

PROCEEDINGS OF THE BROWN COUNTY
HUMAN SERVICES COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Human Services Committee** was held on Wednesday, June 25, 2014 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Evans, Supervisor Hoyer, Supervisor Haefs, Supervisor Robinson

Excused: Supervisor La Violette

Also Present: Jeremy Kral, Jeff Oudeans, Nancy Fennema, Dale Schmit, Marty Adams, Lisa Hodgins, Rob Gollman, Judy Friederichs, Brent Miller, Mike Duschene

I. Call Meeting to Order.

The meeting was called to order by Chair Pat Evans at 5:33 p.m.

II. Approve/Modify Agenda.

Motion made by Supervisor Hoyer, seconded by Supervisor Haefs to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

III. Approve/Modify Minutes of May 28, 2014.

Motion made by Supervisor Haefs, seconded by Supervisor Hoyer to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Comments from the Public. None

Report from Human Services Chair, Patrick Evans. Chair Evans thanked Human Services Director Jeremy Kral for getting the wheelchair van replaced and back in service.

The second item Evans reported on was Sanimax. He indicated that the corporation has contacted him and the rest of the supervisors and requested that supervisors meet with the President of the company. Evans has a meeting scheduled for July 17; however, he is not sure he will attend. It was Evans' understanding that this meeting would be held in public but he is now aware that the President of Sanimax does not wish to do this. Evans does not like the idea of supervisors meeting with the President one on one and he is disappointed that what Sanimax has to say will not be public information. It makes Evans suspicious when an organization cannot come out and say something in public. Evans also finds it troubling that the President will not address the Human Services Committee as that was his understanding of what would be taking place. Evans wished it be noted here in the public record what Sanimax is offering. Evans will keep this Committee advised in this regard and will report what transpires in the meeting on July 17, 2014 if he attends.

Presentation by ASPIRO

Although shown in the proper format here, this item was taken following Item 3.

Chair Evans introduced Mike Duschene, Present of ASPIRO to the Committee. He indicated that ASPIRO has been struggling over the years with the different rates they have been given from the County and Evans felt it would be prudent to hear what Duschene had to say prior to the budget being put together. Evans also advised the Committee to go visit ASPIRO and their Stiles Road facility if they have not already done so and he indicated that he felt ASPIRO does a very good job at providing services.

Duschane thanked the Committee for allowing him the opportunity to talk. He indicated that ASPIRO could not operate without the support of the Human Services Department and they are blessed with the relationship they share

with Brown County. He provided a packet of information regarding ASPIRO, a copy of which is attached. Duschene also invited Committee members to stop by ASPIRO or the Stiles Road facility at any time.

Duschene reported on the outcomes of various programs at ASPIRO as contained in the handout. He also talked about the funding sources contained on the last page of the handout.

Duschene continued that his purpose tonight is to ask that consideration be given to a rate increase in 2015. The chart in the handout shows that ASPIRO has not received a rate increase over the last several years. They make ends meet by manufacturing and fundraising and he also noted that they do have some reserves in the bank that have accumulated over the last 57 years and some of these funds could be used to fill in the gaps. He further noted that any increased funds from Brown County would go directly to help out with the services they provide.

Evans asked Duschene to address how he felt the rollout of Family Care would affect ASPIRO and also provide his thoughts on the closure of sheltered workshops out east. Duschene responded that ASPIRO has had contracts with managed care organizations for several years and are experienced with their funding and he felt that they could step right in working with them. He noted that currently they are working with five or six contracts, but they have only 22 consumers that are involved with Family Care and 1,200 that are with Brown County. He also noted that they have been told by colleagues in other parts of the state that in order to make ends meet, service reductions are being made. Duschene has also heard that MCOs have had to cut rates to providers as well. He stated that ASPIRO is prepared for Family Care and has gone on record to support Family Care and they will also support Brown County in any fashion they can.

With regard to sheltered workshops, Duschene indicated that this was a tough issue. He noted that this is affecting workshops all across the country and is based on the fact that some purists and some advocacy groups believe that every person with a disability, regardless of their productivity level, should be paid at a competitive wage. He noted that ASPIRO has been licensed by the Department of Labor to pay wages based on productivity. They bid jobs and find out what the prevailing rate is and they base their statistics on that and pay their people accordingly. Duschene stated that they try their best to employ any person in the community who wants to work.

Supervisor Robinson thanked Duschene for the work that is done at ASPIRO as he believes that there are a lot of great things going on there. He asked Duschene for a ballpark of what their budget is and Duschene responded that the budget is about \$8.5 million dollars and of that, about \$3.6 million dollars comes from Brown County. He noted that they annually give Brown County a cost to continue budget and he understands that budgets are tight. Robinson said it looked like about \$680,000 was made by fundraising.

Supervisor Haefs stated that this appears to be somewhat of a catch 22 situation in that when you are limited in increases, the fundraising efforts must be more aggressive. He stated that last year he brought up at County Board that for some reason, they have some idea that if the levy is raised, taxes are raised, but the is not correct. He continued that he has been on the Board for more than 20 years and he has never been kicked out of office for making the line go up. He felt the Board needs to get off the stump about the levy increase and look at the individual programs and what they are doing and how their own fundraising is going. Haefs was glad to see Duschene address the Committee early so that thought can be given to what was reported. He stated that he will not forget this conversation when budget time comes and he indicated that ASPIRO really is a great program and also indicated that he appreciated the handout.

Robinson asked Duschene what would be done with a 1% increase. Duschene stated that a 1% increase would allow them to look at the ability to hire another staff person. They like to have as many hands on deck as possible because that allows their people to get more attention. He also noted that an increase could be used for name recognition or building contract work. He noted that there are a number of holes that could be plugged with a 1% increase; however, most times the Board says funds should be directly related to their clients.

Robinson advised Duschene that if he were to come back in the fall requesting a specific amount of money and a breakdown of what they intend to do with the money, it would be helpful. Robinson would also like to see a

breakdown of what Duschene felt may have to be cut if ASPIRO does not receive an increase and finally it would be important for the Board to know what efforts are being made to increase their fundraising.

1. **Review Minutes of:**
 - a. **Aging & Disability Resource Center Board Meeting (May 29, 2014).**
 - b. **Board of Health (March 11, 2014 & July 30, 2014).**
 - c. **Community Options Program Planning Committee (May 19, 2014).**
 - d. **Human Services Board (June 12, 2014).**
 - e. **Veterans Recognition Subcommittee (May 20, 2014).**

Motion made by Supervisor Hoyer, seconded by Supervisor Haefs to suspend the rules and take Items 1 a – e together. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Hoyer, seconded by Supervisor Haefs to receive and place on file Items 1 a – e. Vote taken. MOTION CARRIED UNANIMOUSLY

Health Department

2. **Discussion re: Mileage reimbursement rate for sanitarians. *May Motion: To have information brought back to this Committee at the next meeting and place this item on Admin Cmte agenda.***

Human Resources Director Brent Miller and Director of Administration Chad Weininger addressed this issue with the Committee. Weininger stated that mileage is part of the overall travel and training line item in the budget and therefore there really is not the ability to separate out just the mileage portion. Weininger stated that the very worst case scenario would be \$60,000 for mileage reimbursement, however, that number would not be totally accurate because travel and training is also included in that figure. Weininger continued that they took a sample of the mileage reimbursement rates and found that of those total line items, roughly 4.7 of the dollars went to the mileage reimbursement rate. Based on that sample, Weininger stated that the County would be looking at about a \$3,000 – \$4,000 increase going from the 80% to the full 100% of the IRS rate.

Evans asked if Weininger had a total mileage amount and Weininger explained again that all of the travel and training expenses are contained in one line items and mileage is not broken out of that line item. Miller stated that the only way they could come up with a more accurate figure would be to audit every single expense report and break the mileage out that way. Weininger felt comfortable with the figures stated above based on the sample set.

A handout was provided to the Committee, a copy of which is attached, that shows the total travel and training expenses for all departments in 2013 of \$241,577. This figure includes expenses for conferences, travel, training, mileage and meals. Weininger stated that after the last meeting he felt it would be easy to determine the exact mileage expenses, however, he has since learned that the only way to get an accurate mileage figure would be to audit each and every expense report. Miller indicated that the worst case scenario would be \$12,000 additional dollars, however, he felt the figure would quite possibly be less than that.

Evans asked how Administration arrived at the \$12,000 figure and Weininger responded that they took a sample of 1% of the total expense reports submitted and extrapolated the mileage out and came up with a rough number of 4.7 and then they factored in some ebb and flow and looked at some other factors to come up with the \$12,000 figure and Weininger felt this was a pretty good sampling. Weininger continued that the ordinance to pay mileage at 80% of the IRS rate was passed in August, 2011 and is contained in Chapter 3.11 of the Code.

Supervisor Haefs asked how many departments in the County were affected by this ordinance. Weininger answered that all County employees with the exception of the Sheriff's Department receives 80% of the IRS rate. Haefs does not want to see this done in a piece meal fashion. He felt that if the rate is changed for the

sanitarians, it should be changed for all other employees across the board and he felt that the rate should be set at whatever is fair to all employees.

Weininger stated that this matter will be discussed at the Administration Committee tomorrow night and he will work on getting more accurate figures before then. He also noted that this will be discussed at the Executive Committee meeting on July 7.

Evans noted that a change to the ordinance would not fall under the purview of the Human Services Committee but would rather have to go through the Administration and Executive Committees. He indicated that he does appreciate what the sanitarians have brought forward and he does not have a problem supporting this, however, Human Services Committee is not the correct venue. Haefs commented that he is in support of what is fair.

Sanitarian Marty Adams clarified something that was mentioned at the last meeting. He stated that in regards to mileage comparables from other counties, the one thing that was not clarified is that some of them were under contract prior to the changes and some were not. When looking at that, both groups that have changed from union to non-union and those that were not under contract are both still receiving the IRS rate.

Motion made by Supervisor Haefs, seconded by Supervisor Hoyer to refer to Administration Committee and Executive Committee. Vote taken. MOTION CARRIED UNANIMOUSLY

3. Possible discussion regarding Brown County Health Department facility.

Evans stated that this issue has been an interesting issue brought up by the Planning, Development and Transportation Committee. He recalled that there was an agenda item at the last Human Services meeting regarding the lease for the current Health Department location.

Facility Manager Jeff Oudeans was in attendance at this meeting to answer any questions the Committee had. He indicated that Facilities has been looking at the possibility of fitting the Health Department in the Sophie Beaumont building, but there is nothing concrete yet.

Health Director Judy Friederichs stated that they are looking at what has been put together by Facilities, but they are fine with the current location.

Motion made by Supervisor Hoyer, seconded by Supervisor Haefs to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Supervisor Robinson arrived at 5:55 pm

Human Services Department

4. Resolution re: On helping families move from homelessness to self-sufficiency. Motion at April meeting: Hold for one month.

Supervisor Robinson's desire was to have this matter held for one month.

Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to hold for one month. Vote taken. MOTION CARRIED UNANIMOUSLY

5. Resolution re: Change in Table of Organization – Human Services - TAD Grant Coordinator (To be distributed prior to the meeting).

Evans stated that this matter should be held for a month.

Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to hold for one month. Vote taken. MOTION CARRIED UNANIMOUSLY

6. Budget Adjustment Request (14-55): State GPR funding for client wait list reduction in the Adult and Children's long-term care units. Funds allocated for startup costs for new care managers.

The Brown County Human Services Department received additional State GPR funding for client wait list reduction in the Adult and Children's long-term care units. These funds are being allocated for the startup costs for new care managers.

Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

7. Detox Update. Motion at April meeting: To keep this item as an agenda item until some resolution is met. May Motion: To hold for one month.

Kral reported that they have been engaging with collaborative providers in the community and working with other people who provide services to those in need of detox services in the community. As of this time there is no prepackaged solution to this issue, but Kral is interested in hearing the direction the Board would like to see the Human Services Department take. He indicated that this will be a collaborative effort and there are a number of people who are interested in working to refine the system.

Evans advised the Committee that the State has said there cannot be a detox facility at the CTC and Kral confirmed this.

Robinson asked if Kral was aware of any other counties that provide detox services. Kral responded that he was aware of a three county collaborative between Marathon, Lincoln and Langlade counties and he noted that these counties have one unified board. This collaboration has invested in creating a licensed detox facility on their premises. Kral felt it was safe to assume that these three counties joined together to create the detox facility as they were able to pool resources.

Robinson asked Kral if it was safe to assume that if the County had the will and the money, the County would be able to open up a detox facility. Kral indicated that there would not be anything to legally stop that. Robinson then asked Kral if he felt there was anything that would make opening up a detox facility in Brown County a bad idea. Kral responded that it would be a question as to what the Board would direct for a policy decision on what the scope of the Human Services Department is. Robinson indicated that he was talking about meeting a need and Kral indicated that it does appear that there is a need for detox services. Kral indicated that he would be interested in hearing from the elected officials who have to engage in a policy. Robinson asked if there was something he was missing that would make setting up a detox facility a bad idea. Kral responded that the hospitals do provide some support in this area, but he did not know the level of success. Robinson spoke anecdotally and indicated that the hospitals were not providing the needed services in the community. Kral stated that the current system in Brown County is quite similar to what is being done in the rest of the state.

Robinson continued that there appears to be a real need for detox services and asked that if this is a bad idea for some reason, aside from money, that Kral let him know what it was. Kral indicated he was not prepared to answer this at this time. Kral stated that there is also the caveat out there that money would have to be set aside and he would like some direction from the policy making bodies.

Robinson stated that speaking for himself he would like an answer to the previously asked question. If Kral would respond that for reasons that Robinson is unaware of this is a bad idea, Robinson would take that advice. Kral responded that any time there is a major decision to be made, there are pros and cons.

Robinson asked what the current situation is with regard to detox services. He brought this up because anecdotally he feels that the needs are not being met. He would like to get a complete and accurate picture of what is being dealt with such as what the system looks like, what are the experiences of people in the system, where do they go, what do they do, what are the challenges, what are the good points and what are people doing when they need detox services and they are not getting them and how many people fall into this category. Robinson would also like to know what kind of funding questions would need to be examined as he would like to see a solution. It is unacceptable to Robinson, based on the information he has right now, to say this is the best that can be done. He would like to see a proposal from Human Services on this issue.

Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to hold for two months. Motion withdrawn.

Haefs stated that with all due respect to the motion, he felt a communication should be put forth and then assigned to an agenda and be noticed so that the public knows it will be discussed. Haefs stated that when you feel strongly about something, you put in a communication for the County to explore so that it is out in the public and noted on the agenda. Haefs continued that he would like to hear more about this issue.

Motion made by Supervisor Robinson to receive and place on file. No second. No vote.

Motion made by Supervisor Robinson, seconded by Supervisor Haefs that the Human Service Director report at the August Human Services meeting on the current situation of alcohol detox needs and services in the community including what the current picture is, what might be a proposal to address those needs, whether it involves the County or not and what his opinion would be as to County involvement in that solution. Vote taken. MOTION CARRIED UNANIMOUSLY

8. Executive Director's Report.

Kral indicated that he intends to keep the Committee abreast with regard to Family Care transition planning which is underway in earnest. They are working with colleagues in the Department of Administration, Facilities and Technology Services to establish collaboration within the County as they move forward on this major project. The Human Services structure will change to have about 60 fewer employees and this entails a significant diversion of federal funds and their budget will shrink dramatically as well. Kral continued that Brown County has a unique situation in having a stand-alone ADRC who will also play a key role in this matter. He has been working with Devon Christensen at the ADCR to make the transition as smooth as possible.

Kral recalled the Committee honoring Jim Hermanns for his career in Human Services a few months ago. He stated that they have conducted interviews for a successor for Hermanns and are looking forward to making an offer and formal announcement on this soon. Director of Community Program Nancy Fennema is taking Hermanns' place at this time and Kral indicated that she is doing a fine job in this role.

As Chairman Evans mentioned earlier, Kral wanted to make sure that the Committee is aware that a wheelchair accessible minivan that was taken out of service earlier in the year has now been replaced within budget and Kral was happy about this as it will result in a shorter and more comfortable ride for some of their clients.

Kral continued that they have had a Director of Nursing position open at the hospital for about four months. They have not had a deep pool of applicants and there was only one or two who could even possibly be considered. Kral met with HR on this and asked them to look at the evaluation of this position in the salary study to find out if salary was a factor in the lack of applicants. He was advised that the salary is about \$4,000 low on the low range and approximately \$9,000 less than market on the higher range. He wanted the Committee to be aware of this and find out if there was any instruction or guidance the Committee wished to give in this situation.

Kral noted that for most other positions in his department, positions are advertised for one or two weeks and a sufficient pool of candidates is gathered. Robinson asked if Kral felt there was any seasonal aspect to this position and Kral responded that he did not believe so. Kral indicated that perhaps a resolution should be brought forward for the Committee's approval to make an adjustment in the salary. Robinson asked Brent Miller what the current status of the salary study was and Miller advised that he was hopeful that it would be completed by the end of June and he also confirmed that the salary for the Director of Nursing position was low. With regard to the salary study, Robinson stated that about a year and a half ago he agreed to be on a committee to be part of the study and he has never been contacted regarding this. Robinson would be supportive in looking at a salary raise for the Director of Nursing position to get the position filled, but he did not feel any decisions on salaries should be made until the study is complete.

Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

9. Financial Report for Community Treatment Center and Community Programs.

Account Supervisor Kristin Madison was in attendance to answer questions on the financial report. She noted that they are operating on budget through April.

Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

10. Statistical Reports.

- a. Monthly CTC Data – Bay Haven Crisis Diversion/Nicolet Psychiatric Hospital.
- b. Monthly Inpatient Data – Bellin Psychiatric Center.
- c. Child Protection – Child Abuse/Neglect Report.
- d. Monthly Contract Update.

Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to receive and place on file Items 10 a – d. Vote taken. MOTION CARRIED UNANIMOUSLY

11. Request for New Non-Continuous Vendor.

Motion made by Supervisor Haefs, seconded by Supervisor Robinson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

12. Request for New Vendor Contract.

Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

13. Open Session: Discussion and possible action on bargaining, negotiations, comparisons of properties and investing of public funds in regard the future space needs of the Brown County Health Department.

It was determined that no closed session was necessary.

Motion made by Supervisor Haefs, seconded by Supervisor Hoyer to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Closed Session: Notice is hereby given that the above governmental body will adjourn into closed session on the above item Number 3 pursuant to Wis. Stat. §19.85(1)(e) which authorizes a closed session to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, wherever competitive or bargaining reasons require a closed session.

No closed session was held; no action taken.

Reconvene in Open session: Discussion and possible action on bargaining, negotiations, comparisons of properties and investing of public funds in regard the future space needs of the Brown County Health Department.

No closed session was held; no action taken.

Aging & Disability Resource – No agenda items.

Syble Hopp – No agenda items.

Veterans Services – No agenda items.

Other

14. **Audit of bills.**

Motion made by Supervisor Haefs, seconded by Supervisor Hoyer to pay the bills. Vote taken. MOTION CARRIED UNANIMOUSLY

15. **Such other Matters as Authorized by Law.**

Motion made by Supervisor Haefs, seconded by Supervisor Robinson to adjourn at 6:57 pm. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Recording Secretary



**Brown County
Human Services Committee
Presentation**

June 25, 2014

Presentation



Adult Day Services



Community Employment



Positive Parenting



Prevocational Services



Respite Care

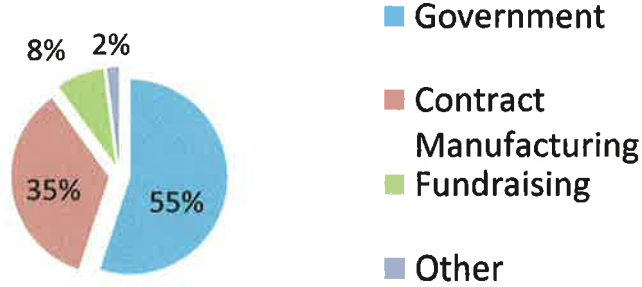


Residential Options

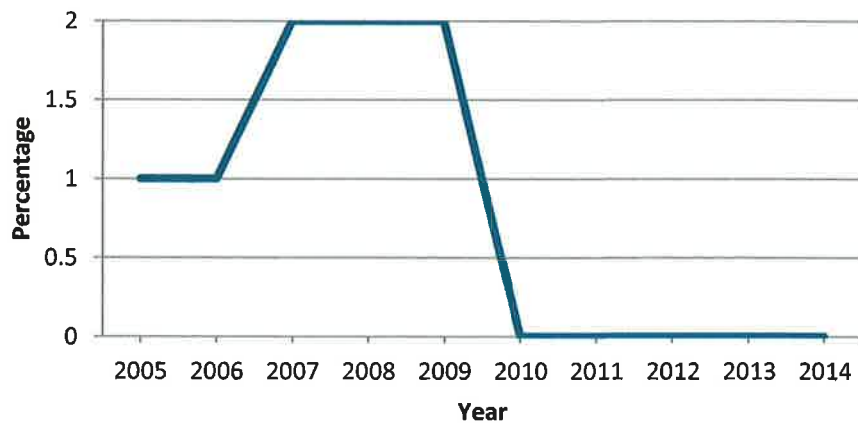
Presentation



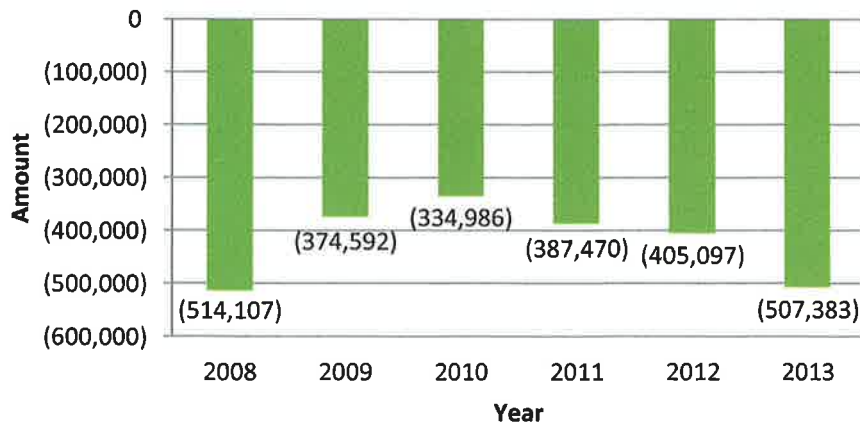
Funding Sources



Brown County Rate Increase



Deficit



2013 Expenses into GL 5340-Travel & Training Account

Row Labels	Sum of Other Pay Amount
Administration	422.4
Airport	627.75
BOARD	1742.3
Child Support	577.29
Circuit Courts	2270.8
Community Programs	7171.03
Conservation	112.19
Corporation Counsel	2304.25
Correctional	547.69
County Board	18.08
County Clerk	192.85
Courts-Bailiff	6429.33
CTC	16773
District Attorney	214.75
Doctor	5199
Elected	4208.4
Facility and Park Management	738.42
Health	8851.78
Highway	203.47
Human Resources	221.8
Human Services	128611.13
Library	2665.51
Medical Examiner	364.11
Planning and Land	2498.07
Public Health Nurse	7092.86
Public Safety	4856.56
Register of Deeds	16
Registered Nurse	9107.08
Resource Recovery	3418.39
Sanitarians	7436.88
Shelter Care	457.08
Sheriff	5562.92
Syble Hopp	7220.95
Technology Services	1117.12
Treasurer	10
UW Extension	1582.29
Veterans	79.73
Zoo	653.94
Grand Total	241577.2

Travel & Training Account includes Hours Codes:

- Mileage-NonTaxable**
- Mileage-Taxable**
- Travel Conference**