

COUNTY OF MILWAUKEE
Behavioral Health Division Administration
Inter-Office Communication

DATE: November 19, 2018

TO: Thomas Lutzow, Chairperson – Milwaukee County Mental Health Board

FROM: Mary Jo Meyers, Director, Department of Health and Human Services
Approved by Michael Lappen, Administrator, Behavioral Health Division

**SUBJECT: Report from the Director, Department of Health and Human Services,
Requesting Authorization to Execute a 2018 Professional Services Contract
Amendment for Legal 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/Wraparound/Inpatient Hospital to execute mental health and substance use contracts for 2018.

Background

Approval of the recommended contract allocations will allow BHD/CARS/Wraparound/Inpatient Hospital 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

Reinhart, Boerner Van Deuren, S.C. - \$25,000

The Behavioral Health Division (BHD) is seeking an amendment to the current agreement with Reinhart, Boerner Van Deuren, S.C., contractor was retained in February 2016 to provide Legal Counsel for the acute services restructuring. BHD is seeking to amend the existing agreement by \$25,000 for 2018. The new contract total will be \$374,000.

Fiscal Summary

The amount of spending requested in this report is summarized below.

Vendor Name	New/Amendment	2018 Increase Amount	Total Contract Amount
Reinhart, Boerner Van Deuren, S.C.	Amendment	\$25,000	\$374,000
Total		\$25,000	\$374,000

*Denotes a Vendor whose funding is supported by a grant.



Mary Jo Meyers, Director
Department of Health and Human Services

Cc: Maria Perez, Finance Chairperson

COUNTY OF MILWAUKEE
Behavioral Health Division Administration
Inter-Office Communication

DATE: November 19, 2018

TO: Thomas Lutzow, Chairperson – Milwaukee County Mental Health Board

FROM: Mary Jo Meyers, Director, Department of Health and Human Services
Approved by Michael Lappen, Administrator, Behavioral Health Division

SUBJECT: Report from the Director, Department of Health and Human Services, Requesting Authorization to Execute a 2018 Purchase-of-Service Contract Amendment 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/Wraparound/Inpatient Hospital to execute mental health and substance use contracts for 2018 and 2019.

Background

Approval of the recommended contract allocations will allow BHD/CARS/Wraparound/Inpatient Hospital 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.

Purchase-of-Service Contracts

SEA Group - \$340,000

The Vendor provides Educational Advocacy services for the Wraparound Milwaukee Program serving children/youth and their families. BHD is requesting an additional \$115,000 for 2018 making the total 2018 contract amount \$415,000. BHD previously requested \$300,000 on October 25, 2018 for the 2019 contract and is now requesting an additional \$225,000 making the total contract amount for 2019, \$525,000.

Fiscal Summary

The amount of spending requested in this report is summarized below.

Vendor Name	New/Amendment	2018 Amount	2019 Amount	Total Contract Amount
SEA Group	Amendment	\$115,000	\$225,000	\$940,000
Total		\$115,000	\$225,000	\$940,000

*Denotes a Vendor whose funding is supported by a grant.

Mary Jo Meyers, Director
Department of Health and Human Services

Cc: Maria Perez, Finance Chairperson

COUNTY OF MILWAUKEE
INTER-OFFICE COMMUNICATION

Date: November 20, 2018
To: Milwaukee County Mental Health Board
From: Margo Franklin, Director of Employee Relations, Department of Human Resources.
RE: Ratification of the 2018 Memorandum of Agreement between Milwaukee County and the Wisconsin Federation of Nurses and Health Professionals, Local 5000, AFT, AFL-CIO

Milwaukee County has reached an understanding with the bargaining team for the Wisconsin Federation of Nurses and Health Professionals, Local 5000, AFT, AFL-CIO that establishes a Memorandum of Agreement (MOA) for 2018.

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 MOA 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.

**2018
AGREEMENT
BETWEEN THE
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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TABLE OF CONTENTS

<u>SECTION</u>	<u>PAGE</u>
 PART 1	
1.01	Recognition..... 1
1.02	Employee Defined.....2
1.03	Duration of Agreement.....2
 PART 2	
2.01	Wages.....2

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
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24
25
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27
28
29
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31

2018
AGREEMENT
between the
COUNTY OF MILWAUKEE
and the
WISCONSIN FEDERATION OF NURSES & HEALTH PROFESSIONALS,
LOCAL 5000, AFT, AFL-CIO

This Agreement, made and entered into by and between the County of Milwaukee, a municipal body corporate, as municipal employer, hereinafter referred to as “County”, and the Wisconsin Federation of Nurses & Health Professionals, Local 5000, AFT, AFL-CIO, as representatives of employees who are employed by the County of Milwaukee, hereinafter referred to as “Association”. The County is a party to this agreement by virtue of the power granted to the Milwaukee County Mental Health Board under Wis. Stat. 51.41(10).

WITNESSETH

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

PART 1

1.01 RECOGNITION

The County of Milwaukee agrees to recognize, and herewith does recognize, the Wisconsin Federation of Nurses & Health Professionals, Local 5000, AFT, AFL-CIO as the exclusive collective Bargaining agent of behalf of the employees of Milwaukee County in accordance with the certification of the Wisconsin Employment Relations Commission, as amended, in respect to wages, pursuant to Subchapter IV, Chapter 111.70, Wisconsin Statutes.

1 1.02 EMPLOYEE DEFINED

2 Wherever the term “employee” is used in this Agreement, it shall mean and include only those
3 employees of Milwaukee County within the certified bargaining unit represented by the
4 Association as seen in Appendix 1.

5
6 1.03 DURATION OF AGREEMENT

7 This Agreement is to take effect on January 1, 2018. Unless otherwise modified or extended by
8 mutual agreement of the parties, this Agreement shall expire on December 31, 2018.

9

10 **PART 2**

11

12 2.01 WAGES

13 Effective Pay Period 14, 2018 (June 17, 2018) the wages of bargaining unit employees shall be
14 increased by one percent (1.0%).

Appendix 1

WFNHP ORG List

Union Code	High Org	Low Org	Job Code Description
NS	4800	4842	EMS Instructor Hrly
NS	4800	4842	Instructor EMS
NS	4900	4900	Forensic Chemist
NS	6300	6313	RN Utilization Review
NS	6300	6316	RN Educator
NS	6300	6325	RN Infection Control
NS	6300	6373	Advanced Nurse Prescriber
NS	6300	6373	Advanced Nurse Prescriber Pool
NS	6300	6373	RN
NS	6300	6373	RN Pool
NS	6300	6373	Therapist Music
NS	6300	6373	Therapist Occupational
NS	6300	6373	Therapist Occupational Pool
NS	6300	6375	RN
NS	6300	6375	RN Pool
NS	6300	6376	RN
NS	6300	6376	RN Educator
NS	6300	6376	RN Pool
NS	6300	6377	RN
NS	6300	6383	Advanced Nurse Prescriber
NS	6300	6383	RN
NS	6300	6383	Therapist Occupational
NS	6300	6443	Advanced Nurse Prescriber
NS	6300	6443	RN
NS	6300	6443	RN Pool
NS	6300	6443	RN Utilization Review
NS	6300	6443	Therapist Occupational
NS	6300	6445	RN
NS	6300	6446	RN
NS	6300	6448	Therapist Music
NS	6300	6474	RN
NS	7900	7973	RN 2 - Dept on Aging
NS	8000	8921	RN 1
NS	8000	8921	RN 2

SIGNATURE PAGE FOLLOWS

IN WITNESS WHEREOF, the parties hereto have executed this Contract on the day, month and year first above written.

Wisconsin Federation of Nurses & Health
Professionals, Local 5000, AFT, AFL-CIO

By: _____ Date: _____

Department of Human Resources

By: _____ Date: _____

Director of Employee Relations

Approved for execution:

By: _____ Date: _____

Corporation Counsel

*Approved as to funds available per
Wisconsin Statutes Section 59.255(2)(e):*

By: _____ Date: _____

Comptroller

Approved:

By: _____ Date: _____

County Executive

Approved as compliant under sec. 59.42(2)(b)5, Stats.:

By: _____ Date: _____

Corporation Counsel



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

Sent via email

October 31, 2018

Ms. Margo Franklin
Director of Employee Relations
Milwaukee County Dept of Human Resources
901 N 9th Street, Suite 210
Milwaukee, WI 53233

RE: 2018 Contract Ratification

Dear Ms. Franklin,

This letter is inform you that on October 30, 2018, the members of the Milwaukee County Chapter of Wisconsin Federation of Nurses and Health Professionals, Local 5000, AFT, AFL-CIO, voted to ratify both the 2018 BHD and non-BHD tentative agreements between the County and the Union.

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

Sincerely,

Jamie Lucas
Executive Director

Candice Owley, RN
WFNHP President

CC: Anna Maring, Chapter President

JL:CO/ak opeiu9aficio

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: November 14, 2018

TO: Tom Lutzow, Chairman, Milwaukee County Mental Health Board

FROM: Scott B. Manske, Comptroller
Cynthia (CJ) Pahl, Financial Services Manager, Office of the Comptroller

SUBJECT: Fiscal Impact – 2018 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, 2018. The last day of their previously negotiated contract was December 31, 2017. The bargaining unit was recertified in 2018.

2017 Base Wage Limit

Using rules provided by WERC, a calculation was made to provide the maximum base wage increase allowable for 2018 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 14 2017 (ending July 1, 2017). At that time, the bargaining unit had 123 members who were actively employed¹. 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, 2018, or 1.84 percent. This became the maximum base wage increase allowable for purposes of bargaining or \$102,106²; this is the maximum amount that can be paid in additional base wages in 2018 and can be paid out however agreed upon by the union and the County.

¹ 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.

² The FNHP bargaining unit had 123 total authorized positions as of July 1, 2017 (authorized positions having the definition provided by WERC “...those positions in the bargaining unit that are filled”). However, 23 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.

2018 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 17, 2018) for all members. The base wage increase results in a total salary lift for 2018 of \$30,467 for the bargaining unit, which is \$71,639 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 2018 Wage Increase on 2018 Budget and 2019 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 17, 2018). The cost of the wage increase for 2018, using the contract effective date, would be as follows:

2018 Salary Increase	30,467
FICA	2,331
Net cost	32,798

The 2018 Adopted Budget included an appropriation for a 1.0 percent wage increase for all employees, effective Pay Period 14 (beginning June 17, 2018), or approximately \$34,595 in additional salary dollars. Therefore, there is a \$4,444 savings based on the proposed agreement for the current year.

2018 Budgeted Salary Increase	\$ 34,595
FICA	\$ 2,647
Net Budgeted Amount	\$ 37,242
Net Actual Cost	\$ 32,798
Savings / (Cost)	\$ 4,444

Since this wage increase inflates the base wage of these employees it would therefore impact each subsequent year budget. The budget impact on 2019, assuming the same pension percentages, would be as follows:

2019 Salary Increase	56,582
FICA	4,328
Net cost	60,910



Scott B. Manske
Comptroller



Cynthia (CJ) Pahl
Financial Services Manager