



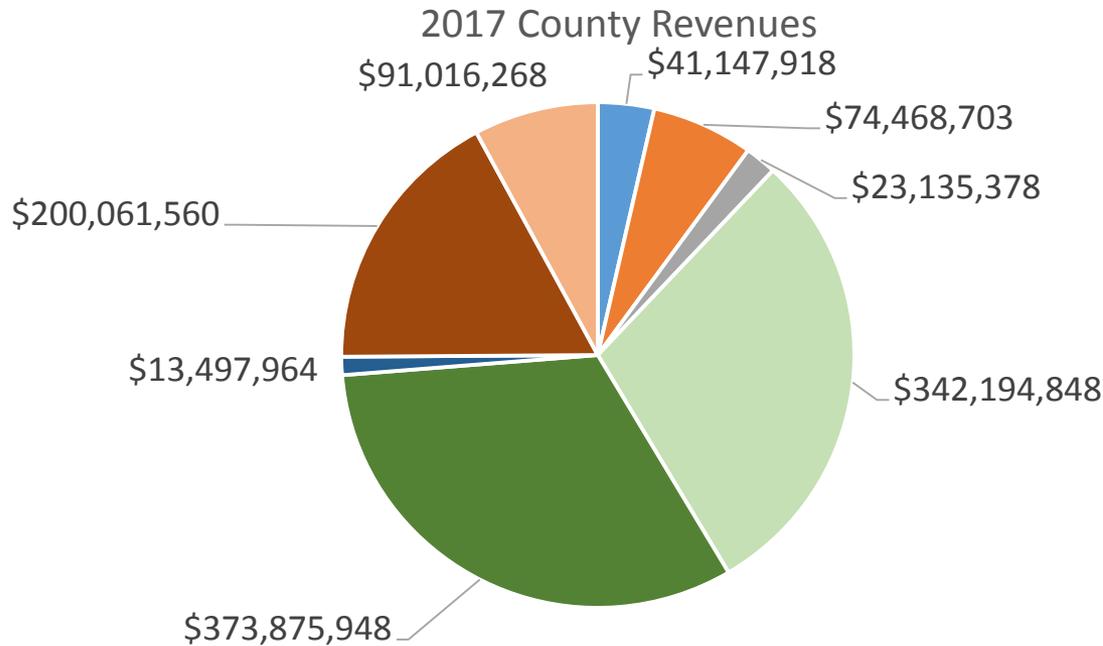
Legacy Cost impact on Future Milwaukee County Operations

- I. Components of County Budget
- II. What is the Projected Gap
- III. Why is there a gap
 - A. Increased Expenses (i.e. Pension Legacy)
 - B. Decreased Revenue (i.e. Shared Revenue)
- IV. Additional Capital Budget Limitations
- V. Successful Financial Reforms



I. Components of County Budget

Where does the money the County spends come from?



- Proceeds from Borrowing
- Other
- State and Federal Revenue
- Property Tax (Debt Service)
- Sales Tax
- Charges for Services
- Property Tax (Operations)

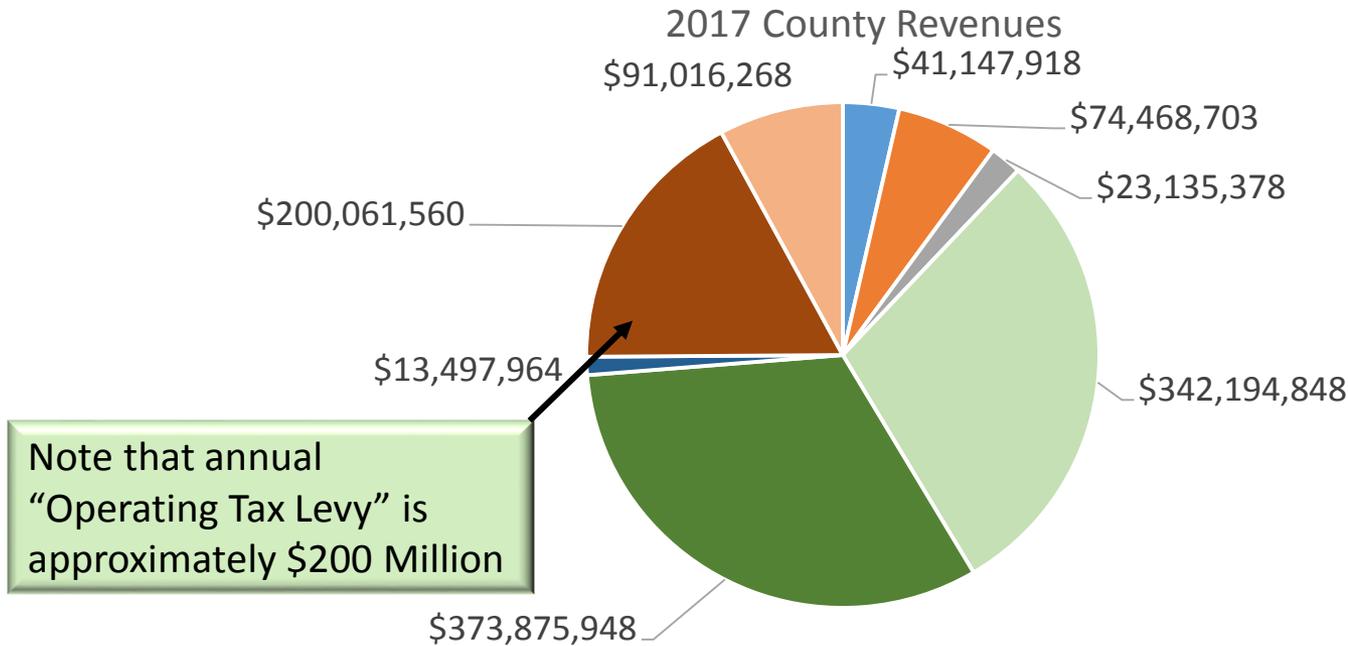
Graphic prepared by: Milwaukee County Department of Administrative Services (Jan. 2017).
Underlying data from: Milwaukee County 2017 Budget, available at <http://county.milwaukee.gov/PSB/County-Budget.htm>
Note, the Operating Property Tax Levy is defined as Total Tax Levy – minus Total Debt Service. The actual Operating Property Tax levy is defined by the Department of Revenue 2016 County Levy Limit Worksheet and is typically within +/- 5% of the calculation above.





I. Components of County Budget

Where does the money the County spends come from?



- Proceeds from Borrowing
- Sales Tax
- Other
- Charges for Services
- State and Federal Revenue
- Property Tax (Operations)
- Property Tax (Debt Service)

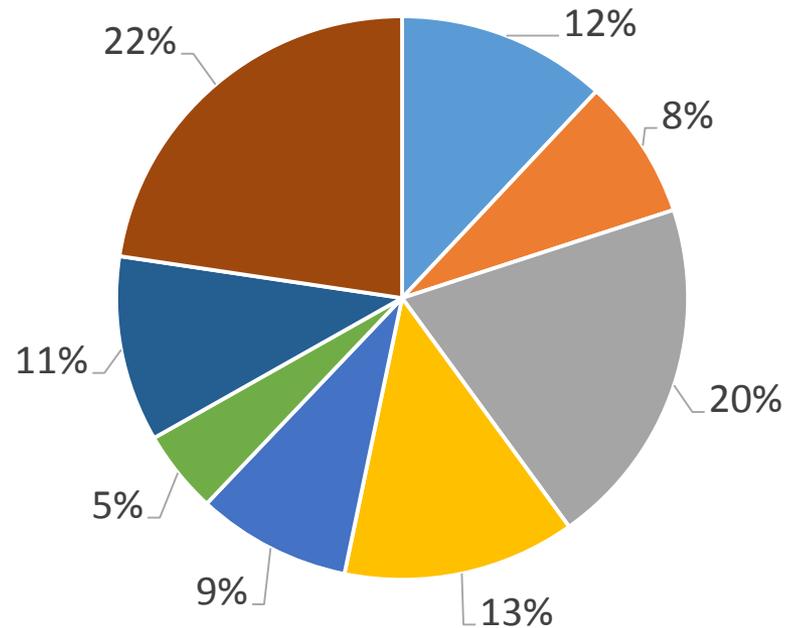
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I. Components of County Budget

Where do my property tax dollars go?
2017 County Use of Property Tax



- General Government
- Public Safety
- Parks, Recreation and Culture
- Debt and Capital
- Courts and Judiciary
- Sheriff's Office
- Transportation and Public Works
- Health and Human Services

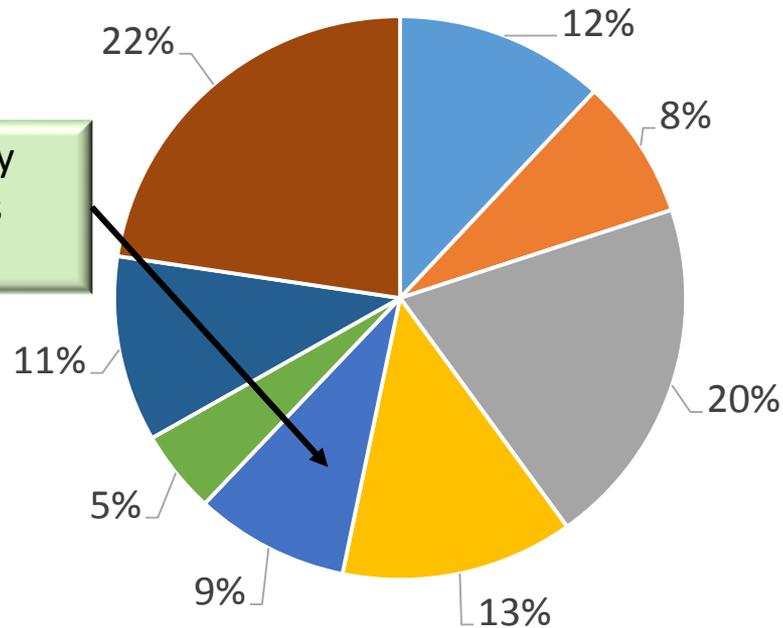




I. Components of County Budget

Where do my property tax dollars go?
2017 County Use of Property Tax

Note that approximately \$20 Million in tax levy is allocated to the Parks



- General Government
- Public Safety
- Parks, Recreation and Culture
- Debt and Capital
- Courts and Judiciary
- Sheriff's Office
- Transportation and Public Works
- Health and Human Services

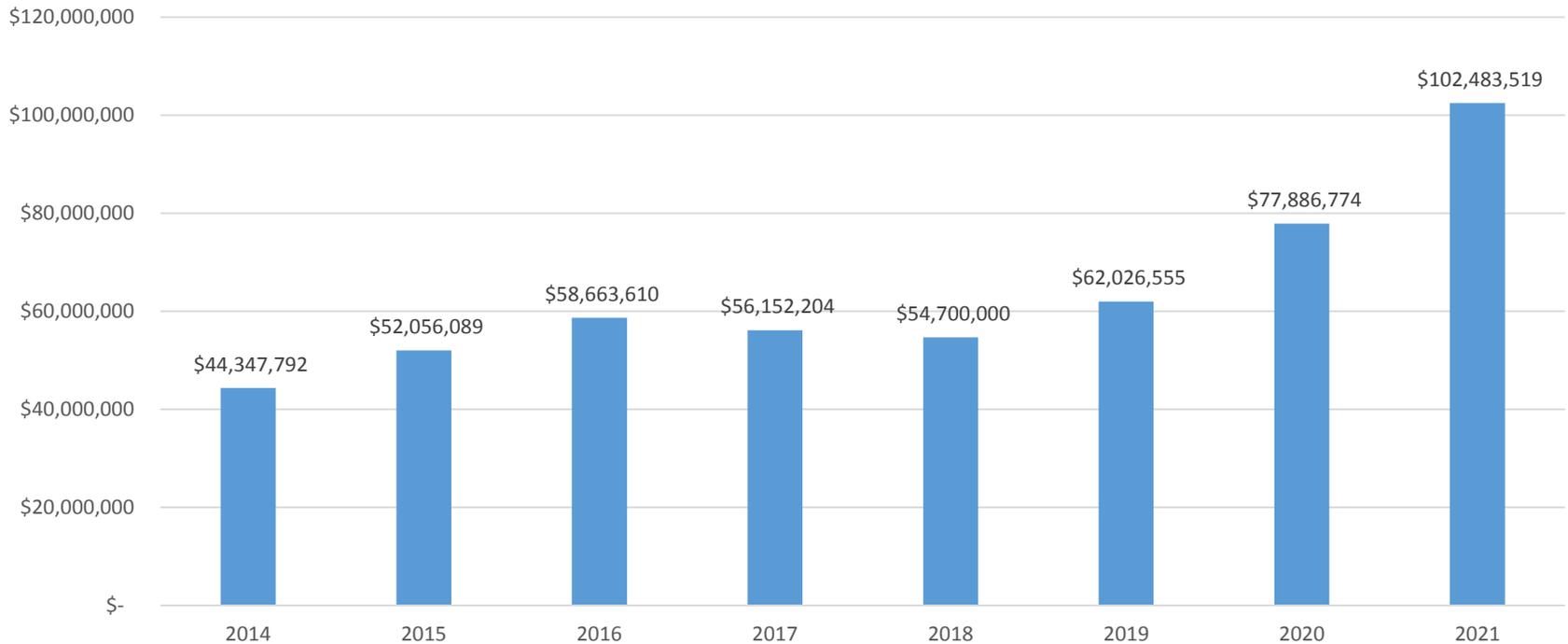




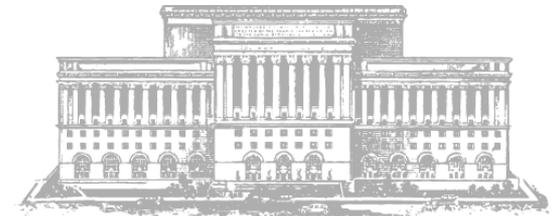
II. What is the projected gap?

What is the gap that needed to be closed?

Operating Budget Gap



Graphic prepared by: Milwaukee County Department of Administrative Services (Jan. 2017).
Underlying data from: 2014 – 2018 Estimates from Department of Administrative Services – Performance Strategy and Budget Office; 2019 – 2021 Projections from Milwaukee County Office of the Comptroller, “Milwaukee County Five-Year Financial Forecast” available at <https://milwaukeecounty.legistar.com/LegislationDetail.aspx?ID=2831513&GUID=1B295EC1-F20F-4B92-9C65-748955867D16&Options=ID|Text|&Search=forecast>

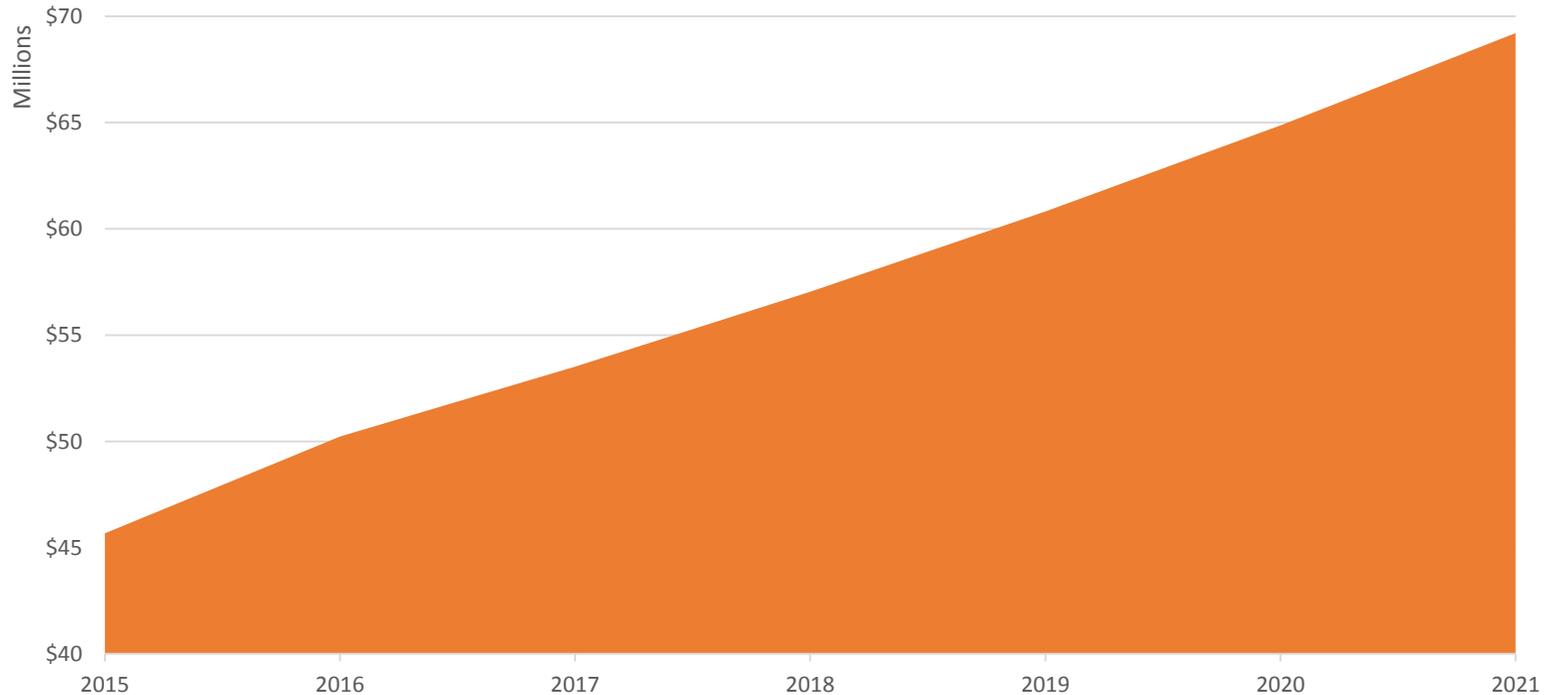




III. Why is there a gap - Expenses

Why is there a gap?

County's Contribution to Retiree Healthcare



Retiree Health Care Costs
(in millions)

Graphic prepared by: Milwaukee County Department of Administrative Services (Jan. 2017).
Underlying data from: 2015 – 2017 data from WillisTowersWatson report on Employee vs. Employer Cost Summary (November 30, 2016), 2018 – 2021 projections prepared by Milwaukee County Department of Administrative Services – Office of Performance Strategy and Budget.

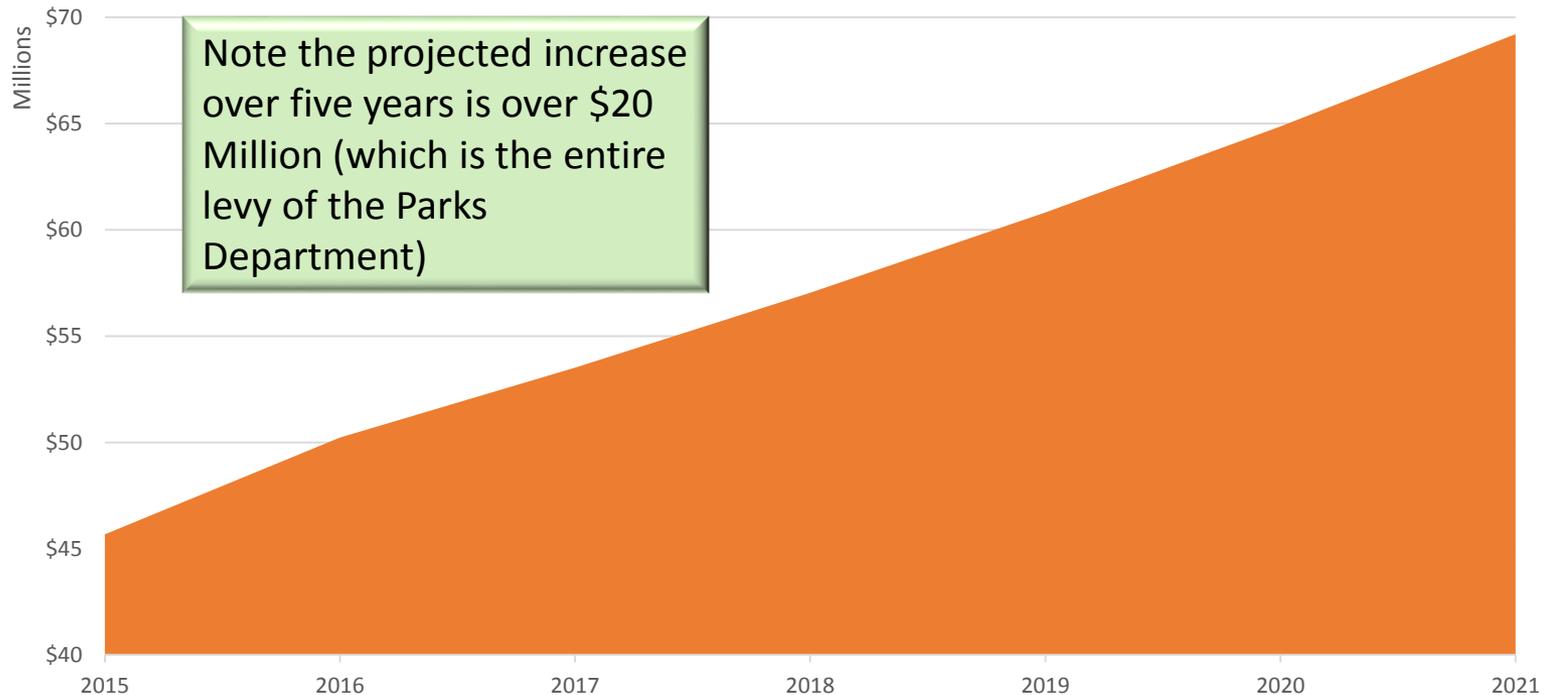




III. Why is there a gap - Expenses

Why is there a gap?

County's Contribution to Retiree Healthcare



Note the projected increase over five years is over \$20 Million (which is the entire levy of the Parks Department)

Retiree Health Care Costs
(in millions)

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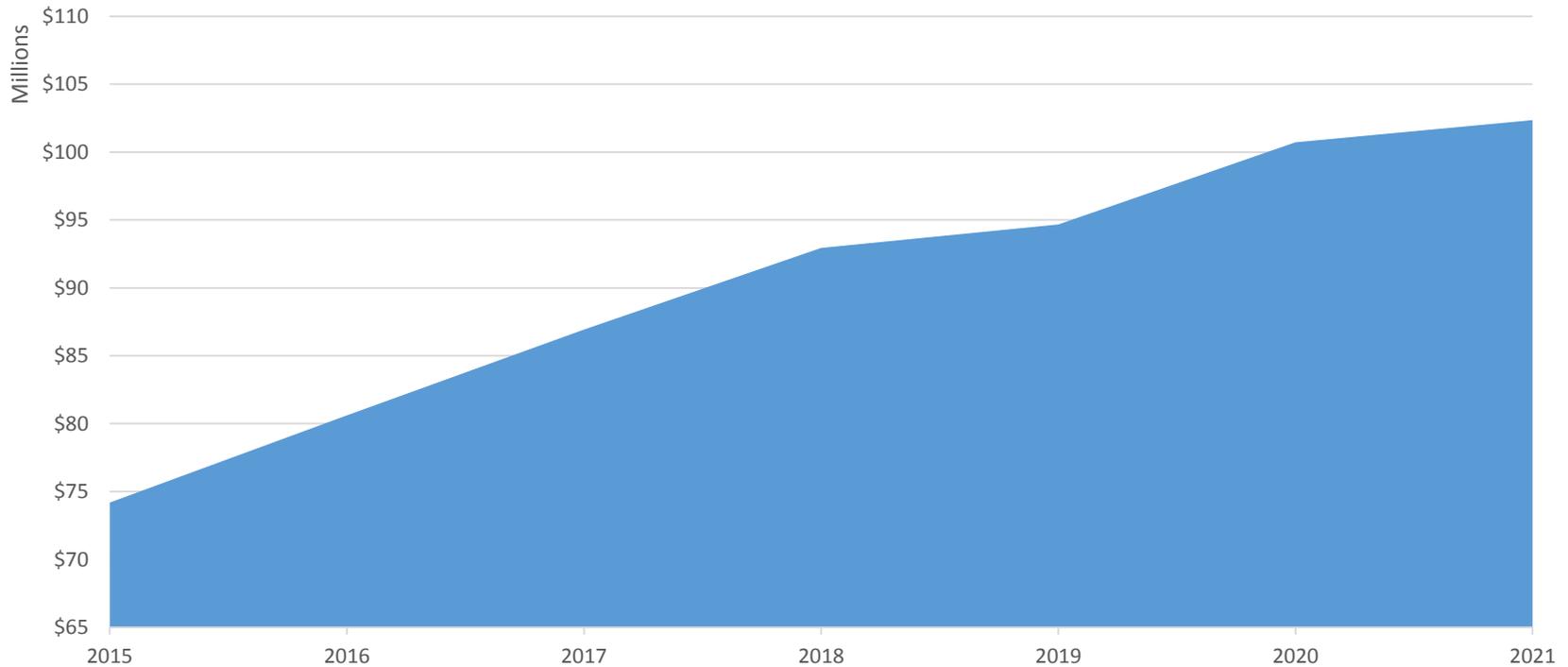




III. Why is there a gap - Expenses

Why is there a gap?

County Share of Pension Contribution



Pension Costs (Active & Inactive)
(in millions)

Graphic prepared by: Milwaukee County Department of Administrative Services (Jan. 2017).
Underlying data from: 2006 – 2017 data from Milwaukee County Department of Administrative Services – PSB Office. 2018 – 2021 projected increase from BuckConsultants, "Milwaukee County Employees' Retirement System, Investment Return Assumption Discussion." (June 15, 2016). Note, 2018-2021 projected numbers increased by \$31.1 Million to represent pension obligation payments, and reduced by approximately \$13 million annually to reflect employee contribution).

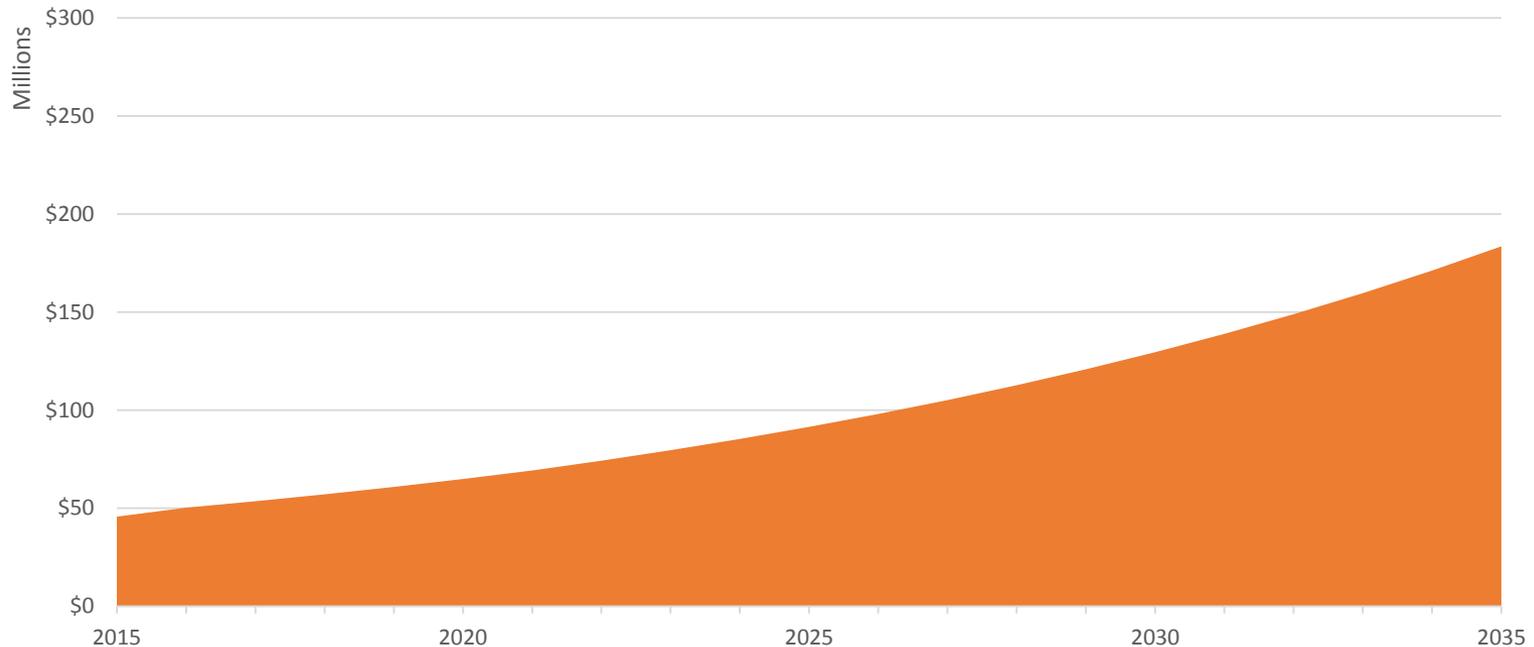




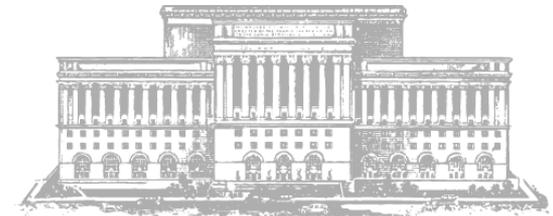
Operating Budget Limitations

Actuarial projections are always best but they only go out about 10 years or less. What might the picture look like in 20 years?

County's Contribution to Retiree Healthcare



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Healthcare underlying data from: 2015 – 2017 data from WillisTowersWatson report on Employee vs. Employer Cost Summary (November 30, 2016), 2018 – 2021 projections prepared by Milwaukee County Department of Administrative Services – Office of Performance Strategy and Budget, plus approximately \$7 million annually to reflect Medicare reimbursements to retirees. Projections beyond 2021 include a projected increase of 7.254%, which is the average projected increase from 2015 – 2021.

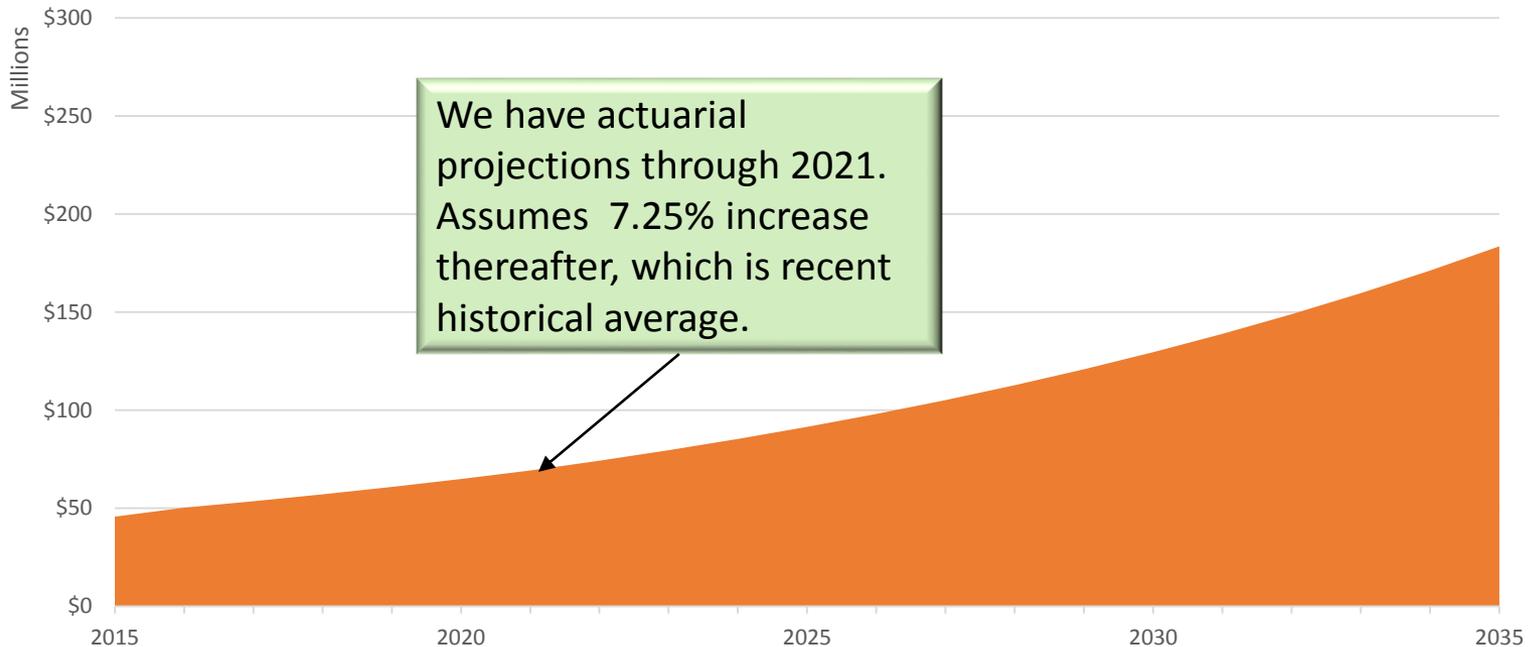




Operating Budget Limitations

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County's Contribution to Retiree Healthcare



We have actuarial projections through 2021. Assumes 7.25% increase thereafter, which is recent historical average.

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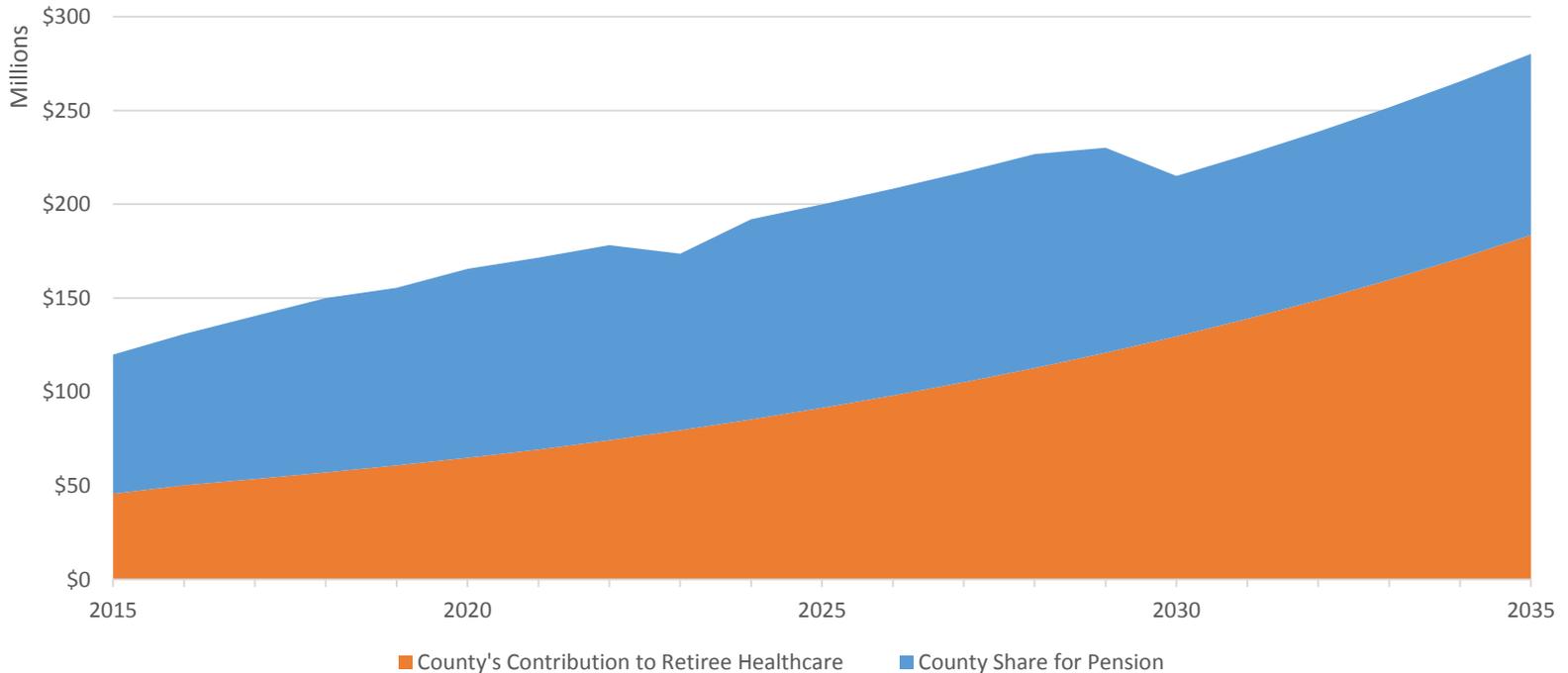




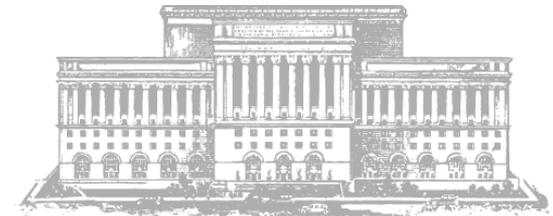
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County Contribution to Retirement Benefits



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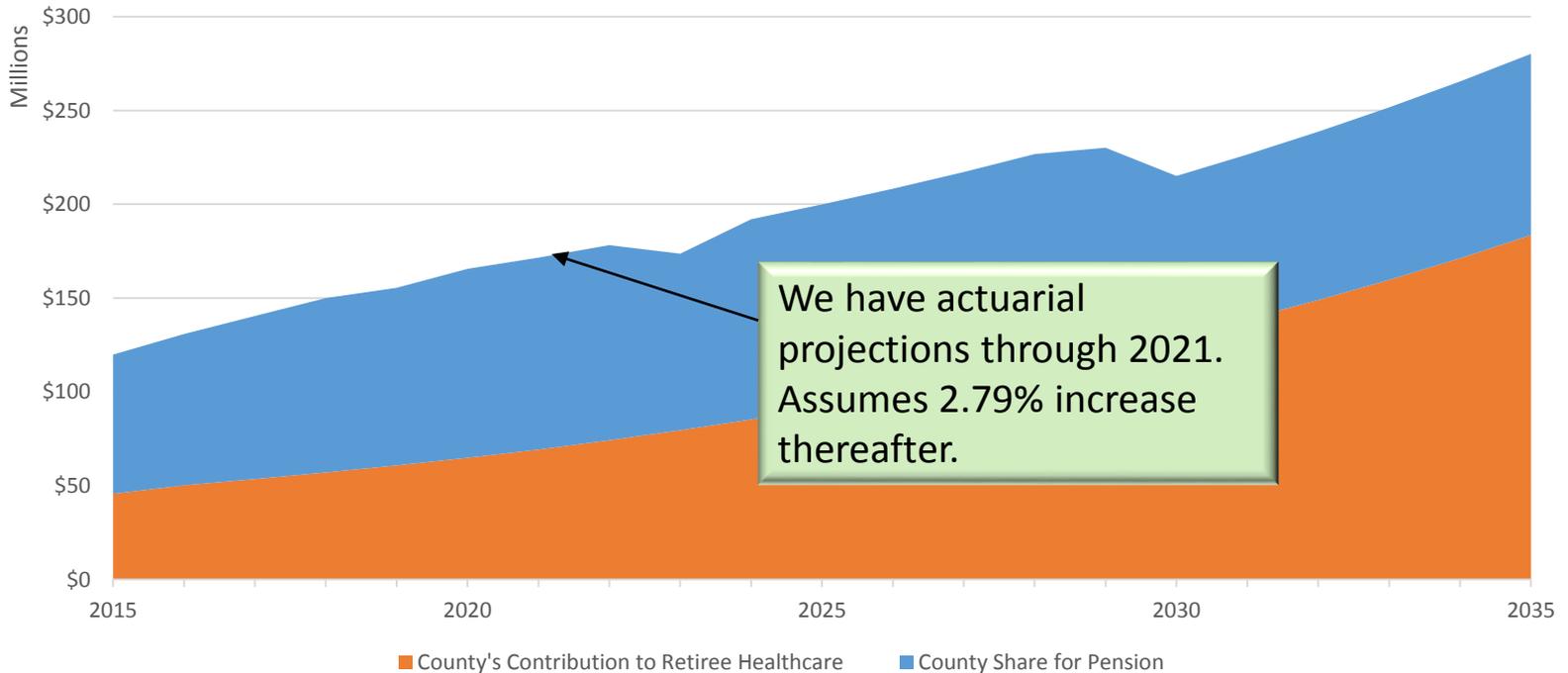




III. Why is there a gap - Expenses

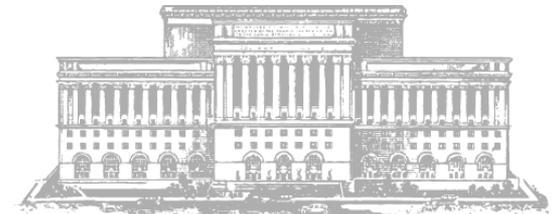
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County Contribution to Retirement Benefits



We have actuarial projections through 2021. Assumes 2.79% increase thereafter.

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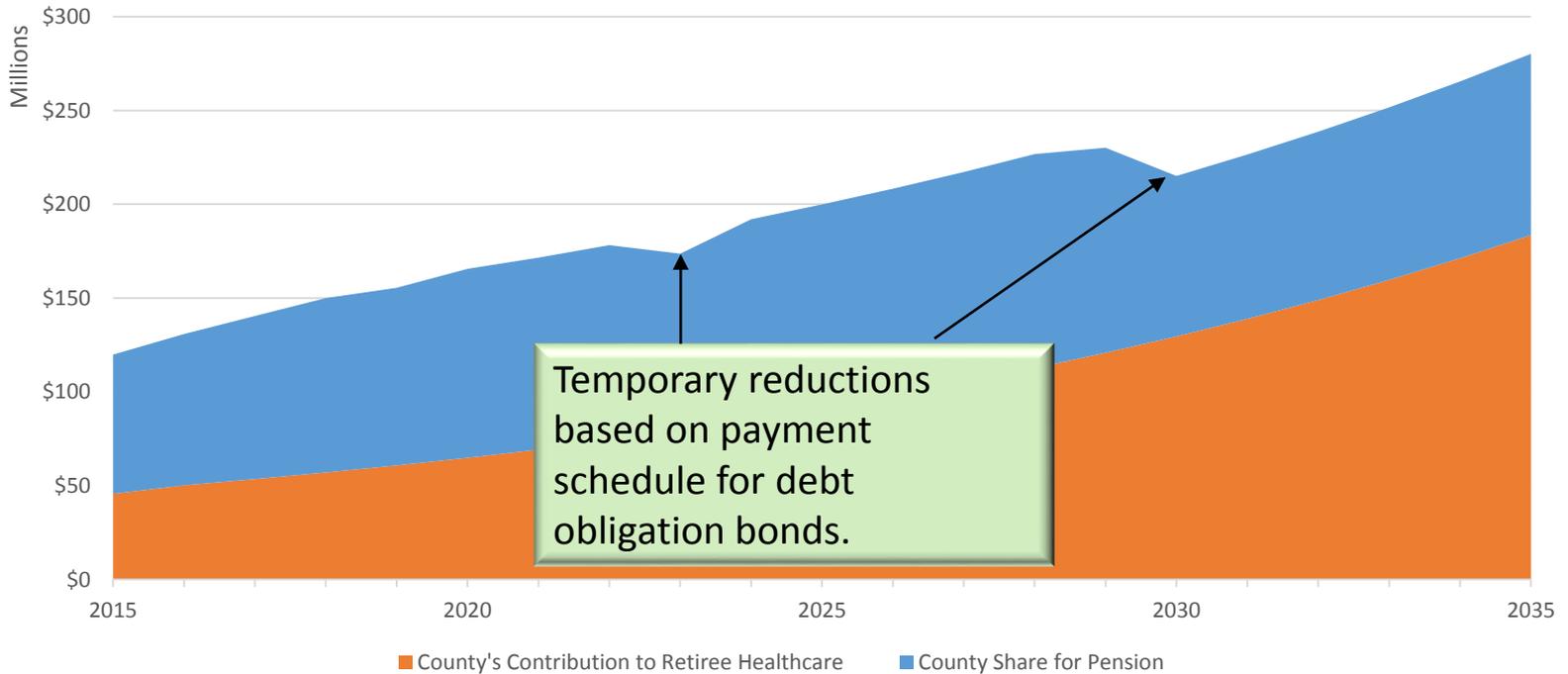




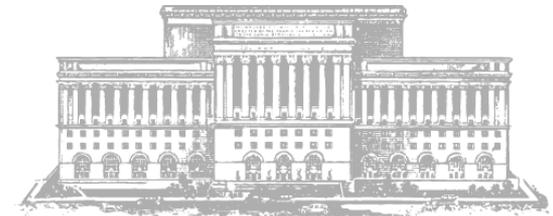
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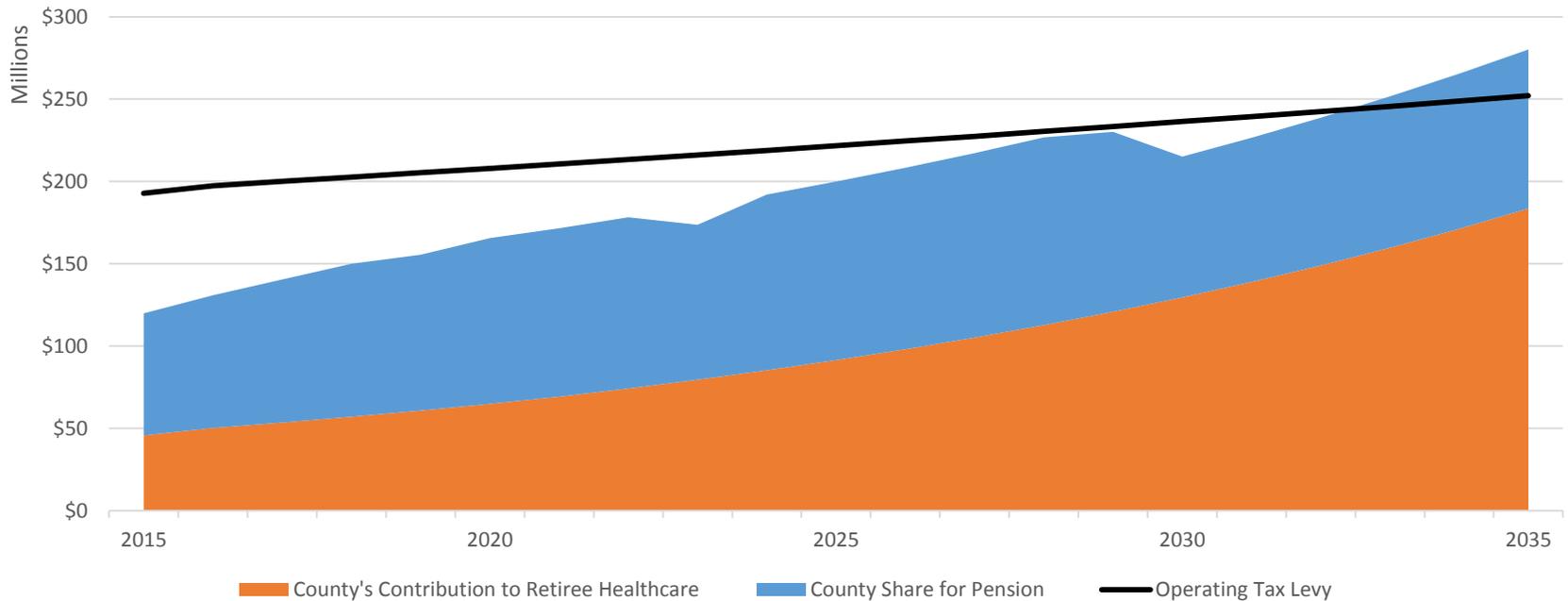




III. Why is there a gap - Expenses

To put this in perspective, we can compare it to the predicted Operating Tax Levy

County Contribution to Retirement Benefits



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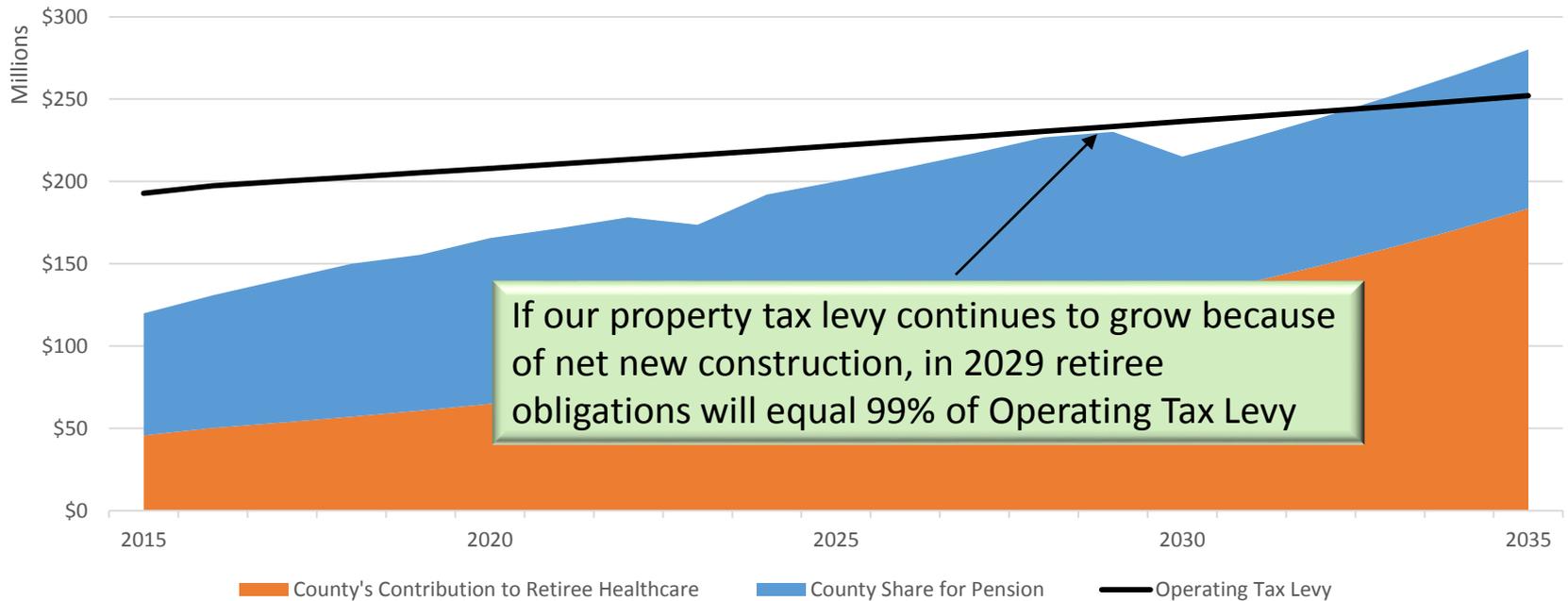




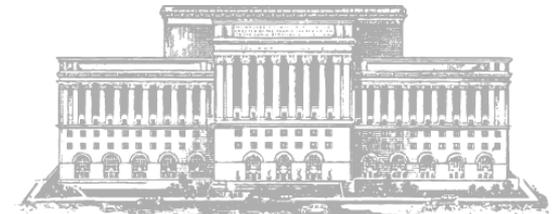
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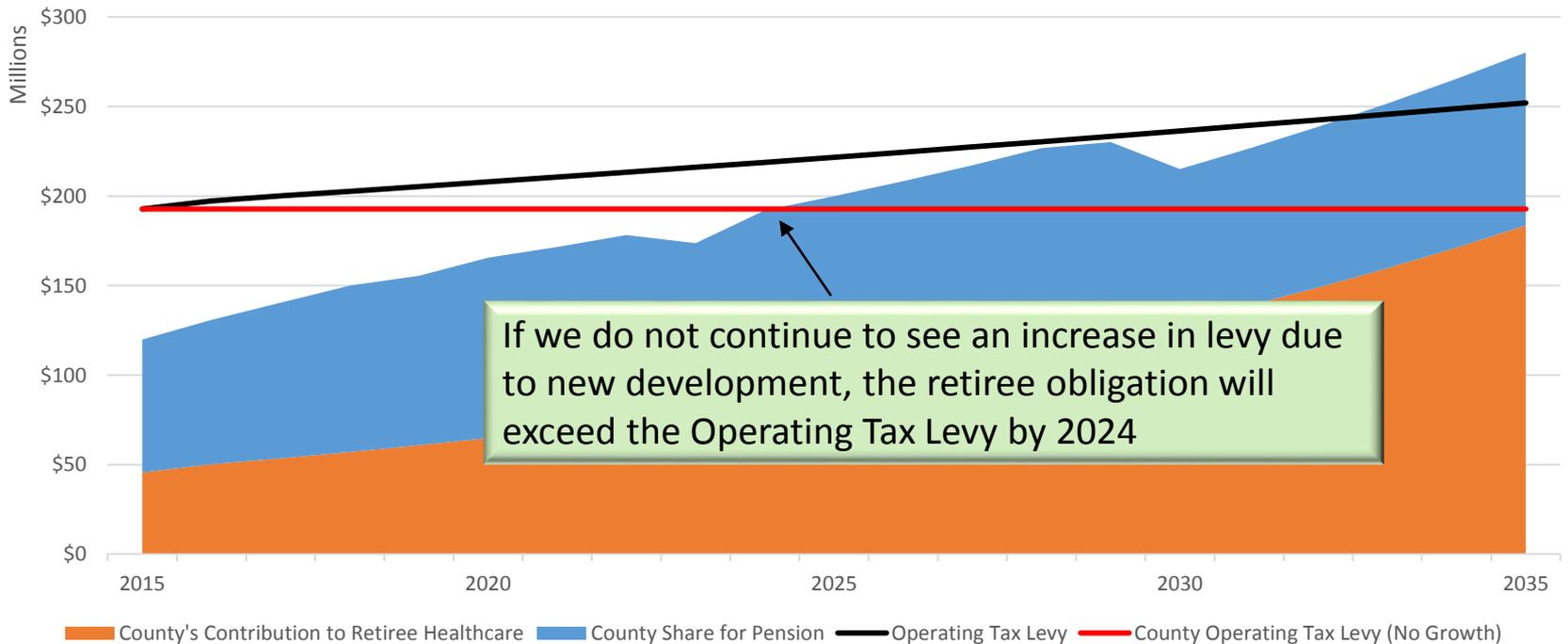




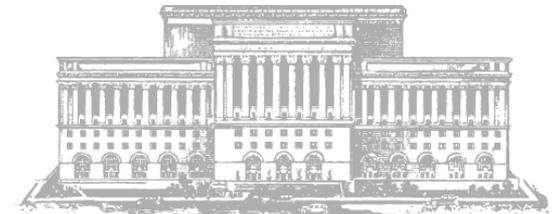
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III. Why is there a gap - Expenses

This is not a new problem. Problem has been fixed going forward. However, will only see full benefit when employees hired after 2012 retire.

	Pre 2001 Employee Example	Post-2012 Employee Example
County Paid Healthcare Premiums	Yes*	No
Pension Multiplier	2% (i.e. years of service * 2% * highest average annual salary)	1.6%
Employee Contribution	0%	Approximately 6% of salary
Buy-in-Buy-Back	Allowed purchase of service credits for part-time and seasonal work.	None
Backdrop	Allowed pension balance to accumulate while still working	None
25% Bonus	Yes**	None

* For employees starting before 1994.

** For employees starting before 1982.

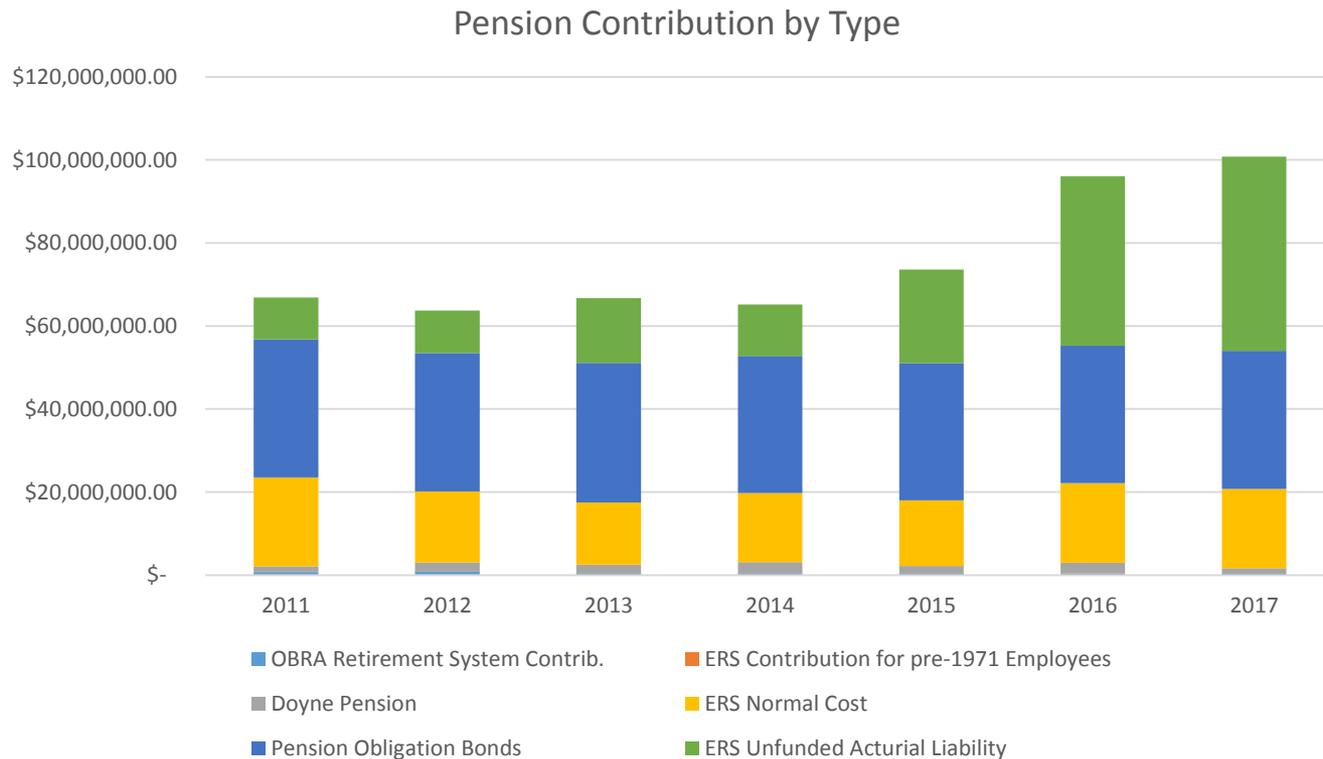
Graphic prepared by: Milwaukee County Department of Administrative Services (Jan. 2017).
Underlying data from: 2006 – 2016 Annual Report of the Pension Board





III. Why is there a gap - Expenses

Furthermore, gap is because of previous benefits offered to qualified retirees, not benefits to existing employees.



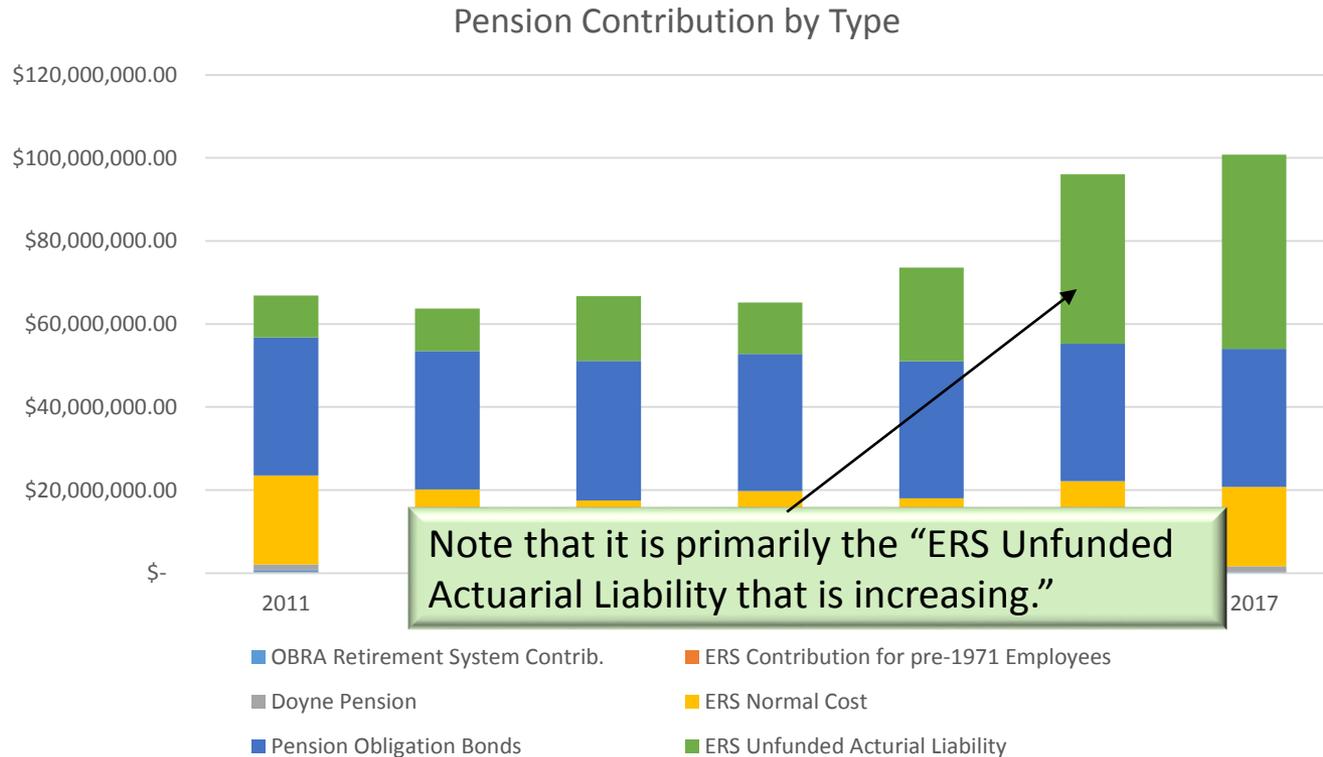
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Underlying data from: 2011 – 2017 Milwaukee County Budget





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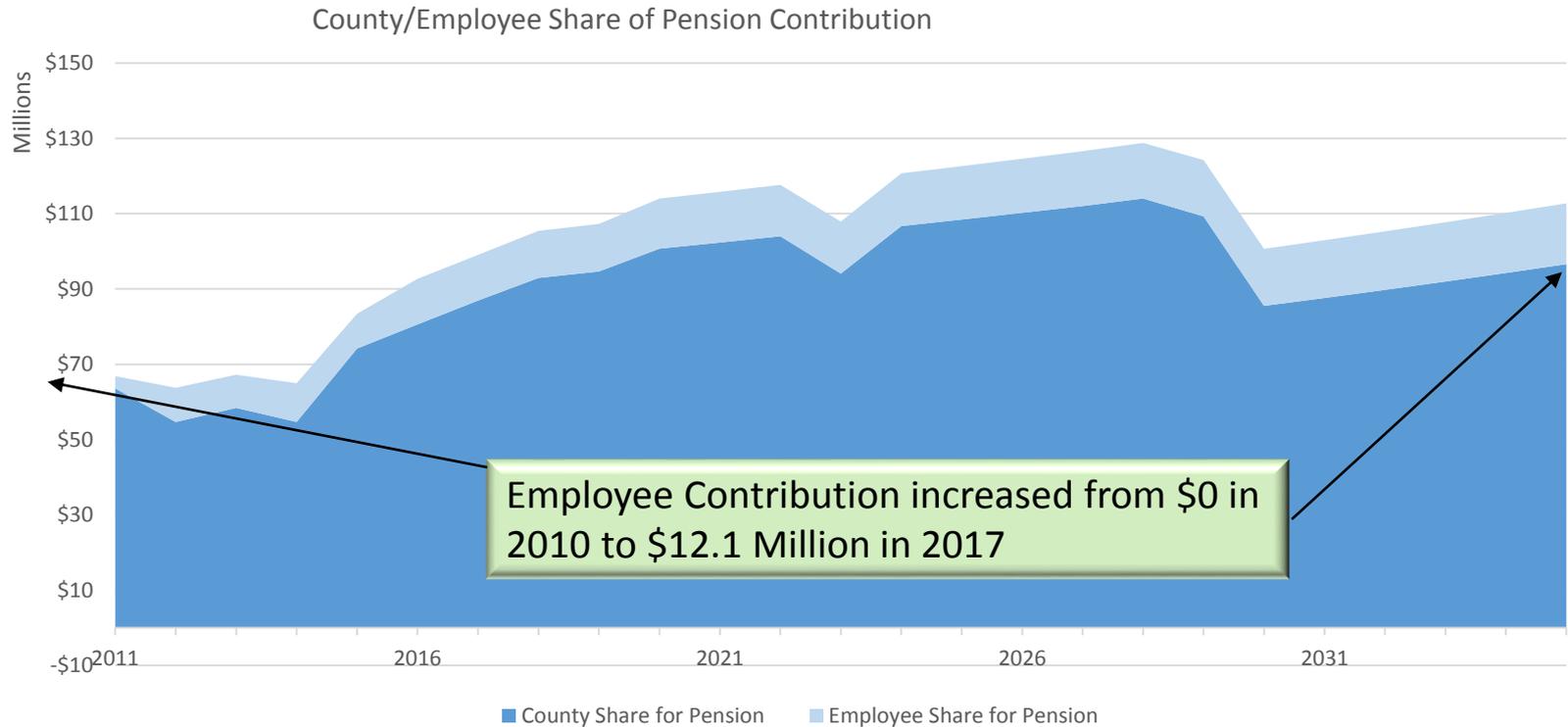
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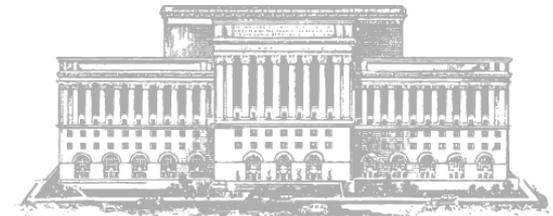


III. Why is there a gap - Expenses

Also, need to acknowledge the contributions that Employees are making



Graphic prepared by: Milwaukee County Department of Administrative Services (Jan. 2017).
Underlying data from: 2011 – 2017 Milwaukee County Budget and Comptroller's Office.





III. Why is there a gap - Expenses

Finally, need to acknowledge that these projections are not related to pension errors. These are related to the benefits that have been previously offered and earned by previous employees.

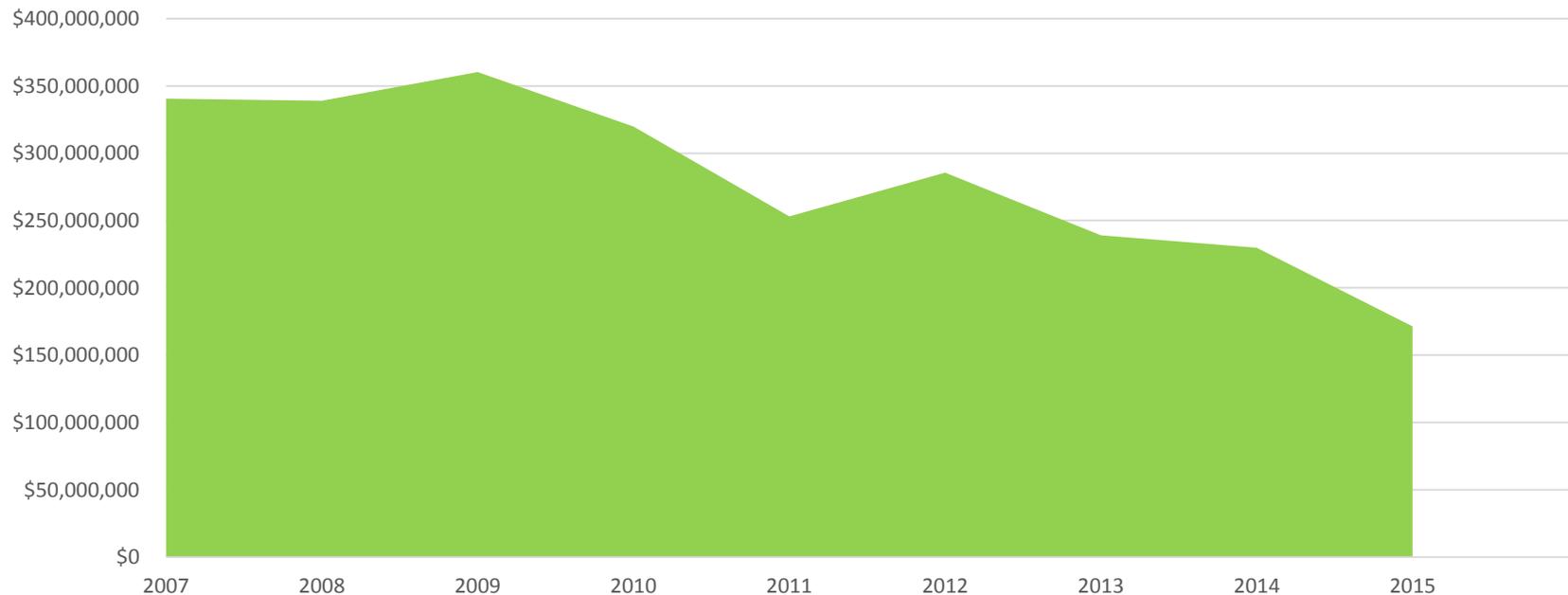




III. Why is there a gap - Revenue

Revenue Decreasing

State Aid to Milwaukee County
(Includes aid related to shared revenue, Health & Human Services,
Transportation, Natural Resources, General Government & Other)



Graphic prepared by: Milwaukee County Department of Administrative Services (Jan. 2017).
Underlying data from: Wisconsin Department of Revenue, "State Taxes & Aids By Municipality and County For Calendar Year 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, available at <https://revenue.wi.gov/Pages/Report/s.aspx#shared>

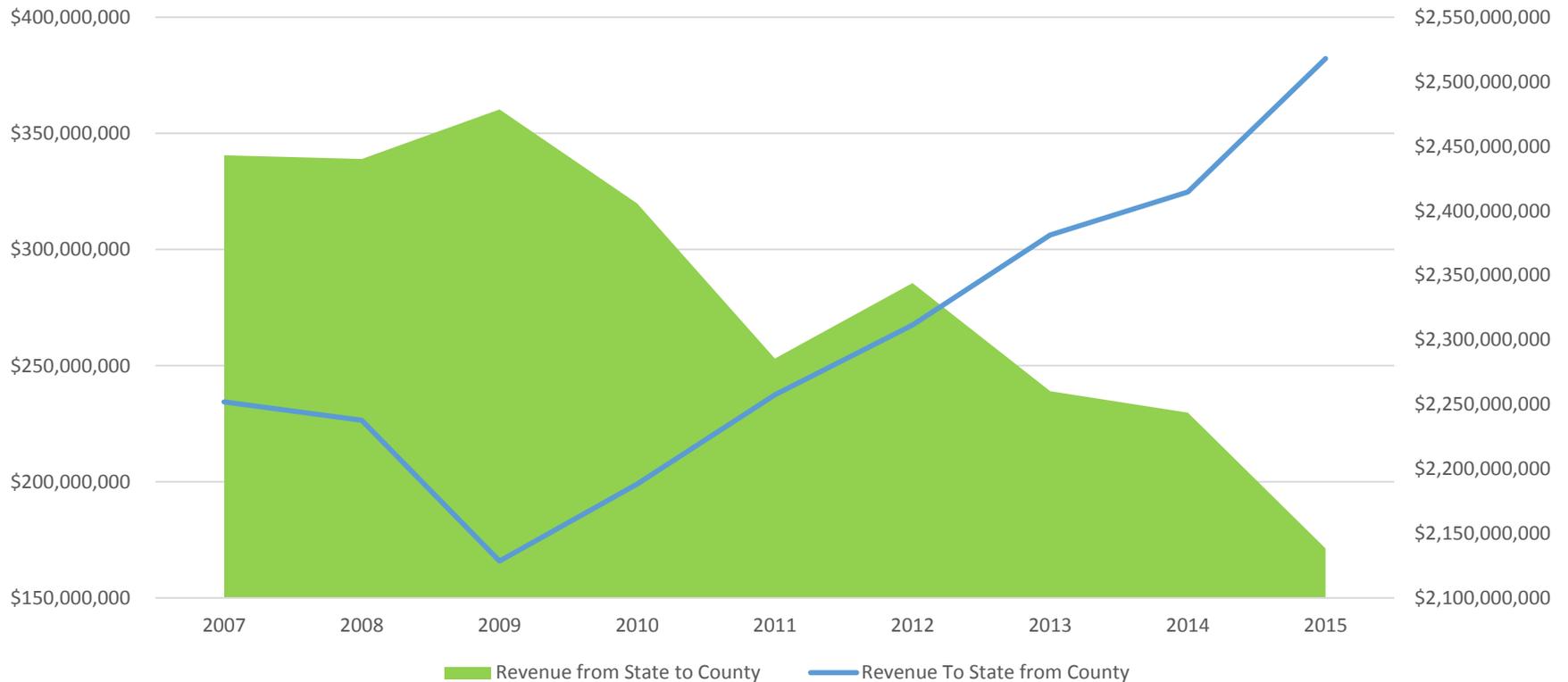




III. Why is there a gap - Revenue

Why is there a gap?

Revenue Trends



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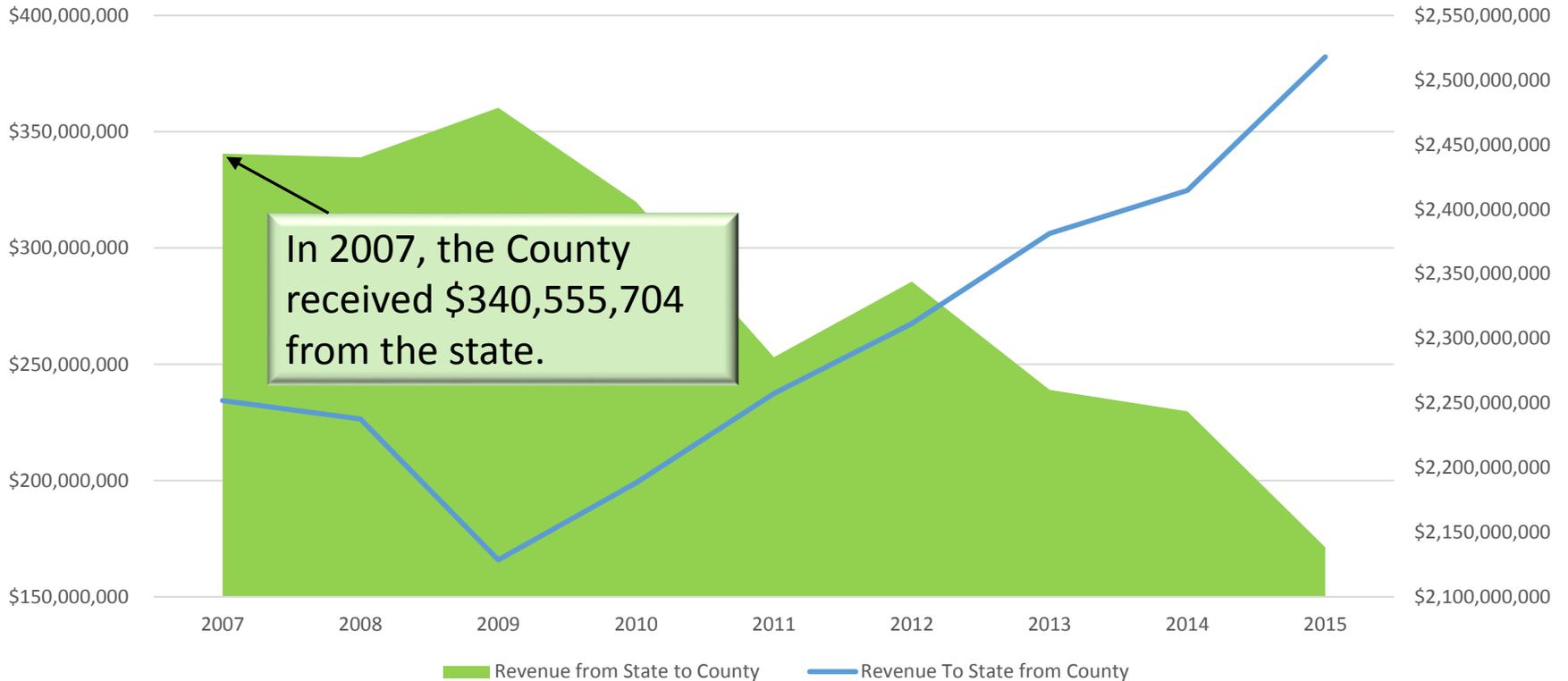




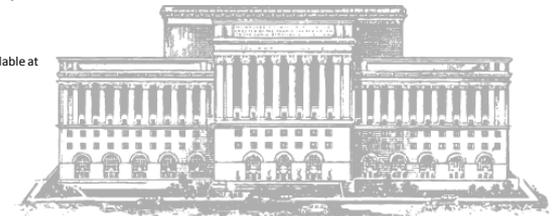
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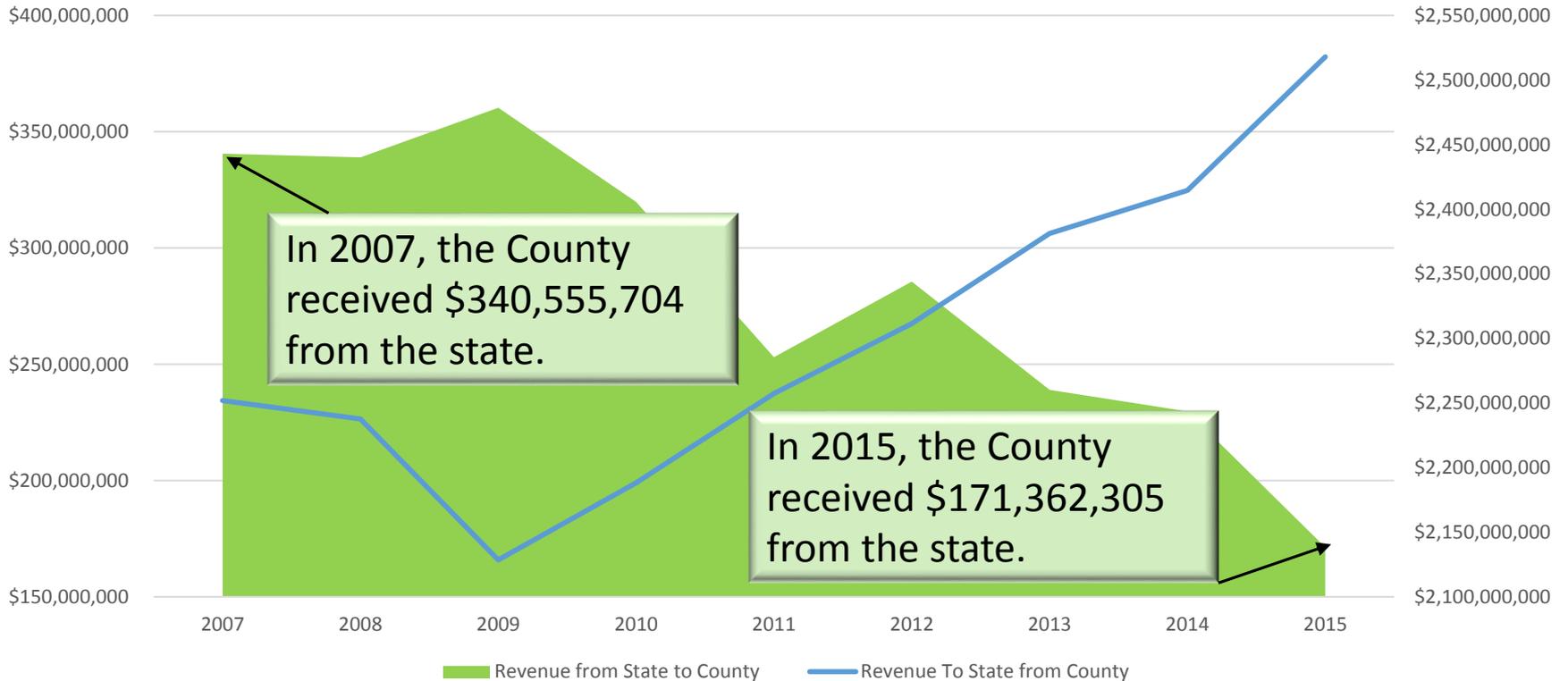




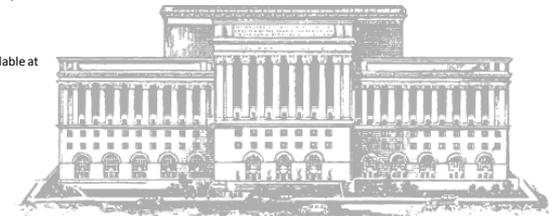
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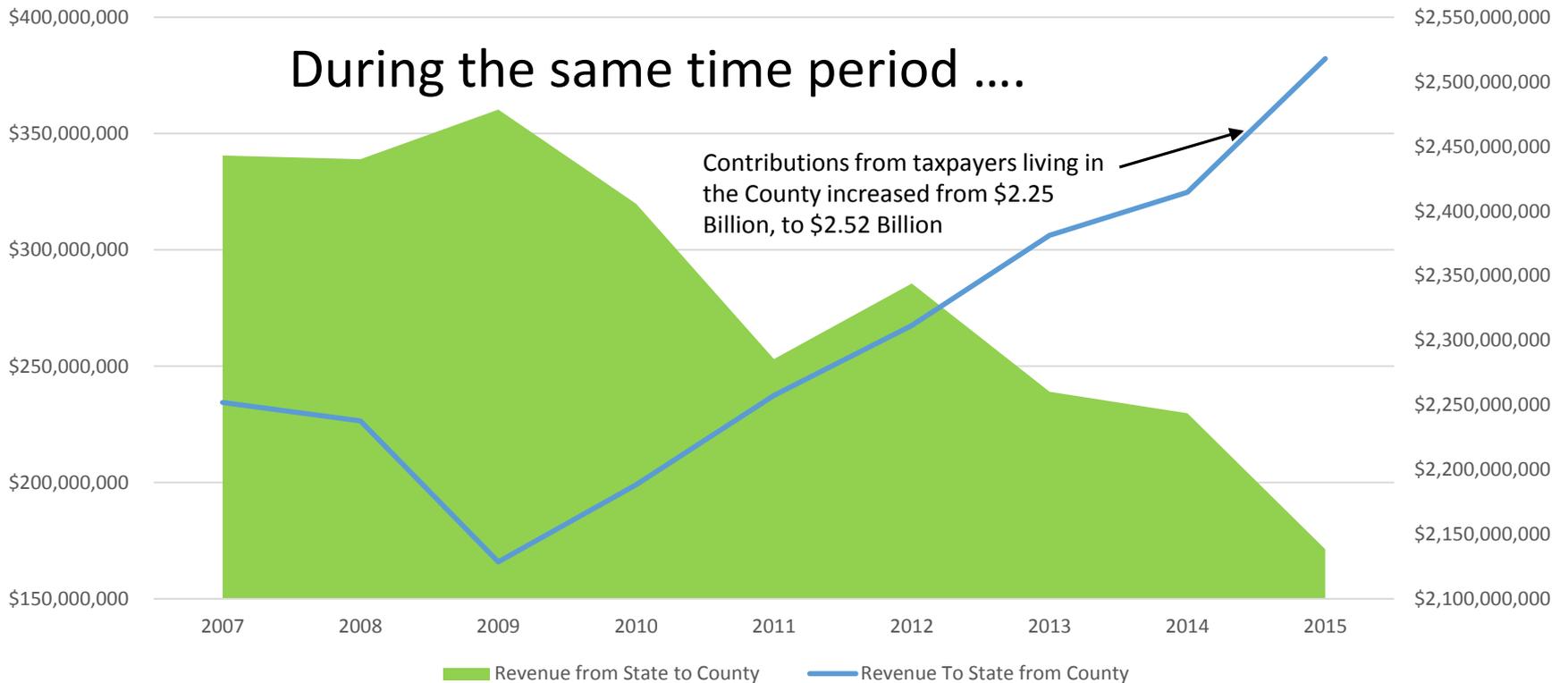




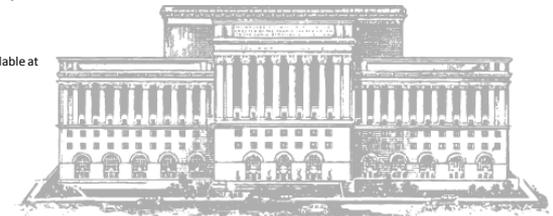
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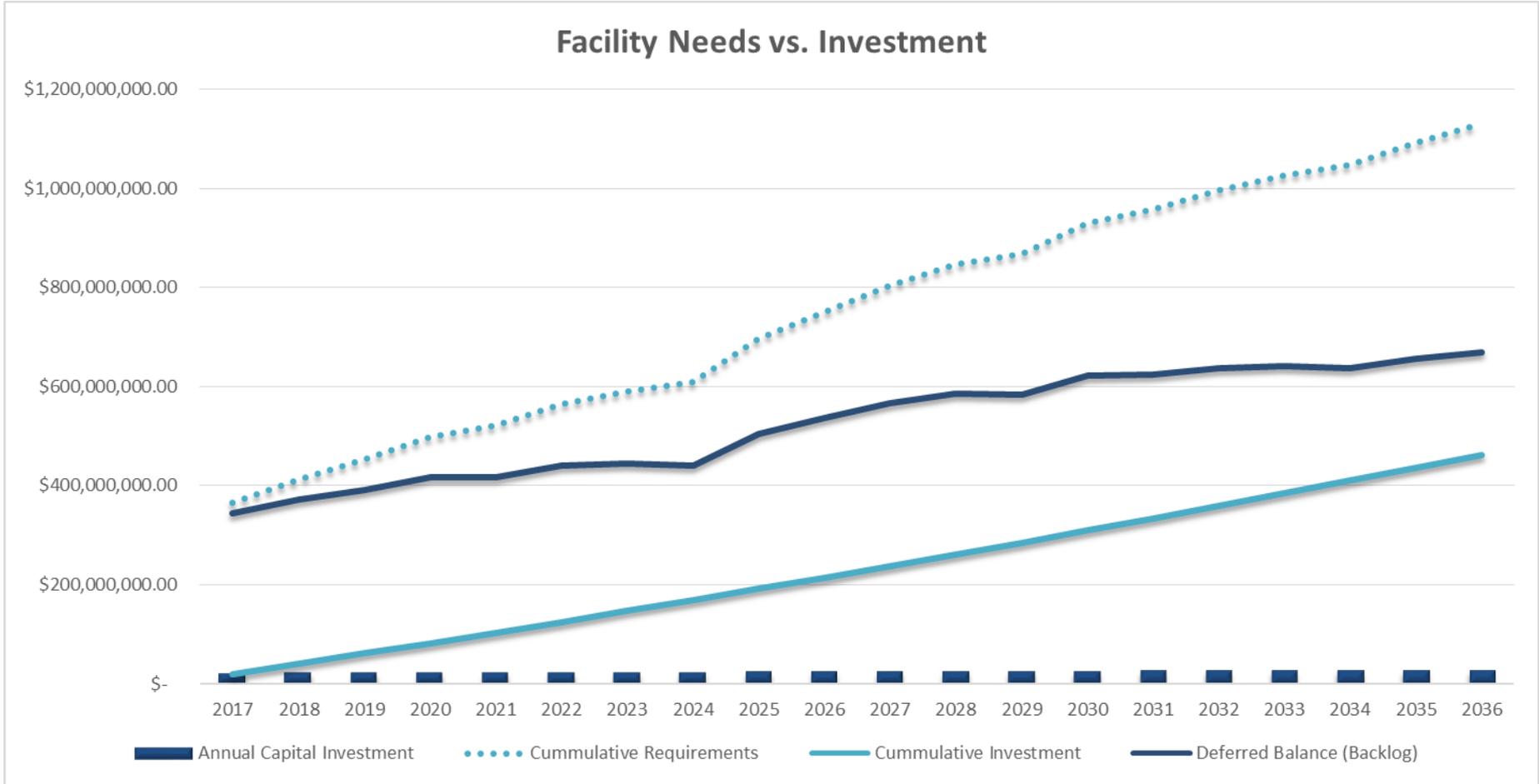


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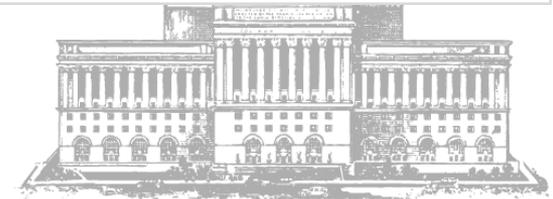




IV. Capital Budget Limitations

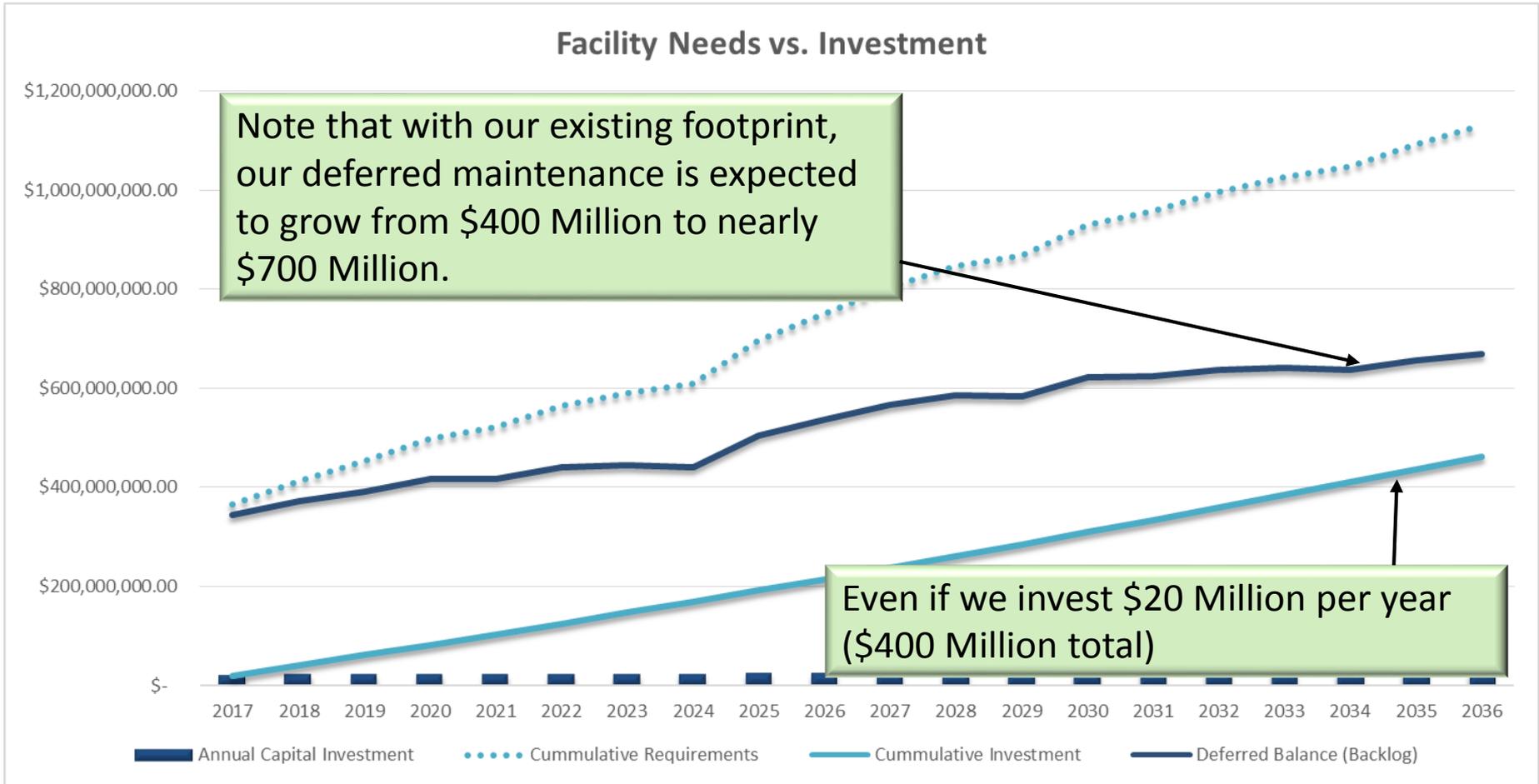


Source: Milwaukee County Department of Administrative Services – Facilities Division (Jan. 10, 2017). Includes buildings only, excludes transportation infrastructure and airport infrastructure.

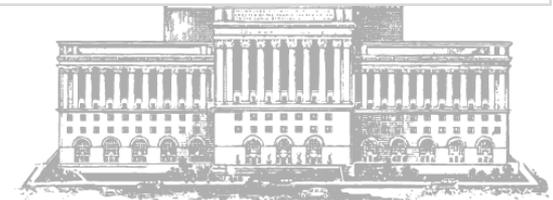




IV. Capital Budget Limitations



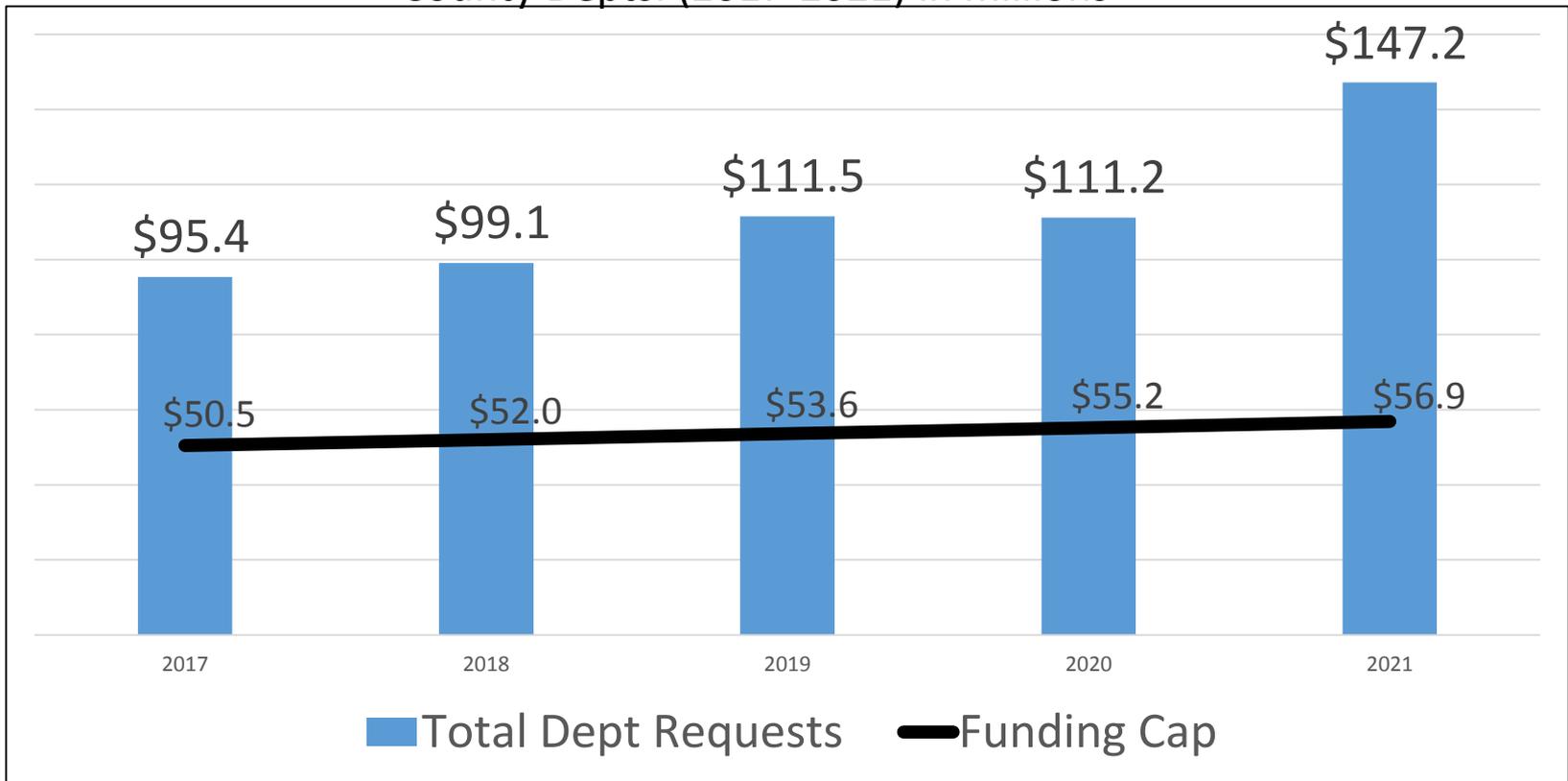
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IV. Capital Budget Limitations

County Financing for Capital Requests by County Depts. (2017-2021) in millions



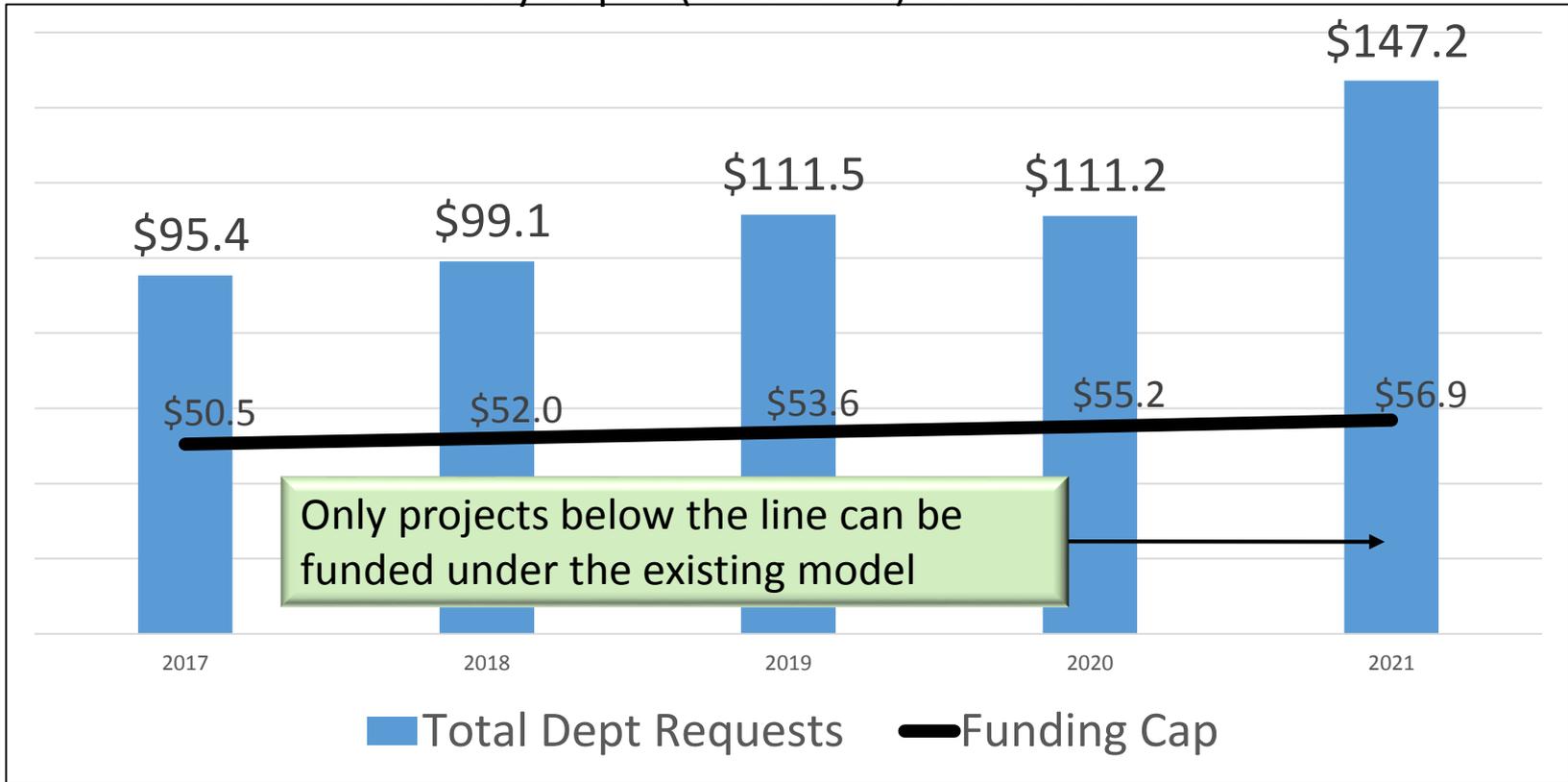
Source: Milwaukee County Department of Administrative Services – Performance, Strategy & Budget Division (Sept. 2016). Includes buildings, vehicles, roads and other capital infrastructure.



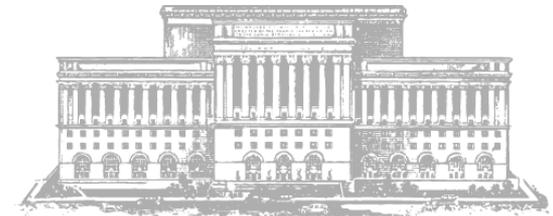


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County Financing for Capital Requests by County Depts. (2017-2021) in millions



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V. Successful Financial Reforms

A. Pension Reform

Contribution requirement, and reduction of multiplier will save hundreds of millions. Issuance of Pension Obligation Bonds to require consistent payments and take advantage of low market rates.

B. Restructuring of Post-Employment Benefits (OPEB). Reduction of approximately \$500 Million in liability.

C. Stabilizing Staff

FTEs down 28% since 2003. FTE Count relatively stable since 2012. Market evaluation of every job in the county.

D. Reducing Footprint

Nearly 1,000,000 Square feet of administrative space eliminated without impacting services (i.e. City Campus, DTC, Day Hospital Building, and more)





V. Successful Financial Reforms

- E. Mental Health Reform
Separate Budget authority has resulted in surpluses each year
- F. Reducing Energy Consumption
Tracking towards 10% reduction, \$2 Million per year
- G. Operational Efficiencies
Child Support, City Works, and more
- H. Building of \$50 Million Reserve
- I. H. Massive Reduction in Worker's Comp Claims
Over 56% reduction, savings of \$4 Million + annually
- I. Generating New Future Tax Base
Arena, Park East, Couture, Innovation Campus and more
- J. Focus on Combination of Public Use and Revenue
Beer Gardens and more.





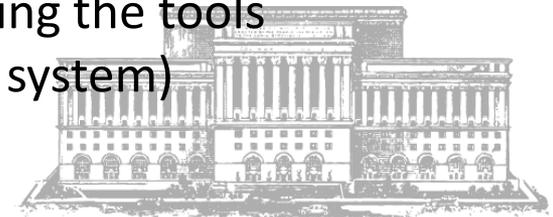
V. Successful Financial Reforms

- K. Developing Cheaper solutions to infrastructure
For example creating natural areas and tearing down expensive dams (i.e. Estabrook)

- L. Centralizing Procurement
Departments purchasing with one another, and with other municipalities to leverage purchasing power. Partnering on healthcare purchase saved \$17 million.

- M. Eliminating Redundancy
Partnering with Municipalities on joint services, such as Radio services and election machines.

- N. Investing in Technology
Getting the most out of talented staff by providing the tools they need (i.e. 100% desktop replacement, ERP system)





V. Successful Financial Reforms

- O. Vehicle Registration Fee
Offsetting the cost of transit, and reduction in federal and state funds.
- P. Better service often reduces cost
Providing better service that is also more cost effective (i.e. ending chronic homelessness, community based care, alternative placement for youth) These have saved the county and others, millions per year.
- Q. Public Private Partnerships
The County continues to partner with major friends groups, corporations and individual donors (i.e. Hoyt Pool, Washington Park Band Shell, etc.)
- R. Cash Financing and Maintaining Bond Rating
The County has maintained a bond rating of AA+ and continues to increase its cash financing of projects to reduce interest costs

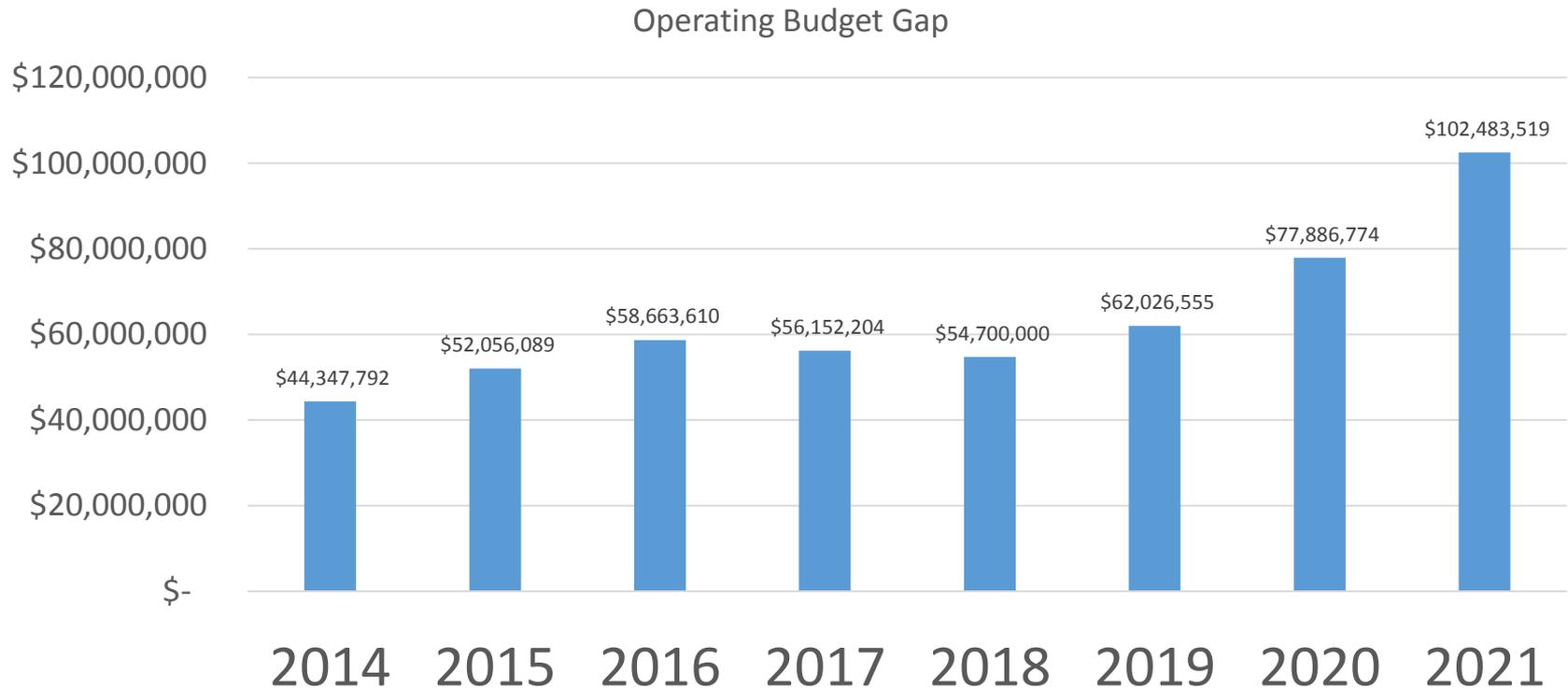
... and more to come





V. Successful Financial Reforms

As a consequence, every year we will continue to close the gap



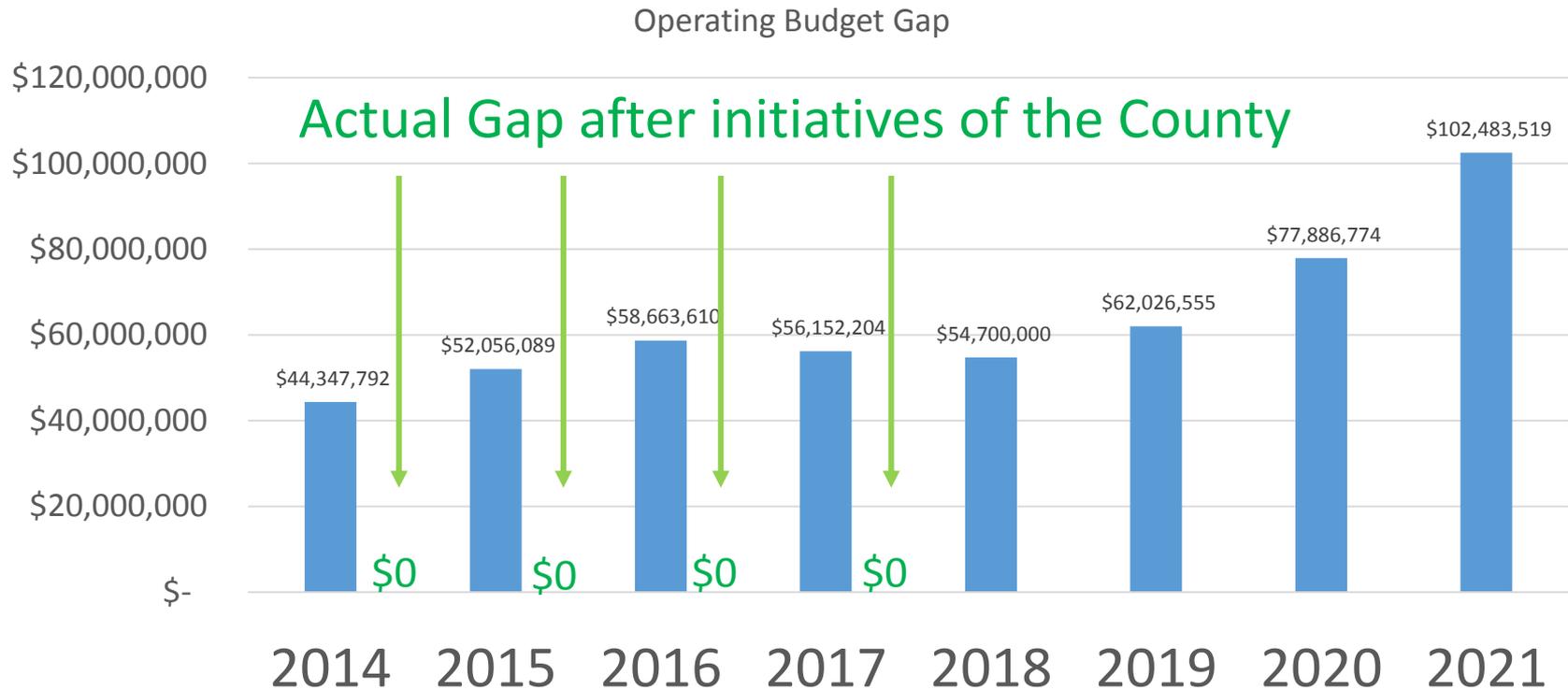
Graphic prepared by: Milwaukee County Department of Administrative Services (Jan. 2017).
Underlying data from: 2014 – 2018 Estimates from Department of Administrative Services – Performance Strategy and Budget Office; 2019 – 2021 Projections from Milwaukee County Office of the Comptroller, “Milwaukee County Five-Year Financial Forecast” available at <https://milwaukeecounty.legistar.com/LegislationDetail.aspx?ID=2831513&GUID=1B295EC1-F20F-4B92-9C65-748955867D16&Options=ID|Text|&Search=forecast>





V. Successful Financial Reforms

As a consequence, every year we will continue to close the gap



Graphic prepared by: Milwaukee County Department of Administrative Services (Jan. 2017).
Underlying data from: 2014 – 2018 Estimates from Department of Administrative Services – Performance Strategy and Budget Office; 2019 – 2021 Projections from Milwaukee County Office of the Comptroller, “Milwaukee County Five-Year Financial Forecast” available at <https://milwaukeecounty.legistar.com/LegislationDetail.aspx?ID=2831513&GUID=1B295EC1-F20F-4B92-9C65-748955867D16&Options=ID|Text|&Search=forecast>



[Draft title]

The Milwaukee County Mental Health Board presents
A Zeidler Center guided Community Conversation on
Mental Health Services
Thursday, May 4, 2017, 5:30p to 7:00p (location TBA)

Zeidler Center Facilitation Services Overview

- Wide marketing network
- Proven dialogue method utilizing trained facilitators
 - Structured listening circle format encouraging reflection and deep listening to diverse voices (Introduction, structured question rounds, unstructured open conversation, feedback forms)
 - Professional facilitators (communication agreements, equal time, note taking)
- Qualitative and quantitative data reporting (representing all participant voices)

[Draft Dialogue Components]

Communication Agreements

1. We will speak for ourselves, from our personal experiences.
2. We will share airtime and not interrupt or criticize others' opinions.
3. We will "pass" or "pass for now" if we're not ready to respond to a question.
4. If asked to keep something confidential, we will honor that request.

Introduction

1. Review of budget process – forums (online and in person), opportunities
2. Review of community services (handout)
3. Review of misperceptions
4. Introduction of Listening Circles (Dr. Katherine Wilson)

Structured Question Rounds:

1. What BHD community services -- services you've seen or experienced in your personal or professional life -- have made an impact in your life or with someone you know? What was the service and what was the impact?
2. What barriers have you heard about or personally experienced in receiving services from BHD?
3. What could BHD do to make access to services and the path the treatment more clear?

Connected Conversation: What could BHD or the Mental Health Board do to improve the budget process?

Participant Feedback Form

BHD believes the path to treatment should be clear to everyone. Thank you for your feedback!

1. What's your zip code? _____ **2. Gender** _____

3. Age range? (Circle one) 18-24 / 25-34 / 35-44 / 45-54 / 55-64 / 65-74 / 75+

4. Race & Ethnicity: (Check all applicable)

- | | |
|---|--|
| <input type="checkbox"/> African-American or Black | <input type="checkbox"/> Native Hawaiian or Other Pacific Islander |
| <input type="checkbox"/> American Indian or Alaska Native | <input type="checkbox"/> White or Caucasian |
| <input type="checkbox"/> Asian / Latino or Hispanic | <input type="checkbox"/> Other: _____ |

5. What did you find most beneficial about this experience/format?

6. What questions or comments are you leaving with today?

**7. What community services do you think BHD should be providing that they are currently not?
What gaps do you see in mental health services?**

8. What services does BHD provide that they should expand?

9. How have you heard about BHD services? (Check all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Word of mouth | <input type="checkbox"/> Personal experience with an adult family member |
| <input type="checkbox"/> Pamphlets | <input type="checkbox"/> Personal experience with child or adolescent |
| <input type="checkbox"/> Another agency | <input type="checkbox"/> I do not hear about BHD services |
| <input type="checkbox"/> Personal experience for self | <input type="checkbox"/> Other: _____ |

10. How did you hear about this meeting? (Check one)

- | | |
|--|---|
| <input type="checkbox"/> Newspaper | <input type="checkbox"/> Word of mouth |
| <input type="checkbox"/> Email | <input type="checkbox"/> Mental Health Task Force |
| <input type="checkbox"/> Website | <input type="checkbox"/> Other professional agency/advocacy group |
| <input type="checkbox"/> Social media/Facebook | |

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

DATE: March 24, 2017

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

FROM: Héctor Colón, Director, and Department of Health and Human Services
Approved by Mike Lappen, Administrator, Behavioral Health Division

SUBJECT: **Report from the Director, Department of Health and Human Services, Requesting Authorization to Execute Professional Services Contracts to Support a TANF Study, Provide Project Management and Information Technology Services, Residency Training, and Bioethical Consultation; and 2017 Purchase-of-Service Contracts and Fee-for-Service Agreements with a Value in Excess of \$100,000 for the Behavioral Health Division for the Provision of Adult and Child Mental Health Services and Substance Use Disorder Services**

Issue

Wisconsin Statute 51.41(10) requires approval for any contract related to mental health (substance use disorder) with a value of at least \$100,000. No contract or contract adjustment shall take effect until approved by the Milwaukee County Mental Health Board. Per the statute, the Director of the Department of Health and Human Services is requesting authorization for BHD/CARS to execute mental health and substance use contracts for 2017.

Background

Approval of the recommended contract allocations will allow BHD/CARS/Wraparound to provide a broad range of rehabilitation and support services to adults with mental health and/or substance use disorders and children with serious emotional disturbances.

Professional Services Contracts

Patina Solutions Group, Inc.	\$96,000.00
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In June 2016, the Mental Health Board approved \$195,000 for a contract with Patina Solutions Group, Inc., to provide project management costs for the Case Management redesign effort between the Behavioral Health Division (BHD) and the Department of Health and Human Services (DHHS). At that time, there was a misunderstanding that DHHS and BHD would split the costs evenly. Upon further review of the expense allocation agreement and size of BHD compared to DHHS, management noted that DHHS agreed to pay up to \$99,000 of this project. Therefore, to pay Patina for the work already rendered, BHD is requesting an additional \$96,000 to cover the balance of this contract for which BHD is responsible.

UW-Milwaukee TANF Grant \$170,000.00

This is an agreement with UW-Milwaukee to conduct a special project. The project will focus on process (i.e., what was done and how it was accomplished) and outcomes (i.e., results) to evaluate the Milwaukee County TANF-AODA system of care.

Medical College of Wisconsin – Affiliated Hospitals \$654,000.00

BHD contracts with the Medical College of Wisconsin – Affiliated Hospitals (MCWAH) for residency and fellowship stipends as part of BHD’s affiliation and training site designation with the psychiatry training programs. The residents and fellows assigned to BHD serve as house staff and provide medical care within the BHD acute inpatient, crisis and community services, with oversight and direction from BHD psychiatry staff.

BHD is recommending extending the agreement for a two-year contract term for the period of July 1, 2017 through June 30, 2019 in an amount of \$654,000 annually. This is the same amount as in 2015 and 2016.

Medical College of Wisconsin \$69,794.00

BHD is recommending contracts for partial support of the MCW Psychiatry Residency Director (\$59,794) and for MCW bioethics consultation (\$10,000) be extended for the term of July 1, 2017 through June 30, 2019.

Netsmart

After an extensive review, Milwaukee County is reinvesting in the Behavioral Health Division’s Electronic Medical Record. BHD will renew its relationship with Netsmart, the vendor of Avatar and related tools, for an additional 3 years. This contract will run from May 1st, 2017 to December 31st 2020 and include two 1 year renewal options beginning in 2021. The following financial terms have been negotiated:

Netsmart Contract Renewal - Recurring Fees				
Solution Category	2017 (remainder)	2018	2019	2020
Software, Hosting, & Integration	\$541,673.62	\$860,380.46	\$860,380.46	\$860,380.46
HelpDesk IT Services	\$64,000.00	\$96,000.00	\$96,000.00	\$96,000.00
Application Management Services	\$768,000.00	\$810,666.67	\$640,000.00	\$640,000.00
Total	\$1,373,673.62	\$1,767,047.13	\$1,596,380.46	\$1,596,380.46

This includes costs for licenses and remote (cloud) hosting of core applications including Clinical Workstation, Practice Management, Managed Service Organization, ProviderConnect, Pharmacy Management, along with improved features in data exchange, self-service reporting and document management. It includes 24x7 helpdesk to support staff through all shifts, support resources to maintain and update the system, and compliance and reporting needs defined by BHD.

The 2017 amount is in addition to the \$396,160 already approved in February for a new annual total of \$1,769,833.62.

Purchase-of-Service Contracts

SEA Group \$300,000.00

This is an agreement with Sea Group for Educational Advocacy for youth that are enrolled in the Wraparound program.

Fee-for-Service Agreements

Butterflies Home for Teen Girls \$159,075.00

Butterflies Home for Teen Girls is a licensed group home with two locations on Milwaukee's Northside. They serve girls between the ages of 12-17. This vendor specializes in meeting the needs of pregnant teens and teen mothers who are in out of home care.

Willowglen \$100,000.00

This is an agreement with Willowglen, a current CARS provider, for services provided as part of the CCS network.

Outreach Community Health Centers \$450,000.00

Comprehensive Community Services (CCS) provides programming to people of all ages -- youth to elderly -- living with either a mental illness and/or substance use disorder. CCS is for individuals who need ongoing services beyond occasional outpatient care, but less than the intensive care provided in a hospital setting.

Fiscal Summary

The amount of 2017 spending requested in this report is summarized below. These payments will be absorbed within the Behavioral Health Division's 2017 budget.

Vendor	New/Amendment/Renewal	2017 Estimated Amount
UW-Milwaukee TANF	New	\$170,000.00
Butterflies Home for Teen Girls	New	\$159,075.00
Patina Solutions Group	Amendment	\$96,000.00
Willoglen	New	\$100,000.00
SEA Group	New	\$300,000.00
Medical College of Wisconsin - Affiliated Hospitals	Renewal	\$654,000.00
Medical College of Wisconsin	Renewal	\$69,794.00
Netsmart	Renewal	\$1,769,833.62
Outreach Community Health Centers	Renewal	\$450,000.00
Total		\$3,768,702.62

A handwritten signature in black ink, appearing to read "Hector Colon". The signature is fluid and cursive, with the first name "Hector" written in a larger, more prominent script than the last name "Colon".

Hector Colon, Director
Department of Health and Human Services

COUNTY OF MILWAUKEE
Behavioral Health Division Administration
Inter-Office Communication

DATE: March 15, 2017

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

FROM: Michael Lappen, BHD Administrator
Submitted by John Schneider, MD, FAPA, BHD Chief Medical Officer

SUBJECT: Report from the Behavioral Health Division Administrator, Requesting Approval to Implement an "Employment Agreement" As Established Under BHD Personnel Policy for Specific Classified, Unclassified and Exempt Physician County Employees

Issue

Wisconsin Statute 51.41(10) requires approval for any contract related to mental health with a value of at least \$100,000. The contract shall take effect only if the Milwaukee County Mental Health Board votes to approve, or does not vote to reject, the contract within 28 days after the contract is signed or countersigned by the County Executive.

Per the above Statute, the BHD Administrator is requesting authorization to establish one (1) new "Employment Agreement" with a newly recruited physician. The salary specified within the agreement exceeds \$100,000 annually.

It has been determined that "Employment Agreements" fall under BOTH personnel policy AND contract requirements.

Discussion

Due to the significant time, effort and expense associated with recruiting and retaining qualified medical staff, the Behavioral Health Division, in collaboration with the Compensation Division and Corporation Counsel, has established a personnel policy that requires employment agreements for specific classified, unclassified and exempt physician classifications within Milwaukee County employ. The purpose of these agreements is to stipulate total compensation including fringe benefits, recruitment/retention incentives and to establish a reasonable and fair "minimum resignation notice" requirement, which does not exist under Civil Service rules.

We submit the table below, with one (1) new personnel transaction that BHD will be requesting the Milwaukee County Chief Human Resources Officer to implement in connection with an Employment Agreement.

ITEM ID	HIGH/ LOW ORG	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, industry competition, competencies and education/experience requirements.	EFFECTIVE DATE			
		JOB CODE / POSITION #	JOB CODE / POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE					
EA2017-04A	6300/ 6412	N/A	NEW CREATE	1	E012	Min		E012	Min	Market Alignment	X	Immediate Recruitment Need.	07/31/17
						Mid			Mid		X	Retention	
						Max			Max		X	Industry shortage / strong competition for profession	
						N/A			\$275,000	X	Other: Training/experience exceed the minimum qualifications.		

The individual physician(s) entering into this agreement shall maintain current status as a benefit-eligible COUNTY EMPLOYEE, or if newly hired shall be established as a benefit-eligible COUNTY EMPLOYEE, including ERS enrollment, and subject to all applicable County and BHD personnel policies and Civil Service rules, where applicable.

Incumbent(s) of above position shall be eligible for recruitment/retention bonus. All bonuses shall be subject to conditions. Amount of bonus shall not exceed \$25,000 annually. In all cases, any funds identified through the Employment Agreement as a retention or other bonus shall not be considered eligible earnings under the Milwaukee County Pension Plan. Therefore, a retention or other bonus shall not affect in any manner any pension benefit under the Employee Retirement System (ERS), including, but not limited to, earnable compensation, final average salary, service credit, eligibility for a benefit or timing of a benefit.

Recommendation

It is recommended that the Milwaukee County Mental Health Board approve entering into "Employment Agreement" (contracts) with the incumbent of the above position(s) for the recommended total compensation amount on or after the requested effective date.

References

Wis. Stats. [46.19\(4\)](#): the salaries of any superintendent of a mental health institution and the salaries of any visiting physician and necessary additional officers and employees whose duties are related to mental health shall be fixed by the county executive.

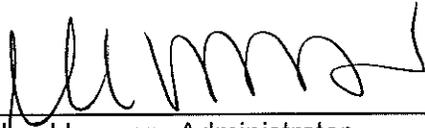
Wis. Stats. [51.41\(10\)](#): MENTAL HEALTH CONTRACTS. Any contract related to mental health with a value of at least \$100,000, to which Milwaukee County is a party may take effect only if the Milwaukee County mental health board votes to approve, or does not vote to reject, the contract within 28 days after the contract is signed or countersigned by the county executive.

Wis. Stats. [51.42\(6m\)\(i\)](#): Establish salaries and personnel policies of the programs of the county department of community programs subject to approval of the county executive or county administrator and county board of supervisors, except in Milwaukee County, or the Milwaukee County mental health board in Milwaukee County unless the county board of supervisors or the Milwaukee County mental health board elects not to review the salaries and personnel policies.

Fiscal Effect

The recommended compensation contained in this report is supported within the Behavioral Health Division's 2017 operating budget. There is no tax levy associated with this request.

Respectfully Submitted,



Michael Lappen, Administrator
Behavioral Health Division

cc Thomas Lutzow, Chairperson, Milwaukee County Mental Health Board Finance Committee
Héctor Colón, Director, Department of Health and Human Services
John Schneider, MD, BHD Chief Medical Officer
Lora Dooley, BHD Director of Medical Staff Services
Jodi Mapp, BHD Senior Executive Assistant