

**HUMAN SERVICES COMMITTEE**  
Minutes of Meeting  
June 7, 2022, 5:30 pm.  
Kenosha County Administration Building

**Committee Members Present:** Supervisors Nedweski, Stocker, Stock, Gentz, Kubicki and Yuhas

**Committee Members Excused:** Supervisor Geertsen

**Youth-In-Governance Present:** Erika Bando, Eric LaMere

**Staff Present:** John Jansen, Tammy Capito, Clara Tappa, Lynda Bogdala, Carly Sowma, Nina Taylor, Rebecca Dutter, Patrice Hall, Kari Foss, Dr. Jen Freiheit, Liane Blanck, Evan Gorr and Lori Plahmer

**Others Present:** Chairman Gabe Nudo, Chris Schoen from Professional Services Group

**1. Call to Order / Roll Call**

The meeting was called to order at 5:30 p.m. by Chairman Nedweski. Roll call was taken. Supervisor Geertsen excused. The new Youth in Governance introduced themselves.

**2. Citizen's Comments – None**

**3. Chairman's/Committee members/Supervisors/YIG comments –** Chairman Nedweski thanked all involved with the presentations for the meeting.

**4. Approval of Minutes – May 3, 2022 –** Motion to approve the minutes from the May 3, 2022 Human Services Committee was made by Chairman Nedweski, seconded by Supervisor Yuhas. All in Favor. **MOTION CARRIED UNANIMOUSLY.**

**5. Resolution for the appointment of Chairman Gabe Nudo to serve on the Brookside Board of Trustees -** John Jansen introduce the resolution. Chairman Nudo previously served on the Brookside Board of Trustees and other boards throughout his career. He will be replacing former Supervisor David Celebre.

Motion to approve the resolution for the appointment of Chairman Gabe Nudo to serve on the Brookside Board of Trustees was made by supervisor Stocker, seconded by Supervisor Yuhas. Supervisor Gentz requested a roll call vote. Chairman Nedweski, Supervisors Stocker, Stock, Kubicki and Yuhas voted aye. Supervisor Gentz voted nay. Youth in Governance voted aye. Dave Geertsen was excused. **MOTION CARRIED.**

**6. DHS First Quarter Financial Report – Tammy Capito, CFO for Human Services.** Tammy Capito presented the 1<sup>st</sup> quarter report. Actuals are through March or April 2022. For Aging, Disability and Behavioral Health Services (DADBHS) they are projecting a \$1.4 million surplus, the Division of Children and Family Services (DCFS) a \$1.2 million surplus, Health a \$50,000 surplus, Medical Examiner a \$43,000 deficit and Veterans a \$5,000 surplus. This is a projection of a \$2.6 Million dollar surplus at this point.

Brookside Care Center has a loss of approximately \$1.25 million. They are \$2.2 million under revenue budget which is offset with \$1.2 million savings in expenses. The biggest driver of this is the census, budgeted 134 beds and averaging 97.7. Willowbrook has a profit of \$23,000.

Chairman Nedweski asked how projections are determined. Tammy stated that they are based on actual and straight-lined out. At this point in time it is very early to project out. Many of our services and funding are not cyclical.

Tammy reviewed the Court Ordered Placements analysis. She projected costs through April showing a surplus of \$3 Million. A surplus can look good, but it can be consumed quickly by the cost of the kids in placement.

Tammy reviewed the Medial Examiner stats. Autopsies are \$1,500 each and are still being shipped to Milwaukee. Total number of deaths investigation through April is 59.

Brookside Care Center is at \$1.25 million dollar loss. Year to date we are at 97.7% daily occupancy of 134. Brookside is \$2.2 million under budget which is related to census. Some census is variable, and some are fixed. Having a lower

census means fixed costs gets spread along less days. For Medicare residents we make \$37.61 a day. Managed Care we are losing \$83.92 per day, Private Pay we are losing \$100.01 per day and Medicaid we are losing \$143.34 per day.

Supervisor Stock asked if there are stats for 2019 in regard to average number per bed and cost per day. Tammy stated that she can produce his requests as they now have this capability through an ERP system.

Supervisor Gentz asked if we could we fill those beds with enough staff. The answer is yes. Right now, we are short 43 CNA shift positions.

## **7. Plan to address Brookside and Willowbrook staffing / Retention and Recruitment**

John Jansen stated there was a team attending tonight to bring ideas on retention and recruitment. John stated there are approximately 50 vacant beds and we can't fill them because we don't have the staff to meet the needs of the residents. The County Executive has authorized what is being presented tonight.

Supervisor Gentz asked if we are voting on this. John stated no

Clara Tappa, Director of HR and Lynda Bogdala, Administrator for Brookside Care Center, presented the handout regarding the Brookside staffing incentives.

Labor statistics tells us that the pandemic indicates 120,000 nursing home workers have left the industry. Kenosha County has been hitting the recruitment section hard through job fairs, schools and promoting ourselves. They are working also on various ways to retain employees.

The document is focused on Certified Nursing Assistants (CNA's) and Resident Assistants (RA's). Brookside staffs CNA's and Willowbrook staffs a combination of CNA's and RA's. We are looking at wages, pay grades and shift differentials for both CNA's and RA's.

One of the issues with CNA's is weekends. There are a lot of call-ins on weekends. They will launch an employee referral program. Any employee that refers a CNA that is hired will receive a referral bonus after the employee has worked for 6 months.

Supervisor Yuhás asked where funding for this is coming from. They are hoping to allocate ARPA funds for this excess. Supervisor Yuhás asked what happens when ARPA funds run out? How do you sustain these salaries? It was stated they are just looking at 2022. It will have to be budgeted in the 2023 budget. Hopefully there will be some revenue generated to cover these increases. We are doing a class and comp study and it should be completed before budget, by August or September. Supervisor Yuhás stated she doesn't want to see ARPA funds used to offset salaries.

Linda stated there is the WisCare Giver Program through the State of Wisconsin which could help. It is free testing and training for CNA's. Also, a matching grant has been applied for through the state \$40,000 (\$20,000 x 2) that would help offset these costs as well. Supervisor Yuhás, when are these going into effect? June 5, 2022.

Supervisor Stock asked what the current policy is for weekends. If they're an FTE, they are required to work every other weekend. The pooled employees are required to work 2 weekend days a month.

Supervisor Gentz asked how does Kenosha County's incentives and wages compare to what is out there? The actual hourly rate of pay is not that out of line to ours. A lot of facilities are doing incentives to attract people. Supervisor Gentz stated the hourly wages look very light for the responsibility they're required to do. This is getting to be a crisis situation.

Chairman Nedweski stated we can't count on ARPA dollars in the long term. We don't know if this will get people to stay. Everyone who got temporary funding because of the pandemic will run out at some point.

Discussion was had on who we are targeting for the program. Part of the recruitment is the wages and incentive package for hiring on. We had asked that the apprenticeship program be extended to every high school within the district. Because so many workers have left, we have to reel these people back into the health care industry and/or start growing them. Part of the WisCaregiver Program is to bring awareness to young groups of people.

Chairman Nedweski asked what's happening with the industry. Why have people left? It was stated that some of the reasons is related to Covid, workplace risk, better paying job somewhere else. Many have reconfigured their home life, choice of work and type of work. Some people are feeling a little exhausted after the last couple of years.

Discussion on obstacles that keep them from staying in the position. Some reasons are childcare, transportation, other employment. Some of them want that Monday through Friday schedule. Health care is a 7 day a week position.

Supervisor Gentz stated back in the day they had exit interviews. Is there a listing of why staff is leaving? Yes, there are exit interviews when there is an opportunity. We lost employees when staff were not allowed to work at 2 different facilities during Covid. These individuals left to work for the other employment full-time. It might have been where they were getting their insurance from. People just re-evaluated their situation.

Supervisor Gentz asked is there anything outside the box we could do as a board through the budgeting process? Lynda stated having nursing programs require CNA certification before you graduate with a nursing degree. Working with a legislator is going to be difficult in trying to tell a private entity that they have to put this program in place before graduating nurses but that is one of the options.

Supervisor Stock asked if we have sign on bonuses for recruiting new people. At the present we don't have sign on bonuses. The WisCaregiver Program will actually pay for the class and a \$500 retention bonus.

Chairman Nedweski asked what the contingent plan is if this doesn't work? We know there are some coming from other facilities. As they have a 1/20 ratio. They come to us and they are impressed that they only have to care for 9 residents. So, word of mouth is happening.

Chairman Nedweski asked if there is an opportunity to reduce the fixed costs? We need to concentrate on Medicaid/Medicare reimbursement. Right now, the whole industry is down, and it might just be survival of the fittest. We feel if we make it through this, we will be very successful.

Chairman Nedweski asked what is happening with hospitals in terms of reimbursement? To be discussed at a later date.

Supervisor Yuhas asked if it would be possible to have an email sent out with what line items the ARPA funds are coming out of? It was stated Brookside is drawing on their own ARPA line.

Supervisor Yuhas stated back in in 1985 employees didn't pay 7% into WRS. They were actually making a good wage. Now their deductible is higher, and they are making a lower wage and they're putting into their own retirement. That is why we have the staffing levels we do.

Supervisor Kubicki asked how many employees are we short throughout the whole county? Every week we have approximately 30 job postings that are active which includes CNA's. The postings are not all full-time. They're part-time and seasonal positions.

Supervisor Stocker: Is there any consideration of removing the Covid 19 requirement? No, that is a Federal regulation. Nursing homes are the most regulated entity.

Eric (YIG). Has there been any internship considerations? There is an apprenticeship program through KUSD. Currently it is only in one school. We have requested it be in every school. They are only able to take 20 CNA's per semester. (60 for the whole year). The only concern is if they are under 18, they cannot pass out medications. Also, at Willowbrook you cannot work the lift if you are under 18.

#### **8. KCDHS Opioid Presentation – Patty Hall, Rebecca Dutter, Kari Foss and Dr. Jen Freiheit**

John Jansen stated we are here tonight to follow-up on Supervisor Gentz' request on Opioids. John stated that most of the audience has something to do with the program.

Patty Hall, Medical Examiner, gave a presentation on the Opioid Epidemic in Kenosha County. Patty stated that law enforcement has jurisdiction over the scene, but the Medical Examiner has jurisdiction of the person who died. Large amounts of deaths in Kenosha County, mostly homicides, suicides, overdoses whether accidental or intentional are investigated.

Over the years her office has seen an increase in overdose deaths. A lot of those deaths include fentanyl and fentanyl analogues. Fentanyl analogue is basically fentanyl but tweaked. Other drugs seen are heroin, cocaine, prescription drugs, Xanax, alcohol etc. Patty stated the stats can be found on the website which are updated every two-three weeks. For 2022, the number of overdose deaths is 21. There is a very good chance that many of the street drugs have fentanyl in it.

Patty stated she does presentations at the Kenosha County Detention Center - Living Free Program. If we do see an increase in Kenosha County with fentanyl related overdoses or deaths, she works with Joe Potente and Dr. Jen Freiheit in getting a press release out to the community.

Supervisor Gentz asked if presentation was offered in schools, colleges, health classes and believes we have to get to the youth. Patty stated she does presentations when asked. It was stated that the KUSD does have substance abuse in their Health Education curriculum.

Fentanyl has changed how we operate as we have to use a certain type of glove and PPE precautions. All of our deputies and medical examiners carry Narcan as they are exposed to these things.

Patty stated she adopted what Lake County Opioid Initiative task force does and incorporated it to Kenosha County. The Health Department received Narcan which was distributed to many agencies in our county. Patty distributed informational packets that are available at the public safety building lobby, hospitals, police and fire departments. It has information about recovery and different resources through Kenosha County.

Fentanyl test strips are available for free at Vivent Health and the Kenosha County Human Services Building.

Kari Foss – Manager of Behavioral Health. Kenosha County Opioid Task Force just merged with Kenosha County Substance Abuse Coalition in very early 2021.

The mission is to understand addiction, promote recovery and strengthen the community through education and awareness. It is organized by many different agencies. We have emergency rooms, fire departments, law enforcement agencies and many community partners.

After the creation of the task force, the numbers went down from 22 in 2017 to 11 in 2018 and 16 in 2019. In 2020 we saw another increase to 24 and a spike of 40 in 2021. Covid had an impact on efforts. Services that were in group meetings had to be stopped. To adapt they were able to put together mobile missions called Human Services on the Go. They used a heat map to pinpoint five different areas across Kenosha County and distributed Narcan and held Narcan and customized trainings at every event to meet the unique needs of that environment.

Human Services on the Go Dates: June 29, July 27, August 24, and Sept 21, 2022.

Neighborhoods: Uptown, Columbus Park, Roosevelt Road and 25<sup>th</sup> Avenue, Southeast side of Twin Lakes.

Rebecca Dutter – Director of Division of Aging, Disability and Behavioral Health Services presented on Medication Assisted Treatment (MAT)

MAT is one route to help a person who is addicted. It is an evidence-based approach that works with medications and therapy to help that person change their addiction. Opioid addiction is one of the hardest addictions to battle. Often times they need medication to assist them. MAT is a very collaborative program that works with Professional Services Group (PSG), Kenosha County Public Health and various other programs/agencies. Some need intensive psychotherapy to make sure their habits are changed.

There is also a MAT program in the Kenosha County jails. We work with the inmate 24 hours before their release from jail. We work at getting prework done so that when they are released a case worker from PSG gets them to the Public Health for their first injection and set them up with a Recovery Specialist. Eighty-eight (88%) have not recidivated after using the MAT program.

Supervisor Gentz stated that overview was great. He wanted to see the action plan of how we are going to work on the opioid situation. He would like to see how that participation is coming out for the Opioid Task Force and would like to see in 2 months the plan of action.

Supervisor Gentz stated he would like to also talk about the SAMHSA grant. At a Finance/Administration Committee meeting he asked that we come back and show some results. Are you at full staff for people who are handling this grant? We became fully staffed in Feb 2022 and it is a 3-person grant. Discussion continued on SAMHSA grant. It was stated that a consultant will be hired. It is a 4-year grant. Hopefully this will happen August or September. This is part of the business plan we are putting together. We don't want to send people out to the community without a coordinated response. It takes many partners to make sure we are efficiently operating.

Supervisor Gentz stated he wants to see results other than training people on Narcan. It was stated when we receive notification from EMS about an overdose, our Crisis team is currently responding to the situation.

Chairman Nedweski stated, what are we doing, what's effective, what's not effective, what obstacles are we facing in getting to where we want to be? Is there a bureaucratic obstacle a staffing obstacle, or fiscal obstacle involved?

Erika (YIG) commented that she was wondering if there would be more efforts targeting the youth in the school system regarding the fentanyl drug situation. Erika doesn't feel there's enough in the school or school curriculum.

Chairman Nedweski stated she thinks we can be better partners with KUSD and other school districts on this topic. I don't think the schools are doing as good a job as they had teaching the subject.

Supervisor Stock asked if there is a way to track where the Narcan is being used? It could be a google form on the county website stating they have distributed Narcan or some portal to report that they have used it or where it is being used. We do have ways for people to report that, but it is relying on self-reporting and very few people who have used it, will report that they do. That is the reason why it is not a requirement of state funding or grants.

Supervisor Yuhas thanked the staff and stated that Public had a table set up at Fire Safety Day in Pleasant Prairie and many people were trained in Narcan. It's a tool to perhaps save a life.

Chairman Nedweski thanked all for the efforts put into this meeting.

9. **Any other Business as Authorized by Law** - none

10. **Adjournment**

Motion to adjourn was made by Supervisor Kubicki, seconded by Supervisor Yuhas. All in favor. **MOTION CARRIED UNANIMOUSLY.** Meeting adjourned at 7:10 p.m.

Respectfully submitted,  
Margaret DesArmo  
Senior Administrative Assistant, DWD