

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Kate Flanagan
INITIATED BY

Human Services Board
SUBMITTED BY



Phil Boutwell
DRAFTED BY

March 21, 2012
DATE DRAFTED

Upgrading Two Bachelor's Level Social Worker Positions to Master's Level Social Worker Positions and Amending the 2012 Budget

WHEREAS, the Human Services Department requests that the County Board upgrade two vacant Bachelor's level Social Worker (BSW) positions assigned to the Community Support Program in the Beloit Office to Master's level Social Worker (MSW) positions; and,

WHEREAS, the Department believes there are programmatic, service treatment and fiscal advantages to Rock County by filling these positions with higher skill set employees; and

WHEREAS, the MSW positions can provide more intensive treatment and case management for our most difficult clientele who have a significant risk of institutionalization, thus avoiding high cost placements; and,

WHEREAS, our clients with severe and persistent mental illness benefit from services received from the higher trained MSW positions; and,

WHEREAS, a cost analysis reveals that while the MSW positions are more expensive they can bill at a higher Medical Assistance rate, which reduces the total cost of the positions by \$21,710 on an annualized basis.

NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this 12th day of April, 2012 does hereby upgrade the 2.0 FTE vacant Bachelor's level Social Worker positions to Master's level Social Workers and authorize the Human Services Department to fill those positions; and,

BE IT FURTHER RESOLVED, that the 2012 Budget be amended as follows:

<u>A/C Description</u> <u>Source of Funds</u>	<u>Budget at</u> <u>3/31/12</u>	<u>Increase</u> <u>(Decrease)</u>	<u>Amended</u> <u>Budget</u>
36-3706-0000-45015/ Medical Assistance	1,096,336	15,134	1,111,470
<u>Use of Funds</u>			
36-3706-0000-61100/ Regular Wages	1,751,711	13,329	1,765,040
36-3706-0000-61400/ FICA	104,070	1,019	105,089
36-3706-0000-61510/ Retirement	134,676	786	135,462

12-4A-633

Respectfully submitted,

HUMAN SERVICES BOARD

Brian Knudson
Brian Knudson, Chair

Absent

Sally Jean Weaver-Landers, Vice Chair

Terry Fell
Terry Fell

Robert Fizzell
Robert Fizzell

Absent

Kathy Kelm

Shirley Williams
Shirley Williams

Phillip Owens
Phillip Owens

Terry Thomas
Terry Thomas

Absent

Marvin Wopat

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Sandra Kraft
Sandra Kraft, Vice Chair

Eva Arnold
Eva Arnold

Hank Brill
Hank Brill

Absent
Betty Jo Bussie

Ivan Collins
Ivan Collins

Marilynn Jensen
Marilynn Jensen

Louis Peer
Louis Peer

Kurtis Yankee
Kurtis Yankee

FINANCE COMMITTEE ENDORSEMENT

Reviewed and approved on a vote of
4-0

Mary Mawhinney
Mary Mawhinney, Chair

ADMINISTRATIVE NOTE:

Recommended.

Craig Knutson
Craig Knutson
County Administrator

FISCAL NOTE:

This resolution amends the 2012 Human Services budget to allow for the upgrade of two Bachelor level Social Worker positions to Master's level Social Worker positions. The upgrades will be funded by an increase in billable Medical Assistance revenue.

Sherry Oja
Sherry Oja
Finance Director

LEGAL NOTE:

County Board is authorized to take this action pursuant to §59.22(2), Wis. Stats. As an amendment to the adopted 2012 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to sec. 65.90(5)(a), Wis. Stats.

Jeffrey S. Kuglitsch
Jeffrey S. Kuglitsch
Corporation Counsel

Executive Summary

This resolution authorizes the upgrade of two currently vacant Bachelor's level social work positions in the Beloit Community Support Program to Master's Level Social work positions. The Community Support Programs are multidisciplinary community based treatment teams designed to provide intensive treatment and case management services to individuals living with severe and persistent mental illness in the community. Services are intended to assist clients with significant risk of institutionalization maintain independence in the community and achieve a high quality of life.

Most services provided by the CSP staff are billable to Medicaid and Rock County receives reimbursement for the federal share of the MA billing rate. The reimbursement rate for a Master's level CSP professional is notably higher than the rate for a Bachelor's level professional. A cost analysis has proven that, because of the differential in revenue generated by a Master's level social worker vs. a Bachelor's level social worker, employing Master's level staff actually costs the County less than employing Bachelor's level staff in these positions. In addition there is clear programmatic advantage to hiring higher trained staff to work with this population of consumers who benefit from the clinical expertise of a Master's Level social worker. Based on these facts, The HSD is proposing that the vacant Bachelor's level CSP positions be upgraded and filled at the Master's level.

The resolution also amends the 2012 budget. The amendment is cost neutral in that the MA revenue is an equal offset to the higher cost of the MSW positions. The cost analysis reveals that there is approximately a \$21,170 total cost savings achieved by upgrading the two positions. That cost savings will be built into the 2013 Budget should the County Board pass the resolution.