Date: August 15, 2019
To: Tom Lutzow, Chairman, Milwaukee County Mental Health Board
From: Margo J. Franklin, Employee Relations Director, Department of Human Resources.
RE: Ratification of the 2019 Memorandum of Agreement between Milwaukee County and the Milwaukee Building & Construction Trades Council, AFL-CIO

Milwaukee County has reached an understanding with the bargaining team for the Milwaukee Building & Construction Trades Council, AFL-CIO (TRADES) 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 TRADES;
2) A notification from the TRADES 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.
August 14, 2019

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

Re: Milwaukee County Members: Wage Increase Voting Results

Dear Ms. Franklin,

The Milwaukee Building Trades held a meeting with our members currently employed by Milwaukee County on Monday, July 8th. During this meeting, they voted to accept the 2% raise increase proposed by the County for 2019. The effective date of this increase is June 16, 2019.

Please do not hesitate to contact me with any questions.

Sincerely,

Dan Bukiewicz  
President
Under Wisconsin Employment Relations Commission (WERC) rules and Statue 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 Milwaukee Building & Construction Trades Council (MBCTC), AFL-CIO, 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 two members who were actively employed\(^1\). 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 $3,289; 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.

**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 14 (beginning June 16, 2019) for all members. The base wage increase results in a total salary lift for 2019 of $1,614 for the bargaining unit, which is $1,674 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

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\(^1\) For purposes of this fiscal note, the MBCTC bargaining unit consists of all represented employees only under control of the Milwaukee County Mental Health Board.
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 14 (beginning June 16, 2019). The cost of the wage increase for 2019, using the contract effective date, would be as follows:

<table>
<thead>
<tr>
<th>2019 Salary Increase</th>
<th>$1,614</th>
</tr>
</thead>
<tbody>
<tr>
<td>FICA</td>
<td>$123</td>
</tr>
<tr>
<td><strong>Net cost</strong></td>
<td><strong>$1,738</strong></td>
</tr>
</tbody>
</table>

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 $1,609 in additional salary dollars. Therefore, there is a $6 cost based on the proposed agreement for the current year.

<table>
<thead>
<tr>
<th>2019 Budgeted Salary Increase</th>
<th>$1,609</th>
</tr>
</thead>
<tbody>
<tr>
<td>FICA</td>
<td>$123</td>
</tr>
<tr>
<td><strong>Net Budgeted Amount</strong></td>
<td><strong>$1,732</strong></td>
</tr>
<tr>
<td><strong>Net Actual Cost of Bargained 2%</strong></td>
<td><strong>$1,738</strong></td>
</tr>
<tr>
<td><strong>Savings / (Cost)</strong></td>
<td>$(6)</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>2020 Salary Increase</th>
<th>$2,952</th>
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</thead>
<tbody>
<tr>
<td>FICA</td>
<td>$226</td>
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<tr>
<td><strong>Net cost</strong></td>
<td><strong>$3,178</strong></td>
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</table>

Scott B. Manske
Comptroller

Cynthia (CJ) Pahl
Financial Services Manager
DATE: September 24, 2019

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

FROM: Mary Jo Meyers, Director, Department of Health and Human Services

SUBJECT: Report from the Director, Department of Health and Human Services, Requesting Authorization to Execute 2019 Professional Services Contract Amendments and a 2019 Contract for Food, Security, Communications, Pharmacy, Cleaning, Research, and Youth Crisis 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

ARAMARK Correctional Services, LLC – 673,397
ARAMARK Correctional Services, LLC, prepares and delivers food for the BHD inpatient population. The funds are being requested for 2020.

Allied Universal Security Services - $936,000
This Vendor provides public safety services for BHD. They provide services twenty-four hours a day, and seven days a week. The Vendor is responsible for monitoring the outside parking lots, and performing environment of care safety checks, etc. These funds are being requested for 2020. The total contract amount would be $1,322,599.

Kane Communications Group - $54,053
Kane Communications group will provide community outreach, advertising, and public information communications to assist Wraparound Milwaukee CHRP grant. BHD is asking for an additional $54,053 for 2019. The total contract amount would be $104,000.
Pharmacy Systems, Inc. - $1,439,804
Pharmacy Systems, Inc., provides pharmaceutical services to BHD. BHD is requesting an additional $50,000 for 2019 and $1,389,804 for 2020 as a result of the adjusted/projected consumer price index (CPI). These funds are being requested for 2019 and 2020.

Clean Power - $670,168.14
Clean Power provides cleaning services for BHD. These funds are being requested for 2020. The total contract amount would be $2,010,504.42.

Perceptivity, LLC - $225,000
Perceptivity, LLC, will conduct research for BHD to help engage the community. The research will collect information from BHD’s target audience to provide insights into the public’s beliefs, values, and ways to work to build awareness that will allow communication to be strategic and ensure that outreach is shaped by what the public wants. BHD is requesting $225,000 for 2019 and 2020. The total contract amount will be $225,000.

University of WI-Milwaukee - $332,548
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 postvention services, while also working to enhance the crisis SOC for youth and their caregivers through infrastructure development. BHD is requesting an additional $332,548 over a four-year period; (Year 1: $81,002; Year 2: $83,383; Year 3: $83,480; Year 4: $84,683). The total contract amount will be $362,048.
**Fiscal Summary**

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

<table>
<thead>
<tr>
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<tbody>
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<td>Aramark Correctional Services, LLC</td>
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<tr>
<td>Allied Universal Security Services</td>
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<td></td>
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<td>$104,000</td>
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<tr>
<td>Pharmacy Systems, Inc.</td>
<td>Amendment</td>
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<td>$1,389,804</td>
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<td>$2,010,504.42</td>
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<tr>
<td>Clean Power</td>
<td>Amendment</td>
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<tr>
<td>Perceptivity, LLC</td>
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<td>$225,000</td>
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<tr>
<td>University of Wisconsin - Milwaukee</td>
<td>Amendment</td>
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<td></td>
<td></td>
<td>$410,055</td>
<td>$3,752,752</td>
<td>$83,480</td>
<td>$84,683</td>
<td>$4,024,151</td>
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</tbody>
</table>

*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
DATE: September 24, 2019

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

FROM: Mary Jo Meyers, Director, Department of Health and Human Services

SUBJECT: Report from the Director, Department of Health and Human Services, Requesting Authorization to Execute 2019 Purchase-of-Service Contract Amendments and Contract 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 contract amendments and contract for 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

Wisconsin Community Services, Inc. - $65,273.85*
The Vendor provides Peer Support via the Office of Consumer Affairs program for BHD. BHD requested $458,913 previously for 2020 but an additional peer support has been added, and BHD is requesting an additional $12,256.34 for 2019 and $65,273.85 for 2020. The total contract amount for 2020 will be $536,443.19.

Trempealeau County Health Care - $149,001
This contract is to assure clarity of fiscal obligations for care services provided to individuals placed by Milwaukee County at the Trempealeau County Health Care Center. BHD is requesting an additional $149,001 for 2019. The total contract amount for 2019 will be $300,000.
Our Space, Inc. - $18,000*
The Vendor runs a peer run respite house for individuals who are experiencing an increase in symptoms, or life needs, and who are in need of support and services to aid in their recovery and thereby avert crises and prevent hospitalization. BHD is requesting an additional $18,000 for 2019 related to unspent startup cost for 2018. The total contract amount for 2019 will be $433,000.

Fiscal Summary

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

<table>
<thead>
<tr>
<th>Vendor Name</th>
<th>New/Amendment</th>
<th>2019 Amount Requested</th>
<th>2020 Amount Requested</th>
<th>Total Contract Amount 2019</th>
<th>Total Contract Amount 2020</th>
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</thead>
<tbody>
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<td>Wisconsin Community Services, Inc.</td>
<td>Amendment</td>
<td>$12,256.34</td>
<td>$65,273.85</td>
<td>$536,443.19</td>
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<tr>
<td>Trempealeau County Health Care</td>
<td>Amendment</td>
<td>$149,001</td>
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<td>$300,000</td>
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<tr>
<td>Our Space, Inc.</td>
<td>Amendment</td>
<td>$18,000</td>
<td></td>
<td>$433,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>$177,001</strong></td>
<td><strong>$65,273.85</strong></td>
<td><strong>$733,000</strong></td>
<td><strong>$536,443.19</strong></td>
</tr>
</tbody>
</table>

*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
DATE: September 24, 2019

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 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/Wraparound/Inpatient Hospital to execute mental health and substance use contracts for 2019.

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

BLOOM: Center for Art and Integrated Therapies - $20,000
This vendor provides Behavioral Health and/or Social Services for the Wraparound Milwaukee Program serving children/youth and their families. BHD is requesting an additional $20,000 for 2019. The total contract amount will be $121,000.
**Fiscal Summary**

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

<table>
<thead>
<tr>
<th>Vendor Name</th>
<th>New/Amendment</th>
<th>2019 Amount Requested</th>
<th>Total 2019 Contract Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>BLOOM: Center for Art and Integrated Therapies</td>
<td>Amendment</td>
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<td>$121,000</td>
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<tr>
<td></td>
<td></td>
<td>$20,000</td>
<td>$121,000</td>
</tr>
</tbody>
</table>

*Denotes a Vendors whose funding is supported by a grant

Mary Jo Meyers, Director
Department of Health and Human Services

cc: Maria Perez, Finance Chairperson
DATE: September 24, 2019

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 a Practitioner “Employment Agreement” As Established Under BHD Personnel Policy for Specific Classified, Unclassified and Exempt Physician 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. 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) “Employment Agreement” with one prospective Psychiatric/Mental Health Advanced Practice Nurse employee. The salary specified within the agreement exceeds $100,000 annually.

It has been determined that these “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 psychiatric licensed independent practitioners, the Behavioral Health Division, in collaboration with the Department of Human Resources and Corporation Counsel, has established a personnel policy that requires employment agreements for specific classified, unclassified and exempt physician 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 one (1) personnel transaction that BHD will be requesting the Milwaukee County Chief Human Resources Officer to implement, in connection with Employment Agreement execution.

<table>
<thead>
<tr>
<th>ITEM ID</th>
<th>HIGH/ LOW ORG</th>
<th>NEW APPOINTMENT JOB CODE / POSITION #</th>
<th>NO. POSITIONS</th>
<th>RECOMMENDED SALARY PAY RANGE</th>
<th>ANNUAL PAY RATE</th>
<th>INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, industry competitor, competencies and education/experience requirements.</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>GA2019-10A</td>
<td>6300/ 6413</td>
<td>210360394000002</td>
<td>1</td>
<td>P020</td>
<td>Min 110,975</td>
<td>Immediate Recruitment Need.</td>
<td>On or after 11/03/19</td>
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<td>Mid 135,945</td>
<td>Retention</td>
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<td></td>
<td></td>
<td>Max 160,914</td>
<td>Industry shortage / high competition for profession</td>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td>$190,000</td>
<td>Other:</td>
<td></td>
</tr>
</tbody>
</table>

The individual practitioner 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.

Appointee to above position shall be eligible for recruitment/retention bonus. All bonuses shall be subject to conditions. Amount of bonus shall not exceed $10,000 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, annuitant compensation, first 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” (contract) with the appointee to the above position 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 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 by currently funded and authorized positions within the Behavioral Health Division’s 2019 and 2020 operating budgets. There is no tax levy associated with this request.

Respectfully Submitted

Michael Lappen, Administrator
Behavioral Health Division

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