

PROCEEDINGS OF THE BROWN COUNTY
HUMAN SERVICES COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular and budget meeting of the **Brown County Human Services Committee** was held on Tuesday, October 11, 2016 at the Brown County Central Library, 515 Pine Street, Downtown Green Bay, Wisconsin.

Present: Chair Hoyer, Supervisor Schadewald, Supervisor Brusky, Supervisor Linsen

Excused: Supervisor De Wane

Also Present: Supervisors Lund and Gruszynski, Veterans Service Officer Jerry Polus, ADRC Executive Director Devon Christianson, Human Services Director Erik Pritzl, Human Services Finance Manager Eric Johnson, Nursing Home Administrator Luke Schubert, Health Environmental/Lab Manager Rob Gollman, Interim Health Director Deborah Armbruster, Family Services President Jeff Vande Leest, Director of Community Programs Nancy Fennema, Economic Support Manager Jenny Hoffman, Director of Administration Chad Weininger, Internal Auditor Dan Process, Finance Director David Ehlinger, Senior Accountant Sandy Parmer, HR Benefits Manager Tom Smith, County Executive Troy Streckenbach, interested parties and news media

Audio of this meeting is available by contacting the County Board Office at (920) 448-4015

I. **Call Meeting to Order.**

The meeting was called to order by Chair Hoyer at 6:00 p.m.

II. **Approve/Modify Agenda.**

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

III. **Approve/Modify Minutes of September 28, 2016.**

Motion made by Supervisor Brusky, seconded by Supervisor Schadewald to approve with the amendments to note that the location of the meeting was at the Health Dept. and under Wind Turbines, internet research should be 49, not 149. Vote taken. MOTION CARRIED UNANIMOUSLY

BUDGET REVIEW

REVIEW OF 2017 DEPARTMENT BUDGETS

Comments from the Public – Budgetary Items – None.

Veterans' Services

1. **Review of 2017 Department Budget.**

The Veterans' Services proposed budget is set forth on Pages 151 – 154 of the budget book.

Veterans' Service Officer Jerry Polus informed that his budget is basically a cost-to-continue budget with current staffing and related operational costs. He noted there is \$12,403 budgeted under supportive services which is the emergency fund and he anticipates there will be a carryover from 2016 as well. In addition, to date donations have been received in the amount of \$7,198. Polus anticipates the emergency fund for 2016 will be in the area of \$25,000 - \$30,000 and this will meet the needs quite well.

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to approve the Veterans' Services budget as presented. Vote taken. MOTION CARRIED UNANIMOUSLY

Aging & Disability Resource Center

2. Review of 2017 Department Budget.

The Aging & Disability Resource Center proposed budget is set forth on Pages 108 – 114 of the budget book.

ADRC Executive Director Devon Christenson thanked the Committee for their continued support and commitment to serving the older people and those with disabilities in the community. Without County support the programs at the ADRC would be nowhere near where they are today. The partnership between the County and the ADRC is a win-win situation.

Christensen informed they have been working hard to look towards business practices, which they call business acumen, to be able to open a coffee shop inside the ADRC called The Grounded Café. The ultimate goal is to have persons with disabilities employed at the coffee shop with the hope of engaging people earlier and sooner by coming in for a cup of coffee and seeing the other services and programs that are available. They really want the dollars to continue to support the nutrition program and other programs. Christensen said they have received a \$20,000 grant for this and are well into the planning process and the café will be ready to go next year.

Christensen also noted the ADRC administers the 8521 transportation program on behalf of Brown County. This is transportation for older adults and persons with disabilities in the community. The ADRC does a plan every year and this year they contracted with the Brown County Planning Department to do a rural transportation study. The study helped identify hot spots where older adults and persons with disabilities are living and they will use the results to build a plan for next year.

The ADRC is also looking for efficiencies through online scheduling and registration for programs which is helping to reduce the clog at the front desk. Christensen continued that the ADRC has always been a great partner with public health, but at the state level, Aging and Disability Resource Centers have been merged under the Division of Public Health so there is a new statewide alliance that is creating new collaborations at the local level. Christensen is excited about this and feels the missions align wonderfully in terms of prevention, outreach, education and linking people to services. She mentioned the *This Is Public Health* event coming up this weekend and said she would love to see everyone attend.

Christensen continued that they will also be doing a tremendous amount of work around dementia-friendly communities in 2017. The memory cafes will be expanding and they will also be reaching out to businesses and training them around education and knowing how to receive people with dementia in their locations and reducing the stigma of living with the disease.

The overall ADRC budget demonstrates some efficiencies they have been able to create through some reorganization in the nutrition program and it also reflects increases in revenues derived from the transition of long-term care from the County-based program to Family Care. They have been able to capture the real cost of meals which has helped generate some additional revenue. The Medical Assistance dollars they have been able to capture through their social work component and benefit advocacy are beginning to stabilize and they will probably even slow down a little in the future. Christensen also talked about the dementia care specialist position that is due to sunset June 30, 2017. This is an incredibly critical position and the ADRC is advocating at the State level and it is in the ADRC budget in hopes that it can continue. It was also noted that the ADRC has kept most of their contracts flat. Overall Christensen said the budget is balanced and positive and she thanked the Committee for their ongoing support.

Hoyer noted 2016 has not been an easy year and he appreciated and thanked Christensen for taking the challenges presented and turning them into opportunities. He said the entire Board feels strongly about the work being done at the ADRC.

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to approve the Aging & Disability Resource Center budget as presented. Vote taken. MOTION CARRIED UNANIMOUSLY

Health Department

3. Review of 2017 Department Budget.

The Health Department proposed budget is set forth on Pages 115 – 120 of the budget book.

Interim Health Director Deborah Armbruster talked about the *This is Public Health* event being held on October 15. Everyone at the Health Department is very excited about this and she encouraged everyone to attend as there will be a lot of things to see, including the Health Department's community partners such as the ADRC.

Armbruster thanked Supervisor Schadewald for his work on the Human Services Committee and also for being part of the Board of Health and getting to know what the Health Department is all about. She also expressed her appreciation to Chair Hoyer for attending the Board of Health meetings to get to know more about the Health Department.

The main initiative for 2017 is the expansion of the Health Department's partnership with the ADRC. This is something that they have wanted to do, but the State is now really encouraging the development of the partnership. The Health Department concentrates on maternal and child health services and not as much on adult health. They have been talking about this for the last few years and the partnership with the ADRC will make serving adult health needs more feasible. Armbruster is excited because this is going to serve the population by using population-based services for the disabled and adult population as well as the older adult population so they can work to help these people stay in their homes.

The other initiative for 2017 is the expansion of the immunization services. Armbruster explained that in the past they have done mass clinics, but they have now chosen to have their clinics primarily at the Health Department. They knew they needed to increase their immunization rates so that 80% of 2 year olds in the County are properly immunized. They needed to up the game and to do that they decided to go out to the community. They held their first mass clinic at St. Willebrord's Church in August and over 200 immunizations were given. They did another mass clinic at the Health Department last week and they gave 393 immunizations. Flu shots will be given free to children at the *This is Public Health Event* and for \$20 to adults which is a bargain. If there is any flu vaccine left, they will look into a mass clinic towards the end of the month.

Armbruster continued that the Health Department has received an adult immunization grant which is primarily to promote influenza vaccines for adults. It does not pay for the vaccines, but it pays for the nurses, health aids and health educators' time to educate on the emphasis of needing the vaccine. They had a stakeholders meeting on this recently which included the pharmacies and universities and some primary providers to talk about how to promote flu vaccines. Armbruster is hoping to put the money they would have used for the staff without the grant towards getting some updated appointment system software. They would like to look at Avatar which is the system used by Human Services.

There is also a grant for a quality improvement project which the Health Department will be starting as well as finishing the rabies project this year. They will also be doing food borne illness for 2017. The Health Department does this and then gives it out to the providers and the people in the communicable diseases surveillance group, but they all look to the Health Department to be the leaders and the Health Department takes this very seriously.

Armbruster continued that they thought the preparedness monies were going to be cut by 7%, but Congress just passed a bill that put the money back into place. The other grants for immunizations, maternal child health, HIV and well women program and lead are all staying about the same. Armbruster also mentioned the Health Department is looking forward to the merger of the Health Department with Human Services. She said the services of both departments are intermingled and many of the Health Department staff already work with Human Services staff to get people the help they need and the merger is a natural progression to providing better service to the community.

Hoyer said he has enjoyed being able to work with Armbruster and thanked her for what she did as the Interim Director.

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to approve the Health Department budget as presented. Vote taken. MOTION CARRIED UNANIMOUSLY

Human Services Department

4. Review of 2017 Department Budget.

The Human Services Department proposed budget is set forth on Pages 121 – 145 of the budget book.

Human Services Director Erik Pritzl thanked the Committee and the County Board for their support because without it, they would not be able to do their job and meet the needs of the people in the community. He also echoed what Hoyer said about Debbie Armbruster and said that she has done an excellent job acting as the Interim Health Director.

Pritzl has been working to put together the proposed budget presented here with the management team while working from the Human Services mission which is rooted in protecting vulnerable persons, providing effective services and a safety net of financial support for people in distress. Going into the budget process for 2017, there was a little less ambiguity than in the prior year, partly in part because of the Family Care transition which is now complete. This gives Pritzl a chance to see service demands with the services transitioning, contracts and available financial resources and also the challenges with budgeting of things like administrative dollars that were normally charged to the programs and other similar programs. Now that the transition is done, they are seeing some of the results of it in a couple areas and also the payments to Family Care which will be a challenge for a few years. These payments reduce every year and will eventually be at a stable point.

Budget highlights show the Family Care payments in full amount which is a challenge and is not something that can be changed. There is also a shift in the electronic health records system, Avatar. This shifted from non-operational funding to about \$300,000 that has to be picked up in the budget and that is a challenge as well. In talking about comprehensive community services (CCS) there will be a resolution later for a position related to this. Pritzl said this is extremely important and noted that there is a significant amount of revenue that comes into the Human Services Department from CCS, nearly \$2 million dollars. The Office of Inspector General conducted an audit this year which would have showed significant disallowances for services in terms of costs and expenses that were not claimed. This is done to ensure program compliance with the regulations and Pritzl noted that the result was not unusual and every County who was audited had the same result. With regard to the Economic Support program, there has been turnover of concern the past year. They are adding positions to try to get to a more manageable level compared to the consortium partners so people can be satisfied with the work they are doing and feel like they have enough time to do the work. They are proposing to add two economic support specialists and an economic support lead worker.

With regard to the mental health initiatives added for 2016, Human Services will see increased demand for this. They added mental health clinician staff in 2016 which helped with the psychiatry waitlist. The waitlist is down below 60 which is great, but there is a concern that they will see increased demand for substance abuse services, particularly clinicians and case management time so they are putting in a position for a substance abuse counselor. The treatment courts are another area that have received a lot of attention. The treatment courts have been quite successful and Pritzl is proud of the work being done. There are capacity problems with the treatment courts so Pritzl is proposing adding a treatment court case manager in the budget. He noted that grant funds would have supported the expansion, but the grant that was requested did not get funded at the full request so the budget presented here contains the funds to support a case management position as well as expanded clerical or support time as part of the treatment courts. Pritzl continued that he asked for specifics as to what was funded or not funded in the grant and was advised that there was a reduction in the support component that was requested. The case manager is funded according to the Department of Justice response, but the support services will not be funded. This presents a challenge in that if more people are brought into the treatment court program, additional data collection and monitoring will be necessary. Pritzl said this would be about \$40,000 and the amount is reflected in the drug court costs. Hoyer asked if there was concern with a judicial bottleneck and Pritzl advised that the judges believe the bottleneck would not be with the judges, but more on the case management side.

Pritzl continued that currently grant monitoring and compliance is what the position he is looking for would cover. It would be a contracted service through a staffing firm and the position would be responsible for data

collection, monitoring and programming. Schadewald asked Director of Administration Chad Weinger what would need to be done to get the position funded. Weinger explained that this is outlined in the resolution. If Pritzl is saying they are short \$40,000, a motion would need to be made to apply \$40,000 in levy to be placed in wages and benefits and that money would then be used to fund the grant shortfall. Pritzl said the \$40,000 is what was in the grant request and Schadewald asked if the position could be filled for less. Pritzl said that the \$40,000 is based on the cost of the hours for the services. If less than \$40,000 is allocated, the position would work less hours.

Weinger explained that for grant funded positions, as long as the grant is there, the position is filled. When the grant runs out, the position is typically not filled. Pritzl noted this is a multi-year grant. What typically happens is the grant will be opened up to reapply again and then they would see what is granted and if there is a difference than he would bring this back to the Committee. Pritzl said at the time his budget was prepared, he expected to receive the full requested grant funds. When they received the news that the grant funds would be less than expected, the budget was pretty much already done. County Executive Troy Streckenbach said he recently attended a drug court graduation and invited Senator Cowles to attend with him to show him that this was a really good program and it needs more resources. Streckenbach will continue to communicate to the State going forward in hopes that State grant dollars will be increased.

Schadewald believes in the treatment court program and would rather spend money keeping people out of jail than keeping them in jail. He would like to see funds allocated for this position so the job can be done. Pritzl called attention to Page 133 as this is where the grant funds are shown. Preliminary notification is that \$159,785 will be received from the grant. Weinger noted that Public Safety has already had their budget meeting and so has Administration Committee. Public Safety used \$100,000 to go towards a D.A.R.E. officer. Currently the Executive's budget has a 1 cent tax rate reduction which is equivalent to about \$188,000 and Public Safety has used about \$100,000 of that. The remaining \$88,000 could be used for this or, alternatively, the other option would be to make some adjustments to the budget by deleting something else to help cover the grant shortfall. Pritzl said that because of the way the grant is structured, the \$40,000 should go to contracted services rather than personnel.

Motion made by Supervisor Schadewald, seconded by Supervisor Linssen to reduce the federal TAD Grant revenue from \$199,785 to \$159,785 and increase general property taxes to \$15,390,815. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Schadewald, seconded by Supervisor Linssen to suspend the rules and take the non-budget items at this time. Vote taken. MOTION CARRIED UNANIMOUSLY

Although shown in the proper format here, the Committee took the Non-Budget Items at this time.

Pritzl talked about a few other things his department is working on. He takes revenue very seriously and will establish productivity benchmarks for outpatient clinic providers, which will aid in more accurately estimating revenues and capturing additional revenue through direct service provision or State reimbursement-based on the cost of provided services. Human Services will also be working on discharge coordination improvement. He noted that this relates to the Nicolet Psychiatric Center and the benchmark is how many people are re-admitted after 30 days. Currently they are at about 12 – 13% which is higher than the State average. There is a group working on this issue who is enlisting support from behavioral health training partnerships. Pritzl is proposing to work with people in the department on the index of services to understand what exactly they are providing, what the funding is, what the requirements are to know what is mandated and what is not to be sure there is a good picture of what the department is providing.

The next initiative for Human Services is establishing remote work environments. There are a couple program areas that are interested in trying this. They do have technology to support this to some extent and they want to start testing to see what works and what does not for people to work more remote. There are other counties doing this and there are some nice templates to work with and Pritzl feels it is time to start looking at this option. Hoyer asked if there are particular areas that lend themselves to this more than others and Pritzl responded that the pilots would most likely occur in Children, Youth and Families and Economic Support.

The final initiative is to reorganize the Human Services Department and there is a resolution on this coming up later on the Agenda.

Schadewald asked if there is anything that Pritzl did not get in the budget from the County Executive. Pritzl did not recall anything and noted that the County Executive has been supportive of the various initiatives as well as the staffing changes. There are some proposed staff additions for very specific things and these have received support from the County Executive as they came forward.

Schadewald also asked about the healthy meals program which was cut by the State. Pritzl said the County does not receive the Family Foundations Grant. The overall reduction of funds at the State level occurred for this budget cycle and that was pushed down to the various entities that received the grants in the past. The State also funded more projects, so there are fewer dollars being spread across more projects. Pritzl said some organizations that applied for the Family Foundations Grant got not funding while others received partial funding. Brown County has kept the Healthy Families amount in tact which is part of this, but there is also another program, the Welcome Baby program, and those funds go to Family Services and now they have to deal with what is essentially a significant reduction in funds.

Family Services President Jeff Vande Leest talked more about this. He explained the program is somewhat complicated and started with the Welcome Baby piece which has been funded by the Community Partnership for Children over the years. Under the program, Family Services had a team of 6 hospital assessors who went out to the 4 local hospitals. They flag all of the births in Brown County and do a risk assessment and then if there are babies that are determined to be at high risk, they are identified and slotted into programming to work with the families on things such as parenting and other issues in an attempt to prevent child abuse. With the CPC funding going away, the assessment part of the program will be gone. The upfront assessment part costs about \$282,000. Vande Leest explained that this was money that Community Partnerships for Children has raised over the last 10 years and they continue to do fundraising to cover this program. The Community Partnership for Children intends to sunset all of the money that has been raised over the years and there will be no more money from them after the first of the year. This is completely separate from the Family Foundations money that Pritzl spoke about earlier that covers the home visiting part where the services are actually provided to the families that are deemed to be high risk. Pritzl said what needs to be looked at is what does Healthy Families look like without the gateway Welcome Baby program. The County has invested in Healthy Families over the years because it is a great, preventative program, but now we do not have the front program.

Supervisor Lund asked how this fits into the Birth to 3 programs. Pritzl explained that Healthy Families has some connections to referrals, but it is not a back and forth partnership. Deputy Director of Human Services Nancy Fennema explained that Healthy Families and Birth to 3 are two separate programs. The Family Services Healthy Families program meets new parents in the hospital and does the assessment right there to get the family off to a good start. Birth to 3 is a program that works with children who have some type of disability and/or other challenge that requires some special attention.

Vande Leest clarified that the upfront part of the Healthy Families program will not exist unless Family Services is able to come up with some other community funding. They are currently going around the community talking with different partners about a short-term investment to keep the program running until a sustainability plan can be figured out. He said United Way has put up some money and Family Services is willing to put up some money and they are also talking with other entities about this. Linssen noted that taxpayer support was not mentioned. Vande Leest said the County providing some money on a short-term basis may be helpful. This would help allow time to figure out the long-term demand that would hopefully rest more on community support business, industry and fundraising versus it being taxpayer supported. Pritzl said they knew there was a sustainability issue with the program and they were working on that. Then they got the notification on the Family Foundations grant and the sustainability issues become a sustainability crisis. They cannot create a program that looks the same with the funding reduction. He reiterated there was already work being done on the sustainability of this program; this is not something that was not attended to. The Family Foundations grant just accelerated the funding issue.

Schadewald asked if this is the most important program that is affected by the Foundations grant cut. Vande Leest said from his perspective it is extremely important for children to get a decent start and anecdotally he can testify that if kids are not taken care of early they will cause problems with the system down the road for things like educational

problems and delinquency. Working with kids up front is very important. The priority right now is to save the life of the assessment part of the program for 1 more year so they have some time to figure this out.

Schadewald proposed putting \$25,000 of taxpayer money toward the program which will cover 1 month of the assessment part of the program if Pritzl thinks it is a priority. Pritzl responded that the comments made demonstrate why it is a priority. It is a prevention and early intervention program and knowing the volume of work the Child Protective Services workers handle every day, if something can be done to destabilize that and get more families the services they need, he does not want to jeopardize it. Schadewald said currently it would be hard to say that the County wants to take this over, but by the same token, he does not mind using some taxpayer money to provide the chance to keep the program operational while other funding avenues are being explored.

Linssen asked if \$25,000 was really going to fix anything. He said it appears this is a long-term issue that needs to be dealt with if the program is going to continue. Pritzl responded that \$25,000 partnered with other funding donations and support would help, although it will not solve it by itself. He said the \$25,000 would show community buy-in and would help when pooled together with other sources. Linssen asked where Vande Leest is at with regard to raising money from community partners. Vande Leest responded that United Way and Family Services are both in and they will be meeting with Bellin, Aurora and the HSHS system and the Community Foundation will also be providing support. In addition they have a meeting set up with the County Executive next week. Vande Leest said they are about half way there for the 1 year sustainability plan.

Fennema added that this is very much a community program and she hopes that there would be continued investment from the hospitals since services are provided through the hospital. She said the \$25,000 would be a great vote of confidence for the community. She noted there are a lot of very young parents, parents who are abusing alcohol and others with other problems and this program gives them the opportunity to talk to someone who can help them with resources before things get out of hand. She feels this is a great program and believes it belongs in the community and not the County.

County Executive Troy Streckenbach said he will wait until the final budget has been completed to comment further on this. Historically there has been interest in the tax rate and how certain adds or deletions overall affect the tax rate. In terms of this particular program, Streckenbach said he was not aware of this until he received some e-mails recently about the funding crisis. He often tells people that County government is designed to be reactive and in this case it is an investment in trying to see if there are preventive measures to implement. He said a lot of people are sitting on the sidelines watching dollars being invested and trying to figure out if the dollars are invested at an early stage, what does it look like when the child reaches 18 and are the dollars accomplishing what we are trying to accomplish. Streckenbach continued that there needs to be a long-term investment in this and it is unfortunate that there was a large amount of money coming in but the State decided to change things, putting the County in this position. Linssen asked if Streckenbach was specifically opposed to an expenditure of this nature. Streckenbach responded that the program is a good one and he will meet with Vande Leest next week and they will try to figure out a way to advocate for funds for the short-term fix. He said there are multiple ways to look at the shortfall and noted that he is not exactly sure what the shortfall is at this point. Linssen does not want to act too quickly if Streckenbach has an alternative way of addressing the issue for the Board to look at. Streckenbach responded that the budget he brought forward is what he feels can be accomplished next year. Unless department heads have advised Supervisors that something has come up, there is nothing else Streckenbach is aware of in terms of what he wants to accomplish. Linssen asked if Streckenbach would rather the Committee wait until after he meets with Vande Leest to decide whether the Board will commit money. Streckenbach feels it is fair for the Committee to make the decision now as a bookmark in terms of things the Committee feels are important for the Board to consider. He does not have an issue with the Committee making the proposal but noted that once the budget is voted on at the Board budget meeting, he will make his choices.

Supervisor Brusky asked if the Welcome Baby program has any overlap with the Healthy Community Resource Center. Vande Leest explained that Family Services does all of the Welcome Baby visits. The Healthy Resource Center is one of the gateway agencies so when the high risk families are identified, they are a referral source for other services.

Schadewald said this Committee can only do so much; then it goes to the full County Board. When the program was explained, it seemed worthy to Schadewald to look at. He feels having someone in the hospitals for the young mothers makes a lot of sense. Schadewald also firmly believes that if we are going to service the citizens of Brown

County, we have to talk about the babies and in order to service the babies, the County needs to have someone who knows what services they need. The \$25,000 was more of a starting point for discussion purposes and he is hopeful that other community resources can be found to continue the program. Schadewald said this is not something he is saying the County wants to take over.

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to provide a one-time \$25,000 decrease to the levy and increase contracted services by \$25,000. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Schadewald, seconded by Supervisor Linssen to approve the Human Services budget as amended. Vote taken. MOTION CARRIED UNANIMOUSLY

- a. **Resolution Approving New or Deleted Positions during the 2017 Budget Process in the Human Services – Community Programs Table of Organization.**

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to approve Item 4a. Vote taken. MOTION CARRIED UNANIMOUSLY

- b. **Resolution Approving New or Deleted Positions during the 2017 Budget Process in the Health Department and Human Services Department Table of Organization.**

Pritzl informed that this resolution puts forth the proposal to combine the Health and Human Services Departments. He said there are many ways the Health Department and Human Services Department intersect, whether it be something as simple as medical records and Avatar or something more complicated like a prevention program and home visiting program like Welcome Baby and Healthy Families. These two departments are really very much aligned in the services that are being provided, but there is no debating that there are still some separate areas. Pritzl has been fortunate to be a Health and Human Services Director in the past and he has seen the benefits of combined departments. He has been through situations that require emergency response and has seen how the excellent planning and emergency preparedness of public health gets coupled with the resources of the Human Services Department in terms of accomplishing a lot of those plans. This response works very well where there are populations in need and there are health issues that need to be looked at and the departments start working together. Pritzl feels when the departments are combined, the health officer can truly focus on health needs and health outcomes of the community and the administrative duties of the director position can be transferred to the health and human services director which is an advantage that Pritzl sees.

Pritzl continued that the populations of the Health Department and Human Services Departments intersect all the time. They serve children and families and vulnerable adults and the ADRC and public health. These services all align and to keep them under two separate departments is not the most effective and efficient way to do it. Pritzl said there are currently 26 counties that have combined departments and he is starting to see that the way to move forward is through combination.

Pritzl informed the continuum model is so critical. There is promotion and prevention, and then there is treatment and recovery. The Human Services Department is very heavy on treatment and recovery. There are some preventative programs at Human Services that are not at the same point as the Health Department and Pritzl feels that if these departments are combined, the promotion, prevention and treatment pieces could come together which would bring a very strong service model for the public. He would love to be part of this model and feels this proposal is sound and makes sense in terms of services. He is not asking to change the staffing models; this is about the servicing and bringing it all together. This is a great opportunity and Pritzl said he thinks it makes sense for the development of both departments.

Supervisor Gruszynski feels the transition makes a lot of sense and Pritzl has done a fine job working on this. He noted that in looking at 2014–2015, the number of FTEs managed by the department head was at 460, but after the Family Care transition, that dropped dramatically. Combining the departments would add positions to come back up to that level, but Gruszynski does not agree to a \$19,000 pay increase. He said in 2015 the position was

at \$105,000 and now it is at \$125,000 and now we are looking to go to \$145,000 with almost the same amount of FTEs from 2015 to today with the new transition. He will let the Committee decide if this is apples to apples with bringing this in but he disagrees with it when looking countywide.

Schadewald said the number of FTEs in a department is not a criteria how the County pays people in any department. What we need to be sure of is that every position has the expertise and the abilities to manage their responsibilities and that is what we are paying for. He continued that if we are increasing the responsibilities, programming and initiatives he does not have any problem adding salary. Gruszynski responded that in looking at the Family Care transition, obviously responsibilities were taken off of the position and that comes into play. Schadewald feels we should look at the comparables of the other 26 counties who have combined departments. Supervisor Lund said that HR studied this and the proposed increase is what they came up with as the proper pay for the role. Weininger added that HR did a market study and analysis and determined that this is the appropriate wage for the position. The Family Care program, in Weininger's opinion, was not as complex as the inner workings of the health department, so this is taking an entire department and putting it under the Director as opposed to a program. Schadewald noted that he respected Weininger's opinion, but he disagrees with the idea of using FTEs as a basis.

Hoyer asked Pritzl if he could briefly describe the difference between the Health Director and a Public Health Officer and how it flows into his position. Pritzl explained that a Health Officer has certain statutory obligations for administering and overseeing the public health programs that are required under statute for the appropriate level of the Health Department. This would not change in terms of responsibilities in overseeing the community health improvement plan. Programs are operated as a Level 1, 2, or 3 and that person would continue to do those things as well as declaring public health hazards which is a statutorily protected decision. Those things will continue under the Division of Public Health and the more administrative duties such as table or org changes and making presentations at Committee meetings, things that are more department level, would be handled by this Executive Director position. The person does not lose statutory authority; that all remains intact. Hoyer said that the hope would be to get a Master's prepared person to do a Level 3 and Pritzl agreed with that. Streckenbach said we would continue to do Level 3 programming regardless of if you have a person qualified by the State at Level 3. We could have someone that's level 2, but still continue to do all the programming we want that meets the qualifications of Level 3. The goal and objection would be to get the Level 3, but he wants to be sure that everyone is clear if we did not make it there, we can still do all Level 3 programming and that is the intention. Streckenbach continued that in order to be named by the State as Level 3, the person needs to meet the qualifications that are designated by the State. However you can continue to provide the programming equivalent to a Level 3, the only difference is you would not receive reimbursement from the State of \$4,000. Armbruster wanted to make it very clear that the services provided at the Health Department have not changed at all since the former Health Director left in March. If anything, the services have increased some. She reassured that to secure a Public Health Officer in the future, you would hope to have one that has the Master's degree that meets the requirement of level 3, but they have definitely kept the services at that level.

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to approve 4b. Vote taken. MOTION CARRIED UNANIMOUSLY

NON-BUDGET ITEMS

Comments from the Public – Non-Budgetary Items – None.

Report from Human Services Chair, Erik Hoyer

Hoyer thanked the Library for hosting tonight's meeting.

1. **Review Minutes of:**
 - a. **Children with Disabilities Education Board.**

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

b. Mental Health Treatment Committee (September 14, 2016).

**Motion made by Supervisor Brusky, seconded by Supervisor Linssen to receive and place on file. Vote taken.
MOTION CARRIED UNANIMOUSLY**

**Motion made by Supervisor Schadewald, seconded by Supervisor Linssen to take Item 6 (non-budget) at this time.
Vote taken. MOTION CARRIED UNANIMOUSLY**

Although shown in the proper format here, the Committee skipped to Item 6 (non-budget) at this time.

Communications – None.

Resolutions/Ordinances

2. An Ordinance to Repeal and Replace Section 30.05 of the Brown County Code of Ordinances Entitled “Prohibiting Fraud in Public Assistance, Housing Accommodations and Energy Assistance Cases”.

Human Services Director Erik Pritzl introduced Economic Support Services Manager Jenny Hoffman and indicated that she has a very, very good understanding of what this is and why it is needed. Hoffman said she worked with Corporation Counsel on updating Ordinance 30.45. The Office of Inspector General and some of the federal oversight organizations came in recently and did an audit and recommended some changes in the ordinance language to get in compliance. Schadewald asked if this handles all of the non-compliant items and Hoffman said that it would. Schadewald asked what happens when the Department is found non-complaint. Hoffman says that typically a timeframe is given to get into compliance.

Linssen asked about the penalties on Page 3 of the proposed Ordinance and asked what the penalties for program violations are. Hoffman responded that the intentional program violation being referred to is removing an individual from the Food Share program if they commit such a violation and they would be cited under 30.05. Typically the administrative intentional program violation is removing the individual who commits fraud from the program for a certain length of time. Hoffman said that this language change needed to be made in order to continue with the way citations are issued and then administer that penalty. If this language change does not take place, Human Services would still be able to issue citations, but they would not be able to impose the intentional program violations and remove the individual from the program. At this time, an individual who violates this would just have to pay the fine the County levies against them, but they would still get their benefits. Hoffman explained that the State is also looking at making statutory changes and they are working with the federal government on bringing that piece up to date as well. Linssen asked what the removal process is, specifically if there is some sort of hearing process. Hoffman responded that recipients do have the right to a fair hearing so an Administrative Law Judge would hear their cause if they object or wish to file an appeal.

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Human Services Department

3. Update re: County policies regarding visiting hours for relatives, court appointed guardians, and other professional services personnel at the Community Treatment Center.

Pritzl informed he wanted to be sure this remains on the agenda to ensure that the discussion continues. They have been looking at policies at other similar facilities. Pritzl said the Community Treatment Center is an acute inpatient psychiatric unit and deals with people who are having psychotic events such as hallucinations and delusions. Symptoms are managed in the small, 16 bed facility and they try to make sure that the environment is stable so these people can recover. Hospital Administrator Luke Schubert said that in talking to other hospitals, the common theme is that visiting hours are interrupting the treatment program. Schubert and Pritzl are both on the same page that they could look to expand their visiting hours somewhat, but it does not appear that Brown County is significantly off the mark with the comparables they have received.

Pritzl continued that some of the things they are trying to resolve are technical in some ways, such as with regard to guardians and attorneys visiting the people versus family and general public. They continue to look for feedback on this as well as get some answers to questions as to what the rights of a guardian are in terms of access to their wards. Human Services will continue to look at this. To date not formal changes have been made, but Pritzl said they are accommodating people when they have a special request and cannot make the regular visiting hours. Linssen asked if Pritzl needed approval of this Committee or the Board to add a block of visiting time during the day. Pritzl said the communication was addressed to this Committee and he believes there is an obligation to report back to this Committee. He will also work with the Human Services Board on this.

Motion made by Supervisor Schadewald, seconded by Supervisor Linssen to receive and place on file with the expectation to bring this back next month as an update. Vote taken. MOTION CARRIED UNANIMOUSLY

4. Executive Director's Report.

Pritzl spoke about the Day Report Center. Family Services is the selected vendor and they are looking to be operational by mid-November. They have operated similar facilities so they do have program guides, regulations and policies and procedures in place. Pritzl will be giving an overview to court related staff on Friday to be sure that anything they want as part of this is included in the programming. Hoyer asked if a location has been identified. Pritzl said there is a location selected, but they are still in the process of signing a lease. The location will be somewhere in the central Green Bay area.

Pritzl also noted that Kevin Brennan has been selected as the Children, Youth and Family Manager effective October 3. Brennan has been fulfilling the role as an interim and was a child protective supervisor prior to this position. He wished to thank Brennan for all the work he has done and noted that for coverage they decided to split different pieces of this division on an interim basis.

With regard to the secure detention changes, Pritzl said he included this in his report although it is really the Sheriff's area. He wanted to make it very clear that he is not intruding on the Sheriff's area in any way, shape or form. He noted that the children that are in detention are youth that Human Services works with. The pod these children are housed has been downsized which will affect revenues, etc. Pritzl thinks they can manage the population with 10 and 5, but it will be cutting it fairly close. He is also working with Shelter Care to see what they can do in these situations where maybe a child does not go to secure detention on a 72 hour hold for violation of their supervision and would go to Shelter Care instead. Pritzl said the first week they tried this there were some issues with the census because there were two males who could not be housed together due to interpersonal reasons. Pritzl said this is short-term and the Sheriff has been consistent in saying they can move them back to the other pod, but he does not want this to fall off as an issue to be concerned with in terms of the jail. Linssen asked what the next closest juvenile facility is to Brown County and Pritzl said that it is Sheboygan. Linssen asked if the County has the ability to contract with Sheboygan fairly easily on short notice. Pritzl said that the Sheriff's Office would look at this as an option when necessary. When this occurs there are ramifications to the Human Services Department with things like travel and meeting with case workers. Schadewald said this is an issue of public safety and Pritzl agreed and said they make every effort for children not to go to secure detention. Pritzl wanted to be sure that the Committee know the Sheriff is always prioritizing Brown County children and they have been great partners. He said there are discussions regarding jail expansion and he wants to be sure that this is something that is considered and aware of in those discussions.

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

5. Financial Results for CTC and Community Programs.

Human Services Finance Manager Eric Johnson informed that generally the August results continued very similar to July. CTC had another month that was slightly better than budget. Community Programs also continues on track and is very close to budget.

**Motion made by Supervisor Schadewald, seconded by Supervisor Linssen to receive and place on file. Vote taken.
MOTION CARRIED UNANIMOUSLY**

6. Statistical Reports.

Motion made by Supervisor Schadewald, seconded by Supervisor Linssen to suspend the rules and take Items 6 a-d together. Vote taken. MOTION CARRIED UNANIMOUSLY

- a. CTC Staff – Double Shifts Worked.
- b. Monthly CTC Data – Bay Haven Crisis Diversion/Nicolet Psychiatric Hospital.
- c. Child Protection – Child Abuse/Neglect Report.
- d. Monthly Contract Update.

**Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to approve Items 6 a-d. Vote taken.
MOTION CARRIED UNANIMOUSLY**

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to return to the budget portion of the meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

At this time the Committee returned to Budget Item 4.

7. Request for New Non-Continuous and Contract Providers and New Provider Contract.

Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Other

8. Audit of bills.

No action taken.

9. Such other matters as authorized by law.

A discussion was held regarding the next meeting date and November 16 was selected. The December meeting will be held right before the County Board meeting on Dec 21st at 6:00 pm if needed.

10. Adjourn.

**Motion made by Supervisor Schadewald, seconded by Supervisor Brusky to adjourn at 7:48 p.m. Vote taken.
MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Alicia A. Loehlein
Recording Secretary

Therese Giannunzio
Transcriptionist