



HEALTH AND HUMAN SERVICES COMMITTEE

MEETING AGENDA

Date & Time of Meeting: **Monday, December 2, 2019 at 4:00 p.m.**

Meeting Location: **Courthouse Assembly Room (B105), 500 Forest Street, Wausau WI**

Health & Human Services Committee Members: Matt Bootz, Chair; Tim Buttke, Vice-chair, Bill Miller; Donna Krause, Mary Ann Crosby, Maynard Tremelling, Katie Rosenberg

Marathon County Mission Statement: *Marathon County Government serves people by leading, coordinating, and providing county, regional, and statewide initiatives. It directly or in cooperation with other public and private partners provides services and creates opportunities that make Marathon County and the surrounding area a preferred place to live, work, visit, and do business. (Last updated: 12-20-05)*

Health & Human Services Committee Mission Statement: *Provide leadership for the implementation of the strategic plan, monitoring outcomes, reviewing and recommending to the County Board policies related to health and human services initiatives of Marathon County.*

1. Call Meeting to Order
2. Public Comment (15 minute limit)
3. Approval of the October 28, 2019, Committee meeting minutes.
4. Policy Issues for Discussion and Possible Action:
 - A. Social Services Grant Funded Position (Tylka)
 1. Approval of a 1.0 FTE Grant Funded Child Support (ELEVATE) Grand Coordinator Position
5. Operational Functions required by Statute, Ordinance, or Resolution:
 - A. Elderly and Disabled Transportation (Wis. Stats. § 85.21) Grant Application (Mack)
<http://www.co.marathon.wi.us/Portals/0/Departments/CPZ/Documents/8521application2020.pdf>
6. Educational Presentations and Committee Discussion
 - A. 2018-2022 Strategic Plan discussion with County Board Vice-Chair
 - B. 2020 Meeting Schedule
7. Next Meeting Logistics and Topics:
 - A. Committee members are asked to bring ideas for future discussion
 - B. Next Scheduled Meeting: December 23, 2019, at 4:00 p.m.
8. Announcements
9. Adjournment

“Any person planning to attend this meeting who needs some type of special accommodation in order to participate should call the County Clerk’s Office at 715-261-1500 or e-mail infomarathon@mail.co.marathon.wi.us one business day before the meeting.

SIGNED /s/ Matt Bootz
Presiding Officer or Designee
NOTICE POSTED AT COURTHOUSE

FAXED TO: Wausau Daily Herald, City Pages, and
FAXED TO: Other Media Groups
FAXED BY: M. Palmer
FAXED DATE: _____
FAXED TIME: _____

BY: M. Palmer
DATE: _____
TIME: _____



MARATHON COUNTY HEALTH AND HUMAN SERVICES COMMITTEE MEETING

MINUTES

Monday, October 28, 2019 at 4:00 p.m.

Employee Resources Conference Room, 500 Forest Street, Wausau WI 54403

Attendance:	Present	Absent
Matt Bootz, Chair	X	
Tim Buttke, Vice Chair	X	
Bill Miller	X	
Donna Krause	X	
Katie Rosenberg	X	
Maynard Tremelling	X	
Mary Ann Crosby	X	

Also Present: Kurt Gibbs, Joan Theurer, Eileen Eckhart, Laura Scudiere, Lance Leonhard

1. Call Meeting to Order

Chair Bootz called the meeting to order at 4:00 p.m.

2. Public Comment: None.

3. Approval of the September 17, 2019, Committee meeting minutes.

MOTION BY BUTTKE, SECOND BY ROSENBERG, TO APPROVE THE SEPTEMBER 17, 2019, HEALTH & HUMAN SERVICES COMMITTEE MEETING MINUTES. MOTION CARRIED.

4. Policy Issues for Discussion and Possible Action:

A. County Board Annual Budget – Discussions Relative to Start Right Program Budget

Discussion:

Chair Bootz explains to the committee that he was informed of a conversation that occurred at the HR Finance and Property Committee relative to the potential that funding be diverted from Start Right to the District Attorney’s Office. Consensus emerges amongst committee members that Start Right is a valuable program offered by Marathon County and that taking resources from Start Right is not appropriate. Members express that Public Safety is the appropriate venue for the conversation relative to prioritizing the request of the District Attorney and the request from the Sheriff’s Office relative to opening a radio channel. Members express understanding of the significant workload issues within the District Attorney’s Office; however, several members express that they are unable to support allocating county resources to “subsidize” a state responsibility. Supervisors also reference the importance of studying the judicial system as an entire system, as opposed to individual departments, particularly in light of the potential that Marathon County may receive an additional Circuit Court Judgeship, which would also require county resources for staff support.

Joan Theurer explains that a reduction of \$160,000 would likely result in a 0.8 FTE reduction and service reductions to post-partum mothers in several locations. Based on conversations with Children’s Hospital, Theurer explains that reductions in services would take place in the rural areas and that preliminary estimates indicate that services would be eliminated to approximately 20 families. Theurer explains that Start Right has, in response to “flat budgets” over the last several years, already made targeted choices with respect to the families that it serves and staffing. Theurer explains that the proposed reduction in county funding for the program may also lead to a reduction in available Medicaid funding or foundation support, which could compound the staffing and service cuts.

Action: None taken.

Follow up: None necessary at this time.

5. Operational Functions required by Statute, Ordinance, or Resolution: None

6. Educational Presentations and Committee Discussion

A. Update from Retained County Authority (“RCA”) Committee representatives on recent work of committee and upcoming issues for RCA Committee consideration

1. Revision of the Tri-County Agreement – overview of some areas of potential revision, are there areas that the committee believes need to be revised?

Discussion:

Deputy Administrator Leonhard provides a brief background relative to the Retained County Authority Committee’s responsibility with respect to the revision of the Tri-County Agreement, explaining that the members of the RCA have elected to start the discussion surrounding revision of the agreement earlier than required to engage each of the respective county boards during this term. Leonhard indicates that based on conversations at the RCA meetings and conversations with NCHC CEO Michael Loy, he expects the following issues to be discussed when considering revisions to the agreement:

- How legal services are provided to NCHC
- Makeup of the NCHC Board
 - Specifically, whether county representation is determined by tax levy contribution, population, or some other mechanism; whether a residency requirement should continue to exist; and whether the agreement should expressly provide for a competency driven selection process.
- Structure of the RCA and the NCHC Board
 - Specifically, whether the RCA should remain separate from the board or be incorporated within the NCHC Board, and whether the RCA should codify its current makeup (staff centric).
- Process for consideration whether to expand the partnership or deliver services beyond member counties

Leonhard explains that he will provide committee members an electronic copy of the current Tri-County Agreement and will seek further input from members at future meetings. Members offer initial observations, including that the RCA being comprised of staff representatives of the Chief Administrative Officer of each member county has proven effective and should continue. Members also express the importance of developing a framework for considering the expansion of the partnership and/or the delivery of services outside of the member counties. Leonhard indicates that he and Loy will be engaging the NCHC Board in a similar discussion later this week.

Follow up:

Conversations to continue at future meetings.

B. Recently proposed federal legislation to protect health benefits for pre-trial incarcerated offenders – what is the potential impact for Marathon County and what, if anything, does the committee wish to do in response to the proposals?

* see NACo article summarizing the proposals at <https://www.naco.org/blog/legislation-introduced-protect-federal-health-benefits-pre-trial-individuals>

Discussion:

Leonhard provides a brief background on the current impact of pretrial incarceration on individual Medicaid benefits and the potential impact of the proposed federal legislation. Leonhard references that the proposed 2020 County Budget allocates \$1,030,375 for inmate medical and dental expenses. Committee members express support for the change in federal law. Chair Gibbs expresses that the National Association of Counties has been advocating for this change in the law and has suggested that individual counties reach out to their local representatives to express support. Gibbs suggests that we draft a resolution to local to federal representations

Follow up:

Gibbs to obtain a draft resolution expressing support for the legislation to bring to the committee and Leonhard to get additional information relative to the impact of inmate medical and dental

expenses on the county budget.

C. Dissemination of the Outline of Discussion Topics and Actions Taken by this Committee that are Directly Related to the Objectives of the Strategic Plan – prepared by Chair Bootz

Discussion:

Committee Chair Bootz explains that included within the packet was the document that he prepared categorizing the various agenda topics with respect to the specific strategic plan objectives that the committee is charged with leading that this committee has discussed during this term. Committee members are encouraged to contact Committee Chair Bootz if they have suggested modifications or additions to the document.

Follow up: None at this time.

7. Next Meeting Logistics and Topics:

A. Committee members are asked to bring ideas for future discussion

- Future items for discussion: consideration of a resolution supporting federal legislation aimed at eliminating the termination of Medicaid benefits for individuals incarcerated in jail pretrial and further discussion relative to revising the Tri-County Agreement.

8. Announcements:

9. Adjournment

There being no further business to discuss, **MOTION BY BUTTKE, SECOND BY ROSENBERG, TO ADJOURN THE HEALTH & HUMAN SERVICES COMMITTEE MEETING. MOTION CARRIED, MEETING ADJOURNED AT 5:08 p.m.**

Minutes Prepared
By Lance Leonhard
on October 28, 2019.

ELEVATE Child Support Grant Overview

Child Support Program Overview:

The Child Support Program, operated by the Marathon County Department of Social Services, is a cooperative county, state, and federal mandated effort designed to ensure that all children are financially and medically supported by their parents. Through the collection of both financial and medical support, the program helps to ensure the economic well-being of the children who reside in single parent households and strives to reduce their welfare dependence and the costs related to welfare. In addition, the Child Support program provides mediation to parents regarding custody and placement and collects parental contributions towards court-ordered out-of-home care placements when necessary.

Grant History:

In 2012, the federal Office of Child Support Enforcement selected Wisconsin and 7 other states to participate in a national project aimed to examine and pilot new ways of operating the child support programs by providing employment services to non-custodial parents. This was a purposeful endeavor to change the way we do business to better engage parents and address barriers proactively versus to focus exclusively on enforcement tools.

Between 2018 and 2019, the two original counties selected in Wisconsin, Brown and Kenosha, continued to develop the Wisconsin model by experimenting with adding enhanced services including case management, employment services, fatherhood and parenting activities, and debt reduction.

In 2019, the State obtained another \$4 million grant that allowed for three other counties to apply for participation. Marathon, Racine and Wood Counties were selected to work alongside Brown and Kenosha to develop a more positive model for the future of the child support program.

Elevate Grant 2019:

The Five County Demonstration Project is a 5 year grant, and has been named ELEVATE - Empowering Lives through Education, Vocational Assessment, Training, and Employment.

The goals of Elevate are as follows:

- Underlying goal: Increase Paying Parents' compliance with child support orders
- Strategic goal: Increase Parents' participation in the workforce
- Operational goal: Shift the child support culture from traditionally enforcement-focused to a more supportive and engaging approach
- Social goal: Increase Parents' engagement in the lives of their children as a means to increase social and economic well-being

Under the Elevate Model, there are four main quadrants of support:

1. Enhanced Case Management
 - Increase screenings for barriers – Domestic Violence, AODA, Mental Health, Educational
 - Increase collaboration with community partners to address these concerns more proactively and earlier in our relationship to prevent compliance issues
2. Enhanced Child Support Services – examples include:
 - Expedite modifications
 - Specialized position to address substitute care cases
 - Redirection language
 - Incarceration modifications/transitions
 - Increase collaboration with judiciary to further evaluate suspensions/reductions that will assist with compliance in the long term

3. Employment Services – examples include:
 - Assist parents in obtaining resources for identified issues such as connecting them to training and educational supports, partnering with the job center, referring to Division of Vocational Rehabilitation, etc.
 - Increase the collaboration and seek to fill gaps in services needed such as internal work supports
 - Collaborate and provide transportation options

4. Parenting Education and Services – examples include:
 - Seeking to offer additional services to assist with pro se court paperwork
 - Increase access to parenting classes including targeting specific supports such as new fatherhood basic skills, independent living
 - Increase mediation services to assist in overcoming disagreement between parents in establishing and modifying orders
 - Other supports such as connections to anger/stress management, financial management, and communication skills

APPENDIX B
NEW OR EXPANDED POSITION REQUEST

I. GENERAL INFORMATION

Department: Social Services Date: November 5, 2019
Position Requested: Five County Demonstration Grant (ELEVATE) Coordinator FT PT
FTE _____ %
(If unsure of classification, indicate "To be determined") Number of Positions: 1

Division Position Will Be Assigned To: Child Support Unit
(Indicate NA if not applicable)

Projected Start Date of Position: As soon as possible Priority Number of This Position: First Priority
If you are requesting more than one position, prioritize all your requests and indicate the priority number of position.

II. FULL EXPLANATION OF NEED FOR POSITION

A. Is this position request compatible with the County's mission statement? Yes.

The intent of this position is to lead the coordination of all services offered through the 5 year grant that Marathon County DSS – Child Support Unit has received. This coordinator will work directly with partners and participants to determine potential eligibility, enrollments, and connection to needed services within the community.

B. What is your department's mission statement and how does position support this mission and/or department strategic plan? Yes.

Our mission is to strengthen individuals and families by coordinating and providing resources that promote safety and maximize independence to build a strong and health community. The purpose of this grant, and thus the position coordinating elements of this grant, are clearly completely aligned with our department's mission. The very basis of this need is to create a more robust approach to services we currently offer and increase our support of families effectively and long term.

C. Indicate reasons for asking for position including purpose of position, applicable workload data and trends, etc. **plus attach relevant supporting data.** If more than one position of the same classification is being requested, also justify the number requested.

The very purpose of seeking the grant itself is aligned with the reasons we are asking for this position. We are positioned to take the next steps to fill "gaps" in services available in our region. Under the grant, we intend to accomplish the following:

- To build more comprehensive and sustainable connections with community service providers and local businesses to provide transportation options, educational opportunities, and other basic needs for securing and maintaining employment for our paying parents.
- To develop the relationships to be an integral part of a comprehensive support system for parents involved with AODA and Mental Health issues.
- To develop a more comprehensive collaboration with the courts and appropriate community supports for parenting skills and custody and placement issues.

Child Support fully manages approximately 5,700 cases on a monthly basis and over 20% of them have compliance issues with Child Support reflecting the need for additional services. Although we have a very low unemployment rate and demand by employers is high, we continue to see parents struggle with employment and compliance due to the following factors:

- AODA/Mental Health Issues
- High rate of physical disability potentially due to a predominately manufacturing workforce
- Lack of a relationship with their child

- Reduction in full-time hours with local employers – with the advent of the Affordable Care Act- especially and the rising costs of health insurance, we have seen a practice of not offering full-time employment or considering full-time at 32-36 hours.
- Seasonal employees and subcontract work paid in cash
- Adverse childhood experiences that result in difficulty demonstrating independent living skills in general

Under the grant, we will be enrolling parents who are struggling with compliance in addition to those seeking additional supports such as developing parenting skills, obtaining education, training and/or certification or vocational rehabilitation services. Our team is currently undergoing training to develop our skills in mediation and motivational interviewing in addition to identifying the resources within our community. With our current infrastructure, we do not have the ability at this point to develop and coordinate all of the needed resources we will need to be successful in the provision of the extra services and support. This position will enable us to develop our skills and build the necessary infrastructure to successfully transition the supportive services across the team once our five-year grant is termed.

- D. What benefit will the position provide to the County? How does the position improve/enhance customer service and/or address community needs?

This biggest benefit of this position will be the resultant enhancement and expansion of services across our community more timely and effectively. The Child Support unit has the ability to put this together and create the needed infrastructure, but will continue to do so on a part-time basis as the other demands of the caseload and current job functions are still a concurrent priority. The additional skilled coordinator will manage this successful transition without a loss of services or the creation of competing prioritization across the unit.

- E. Indicate any alternatives to creating this position that were considered and why you still chose to request the position?

The only alternative is to attempt to manage the large scope of the grant with existing employees and as noted above this is not tenable. Two of our five county partners traversed through the first generation of this grant, and they both identified this coordination as an important component to their success. Both of these counties are very aligned with our vision of the supports and connections required to become successful, and we see the value in using their strategies as a solid platform to build upon in this area.

- F. What will be the effect if the proposed position is not created?

We are confident we have the skills to succeed without this position as we are passionate about transforming our program in the direction we are already traveling. However, especially in the beginning years of the grant, we would not have the time to devote fully to the implementation of the grant, especially with the amount of energy required to connect to community partners to reach the outcomes we desire. To reach our fullest potential delivering the highest outcomes to our community, the grant requires significant amounts of data to be collected across the five counties so that in five years a newly developed model can be applied across the entire statewide child support program; potentially even at the national level. We will be much better served to fully participate in the work of the grant with a dedicated expert on board to facilitate this process more efficiently to help cement our success for Marathon County.

- G. What criteria will you use to monitor the effectiveness and performance of the position? (Increasing revenues, improved customer service, decreasing costs, enhancing services, etc?)

Overall, we anticipate being able to see an increase in our performance across the current four federal measures: Paternity Establishment, Support Order Establishment, Child Support Collections, and Arrears Collections. These measures are tracked monthly by the state and are utilized to determine our funding each year and also result in better customer service. We will also be solidly in compliance with meeting the data metrics required by the grant.

Additional metrics that have been identified at this time are as follows:

- Total number of participants being served
- Total number of new participants enrolled

- Average pay rate for participants
- Average time to first child support payment following enrollment
- Additional metrics being identified as needed both across the Elevate Program and within our county child support unit

III. SPECIFIC DUTIES OF NEW POSITION

- A. List the specific duties position will perform plus the approximate percentage of time to be spent on each duty.
- 5% - Establish relationships with community partners
 - 10% - Coordinate training sessions, events and seminars; examples include collaborating with W-2 and Job Center for job fairs
 - 10% - Promote services and awareness through various forums throughout the community
 - 10% - Meets with clients to provide an overview of the basic services available through the ELEVATE program
 - 10% - Interview clients for enrollment purposes inclusive of screening for domestic violence
 - 10% - Refer clients to appropriate community and Child Support Unit resources
 - 25% - Oversees case management to track participation and progress in the ELEVATE program
 - 10% - Liaison with Child Support Team Lead and Manager to address administrative enforcement and other child support issues that arise during the overseeing of case management.
 - 10% - Support other functions as assigned

- B. Could another County department use the expertise of this position? OR could you use the expertise of another department to meet your needs? Why or why not?

Potentially another department could use this expertise. We would envision this to be more comparable to needs within Probation and Parole and the Courts which are State entities.

- C. If the work is currently being done by the County, how is it being accomplished (contract basis, temporary help, current employee, etc.)? Why is this arrangement no longer acceptable?

The grant is a new opportunity in 2019, so the work has not yet been done although we have throughout time prepared ourselves with system changes internally to be ready for this current opportunity.

There is some overarching of envisioned services within our Department as we have an independent living coordinator and social worker who facilitates the Community Response services who will support the work of the grant.

IV. POSITION COSTS AND FUNDING SOURCES

- A. What is the anticipated total cost of this position? (Include salary; benefits; office space, remodeling, furniture, and equipment; travel; and other applicable costs.) -

Anticipated it will be between \$81,000 - \$85,000 for the position and fringe benefits. An additional \$5,000 - \$10,000 for furniture and computer equipment may be required.

- B. Explain specifically how position will be funded.

Amount of County tax levy: \$0.00 % of total costs:

Amount of any outside funding: \$250,000.00 for the first 18 mos* % of total costs: 100%

Source of outside funding: fully funded through grant money

Length of outside funding: 5 years

Likelihood of funding renewal: Not anticipated at this time beyond 5 years. The position would be sunset when funds were no longer available or absorbed through attrition, but no levy will be requested for this position.

Would this outside funding be used to offset the levy if not used for this position? No

*This is a 5 year grant that will have additional funding each year after the first 18 months.

- C. Will the proposed position allow your department to increase revenues or decrease expenditures beyond the cost of the position? If yes, how?

If we are successful in increasing performance, we would anticipate seeing an increase in revenues due to performance funding from the State and Federal levels that could further offset existing county levy in the Child Support budget.

- D. Does the proposed position provide preventive services that will lead to cost avoidance or more extensive services in the future? OR Can the proposed position be justified as an investment with future benefits to the County greater than the cost of the position? If yes, how?

Currently, we are utilizing the grant and the position funded through the grant to determine a successful model to provide both preventive services, increase services permanently and invest in the future of our families.

- Preventive Services – We anticipate we will see success in early intervention when barriers or potential barriers are initially identified with new cases. The ideal is to have supports in place to offer initially that will provide sustainability in the family connections and prevent or minimize future compliance issues.
- Increased Services – We intend to permanently offer increased case management services when deemed appropriate as it is more aligned with the direction of our unit and department’s mission. We anticipate that, between forming more substantial and positive connections early in our relationship with the family and continued appropriate services as necessary throughout the life of case, we will see more emotional and physical support and positive parental interactions.

- E. Can the position costs be offset by eliminating or reducing a lower priority function? If yes, explain.

No.

V. COMMITTEE OF JURISDICTION

What is the recommendation of the committee of jurisdiction?

NOTE: An updated or new Position Description Questionnaire (PDQ) may be necessary to complete the job evaluation process.

Signature of Supervisor/Manager Completing Request

Date

Department Head Signature

Date