PROCEEDINGS OF THE BROWN COUNTY
HUMAN SERVICES COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a special meeting of the **Brown County Human Services Committee** was held on Wednesday, May 17, 2023 in the Lower Level Flexible Meeting Room of the Central Library, 515 Pine Street, Green Bay, Wisconsin.

Present: Chair Emily Jacobson, Vice-Chair Megan Borchardt, Supervisor Pat Evans, Supervisor Barbara Avery
Also Present: Health and Human Services Executive Director Jeremy Kral, Hospital and Nursing Home Administrator Kara Gruber, Corporation Counsel David Hemery, other interested parties

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I. **Call Meeting to Order.**

The meeting was called to order by Chair Emily Jacobson at 6:15 p.m.

II. **Approve/Modify Agenda.**

Motion made by Supervisor Evans, seconded by Supervisor Borchardt to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Comments from the Public. None.

Action Items Including Proposed Resolutions, Ordinances and Budget Adjustments

1. Resolution Regarding Table of Organization Change for the Health & Human Services Department – Community Services Division – Psychiatrist and Advanced Practice Nurse Prescriber.

Health and Human Services Executive Director Jeremy Kral explained the intent is to permanently shrink the Table of Organization for psychiatrists from two to one and replace the one psychiatrist with 1.6 advanced practice nurse prescribers (APNP) that can support the needs of the clients being served. This is responsive to current trends in the workplace with the shrinking number of psychiatrists and the increasing number of APNPs. It was noted the county has been operating short in the psychiatry role, despite adjusting salaries to help recruitment. This proposed resolution also includes a more significant increase to the one position that would remain.

Supervisor Evans noted it appears this is an extremely difficult position to hire and he wants to be sure the clients are being taken care of. He supports this and would like to review it again at budget time. Evans does not have a problem with an APNP and noted it may even make some things faster. Kral agreed and added a number of clients being served have relatively stable conditions but need monitoring or prescribing of medication and APNPs can support a significant portion of this need.

Motion made by Supervisor Borchardt, seconded by Supervisor Evans to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

2. Executive Director Update on Food and Nutritional Services.

Kral noted there has been some communication and awareness of an upcoming shortage in food and nutritional services staffing at the CTC and wanted to update the Committee on this. He assured they will not be without the ability to serve nutritious food to those at the CTC and will pull staff from other positions if needed. HHS has been working with HR to step up recruitment and has asked for a market evaluation to see where wages and compensation fall in comparison to like positions in other facilities. They are also working with HR and Administration on a temporary critical need and incentive package to raise wages of remaining staff during the period of shortage which would be funded by vacancies. These vacancies are a result of retirements and slow refilling of positions.

Hospital and Nursing Home Administrator Kara Gruber informed there will be about 364 full-time hours open per week as well as 160 part-time hours open per week. Evans asked about the nepotism policy and it was noted there is a county policy, however, there are times that the policy is waived depending on circumstances. Evans also asked how pay will be handled when moving people in to help from other positions. Gruber responded that if someone is pulled from a position into a different position, they are paid the wage of the position they are filling in to. HHS is working with HR to incentivize existing staff. Evans encouraged staff to listen to and get input directly from the people in the positions on this.

Kral noted this can be brought back to the next Human Services Committee as part of the Executive's Report but noted there is not any formal approval needed because it fits within the current budget parameters. Evans would like an overview of this at the next meeting.

Motion made by Supervisor Evans, seconded by Supervisor Borchardt to suspend the rules to allow interested parties to speak. Vote taken. MOTION CARRIED UNANIMOUSLY

-Lisa Mascolo, 4444 Nakoma Trail, Hobart, Wisconsin
Mascola has been employed in the food service department for about a year. She is currently working up to two extra days a week to fill in where needed which does not give her much time off. She thinks the county and Supervisors need to look at this and see what staff does in a day. They are on their feet all day, do not take breaks and are overworked. Mascola has looked at compensation for comparable positions at other facilities, positions in hospitals and on Indeed and found starting pay is about $17 per hour for kitchen workers. She does not know how the county is going to fill positions at the current rate and does not feel it is fair that people cannot take vacations.

-Martha Rizo, 1843 Eastman Avenue, Green Bay, Wisconsin
Rizo has worked at the CTC for about six years. Her rate of pay is too low so she also has to work overtime so she can afford her payments. She likes working at the CTC, but feels they need a raise and noted that everywhere else pays more. Rizo urged the Committee to put their feet in her shoes and look at this.

-Deana Berndt, 367 Thomas Way, Sobieski, Wisconsin
Berndt has worked at the CTC for 14 years. Food service workers work all day long. Housekeepers and activity staff are making $17 an hour. Kitchen staff are constantly on their feet and working extra hours and extra hard. She is not only doing her job, she is also doing dishes, serving clients and other things that are not typically her job but she does it because they all work together. They need to get more staff because things are going to start to suffer which they do not want because they take pride in what they do and she is afraid it is going to get to the point where they do not care if no one cares about them.

-Carrie Dudek, N9290 County Road X, Seymour, Wisconsin
Dudek is in her 15th year as a cook at the CTC. She really enjoys her job but agrees with what the others said that they are overworked and underpaid. She noted that 95% of the meals are made fresh. They enjoy the residents and that is why they do the job. She is also filling in with things like dishes. Staff works really well together, but they would like to have relief from new people coming in and she feels raising the pay would be very helpful.

-Timothy Entringer, 1057 Division Street, Green Bay, Wisconsin
Entringer has been a food service worker for three years. They get about $13.60 per hour and for the amount of work and responsibility they have, it is a joke. He invited the Committee to come to the kitchen to shadow what they do. They are on the front lines of giving residents their diets and he noted many residents have special diets that staff needs to keep track of. Their lives are in the hands of kitchen staff because if they are given the wrong food they could die. Entringer noted they are also short of CNAs who help check the food. Some people that have only been employed for a week have had to train new people. He noted he had to jump through hoops to get a job at Brown County, but there are people who do not accept jobs they are offered due to the pay. He is currently working three jobs to raise his family. If he did not love the residents, he would not work for Brown County and he finds his job very rewarding. Breaks are only five minutes, if that, and they are taking vacation an hour at a time just to

use it up. Entringer guarantees all the staff is there because they love the people. They take pride in their work and the kitchen is also spotless and in mint condition, for $13 an hour. The crew is good and they all get along well. He also talked about his son who applied for a position in the kitchen but was not selected, even though they are extremely short staffed.

-Rebecca Behrle, 1673 Lenwood Avenue, Apt. P, Green Bay, Wisconsin
Behrle has worked at the CTC for about 3 ½ years. She agreed with everything everyone else said and noted they work very hard and have a lot of responsibility and she feels wages need to be increased.

Motion made by Supervisor Evans, seconded by Supervisor Borchardt to close the floor and return to regular order of business. Vote taken. MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Evans, seconded by Supervisor Borchardt to put this Item on the next Human Services Committee agenda. Vote taken. MOTION CARRIED UNANIMOUSLY

Other

3. Such other Matters as Authorized by Law.

4. Adjourn.

Motion made by Supervisor Evans, seconded by Supervisor Borchardt to adjourn at 6:45 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully Submitted,

Patrick W. Moynihan, Jr.
Recording Secretary

Alicia A. Loehlein
Legislative Specialist - Transcriptionist