

OFFICIAL NOTICE AND AGENDA

Notice is hereby given that the **North Central Community Services Program Board** will hold a meeting at the following date, time, and location shown below.

Thursday, May 28, 2026, at 3:00 p.m.

North Central Health Care, **Eagle Board Room, 2400 Marshall Street, Suite A**, Wausau WI 54403

Persons wishing to attend the meeting by phone may call into the telephone conference beginning five (5) minutes prior to the start time indicated above using the following number:

Meeting Link: <https://ccitc.webex.com/ccitc/j.php?MTID=m9a2b0ee57e450c8726bc4528197e39d8>

Meeting number: 1-408-418-9388 **Access Code:** 2480 395 9691 **Password:** 1234

Our Mission

Langlade, Lincoln, and Marathon Counties partnering together to provide compassionate and high-quality care for individuals and families with mental health, recovery, and long-term care needs.

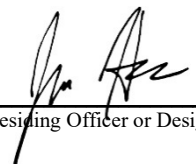
AGENDA

1. CALL TO ORDER
2. CHAIRMAN’S ANNOUNCEMENTS
3. INTRODUCTION OF NEW BOARD MEMBER RACHEL RAMER
4. PUBLIC COMMENT FOR MATTERS APPEARING ON THE AGENDA (Limited to 15 Minutes)
5. CONSENT AGENDA AND MONITORING REPORTS
 - A. Board Minutes and Committee Reports
 - i. ACTION: Approval of March 26, 2026 NCCSP Board Minutes
 - ii. FOR INFORMATION: Minutes of the March 25, 2026 and Draft Minutes of the April 29, 2026 Executive Committee Meetings
6. BOARD DISCUSSION AND/OR ACTION
 - A. Educational Presentations
 - i. Financial Update – J. Hake
 - ii. Budget Process Discussion – J. Hake
 - iii. Human Resources Strategy Update – B. Thorne
7. BOARD CALENDAR AND FUTURE AGENDA ITEMS
 - A. Next Board Meeting: Thursday, July 30, at 3:00 p.m.
8. ADJOURN

Any person planning to attend this meeting who needs some type of special accommodation in order to participate should call the Administrative Office at 715-848-4405. For TDD telephone service call 715-845-4928.

NOTICE POSTED AT: North Central Health Care
COPY OF NOTICE DISTRIBUTED TO:
Wausau Daily Herald, Antigo Daily Journal, Tomahawk Leader,
Merrill Foto News, Langlade, Lincoln & Marathon County Clerks Offices

DATE: 05/22/2026 TIME: 9:30 AM BY: K. Barbier



Presiding Officer or Designee

NORTH CENTRAL COMMUNITY SERVICES PROGRAM

BOARD MEETING MINUTES

March 26, 2026

3:00 p.m.

North Central Health Care

Present:

X _(Webex)	Eric Anderson	X _(Webex)	Chad Billeb	X	Chantelle Foote
ABS	Joshua Geoffrey	X	Kurt Gibbs	EXC	Chet Haatvedt
EXC	Kody Hart	X	Liberty Heidmann	X _(Webex)	Renee Krueger
EXC	Lance Leonhard	X	Terry McHugh	X _(Webex)	Jessi Rumsey
EXC	Robin Stowe	X	Laurie Thiel		

Staff Present: Jason Hake, Vicki Tylka, Ben Petersen

Others Present: Brian Desmond, Deputy Corporation Counsel; Candace Pesch, Deputy County Administrator

Call to Order

- The meeting was called to order at 3:00 p.m. by Chair Gibbs.

Chairman's Announcements

- Mr. Hake was appointed Executive Director of North Central Health Care, removing the interim tag, at the March 25 meeting of the Executive Committee.
- Chair Gibbs congratulated Mr. Hake on his promotion and thanked him for his leadership and contributions.

Public Comment for Matters Appearing on the Agenda

- None.

Consent Agenda and Monitoring Reports

- Motion**/second, Foote/Heidmann, to approve the January 29, 2026 NCCSP Board meeting minutes. Motion carried.

Financial Update

- Mr. Hake provided an overview of the February financials. Appropriations is a new category on the financial statement for 2026. It represents the tax levy received from Langlede, Lincoln, and Marathon Counties. The tax levy was previously included in individual services. With its removal, the actual cost of services is clearer. Year-to-date net income is \$1.7 million, but it is overstated due to billing changes by DHS and a miscalculation in the EHR system. Corrections will be made over the coming months. Year-to-date health insurance has recognized net income of \$285,000. Cash on hand is 130 days.

Compliance and Quality Update

- Ben Petersen, Director of Compliance and Quality, provided an in-depth overview of the Compliance and Quality Departments as reflected in the presentation included in the packet.
- Tasked with centralizing Compliance and Quality under one umbrella, Mr. Petersen was commended for successfully executing this important initiative over the last year.
- Mr. Petersen reports directly to the Executive Director and the Executive Committee. He meets biweekly with Chair Gibbs.

Strategic Planning Update

- Ms. Tylka presented the final draft of the 2026-2029 North Central Healthcare Strategic Plan, which was approved at the March 25 meeting of the Executive Committee. Discussion surrounded clarifying the three strategic goals.
- Action planning will take place with staff.
- Ongoing education to county boards is critical due to turnover. They need to be aware of North Central Health Care's value and programming.
- **Motion**/second, Heidmann/Anderson, to approve the 2026-2029 North Central Healthcare Strategic Plan. Motion carried.

Board Calendar and Future Agenda Items

- The next meeting of the Board is scheduled for Thursday, May 28, 2026, at 3:00 p.m.

Adjournment

- **Motion**/second, Heidmann/Anderson, to adjourn the meeting at 4:07 p.m. Motion carried.

Minutes prepared by Kristina Barbier, Executive Assistant

NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

March 25, 2026

1:00 p.m.

North Central Health Care

Present: X Kurt Gibbs X^(Webex) Renee Krueger
X Lance Leonhard X Robin Stowe

Staff Present: Jason Hake, Vicki Tylka, Ben Petersen, Brandy Thorne

Others Present: Brian Desmond, Marathon County Corporation Counsel

Call to Order

- The meeting was called to order by Chair Gibbs at 1:00 p.m.

Public Comment for Matters Appearing on the Agenda

- None.

February 25, 2026 Executive Committee Minutes

- **Motion**/second, Leonhard/Stowe, to approve the February 25, 2026 Executive Committee meeting minutes. Motion carried.

Financial Update

- Mr. Hake provided an update on financials. Cerner system issues are impacting revenue figures for January and February. System issues are being addressed and will be resolved in coming months. Health insurance reported a net income of \$226,000 for February. Year-to-date health insurance has recognized net income of \$285,000. Cash on hand is 130 days.

Quality Specialist Position Request

- Mr. Petersen provided an overview of the position request for a Quality Specialist as outlined in the memo included in the packet. The position will not increase the current number of FTEs and is anticipated to be budget neutral.
- **Motion**/second, Stowe/Leonhard, to approve the Quality Specialist position as presented. Motion carried.

Review and Action to Approve the 2026-2029 North Central Health Care Strategic Plan

- Ms. Tylka reviewed the final draft of the 2026-2029 North Central Healthcare Strategic Plan, focusing on its three primary goals:
 - Prioritizing & Aligning Core Services
 - Maintain Financial Stability by Aligning Resources & Optimizing Access to Core Services
 - Communicate & Clarify the Benefit of NCHC, both Internally and Externally
- The 2026-2029 North Central Healthcare Strategic Plan will be discussed at the next NCCSP Board meeting.
- **Motion**/second, Leonhard/Stowe, to approve the 2026-2029 North Central Healthcare Strategic Plan with the understanding that it will be revisited if changes are recommended by the NCCSP Board. Motion carried.

Long-term Sustainability of Adult Day Services in Langlade County – Communication Plan and Closure Timeline

- Mr. Hake provided an overview of the communication plan and closure timeline for the Adult Day Service program in Langlade County. The recommended closure date is June 1, 2026, allowing for adequate notification and transition time for affected individuals and ensuring continuity of care.
- **Motion**/second, Stowe/Leonhard, to approve the timeline of the closure of the Adult Day Service in Langlade County. Motion carried.

Review and Action Regarding the Appointment of Jason Hake as the Executive Director and Removal of Interim Designation

- Committee members praised Mr. Hake’s performance and moved to appoint him Executive Director of North Central Health Care.
- **Motion**/second, Krueger/Stowe, to approve Mr. Hake as the Executive Director, removing the interim designation. Motion carried.

Closed Session

- Mr. Desmond explained that the rationale for a closed session is to discuss the Executive Director’s compensation and share perspectives regarding it and to discuss direction and negotiation strategies for the agreement with the Medical College of Wisconsin. The current agreement expires June 30, 2026.
- **Motion**/second, Krueger/Stowe, to go into Closed Session (Roll Call Vote Suggested) Pursuant Wis. Stat. §§ 19.85(1)(c), Considering employment, compensation, and/or performance evaluation data of a public employee over which the governmental body has jurisdiction or exercises responsibility, for the purpose of: *Executive Director compensation*; and 19.85(1)(e), Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, for the purpose of: *Deliberating and negotiating the terms of a professional services agreement with the Medical College of Wisconsin*. Roll call vote taken. All indicating Aye. Individuals requested to remain in closed session for discussion regarding Medical College of Wisconsin only included Mr. Desmond, Mr. Hake, and Ms. Barbier. Meeting convened in closed session at 1:38 p.m. Motion carried.
- **Motion**/second, Leonhard/Krueger, to return to open session at 2:20 p.m. Motion carried.
- Possible announcements and/or action regarding Closed Session items
 - Place Executive Director’s compensation on step five of the current North Central Health Care pay scale effective next pay period.
 - Direction has been provided regarding the agreement with the Medical College of Wisconsin.

Next Meeting Date & Time, Location and Future Agenda Items

- Wednesday, April 29, 2026, at 1:00 p.m. in the NCHC Eagle Board Room.

Adjournment

- **Motion**/second, Stowe/Krueger, to adjourn the meeting at 2:23 p.m. Motion carried.

Minutes prepared by Kristina Barbier, Executive Assistant

NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

April 29, 2026

1:00 p.m.

North Central Health Care

Present: X Kurt Gibbs X^(Webex) Renee Krueger
X Lance Leonhard X Robin Stowe

Staff Present: Jason Hake, Vicki Tylka, Ben Petersen, Brandy Thorne, Kyle Theiler, Tara Pendlum, Patrice Lanning, Jacie Cihlar

Others Present: Brian Desmond, Marathon County Corporation Counsel; Rachel Ramer, Langlade County Department of Social Services Director

Call to Order

- The meeting was called to order by Chair Gibbs at 1:00 p.m.

Public Comment for Matters Appearing on the Agenda

- None.

March 25, 2026 Executive Committee Minutes

- **Motion**/second, Stowe/Leonhard, to approve the March 25, 2026 Executive Committee meeting minutes. Motion carried.

Introduction of Kyle Theiler, Tara Pendlum, and Patrice Lanning

- Kyle Theiler, Nursing Home Director; Tara Pendlum, Director of Nursing (MVCC); and Patrice Lanning, Director of Finance, provided brief summaries regarding their backgrounds.

Financial Update

- Mr. Hake provided an overview of preliminary financial results for March, reporting a monthly net income of \$861,000. Health insurance reported net income of \$211,000 for the same period. Year-to-date net income is \$2.6 million, while health insurance has recognized net income of just under \$500,000 year-to-date. Cash remains stable, with approximately 152 days cash on hand.

2027 Budget Guidelines

- The Committee discussed development of the 2027 Budget Guidelines. Mr. Hake suggested implementing an annual review of expense allocation methodologies with the Executive Committee to be held during the budget process. The 2027 budget should align with the new strategic plan to ensure that financial resources are available to support key initiatives.

Case Manager Position Request

- Ms. Tylka provided an overview of the request to create two 1.0 FTE Case Manager positions to meet the clinical and operational needs of the Comprehensive Community Services program as outlined in the memo provided in the packet.
- **Motion**/second, Leonhard/Stowe, to approve the positions as presented with appropriate budget amendments. Motion carried.

Revenue Cycle Leadership Restructure

- Mr. Hake provided an overview of the request to restructure leadership and frontline support roles within the Revenue Cycle division as outlined in the memo provided in the packet. Net impact (cost savings) \$90,000-\$100,000.
- **Motion**/second, Leonhard/Stowe, to approve the leadership restructure as presented. Motion carried.

Pharmacy Services for Marathon County Jail

- Mr. Hake provided an overview of the request for North Central Health Care Pharmacy to provide services to the Marathon County Jail as outlined in the memo provided in the packet.
- **Motion**/second, Leonhard/Stowe, to approve North Central Health Care to pursue and enter a contract with the Marathon County Jail for pharmaceutical services. Motion carried.
- The Committee requested a six-month review to evaluate outcomes and challenges after full implementation.

Compensation Policy

- The updated Compensation Policy was presented.
- **Motion**/second, Krueger/Stowe, to approve the revised policy as presented. Motion carried.

Closed Session

- Mr. Desmond explained the rationale for a Closed Session is to provide an update regarding an ongoing lawsuit and processes related to it.
- **Motion**/second, Stowe/Krueger, to go into Closed Session (Roll Call Vote Suggested) Pursuant Wis. Stat. §§ 19.85(1)(g), for the purpose of “[c]onfering with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved”, to wit: discussion with counsel relative to direction and strategy as to an employment matter and employee over which the committee exercises responsibility. The following individuals were allowed to remain in closed session: Mr. Desmond, Mr. Hake, Ms. Tylka, Mr. Petersen, Ms. Ramer, and Ms. Barbier. Meeting convened in closed session at 2:00 p.m. Motion carried.
- **Motion**/second, Stowe/Leonhard, to return to open session at 2:22 p.m. Motion carried.
- Possible announcements and/or action regarding Closed Session items
 - None

Next Meeting Date & Time, Location and Future Agenda Items

- Wednesday, May 27, 2026, at 1:00 p.m. in the NCHC Eagle Board Room.

Adjournment

- **Motion**/second, Stowe/Leonhard, to adjourn the meeting at 2:25 p.m. Motion carried.

Minutes prepared by Kristina Barbier, Executive Assistant

North Central Health Care
 Programs by Service Line - Current Month
 April-26

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
BEHAVIORAL HEALTH SERVICES								
Adult Behavioral Health Hospital	683,483	626,962	56,521	529,264	535,015	5,751	154,218	62,272
Adult Crisis Stabilization Facility	244,304	271,026	(26,722)	178,123	174,948	(3,175)	66,181	(29,897)
Lakeside Recovery MMT	120,194	112,583	7,611	154,195	180,635	26,440	(34,000)	34,051
Youth Behavioral Health Hospital	374,617	275,888	98,729	310,066	301,813	(8,253)	64,552	90,476
Youth Crisis Stabilization Facility	113,197	130,823	(17,626)	99,071	124,109	25,038	14,126	7,412
Contracted Services (Out of County Placements)	-	-	-	43,035	151,502	108,467	(43,035)	108,467
Crisis Services	72,877	48,728	24,148	274,919	252,655	(22,264)	(202,042)	1,884
Psychiatry Residency	22,351	25,531	(3,179)	35,357	61,079	25,722	(13,006)	22,543
	<u>1,631,023</u>	<u>1,491,541</u>	<u>139,482</u>	<u>1,624,030</u>	<u>1,781,756</u>	<u>157,726</u>	<u>6,993</u>	<u>297,208</u>
COMMUNITY SERVICES								
Outpatient Services (Marathon)	498,884	486,234	12,650	518,725	532,108	13,383	(19,841)	26,032
Outpatient Services (Lincoln)	98,004	93,579	4,425	50,706	84,518	33,812	47,298	38,237
Outpatient Services (Langlade)	90,832	84,619	6,213	75,718	81,883	6,164	15,114	12,378
Community Treatment Adult (Marathon)	598,861	570,959	27,902	583,008	605,514	22,506	15,853	50,408
Community Treatment Adult (Lincoln)	108,855	86,076	22,779	92,520	99,189	6,668	16,335	29,448
Community Treatment Adult (Langlade)	48,760	33,742	15,018	54,422	48,562	(5,859)	(5,661)	9,159
Community Treatment Youth (Marathon)	773,502	634,479	139,023	733,721	640,181	(93,539)	39,781	45,483
Community Treatment Youth (Lincoln)	237,549	178,095	59,454	234,139	190,995	(43,143)	3,410	16,311
Community Treatment Youth (Langlade)	197,403	133,381	64,021	178,982	150,235	(28,747)	18,421	35,275
Hope House (Sober Living Marathon)	2,819	5,868	(3,049)	1,369	9,393	8,025	1,451	4,976
Sober Living (Langlade)	4,076	5,925	(1,849)	9,497	6,417	(3,080)	(5,421)	(4,929)
Adult Protective Services	23,040	24,982	(1,942)	82,508	114,148	31,640	(59,468)	29,698
Jail Meals (Marathon)	-	-	-	-	-	-	-	-
	<u>2,682,585</u>	<u>2,337,941</u>	<u>344,645</u>	<u>2,615,315</u>	<u>2,563,145</u>	<u>(52,170)</u>	<u>67,270</u>	<u>292,474</u>
COMMUNITY LIVING								
Day Services (Langlade)	9,281	23,708	(14,427)	18,302	27,662	9,360	(9,021)	(5,067)
Supportive Employment Program	-	-	-	-	-	-	-	-
	<u>9,281</u>	<u>23,708</u>	<u>(14,427)</u>	<u>18,302</u>	<u>27,662</u>	<u>9,360</u>	<u>(9,021)</u>	<u>(5,067)</u>
NURSING HOMES								
Mount View Care Center	2,559,869	2,222,600	337,269	2,032,516	2,044,290	11,775	527,353	349,043
Pine Crest Nursing Home	-	-	-	-	-	-	-	-
	<u>2,559,869</u>	<u>2,222,600</u>	<u>337,269</u>	<u>2,032,516</u>	<u>2,044,290</u>	<u>11,775</u>	<u>527,353</u>	<u>349,043</u>
Pharmacy								
	563,454	569,707	(6,252)	578,590	595,091	16,501	(15,136)	10,249
OTHER PROGRAMS								
Aquatic Services	67,573	57,507	10,066	82,600	113,990	31,390	(15,027)	41,456
Birth To Three	-	-	-	-	-	-	-	-
Demand Transportation	120,095	32,355	87,740	36,569	40,302	3,733	83,526	91,473
	<u>187,668</u>	<u>89,862</u>	<u>97,806</u>	<u>119,169</u>	<u>154,292</u>	<u>35,123</u>	<u>68,498</u>	<u>132,929</u>
APPROPRIATIONS								
Marathon County	359,668	359,668	-	-	-	-	359,668	-
Lincoln County	51,503	51,503	-	-	-	-	51,503	-
Langlade County	19,708	19,708	-	-	-	-	19,708	-
	<u>430,879</u>	<u>430,879</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>430,879</u>	<u>-</u>
Total NCHC Service Programs	<u>8,064,758</u>	<u>7,166,237</u>	<u>898,522</u>	<u>6,987,922</u>	<u>7,166,237</u>	<u>178,315</u>	<u>1,076,836</u>	<u>1,076,836</u>
SELF-FUNDED INSURANCE TRUST FUNDS								
Health Insurance Trust Fund	671,553	665,376	6,177	496,007	700,331	204,324	175,546	210,502
Dental Insurance Trust Fund	28,930	34,955	(6,025)	34,366	-	(34,366)	(5,436)	(40,391)
Total NCHC Self-Funded Insurance Trusts	<u>700,484</u>	<u>700,331</u>	<u>152</u>	<u>530,374</u>	<u>700,331</u>	<u>169,958</u>	<u>170,110</u>	<u>170,111</u>

North Central Health Care
 Programs by Service Line - Year to Date
 For the Period Ending April 30, 2026

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
BEHAVIORAL HEALTH SERVICES								
Adult Behavioral Health Hospital	2,801,562	2,507,847	293,715	2,178,751	2,140,061	(38,690)	622,811	255,026
Adult Crisis Stabilization Facility	1,204,228	1,084,104	120,124	706,472	699,793	(6,678)	497,756	113,446
Lakeside Recovery MMT	468,062	450,334	17,729	646,280	722,540	76,260	(178,218)	93,989
Youth Behavioral Health Hospital	1,381,584	1,103,552	278,032	1,298,566	1,207,251	(91,315)	83,017	186,716
Youth Crisis Stabilization Facility	544,440	523,292	21,148	425,415	496,437	71,022	119,025	92,170
Contracted Services (Out of County Placements)	-	-	-	163,995	606,008	442,013	(163,995)	442,013
Crisis Services	248,589	194,912	53,677	1,063,685	1,010,618	(53,067)	(815,096)	610
Psychiatry Residency	89,404	102,122	(12,718)	140,524	244,316	103,791	(51,120)	91,074
	<u>6,737,869</u>	<u>5,966,163</u>	<u>771,706</u>	<u>6,623,687</u>	<u>7,127,024</u>	<u>503,336</u>	<u>114,182</u>	<u>1,275,042</u>
COMMUNITY SERVICES								
Outpatient Services (Marathon)	2,032,276	1,944,937	87,340	2,163,918	2,128,432	(35,487)	(131,642)	51,853
Outpatient Services (Lincoln)	373,085	374,316	(1,231)	222,153	338,073	115,920	150,932	114,689
Outpatient Services (Langlade)	377,632	338,474	39,158	291,749	327,531	35,782	85,883	74,940
Community Treatment Adult (Marathon)	2,465,141	2,283,838	181,303	2,300,282	2,422,058	121,775	164,859	303,079
Community Treatment Adult (Lincoln)	395,744	344,304	51,440	341,939	396,754	54,815	53,805	106,256
Community Treatment Adult (Langlade)	191,880	134,969	56,911	222,225	194,250	(27,975)	(30,344)	28,936
Community Treatment Youth (Marathon)	2,720,198	2,537,917	182,281	2,623,030	2,560,725	(62,304)	97,168	119,977
Community Treatment Youth (Lincoln)	800,968	712,381	88,587	789,967	763,981	(25,986)	11,001	62,601
Community Treatment Youth (Langlade)	660,909	533,525	127,384	580,101	600,940	20,840	80,808	148,224
Hope House (Sober Living Marathon)	11,165	23,473	(12,309)	32,093	37,573	5,481	(20,928)	(6,828)
Sober Living (Langlade)	16,689	23,699	(7,010)	46,605	25,668	(20,937)	(29,916)	(27,947)
Adult Protective Services	83,398	99,930	(16,532)	352,015	456,594	104,578	(268,618)	88,047
Jail Meals (Marathon)	-	-	-	-	-	-	-	-
	<u>10,129,085</u>	<u>9,351,762</u>	<u>777,323</u>	<u>9,966,078</u>	<u>10,252,580</u>	<u>286,502</u>	<u>163,008</u>	<u>1,063,825</u>
COMMUNITY LIVING								
Day Services (Langlade)	31,945	94,831	(62,886)	75,811	110,648	34,837	(43,866)	(28,049)
Supportive Employment Program	-	-	-	-	-	-	-	-
	<u>31,945</u>	<u>94,831</u>	<u>(62,886)</u>	<u>75,811</u>	<u>110,648</u>	<u>34,837</u>	<u>(43,866)</u>	<u>(28,049)</u>
NURSING HOMES								
Mount View Care Center	10,150,908	8,890,401	1,260,507	8,277,664	8,177,161	(100,503)	1,873,244	1,160,004
Pine Crest Nursing Home	-	-	-	-	-	-	-	-
	<u>10,150,908</u>	<u>8,890,401</u>	<u>1,260,507</u>	<u>8,277,664</u>	<u>8,177,161</u>	<u>(100,503)</u>	<u>1,873,244</u>	<u>1,160,004</u>
Pharmacy	2,202,743	2,278,827	(76,084)	2,264,239	2,380,366	116,127	(61,496)	40,043
OTHER PROGRAMS								
Aquatic Services	207,217	230,028	(22,811)	359,612	455,960	96,348	(152,395)	73,537
Birth To Three	129,860	-	129,860	129,860	-	(129,860)	-	-
Demand Transportation	221,466	129,419	92,047	152,925	161,209	8,284	68,541	100,331
	<u>558,543</u>	<u>359,447</u>	<u>199,096</u>	<u>642,397</u>	<u>617,169</u>	<u>(25,228)</u>	<u>(83,854)</u>	<u>173,867</u>
APPROPRIATIONS								
Marathon County	1,438,673	1,438,673	-	-	-	-	1,438,673	-
Lincoln County	206,013	206,013	-	-	-	-	206,013	-
Langlade County	78,831	78,831	-	-	-	-	78,831	-
	<u>1,723,517</u>	<u>1,723,517</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,723,517</u>	<u>-</u>
Total NCHC Service Programs	<u>31,534,609</u>	<u>28,664,947</u>	<u>2,869,662</u>	<u>27,849,876</u>	<u>28,664,947</u>	<u>815,071</u>	<u>3,684,732</u>	<u>3,684,733</u>
SELF-FUNDED INSURANCE TRUST FUNDS								
Health Insurance Trust Fund	2,570,556	2,661,504	(90,948)	1,902,412	2,801,325	898,914	668,144	807,966
Dental Insurance Trust Fund	117,869	139,822	(21,952)	119,075	-	(119,075)	(1,205)	(141,027)
Total NCHC Self-Funded Insurance Trusts	<u>2,688,425</u>	<u>2,801,325</u>	<u>(112,900)</u>	<u>2,021,486</u>	<u>2,801,325</u>	<u>779,839</u>	<u>666,939</u>	<u>666,939</u>

North Central Health Care
Fund Balance Review
For the Period Ending April 30, 2026

	<u>Marathon</u>	<u>Langlade</u>	<u>Lincoln</u>	<u>Total</u>
YTD Appropriation (Tax Levy) Revenue	1,953,673	78,831	206,013	2,238,516
Total Revenue at Period End	26,042,223	2,317,541	3,174,845	31,534,609
County Percent of Total Net Position	82.6%	7.3%	10.1%	
Total Operating Expenses, Year-to-Date *	22,864,997	2,198,784	2,786,096	27,849,876
<i>* Excluding Depreciation Expenses to be allocated at the end of the year</i>				
Share of Operating Cash	30,644,637	2,727,117	3,735,931	37,107,686
Days Cash on Hand	163	151	163	162
Minimum Target - 20%	13,718,998	1,319,270	1,671,658	16,709,926
Over/(Under) Target	16,925,639	1,407,847	2,064,274	20,397,760
Maximum Target - 35%	24,008,247	2,308,723	2,925,401	29,242,370
Over/(Under) Target	6,636,390	418,395	810,531	7,865,315
Share of Investments	-	-	-	-
Days Invested Cash	0	0	0	0
Days Invested Cash on Hand Target - 150 Days	28,189,722	2,710,829	3,434,913	34,335,464
Current Percentage of Operating Cash	134.0%	124.0%	134.1%	133.2%
Over/(Under) Minimum Target	16,925,639	1,407,847	2,064,274	20,397,760
Share of Investments	-	-	-	-
Amount Needed to Fulfill Fund Balance Policy	<u>16,925,639</u>	<u>1,407,847</u>	<u>2,064,274</u>	<u>20,397,760</u>
Over/(Under) Maximum Target	6,636,390	418,395	810,531	7,865,315
Share of Investments	-	-	-	-
Amount Needed to Fulfill Fund Balance Policy	<u>6,636,390</u>	<u>418,395</u>	<u>810,531</u>	<u>7,865,315</u>

North Central Health Care
Review of Services in Marathon County
For the Period Ending April 30, 2026

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
Direct Services								
Outpatient Services	2,032,276	1,944,937	87,340	2,163,918	2,128,432	(35,487)	(131,642)	51,853
Community Treatment-Adult	2,465,141	2,283,838	181,303	2,300,282	2,422,058	121,775	164,859	303,079
Community Treatment-Youth	2,720,198	2,537,917	182,281	2,623,030	2,560,725	(62,304)	97,168	119,977
Hope House Sober Living	11,165	23,473	(12,309)	32,093	37,573	5,481	(20,928)	(6,828)
Demand Transportation	221,466	129,419	92,047	152,925	161,209	8,284	68,541	100,331
Jail Meals	-	-	-	-	-	-	-	-
Aquatic Services	207,217	230,028	(22,811)	359,612	455,960	96,348	(152,395)	73,537
Mount View Care Center	10,150,908	8,890,401	1,260,507	8,277,664	8,177,161	(100,503)	1,873,244	1,160,004
	<u>17,808,371</u>	<u>16,040,012</u>	<u>1,768,358</u>	<u>15,909,525</u>	<u>15,943,118</u>	<u>33,594</u>	<u>1,898,846</u>	<u>1,801,952</u>
Shared Services								
Adult Behavioral Health Hospital	2,079,680	1,861,647	218,033	1,617,349	1,588,629	(28,720)	462,331	189,313
Youth Behavioral Health Hospital	1,025,589	819,198	206,391	963,963	896,177	(67,786)	61,626	138,605
Residency Program	66,367	75,808	(9,441)	104,315	181,363	77,047	(37,948)	67,606
Supportive Employment Program	-	-	-	-	-	-	-	-
Crisis Services	184,535	144,689	39,846	789,604	750,211	(39,393)	(605,069)	453
Adult Crisis Stabilization Facility	893,933	804,761	89,172	524,434	519,476	(4,958)	369,499	84,214
Youth Crisis Stabilization Facility	404,153	388,455	15,698	315,797	368,519	52,722	88,356	68,420
Pharmacy	1,635,159	1,691,639	(56,479)	1,680,809	1,767,014	86,204	(45,650)	29,725
Lakeside Recovery MMT	347,456	334,295	13,160	479,752	536,362	56,610	(132,296)	69,771
Adult Protective Services	61,909	74,181	(12,272)	261,311	338,943	77,632	(199,403)	65,360
Birth To Three	96,399	-	96,399	96,399	-	(96,399)	-	-
Contracted Services (Out of County Placements)	-	-	-	121,738	449,857	328,119	(121,738)	328,119
	<u>6,795,180</u>	<u>6,194,673</u>	<u>600,507</u>	<u>6,955,472</u>	<u>7,396,550</u>	<u>441,078</u>	<u>(160,292)</u>	<u>1,041,585</u>
Appropriations	1,438,673	1,438,673	-				1,438,673	-
Excess Revenue/(Expense)	26,042,223	23,673,358	2,368,865	22,864,997	23,339,668	474,672	3,177,226	2,843,537

North Central Health Care
Review of Services in Lincoln County
For the Period Ending April 30, 2026

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
Direct Services								
Outpatient Services	373,085	374,316	(1,231)	222,153	338,073	115,920	150,932	114,689
Community Treatment-Adult	395,744	344,304	51,440	341,939	396,754	54,815	53,805	106,256
Community Treatment-Youth	800,968	712,381	88,587	789,967	763,981	(25,986)	11,001	62,601
Pine Crest Nursing Home	-	-	-	-	-	-	-	-
	<u>1,569,797</u>	<u>1,431,000</u>	<u>138,796</u>	<u>1,354,059</u>	<u>1,498,808</u>	<u>144,749</u>	<u>215,738</u>	<u>283,546</u>
Shared Services								
Adult Behavioral Health Hospital	428,178	383,288	44,890	332,990	327,077	(5,913)	95,188	38,977
Youth Behavioral Health Hospital	211,155	168,662	42,493	198,467	184,511	(13,956)	12,688	28,537
Residency Program	13,664	15,608	(1,944)	21,477	37,340	15,863	(7,813)	13,919
Supportive Employment Program	-	-	-	-	-	-	-	-
Crisis Services	37,993	29,790	8,204	162,569	154,458	(8,111)	(124,576)	93
Adult Crisis Stabilization Facility	184,049	165,689	18,359	107,974	106,953	(1,021)	76,075	17,339
Youth Crisis Stabilization Facility	83,210	79,978	3,232	65,018	75,873	10,855	18,191	14,087
Pharmacy	336,657	348,285	(11,628)	346,056	363,804	17,748	(9,399)	6,120
Lakeside Recovery MMT	71,536	68,827	2,710	98,774	110,430	11,655	(27,238)	14,365
Adult Protective Services	12,746	15,273	(2,527)	53,800	69,784	15,983	(41,054)	13,457
Birth To Three	19,847	-	19,847	19,847	-	(19,847)	-	-
Contracted Services (Out of County Placements)	-	-	-	25,064	92,619	67,555	(25,064)	67,555
	<u>1,399,035</u>	<u>1,275,399</u>	<u>123,636</u>	<u>1,432,037</u>	<u>1,522,849</u>	<u>90,812</u>	<u>(33,002)</u>	<u>214,448</u>
Appropriations	206,013	206,013	-				206,013	-
Excess Revenue/(Expense)	3,174,845	2,912,412	262,433	2,786,096	3,021,657	235,561	388,749	497,994

North Central Health Care
Review of Services in Langlade County
For the Period Ending April 30, 2026

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
Direct Services								
Outpatient Services	377,632	338,474	39,158	291,749	327,531	35,782	85,883	74,940
Community Treatment-Adult	191,880	134,969	56,911	222,225	194,250	(27,975)	(30,344)	28,936
Community Treatment-Youth	660,909	533,525	127,384	580,101	600,940	20,840	80,808	148,224
Sober Living	16,689	23,699	(7,010)	46,605	25,668	(20,937)	(29,916)	(27,947)
Adult Day Services	31,945	94,831	(62,886)	75,811	110,648	34,837	(43,866)	(28,049)
	<u>1,279,055</u>	<u>1,125,498</u>	<u>153,557</u>	<u>1,216,491</u>	<u>1,259,037</u>	<u>42,546</u>	<u>62,564</u>	<u>196,104</u>
Shared Services								
Adult Behavioral Health Hospital	293,704	262,913	30,792	228,411	224,355	(4,056)	65,293	26,736
Youth Behavioral Health Hospital	144,840	115,692	29,148	136,136	126,563	(9,573)	8,703	19,575
Residency Program	9,373	10,706	(1,333)	14,732	25,613	10,881	(5,359)	9,548
Supportive Employment Program	-	-	-	-	-	-	-	-
Crisis Services	26,061	20,434	5,627	111,512	105,949	(5,563)	(85,451)	64
Adult Crisis Stabilization Facility	126,246	113,653	12,593	74,064	73,363	(700)	52,183	11,893
Youth Crisis Stabilization Facility	57,077	54,860	2,217	44,599	52,044	7,446	12,478	9,663
Pharmacy	230,927	238,903	(7,976)	237,374	249,548	12,174	(6,447)	4,198
Lakeside Recovery MMT	49,070	47,211	1,859	67,753	75,748	7,995	(18,684)	9,853
Adult Protective Services	8,743	10,476	(1,733)	36,904	47,867	10,964	(28,161)	9,230
Birth To Three	13,614	-	13,614	13,614	-	(13,614)	-	-
Contracted Services (Out of County Placements)	-	-	-	17,193	63,531	46,339	(17,193)	46,339
	<u>959,655</u>	<u>874,848</u>	<u>84,807</u>	<u>982,292</u>	<u>1,044,584</u>	<u>62,292</u>	<u>(22,637)</u>	<u>147,099</u>
Appropriations	78,831	78,831	-			-	78,831	-
Excess Revenue/(Expense)	2,317,541	2,079,176	238,365	2,198,784	2,303,621	104,838	118,757	343,202

North Central Health Care
Summary of Revenue Write-Offs
For the Period Ending April 30, 2026

	<u>MTD</u>	<u>YTD</u>
Behavioral Health Hospitals		
Charity Care	\$ -	\$ 95,804
Administrative Write-Off	\$ 364,340	\$ 378,337
Bad Debt	\$ -	\$ -
Outpatient & Community Treatment		
Charity Care	\$ -	\$ 19,921
Administrative Write-Off	\$ 74,065	\$ 81,517
Bad Debt	\$ -	\$ -
Nursing Home Services		
Charity Care	\$ -	\$ -
Administrative Write-Off	\$ -	\$ -
Bad Debt	\$ -	\$ -
Aquatic Services		
Charity Care	\$ -	\$ -
Administrative Write-Off	\$ 688	\$ 4,186
Bad Debt	\$ 389	\$ 35,740
Pharmacy		
Charity Care	\$ -	\$ -
Administrative Write-Off	\$ 9	\$ 42
Bad Debt	\$ -	\$ -
Other Services		
Charity Care	\$ -	\$ 85
Administrative Write-Off	\$ 20,842	\$ 64,369
Bad Debt	\$ -	\$ -
Grand Total		
Charity Care	\$ -	\$ 115,810
Administrative Write-Off	\$ 459,944	\$ 528,451
Bad Debt	\$ 389	\$ 35,740

FINANCIAL DASHBOARD

FISCAL YEAR: 2026

DEPARTMENT	Metric	TARGET	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	2026 YTD	2025
BEHAVIORAL HEALTH SERVICES																
Adult Hospital	Average Daily Census	10.00	9.06	12.57	10.48	10.33									10.61	9.9
Adult Crisis Stabilization Facility	Average Daily Census	11.00	8.84	9.14	10.26	6.73									8.74	12.1
Lakeside Recovery MMT	Average Daily Census	10.25	13.16	11.93	13.74	14.07									13.23	11.6
Youth Hospital	Average Daily Census	4.25	4.81	5.39	4.77	4.77									4.94	4.6
Youth Crisis Stabilization Facility	Billable Units	5,840	3,145	13,616	5,281	7,299									7,335	4603
Youth Out of County Placements (WMHI/MMHI)	Days	37	0	0	25	38									16	220
Adult Out of County Placements (WMHI/MMHI)	Days	45	33	49	49	43									44	927
Out of County Placements (Trempealeau)	Days	44	124	100	79	30									83	1015
Out of County Placements (Group Home)	Days	160	186	144	155	90									144	1923
COMMUNITY SERVICES																
Hope House - Marathon	Average Daily Census	6.00	7.60	6.40	6.70	6.10									6.70	4.9
Hope House - Langlade	Average Daily Census	3.00	4.00	4.90	5.50	6.90									5.33	3.0
NURSING HOMES																
Mount View Care Center	Average Daily Census	125.00	127.84	128.71	129.03	125									127.65	123



North Central Health Care

Person centered. Outcome focused.

2027 BUDGET GUIDELINES

STRATEGIC FINANCIAL PLANNING IN AN
EVOLVING ENVIRONMENT

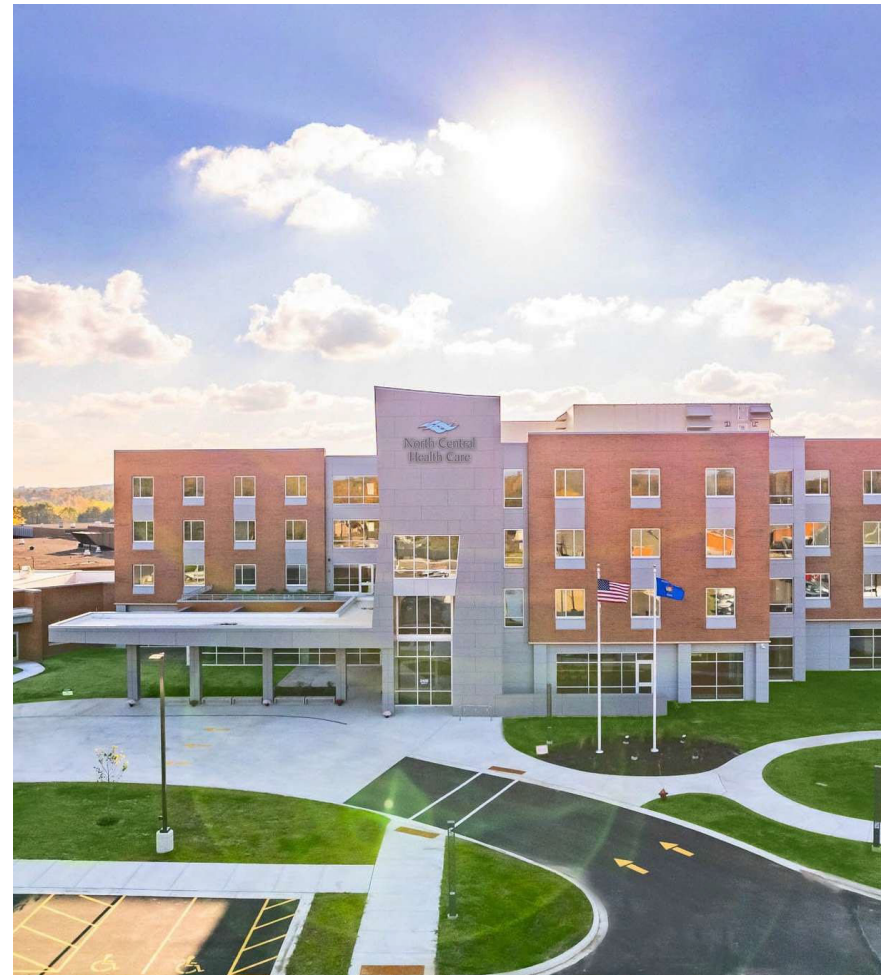
Presented by Jason Hake, Executive Director

Establishing 2027 Budget Guidelines

The 2027 budget will prioritize long-term sustainability while continuing to support access to high-quality behavioral health, recovery, protective, and long-term care services throughout the Tri-County region.

Per the Tri-County Agreement, the Executive Committee is responsible for establishing annual budget guidelines and priorities.

- Tri-County Agreement
Section VII.E.1.a.ii (p15)



2027 Budget Assumptions

Federal & State Funding

- Continued uncertainty related to federal Medicaid funding and behavioral health reimbursement
- Potential impacts to supplemental payments, grant funding, county behavioral health aid, and Medicaid reimbursement rates

Workforce & Labor Market

- Workforce shortages continue statewide, particularly in behavioral health and long-term care direct care roles
- Ongoing pressure on wages and recruitment costs

Behavioral Health Demand

- Sustained demand for crisis, outpatient, inpatient and community treatment
- Increased emphasis on prevention and community-based care models

2027 Budget Assumptions (continued)

Adult Protective Services (APS)

- Increased complexity of cases, including financial exploitation investigations and vulnerable adult safety concerns
- Continued growth in guardianships, protective placements, and high acuity community cases
- Current funding structures may not be sustainable long-term relative to increasing APS complexity and demand

Strategic Financial Planning

- Preserve organizational liquidity and long-term financial sustainability
- Continue evaluating operational efficiencies and strategic investments



BUDGET CALENDAR

2027 Budget Calendar

Date(s)	Activity
May 27	Executive Committee shall provide budget guidelines and priorities to Executive Director
May 28	NCCSP Board provides recommendations on budget priorities or program changes for upcoming budget
June 5	Budget templates and CIP forms distributed
June 19	Deadline for departments to return completed templates and CIP forms
June	Requests to counties for increases in tax levy funding
June 19 – August 18	Leadership team works to finalize and balance budget
August 19	Budget book distributed to Executive Committee
August 26	Executive Committee meets to review and approve the 2027 operating and capital budget
September 24	Budget presentation to NCCSP Board
September	County Board/Oversight Committee presentation on the 2027 NCHC Budget



PROPOSED CENSUS/REVENUE

BUDGET CONSERVATIVELY WITH OPERATIONAL FLEXIBILITY

Proposed Census/Revenue Recommendation

Recommendation

Allow NCHC to budget using the 2027 Proposed Budget census, while providing the flexibility to increase census levels up to the 2027 Proposed Maximum census.

Adult/Youth Crisis Stabilization

Budget assumptions will reflect new crisis billing reimbursement effective 1/1/26.

Outpatient/Community Treatment

Budget billable hours based on prior years actuals while aligning with case load sizes consistent with other counties.

2027 Proposed Budget Census

DEPARTMENT	Metric	2024 Actual	2025 Actual	2026 YTD Jan-April	2027 Proposed Budget	2027 Proposed Max
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BEHAVIORAL HEALTH SERVICES

Adult Hospital	Average Daily Census	8.9	9.9	10.61	9.00	10.60
Lakeside Recovery MMT	Average Daily Census	9.0	11.6	13.23	10.00	13.00
Youth Hospital	Average Daily Census	4.4	4.6	4.94	4.00	4.85

COMMUNITY SERVICES

Hope House - Marathon	Average Daily Census	6.7	4.9	6.70	5.00	6.50
Hope House - Langlade	Average Daily Census	5.0	3.0	5.33	5.00	5.25

NURSING HOME

Mount View Care Center	Average Daily Census	123.7	123.1	127.7	123.00	128.00
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COUNTY APPROPRIATIONS

BALANCING SERVICE SUSTAINABILITY WITH COUNTY FINANCIAL PRESSURES



North Central
Health Care

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2027 County Appropriations Requests

Program	Langlade	Lincoln	Marathon	Total
General County Appropriations	236,492	618,039	4,316,018	5,170,549
Mount View Care Center	-	-	1,545,000	1,545,000
Total	236,492	618,039	5,861,018	6,715,549

Recommendation

No additional tax levy requested for the 2027 budget

- NCHC recognizes increasing fiscal pressures facing counties
- Long-term financial sustainability planning helps reduce the risk of future reactive levy increases

Cash Position

Days cash on hand has increased from 60 to 162 days from 1/1/24 to 4/30/26.

Strong liquidity positioning supports organizational stability during periods of uncertainty.



Long-term Planning

NCHC will prioritize preservation of financial stability and liquidity to prepare for future reimbursement volatility, capital needs, and strategic investments.

Throughout the 2027 budgeting process we will be focusing on long-term financial planning which will include:

- Updating Cash Management, Fund Balance and Investment Policies
- Designating fund balance for future capital needs
- Separating Health Insurance into its own fund



SALARY STRUCTURE

Early 2027 Salary Planning

Workforce stability remains one of the most important drivers of operational and financial sustainability.

The Cottingham & Butler Total Rewards Consulting team provided early recommendations for North Central Health Care's (NCHC) 2027 salary planning, based on current labor market trends, survey data, and economic indicators. Labor market conditions entering 2027 are expected to remain relatively consistent with 2026.

- Recommended Salary Budget Increase: 3.0% - 3.5%

2027 Salary Structure Recommendation

Recommendation

North Central Health Care recommends a 1.30% increase to salary grade midpoints. Employee compensation could increase in range of 2.62% - 3.53% depending on step placement.

Rationale

- Unemployment has remained near long-term norms; however, competition remains strong for clinical and direct care roles
- This recommendation reflects a balanced approach allowing us to maintain market alignment while being fiscally responsible given the potential for financial pressures in future years, particularly related to potential Medicaid funding changes
- NCHC implemented at 1.25% increase to the salary grade midpoints in 2026

Flexibility Moving Forward

Should specific roles, especially in clinical or direct care areas face intensified recruitment or retention challenges, NCHC would like the opportunity to revisit compensation strategies mid-year.



HEALTH INSURANCE

Health Insurance

Challenge

Increases in health care expenses are unsustainable. We are challenged with minimizing the financial burden to both employees and NCHC while creating a competitive health insurance package.

Currently, NCHC is working on a long-term strategy to control rapidly increasing healthcare costs combined with increased utilization with an aging population.

Goal

To stabilize health insurance expenses while improving employee health outcomes by leveraging alternative healthcare strategies over the next 3-5 years, while maintaining a competitive employee benefit structure.

2027 Health Insurance Recommendation

Recommendation

Budget premium increases of 12%.

Rationale

- Despite broader healthcare inflationary trends, health Insurance loss ratio was favorable in 2025 at 84.9% and remains favorable in 2026 at 58.3%
- If no strategy change occurs 12% premium increase is reasonably conservative
- Will continue to evaluate alternative healthcare strategies designed to improve long-term sustainability and employee outcomes

Flexibility Moving Forward

Should our future strategy allow for it, we could decrease 2027 budgeted premium increases.



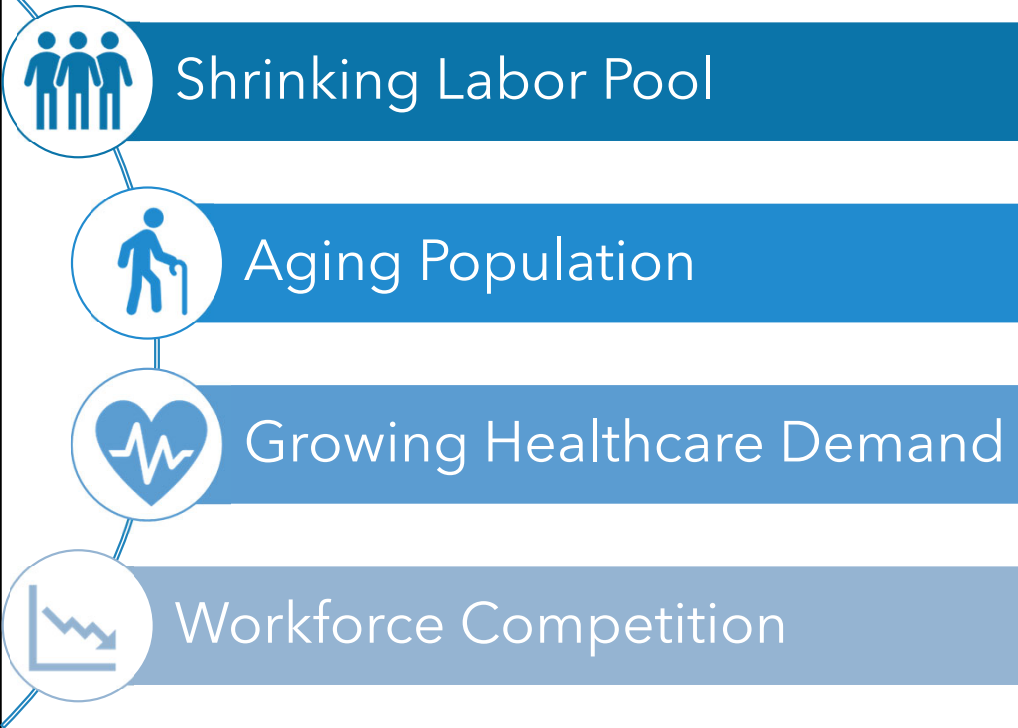
PEOPLE & WORKFORCE UPDATE

MAY 2026



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CENTRAL WI WORKFORCE REALITIES



Data sources: [WHA Wisconsin Health Care Workforce Report 2026](#)

NCHC'S ROLE IN THE REGION

SUPPORTING COMMUNITIES ACROSS MARATHON, LINCOLN, AND LANGLADE COUNTIES



NCHC's Regional Role

- A public-sector healthcare and human services provider
- A major regional employer
- A workforce development partner
- A training and career pathway organization
- A critical part of the regional community infrastructure



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Person centered. Outcome focused.

HR STRATEGIC FOCUS AREAS

SINCE JANUARY 2026

	Patient	Schedule	Notes
Patient Notes 1	Patient Notes Patient note (eat close to footorrow) Sivesday, patient note	Monday May 15 Patients note 4:30 AM - 2:00 PM	Patient Note vends nats -
List Notes 2	Patient (neeness) Patient note Snooty Ho: 5	Tuesday May 10 Patients note 7:00 PM - 5 PM	
Pent Notes 3	Patient Notes Patient note Lumheers 1a-1	Monday May 11 Patients note 4:30 PM	
	Patient Patient note	Saturday May 12 Patient note 4:00 PM - 7:00 PM	
	Patient note 6:00 PM - 7:00 PM		
	Patient Forming weeks per with non cion		



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HR STRATEGIC FOCUS AREAS



**Operational
Efficiency &
Infrastructure**



**HR Systems
Optimization**



**Workforce Stability &
Recruitment**



**Risk Mitigation &
Compliance**



**Strategic
Partnership &
Workforce
Development**

OPERATIONAL EFFICIENCY & INFRASTRUCTURE

REDUCING MANUAL PROCESSES & BUILDING SUSTAINABLE INFRASTRUCTURE

Key Accomplishments

Automated
position request
workflows

Improved FTE
tracking and
budget
alignment

Reduced
orientation from
2.5 days to 1 day

Redesigned
Tuition
Assistance
workflows

Standardized job
descriptions

Approximately
75% of JDs
updated

Organizational Impact

Efficiency

- Reduced manual tracking
- Faster processing
- Better visibility

Sustainability

- Improved scalability
- Reduced institutional dependency
- Increased consistency

Workforce Support

- Faster onboarding
- Better employee experience
- Improved workforce planning



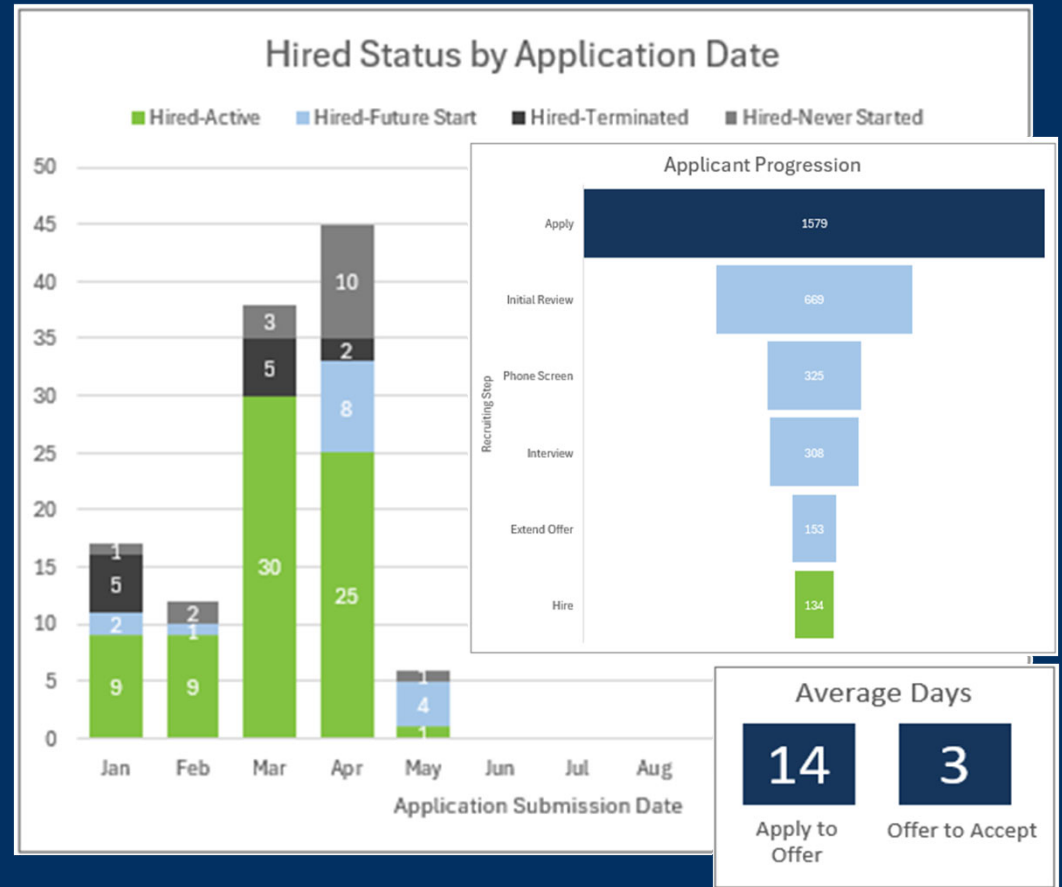
North Central Health Care
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HR SYSTEMS OPTIMIZATION & WORKFORCE DATA

IMPROVING WORKFORCE SYSTEMS & DATA INTEGRITY

Key Accomplishments

- Electronic offer letters and e-signatures
- Improved applicant stage tracking
- Vacancy tracking using budget vs actual FTE
- Talent Acquisition dashboard implementation
- Attrition and hiring metrics now tracked consistently

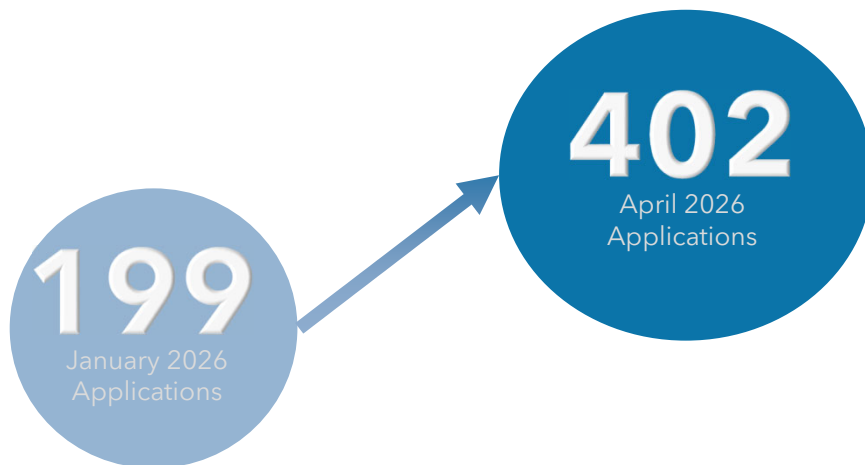


North Central Health Care
Person centered. Outcome focused.

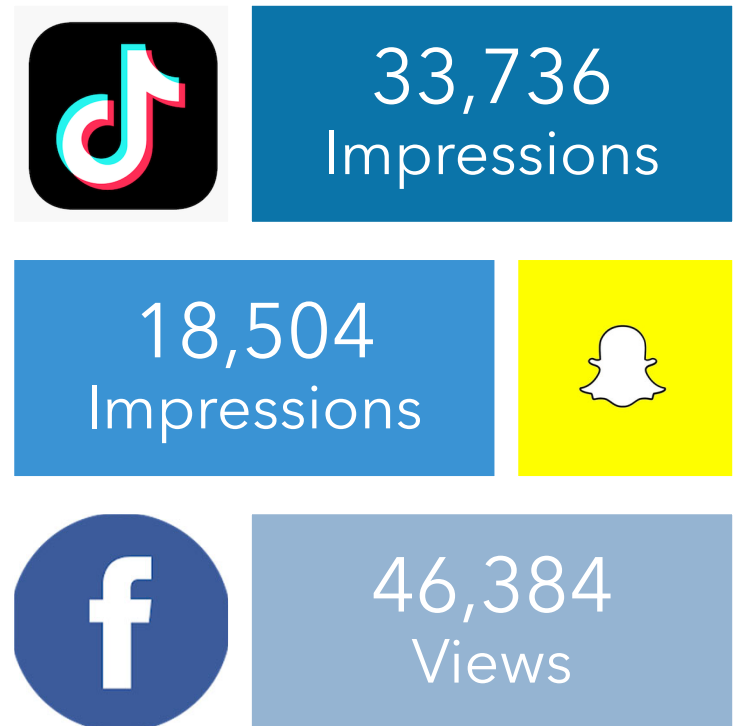
RECRUITMENT MODERNIZATION & WORKFORCE STABILITY

Recruitment Improvements

- Standard, Expedited, and Executive hiring workflows
- Straight to interview process for frontline roles
- Indeed Smart Sourcing implementation
- "Right task, right role" workforce alignment



March Hiring Campaign Metrics



RISK MITIGATION & COMPLIANCE

REDUCING ORGANIZATIONAL RISK THROUGH STANDARDIZATION



STRATEGIC PARTNERSHIPS & WORKFORCE DEVELOPMENT

STRENGTHENING WORKFORCE PIPELINES & REGIONAL PARTNERSHIPS

Educational Partnerships

- Technical Colleges
- Internships, Practicums, Clinicals

Workforce Development

- Advance Wisconsin Employment
- WI Area Health Education Centers

Community Engagement

- Sponsorship of PATH Conference
- Expanded employer branding



North Central Health Care
Person centered. Outcome focused.



NCHC PEOPLE STRATEGY

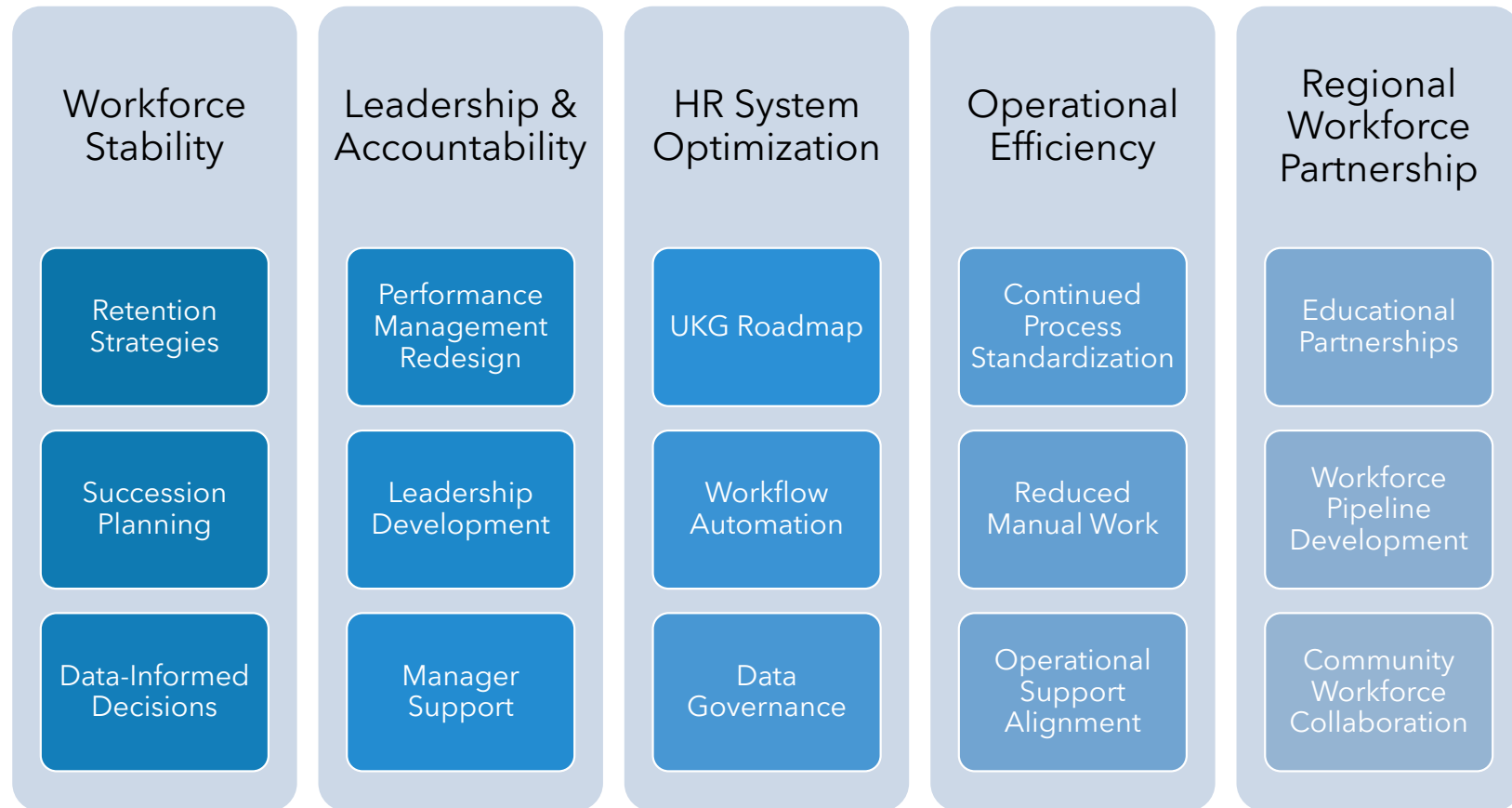
MOVING FORWARD



North Central Health Care
Person centered. Outcome focused.



PEOPLE STRATEGY



SUPPORTING OUR
COMMUNITIES STARTS
WITH STRENGTHENING
THE WORKFORCE THAT
SERVES THEM.



North Central Health Care
Person centered. Outcome focused.

