

## SPECIAL HUMAN SERVICES COMMITTEE

Minutes of Meeting

October 21, 2008

Kenosha County Administration Building

Committee Members Present: Ed Kubicki, Jeff Gentz, Dick Kessler, Terry Rose, Jennifer Jackson, Andrea Vagnoni

Staff Present: John Jansen, Laurie Staves, Bob Riedl

Others Present: Jack Rose, Ron Frederick, Joe Potente (Kenosha News), Co. Bd. Supervisors Anita Faraone, James Moore, Joe Clark

1. Call to Order

The meeting was called to order at 6:45 p.m. by Ed Kubicki, Chairperson.

2. Citizen's Comments - None

3. Approval of 2009 DHS Budget

Ed Kubicki stated that at our last meeting on Oct. 15th, there was a question about the pay scale of the Administrator at Brookside, which will be addressed at this meeting.

Bob Riedl said that this was approved by the Administration Committee last night. We work with a job matrix tool developed about 8 years ago for Kenosha County and approved by the County Board. The total points decide the position in the pay scale. In 2007, we went through the review process to be sure we were not out of range with our job requirements and point values compared to the private sector. When a position is vacated, we review the job duties. This was discussed with the County Executive and instead of requiring 5 - 7 years experience, we will now require 10 years experience. We want more experience in nursing home management. Because of the experience increase, the points went from 1,042 to 1,107, putting this into the "K" level.

Terry Rose stated that he has some reservations on this proposal. He doesn't think this is the right time to do this. The economical times are not good. We are in a recession. Municipal services are being cut nationwide. People are going to have difficulty paying taxes and this will be a problem for many years. In bad economical times, we shouldn't start boosting the salaries. There is red ink in the Brookside budget. There is a \$1.4 million deficit in the budget. What is the action plan to reduce this deficit? We are going broke slowly. Colleen Sandt (Administrator of Grande Prairie Nursing Home, and a Human Services Board member) stopped him after the Oct. 15th meeting and gave him some information. Mr. Rose asked: Why is our Medicaid rate \$128? Her nursing home rate is \$30 higher. Why? Grande Prairie receives \$416 and we receive \$360. They get more money. Why? Why should the County Board of Supervisors have to raise this issue?

Jeff Gentz said that he appreciated what Mr. Rose said. However, the Administration Committee and Personnel want to boost the credentials of this position. Someone with more experience could move us out of this red ink. We need someone who can move in and fix these issues. We have to pay for somebody with more credentials. He will follow the lead of the Administration Committee.

Jennifer Jackson said that she was at the Administration Committee meeting last night. Other pay ranges are also being increased. Are we serving the people on the street who pay the property taxes? This is top heavy. She will vote 'no' on this pay raise. We are in red ink. She doesn't want to see services taken away to pay additional to administrators.

Dick Kessler said he was also at the Administration Committee. He will go along with them. He thinks this pay increase is warranted.

Laurie Staves said that for 2008, the tax levy is \$1.8 million. Brookside received IGT in the amount of \$1 million, which went back to the General Fund. So, the tax levy was really only \$800,000. We have budgeted \$1.4 million levy for 2009, and with the IGT of \$600,000, it should be about \$800,000. Ms. Staves also just learned that Brookside's Medicaid rate effective 7/1/08 is \$131. Grande Prairie's rate is \$137, so this is only a \$6 difference.

Anita Faraone said that Jeff Gentz and Dick Kessler make extremely good points. If we are going to do services close to the street, we will have no golf courses and no Brookside; we'll only have jails, the Sheriff's Dept., and the courts. If you are upping the qualifications, you want someone in there to deal with the issues and bring it up to the standards. We need a very strong person as Administrator at Brookside to manage the staff.

Terry Rose stated that even with the \$1 million IGT, we are taxing from the \$1.8 million and \$1.4 million. The taxpayer is still being taxed on this amount. Ms. Staves responded that IGT money is budgeted every year. It was \$625,000 this year, and will be \$605,000 next year. The tax levy is calculated less the budgeted IGT reimbursement.

John Jansen distributed a handout of nursing home salary ranges for other counties in the state. These are the only counties that have responded so far to our state-wide request. Mr. Rose said that is immediately obvious from this comparison that we are higher than most of these counties. Mr. Jansen replied that it is hard to compare accurately because we don't know the size of these nursing homes. Ms. Staves distributed another handout of nursing home salaries in Kenosha with a breakdown of per bed cost, stating this will more accurately compare salaries. Mr. Rose responded that this is not how we do this.

Ed Kubicki asked for clarification. We are being asked to increase the Administrator's management skills from 5-7 years to 10 years. Is this the procedure to get someone in this facility by raising these standards? Or can we keep it the way it is right now? Mr. Riedl responded that we will not have any problems finding someone with 10 years' experience. We believe this is the best move at Brookside at this time. Mr. Riedl further stated that he believes the former administrator did have 10 years of experience.

Ms. Jackson clarified to Ms. Faraone that she did not mean that Brookside should be closed. But to put these resources into the jobs we are constantly rehiring for. We are always hiring CNAs. We don't have enough. They need more training. Pay these people a living wage so these people stay.

Mr. Kubicki said that he thinks we are paying a living wage for the CNAs. There is always turnover in the CNA positions. It's in Illinois also. It's country-wide.

Ms. Jackson said that people will stay when they are making more money and have the benefits. Giving people raises at the high-end of the salary spectrum is unconscionable.

James Moore, Chair of the Administration Committee, said that the issue at stake is we want 10 years rather than 5 years of experience. This changes the location in the Job Matrix. The County Board has approved this Job Matrix.

Jeff Gentz said that the Brookside Board reviewed this, Personnel reviewed this, and the Administration Committee approved this. This should be pretty clear cut. Giving every CNA a \$30 raise is not the answer. We need a captain to run the ship.

Mr. Kubicki observed that this committee will need more time to digest this information.

**Terry Rose moved to hold another meeting on this item, to be held this Thursday, Oct. 23rd at 7:00 p.m. in the Administration Building; Jennifer Jackson seconded. Motion was approved with Jeff Gentz voting 'no'.**

Ms. Staves stated that pertaining to the Bridges Community Center, we held a meeting yesterday that included Jack Rose. We have applied for, and hope to receive additional funding for the CCS grant. We will know in December. Bridges will get a portion of this grant funding. We want to table this 2009 \$20,000 additional funding request until December. Mr. Rose noted that the budget was approved without this additional funding, so we don't have to do anything further.

Ed Kubicki apologized to the staff for not getting through this agenda.

4. Such Other Business as Authorized by Law - None
5. Committee Members Comments - None
6. Adjournment

It was moved to adjourn by Terry Rose, seconded by Dick Kessler. Meeting adjourned at 7:30 p.m.

Respectfully submitted,

Sharon Davis  
KCDHS Secretary

F:Sharon/HSCmin10-21