



PORTAGE COUNTY

MEETING MINUTES

HEALTH CARE CENTER COMMITTEE

PORTAGE COUNTY ANNEX
CONFERENCE ROOMS 1 & 2
1462 STRONGS AVENUE
STEVENS POINT, WI 54481

Monday, June 6, 2022

1:00 PM

REMOTE ATTENDANCE & COMMENT

To attend this meeting by telephone : dial 1-608-338-1399, after dialing the number you will then be asked to enter in a meeting number. Use the following meeting number: 186 819 670, then press #

To attend this meeting by video: [Click here to join the meeting](#)

Due to COVID-19 and the potential risk to members of the public who attend meetings in-person, any person who plans to attend the meeting remotely, but wishes to comment on an agenda item can send their comments via email to lingforl@co.portage.wi.us. The deadline for sending comments by email is 48 hours prior to the start of the meeting. Emailed comments will be delivered to committee members at least 24 hours prior to the meeting. Remote comment by the public during the meeting will be at the discretion of the Chair.

CALL TO ORDER

Meeting called to order at 1:00 p.m.

Members attending in-person: V. Miresse, D. Jankowski, G. Hakala, S. Przybylski, L. Weaver

Members attending on-line: None

Members absent: None

Members excused: None

PUBLIC NOTICE

Members of the public who wish to address the Committee on specific agenda items must register their request at this time, with such comments subject to the reasonable control of the Committee Chair as set forth in Robert's Rules of Order.

The following members of the public requested to speak: Mary Ann Laszewski, Nancy Roppe, and Mildred Neville.

DISCUSSION/POSSIBLE ACTION

1. Discussion/Possible Action: Regarding Special Meeting Attendance (Portage County Ordinance 3.1.47 & 3.1.48)

- Request for special meeting attendance
- Approval of attendance of special meetings
- Special meeting attendance reports

Request of Chair Vincent Miresse to be able to meet with NHA and/or ANHA at any time deemed appropriate for HCC planning.

A motion was made by S. Przybylski, seconded by L. Weaver to approve the special meeting expense report for V. Miresse and D. Jankowski. The motion carried on a voice vote with no negative votes.

A motion was made by D. Jankowski, seconded by S. Przybylski to approve Chair V. Miresse to meet with NHA and/or ANHA at any time deemed necessary with a focus on utilizing phone calls when possible. The motion carried on a voice vote with no negative votes.

REPORTS

2.
 - Staffing trends at PCHCC and health care facilities in general
 - Human Resource recruitment
 - Highlights from the nursing team meeting on staffing concerns
 - Do these trends affect moving the resolutions for Owner's Rep and Architect forward to Space & Properties,

Finance and County Board?

M. McDonald, NHA, provided information on the staffing at PCHCC. The April 5, 2022 referendum was approved by the voters of Portage County. M. McDonald said the hope was to see an increase in applications once the referendum results were finalized and the pandemic was slowing. That trend has not happened. The p.m. shift is the most challenging shift to fill. M. McDonald said there is a national trend of resignations in the health care field. The staffing schedule for July currently has 115 open shifts. On call casual staff and permanent staff do pick up some of the shifts, but many shifts do not get filled until a day or two before the shift.

L. Weaver asked if our pay was competitive. Would people fill these positions if the pay was increased? M. McDonald said there is a shortage of applicants. There are other staff nearing retirement. L. Weaver said the voters approved the referendum and to fund operations, which includes wages. D. Jankowski said community services are recruiting team members from us to fill their open positions. N. Roppe asked if PCHCC had considered using the National Guard for staffing and felt hazard pay should have been approved for PCHCC staff. M. McDonald said that the culture would not be the same using those team members. D. Jankowski said Portage County as a whole has staffing shortages.

L. Belanger-Tess, Director of Human Resources, said HR is working on changes. There will be a resolution on the next HR Committee agenda proposing a 1% wage increase plus one pay grade increase. There is a pending McGrath salary study for County positions. We will be discussing increasing shift differential premiums for the p.m. shift. L. Belanger-Tess said the County had seen an increased number of resignations in the last eight weeks but that trend is now flattening. She said that exit interviews are completed when staff resign. There are many reasons why people leave their positions. For example: money, flexibility, work from home, family commitments. There is not just one reason for the resignations.

D. Jankowski asked if we could slow down our decisions to move forward with the owner's representative and architect. G. Hakala asked how our benefit package compared to private sector benefits. L. Belanger-Tess said many younger people do not necessarily want benefits. G. Hakala said the private sector can offer benefits like paying for education if they commit to work for the facility. V. Miresse said scholarships could be a long-term solution. N. Roppe said that staffing concerns should not be a reason to slow down the forward movement of building a new facility. G. Hakala said a new facility might draw candidates. L. Weaver said getting an owner's representative in place is crucial. What more will we learn in one or two months? D. Jankowski has concerns about financing and building a \$20M building that may have staffing challenges. S. Przybylinski said the voters were clear. This should not impact moving forward. M. Laszewski said people will have to come back to work after the pandemic. We need to move forward. M. Neville said the facility needs are not going away. D. Jankowski said the HCC is not a mandated service. G. Hakala said a new building could be sold in the future if that decision was ever reached. L. Weaver said don't stop the process. We need to move forward with incremental steps. V. Miresse said it sounds like the Committee wants to move forward with hiring an owner's representative and architect. We have a plan and should not deviate.

NEXT MEETING DATE

3. June 16, 2022 at 5:00 P.M. in Annex Conference Room 5.

ADJOURNMENT

The meeting was adjourned by Chair V. Miresse at 2:02 p.m.

NOTICES

Notice: Any person who has special needs and plans on attending this meeting in-person or remotely should contact the Facilities Office at 715-346-1598 as soon as possible to ensure that reasonable accommodations can be made.

Notice: A quorum of the Portage County Board of Supervisors, or any committee thereof, may be present at this meeting.