

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 3/9/99 Meeting Type: Public Hearing
Location: CIII South

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

Present

Absent

Excused

Totals:

Cory H. Mason IV, Committee Clerk

Vote Record

Senate Committee on Human Services and Aging

Date: 3/9/99 Executive Session Public Hearing

Bill Number: _____

Moved by: _____ Seconded by: _____

Motion: _____

<u>Committee Member</u>	<u>Aye</u>	<u>No</u>	<u>Absent</u>
Sen. Judy Robson, Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Gwendolynne Moore	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Robert Wirch	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Carol Roessler	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Peggy Rosenzweig	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Totals:	_____	_____	_____

Motion Carried Motion Failed

Vote Record

Senate Committee on Human Services and Aging

Date: 3/4/99

Executive Session

Public Hearing

Bill Number: _____

Moved by: Robson

Seconded by: Maxe

Motion: Waive the Senate Human Services + Aging Committee's Remaining Review ~~Time~~ Period under Wisconsin State Statute §227.19

Committee Member

	<u>Aye</u>	<u>No</u>	<u>Absent</u>
Sen. Judy Robson, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Gwendolynne Moore	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Robert Wirch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Carol Roessler	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Peggy Rosenzweig	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals:

Motion Carried

Motion Failed

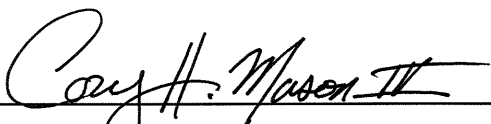
Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 3/4/99 Meeting Type: Public Hearing
Location: 411 South

<u>Committee Member</u>	<u>Present</u>	<u>Absent</u>	<u>Excused</u>
Sen. Judy Robson, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Gwendolynne Moore	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Robert Wirch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Carol Roessler	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Peggy Rosenzweig	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 5 _____



Cory H. Mason IV, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 4/6/99 Meeting Type: PH
Location: 411 South

Committee Member

- Sen. Judy Robson, Chair
- Sen. Gwendolynne Moore
- Sen. Robert Wirch
- Sen. Carol Roessler
- Sen. Peggy Rosenzweig

Present

Absent

Excused

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Totals:

Cory H. Mason IV, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 4/11/99 Meeting Type: EO

Location: 411 South

Committee Member

- Sen. Judy Robson, Chair
- Sen. Gwendolynne Moore
- Sen. Robert Wirch
- Sen. Carol Roessler
- Sen. Peggy Rosenzweig

Present

Absent

Excused

Totals:

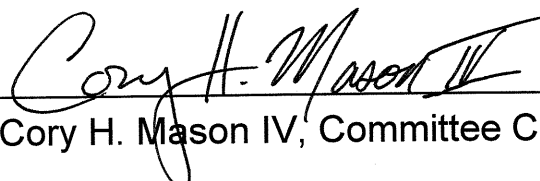
Cory H. Mason IV, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 4/20/99 Meeting Type: ES
Location: 330 SW

<u>Committee Member</u>	<u>Present</u>	<u>Absent</u>	<u>Excused</u>
Sen. Judy Robson, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Gwendolynne Moore	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sen. Robert Wirch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Carol Roessler	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Peggy Rosenzweig	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Totals:	<u>3</u>	<u>1</u>	<u>1</u>

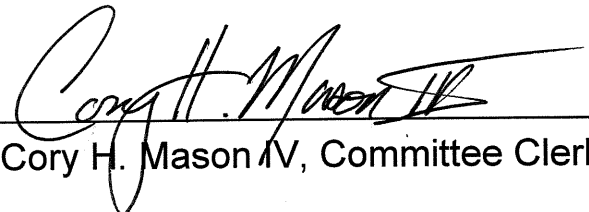

Cory H. Mason IV, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 4/20/99 Meeting Type: Public Hearing
Location: 330 SW

<u>Committee Member</u>	<u>Present</u>	<u>Absent</u>	<u>Excused</u>
Sen. Judy Robson, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Gwendolynne Moore	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sen. Robert Wirch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Carol Roessler	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Peggy Rosenzweig	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Totals:	<u>3</u>	<u>1</u>	<u>1</u>


Cory H. Mason IV, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: _____ Meeting Type: Executive Session

Location: _____

Committee Member

- Sen. Judy Robson, Chair
- Sen. Gwendolynne Moore
- Sen. Robert Wirch
- Sen. Carol Roessler
- Sen. Peggy Rosenzweig

Present

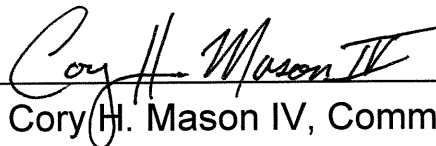
Absent

Excused

Totals:

4

1


Cory H. Mason IV, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 5/19/99 Meeting Type: Public Hearing
Location: 411 So

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

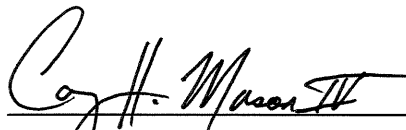
Present

Absent

Excused

Totals:

5



Cory H. Mason IV, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 9/23/99 Meeting Type: Public Hearing
Location: Rm 201, SE State Capitol

<u>Committee Member</u>	<u>Present</u>	<u>Absent</u>	<u>Excused</u>
Sen. Judy Robson, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Gwendolynne Moore	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Robert Wirch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Carol Roessler	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Peggy Rosenzweig	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Totals:	<u>5</u>	<u>0</u>	<u>0</u>

David A. Austin

David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 9/23/99 Meeting Type: Executive Session
Location: Rm 201, SE State Capital

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

Present

Absent

Excused

Totals:

5

0

0

David A. Austin

David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 10/7/99 Meeting Type: public hearing
Location: 201 SE

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

Present Absent Excused

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 5 0 0

David A. Austin

David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 10/7/99 Meeting Type: executive session

Location: 201 SE

Committee Member

- Sen. Judy Robson, Chair
- Sen. Gwendolynne Moore
- Sen. Robert Wirch
- Sen. Carol Roessler
- Sen. Peggy Rosenzweig

Present

Absent

Excused

Totals:

5

0

0

David A. Austin

David A. Austin, Committee Clerk



Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Judith B. Robson

Wisconsin State Senator

Date: 10/21/99 Meeting Type: executive session

Location: 201 SE, Capitol

Committee Member

Present

Absent

Excused

Sen. Judy Robson, Chair

Sen. Gwendolynne Moore

Sen. Robert Wirch

Sen. Carol Roessler

Sen. Peggy Rosenzweig

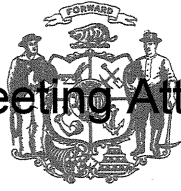
Totals:

David A. Austin, Committee Clerk

15 South, State Capitol, Post Office Box 7882, Madison, WI 53707-7882 • Telephone (608) 266-2253

District Address: 2411 East Ridge Road, Beloit, WI 53511

Toll-free 1-800-334-1468 • E-Mail: sen.robson@legis.state.wi.us



Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Judith B. Robson

Wisconsin State Senator

Date: 10/21/99 Meeting Type: public hearing

Location: 201 SE, Capitol

Committee Member

Present

Absent

Excused

Sen. Judy Robson, Chair

Sen. Gwendolynne Moore

Sen. Robert Wirch

Sen. Carol Roessler

Sen. Peggy Rosenzweig

Totals:

5

0

0

David A. Austin, Committee Clerk

15 South, State Capitol, Post Office Box 7882, Madison, WI 53707-7882 • Telephone (608) 266-2253

District Address: 2411 East Ridge Road, Beloit, WI 53511

Toll-free 1-800-334-1468 • E-Mail: sen.robson@legis.state.wi.us

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 1/13/00 Meeting Type: Executive Session
Location: 201 Southeast, State Capitol

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

Present

Absent

Excused

Totals:

5

0

David A. Austin

David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 1/18/00 Meeting Type: Public Hearing

Location: 201 SE, State Capitol

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig


Present

Absent

Excused

Totals:

5



David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 1/27/00 Meeting Type: Public Hearing

Location: 201 SE, Capitol

Committee Member

Sen. Judy Robson, Chair

Sen. Gwendolynne Moore

Sen. Robert Wirch

Sen. Carol Roessler

Sen. Peggy Rosenzweig

Present

Absent

Excused

Totals:

4

0

1



David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 2-10-00 Meeting Type: Public Hearing
Location: 201 SE

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

Present Absent Excused

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals:

5 0 0



David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 3/4/00 Meeting Type: Executive Session
Location: 201 Southeast

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

Present

Absent

Excused

Totals:

David A. Austin

David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 3/9/00 Meeting Type: Public Hearing
Location: 201 Southeast

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

Present

Absent

Excused

Totals:

5

David A. Austin

David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 7/25/00 Meeting Type: Public Hearing

Location: 201 Southeast, State Capital

Committee Member

Present

Absent

Excused

Sen. Judy Robson, Chair

Sen. Gwendolynne Moore

Sen. Robert Wirch

Sen. Carol Roessler

Sen. Peggy Rosenzweig

Totals:

David A. Austin

David A. Austin, Committee Clerk

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 7/25/00 Meeting Type: Executive Session

Location: 201 Southeast, State Capitol

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

Present

Absent

Excused

Totals:

David A. Austin, Committee Clerk

WISCONSIN LEGISLATURE - COMMITTEE ATTENDANCE FORM

Senate HUMAN Services + Aging COMMITTEE 1-18 DATE

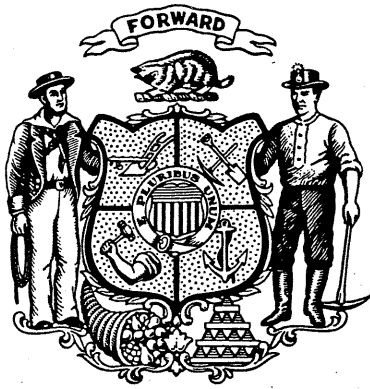
LEGISLATOR NAME Carol Kelso

WISCONSIN LEGISLATURE - COMMITTEE ATTENDANCE FORM

Committee on Human Services COMMITTEE 3/9/00 DATE

LEGISLATOR NAME Antonio Riley

END



END

Tommy G. Thompson
Governor

Peter D. Fox
Secretary

State of Wisconsin



DEC 01 1999

345 West Washington Avenue
P.O. Box 7855
Madison, WI 53707-7855
Phone (608) 266-9820
FAX (608) 267-1020

DEPARTMENT OF EMPLOYMENT RELATIONS

December 1, 1999

State Senator Judith Robson
State Capitol, Room 15 South
Madison, WI 53703

Dear Senator Robson:

Thank you for expressing your concerns regarding the pay for Ombudsman Services Specialists in the Board on Aging and Long Term Care. As you may know, we are currently in contract negotiations with the Wisconsin State Employees Union (WSEU) which represents these employees. Wages, hours and conditions of employment are mandatory subjects of bargaining under current labor law. Upward movement for this group of employees requires agreement with the WSEU.

The Department of Employment Relations (DER) is currently bargaining with all employee representatives. We trust that the employees' representatives are weighing the concerns of each of their bargaining units when they come to the table. I'm certain you understand that DER is unable to side-bargain separately with any one group of employees, or in the absence of their certified representative, without committing an unfair labor practice. We have also agreed with the unions not to discuss details of bargaining outside the sessions so that all participants may freely exchange information and views.

I would not be fully responding to your concern about the Ombudsmen if I did not point out that DER is putting particular emphasis on recognizing market equity issues during this round of labor negotiations. The vigor of Wisconsin's economy (as well as that of the national and regional economies) has resulted in significantly greater competition between the private and public sectors for the same workforce pool and has created some compensation differentials between the two sectors. Private sector employers have been able to react more immediately to compensation needs in order to attract and retain employees.

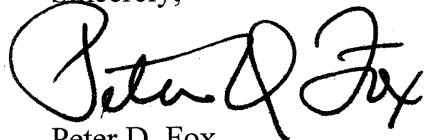
During this round of bargaining, DER is working diligently to make maximum use of compensation-reserve resources available; the challenge is daunting. Working with state agencies, we have identified and prioritized numerous job classifications which would benefit from market-equity adjustments, although the final outcome is dependent upon the bargaining process. Because our compensation reserve resources are finite, we will be unable to meet all current, verifiable market-equity needs in this biennium within our existing resources; thus we must address market-equity issues on a priority basis. Demographic forecasts point to a continued, unprecedented tight labor market in which private and public sectors must compete head-to-head for the next decade and even longer.

AN EQUAL OPPORTUNITY EMPLOYER

I am passing your recommendations about the Ombudsmen on to our bargaining team. If you would like more information on these classified employes, please write me again, or call or e-mail Michael Soehner, assistant division administrator of Compensation and Labor Relations, at 267-9462 and Michael.Soehner@der.state.wi.us.

My staff and I look forward to working with you and providing you the information necessary for strategic decision making. Please let me know how we can serve you.

Sincerely,

A handwritten signature in black ink that reads "Peter D. Fox". The signature is written in a cursive style with a large initial "P" and "F".

Peter D. Fox
Secretary

PDF/MRS

October 6, 1999

Senator Judith B. Robson
State Capitol, 15 South
P.O. Box 7882
Madison, WI 53707-7882

*David -
Can you find out
what the disparity
is for these ombudsmen
with the union of
a letter to DER?
Thanks*

Dear Senator Robson:

I serve as an Ombudsman for the Board on Aging and Long Term Care, but I am not writing to you as a spokesperson for the Board. I am writing to you for assistance with an important and urgent matter because you have long been supportive of the Ombudsman program.

I have been an Ombudsman for almost 11 years, serving as an advocate for some of Wisconsin's most vulnerable citizens, the elderly and disabled people who need long term care. I believe passionately in the work of the Ombudsman program; individually and collectively the Ombudsmen have been successful in improving the quality of life and quality of care for Wisconsin's long term care consumers.

In order for the Ombudsman program to continue to be successful, I am requesting your help to correct a gross disparity in pay. Due to a low pay range, it is becoming more difficult for my agency to recruit qualified people. Of the last 3 hired, only one is still an Ombudsman; the other two simply did not have the expertise to address the various complex issues and challenging situations of this advocacy work. Additionally, veteran Ombudsmen are also underpaid. Although some think we do not have a retention problem, we have lost good people because they left the work they loved for higher paying jobs. It is true that most of us stay with the program. However, it then seems that our loyalty and dedication are being penalized by a low wage.

I ask that you contact DER on behalf of the Ombudsman program to ensure this classification is considered for a pay range increase during this Collective Bargaining cycle. Our management supports a pay increase for this position and has put money in the budget for this. Your immediate attention to this matter is necessary as once the budget is passed the contracts will be settled.

I have included information justifying this request. Please feel free to contact me if you have any questions (days 920-492-5952, evenings 920-822-8930). Please report back to me on DER's response. Thank you for your efforts.

Sincerely,

Julie A. Button

Julie A. Button
6673 Wintergreen Trail
Sobieski, WI 54171

Justification for Ombudsman Pay Increase

Ombudsman positions are currently assigned to pay ranges 4 and 5. Since the Ombudsman position is quite unique, for a comparison, the Health Services Specialists are pay ranges 6 and 7. Some say similar knowledge and experience are required to do either job and that both share common concerns (however there are blatant differences as explained below), yet Health Services Specialists are two pay ranges above the Ombudsman position.

Ombudsmen provide advocacy services for consumers of long term care in nursing homes, facilities for the developmentally disabled (FDD), community based residential facilities (CBRF), adult family homes (AFH) and for those on the Community Options Program (COP). Work for COP clients at times results in Ombudsmen going to private homes, apartments, continuing care retirement communities and Residential Care Apartment Complexes (RCAC) and working with home health agencies, hospices, sheltered workshops and independent individual providers. Health Services Specialists only go into nursing homes and FDDs.

Ombudsmen investigate complaints about rights issues and care and treatment. While Ombudsmen have no regulatory authority, they do provide direct representation of the consumer and address issues outside of the regulatory framework, things Health Services Specialists cannot do. Ombudsmen seek to protect and promote the rights of long term care consumers. To improve quality of care and quality of life, Ombudsmen employ many problem-solving skills. These include advocacy, education (at times making formal presentations in front of large audiences), mediation, negotiation, and persuasion (articulating sound logic often persuades providers to "do the right thing"). To effectively do this, Ombudsmen must have knowledge of all applicable laws and administrative codes, including those pertaining to nursing homes, FDDs, CBRFs, AFHs, RCACs, COP, patient rights, Medicare, Medical Assistance, Hospice, Home Health, Guardianship, Protective Placement, Protective Services, Advance Directives, Adult Day Care, and elder abuse.

Consumers often prefer working with an Ombudsman rather than Health Services Specialists, mainly due to the consumer's primary desire for problem resolution, not enforcement action. Ombudsmen provide consultation, information and education to facility staff, residents, families and the general public. Health care providers often need and want direction and advice to improve the outcome for the consumer (and to avoid regulatory difficulties) so rely on Ombudsmen for this consultation. In providing good information to consumers, Ombudsmen are enabling and empowering consumers to advocate for themselves.

Ombudsmen periodically provide advocacy representation of clients at hearings and appeals when long term care services or benefits are being discontinued or denied. Advocacy efforts may also require working with law enforcement agencies, including police, district attorneys, county court systems, and the Department of Justice.

Ombudsmen are also charged with the responsibility of monitoring the long term care system, which includes oversight of proposed and existing regulations and statutes that pertain to long term care, and watch-dogging the regulatory agency, including the Health Service Specialists. Ombudsmen advocate for effective public policy that protects the rights of long-term care consumers. This is accomplished by providing expertise and anecdotal accounts to committees that draft legislative proposals. Ombudsmen also testify at public hearings. All of these efforts are to ensure that consumers are adequately represented in the legislative process.

Ombudsmen work independently (Health Services Specialists work with a team) and serve a large region. Staffing levels remain far below the nationally suggested ratio. Ombudsman workloads require skills in prioritizing, making appropriate referrals, and managing time. These independent decisions are made with only general supervision; Ombudsmen are solely responsible for their region, workload and the action taken on casework.

Dawn S. Adams
9213 W. Waterford Avenue
Greenfield, WI 53228

*Dustin:
Ombudsman
problem*

October 11, 1999

Senator Judith B. Robson
State Capitol, 15 South
P.O. Box 7882
Madison, WI 53707-7882

Dear Senator Robson:

I serve as an Ombudsman for the Board on Aging and Long Term Care, but I am not writing to you as a spokesperson for the Board. I am writing to you in my individual capacity because I know that you have been a supporter of the Ombudsman program.

I have been an Ombudsman for 3 1/2 years, providing advocacy services for some of Wisconsin's most vulnerable citizens: elderly and disabled people who need long term care. I believe strongly in the value of the Ombudsman program, and am committed to seeing that its success in improving the quality of life and quality of care for Wisconsin's elderly and disabled citizens continues.

In order for the Ombudsman program to continue to be successful in the future, however, I believe it is necessary to address the low pay range to which Ombudsmen are assigned. Due to the relatively low pay, in conjunction with the wide breadth of knowledge, skills, and experience required in order to perform an Ombudsman's complex and varied duties, it is becoming increasingly difficult for the Board on Aging and Long Term Care to recruit and retain qualified people. In the past several years, we have lost two valued and experienced Ombudsmen to other agencies/businesses that were willing to compensate them on terms more commensurate with their respective levels of skills, knowledge and experience. The first left to take a regional position with the Department of Health and Family Services, Bureau of Quality Assurance, with a 2 pay-grade increase. The second left to take a position as a legal assistant with a private law firm, also with a significant increase in pay.

In the past 6 months, we have also lost two of the three new Ombudsmen who were hired. Both left to take other positions only months after being hired, in large part (I believe) because they did not have the knowledge, skills, or expertise needed to address the complex and challenging situations an Ombudsman must handle on a daily basis. Of these two, at least one also left to take a position with better pay. Although the loss of four employees in the past several years may not be significant to a large state agency, in

an agency with only 11 Ombudsmen positions in total, it is most definitely a significant loss. Finally, while it is true that most of the Ombudsmen do stay with the program for a significant period of time, I do not believe that our dedication and commitment to the people we serve should be penalized by the continuance of a low wage.

In light of the above, I ask that you contact DER on behalf of the Ombudsman program to ensure that the Ombudsman position classification is considered for a pay range increase during this Collective Bargaining cycle. Our management supports a pay increase for the Ombudsman position and has put money in our agency's budget for this purpose. Your immediate attention to this matter is necessary, and would be greatly appreciated, as once the budget is passed, the contracts will be settled.

I have enclosed an informational sheet with this letter, providing you with more detail regarding the services provided by the Ombudsman program and justification for my and my co-workers' requested pay range reassignment. If you have any questions, please feel free to contact me. My number at work (days) is: (414) 227-4080 (if you get voice mail, press # to skip over a lengthy voice mail message). My number at home (evenings) is: (414) 546-2525.

Please report back to me on DER's response. Thank you for your efforts.

Sincerely,



Dawn S. Adams
9213 W. Waterford Avenue
Greenfield, WI 53228

Enclosure

Justification for Ombudsman Pay Increase

Ombudsman positions are currently assigned to pay ranges 4 and 5. Since the Ombudsman position is quite unique, for a comparison, the Health Services Specialists are pay ranges 6 and 7. Some say similar knowledge and experience are required to do either job and that both share common concerns (however there are blatant differences as explained below), yet Health Services Specialists are two pay ranges above the Ombudsman position.

Ombudsmen provide advocacy services for consumers of long term care in nursing homes, facilities for the developmentally disabled (FDD), community based residential facilities (CBRF), adult family homes (AFH) and for those on the Community Options Program (COP). Work for COP clients at times results in Ombudsmen going to private homes, apartments, continuing care retirement communities and Residential Care Apartment Complexes (RCAC) and working with home health agencies, hospices, sheltered workshops and independent individual providers. Health Services Specialists only go into nursing homes and FDDs.

Ombudsmen investigate complaints about rights issues and care and treatment. While Ombudsmen have no regulatory authority, they do provide direct representation of the consumer and address issues outside of the regulatory framework, things Health Services Specialists cannot do. Ombudsmen seek to protect and promote the rights of long term care consumers. To improve quality of care and quality of life, Ombudsmen employ many problem-solving skills. These include advocacy, education (at times making formal presentations in front of large audiences), mediation, negotiation, and persuasion (articulating sound logic often persuades providers to "do the right thing"). To effectively do this, Ombudsmen must have knowledge of all applicable laws and administrative codes, including those pertaining to nursing homes, FDDs, CBRFs, AFHs, RCACs, COP, patient rights, Medicare, Medical Assistance, Hospice, Home Health, Guardianship, Protective Placement, Protective Services, Advance Directives, Adult Day Care, and elder abuse.

Consumers often prefer working with an Ombudsman rather than Health Services Specialists, mainly due to the consumer's primary desire for problem resolution, not enforcement action. Ombudsmen provide consultation, information and education to facility staff, residents, families and the general public. Health care providers often need and want direction and advice to improve the outcome for the consumer (and to avoid regulatory difficulties) so rely on Ombudsmen for this consultation. In providing good information to consumers, Ombudsmen are enabling and empowering consumers to advocate for themselves.

Ombudsmen periodically provide advocacy representation of clients at hearings and appeals when long term care services or benefits are being discontinued or denied. Advocacy efforts may also require working with law enforcement agencies, including police, district attorneys, county court systems, and the Department of Justice.

Ombudsmen are also charged with the responsibility of monitoring the long term care system, which includes oversight of proposed and existing regulations and statutes that pertain to long term care, and watch-dogging the regulatory agency, including the Health Service Specialists. Ombudsmen advocate for effective public policy that protects the rights of long-term care consumers. This is accomplished by providing expertise and anecdotal accounts to committees that draft legislative proposals. Ombudsmen also testify at public hearings. All of these efforts are to ensure that consumers are adequately represented in the legislative process.

Ombudsmen work independently (Health Services Specialists work with a team) and serve a large region. Staffing levels remain far below the nationally suggested ratio. Ombudsman workloads require skills in prioritizing, making appropriate referrals, and managing time. These independent decisions are made with only general supervision; Ombudsmen are solely responsible for their region, workload and the action taken on casework.

October 11, 1999

Senator Judith B. Robson
15 South, P.O. Box 7882
Madison, WI 53707-7882

Dear Senator Robson,

I am a Long Term Care Ombudsman, employed by the State of Wisconsin—Board on Aging and Long Term Care, and I am writing to you because you have long been a supporter of the Ombudsman program. I am not writing to you as a spokesperson for the Board on Aging and Long Term Care.

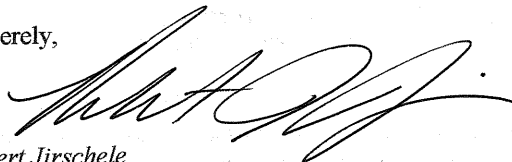
As a Long Term Care Ombudsman, I advocate for residents of nursing homes and community based residential facilities, as well as persons who receive Community Options Program funding at Residential Care Apartment Complexes. As their advocate, I investigate complaints of resident treatment in these facilities. I help residents and families through tough issues, and recommend to the facility staff ways to improve the care they receive. The people whom I advocate for are some of the most vulnerable citizens in this wonderful state. And often Ombudsmen are the first (and only) people called upon for help.

I write to you for your help in correcting a gross disparity in pay. Because Ombudsman experience a very low pay range, it is becoming increasingly difficult for the Board on Aging and Long Term Care to recruit qualified candidates. The essential functions of this position require a wide knowledge and experience base in the long-term care health field. In the recent past, qualified Ombudsmen have left the agency for higher-paying positions. Because all of us Ombudsman believe passionately in what we do, we dedicate ourselves to staying in our positions. However, it seems that our loyalty, dedication, and passion are being penalized by a low wage.

I ask that you contact DER on behalf of the Ombudsman program to ensure this classification is considered for a pay range increase during the collective bargaining cycle. Our management supports a pay increase for Ombudsmen; furthermore, management budgeted for a higher wage. Your immediate attention to this matter is necessary, requested, and sincerely appreciated. Time is crucial as once the budget is passed, the contracts will be settled.

I have included information justifying this request. Please don't hesitate to contact me if you have any questions at 262.251.5344 (home) or 414.227.4057 (work). Please report back to me on DER's response. Thank you for your efforts.

Sincerely,



Robert Jirschele
N110 W17158 Ashbury Lane, apt. 4
Germantown, WI 53022

October 13, 1999

Ombudsman

Senator Judith B. Robson
State Capitol
15 South
P.O. Box 7882
Madison, WI 53707-7882

Dear Senator Robson:

I serve as an Ombudsman for the Board on Aging and Long Term Care (BOALTC), but I am not writing to you as a representative of the BOALTC. This letter is being sent to you because I have been told you are very sympathetic and sensitive to the elderly and disabled people who need long term care; therefore, I am requesting your assistance with an important and urgent matter.

Prior to becoming an Ombudsman, I worked as a registered dietitian in long term care for more than 10 years. I have been an advocate for elderly and people with disabilities since I can even remember. When a new Ombudsman position was created, I struggled with the decision of applying for it. I knew I could bring additional skills and long-term care experience to a group of highly qualified professionals, but I hesitated because it meant taking a \$6.00 per hour pay cut. Yet, working in long-term care, I was becoming extremely disillusioned with the nursing home industry and believed that in the capacity of an Ombudsman, I might be able to make a difference.

Until I began working as an Ombudsman, I had no clue the areas of expertise one needs in this role. When first starting this new job, I felt pretty confident since I did have extensive experience in long-term care. However, early on it became quite evident what I didn't know, and also what level of knowledge and expertise I would need to acquire in order to appropriately provide any assistance to this most vulnerable population.

I believe passionately in the work of the Ombudsman program; individually and collectively the Ombudsmen have been successful in improving the quality of life and the quality of care for Wisconsin's long-term care consumers.

The Ombudsman program is expanding and for it to continue to be successful, I am requesting your help to correct a gross disparity in pay. Due to a low pay range, it is becoming more difficult for my agency to recruit qualified people. Of the last 3 hired, only one is still an Ombudsman; the other two simply did not have the expertise to address the various complex issues and challenging situations of this advocacy work. Additionally, veteran Ombudsmen are also underpaid. Although some think we do not have a retention problem, we have lost people who made a difference in the lives of our long-term care consumers because they left the work they loved for higher paying jobs. Accordingly, it is true that most stay, but it seems our loyalty, dedication and knowledge that we are making a difference in peoples' lives is being penalized by a low wage.

I ask that you contact Department of Employment Relations (DER) on behalf of the Ombudsman program to ensure this classification is considered for a pay range increase during this Collective Bargaining cycle. Our management supports a pay increase for this position and has put money in the budget for this. Your immediate attention to this matter is necessary as once the budget is passed, the contracts will be settled.

I have included information justifying this request. Please feel free to contact me if you have any questions (days (414) 227-3941, evenings (414) 673-7769). Please report back to me on DER's response. Thank you very much for your efforts.

Sincerely,

Vickie

Vickie Sali
3239 Simon Drive
Hartford, WI 53027

Justification for Ombudsman Pay Increase

Ombudsman positions are currently assigned to pay ranges 4 and 5. Since the Ombudsman position is quite unique, for a comparison, the Health Services Specialists are pay ranges 6 and 7. Some say similar knowledge and experience are required to do either job and that both share common concerns (however there are blatant differences as explained below), yet Health Services Specialists are two pay ranges above the Ombudsman position.

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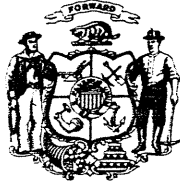
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Judith B. Robson
Wisconsin State Senator

November 23, 1999

BY INTER-D MAIL

Mr. Peter Fox
Secretary, Department of Employment Relations
345 West Washington Avenue
Madison, Wisconsin 53703

Dear Mr. Fox:

I am writing to urge you to increase the pay range classification for the position of Ombudsman for the Board on Aging and Long Term Care. As you know, Ombudsmen are assigned to pay ranges 4 and 5. By comparison, Health Service Specialists are assigned to pay ranges 6 and 7. The difference in pay is significant.

It is my understanding that the Board on Aging and Long Term Care supports this reclassification and has budgeted money for a pay increase.

In addition, a reclassification is appropriate given the nature of the work done by the ombudsmen and a comparison of that work with similar work done by Health Services Specialists.

Ombudsmen play a significant role in protecting and improving the lives of Wisconsin's most vulnerable citizens. They work in a variety of settings, including nursing homes, home health agencies, hospices and adult day care centers. They understand a number of state and federal programs that provide funding and administrative oversight for people in those programs. Ombudsmen are familiar with a wide body of law and administrative rules relating to these programs. In all these ways, Ombudsmen are similar to Health Service Specialists.

And while the work of Health Service Specialists is needed and valuable, so too is the work done by Ombudsmen. Ombudsmen seek to protect and promote the rights of Wisconsin residents to be in safe and healthy settings and programs. Resolution of difficult problems through a non-conflictive process is valuable to both clients and health care providers.

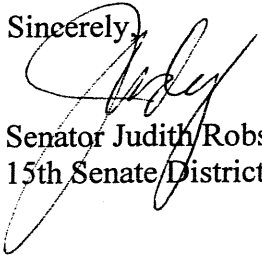
Mr. Peter Fox
November 23, 1999
Page 2

In short, there is no denying the valuable work done by Ombudsmen. I also think a compelling case can be made that the Ombudsman position is similar in many important ways to that of the Health Services Specialist position.

For those reasons, I encourage you to reclassify the Ombudsman position to pay ranges 6 and 7.

Thank you for your attention to this matter. I look forward to working with you to ensure the best possible service for Wisconsin residents through a competent and well-compensated workforce.

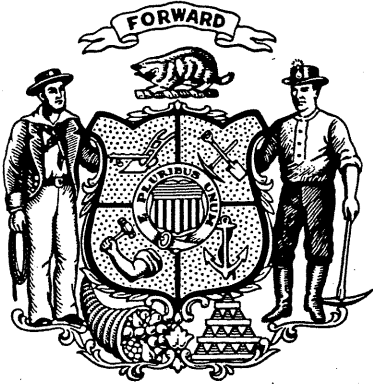
Sincerely,



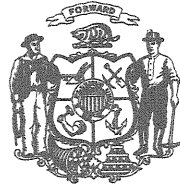
Senator Judith Robson
15th Senate District

JR:da

END



END



Judith B. Robson
Wisconsin State Senator

March 23, 1999

Good Friend
123 Main
Rock County

Dear Good Friend,

I wanted to let you know about an upcoming event in the 15th Senate District. I will be holding a public hearing of the Senate Human Services and Aging Committee at the Rock County Courthouse. The event will take place on Wednesday, April 14th, 1999 at 4:00 p.m.

People are invited to discuss: the tobacco settlement, W-2, Badgercare, Family Care (Long-term care), Respite Care, HIRSP, Youth aids, W2 contracts, public health programs, immunization, or any other issue related to human services and aging.

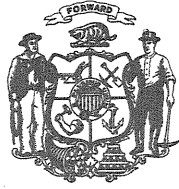
As someone who's opinion I have come to value and respect, I would appreciate any comments you could offer on any of these subjects.

If you have any questions about the meeting, do not hesitate to call my office at 1/800-334-1468. I hope to see you on the 14th!

Sincerely,

Judith B. Robson
State Senator
15th Senate District

Attachment: 1 [I will include a copy of the hearing notice.]



Judith B. Robson

Wisconsin State Senator

CHAIR, HUMAN SERVICES AND AGING COMMITTEE

April 28, 1999

Pat Grove
Walworth Public Health Officer
PO Box 1006
Elkhorn, WI 53121

Dear Pat Grove,

On April 14th, I held a Senate Human Services and Aging Committee meeting in the 15th Senate District in Janesville at the Rock County Courthouse. The agenda was open to any human services, aging, health-related budget item.

I was happy to see that over 100 people signed in over the course of the evening. I felt like the goal of bringing some of the concerns of the 15th Senate District to the committee was accomplished.

Unfortunately, due to the unanticipated size of the crowd I was unable to hear your testimony. As someone who registered to speak, I am sorry you were unable to stay longer. The hearing went until 8:00 p.m.

I have taken the liberty of distributing your testimony to all of the committee members and would be happy to discuss any concerns in the future.

Again, I thank you for attending the hearing and I apologize for any inconvenience.

Sincerely,

Judith B. Robson
Chair, Human Services and Aging
15th Senate District

Committee Meeting Attendance Sheet

Senate Committee on Human Services and Aging

Date: 4/14/99 Meeting Type: Public Hearing
Location: Rock County, Janesville

Committee Member

Sen. Judy Robson, Chair
Sen. Gwendolynne Moore
Sen. Robert Wirch
Sen. Carol Roessler
Sen. Peggy Rosenzweig

Present

Absent

Excused

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals:

1 _____ _____

Carol M. ...

, Committee Clerk



Judith B. Robson

Wisconsin State Senator

CHAIR, HUMAN SERVICES AND AGING COMMITTEE

March 29, 1999

Senator Chuck Chvala
Chair, Senate Organization Committee
Room 211 South
State Capitol Building
Madison, WI 53707-7882

Dear Senator Chvala:

I am writing to request permission to hold a public hearing and executive session of the Senate Human Services and Aging Committee outside of Madison. The hearing will take place on Wednesday, April 14th, 1999 at 4:00 p.m. at the Rock County Courthouse in Janesville, Wisconsin.

In addition, I would appreciate the necessary staffing and compensation for staff and legislators for this meeting.

I appreciate your consideration on this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Judith B. Robson".

Judith B. Robson
State Senator
15th Senate District

JBR:chmiv



State Senator
Chuck Chvala
SENATE MAJORITY LEADER

April 6, 1999

The Honorable Judith Robson
Wisconsin State Senator
Rm. No. 15 S., Capitol
Madison, WI 53706

Dear Senator Robson:

The Senate Committee on Organization has approved your request for the Members of the Senate Committee on Human Services and Aging to travel to Janesville, Wisconsin on April 14, 1999 for the purpose of holding a Public Hearing and an Executive Session.

It is the Committee's understanding that you are seeking reimbursement for all actual and necessary expenses associated with the committee members' attendance at this hearing. It is further understood that you are seeking approval for additional staff support from the Senate Sergeant-at-Arms, if required.

Your request has been approved contingent upon the Senate not being in session. Please let me know if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Chuck Chvala".

CHUCK CHVALA
Chairman
Senate Committee on Organization

State Capitol, Post Office Box 7882, Madison, WI 53707-7882 ■ Phone: (608) 266-9170 ■ Fax: (608) 266-5087
Legislative Hotline (Toll-Free) 1-800-362-WISC (9472) ■ E-Mail: chuck.chvala@legis.state.wi.us
World Wide Web: <http://www.legis.state.wi.us/senate/sen16/sen16.html>

First Name	Last Name	Organization Name	House
Anna	Adams		446
Ryan	Bach		1822
Stephanie	Barbarick		1821
Bertha	Bausch		1806
Kimberly	Braden		1750
Ann	Capela	Walworth County Human Services Administrator	100
Erin	Clark		832
Bonnie	Cunningham		7414
Joni	Dabson		2720
Gwen	Daluge		3719
Kay	Deupree		804
Ashley	Driver		1740
Julie	Elliott		519
Karen	Fisher		2300
Shawn	Fredricks		4323
Mallery	Gill		2346
John	Graf		1628
Mike	Guisleman	Manager, Rock County Adult Community Services	5424
Mat	Hayer		3605
Kim	Hillison		1607
Tabitha and Mike	Hornby		2135
Dorothy	Knutson		5955
Helen	Krause	Rock County Health Officer	PO Box 1143
Terry	Maybee	Rock County Chair	164
Don	Mulry	Director, Rock County Human Services Departme	22
Jean	Pankhurst		1121
Alice	Plautz		2815
Ann	Pliner		4418
Sharon	Pyatt		551
Gwen	Schuyler	Rock County Job Center	1900
Terry	Scieszinski	Rock County Health Care Center Administrator	PO Box 351
Diane	Skinner		121
Chad	Snyder		1328
Bridget	StLuka		726
Cindy	Sutton	Rock County Human Services Department	1900
Monette	Thiele		519
Connie	Thompson		3208
Cliff	Woolever		470
Carol	Zilliox		6335

Street	City	State	Zip	Home Phone
N Oakhill	Janesville	WI	53545	(608) 754-6887
Dell Drive	Beloit	WI	53511	(608) 362-2679
Mary Street	Beloit	WI	53511	(608) 365-8469
N Pontiac Drive	Janesville	WI	53545	(608) 754-0575
Ritsher	Beloit	WI	53511	(608) 362-5417
Walworth Street	Walworth	WI	53121	
Tenth Street	Beloit	WI	53511	(608) 363-8407
W Hickory Hills	Beloit	WI	53511	(608) 879-2038
Schaller Street	Janesville	WI	53546	(608) 756-9609
S County Road G	Janesville	WI	53546	(608) 752-6608
Broad	Beloit	WI	53511	(608) 363-6272
Sumac Court	Janesville	WI	53511	(608) 365-4771
N Arch	Janesville	WI	53545	(608) 756-0707
Kellogg Avenue	Janesville	WI	53546	
Hearthstone	Janesville	WI	53546	(608) 755-1715
Ute Court	Beloit	WI	53511	(608) 362-8533
Newman Street	Janesville	WI	53545	
W Pomeroy Road	Edgerton	WI	53534	(608) 884-9272
Edgewood	Janesville	WI	53545	(608) 752-8175
Wolcott Street	Janesville	WI	53546	(608) 752-4756
Morningside Drive	Janesville	WI	53546	(608) 758-7664
N Newville Road	Milton	WI	53563	(608) 752-1245
	Janesville	WI	53547	(608) 757-5442
S Jackson	Janesville	WI	53545	(608) 754-8615
Blackhawk	Janesville	WI	53545	(608) 758-4786
Milton Avenue	Janesville	WI	53545	(608) 756-1250
Dartmouth	Janesville	WI	53545	(608) 754-6806
Woodgate	Janesville	WI	53546	(608) 758-8770
Williams	Janesville	WI	53545	(608) 754-8168
Center Avenue	Janesville	WI	53546	(608) 741-3593
	Janesville	WI	53547	(608) 757-5075
S Fifth Street	Evansville	WI	53536	(608) 882-5351
S Crosby	Janesville	WI	53545	(608) 754-9114
N Arch Street	Janesville	WI	53545	(608) 756-9519
Center Avenue	Janesville	WI	53546	(608) 741-3441
N Arch	Janesville	WI	53545	(608) 756-0707
Village Ct	Janesville	WI	53546	(608) 741-2308
Garfield	Evansville	WI	53536	(608) 882-5700
N Consolidated S	Janesville	WI	53545	(608) 732-0278

PLEASE SIGN IN!

Please Print
phone

name address city, zip

- Sene Wendt Br 84 Janesville 53547 754-7953
- ~~Pat Kellerman 3401 Memorial Dr. Madison, 53704 608-245-2450~~
- ~~Joe [unclear] 51 South Main JMW 53545 608-757-5416~~
- Ann Pliner 4418 Woodgate Julo 53546 608-758-8770
- Suzanne Keminstan 1924 do Walnut Jool 53546 752-2835
- Maureen Loveland 3429 Greenwood Janesville 53546 758-9501
- ~~Bidget [unclear] 726 N. Oak St Janesville 756-9519~~
- ~~Carl Gilliof 6335 Consolidated Janesville WI 53545 752-0278~~
- ~~Ernie Thompson 3208 Village Ct Janesville WI 53546 741-2305~~
- Belle D. Zinke 1833 S. River Rd. Janesville, WI. 53546 - 754-8674
- Donald Kret 214 S. 6th St Delavan WI 53115 414-728-6952
- HARRIET WHITE 2056 MADISON RD. BELoit 364-4610
- Madelyn Glaeden 148 Hillside Ct. Janesville, WI 53545 752-8722
- Bill [unclear] 2008 [unclear] Beloit 365-472 [unclear]
- Verb. Christensen 1513 J. J. J. Beloit 365-6515
- Don Muly 22 S. Blackhawk Janesville WI 53545 758-4786
- Walter Knight 2008 Madison St Beloit 53511 608-362-0285
- Nicolette, Mary 2005 Greenview Beloit 53511 362-7545
- Dorothy M. Knutson 5955 N. Newville Rd Milton 53563 752-1245
- ~~John B. Dally 3719 S. County Rd G Janesville 53546 752-6608~~
- ~~Bertha L. Bausch 1806 N. Pontiac Dr. Janesville 53545 754-0575~~
- Marie Anton 614 Westbury Ln #17 Delavan WI 53115 -
- Zetty Kelly W7440 Cty Rd X Delavan 414-728-2297
- Charles Kelly " " " "
- Pat Seefelt 505 Tucker Janesville 754-5679
- Gerard R. Goodwin Beloit 364-4355

NAME ADDRESS PHONE

Carolyn Brandon 2020 S Crosby Ave Jol 7547004
~~CELEST WOOLEVER 470 GARFIELD EVANSVILLE, IN 57534 882-5700~~

~~Mat Hays 3615 Edgewood JSL 752-8175~~
 Luau D. Eckhler Beloit 879 2382
 Timothy C BAWWELL Janesville 757-5441

Maire Porter 1151 N. Parker Janesville 53545 756-7480
 Liz Green-Rock Co HSD - 741-3441

~~Gwen Schuyler Rock Co. JCS Center Jnsville 741-3592~~
~~Cindy Suttin Rock Co HSD JnVI 741-3441~~

NEIL DEUTREE 419 S FRANKLIN JUL 752-8342
 Edwin Timmer #2 Jonesville 752-7714

Marcy Taylor 712 E. Milwaukee Jol 756-0809
~~Mike Dunsleman 3424 W Pomeroy Rd Edgerton 884-9272~~

~~Bonnie Cunningham 7414 W Hickory Hills Beloit 879-2038~~
 Nancy Fenwick 314 S. Atwood Janesville 752-2092

Marion Fass 2616 Austin Pl Beloit 364-0002
~~Lynn Koppelman 831 Park Beloit 365-5900~~
~~Kay Dupree 804 Broad Beloit 363-6272~~

Terry G. Maybee 164 S. Jackson Janesville W. 754-8615
 Vickie Dem 3235 Ruger Jonesville 752-9569

~~DARR SKINNER 121 S. Fifth Street Evansville/P 882-5351~~
 Dennis Murphy Bark Seguin 1107 Harrison Beloit 364-4444

~~TERRY SKINNER PO Box 351 Jnsville 757-5815~~
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Mike