

**Human Services Committee**  
**Minutes**  
August 26, 2021

**Roll Call:** Virginia Haske, Mark Buchanan, Tim Kinnard, Milt Swagel, Rose Quinlan, Julie Janicsek, Mary Ann Szydel, Doak Baker, Linda Teske

Excused: Joanne Lazansky and Paul Ravet

Others Present: Jeff Wisnicky, Corinne Konkol, Melissa Annoye, Susan Norton

Chair Haske called the meeting to order at 8:01 AM.

**Approve Agenda.** Doak Baker moved and Tim Kinnard seconded to approve the Agenda. Approved unanimously.

**Approve Minutes.** Julie Janicsek moved and Milt Swagel seconded to approve Minutes from the June 17, 2021 meeting. Approved unanimously.

**Contact approvals.** Doak Baker moved and Tim Kinnard seconded to approve the provider contracts. Approved unanimously.

**Financial Report.** Jeffrey R. Wisnicky provided a summary of the financial report as Brian Johnson was at financial managers training. Mr. Wisnicky outlined the financials and answered questions from the committee.

**Director's Report.** Director Wisnicky provided a brief departmental report. The department is currently fully staffed except for the vacant CPS position that is slated to be advertised for this fall. All staff are back from maternity leave. The department anticipates reductions in waitlists this fall and overall the management team is satisfied with the status of the Department.

**2022 Budget Review –** Director Wisnicky reviewed the budget highlights of the proposed 2022 Human Services budget and answered questions from the committee. The proposed county levy for 2022 is \$1,038,081 which is approximately \$45,000 less than last year. The budget anticipates some increases to out-of-home care and that in-patient hospitalizations will return to more of a normal trend from 2021 historic highs. The budget otherwise is a cost to continue budget with very limited outlay. Director Wisnicky is cautiously optimistic the Department will have a surplus at the end of 2021 and that does not take into account the WIMCR payment.

Reviewed proposal to move four staff from contracted to county employee. Director Wisnicky outlined why moving the contracted staff to county employment is warranted. According to a fiscal estimate prepared by Brian Johnson, it costs approximately \$50,000 in costs and lost revenue every time a CCS/CLTS social worker is turned over. In the last 5-6 years, 10 employees have cycled through the program. It takes approximately 8 months to bring social workers up to

full speed with the specialized nature of the training. The recruitment landscape is very competitive as many county human service departments are seeking to fill these spots as the State has mandated an elimination of waitlists in the CLTS program. In sum its hard to find and retain good help and it costs a lot of time and money to train new help.

The fiscal impact to the County for employees who elect full family health insurance is approximately \$18,000 an employee. The costs difference for bringing on folks with single insurance is \$3,700. The cost difference if they do not take our insurance is a savings of \$9,700. For the candidates we have in place. We are looking at a total cost for 2022 of approximately \$2,700. The committee asked several questions related to this proposal and a discussion ensued.

Tim Kinnard moved and Doak Baker seconded to support moving the four CLTS/CCS case managers from contract employees to county employees. Motion carried 8 and favor, 1 opposed (Milt Swagel).

Director Wisnicky next explained the rationale for proposing a salary increase to the management team wage scales. Director Wisnicky outlined a wage comparison of surrounding and similar counties to Kewaunee County. The data shows that the average starting wage for a human services manager is approximately \$30/hour and the average top end wage is \$41/hour. It has been approximately 10 years since the County reviewed the wage scale for the Management team. The data supports increasing the wage rate as our top end wage is \$6 less per hour than the average and more than \$10 per hour less than the high.

After discussion among the committee, Tim Kinnard moved and Julie seconded supporting the adjustment to the salary scale. Motion carried 8 in favor, 1 opposed (Milt Swagel).

Director Wisnicky outlined a proposal to modify how crisis calls are handled in Kewaunee County. The proposal is to have all crisis calls go to family services and only calls need someone to respond during business hours will be handled by County staff. This will reduce the staff handling crisis from 10 to 4. The free time will be used for other productive work which will make up for the added cost of \$10,000. Discussion centered around the cost savings of freeing 6 staff of crisis duties. Crisis workers spend 1 hour per week on staff supervision plus 8 hours per year for crisis training. Staff also have to take the crisis phone at least a half day per week.

Milt Swagel moved to approve and Tim Kinnard seconded. 8 in favor and 1 opposed (Doak Baker). Sup. Baker seeks a more concrete fiscal estimate of the cost savings. Director Wisnicky to provide at the next meeting.

Next meeting set for September 16, 2021 at 8:00 AM in the Human Services Meeting Room.

Doak Baker moved to adjourn, Mary Ann Szydel seconded. All voted in favor.

Meeting Adjourned at 9:33 AM.