

COUNTY OF MILWAUKEE  
INTER-OFFICE COMMUNICATION

2

**Date:** December 16, 2019  
**To:** Tom Lutzow, Chairman, Milwaukee County Mental Health Board  
**From:** Margo Franklin, Director of Employee Relations, Department of Human Resources.  
**RE:** Ratification of the 2019 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 Wisconsin Federation of Nurses and Health Professionals, Local 5000, AFT, AFL-CIO that establishes a Memorandum of Agreement (MOA) for 2019.

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.

**2019  
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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2019  
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 “Federation”. 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 agrees to recognize, and herewith does recognize, the Federation 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 BARGAINING UNIT DEFINED

2 (1) Whenever the term "employee" is used in this Agreement, it shall mean and include  
3 bargaining unit employees of Milwaukee County in Organizational Units 6313, 6316,  
4 6325, 6373, 6375, 6376, 6377, 6383, 6412, 6413, 6443, 6445, 6446, 6448, and 6474 in  
5 the following classifications: Advanced Nurse Prescriber, Advanced Nurse Prescriber–  
6 Psych, Advanced Nurse Prescriber Pool, RN, RN Educator, RN Infection Control, RN  
7 Pool, RN Risk Management, RN Utilization Review, Therapist Music, Therapist  
8 Occupational and Therapist Occupational Pool.

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

20  
21 1.03 DURATION OF AGREEMENT

22 This Agreement is to take effect on January 1, 2019. Unless otherwise modified or extended by  
23 mutual agreement of the parties, this Agreement shall expire on December 31, 2019.

24  
25 **PART 2**

26  
27 2.01 WAGES

28 Effective Pay Period 13, 2019 (June 02, 2019) the wages of bargaining unit employees shall be  
29 increased by two percent (2.0%).

**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



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

*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)

***Sent via email***

November 18, 2019

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

**RE: 2019 Contract Ratification**

Dear Ms. Franklin,

This letter is inform you that on November 15, 2019, 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 2019 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 8, 2019

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 – 2019 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, 2019. The last day of their previously negotiated contract was December 31, 2018. The bargaining unit was recertified in 2019.

**2019 Base Wage Limit**

Using rules provided by WERC, a calculation was made to provide the maximum base wage increase allowable for 2019 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 2018 (ending July 14, 2018). At that time, the bargaining unit had 131 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, 2019, or 2.25 percent. This became the maximum base wage increase allowable for purposes of bargaining or \$133,115<sup>2</sup>; this is the maximum amount that can be paid in additional base wages in 2019 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 131 total authorized positions as of July 1, 2018 (authorized positions having the definition provided by WERC "...those positions in the bargaining unit that are filled"). However, 27 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.

### 2019 Wage Increase and Base Wage Compliance

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by 2.0 percent effective with Pay Period 13 (beginning June 2, 2019) for all members. The base wage increase results in a total salary lift for 2019 of \$62,129 for the bargaining unit, which is \$70,986 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 2019 Wage Increase on 2019 Budget and 2020 Budget

Based upon the proposed agreement with the bargaining unit, the base wage rates will increase by 2.0 percent effective with Pay Period 13 (beginning June 2, 2019). The cost of the wage increase for 2019, using the contract effective date, would be as follows:

2019 Salary Increase	\$ 62,129
FICA	\$ 4,753
<b>Net cost</b>	<b>\$ 66,882</b>

The 2019 Adopted Budget included an appropriation for a 2.0 percent wage increase for all employees, effective Pay Period 14 (beginning June 16, 2019), or approximately \$81,485 in additional salary dollars. Therefore, there is a \$20,836 savings based on the proposed agreement for the current year.

2019 Budgeted Salary Increase	\$ 81,485
FICA	\$ 6,234
<b>Net Budgeted Amount</b>	<b>\$ 87,718</b>
<b>Net Actual Cost of Bargained 2%</b>	<b>\$ 66,882</b>
<b>Savings / (Cost)</b>	<b>\$ 20,836</b>

Since this wage increase inflates the base wage of these employees it would therefore impact each subsequent year budget. The budget impact on 2020, assuming the same pension percentages, would be as follows:

2020 Salary Increase	\$ 106,174
FICA	\$ 8,122
<b>Net cost</b>	<b>\$ 114,296</b>



Scott B. Manske  
Comptroller



Cynthia (CJ) Pahl  
Financial Services Manager

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

**DATE:** January 23, 2020

**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 2019 Professional Services Contract Amendments and 2020 Contracts for Therapy, Radiology, Pharmacy, Consulting, Software, Training, Laboratory, and Grant Management 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 2019 and 2020.

**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**

**Hospital/Operations Contracts**

**Column Rehab Services, Inc. - \$126,000**

Column Rehab Services, Inc. provides physical therapy and speech pathology services at Milwaukee County BHD. \$26,000 is requested for 2019 and an additional \$100,000 is requested for 2020. The three-year contract amount will be increased to \$225,000.

**MobileX USA - \$33,434**

MobileX USA provides radiology and ultrasound services to BHD. BHD is requesting \$33,434 for 2020. The three-year contract amount will be increased to \$103,434.

**Pharmacy Systems, Inc. - \$1,000**

Pharmacy Systems, Inc., provides pharmaceutical services to BHD. BHD is requesting an additional \$1,000 for 2019 as a result of the adjusted/projected consumer price index (CPI). These funds are being requested for 2019. The six-year contract amount will be increased to \$4,552,145.

**The Greeley Company, LLC (Greeley) - \$950,000**

Greeley is a healthcare consulting company that specializes in accreditation and regulatory compliance. They will be providing a full-time compliance consultant to perform ongoing monitoring of the hospital's plan of correction in accordance with the Centers for Medicare and Medicaid System Improvement Agreement (SIA) requirements. The Compliance Consultant will be required for the duration of the SIA anticipated to end on July 1, 2021. This contract was initially awarded to Barrins & Associates Consulting (Barrins) as part of the request for proposal process, however Barrins declined the contract as they no longer had an Associate available to fill the position BHD is requesting \$950,000 for the 2020 contract. The one-year contract amount will be \$950,000.

**Verge Solutions, LLC dba Verge Health - \$53,590**

Verge Health owns and operates a hosted, Proprietary software suite of products (the "Verge Systems"). The Verge System assists healthcare entities to automate processes through customized workflows, creation and management of performance improvement activities, collection, management and analysis of data. \$53,590 is requested for 2020. The four-year contract amount will be increased to \$198,428.

**Vistelar, LLC - \$450,000**

Vistelar, LLC performs consulting, and training focused on creating a culture where all stakeholders are treated with dignity, while creating and maintaining an environment of care incompatible with aggression and that emphasizes everyone's emotional and physical safety. The one-year contract amount will be \$450,000.

**Wisconsin Diagnostics Laboratories, Inc.- \$28,000**

Wisconsin Diagnostics Laboratories, Inc. provides Laboratory and Phlebotomy Services at Milwaukee County BHD. \$28,000 is requested for 2020. The four-year contract will be increased to \$127,900.

### Youth Services Contracts

#### **Evaluation Research Services, LLC - \$450**

Evaluation Research Services, LLC provides grant management coordination, inclusive of grant writing to Milwaukee County BHD. Using a Lifecycle management approach to grant management, processes and infrastructure is developed and implemented to manage grant proposals from beginning, or 'pre-award', stage of a project implementation, or 'post award', through the termination, or 'closeout', of an award. BHD is requesting an additional \$450 for 2019 to assist Wraparound Milwaukee. The three-year contract amount will be increased to \$362,250.

#### **The Medical College of Wisconsin – \$30,000**

The vendor provides behavioral health services to children and youth enrolled in Wraparound. BHD is requesting \$30,000 for 2020. The ten-year contract amount will be increased to \$117,360.70.

#### **UW-Milwaukee - \$940,451**

University of WI-Milwaukee will support the redesign and implementation of the psychiatric crisis service system of care (SOC) for youth and young adults by expanding early intervention, prevention, response, and post-prevention services, while also working to enhance the crisis SOC for youth and their caregivers through infrastructure development. BHD is requesting an additional \$940,451 over a four-year period. The four-year contract amount will be \$1,272,999.

Year	Amount	Term
Year 1	\$256,998.00	10/1/19 - 9/30/20
Year 2	\$222,617.00	10/1/20 - 9/30/21
Year 3	\$208,519.00	10/1/21 - 9/30/22
Year 4	\$252,317.00	10/1/22 - 9/30/23

### Fiscal Summary

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

Vendor Name	Existing Amount/New	2019 Amount Requested	2020 Amount Requested	2021 Amount Requested	2022 Amount Requested	2023 Amount Requested	Total Contract Amount
Column Rehab	\$99,000	\$26,000	\$100,000	N/A	N/A	N/A	\$225,000
MobileX USA	\$70,000	N/A	\$33,434	N/A	N/A	N/A	\$103,434
Pharmacy Systems Inc.	\$4,551,145	\$1,000	N/A	N/A	N/A	N/A	\$4,552,145
The Greeley Company	New	N/A	\$950,000	N/A	N/A	N/A	\$950,000

Vendor Name	Existing Amount/New	2019 Amount Requested	2020 Amount Requested	2021 Amount Requested	2022 Amount Requested	2023 Amount Requested	Total Contract Amount
Verge Solutions, LLC	\$144,838	N/A	\$53,590	N/A	N/A	N/A	\$198,428
Vistelar, LLC	New	N/A	\$450,000	N/A	N/A	N/A	\$450,000
Wisconsin Diagnostic Laboratories, Inc	\$99,900	N/A	\$28,000	N/A	N/A	N/A	\$127,900
Evaluation Research Services, LLC	\$361,800	\$450	N/A	N/A	N/A	N/A	\$362,250
The Medical College of Wisconsin	\$87,360.70	N/A	\$30,000	N/A	N/A	N/A	\$117,360.70
*UW Milwaukee	\$332,548	\$256,998	\$222,617	\$208,519	\$252,317	N/A	\$1,272,999
<b>TOTAL</b>	<b>\$5,746,592</b>	<b>\$284,448</b>	<b>\$1,867,641</b>	<b>\$208,519</b>	<b>\$253,317</b>	<b>\$0</b>	<b>\$8,359,517</b>

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

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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:** February 27, 2020

**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 2019 Purchase-of-Service Contract Amendments and 2020 Contracts 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 2020

## 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

### Adult Service Contracts

#### **Impact Alcohol & Other Drug Abuse Services, Inc. - \$127,353**

The Vendor is a Community Access Point that currently does screening and assessments for CARS consumers and matches the recommended services to the individual's needs. BHD is asking for an additional \$127,353 to extend the current agreement until June 30, 2020. The total contract amount for 2019-2020 will be increase from \$636,765 to \$764,118.

#### **M&S Clinical Services, Inc. - \$136,925**

The Vendor is a Community Access Point that currently does screening and assessments for CARS consumers and matches the recommended services to the individual's needs. BHD is

asking for an additional \$136,925 to extend the current agreement until June 30, 2020. The total contract amount for 2019-2020 will be increased from \$684,925 to \$821,850.

**Wisconsin Community Services, Inc. - \$78,878**

The Vendor is a Community Access Point that currently does screening and assessments for CARS consumers and matches the recommended services to the individual's needs. BHD is asking for an additional \$78,878 to extend the current agreement until June 30, 2020. The total contract amount for 2019-2020 will be increase from \$394,390 to \$473,268.

**Wisconsin Community Services - \$250,000**

BHD's Community Linkages and Stabilization Program (CLASP) is an extended crisis stabilization program designed to assist persons with ongoing behavioral health concerns through individual support in the community provided by a state-certified Peer Specialists. BHD is requesting an increase of \$250,000 related to Medicaid pass-through funding for this program. The new 2020 contract amount is \$529,714.

**Our Space, Inc. - \$129,540**

Our Space, Inc. provides participants an introduction to the Family Drug Treatment Court and continued engagement by offering support to the participants from someone who has been through the process and can provide guidance, mentoring and role modeling. BHD is requesting an additional \$43,180 per year, over a three-year period in funding for this vendor to add an additional Peer Specialist to the Family Drug Treatment Court program. The three-year contract amount will be \$129,540.

Year	Amount	Term
Year 1	\$43,180.00	10/1/19 - 9/30/20
Year 2	\$43,180.00	10/1/20 - 9/30/21
Year 3	\$43,180.00	10/1/21 - 9/30/22

**Youth Services Contracts**

**AJA Enterprises, LLC DBA AJA Counseling Center - \$370,372**

The Vendor provides Care Coordination, REACH, and screening/assessment services for the Wraparound Milwaukee Program serving children/youth and their families. BHD is requesting an additional \$370,372 for 2020. The one-year contract amount will be increased to \$1,770,372.

**St. Charles Youth & Family Services, Inc. - \$2,971,711**

Contractor oversees the implementation of the Supported Employment Program (SEP) and monitors fidelity of the SEP pilot program for OYEAH enrolled youth interested in working. The funding is from a five-year SAMHSA grant. BHD is requesting \$2,971,711 over a five-year period. The five-year contract amount will be \$2,971,711.00.

Year	Amount	Term
Year 1	\$571,531	10/1/19 - 9/30/20
Year 2	\$598,694	10/1/20 - 9/30/21
Year 3	\$603,002	10/1/21 - 9/30/22
Year 4	\$599,242	10/1/22 - 9/30/23
Year 5	\$599,242	10/1/23 - 9/30/24

### **Fiscal Summary**

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

Vendor Name	Existing Amount/New	2020 Amount Requested	2021 Amount Requested	2022 Amount Requested	2023 Amount Requested	Total Contract Amount
AJA Enterprises, LLC	\$1,400,000	\$370,372	N/A	N/A	N/A	\$1,770,372
*Impact Alcohol & Other Drug Abuse Services, Inc.	\$636,765	\$127,353	N/A	N/A	N/A	\$764,118
*M&S Clinical Services, Inc	\$684,925	\$136,925	N/A	N/A	N/A	\$821,850.
*Our Space, Inc.	New	\$43,180	\$43,180	\$43,180	N/A	\$129,540
*St. Charles Youth and Family Services	New	\$571,531	\$598,694	\$603,022	\$599,242	\$2,971,711
*Wisconsin Community Services, Inc.	\$394,390	\$78,878	N/A	N/A	N/A	\$473,268
Wisconsin Community Services, Inc.	\$279,714	\$250,000	N/A	N/A	N/A	\$529,714
<b>Total</b>	\$3,395,794	\$1,578,239	\$641,874	\$646,202	\$599,242	\$7,460,573

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

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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:** January 23, 2020

**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 2020 Fee-for-Service Agreement with a Value in Excess of \$100,000 for the Behavioral Health Division for the Provision of 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 2020.

**Background**

Approval of the recommended contract allocation **projections** 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.

**Fee-for-Service Agreements**

**Butterflies Home for Teen Girls - \$115,000**

This vendor provides Group Home Care Services for Wraparound Milwaukee Program serving children/youth and their families. BHD is requesting \$115,000 for the 2020 contract. The one year contract amount will be \$115,000.

## **Fiscal Summary**

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

Vendor Name	Existing Amount/New	2020 Amount Requested	Total 2020 Contract Amount
Butterflies Home for Teen Girls	New	\$115,000	\$115,000
		\$115,000	\$115,000

\*Denotes a Vendors whose funding is supported by a grant

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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:** January 23, 2020

**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 Amend 2020 Contracts with the State of Wisconsin for Social Services and Community Programs.**

**Issue**

Sections 46.031 and 49.325 of the Wisconsin Statutes require counties to execute annual contracts with the State Departments of Health Services (DHS) and Children and Families (DCF) for Social Services and Community Programs. The contracts, referred to as Community Aids, provide State and Federal funding for county services to persons with mental illness, disabilities, and substance abuse problems, and to juvenile delinquents and their families as mandated by State and/or Federal law.

**Background**

In July 2019, the Milwaukee County Mental Health Board approved the 2020 Budget including \$40,655,019 in State grant funding for adult mental health and AODA services. Most of those funds are included in the CY 2020 State and County Grant Award Contract through the Wisconsin Department of Health Services. Several grants, including the IV Drug Abuse Treatment Grant and the State Targeted Response (STR) to the Opioid Crisis funds, are contracted separately. This is funding that supports community mental health and AODA services.

Below is a summary of anticipated State Community Aids revenue at Milwaukee County BHD for CY 2020 and how it compares with budgeted amounts.

**CY 2020 State/County Social Services/Community Program  
Final Revenue Allocation Compared to the 2020 Budget**

	<b>2020 BHD Budget</b>	<b>2020 Final State Allocation</b>	<b>Variance from Budget</b>
<b>Basic County Allocation</b>			
DHS Community Aids	\$22,336,586	\$22,336,586	-
<b>Earmarked Revenues</b>			
Community Mental Health Allocation	\$7,780,317	\$7,780,317	-
Mental Health Block Grant	\$685,914	\$685,914	-
TANF	\$4,394,595	\$4,394,595	-
Urban Youth Prevention	-	\$50,000	\$50,000
Substance Abuse Block Grant & Treatment Services	\$2,431,021	\$2,431,021	-
<b>Total State/County Contract Revenue</b>	<b>\$37,628,433</b>	<b>\$37,678,433</b>	<b>\$50,000</b>
<b>Other Grant Revenues</b>			
Coord Specialty Care (FEP)	-	\$548,832	\$548,832
SABG Supplemental	\$1,093,959	\$1,093,959	-
IV Drug Treatment Grant	\$510,000	\$510,000	-
MHBG Supplemental	\$609,966	\$654,966	\$45,000
SOR / STR Opioid	\$729,346	\$729,346	-
SOR / STR II Expansion	\$83,315	\$248,371	\$165,056
<b>Subtotal Other Revenues</b>	<b>\$3,026,586</b>	<b>\$3,785,474</b>	<b>\$758,888</b>
<b>Grand Total</b>	<b>\$40,655,019</b>	<b>\$41,463,907</b>	<b>\$808,888</b>

**Recommendation**

It is recommended that the Mental Health Board authorize the Director, Department of Health and Human Services, to execute the 2020 Social Services and Community Programs contracts from the State Departments of Health Services and Children and Families, and any addenda to those contracts, for the County to obtain the State Community Aids revenue. The 2020 Social Services and Community Programs contracts provide total revenue of \$41,463,907.

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Mary Jo Meyers, Director  
Department of Health and Human Services

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

**DATE:** February 14, 2020      **(REVISED)**

**TO:** Thomas Lutzow, 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 and/or Amend "Employment Agreements" As Established Under BHD Personnel Policy for Specific Classified, Unclassified and Exempt Physician, Psychologist and Advanced Practice Nurse 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. No such contract or contract amendment shall take effect until approved by the Milwaukee County Mental Health Board.

Per the above Statute, the BHD Administrator is requesting authorization to establish twelve (12) new "Employment Agreements" with eleven current employees and one position currently on recruitment and to amend one (1) existing "Employment Agreement."

**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 allows for employment agreements for specific classified, unclassified and exempt physician, psychologist and advanced practice nurse 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, which lists the thirteen (13) personnel transactions that BHD will be requesting the Milwaukee County Chief Human Resources Officer to implement, in connection with Employment Agreement execution.

NEW AGREEMENTS												
ITEM ID	HIGH/LOW ORG	POSITION		NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, industry competition, competencies and education/experience requirements.	EFFECTIVE DATE (on or after)		
		JOB CODE / POSITION #			PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
EA2020-2A EA2020-2B EA2020-2C	6300/ 6373 & 6447	1201500000002 1201500000005 1201500000012	3	M015	Min	89,294	M015	Min	89,294	Immediate Recruitment Need.	03/08/20	
					Mid	111,613		Mid	111,613	X		Retention
					Max	133,931		Max	133,931			Industry shortage / high competition for profession
					\$121,659.20			NO CHANGE		X		Other: Benefit enhancements in accordance with industry norms for medical staff recruitment/retention
EA2020-2D	6300/ 6373	1201500000003	1	M015	Min	89,294	M015	Min	89,294	Immediate Recruitment Need.	03/08/20	
					Mid	111,613		Mid	111,613	X		Retention
					Max	133,931		Max	133,931			Industry shortage / high competition for profession
					\$104,050.15			NO CHANGE		X		Other: Benefit enhancements in accordance with industry norms for medical staff recruitment/retention
EA2020-2E	6300/ 6402	1201500000008	1	M015	Min	89,294	M015	Min	89,294	Immediate Recruitment Need.	03/08/20	
					Mid	111,613		Mid	111,613	X		Retention
					Max	133,931		Max	133,931			Industry shortage / high competition for profession
					\$121,929.60			NO CHANGE		X		Other: Benefit enhancements in accordance with industry norms for medical staff recruitment/retention
EA2020-2F	6300/ 6474	1201500000013	1	M015	Min	89,294	M015	Min	89,294	Immediate Recruitment Need.	03/08/20	
					Mid	111,613		Mid	111,613	X		Retention
					Max	133,931		Max	133,931			Industry shortage / high competition for profession
					\$121,662.28			NO CHANGE		X		Other: Benefit enhancements in accordance with industry norms for medical staff recruitment/retention
EA2020-2G	6300/ 6383	2101700000002	1	P017	Min	88,088	M015	Min	88,088	Immediate Recruitment Need.	03/08/20	
					Mid	107,910		Mid	107,910	X		Retention
					Max	127,733		Max	127,733			Industry shortage / high competition for profession
					\$92,580.80			\$98,500.00		X		Other: Benefit enhancements in accordance with industry norms for medical staff recruitment/retention
EA2020-2H	6300/ 6445	2101700000007	1 (0.8 FTE)	P017	Min	88,088	M015	Min	88,088	Immediate Recruitment Need.	03/08/20	
					Mid	107,910		Mid	107,910	X		Retention
					Max	127,733		Max	127,733			Industry shortage / high competition for profession
					\$88,192.00			NO CHANGE		X		Other: Benefit enhancements in accordance with industry norms for medical staff recruitment/retention
EA2020-2I	6300/ 6474	2101700000008	1	P017	Min	88,088	M015	Min	88,088	Immediate Recruitment Need.	03/08/20	
					Mid	107,910		Mid	107,910	X		Retention
					Max	127,733		Max	127,733			Industry shortage / high competition for profession
					\$97,302.40			\$98,500.00		X		Other: Benefit enhancements in accordance with industry norms for medical staff recruitment/retention
EA2020-2J	6300/ 6474	2101700000009	1	P017	Min	88,088	M015	Min	88,088	Immediate Recruitment Need.	03/08/20	
					Mid	107,910		Mid	107,910	X		Retention
					Max	127,733		Max	127,733			Industry shortage / high competition for profession
					\$97,864.00			\$98,500.00		X		Other: Benefit enhancements in accordance with industry norms for medical staff recruitment/retention
EA2020-2K	6300/ 6323	2102500100001	1	P025	Min	163,051	P025	Min	163,051	Immediate Recruitment Need.	03/08/20	
					Mid	199,742		Mid	199,742	X		Retention
					Max	236,434		Max	236,434			Industry shortage / high competition for profession
					\$217,235.30			NO CHANGE		X		Other: Benefit enhancements in accordance with industry norms for medical staff recruitment/retention
EA2020-2L	6300/ 6373	2102700100004	1	P027	Min	190,195	P027	Min	190,195	Immediate Recruitment Need.	2020- SPECIFIC DATE TBD	
					Mid	232,981		Mid	232,981	X		Retention
					Max	275,787		Max	275,787	X		Industry shortage / high competition for profession
					N/A			\$250,000.00				Other:

The individual practitioners entering into these agreements 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.

Based on industry shortage and high competition, a recruitment/retention bonus may also be offered in some instances. All bonuses awarded shall be subject to conditions. Amount of bonus for above position(s), if determined to be eligible, 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.

AMENDMENT TO EXISTING AGREEMENT												
ITEM ID	HIGH/LOW ORG	POSITION		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 #			PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
EA2020-2M	6300/ 6373	1101200000002	1	E012	Min	174,866	TBD	Min	TBD	Immediate Recruitment Need.	03/08/20	
					Mid	222,955		Mid	TBD	X		Retention - Immediate Need
					Max	271,024		Max	TBD	X		Industry shortage / high competition for profession
					N/A			**		X		Other: Adjustment to annual retention bonus only

\*\*The salary associated with this classification is currently under-going market analysis by DHR/Compensation and will be adjusted in accordance with reclassification/reallocation recommendations and processes for current position incumbents. Therefore, Job Code/Position # may change from what is reflected above.

It is recommended that retention bonus for incumbent of this position be amended to an amount not to exceed \$40,000 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 and/or amending existing "Employment Agreements" (contracts) with the incumbent of each of the above positions for the recommended total compensation amounts.

**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.

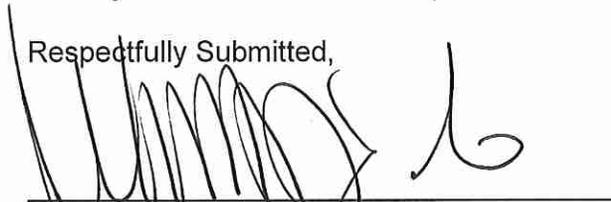
Wis. Stats. [51.41\(10\)](#): MENTAL HEALTH CONTRACTS. Any contract related to mental health with a value of at least \$100,000, to which Milwaukee County is a party may take effect only if the Milwaukee County mental health board votes to approve, or does not vote to reject, the contract.

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 are supported by currently funded and authorized positions within the Behavioral Health Division's 2020 operating budget. There is no tax levy associated with this request.

Respectfully Submitted,



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Michael Lappen, Administrator  
Behavioral Health Division

- cc Maria Perez, Chairperson, Milwaukee County Mental Health Board Finance Committee
- Mary Jo Meyers, Director, Department of Health and Human Services
- John Schneider, MD, BHD Chief Medical Officer
- Dean Legler, Milwaukee County Director of Compensation and HRIS
- Matthew Fortman, DHHS/BHD Fiscal Administrator
- Lora Dooley, BHD Director of Medical Staff Services
- Jodi Mapp, BHD Senior Executive Assistant