



*Office of County Administrator
County of La Crosse, Wisconsin*

County Administrative Center
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Memo To: La Crosse County Board of Supervisors
From: Steve O'Malley, County Administrator
Date: November 2, 2011

Re: November Monthly Report to the County Board

Attached is the November Monthly Report to the County Board, providing monitoring information about department activities to the full County Board instead of reporting only to governing committees.

REMINDER Monthly Reporting by roughly half the organization every other month. While you will receive this report each month, the reports do not cover every department each time.

February, April, June, August, Oct. & Dec.

Planning, Resources & Development
Public Works & Infrastructure
Judiciary & Law Enforcement
Corp Counsel & Child Support

January, March, May, July, September, November

Health & Human Services
Aging & Long Term Care
County Clerk, Finance, IT,
Printing, Personnel, Treasurer

“OF INTEREST”

Midwest Environmental confirms Hillview is in good condition

Notice the update in the Hillview section of this report, that an independent evaluation by Midwest Environmental confirms that the facility does not have a “mold” problem.

Policy Planning meeting Monday November 7, 2011

- Budget Review and Update, in particular outstanding debt principal remaining and any outstanding issues by County Supervisors for the annual meeting to consider adoption of the 2012 Budget.
- Presentation by Finance Department on new standards for the reporting of fund balances by the Governmental Accounting Standards Board required before the end of fiscal year 2011

If you have any questions, feel free to contact me by phone or e-mail.

*County Administrator direct line: 785-9789, cell phone 608-385-3316
or e-mail steve.omalley@co.la-crosse.wi.us*

MONTHLY REPORT TO THE COUNTY BOARD

Aging & Long Term Care November 2011

Aging Unit

- **Helen Rach is Retiring after 37 Years with La Crosse County!** She has been part of the Aging Unit since it began. She will be greatly missed as there is no substitute for the history and the experience she possesses. Her great sense of humor and thoughtful ways will also be missed. What can you say except her retirement is well deserved and we wish her well!
- **Performance Award from the SHIP Program** (State Health Insurance Assistance Program) of \$3000.
- **Wisconsin SMP (Senior Medicare Patrol) Capacity Building Grant - CWAG** award of \$10,000 to conduct outreach and education to non-English speaking populations in La Crosse County.
- **Elderly Benefit Specialist Program** helps seniors with decisions regarding Medicare Part D is very busy until December 7, 2011 during this enrollment period. The enrollment period changed this year to open enrollment beginning October 15 and ending December 7. [Prior years open enrollment ended on December 31.]
- **Every Thursday, 10AM, Room 3212 (Admin Center) Drop In to meet with Larry White** to ask your questions about Social Security and Medicare – when to enroll, how to enroll and what to be aware of in your retirement.
- The “**AgeWave**” is coming. The population of those 60 years old or older will double within 20 years. The La Crosse County Aging Unit is already experiencing increased demands for our services. The number of family caregivers in need of support will also increase dramatically. The Aging Unit is working to develop strategies to meet the needs of the growing older population including ways to enable them to stay independent in their own homes as long as possible.

Noreen Kuroski
Aging Director

Hillview Health Care Center

Hillview Terrace

We are pleased to announce the new assisted living facility, Hillview Terrace, will be opening very soon on Hillview campus. Opening day is tentatively planned for December 13, 2011. We are nearing final construction stages of the project.

Our new facility will be attached to Carroll Heights, the independent senior apartment building. We are accepting applications for Hillview Terrace and potential tenants can now apply online or call us for information. Hillview Terrace will offer studio, one bedroom and two bedroom living spaces for our tenants. Apartments are specially designed for seniors

and include modern kitchenettes with microwaves and refrigerators, cable television, individual temperature controls, private bathrooms with walk-in or roll-in showers and emergency response system. Residents have the option of receiving three meals a day, enjoying recreational and wellness programs, taking part in the activity center, buying things at the Country Store, using the beauty salon and library among other amenities. We have incorporated wellness, social and dining elements that are best suited to their lifestyles with the goal of providing all the things they need within the comforts of their own homes. Our tenants will be able to age in place on the Hillview campus with our emphasis on helping each resident achieve and maintain as much independence as possible for as long as possible.

We have photos and information on the website. There you will also find our rates, floor plans of apartments, pictures of construction, the criteria for admission and frequently asked questions. We look forward to hearing from you!

Please check it out at <http://www.lacrossecounty.org/hillview/assistedliving/>

Hillview Inspection

We hired Midwest Environmental Management Company for a follow up facility inspection on October 20, 2011 with Dave Munson, Building Services Manager and Jim Speropulos, Facilities Engineer present. This a follow up to the December 17, 2010 inspection and January 18, 2011 report. Mark Webster, CHMM, is an Industrial Hygienist at Midwest Environmental Management Company. Midwest Environmental Management Company is an environmental consulting firm that offers a wide range of quality environmental management services. They are able to provide the necessary technical and consultation expertise for any environmental situation. Midwest Environmental has the experience of investigating indoor air quality for over 12 years.

I am pleased to report they found that Hillview Health Care Center is in good condition, with only some very minor housekeeping recommendations to make, and the current Preventive Maintenance Schedule seems to be in operation and effective.

Again, according to the expert Hillview appears to be on the right track and the facility appears to be in good condition for a building of similar use and age. Hillview does not have a mold problem and this is confirmed by Mark's report and the various other agency inspections. If you have any questions please contact me, Pete Eide, at Hillview.

Pete Eide, Administrator

Hillview Health Care Center

MONTHLY REPORT TO THE COUNTY BOARD

Health & Human Services November 2011

Human Services Department

ADMINISTRATION

The Future of Human Services in Wisconsin – “Visions”

For the past year a Wisconsin County Human Services Association (WCHSA) committee has been working on a proposed document as to how human services will be delivered and funded in the future. To date the following is completed:

- An outline for the content of the proposal
- Establishment of basic principles to guide service delivery redesign
- Guidelines on essential/desirable services, service delivery structure, eligibility for services, and service outcomes
- Timeline for completion of the proposal (June 2012)

The proposal will be available for use in the State’s 2013-2015 budget development process.

Medicaid Cuts

On September 27th the Department of Health Services unveiled their plan to comply with the \$468.5 million in State Medicaid savings to be achieved per the current 2011-2013 budget. For Human Services, we already knew about the Enrollment Cap for Family Care and changes for MA Transportation as both of these were effective as of July.

Here are other changes that will have some impact on us:

1. MA Personal Care reimbursement to be aligned with Family Care levels of reimbursement (typically lower) as well as a review of personal care needs of the client by an independent assessment;
2. State oversight is being enhanced to determine that MA is really the payer of last resort;
3. The State is adding 10 full time auditors to enhance their oversight capacities;
4. Changing our cost reporting claiming process (WIMCR) to a certified public expenditures claiming process which is to be less administrative work for filing our claim;
5. Create a B-3 MA Plan Amendment which they anticipate will allow us to capture additional Federal funds and decrease local match dollars;
6. Change Comprehensive Community Services (CCS) to a MA Plan Amendment which allows for greater growth in CCS services and numbers of persons to be served;
7. Allow the creation of medical homes for individuals with mental health and chronic health conditions;
8. Enroll children and adults with income above 100% of the Federal Poverty Level into the BadgerCare Plus Benchmark benefit plan;
9. Implementation of various system and policy changes to prevent individuals from divesting assets in order to qualify for Medicaid; and
10. Various MA eligibility restrictions and changes yet to be submitted to the Federal Government.

You can view more detail on the following link:

<http://www.dhs.wisconsin.gov/MAreform/PackageJFC9.30.11.pdf>

Comments can be made to either of the following:

Online: www.dhs.wisconsin.gov/MAreform

Mail: Department of Health Services
Office of the Secretary
PO Box 7850
Madison, WI 53707-7850

ECONOMIC SUPPORT

Wisconsin Home Energy Assistance Program (WHEAP)

The Wisconsin Home Energy Assistance Program (WHEAP) officially began taking applications for this year's heating season on October 1st. WHEAP assistance is a one-time payment during the heating season (October 1-May 15). In addition to receiving a payment to assist with the cost of heating their residence, those eligible may also receive a one-time benefit payment to assist with their electric (non-heating) costs.

Short forms (application) are currently being sent to individuals who meet specific guidelines, and have received Energy Assistance in the past. In addition to customers being able to contact Economic Support to set up an appointment to apply for Energy Assistance after October 1st, Economic Support will be taking applications at several Outreach Sites. The Section is currently working to select and organize Outreach efforts to reach vulnerable populations in need of assistance this heating season.

Offender Workforce Development Specialist Training

Job Development staff, involved in providing services under the W-2 program, recently completed Offender Workforce Development Specialist (OWDS) training. This training opportunity was offered by Chemical Health and Justice Sanctions, after they were selected as a site for the training by the National Institute of Corrections and the National Career Development Association. The training was very valuable for the W-2 Job Developer, enhancing their knowledge and skill to assist W-2 participants who face barriers to employment because of a criminal history/record.

Proposed Changes in Medicaid

In a report to the Joint Finance Committee, the Department of Health Services (DHS) outlined many of the reforms they plan to implement in an effort to achieve the \$500 million in Medicaid savings required by the current State budget. Among the cuts in Medicaid planned by DHS are increased premiums for those enrolled in Badger Care Plus, shifting a percentage of Badger Care recipients to a plan that provides fewer benefits, and requiring that more individuals buy private insurance or enroll in their parent's health insurance, if available. While DHS has a long list of initiatives that will significantly impact the Medicaid benefits of current recipients, DHS is not allowed to move forward with implementing these changes unless the Federal government approves a waiver recently submitted by DHS. The waiver allows DHS to restrict Medicaid eligibility beyond what was in place in March 2010. However, if the Feds do not approve the waiver submitted by DHS, the impact on Medicaid recipients is much worse. If the waiver is not approved before 12/31/11, the only Medicaid cost savings option available to DHS is to end Medicaid eligibility altogether for all non-disabled, non-pregnant adults with income above 133% Federal Poverty Level (\$29,726 for a family of 4).

Changes in W-2

Economic Support is also planning for changes to the W-2 program that will be implemented in January 2012. In addition to reducing W-2 payments by \$20, with monthly payments reduced to \$653, increased work participation requirements are being instituted under the program beginning in January to increase restrictions on using schooling as an eligible participation activity for the W-2 program.

MENTAL HEALTH RECOVERY SERVICES

Baseline Fidelity Reviews

La Crosse County is working with the state of Wisconsin on 2 separate projects to weave new Evidence Based Practices into our mental health case management programs:

- **Supported Employment** (most successful model assisting individuals attain competitive employment)
- **Integrated Dual Diagnosis Treatment** (most successful model for outcomes when working with individuals with most challenging mental health and substance abuse issues)

During the month of August case management programs worked with state and national staff to complete Baseline Fidelity Reviews. These reviews are an early step in the implementation process as they identify program strengths and point to areas of suggested growth as the projects begin.

Mental Health Coalition Invitation to Join Board

The Mental Health Coalition of the Greater La Crosse Area is an organization consisting of a large number of local providers, consumers, and advocates. Their mission is to improve the overall mental health of our community. They have extended an invitation for Matt Strittmater to serve on their board of directors and serve as a facilitator of a community wide action group designed to work directly on improving mental health in the community. This action group is a subset of the Healthiest County 2015 effort facilitated by the Health Science Consortium.

Outpatient Mental Health Clinic "Triage Clinic"

The manner in which new consumers access therapy, prescribing, and/or nursing services in MHRS has changed. A new process called a "Triage Clinic" offers a weekly walk-in format to engage with consumers and determine what might be offered by MHRS. This process is designed to promote comprehensive assessment, consumer empowerment, team-based treatment planning, and a reduction of no-show rates for initial and ongoing appointments. Early input from staff and consumers is extremely positive. Requests for our design have already been made by other counties across the state.

CHEMICAL HEALTH & JUSTICE SANCTIONS

Family Visitation Area

To enhance the reception area, community volunteers, the La Crosse Community Foundation, and staff have been developing a family visitation area that will include a play area for children, a space for volunteers to work with family members, a computer to access resource information, and a more welcoming environment. Volunteers were trained in September and work began in October.

Veterans Mentor Volunteer Coordinator

Thom Downer, the Veterans Mentor Volunteer Coordinator, has agreed to be housed within the CHJS space to enhance the volunteers' access to the courthouse.

Wisconsin Counties Association

Staff presented on "Effective Justice Strategies" at the Wisconsin Counties Association conference in Wisconsin Dells.

Jason Witt

Human Services Director

Health Department

Mission: Protect, Promote and Improve the Health of all People in La Crosse County.

2011 Goals & Objectives 3rd Quarter Report

Goal #1 - Provide high priority public health services. By December 2011:

2010 county health status indicators will show a 2% overall improvement from 2008 levels.	<ul style="list-style-type: none"> • 2010 data not yet available.
Report progress using State Environmental Health software to complete inspections and store data electronically	<ul style="list-style-type: none"> • Staff continues to learn and implement information into system.
Investigation of 100% of communicable disease cases reported in our jurisdiction.	<ul style="list-style-type: none"> • There were 194 episodes of all disease that had follow-up conducted in the third quarter. Forty-four episodes of Lyme have not had follow-up started.
Review and apply for 75% of relevant Health Education grants to improve the health of county citizens based on priorities in Healthiest County 2015: La Crosse.	<ul style="list-style-type: none"> • 1 grant submitted
Review the Healthiest Wisconsin 2020 plan to assure that Health Department programs will help the state achieve 2020 objectives.	<ul style="list-style-type: none"> • No activity
Maintain an annual home health nursing caseload of 75 clients	<ul style="list-style-type: none"> • Due to decrease in staff time and budget issues, the case load was 60.
Assess each home care client on flu vaccine stats – provide vaccine to all who request.	<ul style="list-style-type: none"> • To be completed in 4th quarter.
The number of private water samples tested for nitrate will increase by 5% over the 2006-2010 baseline period	<ul style="list-style-type: none"> • On target
Annual reviews will show less than 8% of infants born to pregnant women participating in the La Crosse WIC Program weigh less than 5.5 pounds.	<ul style="list-style-type: none"> • 5.8% (report ending 9/30/11)
Annual reviews will show 70% of pregnant women participating in the La Crosse WIC Program breastfeed their new infant at birth	<ul style="list-style-type: none"> • 67.3% (report ending 9/30/11)
Annual reviews will show 55% of WIC families utilize their Farmers Market Nutrition Program checks	<ul style="list-style-type: none"> • To date, 16% cashed with 2 months to go
Annually screen 400 children for lead poisoning.	<ul style="list-style-type: none"> • 428 children screened 1/1/11-9/30/11
Four school districts in the County will pilot a farm to school Nutrition program in at least one of their district's schools.	<ul style="list-style-type: none"> • La Crosse, Onalaska, Holmen, West Salem and Bangor piloting Farm 2 School
Two hundred low-income pregnant women enrolled in BadgerCare will participate in the prenatal care coordination program.	<ul style="list-style-type: none"> • 194 participated between 1/1/11-9/30/11
Thirteen schools in the County will establish a Safe Routes to School Program at their school.	<ul style="list-style-type: none"> • 13 schools currently participating in SRTS
The immunization program will meet goals: (1.) Increase active membership by 10% on La Crosse County Immunization Coalition. (2.) Provide	<ol style="list-style-type: none"> 1. Active membership has increased 90% this quarter compared to 2010.

at least one immunization clinic where the administration fee is waived. (3.) Promote the Every Child by Two during National Immunization Awareness Month.	<ol style="list-style-type: none"> 2. The administration fee was covered by an outside contract for those receiving immunizations at La Crosse County Health Department for one week in August to promote National Immunization Awareness Month and for an Immunization Clinic held at Longfellow Middle School in September. 3. Promotion for National Immunization Awareness Month was conducted through media releases, WIZM radio interview, a display in the Health & Human Services building, and 3 community Immunization Clinics held at the La Crosse, Holmen and Onalaska school districts.
Lead case management program will meet goals: (1.) Initiate contact of 100% of referrals received for those children who had a venous blood lead level of > 10 mcg/dL. (2.) Enroll 100% of referrals into the Lead Case Management Program.	<ol style="list-style-type: none"> 1. No new referrals have been received. 2. N/A
A regional program for control of human disease transmitted by animals or insects with fewer reported cases of human disease than in the 2006 – 2010 baseline period.	<ul style="list-style-type: none"> • Reported cases below baseline period.

Goal #2 - Achieve and maintain designation as the highest level public health agency. By December 2011

Documentation for 5 of 10 essential services that will meet national accreditation standards	<ul style="list-style-type: none"> • Documentation process underway.
Maintain the current Level III ranking by the State of Wisconsin.	<ul style="list-style-type: none"> • Designation received.
All staff will maintain appropriate certification and training annually as required by several funding sources and related regulators.	<ul style="list-style-type: none"> • H. Ed. 2 staff met criteria to maintain certification status • Home Care, Vector current • Environmental – on-going • Lab staff certified by DATCP
Successfully complete regular state and federal audits of each of about 35 public health programs.	<ul style="list-style-type: none"> • All audits completed successfully. • All Vector DNR reports filed.

Goal #3 - Promote and utilize partnerships to develop public health services. By December 2011

Dental services to MA covered clients will increase from 4000 people served per year to 4400 out of the estimate 20,000 eligible persons.	<ul style="list-style-type: none"> • Data not available.
Participate in Western Wisconsin Health Department Committee to increase public health revenue.	<ul style="list-style-type: none"> • Participation by Fiscal manager.
Partner with Gundersen Lutheran's 500 Club to increase by 25% the number of restaurants currently participating in the program.	<ul style="list-style-type: none"> • Number of 500 Club sites increased 79.3% from baseline
Partner with Viterbo and UW-La Crosse to expand	<ul style="list-style-type: none"> • 6 sites participating in FSTH

the Footsteps to Health Nutrition Education Program from 3 to 6 grocery stores in La Crosse County.	(Trane, Hansen's, 4 Festival stores), Wal-Mart & Woodman's supportive participants
100% of public/private health partnerships described in Healthiest County 2015: La Crosse have successfully changed one or more significant system or health priorities.	<ul style="list-style-type: none"> Received a 22% reduction in Tobacco project funding work is being re-prioritized
Provide clinic experience for 5 Western Technical College nursing students.	<ul style="list-style-type: none"> No students in 3rd quarter.
Work with local home care agencies and referral sources to provide the home care needed for La Crosse County residents.	<ul style="list-style-type: none"> On-going
Relationships in place with public and private chemistry laboratories to increase the number of water samples submitted for chemical analyses by 5% over the 2006-2010 baseline.	<ul style="list-style-type: none"> Completed
Immunization Symposium will be held annually in partnership with the La Crosse County Immunization Coalition to increase immunization rates for children	<ul style="list-style-type: none"> Immunization Symposium delayed until spring 2012 to avoid influenza season and being unable to secure quality speakers.
Immunization Symposium will be held with goals of: (1.) Promote symposium to local healthcare providers through electronic mailings, newsletters, and media to increase attendance. (2.) Evaluate success of symposium through an evaluation tool and determine if annual symposiums should continue as an effective tool to increase awareness and usage of vaccines	<ol style="list-style-type: none"> Immunization Symposium delayed until 2012. Evaluation from 2010 symposium was positive and determined it should continue as a means to increase awareness and usage of vaccines.

Doug Mormann, Health Director

MONTHLY REPORT TO THE COUNTY BOARD

Internal Departments November 2011

Treasurer's Office

The Notice of Issuance of Tax Certificate for Taxes and the Delinquent Notice for all delinquent property were sent out the week of September 5th. We are receiving a lot of payments as there are a lot of people that do not want their name published in the paper. I held the Clerk/Treasurer's meeting October 19th, and had a very good turnout. Those that were represented were the Clerk's Office, Zoning and Land Information and the Treasurer's Office. The Lottery Letters were mailed out the first week of October so we will be applying them to the property owner's tax bill.

DELINQUENT – MONTHLY COLLECTIONS

MONTH/YEAR	TAX	INTEREST	SPECIALS	INTEREST	TOTAL
Jan-11	219,668.34	51,079.33	12,537.29	1,795.68	285,080.64
Feb-11	113,918.27	34,790.87	5,730.10	950.88	155,390.12
March-11	171,262.99	50,432.69	7,415.11	1,293.45	230,404.24
April-11	53,968.86	18,826.65	2,511.97	489.45	75,796.93
May-11	128,068.77	49,711.36	2,157.36	479.53	180,417.02
June-11	133,814.75	50,034.31	5,751.73	1,181.78	190,782.57
July-11	82,891.96	29,405.43	6,512.92	628.87	119,439.18
Aug-11	104,827.69	47,383.08	5,126.72	1,149.88	158,487.37
Sept-11	594,383.47	93,765.22	14,878.69	2,074.72	705,102.10

CURRENT YEAR – MONTHLY COLLECTIONS

MONTH/YEAR	TAX	INTEREST	SPECIALS	INTEREST	TOTAL
Feb-11	369,189.29	2,929.02			372,118.31
March-11	596,997.72	13,155.77			610,153.49
April-11	229,145.08	3,536.27			232,681.35
May-11	214,946.41	4,445.09			219,391.50
June-11	1,183,604.91	6,915.09			1,190,520.00
July-11	13,398,431.85	5,440.13	51,038.26	1,042.97	13,455,953.21
Aug-11	4,360,001.57	9,880.72	672.02	50,724.55	4,421,278.86

Reported by
Donna Hanson, County Treasurer

County Clerk Office

Elections

- A big thank you needs to go out to our printer who, with extremely tight deadlines, is doing an excellent job on printing and delivering our ballots on time for absentee voting for the past several elections this year.

- Our office continues to work with the Municipal clerks, Aging Department, and various other organizations to help educate the public on the voting changes for next year, especially the changes in requiring a Voter ID. A brochure has been created by my office and has been distributed to all the Municipal clerks in hopes of getting the information out so ALL eligible voters are able to cast a ballot next year. If you know of any organization that would benefit from this brochure, please let my office know and we will be sure to get the brochure to them.

October 11 Special Partisan Primary:

- A total of 20,500 ballots were ordered for the October Primary. With uncertainties of the voter turnout, and being a crossover election, we wanted to make sure we were supplied with enough ballots and not have to worry about running out. Voter turnout was lower than expected with a total of 5,595 ballots cast or 16.40% of the registered voters heading to the polls to vote. County Board Supervisor Jill Billings won the Democratic Primary with 51.98% of the votes and will move on to challenge Republican David Drewes in the November Special Election to represent the 95th Assembly District.

November 8 Special Partisan Election:

- Voter turnout for this election is predicted to be slightly higher than the primary turnout. 19,660 ballots were ordered and the ballots were delivered in time for the start of in-person absentee voting on October 24th. Absentee voting will continue until 5pm on November 4th. This election will be the last unscheduled election for this year and will bring the total number of elections for the year to 7 and 1 recount. Total costs of elections and the recount this year should be available with my next report.

DNR

In late 2010, the County Clerk's office started processing registrations for boats, ATVs, and snowmobiles for the DNR. This has been very successful and the public has been appreciative of the ability to register their recreational vehicles in our office 5 days a week instead of just Mondays when the DNR is now only open. We have collected to date over \$950 and were only budgeted to collect \$650 for this year.

Marriage Licenses and Domestic Partnership Certifications

In the month of September and October we issued 135 marriage licenses, 1 domestic partnership, and 1 termination of domestic partnership.

Dog Licenses

So far this year we have sold 647 late dog tags for total revenue of \$10,613.50. This is approximately 100 tags less than what was sold at this time last year. This could be from less dog owners having to pay the late fee and licensing their dogs on time. 18,000 single tags were ordered for 2012 to be distributed to the municipalities. The cost of the dog tag will go up (depending on approval of the board) by \$1 for each tag, due to the increasing costs of the contract with animal control.

Redistricting

Redistricting has been finalized and the Government Accountability Board (GAB) is now working with the Zoning Departments around the State to upload the WISE-LR information into the Statewide Voter Registration System (SVRS). SVRS is the system we use to print our poll books, track registration of voters and to make sure voters are voting in the correct districts. The GAB is hoping to have this completed in time for the start of circulating nomination papers for County Board Supervisors.

County Board

December 1, 2011 is the first day for any person interested in running for County Board Supervisor to circulate nomination papers. It's important that you file a GAB 1 – Campaign Finance Registration Statement before circulating papers. Packets with all the necessary forms will be distributed at the November 7th Planning Meeting or may be picked up in the County Clerk's Office. We would be glad to offer any assistance in filling out these forms. Nomination

papers must be turned into the County Clerk's Office no later than 5pm on Tuesday, January 3, 2012. If you do not intend to run for County Board Supervisor again, a Non-Candidacy Form must be turned in no later than 5pm on Friday, December 23, 2011. Since we will be closed on December 23rd and 26th, that deadline will be extended to 5pm on Tuesday December 27, 2011.

Respectfully Submitted,
Ginny Dankmeyer, County Clerk

Personnel Department

1. Collective Bargaining

The Deputies Contract expires on 12/31/11 such that there will be collective bargaining with the Wisconsin Professional Police Assn. for a successor agreement. Recall that public safety employees like Deputies retain most of the parts of the old collective bargaining statutes, including mediation/arbitration. It would be reasonable, however, to propose wage and benefits equal to all other employees of the County. The WPPA has been asked for meeting dates.

2. ERRP Reimbursement Received !

The Federal Government launched a program in 2010 called the Early Retiree Reinsurance Program (ERRP) which was to incent employers providing health benefits to retirees. The program was funded with \$5 Billion, which was not expected to last long given the great amounts of money spent on Healthcare in the US. La Crosse County quickly applied for funds and was approved as a participant. It appears only 8 counties in Wisconsin are approved. By May 11, 2011, the program was closed to any employer not already approved. Diana Cukla and Lisa Wille took the lead in registering and doing the hard work of providing complicated data for reimbursement. They got fees waived by our TPAs and spent much time sorting and qualifying health plan payments to qualify. In Mid October the County received the first reimbursement of \$169,422.00, deposited with the treasurer. This is currently the third largest amount received by a Wisconsin county. We will continue to submit claims, but 3/5ths of the federal funding is already spent and the program will probably close by first quarter of 2012. This receipt will help county pay for the Health insurance program. This is the largest single program fund ever captured by the Personnel Dept.

3. Healics Health Risk Appraisal – The County Occupational Health group put together the second annual employee health risk appraisal program with Healics Co. This involves a small blood draw and lab tests to reveal a person's health status, followed by a consultation with a Healics nurse. This year more than 340 people took advantage of the program, which is more than double last year's participants. A personal statistical report shows each employee where they are healthy and where they need to improve health. Yearly comparisons are very useful in keeping healthy. More employers are offering this service in public and private sector, because healthy employees are key to productivity and good morale. The goal is to have all employees participate by 2014 as a way to make personal wellness a positive part of controlling Health Insurance costs.

5. Major Policy Considerations

The department has been working with the Administrator and Corporation Counsel on the development of some major policy statements. Regarding Concealed Carry by employees and the public in County buildings, a policy was drafted earlier in the year for the protection of employees and the public, as a companion to new County ordinances. Regarding a complaint process for employees not covered by a collective bargaining agreement, Act 10 and 32 require several particulars for hearing of grievances of employees receiving discipline or termination and those with complaints about safety violations. Ordinance changes are planned for the near future. This is a new area of employee protection with

many questions unanswered by existing legislation. The Personnel Director has been to several seminars on both topics for education and guidance on drafting these new policies.

6. Replacement of positions

Through September 2011 Recruitment Coordinator, LaVonne Johansen, has recorded approximately **191** requests to fill a position. There were 22 requests in September and 27 so far in October. Most of the requests come from Hillview and Lakeview. Positions are all reviewed for necessity and alternatives before they are approved for filling. Each request requires evaluation and processing for pay, benefits, and a host of employment requirements.

Current County employment is 1384 people, full and part time, as of the end of September, spread across 30 departments.

Robert B. Taunt
County Personnel Director

Robert