



**FINANCE COMMITTEE
THURSDAY, JANUARY 2, 2014 - 7:30 A.M.
CONFERENCE ROOM N-1 – FIFTH FLOOR
ROCK COUNTY COURTHOUSE-EAST**

AMENDED

Agenda

1. Call to Order and Approval of Agenda
2. Committee Review and Approval of Per Meeting Allowances
3. Approval of Minutes –December 19, 2013
4. Citizen Participation, Communications and Announcements
5. Transfers and Appropriations
6.
 - A. Bills
 - B. Bills Over \$10,000
 - C. Encumbrances Over \$10,000
 - D. Pre-Approved Encumbrance Amendments
 - E. Approval of Bills for Other Departments
7. Resolution
 - A. Approving Health Insurance Benefits for Employees in Same-Sex Relationships Who Meet Eligibility Requirements
8. Approve Excess Worker's Compensation Insurance Coverage
9. Adjournment

Account Number	Account Name	PO#	Inv Date	Vendor Name	Inv/Enc Amt	
00-0000-0071-29265	DLF-BD,STRAY DOG		12/11/2013	DANE COUNTY HUMANE SOCIETY	1,714.10	
	Budget		YTD Exp	YTD Enc	Pending	Closing Balance
	0.00		(3,592.99)	0.00	1,714.10	1,878.89
AGENCY FUNDS PROG TOTAL					1,714.10	

I have examined the preceding bills and encumbrances in the total amount of **\$1,714.10**

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: **JAN 02 2014**

Dept Head _____

Committee Chair _____

Account Number	Account Name	PO#	Inv Date	Vendor Name	Inv/Enc Amt
07-1430-0000-62400	R & M SERV	P1303607	11/22/2013	ASENTRIA CORPORATION	2,050.24
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	211,793.00	137,544.29	5,743.30	2,050.24	66,455.17
07-1430-0000-62491	SOFTWARE MAINT	P1303818	12/03/2013	DIGICORP INC	5,700.00
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	595,762.00	447,913.38	28,320.95	5,700.00	113,827.67
07-1430-0000-63407	COMPUTER SUPPL	P1303710	11/27/2013	CDW GOVERNMENT INC	40.74
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	17,940.00	12,967.87	595.56	40.74	4,335.83
07-1430-0000-67143	IT CROSS CHARGES				
		P1303284	10/10/2013	ENTERPRISE SYSTEMS GROUP	35.50
		P1303400	12/03/2013	CDW GOVERNMENT INC	2.26
		P1303616	11/25/2013	HEWLETT PACKARD DIRECT CDWG	4,455.00
		P1303710	11/27/2013	CDW GOVERNMENT INC	189.12
		P1303726	11/29/2013	CDW GOVERNMENT INC	169.88
		P1303738	12/11/2013	ENTERPRISE SYSTEMS GROUP	456.13
		P1303794	11/21/2013	ENTERPRISE SYSTEMS GROUP	686.00
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	50,000.00	193,528.55	35,934.60	5,993.89	(185,457.04)
INFORMATION TECHNOLOGY PROG TOTAL				13,784.87	

I have examined the preceding bills and encumbrances in the total amount of **\$13,784.87**

Claims covering the items are proper and have been previously funded. These items are to be treated as follows:

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- C. Encumbrances under \$10,000 to be paid upon acceptance by the Department Head.

Date: **JAN 02 2014**

Dept Head _____

Committee Chair _____

Account Number	Account Name	PO#	Inv Date	Vendor Name	Inv/Enc Amt
J7-1430-0000-62400 ENC	R & M SERV	R1400755	01/01/2014	GENERAL HEATING AND AIR CONDIT	6,800.00
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	140,505.00	0.00	65,841.90	6,800.00	67,863.10
INFORMATION TECHNOLOGY PROG TOTAL					6,800.00
07-1438-0000-62491 ENC	SOFTWARE MAINT	R1400740	01/01/2014	SPILLMAN TECHNOLOGIES INC	87,400.00
	Budget	YTD Exp	YTD Enc	Pending	Closing Balance
	208,113.00	0.00	120,716.00	87,400.00	(3.00)
LAW RECORDS PROG TOTAL					87,400.00

I have examined the preceding bills and encumbrances in the total amount of **\$94,200.00**

Claims covering the items are proper and have been previously funded. These items are to be treated as follows:

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- C. Encumbrances under \$10,000 to be paid upon acceptance by the Department Head.

Date: **JAN 02 2014**

Dept Head _____

Committee Chair _____

RESOLUTION NO. _____

AGENDA NO. _____

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

DAVE O'CONNELL, HUMAN
RESOURCES DIRECTOR
INITIATED BY



DAVE O'CONNELL, HUMAN
RESOURCES DIRECTOR
DRAFTED BY

COUNTY BOARD FINANCE
COMMITTEE
SUBMITTED BY

DECEMBER 26, 2013
DATE DRAFTED

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

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

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

Page 2

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

Respectfully Submitted,

FINANCE COMMITTEE

Mary Mawhinney, Chair

Mary Beaver

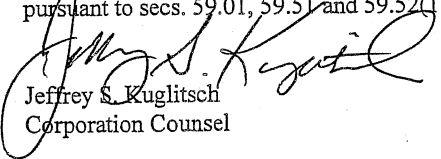
Brent Fox

Sandra Kraft

J. Russell Podzilni

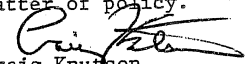
LEGAL NOTE:

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


Jeffrey S. Kuglitsch
Corporation Counsel

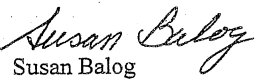
ADMINISTRATIVE NOTE:

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


Craig Knutson
County Administrator

FISCAL NOTE:

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


Susan Balog
Sr. Accountant/Assistant to Finance Director

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

EXECUTIVE SUMMARY

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

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

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

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

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

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