

**MEETING OF THE
WINNEBAGO COUNTY
DEPARTMENT OF HUMAN SERVICES BOARD**

Minutes

DATE: Thursday, February 11, 2010

TIME: 3:30 p.m.

PLACE: Orin King Building—Human Resources Conference Room

MEMBERS PRESENT: Don Griesbach, Jef Hall, Jim Koziczkowski, Ron Kuehl, Donna Lohry, Mike Norton, Rob Paterson, Harvey Rengstorf, and Tom Widener

STAFF PRESENT: Bill Topel, Ellen Shute, Ann Kriegel, Leo Podoski, Mary Krueger, Ron Duerkop, Mark Weisensel, George Benz, and Dorothy De Grace

OTHERS PRESENT: Margaret Winn – Lakeside Packaging Plus, Inc.

Jim Koziczkowski called the meeting to order at 3:30 p.m. Introductions were made.

AGENDA ITEM #1: PUBLIC COMMENTS ON AGENDA ITEMS

There were no comments.

AGENDA ITEM #2: APPROVE MINUTES OF THE JANUARY 14, 2010 HUMAN SERVICES BOARD MEETING

Don Griesbach moved for approval of the minutes; seconded by Mike Norton and carried (8-0). Hall not present yet.

AGENDA ITEM #3: 2009 FINANCIAL REPORT

Ellen Shute referred to the 2009 Financial Report which gives actual expenses and revenues through December. She will prepare a final report that will include state adjustments and any adjustments made by our auditors in April. This report shows a surplus of \$565,802. The Child Welfare Division ended 2009 with a deficit of \$274,459. Administrative Services ended with a surplus of \$43,266. A deficit of \$150,298 in Economic Support is due to increased overtime costs to manage the increase in caseloads. The Long Term Support Division ends with a surplus of \$465,424 due to increased CIP-II relocation revenues; receipt of a final Clarity Care debt payment; and a higher federal revenue ratio. There have been favorable variances in AODA residential inpatient admissions and reduced admissions to specialty & general hospitals because of the diversions to the Crisis Center at Summit House. This has created a surplus of \$481,869 in the Behavioral Health Division.

Bill Topel said we will track the overtime in Economic Support, and if the trend continues we will plan to request additional staff in next year's budget.

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Ellen Shute referred to a graph showing average daily populations (ADP) in Juvenile Corrections, Residential Care Centers and Specialty Hospitals for 2009. Juvenile Corrections had an ADP of 8.1, which is slightly higher than the previous year. The ADP for Residential Care Centers was 7.1, compared to 7.3 in 2008. Specialty Hospitals had an ADP of 6.6 in 2009, compared to 8.3 in 2008.

AGENDA ITEM #4: ADRC UPDATE

Mary Krueger reported that we opened the doors to the Aging & Disability Resource Center on February 1 in the Oshkosh Human Services Building, 3rd floor. After July 1 we will also have a presence in the Neenah Human Services Building. We are starting the process of creating an ADRC Committee. Mary said we are phasing in the ADRC services, and we are continuing to operate the Waiver Program at the same time. Remaining ADRC staff will move from the Long Term Support Division in July. Mary said the services to the elderly that were offered in the past with Older Americans Act dollars will now be under the ADRC umbrella. She said we would receive slightly under \$1 million in state funding annually, and we will have the option of drawing down federal dollars.

AGENDA ITEM #5: REVIEW OF MISSOURI MODEL ALTERNATIVE PROGRAM FOR YOUTH

Bill Topel explained that the Missouri Model began because they had very few alternatives to incarceration for their youth, and they found that incarcerating youth didn't change their behaviors. They decided to change one of their institutions into a cottage-style dorm facility, which had two adult facilitators for every 10 youth. They had a work program on the grounds, which included early intervention for mental health issues; a day treatment program emphasizing education and group skill building; and they also provided family therapy. Bill said we have similar programs in Wisconsin, such as treatment foster care or residential treatment facilities. A local facility that is nearly similar to the Missouri Model is Rawhide Boys Ranch.

AGENDA ITEM #6: CONSIDER RESOLUTION TO JOIN MISSISSIPPI VALLEY HEALTH SERVICES COMMISSION

Bill Topel explained that a number of counties have residents with chronic behavioral health issues that also meet the nursing home level of care. Currently our consumers are treated for such issues at a Trempealeau County facility, which is classified as an institute for mental disease. Medicaid does not pay for the care or medications for those consumers. Bill said a commission has been formed with the involved counties for the purpose of transferring legal and operational responsibility for a Medicaid certified nursing home facility known as Lakeview Health Center located in La Crosse County to a multi-county collaboration governed under Wis. Stats. S.66.031. Bill asked the Board for its approval to be a member of the Mississippi Valley Health Services Commission to facilitate this change. We would pay a one-time \$5,000 membership fee to join this collaboration. Bill said we would pay \$50 beyond what Medicaid pays for each patient's care at the facility.

Mike Norton moved to recommend to the Personnel & Finance Committee that Winnebago County become a member of the Mississippi Valley Health Services Commission; seconded by Ron Kuehl and carried (9-0). (Hall now present).

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AGENDA ITEM #7: RECOMMENDATION TO PERSONNEL & FINANCE COMMITTEE TO CONSIDER A STUDY OF THE NON-REPRESENTED MANAGEMENT PAY STRUCTURE TO INCLUDE A STEP ADVANCEMENT SYSTEM SIMILAR TO SURROUNDING COUNTIES

Bill Topel said Agenda Item #7 refers to all departments; whereas Item #8 refers to Human Service employees. Both items will be discussed simultaneously.

Bill said non-represented employees of Human Services currently do not have the availability of a step increase, so they have no ability to move from their starting wage. The wages of some of the non-represented employees are lower than the people they supervise. He referred to a document showing the increases that will occur for surrounding counties for 2010. Bill said it's difficult to hire a management person other than someone at entry level pay because we don't have the step increases like other counties do. Once individuals receive the training and experience, they might choose to go to another county because they offer step increases. Bill said our first recommendation is to the Personnel & Finance Committee to do an appropriate study to determine what is fair and equitable. Tom Widener suggested that we should put together some numbers regarding what the cost would be. Jef Hall questioned whether we should do a study on what other counties are doing with a step system, or do we do a study on what our positions are worth. Bill explained that if represented groups have historically had the step increase provision, it is hopefully because with time comes experience; with experience comes wisdom; with wisdom comes more value. He said it is clear that our represented employees will exceed our non-represented supervisors in pay because they have a step system.

Harvey Rengstorf moved that we make a recommendation to the Personnel & Finance Committee to consider a study of the non-represented management pay structure to include a step advancement system similar to surrounding counties (as indicated in Item #7); seconded by Mike Norton.

Bill Topel said some department heads are bringing requests for pay upgrades to the Personnel & Finance Committee on an individual basis because they don't have a step increase provision. He said the lack of a step increase has caused us to be at a disadvantage to our surrounding counties. Some of our staffs have been approached by another county to consider accepting a position because they knew they had something we couldn't offer them. Donna Lohry said job performance is evaluated on personality among other things. She feels that if a worker is consistent in his performance, he should be allowed a step increase.

Harvey Rengstorf withdrew his motion to recommend Item #7 to the P & F Committee.

Jef Hall moved to amend #7 to make a recommendation to the Personnel & Finance Committee to perform a study of the non-represented management pay structure to include a step advancement system similar to surrounding counties; seconded by Tom Widener and carried (9-0).

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AGENDA ITEM #8: RECOMMENDATION TO PERSONNEL & FINANCE COMMITTEE TO ADOPT A STEP ADVANCEMENT SYSTEM FOR HUMAN SERVICE NON-REPRESENTED MANAGEMENT THAT IS EQUIVALENT TO THE REPRESENTED EMPLOYEE STEP ADVANCEMENT SYSTEM CURRENTLY IN PLACE IN ORDER TO PROVIDE PARITY

This item was discussed simultaneously with Agenda #7.

AGENDA ITEM #9: DIRECTOR'S REPORT

Bill invited Board members to a Human Services Lobby Day in Madison on Thursday, March 4.

AGENDA ITEM #10: BOARD MEMBERS' REPORTS

Mike Norton said he recently attended a function where the District Attorney listed (from his perspective) the top three concerns in the county: alcoholism, drugs, and gangs. Mike said he feels the Human Services Board and County Board could be enlightened if the District Attorney would give his presentation to them.

Mike said a resolution for the Transit System to change the #10 bus route has been postponed. It will be discussed at a meeting with Human Services, Parks Department and Park View Health Center, and all three departments will create the resolution.

PROGRAM: BEHAVIORAL HEALTH SERVICES REPORT

George Benz gave an overview of the outpatient psychotherapy clinic that is offered through the Behavioral Health Division. George referred to a 2009 year-end report showing referral and enrollment statistics. He explained the services that are provided by the clinic—an assessment and diagnosis of a presenting problem; psychotherapy sessions; medication prescription and management; case management; supportive counseling; and crisis intervention. A person can access services by contacting the clinic on their own or through a referral. An intake worker does a brief screening to determine if our services are appropriate for the person's needs. The person is then either scheduled for an appointment with one of our therapists or referred for a more appropriate form of treatment or service. George said we offer an after-hours crisis helpline for clients that need services or extra supports between 4:30 p.m. and 8:00 a.m. daily or on weekends. The cost of service is based on a sliding fee scale that charges according to the ability to pay. We can assist clients in getting their medications, but they must provide required information and sometimes make co-payments. George said the psychotherapy team advocates for self-sufficiency as soon as possible with clients.

With no further business Don Griesbach moved for adjournment; seconded by Ron Kuehl and carried unanimously at 5:40 p.m. The next meeting of the Human Services Board will be **Thursday, March 11, 2010 at 3:30 p.m.**

Respectfully submitted by:

Donna Lohry, Human Services Board Secretary
/dd