

WCDHHS Board Meeting Minutes

March 4, 2015

6:00 pm

Waupaca County Courthouse

811 Harding Street

Room 1068

Waupaca, WI

Members Present: Dona Gabert, Dave Neumann, Jan Lehrer, Jerry Murphy, Carl Kietzmann, Jody Muck, Mary Kay Poehlman, Don Aasen

Members Excused: Dr. Steven Goedderz

Others Present: Chuck Price, Shannon Kelly, Erica Becker, Jed Wohlt, Gene Ruppert, Dana Strohm, Terri Brooks, Jim Fassbender, and Trisha Loehrke, UWO BSN Student

Public Comment: None

Motion by Lehrer, second by Aasen, to accept the agenda. Motion carried.

Motion by Lehrer, second by Muck, to approve the revised minutes as discussed from February 4, 2015.

Motion carried.

Presentations:

Dana Strohm, Intake-Access Supervisor, reminded the Board about the flyer shared with them last July asking individuals to join Waupaca County Caucus 4 Progress (WCC4P). He revisited the purpose of this group as a think tank organization that meets once a month. The decision had been made by WCC4P to partner with Mission of Hope out of New London, to host a community outreach event. This community event will be held on April 11th from 10 am -3 pm at the Waupaca Learning Center. Thanks to many generous donations by local businesses and members of the community, event attendees will receive a bag of groceries, lunch, sneakers and socks, family portraits, haircuts, makeovers, health screenings, etc. There will be 20 booths offering resources and information. Waupaca County DHHS will be offering health screenings and information on our numerous services available. Additionally, there will be entertainment with a Kids Zone being sponsored by local churches. This information is being shared with the Board to ask for their consideration in volunteering through time, talent, or treasure.

Interested individuals may go to Mission of Hopes website (www.mission-of-hope.com) to register as a volunteer. Mission of Hope was started by a New London high school student, who was trained through Convoy of Hope; there is no affiliation with any particular church denomination. The WCC4P group will be involved in continual outreach to the community beyond this event and any interested members are encouraged to participate.

An Alternative Response presentation was also presented by Dana Strohm. Dana shared a letter that will be sent to our county law enforcement community in regards to this new practice. Alternative Response is a pilot program for Child Protective Services, which will alter the way in which CPS intervenes and handle allegations of potential abuse. Although we are already using an incident based focus, there will be changes taking place beginning June 1, 2015. Other counties already participating in this pilot program have expressed the importance of notifying law enforcement of the new process as they will likely be seeing less of the CPS staff. In order to further educate our law enforcement partners on this process, Waupaca Co DHHS will be partnering with DCF on May 13, 2015 to offer an informational meeting. Board members will receive a formal invitation to attend this meeting.

Alternative response will give CPS workers the opportunity to reach out to parents and inform them of the report and request a meeting with parent and child, provided there is no suspect of criminal action. This meeting will then give the Department the opportunity to offer services and additional support. Director Price shared his enthusiasm for being able to implement this program in Waupaca County and the opportunity this provides to partner with other Agency programs. Chair Murphy thanked Dana for his time and efforts with WCC4P and the new alternative response program.

Action Items

A. Finance

- a. Jed Wohlt, Environmental Health Specialist, shared a revised request to increase FSRL fees as requested by the Board after presenting an across the board increase at the February 4, 2015 Board meeting. The revised request asked for a 4% increase in fees which fell 10% or less below our average county comparables and an 8% increase in fees that were greater than 10% below the average county comparables. Chair Murphy shared Jed's hard work on this proposal, which included meetings with himself and Erica Becker, Fiscal Administrator. Additionally, he shared that this increase would not immediately bring us to a level in line with our comparables, but in future years will continue to look at a small increase on this handful of fees falling far below the average. Dona Gabert shared once we reach a place where we can have small annual increase it will be easier for businesses to accept. Chair Murphy thanked Jed for his work. Motion by Lehrer, second by Aasen to approve select rate increases of 4% for fees 10% below the comparable average and 8% for fees greater than 10% below the comparable average. Motion carried.
- b. Gene Ruppert, WCI Coordinator, reviewed his request to write a RFP for contracted workers at WCI. Currently WCI has contracts with DEN Services and IQ Resource Group to employ 80 staff in peak periods and 30-40 staff in slower periods, which include floor supervisors, job coaches, production staff, and other office staff positions. Additionally, some members of WCI are also hired by these contractors. The estimated totals of these contracts are \$1.8 million with DEN Services and \$400,000 with IQ Resource Group. Gene's request for the RFP is largely being requested since WCI is struggling to receive qualified workers and the last RFP for this contract dates back to 1998. The desire is to explore the possibility of other partners that may have resources to meet our needs. Director Price shared that last year there was an extensive look at the relationship between the County and our contracted agencies, and this would be a helpful process to clean up this contract with appropriate language clarifying each party's role. Motion by Poehlman, second by Gabert, to approve an RFP for WCI contracted staff. Motion carried.
- c. In review of the Income statement Director Price stated the final Income Statement for 2014 will be brought to the Board in May. There was no further review or action of the current Income Statement.
- d. Motion by Lehrer, second by Neumann, to approve the bills. Motion carried.

B. Personnel

- a. There were no resignations or retirements to report.
- b. Shannon Kelly reviewed the Employee Update. Sonja Telin started as the Psychiatric Nurse on February 5, 2015, replacing Kathy Tucker. In working through recruitments, decisions have been made to recast the ADRU Manager and AODA Counselor positions after conducting interviews. There are continuing negotiations with an excellent Public Health Nurse candidate and the review of possibly bringing in contracted staff in the interim. Interviews were conducted for the Economic Support Specialist position, with three offers made and all declined due to the current benefits offered. This position will be recast. There is active recruitment for the Mentor position as well. Don Aasen raised the question of the County offering Aflac as an option to these concerns about benefits. Jan Lehrer also voiced that this is something Human Resources should look into in the

future as this becomes more important to candidates. Shannon Kelly shared that there have been ongoing discussions with management and Human Resources. Chair Murphy stated this is a topic that is annually reviewed by Human Resources. Chair Murphy also commented on the changed environment he sees within DHHS; staff is no longer leaving because they do not like working for Waupaca County DHHS and this is thanks to the culture being cultivated by Chuck and Shannon.

C. Other

a. Terri Brooks, Public Health Officer, shared the WPHA/WALHDAB annual conference in May would be offering an educational component for DHHS Board members. Terri invited one Board member to join her along with several other Public Health staff on May 20, 2015. Director Price stated this speaks to providing opportunities to keep the Board continually educated. Jan Lehrer expressed an interest and agreed to attend the conference.

Reports to the Board

A. Director's Report

a. General Update and Discussion – Chuck shared the Department's receipt of a letter from DCF that named Stephanie Suchowski as the recipient of the 2015 Secretary's Caring for Kids Award. This spotlights her work in almost 13 years with Waupaca County and her commitment to caring for clients. Chuck would like to recognize her at the DHHS Board and County Board after she accepts the award. In other great news over the last several weeks, Chuck shared that Waupaca County was approached about receiving a pilot grant for early childhood mental health while presenting about TIC and ACE's at the Fulfilling the Promise Conference. This \$25,000 grant is only being offered to two or three other counties in the State and offers training to managers on a structured way of providing reflective supervision. The Collective Impact Executive Committee requested Waupaca County provide a presentation on TIC and what the Agency is doing to implement this in the community. Since the Rise Together presentation in the Waupaca High School and Middle School, there will be a meeting between DHHS and the Waupaca School District on March 18, 2015 to have discussions about how DHHS can provide assistance and work together with the schools. TIC presentations will be lead by Chuck and Shannon at the Leadership Summit of the Wisconsin Association of Family and Children Agencies, and Kasey and Lisa will be presenting to CESA 6, which includes the New London and Weyauwega school districts. The American Public Human Services Association submitted our TIC and ACE's presentation to be presented at their conference in Denver in October. With this acceptance to become a national presenter, the Casey Family Foundation has offered to provide the funding for the travel and conference expenses. These opportunities, though they do not come with a monetary return, are building relationships that will have beneficial impacts on the future of our Agency. Dana Strohm will be speaking to the Waupaca County Bar Association to share the event being partnered between Mission of Hope and WCC4P. Chuck is also working with Jim Fassbender to plan an event some time in summer to provide TIC training for the court system. At Jim's suggestion, Chuck will look into the possibility of this event offering accreditation for ethics training in an effort to increase attendance. Shannon Kelly shared that Secondary Traumatic Stress training, which was offered to child welfare staff in 2012, will be offered to all staff in the coming months. There will be five sessions offered to all staff with assistance from Behavioral Health Partnership and NEW Partnership. Staff will participate in a survey that will measure secondary stress, burn out, and compassion satisfaction. This training will come with a quality of life tool, the opportunity to focus on self-care and reflective supervision. This is an opportunity that staff is looking forward to and the hope is they will find it very beneficial. Chuck and Shannon met with Casey Family Foundation and Amelia Franck-Meyer, Executive Director of Anew Family Services to talk about child welfare, parent coaching, and possible trainings. Ms. Franck-Meyer is interested in how she can help support our work and have continued conversations

about developing a partnership with the goal of trying something new in the child welfare arena. Jim Sporleder, TIC and ACE's leader in the school system will be having a phone conversation with Chuck to discuss how he can support our efforts in changing the culture and outcomes as we partner with our school districts. Mr. Sporleder was the former principal in Walla Walla, Washington. April 8, 2015 Chuck, Shannon, Mary Kary Poehlman, and Jerry Murphy will be attending Human Service Day at the Capitol to hear discussions on how the Governor's budget will impact our Agency's programs. DHHS will be reinvigorating the Chili Luncheon provided by the management team to show staff appreciation. The Board has been invited to attend on March 9, 2015 from 11:30 am to 1 pm.

b. Alternate Care budget provides just a snap shot of one month's expenses. Chuck stated we will be working with Lutheran Social services on how we can move children from long term placements back into the home. Two of our cases have been accepted by LSS and will lighten the costs on our budget.

c. Mental Health will continue to be monitored.

d. Next meeting is April 9, 2015 since Chair Murphy and Director Price are not available April 1, 2015.

B. Motion by Lehrer, second by Aasen, to adjourn at 7:15 pm. Motion carried.

Next meeting is April 9, 2015.

Submitted by,

Erica Becker
Fiscal Administrator

Approved by,
