



MINUTES
HEALTH AND HUMAN SERVICES COMMITTEE
HUMAN SERVICES BOARD
REGULAR MEETING
TUESDAY, OCTOBER 26, 2021 – 8:00 AM
ADMINISTRATION CENTER - AUDITORIUM
121 W MAIN STREET, PORT WASHINGTON, WI 53074

1. CALL TO ORDER

A regular meeting of the Health & Human Services Committee and Human Services Board was held in the auditorium at the Administration Center.

Attendee Name	Title	Status	Arrived
K. Geracie	Chairperson	Present	
D. Clark	Vice-Chairperson	Present	
A. Read	Supervisor District 25	Present	
D. Irish	Supervisor District 17	Present	
S. Rishel	Supervisor District 14	Present	
Nitish Bangalore	Board Member	Present	
Chuck Sigurdson	Board Member	Present	
Kathleen Oberneder	Board Member	Excused	

Staff present: Human Services Director Drake, Interim Public Health Director Buechler, Policy & Budget Analyst Wittek and County Clerk Winkelhorst.

Staff attending remotely: Lasata Senior Living Campus Administrator Kohal, Business Manager Kuemmerlein and Human Resources Director McDonell (8:11am).

Others present: Kristyn Halbig Ziehm - Ozaukee Press, Family Promise of Ozaukee County Executive Director Kathleen Christenson Fisher and Paul Bisset.

Others present remotely: Dr. Steven Zils, MD.

2. PROPER NOTICE

Chairperson Geracie called the meeting to order at 8:01 AM. The clerk noticed the meeting as required.

3. PUBLIC COMMENTS/CORRESPONDENCE/COMMUNICATIONS

There were none.

4. APPROVAL OF MINUTES

a. September 28, 2021

Motion to approve the September 28, 2021 minutes as submitted.

HEALTH AND HUMAN SERVICES COMMITTEE

RESULT: APPROVED [UNANIMOUS]**MOVER:** D. Irish, Supervisor District 17**SECONDER:** A. Read, Supervisor District 25**AYES:** Geracie, Clark, Read, Irish, Rishel, Bangalore, Sigurdson**EXCUSED:** Oberneder**HUMAN SERVICES BOARD****5. ACTION ITEMS:**

- a. Amendment to the Subrecipient Agreement between Ozaukee County and Family Promise of Ozaukee County

Motion to approve the amendment to the Subrecipient Agreement.

HEALTH AND HUMAN SERVICES COMMITTEE

RESULT: APPROVED [UNANIMOUS]**MOVER:** D. Irish, Supervisor District 17**SECONDER:** A. Read, Supervisor District 25**AYES:** Geracie, Clark, Read, Irish, Rishel, Bangalore, Sigurdson**EXCUSED:** Oberneder

- b. Award of Design/Build Construction Contract by Subrecipient Family Promise

Two bids were received: 1) KPH Construction Corp. \$1,499,485 and 2) American Construction Services, Inc. \$1,800,000.

Motion to approve the subrecipient Family Promise of Ozaukee County awarding the contract to the lowest responsible bidder KPH Construction Corp. for \$1,499,485.

Chairperson Geracie requested that Family Promise provide quarterly updates on the project.

HEALTH AND HUMAN SERVICES COMMITTEE

RESULT: APPROVED [UNANIMOUS]**MOVER:** D. Clark, Vice-Chairperson**SECONDER:** D. Irish, Supervisor District 17**AYES:** Geracie, Clark, Read, Irish, Rishel, Bangalore, Sigurdson**EXCUSED:** Oberneder**HUMAN SERVICES COMMITTEE****6. LASATA CAMPUS**

- a. *Discussion Items:*

1. Lasata Recruitment and Retention Bonuses

Ms. Kohal provided information that staff had obtained when researching “like” organizations and options for vacant positions that are in demand. Currently, Lasata Campus has four RNs, four LPNs, forty-four CNAs, eight culinary and five personal care worker positions vacant.

“Like” organizations are competing for the same talent. Some employees will leave the organization to capture sign in bonuses in other organizations who offer them at three months and the final bonus at six months. Issues for staff are forecasting and securing staffing for 3-6 months and rewarding current staff.

8:11 AM Human Resources Director McDonell joined the meeting.

Mr. McDonell spoke to the possible use of Stimulus Funds as an option for recruitment bonuses and consideration of a trial bonus program.

Discussion on recognizing current employees, exit interview results, surveys, spreading out compensation versus a lump sum, short-term versus long-term, increase wages, sustainability, and consideration of developing a two-year plan including bonus and wage increase for recruitment and retention.

8:47 AM Supervisor Clark excused.

The direction from the committee was for staff to formulate a plan based on the discussion for staff retention and recruitment through sign on bonuses and wage adjustments for direct care positions.

b. Management/Financial/Informational Reports

1. Lasata Campus Monthly Reports

There were no questions.

7. VETERANS SERVICES OFFICE

a. Management/Financial/Informational Reports

1. Veterans Services Report

There were no questions.

8. PUBLIC HEALTH

a. Discussion Items:

1. COVID Update

Ms. Buechler provided an update on vaccination rates and plans to open an internal clinic in the office for booster shots for Moderna on Tuesdays beginning in November.

Dr. Zils offered comments from the hospital perspective on the vaccine rates.

2. Public Health Officer Recruitment

No new information to report at this time.

b. Management/Financial/ Informational Reports

1. Public Health Financial Report

There were no questions.

9. HUMAN SERVICES

a. Action Items:

1. Ordinance: Human Services Department User Fee Schedule

Motion to approve the ordinance establishing changes in the fee schedule for 2022.
This ordinance will move forward to the County Board for final action.

HEALTH AND HUMAN SERVICES COMMITTEE

RESULT: **APPROVED [UNANIMOUS]**

MOVER: D. Irish, Supervisor District 17

SECONDER: S. Rishel, Supervisor District 14

AYES: Geracie, Read, Irish, Rishel

EXCUSED: Clark

b. Management/Financial/Informational Reports

1. HS/Aging/ADRC Financial Report

There were no questions.

10. NEXT MEETING DATE

Tuesday, November 23, 2021

December 28 meeting changed to December 14.

11. ADJOURNMENT

Motion made by Supervisor Read, seconded by Supervisor Rishel to adjourn. Motion carried.
Meeting adjourned at 9:17 AM.

Julianne B. Winkelhorst, County Clerk