage increase of 1.5% effective
- 12 January 1, 2013, and a 1.5% across the board wage increase effective January 1, 2014, and the addition of a
- 13 new step C to the wage grid at fourteen (14) years of service effective December 31, 2014; and,
- 14
- 15 **WHEREAS**, the membership of the Association has ratified the agreement; and,
- 16
- 17 **WHEREAS**, a summary of the major provisions of the contractual agreement is attached.
- 18
- 19 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors assembled this
- 20 _____ day of _____, 2014 does hereby ratify the terms and conditions of the 2013-2014 labor
- 21 agreement between Rock County and the Deputy Sheriff's Supervisors Association.

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Alan Sweeney

Sandra Kraft, Vice Chair

Terry Thomas

Eva Arnold

Henry Brill

Betty Jo Bussie

Mary Mawhinney

Louis Peer

TO RATIFY THE 2013-2014 LABOR AGREEMENT BETWEEN ROCK COUNTY AND THE DEPUTY SHERIFF'S SUPERVISORS ASSOCIATION

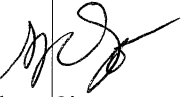
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FISCAL NOTE:

	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Inc.</u>
2013	2,263,890.91	26,561.57	1.5% eff. 1/1/2013	1.17%
2014	2,337,872.44	26,997.89	1.5% eff. 1/1/2014	1.15%
	New C Step after 14 years:	15.60	eff. 12/31/2014	

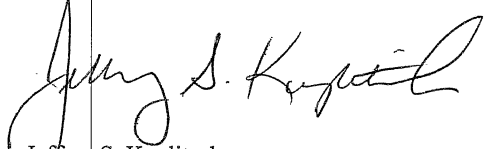
Increase in Uniform Reimbursement effective 1/1/2014:

<u>2013 Rate</u>	<u>2014 Rate</u>	<u>Increase</u>	<u># of Sergeants</u>	<u>New Cost</u>
\$700	\$1,025	\$325	21	\$6,825


Sherry Oja
Finance Director

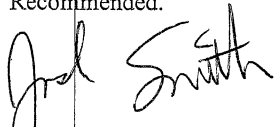
LEGAL NOTICE:

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.


Josh Smith
County Administrator

Executive Summary Deputy Sheriff's Supervisors 2013-2014 Agreement

Wages:

Since the parties were not able to reach a voluntary agreement on wages and other terms for a 2013 agreement, a State mediator from the WERC was asked to work with the parties. He held two meetings with the parties.

After several conversations and alternatives, the parties were able to agree on this settlement which was approved by the Deputy Sheriffs Supervisors' Association on September 11, 2014.

The proposed wage settlement represents an across the board wage increase of 1.5% effective January 1, 2013 and another 1.5% across the board wage increase effective January 1, 2014. In addition effective December 31, 2014 a new Step C will be added to the wage grid at 14 years of service. The difference between Step B and Step C, is the same as between Step A and Step B (65 cents). Of the 21 members of the unit, 3 will receive this additional step in 2014.

Amend ARTICLE VI – VACTATION as follows:

6.03 Employees hired after February 1, 2002 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~~ 2 years of service, an employee shall receive 1 additional day of paid vacation up to a maximum of 25 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		

Amend ARTICLE VIII – HOURS OF WORK, WAGES AND CLASSIFCAITONS as follows:

8.06 Remove the Lieutenant classification and wage scale from the Agreement.

Amend ARTICLE IX – BENEIFTS IN LIEU OF WAGES as follows:

9.02 Uniform Allowance. Effective January 1, 2014 each full-time employee shall be granted an annual uniform allowance of ~~no more than \$700.00~~ \$1,025.00. ~~from which he/she may draw as necessary.~~ This shall be paid to the employee on or before January 15 of each year by separate check. Employees may purchase bullet-proof vests from their basic allowance.

9.05 Health Insurance For Retirees.

- A. ~~The County shall retain in group coverage, employees required to retire because of the amendments of Wis. Stats. 41.02(23)(c) during the balance of the year of retirement and pay the full cost thereof.~~
 - B. ~~Thereafter, the County shall continue to carry such employees in the group plan, but the employee shall reimburse the County for the costs thereof. Such coverage shall continue until the employee qualifies for Medicare or obtains coverage from another source.~~
 - C. ~~The County shall re-include employees heretofore retired in the group plan, and the cost to the County shall be paid by the retired employee. In the event said retired employee cannot be re-included, the County shall pay to such employee the difference between the cost of such coverage to the County and the cost to the employee for like coverage. It is intended that the coverage shall be family coverage if applicable.~~
- A. ~~Effective January 1, 2014~~ The for employees retiring after January 1, 1981, and attaining age 53, the County shall pay 100% the health insurance premiums for the applicable coverage for the retired and eligible dependents in accordance with the schedule set forth below until such time as the employee becomes eligible for coverage under any federal health insurance plan, which is understood to be Medicare / Medicaid eligible.

<u>Schedule Retirement Age</u>	<u>Premium Payment by County</u>
<u>53-56</u>	<u>100%</u>
<u>57-58</u>	<u>80%</u>
<u>59-Over</u>	<u>60%</u>

- B. Employees desiring to retire as early as age 50, 51 or 52 shall be allowed to pay their insurance related costs inclusive of health premiums through use of their PEHP. Upon attaining age 53, the health insurance premiums shall be paid by the County in accordance with the terms of the agreement as appears in paragraph A above.

(Note: As part of this agreement, the Association agrees to withdraw both of its 2014 grievances.)

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Developmental Disabilities Board
INITIATED BY



John Hanewall, Director
DRAFTED BY

Developmental Disabilities Board
SUBMITTED BY

Sept 5, 2014
DATE DRAFTED

**Opposition to the Proposed Changes in the
Medicare Home and Community-Based Services (HCBS) Program**

1 **WHEREAS**, on January 10, 2014, the Centers for Medicare and Medicaid Services(CMS) issued a Fact
2 Sheet summarizing the key provisions of the Home and Community-Bases Services (HCBS) Setting Final
3 Rule (CMS 2249-F/2296-F); and,
4

5 **WHEREAS**, CMS stated in that Fact Sheet that, "CMS will be providing additional information about
6 how states should apply the standards to non-residential settings, such as day programs and pre-vocational
7 training settings"; and,
8

9 **WHEREAS**, the Rock County Developmental Disabilities Board strongly believes that we need to
10 preserve the full compendium of pre-vocational and day program services in all settings, both disability-
11 specific and integrated in the community, in order to be consistent with the mandate for individuals
12 choice of service settings under the new HCBS rule that states that in addition to being led by the
13 individual receiving services and supports, the person-centered planning process per 42 CFR 441.301 (c)
14 (1) (ii), (vii) and (ix):

- 15 (ii) provides necessary information and support to ensure that the individual directs the process to the
- 16 maximum extent possible, and is enabled to make informed choices and decisions,
- 17 (vii) offers informed choices to the individual regarding the services and supports they receive and
- 18 from whom,
- 19 (ix) records the alternative home and community-based settings that were considered by the
- 20 individual; and,
21

22 **WHEREAS**, a "one size fits all" approach is not consistent with a person-centered approach to delivering
23 waiver services but rather each individual should have a choice in the services they receive and where
24 those services are delivered; and,
25

26 **WHEREAS**, as long as services are also offered in more integrated settings, nothing in the new rule
27 should be interpreted to prohibit covered HCBS services from being delivered in settings that historically
28 have been regarded as "sheltered workshops", "facility based employment", "day centers", etc.; and,
29

30 **WHEREAS**, the Rock County Developmental Disabilities Board contracts with both KANDU
31 Industries, Inc. and Riverfront to provide vocational and pre-vocational training to over 300 citizens of
32 Rock County who have a diagnosis of a developmental and/or cognitive disability; and,
33

34 **WHEREAS**, both KANDU Industries, Inc. and Riverfront both have Supportive Employment Programs
35 where individuals, who are capable and have the skill set, are placed into community jobs, as well as pre-
36 vocational programs.
37

38 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled
39 this _____ day of _____, 2014 does hereby oppose the proposed changes in the Medicare
40 Home and Community-Based Services (HCBS) program and requests the Wisconsin Department of
41 Health Services, our legislators and Governor Scott Walker to:

- 42 1) Preserve the full range of options for people with disabilities, including the option to attend and
- 43 access facility-based vocational and day services.
- 44 2) Recognize that because of incomplete federal guidelines, the Department of Health Services plan
- 45 is incomplete.
- 46 3) Request that the State open another 30-day comment period after the Federal guidelines are
- 47 complete.

14-9B-125

Opposition to the Proposed Changes in the Medicare Home and Community-Based Services (HCBS) Program
Page 2

Respectfully submitted,

Developmental Disabilities Board

Louis Peer, Chair

Becky Heimerl, Vice Chair

Greg Addie

Jason Dowd

Cheryl Drozdowicz

Lynda Olson

Edward Bransey

Bridget Rolek

Nancy Lannert

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni, Chair

Sandra Kraft, Vice Chair

Eva Arnold

Henry Brill

Betty Jo Bussie

Mary Mawhinney

Louis Peer

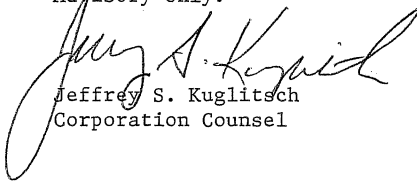
FISCAL NOTE:

This resolution addresses a State policy issue and has no direct fiscal impact on Rock County operations in and by itself.


Sherry Oja
Finance Director


LEGAL NOTE:

Advisory only.


Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Matter of policy.


Josh Smith
County Administrator

Alan Sweeney

Terry Thomas

EXECUTIVE SUMMARY

The Centers for Medicare and Medicaid Services, on January 10, 2014, issued a Fact Sheet that summarized the key provisions of the Home and Community-Based Services (HCBS) program in which, how states should apply the standards to non-residential settings, such as day programs and pre-vocational training settings.

Since the Rock County Developmental Disabilities Board currently provides services to over 300 individuals with cognitive and/or developmental disabilities and many of these individuals are receiving services in the aforementioned settings (i.e., KANDU Industries, Inc. and Riverfront), both which also offer Supportive Employment Programs for individuals who choose and have the skill set to work in the community, it is noteworthy that changes in the HCBS program would greatly effect numerous individuals in these programs.

The Rock County Developmental Disabilities Board wishes to go on record as to opposing any changes in the HCBS program that would limit the choices that individuals have in regards to day programming and pre-vocational training. It seeks support of our legislators and Governor in assuring that individuals with cognitive and developmental disabilities have a full range of options available, including settings that historically have been regarded as “sheltered workshops”, “facility based employment”, and “day centers”.