

WRIGHT COUNTY HUMAN SERVICES BOARD

MINUTES

March 24, 2014

1:30 P.M. PLEDGE OF ALLEGIANCE.

The regular meeting of the Wright County Human Services Board was called to order at 1:30 P.M., Monday, March 24, 2014, by Chairperson Sawatzke.

MINUTES: Approval of Minutes of March 10, 2014.

Action: The Minutes were moved for approval by Borrell, seconded by Husom. Motion carries unanimously.

AGENDA:

Action: The Agenda as presented was moved for approval by Potter, seconded by Daleiden. Motion carries unanimously.

ROLL CALL:

Members Present:

Christine Husom - District 1
Pat Sawatzke – District 2
Mark Daleiden – District 3

Michael Potter – District 4
Charlie Borrell – District 5

Staff Present:

Jami Goodrum Schwartz, Director
Carol Schefers, Public Health Director
Alison Schiebel, Contracted SHIP Worker
Michelle Miller, Social Services Manager
Christine Partlow, Fiscal Manager
Kim Johnson, Financial Services Manager
Aggie Gunnerson, Secretary

New Staff Introductions:

Theresa Rieland, Child Support Officer in the Child Support L-Z Unit, date of hire 3/10/14
Jeanna Ring, Mental Health Professional/SW III in the Mental Health Unit, date of hire 3/24/14
Irina Sparks, Social Worker in the Adult Services Unit, date of hire 3/24/16

CONSENT AGENDA

1. Social Services Payments Abstract – \$212,128.64
2. Grants
 - a. Wright County United Way Grant – Public Health Family Planning Program
Purpose: funds to cover medical services not covered by FPSP Grant
Period of Grant: 4/1/14-3/31/15
Amount of Grant: \$20,000
Application Due Date: April 1, 2014

Action: Motion by Husom, seconded by Daleiden, to approve the Consent Agenda. Motion carries unanimously.

REGULAR AGENDA

ADMINISTRATIVE PAYMENTS:

Action: Motion by Daleiden, seconded by Borrell, to approve the Administrative Payments in the amount of \$74,666.91; 85 vendors; 239 transactions, subject to audit. Motion carries unanimously.

PERSONEL:

1. March 12, 2014 Personnel Committee Minutes.
MEMBERS PRESENT: Sawatzke, Husom, and L. Kelly
OTHERS PRESENT: Bigelow, Marzean, Miller, Schwartz

Request to reclassify Case Aide to Social Worker, Licensing and Resource Unit.

Miller distributed a document outlining the rationale for the request to streamline the Chemical Dependency Assessment process (see attached). Miller said there is currently a team of three staff in this Unit, only one of whom is a Certified Chemical Dependency Assessor (CD Assessor). She said they have had a Case Aide who assisted the CD Assessor doing Rule 24. A few years ago, Human Services (Agency) received approval to hire a contract worker through Action Plus to assist in the Chemical Dependency area.

Miller said at present, they are barely meeting deadlines. The Agency has statutory timelines to meet for assessments. When the CD Assessor is not in, back up is done by other staff members who also have full caseloads. Miller said CD Assessors at other counties of similar size see the client through from initial call until the client receives services. At Wright County, three workers handle each client case throughout various phases of the process.

Sawatzke asked how many hours per week the contract employee works. Miller said 32.

Miller referred to the Cost Comparison data on the handout. At present, the Unit has one full-time Social Worker. The cost of a Case Aide for wages and benefits, plus a contract worker, is \$80,000 per year. Miller said the Agency ended the contract. By reclassifying the Case Aide position as a Social Worker, the County will save \$23,000 per year. She added that the current Case Aide has all the qualifications, certification and experience to be a Social Worker.

Husom approved of the concept of one Social Worker taking the client through the process. Miller said some clients are high-priority cases, such as pregnant women or intravenous drug users. Others have to wait 21 days. The Agency would like to reduce that so clients may be seen sooner.

Sawatzke said the contract worker position will be erased from the 2015 budget, although a portion remains for the rest of 2014. Schwartz confirmed that this position will not be filled anymore. Sawatzke said if the Agency wants to fill this position in the future, they will have to ask the County Board again.

Schwartz said the reclassification will become effective the next available pay period after the next Human Services Board meeting.

Recommendation: Approve reclassification of the Case Aide position to Social Worker, Licensing and Resource Unit.

Husom read the Personnel Committee Minutes and Recommendation.

Action: Motion by Husom, seconded by Daleiden, to approve the Minutes and Recommendation.
Motion carries unanimously.

2. Introduction of new Financial Services Manager.
Schwartz introduced Kimberly Johnson as the new Financial Services Manager. Johnson said she has worked for the Agency since August of 2007, and in February of 2013 was promoted to Child Support Supervisor. She is very excited about the new position. Board congratulated Johnson on her promotion.
3. Personal Leave request.
Schwartz said request is for an employee in Public Health. Employee has used up FMLA and accrued sick leave, employee's medical provider states employee will be able to work 6 hour shifts, 4-5 days a week, and employee will inform supervisor if working 4 days instead of 5 in any given week. Schefers

said she and Mary Nesseth have met with Human Resources (Tamara Bigelow, Judy Brown) and all have agreed that employee may use personal leave until April 30, 2014. Schwartz said employee will work 24-30 hours a week; however, there may be another medical intervention. If there is a change in this schedule, we will be back here looking at what our options are. Employee's physician will reevaluate the situation and determine if a more aggressive type treatment is needed.

Action: Motion by Daleiden, seconded by Borrell, to approve personal leave request. Motion carries unanimously.

SOCIAL SERVICES/PUBLIC HEALTH/FINANCIAL SERVICES:

1. National Public Health Week proclamation.

Schefers read proclamation.

Action: Motion by Daleiden, seconded by Potter, to approve proclamation. Borrell asked Schefers what are the five most common food borne pathogens. Schefers was not sure, but said what they are saying here are the ones diagnosed. Roll call vote: Aye – Potter, Sawatzke, Husom, Daleiden, Borrell. Motion carries unanimously.

Proclamation reads as follows:

Whereas the week of April 7–13, 2014, is National Public Health Week, and the theme is “Public Health: Start Here”;

Whereas since 1995, the American Public Health Association, through its sponsorship of National Public Health Week, has educated the public, policymakers and public health professionals about issues important to improving the public's health;

Whereas seven in 10 deaths in the U.S. are related to preventable diseases such as obesity, diabetes, high blood pressure, heart disease, and cancer. Another striking fact is that 75 percent of our health care dollars are spent treating such diseases. However, only 3 percent of our health care dollars go toward prevention;

Whereas nearly one-third of all students in the United States do not graduate from high school on time. Students who don't graduate face lifelong health risks and high medical costs, and are more likely to engage in risky health behaviors. They are less likely to be employed and insured, and earn less—all of which continues the cycle of poverty and disparities;

Whereas more than half of all cancer deaths could be prevented by making healthy choices like not smoking, staying at a healthy weight, eating right, keeping active, and getting recommended screening tests;

Whereas foodborne contaminants cause an average of 5,000 deaths, 325,000 hospitalizations, 76 million illnesses and costs billions of dollars annually. The five most common foodborne pathogens cost the U.S. economy more than \$44 billion each year in medical costs and lost productivity;

Whereas strong public health systems are critical for sustaining and improving community health, **NOW, THEREFORE**, on this 24th day of March, 2014, the Wright County Human Services Board hereby proclaim the week of April 7-13, 2014, as National Public Health Week 2014 in Wright County, and call upon the people of Wright County to observe this week by helping our families, friends, neighbors, co-workers and leaders better understand the value of public health and adopt preventive lifestyle habits in light of this year's theme, “**Public Health: Start Here.**”

2. SHIP Grant presentation – “Worksite Wellness.”

Alison Schiebel said she is working on the SHIP Grant and is assigned to work on three strategies: 1) active school day policies; 2) smoke-free multi-unit housing policies; and 3) worksite wellness. The worksite wellness strategy is in the planning process. Focus is on policies, systems, and environmental approach. She will partner with local businesses on four SHIP strategies: 1) healthy eating policy, 2) physical activity, 3) breastfeeding, and 4) support and tobacco-free strategies. Policy changes will be ongoing, foundational, part of an ongoing plan, long-term, and sustaining. Things she would like businesses to look at are: 1) Adopting a healthy catering policy for meetings/events. It has been found people prefer healthy options (fruits, veggies, cereal bars) vs. snack type foods (pastries, donuts). 2) Sign on businesses to work with us for a 12-15 month period (assessing employee needs). We have tool kit from MN Dept. of Health that has assessment tools that we will give to businesses to help them determine if they need to incorporate more physical activities. Borrell said what if businesses say it costs too much

or they have limitations. Schiebel said we would work with limitations or revisit later. We would do an assessment, determine reasonable/measurable goals, and then implement the Plan. Schiebel said this is an investment in time, but there is a return on the investment in lack of sick days and reduce health care costs. Our role would be meeting regularly with employers, use a collaborative approach, guide/help them, support the implementation and track strategies. We plan to work collaboratively with a representative from each company; allowing Schiebel to work with a more people at a time and provides networking. Daleiden asked if Wright County is participating. Schiebel said Wright County is already further along than some businesses, and has great policies in place; breastfeeding strategies (nursing mother's room), eCigarette policy, Poker walks, and are addressing the healthier options for the vending machines. Borrell asked Schiebel if she is doing this herself and how will it be advertised. Schiebel said she will be presenting to Rotaries, Chamber of Commerce, etc. and that is contracted to work 28 hours/week. We have interested collaborative counter-parts with Allina that also have a great deal of experience.

ADMINISTRATION:

1. February 2014 Financial Statement. (attachment)
Partlow said Federal Revenue is substantially behind compared to last February; and State Revenue is also behind, but not as much. Many State payments usually received in February were delayed and came in the first part of March; almost \$1 million. Social Services Time Study payment came in on March 20 (between \$200,000-\$300,000); normally comes a month earlier. The State is struggling with their reporting mechanisms, and impacts our cash flow (we are not hurting and have enough of a cushion). Other than that, everything else looks great. No explanation for this has been given.
Action: Motion by Potter, seconded by Daleiden, to accept the February 2014 Financial Statement.
Motion carries unanimously.

2. Director Comments.
Schwartz also acknowledged Public Health for their PH Week coming up.

Schwartz said Mark Toogood, of DHS, reported at the Self-Sufficiency meeting last month, on TANF Innovations funding and a second generational approach. He is interested in addressing intergenerational poverty by being more effective in how we engage with the MFIP population (cash recipients). The State is not seeing the strides they had hoped to see in addressing the back-to-work type of mentality. According to Toogood's remarks on MFIP: 1) grant has not gone up since 1986; 2) 73% of current teen parents were on MFIP as children (second generation families are stuck in chronic life prospects); and 3) 30% of MFIP parents do not have a GED. Work first, short-term, quick turn around will not work with these families, and is not working to extent we'd like it to. The State has some Innovative Funds to get families out of this second generational poverty mentality.

Hennepin County did a study and looked at 3,000 children receiving MFIP between 2008 and 2012, the prospects of these children was poor, and the lens looking through was related to high school graduation. They were trying to consider ways to pick up risk factors; concentrate on younger youth ages 0-5; to work with families, so both generations can get education to lead them off poverty and State income support programs. Initial actions will be to have children to have school readiness by age 3, to have Family Stabilization Services, and use a small pilot of 14 to work with FSS to work through these issues.

Sawatzke said 87% of families are generational on assistance (some are 3 generations). He said the "don't ever work mentality and just stay on welfare" has failed longer than the "work mentality" has failed. Schwartz said the State admits it hasn't lived up to their expectations, but they aren't taking away any accountability for MFIP clients to get work and off assistance. Daleiden said he would like to see them provide an incentive to keep their jobs. Borrell said it shouldn't be dollar for dollar, that it doesn't make sense to work 20 hours for \$10.00 extra. Schwartz said a newer program for MFIP recipients is they receive \$50 a month for up to 24 months for staying employed. Borrell said it sounds like it is working. Schwartz said as an estimate, maybe, 80% getting assistance are short-term, and get back on their feet

quickly. The chronically poor with the existing mind set aren't sustaining that type of progression. There is the 60 month rule – uses Federal TANF time with a very small percentage who go to 60 months and most are off sooner. Sawatzke said data proves people will get jobs when unemployment benefits runs off. Sawatzke mentioned recent newspaper article on a couple using the system. Schwartz said they were using the system and reportedly had millions in assets. Sawatzke said then you have people who are really poor; there are those who could do more for themselves and don't because it is easier, and then there are those who can't. Schwartz said in all our programs, we want people to be self-sustaining, to be economically viable. Borrell said when a person comes in to get services, do we ever set up a 1-2-3 year plan for them, or just say they qualify for the program. Schwartz said we use the planning strategy, they work with Jobs and Training to come up with an employment plan; how to finish school, how to get into the workforce, etc. There was discussion to see if companies would be interested in mentoring/counseling clients. Schwartz said she and Kim Johnson could talk about that; referring people to local companies for mentoring. Daleiden suggested doing a survey in her department on how the County can serve clients better. Relative custody payments were explained – relative will take in child, preventing foster home placement. Schwartz said most people don't apply for this type of assistance, but there is a financial safety net there for those who do need that help.

The next regular meeting will be held at 1:30 P.M., Monday, April 14, 2014, in the Commissioners Room, at the Wright County Government Center. Chairperson Sawatzke adjourned the meeting at 2:31 P.M.