

**Chairperson:** Duncan Shrout  
**Vice-Chairman:** Thomas Lutzow  
**Secretary:** Dr. Robert Chayer  
**Senior Executive Assistant:** Jodi Mapp, 257-5202

2

**MILWAUKEE COUNTY MENTAL HEALTH BOARD**

**Tuesday, September 28, 2017 - 4:30 P.M.**  
**Washington Park Senior Center**  
**4420 West Vliet Street**

**MINUTES**

**PRESENT:** Robert Chayer, Michael Davis, Walter Lanier, Thomas Lutzow, Mary Neubauer, Maria Perez, Duncan Shrout, and Brenda Wesley

**EXCUSED:** Ronald Diamond, Rachel Forman, and Jon Lehrmann

**SCHEDULED ITEMS:**

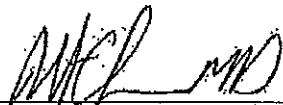
**NOTE: All Informational Items are Informational Only Unless Otherwise Directed by the Board.**

- |    |  |
|----|--|
| 1. | <p><b>Welcome.</b></p> <p>Chairman Shrout opened the meeting by greeting Board Members and the audience.</p>   |
| 2. | <p><b>Approval of the Minutes from the August 24, 2017, Milwaukee County Mental Health Board Meeting.</b></p> <p><b>MOTION BY:</b> (Perez) <i>Approve the Minutes from the August 24, 2017, Milwaukee County Mental Health Board Meeting. 8-0</i></p> <p><b>MOTION 2<sup>ND</sup> BY:</b> (Wesley)</p> <p><b>AYES:</b> Chayer, Davis, Lanier, Lutzow, Neubauer, Perez, Shrout, and Wesley – 8</p> <p><b>NOES:</b> 0</p> <p><b>ABSTENTIONS:</b> 0</p> |
| 3. | <p><b>Public Comment on Behavioral Health Division Topics/Services.</b></p> <p>The meeting opened for public comment on Behavioral Health Division Topics/Services. The following individuals appeared and provided comments:</p> <p>Patricia Taylor, P. Taylor Consulting<br/>Barbara Beckert, Disability Rights Wisconsin<br/>Martha Weimer<br/>Pat Spoerl<br/>Eugene Barufkin<br/>Maria I. Nogueron<br/>Bob Graf</p>                              |

**SCHEDULED ITEMS (CONTINUED):**

4.	<p><b>Adjournment.</b></p> <p><b>MOTION BY:</b> (Davis) Adjourn. 8-0 <b>MOTION 2<sup>ND</sup> BY:</b> (Neubauer) <b>AYES:</b> Chayer, Davis, Lanier, Lutzow, Neubauer, Perez, Shrout, and Wesley - 8 <b>NOES:</b> 0 <b>ABSTENTIONS:</b> 0</p>
<p>This meeting was recorded. The official copy of these minutes and subject reports, along with the audio recording of this meeting, is available on the Milwaukee County Behavioral Health Division/Mental Health Board web page.</p> <p>Length of meeting: 4:39 p.m. to 5:20 p.m.</p> <p>Adjourned,</p> <p><b>Jodi Mapp</b> Senior Executive Assistant Milwaukee County Mental Health Board</p>	
<p><b>The next regular meeting for the Milwaukee County Mental Health Board is Thursday, October 26, 2017, @ 8:00 a.m. at the Zoofari Conference Center 9715 Bluemound Road</b></p>	

The September 28, 2017, meeting minutes of the Milwaukee County Mental Health Board are hereby submitted for approval at the next scheduled meeting of the Milwaukee County Mental Health Board.



Dr. Robert Chayer, Secretary  
Milwaukee County Mental Health Board

COUNTY OF MILWAUKEE  
INTER-OFFICE COMMUNICATION

**Date:** September 26, 2017  
**To:** Duncan ShROUT, Chairman, Milwaukee County Mental Health Board  
**From:** Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources.  
**RE:** Ratification of the 2017 Memorandum of Agreement between Milwaukee County and the Wisconsin Federation of Nurses and Health Professionals, Local 5000, AFT, AFL-CIO

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Milwaukee County has reached an understanding with the bargaining team for the Federation of Nurses and Health Professionals that establishes a memorandum of agreement for 2017.

I am requesting that this item be placed on the next agenda for the meeting of the Milwaukee County Mental Health Board.

The following documents will be provided to the Committee for their review:

- 1) The Tentative Agreement between the County and the Union;
- 2) A Union notification that the MOA was ratified by the membership;
- 3) A fiscal note that has been prepared by the Office of the Comptroller.

If you have any questions, please call me at 278-4852.



*A Union of Professionals*

9620 West Greenfield Ave.  
Milwaukee, WI 53214-2645  
T: 414/475-6065  
800/828-2256  
F: 414/475-5722  
[www.wfnhp.org](http://www.wfnhp.org)

July 27, 2017

Luis Padilla, Director  
Milwaukee County Labor Relations  
901 N 9<sup>th</sup> Street, Room 210  
Milwaukee, WI 53222

**RE: BHD 2017 Contract Ratification**

Dear Mr. Padilla,

This letter is inform you that on July 17, 2017, the members of the Milwaukee County Chapter of Wisconsin Federation of Nurses and Health Professionals, Local 5000, AFT, AFL-CIO, voted to ratify the 2017 tentative agreement between the County and the Union for the BHD employees.

Please let the union office know if you need any further details.

Sincerely,

Candice Owley, RN  
WFNHP President

Jamie Lucas  
WFNHP Executive Director

**2017  
AGREEMENT  
BETWEEN  
COUNTY OF MILWAUKEE  
AND THE  
WISCONSIN FEDERATION OF NURSES AND HEALTH  
PROFESSIONALS  
LOCAL 5000, AFT, AFL-CIO**

**MILWAUKEE COUNTY  
DEPARTMENT OF HUMAN RESOURCES  
EMPLOYEE RELATIONS  
COURTHOUSE, ROOM 210  
901 NORTH 9TH STREET  
MILWAUKEE, WI 53233  
414-278-4852**

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1 2017

2 AGREEMENT

3 between

4 COUNTY OF MILWAUKEE

5 and the

6 WISCONSIN FEDERATION OF NURSES AND HEALTH PROFESSIONALS

7 LOCAL 5000, AFT, AFL-CIO

8  
9  
10  
11 This Agreement made and entered into by and between the County of Milwaukee, a municipal  
12 body corporate, as municipal employer, hereinafter referred to as "County" and the Wisconsin  
13 Federation of Nurses and Health Professionals, as representatives of employees who are  
14 employed by the County of Milwaukee hereinafter referred to as "Federation". The County is a  
15 party to this Agreement by virtue of the power granted to the Milwaukee County Mental Health  
16 Board under Wis. Stat. 51.41(10).

17  
18 WITNESSETH

19  
20 In consideration of the mutual covenants herein contained, the parties hereto do hereby mutually  
21 agree as follows:

22  
23 **PART 1**

24  
25 1.01 RECOGNITION

26 The County of Milwaukee agrees to recognize and herewith does recognize the Wisconsin  
27 Federation of Nurses and Health Professionals, Local 5000, AFT, AFL-CIO, as the exclusive  
28 collective bargaining agent on behalf of bargaining unit classifications, in accordance with the  
29 certification of the Wisconsin Employment Relations Commission, as amended, pursuant to  
30 Subchapter IV, Chapter 111.70, Wisconsin Statutes.

1 1.02 BARGAINING UNIT DEFINED

2 (1) Whenever the term "employee" is used in this Agreement, it shall mean and include  
3 bargaining unit nurses of Milwaukee County in Organizational Units 6325, 6364, 6373,  
4 6383, 6443, 6445 and 6446 in the following classifications: Registered Nurse, Registered  
5 Nurse Utilization Review, Registered Nurse (Mental Health), Registered Nurse Staff  
6 Development, Advance Practice Nurse Prescriber, Clinical Nurse Specialist, Community  
7 Service Nurse, EMS Instructor, RN Adult Services Division, RN Department on Aging,  
8 Infection Control Practitioner, RN (Pool), Clinical Safety and Risk Management Nurse  
9 and Advance Practice Nurse Prescriber (Pool), Forensic Chemist, Occupational  
10 Therapist, Occupational Therapist (Pool), Music Therapist and Behavioral Health  
11 Emergency Service Clinician.

12 (2) When classifications are created which have not been certified by the Wisconsin  
13 Employment Relations Commission to any bargaining unit, the employer shall notify the  
14 Federation within 30 days of the creation of such classifications and send the copies of  
15 the job descriptions of same. Upon request of the Federation, the parties shall meet and  
16 attempt to enter into a stipulation of agreement regarding the inclusion or exclusion of the  
17 classifications. If the parties reach an agreement, they shall jointly notify the Wisconsin  
18 Employment Relations Commission of the agreement and request the Commission to  
19 certify the classification(s) as being represented by the Federation. If the parties fail to  
20 reach an agreement, either party may petition the Commission for a determination under  
21 Chapter 111.70.

22  
23 1.03 DURATION OF AGREEMENT

24 The provisions of this Agreement shall become effective January 1, 2017, unless otherwise  
25 herein provided. Unless otherwise modified or extended by mutual agreement of the parties, this  
26 Agreement shall expire on December 31, 2017.

27  
28 **PART 2**

29 2.01 WAGES

30 Effective Pay Period 14, 2017 (June 18, 2017), the wages of bargaining unit employees shall be  
31 increased by one percent (1.0%).



This Agreement shall remain in full force and effect until replaced by a subsequent Agreement.

Dated at Milwaukee, Wisconsin, this 20<sup>th</sup> day of June, 2017.

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WISCONSIN FEDERATION OF NURSES  
AND HEALTH PROFESSIONALS  
LOCAL 5000, ATF, AFL-CIO

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COUNTY OF MILWAUKEE  
a municipal body Corporate

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Candice Owley, RN  
WFNHP President

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Kerry Mitchell,  
Chief Human Resources Officer

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Jaime Lucas  
WFNHP Executive Director

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Corporation Counsel


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Chris Abele, County Executive

**COUNTY OF MILWAUKEE**  
**INTEROFFICE COMMUNICATION**

DATE: August 29, 2017

TO: Duncan Shrout, Chairman, Milwaukee County Mental Health Board

FROM: Scott B. Manske, Comptroller 

SUBJECT: Fiscal Impact – 2017 Collective Bargaining Agreement with the Wisconsin Federation of Nurses and Health Professionals, Local 5000, AFT, AFL-CIO

Under Wisconsin Employment Relations Commission (WERC) rules and Statute Statute, non-public safety bargaining units are only allowed to negotiate for base wage increases on an annual basis. The start of the bargaining year for the Wisconsin Federation of Nurses and Health Professionals, Local 5000, AFT, AFL-CIO (FNHP) was January 1, 2017. The last day of their previously negotiated contract was December 31, 2016. The bargaining unit was recertified in 2017.

**2017 Base Wage Limit**

Using rules provided by WERC, a calculation was made to provide the maximum base wage increase allowable for 2017 for this bargaining unit. The calculation was based on the members of the bargaining unit in the pay period that was 180 days prior to the expiration date of the most recent collective bargaining agreement. The pay period used was Pay Period 15 2016 (ending July 16, 2016). At that time, the bargaining unit had 137 members who were actively employed<sup>1</sup>. The annual wages of the members were calculated based upon their existing wage rates and were then multiplied by the CPI applicable to bargaining years beginning on January 1, 2017, or 0.67 percent. This became the maximum base wage increase allowable for purposes of bargaining or \$41,265<sup>2</sup>; this is the maximum amount that can be paid in additional base wages in 2017 and can be paid out however agreed upon by the union and the County.

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<sup>1</sup> For purposes of this fiscal note, the FNHP bargaining unit consists of all represented employees only under control of the Milwaukee County Mental Health Board.

<sup>2</sup> The FNHP bargaining unit had 137 total authorized positions as of July 16, 2016 (authorized positions having the definition provided by WERC "...those positions in the bargaining unit that are filled"). However, 25 of these employees were pool or hourly positions. These employees have been excluded for purposes of calculating the maximum base wage increase and total salary lift due to language within the WERC rule ERC 90.03(3) which states to multiply the hourly base wage rate by the annual number of regularly scheduled hours for each authorized position when determining maximum base wage increases. Since these positions do not have regularly scheduled hours, they have been excluded.

**2017 Wage Increase and Base Wage Compliance**

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by 1.0 percent effective with Pay Period 14 (beginning June 18, 2017) for all members. The base wage increase results in a total salary lift for 2017 of \$31,250 for the bargaining unit, which is \$10,015 below the maximum base wage increase allowable. Calculation of the maximum base wage increase for the bargaining unit was made in accordance with the WERC rules. The Office of the Comptroller and outside legal counsel have discussed and have agreed to the definition, application and calculation of base wages.

**Impact of 2017 Wage Increase on 2017 Budget and 2018 Budget**

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by 1.0 percent effective with Pay Period 14 (beginning June 18, 2017). The cost of the wage increase for 2017, using the contract effective date, would be as follows:

2017 Salary Increase	\$	31,250
FICA	\$	2,391
<b>Net cost</b>	\$	<b>33,641</b>

The 2017 Adopted Budget included an appropriation for a 1.0 percent wage increase for all employees, effective Pay Period 14 (beginning June 18, 2017), or approximately \$42,550 in additional salary dollars. Therefore, there is a \$12,164 savings based on the proposed agreement for the current year.

2017 Budgeted Salary Increase	\$	42,550
FICA	\$	3,255
<b>Net Budgeted Amount</b>	\$	<b>45,805</b>
<b>Net Actual Cost</b>	\$	<b>33,641</b>
<b>Savings / (Cost)</b>	\$	<b>12,164</b>

Since this wage increase inflates the base wage of these employees it would therefore impact each subsequent year budget. The budget impact on 2018, assuming the same pension percentages, would be as follows:

2018 Salary Increase	\$	58,037
FICA	\$	4,440
<b>Net cost</b>	\$	<b>62,476</b>

**COUNTY OF MILWAUKEE**  
**Behavioral Health Division Administration**  
**Inter-Office Communication**

**DATE:** October 2, 2017

**TO:** Duncan Shrout, Chairperson – Milwaukee County Mental Health Board

**FROM:** Michael Lappen, Administrator, Behavioral Health Division

**SUBJECT:** **Report from the Administrator, Behavioral Health Division, Providing an Administrative Update**

**Background**

The purpose of this standing report is to highlight key activities or issues related to the Milwaukee County Behavioral Health Division since the previous Board meeting and provide ongoing perspectives to the Milwaukee County Mental Health Board regarding the work of the organization and its leadership.

**Discussion**

**High Quality and Accountable Service Delivery**

- **Northside Facility Update and Expansion of Behavioral Health Division Community Presence**

With the delay in the decision for outsourcing of the Behavioral Health Division (BHD) Acute Hospital, the Northside “Hub” project has been delayed secondary to uncertainties about our space needs, concerns about facilities costs cutting into service capacity, and uncertainties related to third-party reimbursement changes related to the Affordable Care Act (ACA) and Badgercare. We remain committed to a future with a stronger BHD community presence. We will be able to move forward with the Hub as soon as we have better visibility on the timeline for closing the hospital and can create a comprehensive facilities plan for all BHD staff currently housed at 9455 West Watertown Plank Road. BHD is determined not to let the delays in identifying a physical location for the Northside facility stop us from moving forward with an expanded community presence.

It is the goal of BHD to help individuals gain access to services as quickly as possible and support them in leading happy, hopeful lives in our community. To this end, BHD has a variety of ways in which individuals can easily obtain services directly in the community, which include:

## High Quality and Accountable Service Delivery (Continued)

### ➤ **Community Access to Recovery Services Mobile Rapid Response**

Once a Community Access to Recovery Services (CARS) referral has been received, it is immediately assigned to an Administrative Coordinator who will contact the consumer to begin supporting the person and assessing their individual needs. This assessment process, which includes face-to-face meetings whenever possible, typically begins within twenty-four (24) hours of receipt of the referral and often even the same day. The Administrative Coordinator can meet with the person in the community at the location where s/he is most comfortable. In addition to a face-to-face meeting with the client and/or his or her natural supports, the Administrative Coordinator will also collaborate with the referent and other service providers when necessary to get all of the pertinent information to make an eligibility determination and recommend an appropriate level of care.

Once determined eligible for services, people are connected with the appropriate CARS services based upon their identified needs. This can include a variety of services, including Targeted Case Management, Community Support Programs, and Community Based Residential Facilities. With an emphasis on rapid response, efficiency, and meeting individuals in the community, CARS has been able to successfully connect individuals to service within twenty-four (24) to forty-eight (48) hours in many instances.

### ➤ **Care Coordination Team**

There are occasions where an individual, concerned family member, or member of the community is interested in learning more about mental health and/or substance abuse services. These individuals can call (414) 257-8095 to be connected to a CARS Care Coordinator. The Care Coordinator can answer questions regarding completion of a referral for CARS services, as well as information about community resources for mental health and/or substance use. The Care Coordinators also provide hands on assistance with completion of the CARS referral over the phone or as a mobile access point by meeting individuals in their home or in the community.

Additionally, the Care Coordination Team provides short-term crisis case management services, if an individual has immediate needs. These services may be a bridge until other behavioral health services begin. These services can also be provided to individuals who may not need long-term services but instead, request brief hands-on assistance in their homes or in the community. These services are available to help

## High Quality and Accountable Service Delivery (Continued)

manage a personal behavioral health crisis not requiring hospitalization or to assist with a period of stabilization after a hospitalization.

### ➤ Access Points

Consumers can also access CARS services by presenting to an Access Point for a formal CARS Comprehensive Assessment. The Access Point provider on Milwaukee's north side is M&S Clinical Services at 2821 North 4<sup>th</sup> Street #516, Milwaukee, WI, 53212, (414) 263-6000. M&S Clinical Services has served as the north side assessment center for CARS since 1998 and has a staff that reflects the cultural diversity of consumers served on the north side. Assessments are conducted on a first-come first-serve basis Monday through Friday and by appointment as needed.

In addition to comprehensive screening services, M&S provides psycho-education and referral for screening to consumers for Hepatitis C and HIV services. Going forward, BHD CARS staff will be on site at M&S each Monday morning to facilitate timely connections to CARS programs and to expand BHD staff presence in the community.

### ➤ Crisis Resource Center (CRC) North

The services at the Crisis Resource Center (CRC) are provided by Whole Health Clinical Group (WHCG). CRC offers a safe, recovery-oriented environment that provides short-term crisis intervention to individuals. They provide a multitude of services, which includes crisis stabilization, peer support, and linkage to ongoing support and services. The CRC also promotes opportunities for increased collaboration among community services and providers for the benefit of consumers and improved community health through consumers' increased quality of life.

CRC North, which provides walk-in crisis services along with short-term stabilization services, is located at 5409 West Villard Avenue, Milwaukee, WI, 53218, (414) 539-4024. CRC North will be a second location on the north side where BHD CARS staff will be on site each week on Wednesday afternoons. As with M&S, individuals are familiar with the location, and it provides an opportunity to expand BHD staff presence in the community, improves access to CARS services, and will help refine our model to eventually be implemented on a larger scale at the future Northside facility

## High Quality and Accountable Service Delivery (Continued)

### ➤ **Crisis Mobile Team**

The Crisis Mobile Team provides community-based assessments, crisis intervention services, and follow-up referrals to people throughout Milwaukee County. The team is available to serve the community seven (7) days per week, twenty-four (24) hours per day based upon availability. Individuals, families, friends, and law enforcement seeking the Crisis Mobile Team can access the team by calling the Crisis Line at (414) 257-7222. If a mobile intervention is needed, a team will be dispatched to the person's location in the community.

### ➤ **Crisis Assessment and Response Team (CART)**

CART is a collaborative effort between the Milwaukee Police Department (MPD) and BHD. There are currently three CART teams providing services between the hours of 11 a.m. and midnight, seven days per week based on availability. CART responds as a resource to assist officers in the community determine an appropriate response to mental health, substance use, and co-occurring needs of people in the community. CART responds to high intensity crisis situations where law enforcement intervention has been requested to de-escalate the crisis, assess the person's immediate needs, and link the person to resources in the community.

### ➤ **Team Connect**

Team Connect is a new program at BHD that provides co-occurring services to individuals with substance use and mental health needs. This includes additional follow-up services and supports to all persons (eighteen [18] years and older) discharged from Psychiatric Crisis Services (PCS), the observation unit, and acute care units. The purpose of this team is to reduce the risk of harm to individuals post-discharge, help improve continuity of care, provide connections to community resources to promote overall wellness, and reduce the incidence of hospital readmission and visits to PCS. Enrollment with Team Connect is intended to be short term based on the individual's needs. Follow up and monitoring can continue until an individual is in treatment, level of risk diminishes sufficiently, and/or an individual no longer wishes to participate in services.

## BHD Collaborations

- **Kresge/American Public Human Services Association (APHSA)**

BHD and the Department of Health and Human Services Housing Division have been awarded additional funding from the Kresge Foundation to aid in our shared efforts to expand housing resources to individuals with mental health and substance use challenges and to develop the infrastructure to monitor quality and maximize efficiency in managing those resources. From the notification from Bryon Grove from APHSA:

*APHSA has received official approval from the Kresge Foundation of their support of funding for the Road Map Development & Framing Science efforts between September 1, 2017 - March 31, 2018. The activities included in the proposal were:*

- *Finalization of Road Map from Assessment priority Strengths & Gaps (2 Days Onsite)*
- *An introduction to framing science, methods, and strategies, including relevant research from Frameworks Institute; (2 Days Onsite)*
- *Tailored technical assistance and coaching on applying framing principles to the work of each agency and linking it to their HSV/C progression efforts; (Housing as Healthcare) (2 Days Onsite)*

## Grant Awards

- **City-County Heroin, Opioid, and Cocaine Taskforce Related Grant Funding**

BHD's participation in the City-County Heroin, Opioid, and Cocaine Taskforce has led to a grant funded effort led by CARS. In partnership with the UWM School of Social Welfare, BHD has begun a pilot project to examine in detail deaths related to opioid overdoses throughout Milwaukee County in an attempt to identify common themes, gaps in care, and to bolster prevention and treatment efforts. A Ph.D student has been assigned to the project, and her work will include an exploration of the issue of overdose deaths in the County and will develop a collaboration between BHD, all nineteen (19) local health departments, the medical examiner's office, and the local health and Emergency Management Systems.

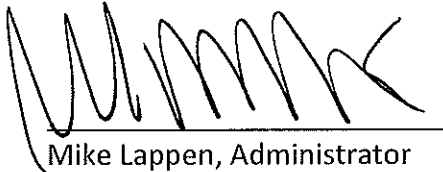


**Other Topics of Interest**

- **BHD Organizational Leadership Structure/Role Changes**

Randy Oleszak, BHD's Chief Financial Officer (CFO) has resigned to take a position at Lutheran Social Services. The vacant position has been posted, and we hope to fill it quickly. Randy's team continues to handle day-to-day fiscal duties. We wish Randy the best and thank him for four years of quality service for Milwaukee County and BHD.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Mike Lappen', written over a horizontal line.

Mike Lappen, Administrator  
Milwaukee County Behavioral Health Division  
Department of Health and Human Services