

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: May 16, 2024

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Shakita LaGrant-McClain, Executive Director, Department of Health and Human Services (DHHS)

Subject: A report from the Executive Director, Department of Health and Human Services, requesting the creation of 1.0 FTE Caregiver Support Specialist in Aging and Disabilities Services (ADS)

File Type: Action Report

REQUEST

The Executive Director of DHHS is requesting authorization to create an additional 1.0 FTE Caregiver Support Specialist position in pay grade 26.

POLICY

The maximum number of positions and/or the maximum number of employee hours in a given classification are approved as part of the annual adopted budget. Changes to the authorized number of positions outside of the budget process require approval by the Milwaukee County Board of Supervisors.

Milwaukee County Ordinances:		17.28
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BACKGROUND

In 2023, the Milwaukee County Area Agency on Aging within the Department of Health and Human Services made a strategic decision to bring caregiver support services in house. These services, funded through the Alzheimer’s Family Caregiver Support Program and the National Family Support Program under Title III-E of the Older Americans Act, support caregivers of older adults and residents with dementia as well as older adults who serve as caregivers themselves.

Hiring this additional position to support the Caregiver Support Program will help Aging and Disabilities Services staff to align with Milwaukee County’s unified strategic vision, as well as DHHS’s strategic initiative that focuses on providing easily accessible, timely, integrated, high quality, and person-centered services. The Caregiver Support Specialist position provides direct case management assistance to residents and will report directly

to the Caregiver Support Coordinator. A second position is necessary to provide quality support services to the increased number of residents served through these programs by the Milwaukee County Area Agency on Aging.

Equitable caregiver support is critical to achieving the visions of Milwaukee County, DHHS and the Commission on Aging. The Wisconsin Governor's Task Force on Caregiving has reported that caregiving disproportionately impacts communities of color, and caregivers of color are providing more hours of care each week compared to their white counterparts ([Wisconsin Caregivers in Crisis: Investing in our Future, 2020](#)). Family caregivers of older adults (particularly those with dementia) can receive support, including counseling, respite, supportive home care, and transportation, through the OAA National Family Caregiver Support Program (NFCSP) and Wisconsin's Alzheimer's Family and Caregiver Support Program (AFCSP). Staff of the Caregiver Support Program will strategically form partnerships and conduct outreach to promote equitable distribution of caregiver support and resources throughout Milwaukee County.

Management of the Caregiver Support Program, including NFCSP and AFCSP, transitioned from the Alzheimer's Association of Wisconsin to the Aging Unit in 2023. A new Caregiver Support Coordinator was hired to the Area Agency on Aging pursuant to the County Board's approval (File No. 22-757) in January 2023. Transfer of this program by the Area Agency on Aging from the Alzheimer's Association to the Aging Unit has improved outreach, referral, and collaboration to provide caregiver supports to the community. It has also aligned Milwaukee County with most other counties that directly manage these state and federal caregiver support funds. A work plan for the management of the Caregiver Support Program recognizes the need for additional staff support to responsibly and effectively utilize granted funds to support caregivers and to effectively grow caregiver supports within Milwaukee County.

As administered by the Alzheimer's Association of Wisconsin, the Caregiver Support Program was supported by three full time staff positions. Currently, the Milwaukee County Caregiver Support Program is staffed by two full time program staff (Caregiver Support Coordinator and a Caregiver Support Specialist) with additional part time administrative support. The Caregiver Support Program has received an increase in funding through national and state resources, and this funding is likely to be stable or increase in the future. This increase in funding and the increase in referrals for customers to participate in the Caregiver Support Program based on the No Wrong Door collaboration across ADS requires immediate additional staffing to ensure full use of funds and equitable, high quality service for Milwaukee County caregivers. As such, DHHS is requesting the creation of one fulltime Caregiver Support Specialist position.

Related File No's:	23-613
Associated File No's (Including Transfer Packets):	
Previous Action Date(s):	7/24/2023

ALIGNMENT TO STRATEGIC PLAN

This item is aligned to the goals identified in the Milwaukee County Strategic Focus Areas, in particular 2A and 2B. By bringing roles that advocate for caregivers within Milwaukee County rather than supporting these activities to be performed by an outside vendor, the Caregiver Support Program has maximized access to services across Milwaukee County to break down health disparities impacting caregivers. It also aligns with 3C as the staff person in this role will work to address access and concerns of the caregiving community with an effort to focus on inclusivity and underserved communities.

FISCAL EFFECT

The total annual cost for this position will be covered through Title III-E National Family Caregiver Support funds and Alzheimer’s Family and Caregiver Support funds established by Wis Stat. §46.87. There is no tax levy impact.

POSITION INFORMATION

<u>Action</u>	<u>Title</u>	<u>Pay Range</u>	<u>Annual Salary Range</u>
Create	Caregiver Support Specialist	26	\$61,901- \$73,174

TERMS

The requested position create would be effective upon approval by the Milwaukee County Board of Supervisors.

VIRTUAL/HYBRID MEETING INVITES

Shakita LaGrant-McClain, Director, DHHS
Matt Fortman, Fiscal Director, DHHS
Daniel Idzikowski, Director, Aging Unit, DHHS Aging and Disabilities Services
Marietta Luster, Administrator, DHHS Aging and Disability Services

PREPARED BY:

Kayla Steinke, Caregiver Support Coordinator, DHHS Aging and Disabilities Services

APPROVED BY:

Shakita LaGrant-McClain
Shakita LaGrant-McClain, Director
Department of Health & Human Services

ATTACHMENTS:

None

cc: County Executive David Crowley
Sup. Patti Logsdon, Chair, Personnel Committee
Mary Jo Meyers, Chief of Staff, County Executive's Office
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Steve Cady, Research Director, Comptroller's Office
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Lottie Maxwell-Mitchell, Senior Budget & Management Analyst, DAS