

## MULTI-COUNTY DHS PLANNING TEMPLATE

At the September 19 Task Force meeting, it was agreed that each county would meet to determine its preferred approach to “Option 3”—the Multi-County Human Services Department on the NCHC platform. NCHC will be represented at each of these meetings.

This template is intended for use at those meetings, to make sure that each county considers the same list of questions. **Please make sure you consider each question on this template during your meeting. Your responses can be typed directly into the template.**

**Each county should return its completed template to Gail Nordheim ([Gail@gnconsulting.info](mailto:Gail@gnconsulting.info)) no later than Friday October 18.**

### I. Desired outcomes for the Multi-county Department of Human Services

Assume that the multi-county DHS has been in existence for 2 years, and that it has been quite successful. You are reporting to your county board and constituents about DHS accomplishments. What specific accomplishments (e.g. availability of specific services, service integration, quality, budgetary savings/control) would you like to be able to report?
Again assuming you are reporting to your county board and constituents about a successful multi-county DHS, how would you contrast this structure to the past—what has improved?

### II. Governance

Following are statutory requirements for composition of the Human Services Board:

<b>HUMAN SERVICES BOARD REQUIREMENT from s.46.23(4)(a), Wisconsin Statutes.</b>	
Total number of members	At least 7 members; not to exceed 15 members.
County supervisors	At least 1/3 county board members; not to exceed 2/3 county board members
Special qualifications of board members	At least one member shall be a person who has received human services or a family member of such an individual.
Other provisions	No public or private provider of services may serve on a human services board.

Taking into account the statutory requirements

How many members would the board have?	
How many of these members would be county board members?	
How many county board members would there be from each county?	
How many public members would there be on the board?	
How would public members be selected?	
What terms would board members have?	
Could a board member serve multiple terms?	

**III. Programs to be included**

The following programs would need to be included in the multi-county DHS, per requirements of section 46.22, Stats: Child Welfare; Income Maintenance; Child care; Energy assistance

The following programs could be included in the multi-county DHS, but could remain with the counties: Child Support; Juvenile justice intake

For the “optional” programs, indicate where they would be administered:

Program	✓ Administered by the multi-county DHS	✓ Directly administered by the county
Child Support		
Juvenile Justice Intake		

**IV. County financial impact**

It will be difficult to definitively complete this table until county contributions to the Multi-county DHS are known. However, there are some financial impacts (for example, loss of DHS payments for centralized county services such as corporation counsel, human resources, or finance) that can be quantified now. It may be possible to project savings in rent or other operating costs.

Areas of potential savings to the county	Estimate of potential savings	Magnitude of potential costs to the county	Estimate of potential savings

**V. Employee impact**

Which model(s) for employee transitioning would the county support? If more than one model is acceptable, indicate which is first choice, second choice, etc.

Model	✓
Model 1—The Multi-county DHS posts openings for positions. County DSS employees apply for positions in which they have interest. Employees who do not successfully compete for these positions are no longer employed (or are employed in other county positions) as of the transfer date.	
Model 2—County DSS employees who are in positions that are needed by the Multi-county DHS can automatically transfer into the new positions without an application process. Employees in positions that are not needed by the DHS are no longer employed (or are employed in other county positions) as of the transfer date.	
Model 3—All county DSS employees transfer into the Multi-county DHS. The DHS adjusts its workforce via attrition or layoff over its first year of operation.	
Other—please describe	

**VI. Local presence and consumer access to services**

Describe the preferred approach for assuring that there is adequate staff for quick response and easy consumer access throughout the 3 county area, while still assuring the flexibility and efficiency that results from regionalization. For example:

- What programs require staff based in the regional offices? Why is regional staff presence important for these programs?
- What programs can be centralized in Wausau without regionally based staff? Why can these programs be centralized?
- How would supervision work for staff in regional offices?

**VII. Quality**

What measures of quality would you expect the Multi-County DHS to provide?

Quality measure	How this measure would be obtained?

VIII. How would you respond to the following concerns that may be expressed by county board members, employees, consumers, service providers and/or community members in general?

Concern	Response
Our county will lose control over local programs.	
This will result in hardship to employees.	
We have been dissatisfied with NCHC's services to date. Why should we give that organization more responsibility?	
This will result in loss of local access to consumers.	
We will risk the partnerships between social workers, law enforcement and other community partners in our county.	

**IX. Add other issues and suggestions here.**