

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 Wednesday, October 23, 2013 at Aspiro, 1673 Dousman Street, Green Bay, Wisconsin

Present: Chair Evans, Supervisor La Violette, Supervisor Robinson, Supervisor Haefs, Supervisor Hopp
Also Present: Supervisors Moynihan, Jamir, Erickson, Sieber, Hoyer, Lund, Van Dyck, Dan Process, Robin Van Remortel, Brent Miller, Jeremy Kral, Tim Schmitt, Carolyn Maricque, Judge Zuidmulder, Devon Christensen, Troy Streckenbach, Lynn Vanden Langenberg, Judy Friederichs, Holly Gajeski, other interested parties

I. **Call Meeting to Order.**

The meeting was called to order by Chairman Patrick Evans at 6:03 p.m.

II. **Approve/Modify Agenda.**

Chair Evans indicated that the Syble Hopp budget had already been approved and therefore Item 2 was removed from the agenda.

Motion made by Supervisor Hopp, seconded by Supervisor La Violette to approve the agenda as modified. Vote taken. MOTION CARRIED UNANIMOUSLY.

III. **Approve/Modify Minutes of September 25, 2013.**

Motion made by Supervisor Hopp, seconded by Supervisor La Violette to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

Drug Court Presentation

Update on Drug Court by Judge Zuidmulder

Judge Zuidmulder thanked the Committee for the opportunity to address them. He wished to report that both Drug Court and Veterans Court have had a positive impact on the community. If the County is able to put some money aside for a mental health initiative, he would be one of the people who would be willing to use the funds to establish a Mental Health Court.

Judge Zuidmulder continued that Marinette County will be contracting with Brown County for Drug Court services and other services and therefore part of the expectation is that Brown County would be able to have some income coming back in. Zuidmulder felt that one of the things that government officials need to do is realize that if we can share resources and partner in different areas we can save the taxpayer's money and partnering with Marinette County is one of the ways this can be done.

Judge Zuidmulder believes the traditional method is a belief that personal behavior can be modified by putting people on probation and in jail and putting them in prison when those people really cycle out and commit the same offenses over again. He felt we need to step back and ask if this is a good use of public dollars. This is what the specialty courts are all about. Specialty courts are about public safety because acknowledging behavior modification comes from change and change comes from motivation. Zuidmulder has never produced a drug court graduate before the Committee because he believes the Committee believes in and appreciates what is going on and is too busy for personal testimony, but he would be glad to do so if the Committee desired.

Supervisor Robinson thanked Judge Zuidmulder for his work with Drug Court and indicated he was very impressed with both Drug Court and Veterans Court and he was also thankful for the initiative Judge Zuidmulder has taken with regard to a Mental Health Court as he felt this would serve the community very well. Robinson stated that there is money set aside in the budget and they can talk about perhaps putting this towards a Mental Health Court. Zuidmulder indicated that as long as he has support he will continue to move forward in this regard.

BUDGET REVIEW **REVIEW OF 2014 DEPARTMENT BUDGETS**

Comments from the Public – Budgetary Items

- Denis Hogan and Nancy Ambrose, Community Partnership for Children**
- Sarah Inman and Adam Hardy, United Way**

Sarah Inman thanked the Committee for their past support and pending support and indicated she would entertain any questions the Committee may have. Nancy Ambrose echoed what Inman said and indicated she was appreciative of the support and thrilled with the results they have seen. Denis Hogan indicated that he also appreciated the support they have received from the Committee. He also indicated that they are leveraging private investment and they wish to continue on that path as they have seen tremendous results which they would like to sustain. They intend to continue to work with corporations and individuals in this regard.

- Tom Hinz and Craig Huxford, Veterans Court**

Hinz wished to provide the Committee with some comments regarding Veterans Treatment Court and the court model. He indicated that this treatment court is modeled after one started in Buffalo, New York in 2008. Currently there are about 160 Veterans Treatment Courts around the country. Many of the court participants in Brown County carry baggage with them that they had long before being in the service. Each Veterans Court participant has a trained mentor that keeps pushing them along through the program. Hinz noted that there is very little recidivism with veterans in these programs. Hinz commented that when he was a police officer his attitude was to lock the offenders up and throw away the key, but he realizes now that that is not the appropriate way to deal with all offenders and he is always looking for ways to stop locking people up.

Hinz continued that there are currently 24 participants in Brown County's Veterans Treatment Court which started in March, 2012. He noted that of the 24 participants 23 are man on one is a woman and

he also noted that each has gotten into trouble, but none have repeated their behavior. There have been a number of success stories with the Court participants because the program works and specialty courts in general work. There are also 16 mentors that currently volunteer their time to mentor the Court participants. The motto of Veterans Court is "Leave No Veteran Behind". Hinz noted that the court is currently maxed out financially and they currently have 10 people on the waiting list. He felt that money designated for specialty courts is money that will show a good return on the investment. Without Veterans Court Hinz does not know what would happen to some of these folks and he felt that Veterans Court is a good way to give back to Veterans who have served our country.

-Karen Faulkner – Golden House

Faulkner stated she wanted to provide the Committee with a quick update on the Golden House. She stated that she had the opportunity to meet with Jim Hermans as well some supervisors from Child Protective Services as they have become much more focused in the children's area. One of the things they thought was happening is truly happening and that is that they are sharing a lot of the same families. From January through September of this year Golden House has served 243 children, 37% or 90 of the children are children that are at risk of needing child protective services based on what has happened or is happening in their home. Eleven percent are already involved in child protection and they have done 17 referrals of families that need child protective services. They are working on ways that parents can become proactive and they have also asked for additional funding from area foundations to be used for parenting education. Faulkner concluded by stating that they have had a great year working with child protection and she truly appreciates their support.

La Violette told Faulkner that she could not help but notice how hard she has worked to raise private funds and increase visibility of Golden House and thanked her for that work. Hopp thanked Faulkner for her presentation and stated that he participated in the Walk a Mile in Her Shoes Fundraiser earlier in the year and there has been a commitment from the Chairman of this Committee to participate in the event next year.

-Tom Martin – Family Services

Martin started by stating that he appreciates the support given to Family Services in the past and the thanked the Committee for this and the support they have given to the community partnership and Healthy Families programs. He is here tonight to talk about their budget needs. One of the areas they are falling short in is with regard to Our Place which is a CBRF that serves mentally ill people. This facility has highly regulated, trained, certified staff and without appropriate funding they would have to cut personnel which would cause the CBRF to be non-compliant and unable to operate. The second area with a shortfall is the Crisis Center which is really increasing in service delivery every year. Demands continue to increase substantially and having to place crisis calls on hold does not allow for the best decisions to be made. They are in need of more services in that area and more support from the Board. The other area they are lacking in is Willow Tree Child Advocacy Center where they work with children to give testimony in an appropriate manner. The number of children served in this program doubles from year to year and they are in need of additional County support if the program is to continue.

Veterans' Services

1. Review of 2014 Department Budget.

Holly Gajeski, Senior Benefits Specialist presented the Veterans' Services budget to the Committee. She stated that this is a cost to continue budget at present staffing of five and to maintain efficient and effective services to veterans and their families. Gajeski continued that they have reduced their operational costs as they anticipate being able to electronically submit claims to the Federal VA by mid-year resulting in cost savings in postage and copy costs. This is a major and positive development with the VA. Supportive services – emergency funds were also reduced due to the Center for Veterans Issues from Milwaukee and Supportive Services to Veterans Families from King outreach who regularly come to the office to assist homeless and at-risk veterans with housing and related needs allowing staff to still meet these needs using their grant funded programs.

Supervisor Haefs commented that this is a very important meeting. In his opinion, looking at the budget book, he felt that what it is really about is the employees of Brown County and how well they provide services. Quite frankly Haefs feels that from his long term with the Board that Brown County has excellent staff and employees. There is one area that Haefs struggles with and that is that there have not been raises for employees for several years. Over the past year he has continued to harp to find what is fair to the employees. He embraced Act 10 but there comes a point in time when employees also deserve something in return. He has been trying to figure this out for the last year. The Executive Committee was to look at this and Haefs has met with County Executive Streckenbach as well as Supervisors Erickson and Lund and basically what they were told was at that point in time the evaluation of the property, the \$1.1 million dollars in insurance and reduction in State aids, we were going to be within \$300,000 of the legal amount that taxes could be increased so they have been stuck and there was not much that could be done.

Haefs realizes now that things have changed and the fact of the matter is that it is not \$300,000 we can legally increase taxes, the fact of the matter is we can increase taxes \$4,403,801 but nobody is asking for that. However, we are offering property tax relief this budget to the tax payer. Haefs's question is how much can we increase the levy to be zero. We could add \$1,826,201 in levy and not raise property taxes so the numbers we heard before that were quite gloomy are not that gloomy after all and we have some room to operate.

Haefs continued that it was last month or the month before that the second vote was taken on health insurance. The vote was 26 to 0 to approve the health insurance the way it was. He voted with the majority because he knew he had to in order to reconsider. The second vote was 14 to 12 to approve the health insurance plan. The fact of the matter is we can increase the levy \$1.1 million dollars and not inflict the pain on our employees of additional health insurance cost. At the same point in time, we can still give property tax relief to the taxpayer.

Haefs continued that with the budget the way it is proposed, if you take people in the Veterans Services Office for example, and give the Clerk Typist a 1% raise, the Clerk Typist will take home less money in 2014 than they did in 2013. This would be asking people to come to work next year for less money. The reality is we do not have to do this. There also is a reality that we have bargaining units that still exist and this type of raise, 1%, and raised insurance costs are not being inflicted on them because they are in bargaining units. Basically when we need money or want to do something we take the people who

provide services and pump them into the ground needlessly. We handle the true needy people in the community and the employees do it wonderfully. What Haefs is trying to say is the game has changed.

Haefs continued that no one knows what the future holds. He believes what we should do is address the increase in insurance benefits. He noted that if the Board can hold the line on the insurance premium increase, a raise would mean more money in the employees' pockets. Haefs stated he previously asked Jerry Polus about his staff and Polus thought his staff was exceptional. Haefs felt that overall all of Brown County staff was exceptional and he felt that this Committee tonight has to set the stage for all committees and all employees and it is not that difficult.

Haefs reiterated that we can increase the levy by \$1.8 million dollars and not raise taxes. If we increase the levy \$1.1 million dollars we can erase the pain of the increased premium of our employees and still reduce the property taxes.

La Violette stated that she would like to know how much Haefs projects this to cost and she also wished to have verification from the Department of Administration that the figures provided are accurate. Haefs indicated that the figures came from the Internal Auditor. Internal Auditor Dan Process stated that the information he provided to Haefs indicates that the amount can go up by that much, but it is actually raising the tax levy. Haefs stated that information provided by Process stated that the additional levy amount to equal last year's rate is \$1.8 million dollars. County Executive Streckenbach stated that Process is correct in the information he provided. The information that Haefs is basing his figures on is based on the tax rate. What happens is that they did have a positive equalized value this year which lowered the tax rate. If taxes were based on the tax rate, you could in theory raise taxes 4.68 which would equate to the \$1.8 million dollars. Haefs stated at the present time he will pay less property taxes than he did last year on the average and he asked Streckenbach if that was correct. Streckenbach stated he was correct. Haefs stated that what he is asking is how much room is there on the average home to have a zero tax increase. Streckenbach stated that that is different than the tax rate in general. Streckenbach stated that it was approximately \$2,357.

Streckenbach continued that taxes have been flat the last two years, but the tax rate kept going up because the equalized value goes down and this is the first year in five years that we saw a positive trend and the first time in three years that we actually had a positive equalized value. Streckenbach stated that on average homeowners should see a decrease in their property taxes.

Haefs stated that if most people are going to pay less property taxes, there has to be room in there that we keep them the same in real dollars. Haefs then asked if we were to add \$1 million dollars to the levy, what that would mean for a \$100,000 home. Evans referred the Committee to Page 20 of the budget book.

Haefs asked what the balance of the general fund was and Process responded that the balance is \$34,341,550. Haefs stated that what happened was last year we ended up with a very tight budget and due to the diligence of the County employees they returned \$1 million back to the general fund. Haefs struggles with the idea that we are hell bent not to raise taxes. He has seen taxes raised many times in the time he has been on the Board. He felt that we have gotten to a point with employees where we have to compensate them as they are basically under the Board's thumb and we cannot continue to treat them this way, even if we have to raise taxes a little bit. If we were to add the \$1.1 million dollars for insurance to the levy, what does that rate really do? Haefs stated that an increase is when you have

more than what you started with. If you are taking it in insurance, you do not have an increase. If employees get a guaranteed 1% raise, employees will be losing money. If we went for the \$1.8 million dollars on the additional levy Haefs does not believe that the taxes on his home would increase.

Board Chair Moynihan understood Haef's position, but he felt that to expedite things at this meeting the motion should be made on the Board floor instead of going through each section of the Human Services budget. He also noted that some Committees have already held their budget meetings.

Supervisor Erickson stated that he has had numerous conversations on this with Haefs and they have had discussions regarding the \$1.8 million dollars and they both feel that doing something with this would help ease the insurance increase. They both felt that they could accomplish their goals for \$1 million dollars from the general fund to get it taken care of and move one.

Hopp stated that he wished to correct a couple of things. In looking at the budget numbers from past years he notes that spending has increased every year going back to 1989. In 2011 and 2012 monies were transferred which allowed the levy to go down. Last year was the first year a budget was put forth that actually decreased levy spending without any transfers taking place. He recalled last year's debate on the floor regarding the \$36,000 squad car. The squad car put us over spending from the previous year and would have continued the cycle he has seen based on numbers from Administration going back to 1989. Last year was the first year that spending was decreased. This will be the second year that spending is decreased, albeit by only \$2,372. Last year the tax levy was \$80,859,000 and the year previous it was \$80,862,000 and this year it comes down to \$2,300. Hopp's point is that when it was said before that they have not raised taxes but they have increased spending he finds that in the last years they have been able to spend less. He does understand where Haefs is coming from and he always has a problem with giving a raise but then jacking up something else that is going to eat up all the raise. He felt that we should stop doing a shell game with people's money. He indicated that healthcare costs are going up for everyone. He said it at the Executive Committee and he reiterated that at no fault necessary of individual employees, but over the course of history because of the situations that presented themselves, public employee health insurance packages are very good packages with very low premiums and very low deductibles. This does not do a family of four any good when they have been used to a certain premium that is going to increase and he understands that, but felt we have to start taking steps to start balancing this out. We have to start moving these things in the right direction and Hopp acknowledged that this could not be done overnight or in one year, but we have to start getting these things in check. He acknowledged that County employees do an excellent job with limited resources. As a member of the LEAN Steering Committee he is astonished at the monies that the employees find in savings to make the County run more efficiently and he felt the employees are worthy of a raise. What the County Executive has put forward with the 1 and 1 is a step in the right direction. We are going to be spending more on raises and employees will be spending more on health insurance but this is one year and when we start talking about making changes it affects all budgets to come. Right now things are upside down and it is tough, but we cannot not start. We have to start making changes now and we have to put this stuff in check. Hopp appreciates what Haefs brings forward but he would not support it at this Committee and he will not support it on the Board floor either.

Supervisor Lund stated that Supervisor Steffen asked earlier in the year if a situation like this should be presented as a communication on the Board floor. Lund felt that this would be the proper way to handle this. It does not really matter what action is taken at this meeting or the Executive Committee, and he also noted that two other Committees have already had their budget meetings. He felt a

communication should be put in and the mechanism to pay for this should be figured out so that it can be discussed at the full Board meeting. Doing this piece meal at every committee does not make sense and he also noted that not all supervisors attend all budget meetings.

Chair Evans stated that he appreciated this discussion and he felt it was healthy, however, as Chair of this Committee, he will not accept any motions with regard to messing around with the health insurance, either increasing or decreasing it or keeping it the same. He views the health insurance as an overall benefit to all employees of the County and he felt it would be doing an injustice by taking an up or down vote on any of the different departments and he felt it was better suited for the Executive Committee where a discussion can be had with all Chairpersons of the County Board are or at the full budget meeting.

Haefs thanked Evans for his view and asked Moynihan since this is a topic of general discussion if it could be brought up towards the beginning of the meeting. Moynihan indicated he would be agreeable to that. Haefs stated he wants people to really understand that there has to be a way we can do this and where he comes from fair and fair. He noted that page 243 of the budget book notes a nominal increase in supervisor pay and if that goes through the supervisors will get a raise while the employees will not and Haefs did not feel this was fair. The total tax levy is a confusing thing but he still felt there would be tax savings for homeowners. Haefs also noted that in his long term here it is incumbent upon the department heads to come to the podium and tell the board about their employees and stand up for them. The vote and how the Board handles it will be a reflection on the employees and how the administration views the employees.

**Motion made by Supervisor La Violette, seconded by Supervisor Hopp to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY.**

Syble Hopp School

2. **Review of 2014 Department Budget.**
 - a. **Resolution re: Approving New or Deleted Positions during the 2014 Budget Process (Syble Hopp).**

Item 2 was removed from the agenda.

**Motion made by Supervisor Robinson, seconded by Supervisor Hopp to approve Item 2a. Vote taken.
MOTION CARRIED UNANIMOUSLY**

Aging & Disability Resource Center

3. **Review of 2014 Department Budget.**

Devon Christianson, Director of the Aging and Disability Resource Center presented their budget to the Committee.

Christianson thanked the Committee and the County Executive for their support and noted that without the County partnership their department would not be where it is. Christianson also covered four initiatives for 2014 and they are as follows:

1. Memory Screening – Early Detection. The ADRC has found that there is great interest in this by the public and early detection allows them to capture folks early to begin planning. Christianson noted that there are 397 nursing homes serving approximately 29,000 people in Wisconsin and almost 55% of their residence have a diagnosis of Alzheimer’s disease or related dementia. Brown County has 703 people in this category.
2. Nursing Home Relocation. Christianson noted that in 1980 Wisconsin was ranked second in the nation for the number of nursing home beds per capita. Thirty years later Brown County has moved to 20th place. Brown County currently has 14 facilities and 1,279 beds and 565 on Medicaid in these facilities. ADRCs are charged with rebalancing the system.
3. Prevention Coalition and Health Care Transitions – Christianson noted that they are currently developing hospital partnerships with all four hospitals and all four are at the table. They are exploring processes and data about readmissions and how we can impact the system. Some potential areas are discharge plan teach back, medication access, understanding and affordability, communication and follow up. The ADRC role is in supporting those coming into the community. They also find the evidence based classes such as Living Well with Chronic Conditions, Diabetes, Falls Prevention, Arthritis, In Home Assessments and positive living and journaling are helpful.
4. Mobilizing Informal Support – All of the initiatives that support sustainable communities where neighbors help neighbors. Time Banking, Neighbor Care, volunteer opportunities – grant options and collaborations.

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

Health Department

4. **Review of 2014 Department Budget**
 - a. **Resolution re: Approving New or Deleted Positions during the 2014 Budget Process (Health Department).**

Health Department Director Judy Friederichs indicated that the major changes in their budget are that they are proposing to add 1 FTE bilingual health aide who would be assigned to environmental programs. They do currently have bilingual employees who assist where needed, but the Health Department feels they need more of a commitment with a bilingual aide assigned to the Environmental/lab Division. This person would also help with other ancillary positions to assist the sanitarian to devote time to more professional type activities. Friederichs also noted some increases in lab and medical supplies and she would also like to look at the possibility of using a few thousand dollars to get a consultation in the lab. Friederichs continued that they also wish to upgrade their policies and procedures. Another major area which is funded through a preparedness grant is for a Mondo pad to assist with educational programs and Friederichs noted that they have a program almost every day going on and its getting more and more difficult to get technology to meet their needs.

Friederichs continued that there has also been a change in one of their grant areas in that they have been asked to be a fiscal agent for the regional trauma advisory committee. This will have some effect on expenses as well as revenue.

Friederichs also provided the Committee with an overview of some of the services and activities the Health Department is involved in. Their focus continues to be health promotion and disease prevention. They are currently persuading children to get their flu vaccinations. Communicable disease control is another big area they focus on. The Health Department also provides nursing visits on referral to a variety of special healthcare needs and health education needs including prenatal visits.

As far as environmental and lab services, they continue doing inspections and education and they also have a number of municipalities that contract with them for water testing and also do private well testing.

The public health emergency preparedness program works with a lot of communities and other agencies on preparedness and getting education out as well as helping their own staff with personal protective equipment and staff needs.

Friederichs continued by talking about some of the activities the Health Department had been involved in during the last year. These include billing MA for childhood lead poisoning and billing immunizations for HMO clients. They are also going through a strategic planning process and the target is to complete this by the end of the year. Friederichs also stated that they had a LEAN event at the end of 2012 and they are using some of the strategies learned.

Robinson thanked Friederichs and her staff for the work they do for the County and indicated that he does wish to echo the sentiments of Haefs in terms of looking at bottom line pay for employees. In principal he agrees that this needs to be examined. He asked Friederichs about the bilingual health aide they are looking to hire and asked if there is a need in the community or if someone is presently acting as translator for the Hmong community. Friederichs stated that they do have a health aide, a nurse and a nurse manager who have that capability. Robinson continued by asking Friederichs about the facility they currently occupy on Broadway. Friederichs responded that the building they are in currently is not one of their strengths. Friederichs indicated that she believes the current lease runs through 2014 and then they will be on a month-to-month basis. Friederichs continued that they like the geographical accessibility for the clients in their current building and that people can get in and out easily although she acknowledged that the neighborhood is not as safe as it used to be and the building is not in tip top shape by any means.

Haefs asked Friederichs to tell him about the employees. Friederichs responded that they're very hard working and are there because they feel they can make a difference in people's lives and that is why the majority of them took their jobs. She continued that there are different focuses within the department. She did feel that the staff is challenged in their jobs because the community is growing and becoming more and more complex. She sees her staff working harder and harder to meet the needs of the community within their budget constraints and a lot more work is going into evidence based practices and trying to look at how to improve what they do. Friederichs also noted that the staff takes pride in their environment, even with the limitations of it. For instance, they planted flowers outside of the building and will clean up the yard when it gets messy to give those coming in for services the best impression. Further, the management staff works very hard, long hours and typically arrive early and

stay late and work on weekends when needed. Haefs asked if morale is an issue in her department and Friederichs responded that sometimes staff gets discouraged and salary is one part of that while community issues are another part.

Evans asked how many employees have left the Health Department this year and Friederichs responded that three managers had left in the last several months. One retired, one left because her husband got a new job and one took another job elsewhere. They also had a staff nurse retire and there is also currently a sanitarian position vacant.

**Motion made by Supervisor La Violette, seconded by Supervisor Hopp to approve Items 4 and 4a.
Vote taken. MOTION CARRIED UNANIMOUSLY.**

Human Services Department

5. **Review of 2014 Department Budget.**
 - a. **Resolution re: Approving New or Deleted Positions during the 2014 Budget Process (Human Services – Community Programs).**
 - b. **Resolution re: Approving New or Deleted Positions during the 2014 Budget Process (Human Services - Community Treatment Center).**

Kral indicated that he would be happy to entertain any questions the Committee may have following their review of the budget book.

With regard to contracted services, Hopp noted a drastic increase and asked Kral to explain. Hopp stated that last year contracted services were \$851,000 and \$2.6 million dollars this year. Kral did not have the benefit of having the budget analysis prepared by the auditor in front of him. He was provided a copy and indicated that in response to their audit last year they are now running full expenses through the Bay Lakes Economic Support Consortium through their budget rather than separating out the money that is patched through to other counties.

Hopp then asked about Family Services and the Child Advocacy Center and noted there is a request in 2014 of \$100,000 for Willow Tree and this year \$55,000 had been budgeted which is holding the line for the last year. Hopp also noted that the Crisis Center and Our Place have asked for more than was budgeted. Kral indicated that those were budgeted status quo at 2013 levels. Hopp felt that there are a number of competing interests to prioritize and he did not wish to second guess Kral's prioritization and he probably would not have had a problem with this if there would have been some sort of an increase. But when over the last several years there has not been a concerted effort to go beyond the status quo, Hopp does not see the effort being put forth into Willow Tree. Kral responded that Willow Tree provides a valuable service that the County certainly appreciates but the service is not within the mandated services and it was prioritized accordingly. Hopp appreciated the explanation and informed the Committee that he agrees with the budget put forth by the Executive because it holds the line on spending and works well with the tax rate. He noted that La Violette has concerns with psychiatric care and Haefs has concerns about health insurance costs and he recalled at an earlier budget meeting for another committee funds were distributed for a master plan of \$80,000+. In the grand scheme of things, Hopp stated that if he is going to put something in the budget he is also going to take something out to hold the line. He felt there were areas this could happen and he felt that this should perhaps wait until the full Board meeting. Evans stated that Hopp could add money at this meeting if he wished and then at the full Board he could take money from someplace else.

Motion made by Supervisor Hopp, seconded by Supervisor La Violette to increase funding for the Child Advocacy Center by \$45,000. Motion withdrawn by Hopp.

Robinson stated he is extremely supportive of the work of Willow Tree, but he would not vote for this now because he does not know what we are sacrificing. Hopp agreed and withdrew his motion and stated that he will bring this forward later to keep it clean. Robinson stated that he would want to know where the \$45,000 is coming out of before he supports this. Hopp indicated that he has every intention of putting the \$45,000 in for Willow Tree at the full budget meeting and the intention at this point of taking it from the Museum.

Haefs wished to comment that in his years here he never got himself tangled up in preserving some sort of a raise. He votes on things on the merit and if we have to raise taxes that is just the way it is and it has been done plenty of times. If the Executive's budget has an omission it is up to the Board to add it. But also, if there is something that is excessive it should be taken out. He would have supported the motion the way it was but he will deal with this at the County Board.

Evans stated he felt it was important to note that while funding for Willow Tree is coming out of the Human Services budget, in actuality it is also saving the budgets of local law enforcement agencies and the District Attorney where in reality Willow Tree could go and charge back all these agencies for using the facility. He will also make this point at the County Board budget meeting.

La Violette stated that she agrees with Haefs's comments. She said that her constituents are very conservative and they do not tell her not to spend money but rather they ask her to spend money wisely so she is not afraid to vote for increases in the levy if it is decided that that is what is necessary. Having said that, La Violette recalled last year that she wanted to add another psychiatrist to the Human Services budget because she was appalled and ashamed when she heard that it takes six months for someone to get an appointment with psychiatrist at the Mental Health Center. At that time the Director of Human Services assured that he was handling the problem and that he had a plan in place to reduce the wait time. La Violette does not believe this has happened and in fact she now hears that it takes about nine months to get an appointment. In order for people to get into the Drug Court or Mental Health Court they will need to be under the care of a psychiatrist. She understand that it is hard to recruit a psychiatrist but a suggestion had been made to contract with Bellin or Riverside Psychiatric or some other clinic. She felt that this lag in receiving an appointment was contributing to homeless and criminal activity and she is ashamed that this is happening in our community. La Violette would like to know how actively Human Services is looking for a psychiatrist. She recalled being told that they were looking for a nurse prescriber to help alleviate the problem. Kral agreed with La Violette and stated that the wait list last year was about four months and now it is six months. He continued that what happened was that they lost an APNP that was contracted as she took employment elsewhere. They currently have two positions for nurse prescribers and if those positions were full Kral is confident the wait time would be reduced. He also stated that the wait time issue is not hard and fast and when people call for an appointment they are triaged and those who have urgent needs are able to be worked into the schedule within a few weeks. Interim HR Director Lynn Vanden Langenberg stated that they have an HR analyst working actively on recruiting a psychiatrist but she noted that there are not a lot of people with the credentials being recruited for.

Robinson stated that he and Kral had talked on the phone earlier and Kral indicated that they had lost an APNP who was working 30 hours per week as she took employment elsewhere. Robinson asked if the APNP were offered full-time employment if she would have left. Although Kral could not answer with certainty, he felt that that may have increased the chances of retaining the APNP. Robinson stated his point was they talked a lot about pay scale but have not talked much about hours per week, both of which are budget dependent. Both of the two APNP positions that are currently open are 40 hours per week. Kral explained why the APNP was a 30 hour per week employee. Robinson felt that a short term solution would be to fill the two current APNP positions and he stated that he and Kral had talked about increasing the pay range for those two position to make them more attractive. Kral thought these positions had a pay range in the low seventies to mid to high eighties. Robinson suggested that we look to increase the pay range in an attempt to attract more qualified applicants. Robinson got the sense that we were recruiting in the middle of the market for both positions and he felt perhaps these figures should be increased. He did not know if this was something that should be taken care of now at budget time or if this is something that should be dealt with later, but it appeared that some of the positions that are in the budget would not be able to be hired by January 1 and perhaps some of the savings from not hiring right on the first of the year could be applied to raising the pay scale.

Evans stated that this could be done now, however, he'd rather see this reviewed by Kral and Human Resources and then have it adjusted from there. He felt it would be a little more formal by going through Committee and Human Resources and saying we have not been able to recruit and thus have to increase the pay scale.

Kral wished to make the Committee aware that there are a limited number of people whose credentials would fit these positions and he also noted that there is a community wide shortage in psychiatry and when they raise the issue that they are having a difficult time recruiting they hear that many others are having the same issues. Robinson understood this and stated that that is all the more reason for us to try to increase the attractiveness of the positions. His thinking is if we raise the pay scale and get somebody where we could not get them before, then maybe that made the difference while if we raise the pay scale and still do not get anybody, we are not out any money.

Motion made by Supervisor Robinson, seconded by Supervisor La Violette to ask staff to look into raising the pay scale for the APNPs by \$10,000 and come back with a report and study as soon as possible, preferably at the November Human Services meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

Evans state that he would support that motion but he was still concerned about the wait time and he realizes from talking to people at Bellin that they are also having difficulties trying to find psychiatrists. He felt that a soft recruit would be a good idea and as we get resumes in a determination can be made as to whether there are dollars in the budget. Kral is open to that and noted that they have received applications, but none have had the appropriate credentials. Also of note is that a psychiatrist has been hired as of this past Monday and they are using savings from the APNP to fund that position at this time.

Robinson then stated he had some questions with regard to information contained on Page 129 of the budget book. He stated that the top of the page indicates that there is approximately \$6 million dollars of funds projected as available as of January 1, 2013. Tim Schmitt responded that it was the community programs fund balance. Robinson asked if there is a policy as to what the fund balance should be. Kral and Schmitt were not aware of any policy.

Motion made by Supervisor Robinson that we come up with a policy for what the appropriate fund balance is and how funds are designated in fund balance for clarity sake in the future. No second.

Robinson continued that if you combine the community programs and CTC there is about \$8.4 million dollars of fund balance at the beginning of 2013. Robinson asked of that \$8.4 million dollars, how much is designated to projects? Kral responded that it is difficult to say. Schmitt added that several years ago there was \$1 million dollars that was informally designated for projects for EMR technology projects and that money is still on the balance sheet but it is not formally designated.

Robinson stated if he is reading this correctly, at the end of the budget year we are projected to have \$8.8 million dollars in these two accounts combined. Schmitt confirmed this and Robinson stated that the fund balance for Human Services increased by \$400,000 from the beginning of 2013 and what is projected for 2014 and Robinson asked why. He felt that if we are trying to come up with money for Willow Tree, the Crisis Center and other things, he does not understand why we would budget to increase the fund balance when there is no policy to begin with. It would seem to him to be more prudent to keep the fund balance the same and use the \$400,000 in other areas where there is a great need.

Carolyn Maricque stated that similar to the general fund, there should be a fund balance in Community Programs due to the size of their operating budget. Of that they have identified some projects and other items that will use some of these funds such as high cost clients, Family Care and the CTC conversion.

Hopp asked if the \$15 million dollars in the general fund includes the \$6 million dollars and Maricque confirmed that that is correct. The general fund is basically the County's savings account or protection fund. In essence that \$15 million dollars covers the entire County. Maricque confirmed that and further stated that it is good to carry a fund balance. Hopp felt that allowing Human Services to carry a fund balance was like double insurance.

Robinson strongly reiterated that he felt we need a fund balance policy. He is also still of the belief that the fund balance should not be growing and he maintained that we have \$394,000 that we should be looking to use differently than growing our fund balance. Robinson felt this money should be spent on things the community needs. Kral stated that to spend the projected money would be a gamble in that nobody knows if 2014 will be as good of a year as 2013 was.

Robinson related that he had received a phone call from a woman who made the general point that she was having trouble getting services for a person she had guardianship over within the human services realm of the County. Part of that she was told was a cut in services due to funding for a particular program she needed. Robinson stated that he told the woman he could make some phone calls to see if he could help but she said she heard that Human Services had saved some money but that money has gone back in the general fund and not reinvested into Human Services programs.

Robinson continued that if Human Services is saving the County money, that money should be reinvested in the programs in that area due to the huge need our community has. Robinson strongly believes that if they made the effort to save money it needs to be plowed back into this area of work.

Hopp stated that the total amount needed for Family Services was \$115,055 and he stated that the Committee and the Board would have the right to transfer that amount of money from the fund balance and he wished to do so. Maricque stated that expenditures from the fund balance should be for one time only items.

Evans stated that he looks at fund balances as a cushion. He stated that highest percentage of dollars in the general funds are tax dollars. He does not mind having a savings account or something to fall back on if we need it. He looks at where the County has been financially over the years and he certainly is in 100% support of taking funds out of Community Programs to fund the request of Willow Tree and the Crisis Center and Our Place, but the fact is if we look at these three programs, there are no other programs that provide similar services. He stated that \$115,000 is a lot of money, but it would be going to specific programs that are very much in need of funding. He does not look at taking any money out of the fund balance as creating a structural deficit, especially since he has seen that there are no other specific areas that these funds have been designated to.

Hopp also agrees with the concept of the savings and working to save money, but he does not necessarily want to make a blanket rule that money should not be returned to the general fund. He noted that when general funds start to get inflated, there are suggestions of the use of the funds that do not always materialize and then the money never comes out of the general fund and five years later the funds are spent on something else. What Hopp would like to do is make a transfer from the Community Programs fund balance \$115,055 in support of the programs of Family Services.

Kral indicated that they expect the fund balance to be allocated to entry into Family Care however, Evans stated that we do not know when Family Care will be implemented. Robinson stated more likely than not we would be entering into Family Care in 2015. Evans stated that he would argue with this in that he does not feel it was an appropriate statement because nobody knows when Family Care will be implemented. Robinson asked how much Kral would estimate that he would have to take out of the fund balance to implement Family Care. Schmitt stated they have designated \$6 million dollars at the end of the year and \$2.3 million dollars of this fund balance would be needed for the Family Care roll out. He also noted that high cost clients should also be considered.

Robinson felt this conversation was starting to go in the opposite direction it started out at. At the onset he was told that the Community Programs fund balance did not have items designated for use. Schmitt stated that although the items have not been designated formally they have not been restricted. Robinson asked of the \$6.6 million dollar fund balance, what is the intention to use that for. Maricque responded that they intend to use \$400,00 for EMR and CTC renovations of \$1 million dollars. This discussion continued but was inaudible at points.

Robinson said he would not support a motion made tonight, not because he does not support the principal, but rather because he does not want us to make a recommendation tonight because he would like to spend a little time thinking about what other options there are. Clearly and understandably so, Kral walked in not knowing they were going to have this conversation about this money. Robinson would be curious to know what would be one time uses for the amount of \$150,000 and what would make the most sense in the Human Services Department to use those funds. He stated that last year the issues that got the most attention was mental health care and child protection issues. His inclination

would be to look at those two areas and that is where Robinson's bias is. He would like to see a little time given for other considerations and then have this taken up at the full Board.

Haefs stated that these decisions are to be made at the Committee level. He acknowledged that Human Services has a target to meet and there is a political aspect that nobody wants to raise taxes. The Department heads have to bring such a budget to the Committee and it is the Committees' job to ask questions and decide if they deserve merit. These are three good programs and Haefs does not have a problem funding them. Transferring money for these programs sounds reasonable and he will support the motion.

Evans added that he has had 12 years to think about it as that is as long as he has been on Human Services. He continued that he has vetted all of the programs and there are a lot of organizations that provide really good services. The biggest item that he wants to talk about is that this is the Board's budget. He stated that he felt Executive Streckenbach also sees the merit in these three programs or he would not have included funding. But now it comes to the County Board and it is our turn to look at this and we have the ownness to say we are going to take money from one place and put it towards the three programs that are worth being funded.

Motion made by Supervisor Hopp, seconded by Supervisor Evans to transfer from Community Programs fund balance the amount of \$115,055 in support of the Crisis Center for \$36,495, Our Place for \$33,560 and Willow Tree for \$45,000. Vote taken: Ayes: Hopp, La Violette, Evan, Haefs, Nay: Robinson MOTION PASSED 4 to 1.

Haefs stated he wanted to extrapolate on the general fund and he wanted to know how many funds we could do something like this with. Maricque stated that there are several. Haefs is a little confused on the general fund. Over the course of the year if the employees and administrators do their job any excess gets put into the general fund. He felt it was ironic that the staff performs well and saves money and then it seems not touchable. He reiterated that things paid out of the general fund should be a one-time expense. If money were taken out of the general fund to offset insurance costs that would qualify as a one-time expense. Streckenbach stated that anything other than a one-time deduction could create a structural deficit.

Haefs asked if there was any way that between now and the County Board meeting staff could get together to see if this could be worked out somehow for a one-time bonus payment to staff members from the general fund to help offset insurance costs. Streckenbach brought up the comp and class study currently being worked on and noted the best way for us to solve and give the people in this room more money is to embrace the class and comp study. However, if the County Board felt they would like to take a million dollars and give additional amounts to staff to offset insurance the County Board could do it. He also noted that the County insurance program is a very good program. Haefs asked again if this was something the Executive court work on with staff to show some good faith to the employees. If there is money there, Haefs has no problem doing this and he felt that there would be a lot of supervisors on his side with this. Streckenbach stated that he would work on this.

Robinson referred to the list of purchased services in other areas that go by generic names and each month they get a list of contractors and what they are paying the contractors. He would find a list of contractors that fulfill a specific role helpful. He was trying to find NEW Community Shelter on the list and he ended up looking it up by the budgeted amount. Kral stated there would be a lot of workload to

this and the reason it is summarized is because if it was broken down the reports would be hundreds of pages long. Robinson also talked about purchased services and noted that there is a \$3.1 million dollar line item and he would like this broken down a little bit with more clarity.

Robinson concluded by asking what it would take to get a fund balance policy set for all fund balances so we do not have the same conversation we had earlier next year. Maricque stated that it will take work at the department level. Robinson felt this would need to be comprehensive policy as once a fund balance is seen it would become very easy to spend the money. Robinson asked if what he is asking is complicated and Maricque responded that it needs to be done.

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

Motion made by Supervisor La Violette, seconded by Supervisor Robinson to approve Items 5a and 5b. Vote taken. MOTION CARRIED UNANIMOUSLY.

NON-BUDGET ITEMS

1. **Review Minutes of:**
 - a. **Aging & Disability Resource Center of Brown County Board (September, 2013).**
 - b. **Children with Disabilities Education Board (September 25, 2013).**
 - c. **Community Options Program Planning Committee (September, 2013).**
 - d. **Human Services Board (October 10, 2013).**

Motion made by Supervisor Hopp, seconded by Supervisor Robinson to suspend the rules and take Items 6 a – d together. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Hopp, seconded by Supervisor Robinson to receive and place on file Items 6a – d. Vote taken. MOTION CARRIED UNANIMOUSLY

Comments from the Public – Non-Budgetary Items

None.

Report from Human Services Chair, Patrick Evans

Human Services Department

2. **Executive Director's Report.**

Motion made by Supervisor Hopp, seconded by Supervisor La Violette to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY.

3. **Financial Report for Community Treatment Center and Community Programs.**

Motion made by Supervisor Hopp, seconded by Supervisor La Violette to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY.

4. **Statistical Reports.**
 - a. **Monthly Inpatient Data – Community Treatment Center.**
 - b. **Monthly Inpatient Data – Bellin Psychiatric Center.**
 - c. **Child Protection – Child Abuse/Neglect Report.**
 - d. **Monthly Contract Update.**

Motion made by Supervisor Hopp, seconded by Supervisor Robinson to receive and place on file Items 9 a-d. Vote taken. MOTION CARRIED UNANIMOUSLY.

5. **Request for New Non-Continuous Vendor.**

Motion made by Supervisor Hopp, seconded by Supervisor La Violette to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

6. **Request for New Vendor Contract.**

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

Other

7. **Audit of bills.**

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

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

Motion made by Supervisor Hopp, seconded by Supervisor Robinson to adjourn at 9:36 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY.

Respectfully submitted,

Therese Giannunzio
Recording Secretary