

**Meeting Minutes**  
**Special Meeting of the Human Services Board**  
**March 3, 2020 @ 5:00 p.m.**  
**Menominee County Human Services Department**  
**Conference Room**  
**Keshena, WI**

**Call to Order & Roll Call.** Chairwomen Laurie Pecore called the meeting to order at 5:02 p.m. Present: Laure Pecore, Faye Dodge, Randal Chevalier, Menomin Hawpetoss and Rebecca Edler. Absent: Misty Wayka. Excused: James Lowey. A quorum was present. Jeremy C. Weso, Administrative Coordinator, Lee Stoehr, Finance Director and Shannon Wilber also present.

- A.** Motion to deviate from agenda if necessary: Motion by M. Hawpetoss. Second by Rebecca Edler.
- B. Community Input.** Lisa Tuozzo, Family Program Manager, requesting additional pay for staff. Provided information on what the staff need to know to do their job and the training that is required to perform their job. Concerned about the constant turnover and the current staff is not able to feel confident enough in what they are doing and getting the amount of time to learn what their job truly entails. There is a number of services that they are required perform and always being told to do more with less. Concerned about current staff being actively recruited by Tribal Family Services. Concerned that staff will leave and the department will fall apart. Lisa thinks that it would be helpful to have additional duty pay and show the staff that we are standing behind them for everything that they are doing. Samantha Reid, followed up regarding Lisa's statement that we're paying for other counties to train. Shawano County has openly admitted that, they will say no to someone that applied that doesn't have the training and once they get the training completed by another county they will hire that person on if they apply for the position again. Then the agency is out \$20,000-\$30,000 on the person that was just trained. Lisa stated that we are not going to get experience at the wages that we are offering, it is creating a cycle of we are not retaining our employees and it's becoming a difficult thing to keep those units going. With the level of information and the specialty of the area the staff is not able to do it and do it effectively. If wages were more competitive, we would be able to get them employees that are highly qualified. There could be a happy medium to make it a bit better than what it is. L.Pecore stated that budget has to be taken into consideration. Matthew Machnik, Family Case Manager, the impact that the wages have had on turnover. We hire staff they will work for lesser wages and they get the training and then leave because, they know they can get paid better elsewhere and we have other counties scouting them out. The other thing is with the benefits and putting it into context, the vacation, PTO etc. It's great to have it but can't actually use it. With the revolving door of staff coming in and out you don't have any time to use those benefits. We're behind, people leave, the lists keeps getting longer of things to do. It would also be great

to have more cash at the same time because of student loans. A lot of times people just want to get paid more. Bryant Duechow, Supervisor of Family Services unit. Last time that he sat in front of the board in 2019, there has been 100 percent turnover in his department. Under ideal circumstances it takes about six months to a year for a case worker to have enough knowledge, training and confidence to do their job. These are not ideal circumstance. We are paying the wages, benefits etc. now we have to sink more money back into the staff for the new hires to come on board. He knows that some of his staff is currently getting assistance because their wages are so low. We are never going to be at the top rate, we realize that and with us being a smaller county we have to start at a lower rate. But currently our staff is being recruited at \$23.00 – \$25.00 an hour right now. Our starting wage is 17.91, we are fortunate that we have not had any more resignations then what we are currently faced with, considering we had 100 percent turnover rate last year. Joan Boyd, Behavioral Mental Health Unit, it would if we were given a raise with the loss of other employees that were very qualified, trained, we are very small staffed trying to handle everything that is going on right now in the unit. Wade Wauka, Mental Health Technician; it's hard when you have a small staff to function with. The wages are of concern, a lot of us don't get credit for what we do here. Samantha Reid, Clinical Supervisor; benefits are not an attractive aspect when you are young, most younger adults don't need the benefits until they turn 26. And if you marry someone that has good benefits then the benefits don't matter anyway. We are in the middle of a major walk out, if we leave our doctor will leave and there is no more downstairs, there is no more revenue there's nothing. Liz Malchow, Clinical Case Manager all of us provide so many services, we can create a profit for the county. Our main therapist wants to retire soon, we need to have someone replace him our doctor has concerns to who is going to take over and manage this. If no one is available to replace him we will shut down and our doctor will not stay. I want to continually work together, building up the community provide the services that our community desperately needs. Steve Summers, Foster Care Coordinator; I hold a 2<sup>nd</sup> part time job working 32 hours at Walmart and I work here 40 hours to make my needs. It's never been about the money for me, but it would be nice to lose the second job if I could. Bonnie Retzlaff, Operations Manager, in the short time that I have been here, which is only about three weeks the amount of positions that we have open are currently 8 open. As mentioned before the younger people don't really care about the insurance, it's hard to recruit when we don't have the wages that should be in line for these kinds of positions. Even if we could compare ourselves to other counties that would give us a nice demographic view. These positions that we have are hard to fill with the low pay rate, and the amount of work that entails for these positions it's hard to recruit for. L.Pecore stated that we have to keep in mind that our tax levy different and what other kinds of monies that other counties bring in, Menominee is not the same as other counties and we fall into a different category. Sam stated that if the downstairs shuts down then there is no County. L.Pecore stated that we have to see from their perspective, but what they are working with is who we don't pay and what we are working with to make

increases. We will definitely consider every option that is possible to us. Lisa T, stated that we do realize that we are not going to get 25.00 an hour but when staff come in and have to know the level of experience and they can go to Walmart and be a manager for 19.75 and we are offering 17.00. We have to look at how we can drive that up. We are asking for people to be super competent in a highly specialized area. We are just looking at if we could get to 20.00 for starting we would be happy. We just want you to consider moving forward the idea that we can move a little bit then what we are currently at. F.Dodge, was inquiring if all of these programs gets some kind of reimbursements. The programs that get reimbursement, is basically mental health. All of the mental health programs create revenue. J.Wesco, stated that we are funding the expense upfront as a County and then we are recouping from the grants that are awarded to us. We are still capped at that allocation at that time except for in those billable areas. By the staff doing the work that should have been done prior, they've increased the amount that we are receiving from that by doing their jobs, we are getting more money back.

**C. Closed Session Pursuant to Wis. Stats. 19.85(1)(c): Considering Employment, Promotion, and Compensation**

1. Randal Chevalier moved to go into closed session. Second by Menomin Hawpetoss. No discussion. Roll call vote: Laurie Pecore;Randal Chevalier; Rebecca Edler; Faye Dodge; Menomin Hawpetoss. Absent: Misty Wayka. Excused: James Lowey. Motion carried.
2. Menomin Hawpetoss moved to come out of closed session. Second by Rebecca Edler. No discussion. Motion carried unanimously, with one absent and one excused.

**D. Record Motions from Closed Session.** Motion by Menomin Hawpetoss to recommend the personnel finance that approve \$9,500.00 along with justification of wages for each person, and to tie the increases to the scale. Second by Rebecca Edler. Those in favor of the motion: Laurie Pecore, Rebecca Edler, Randal Chevalier. Opposed: None. Abstentions: None. Absent: Faye Dodge, and Misty Wayka. Excused: James Lowey. Motion carried.

**E. Adjournment.** Laurie Pecore moved to adjourn. Second by Rebecca Edler. No discussion. Motion carried unanimously. Meeting was adjourned at 7:52 p.m.

Recorded by: Bonnie Retzlaff, Operations Manager