

NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

February 20, 2025

1:30 p.m.

North Central Health Care

Present: X Kurt Gibbs X Renee Krueger
 X Lance Leonhard X Robin Stowe

Staff Present: Gary Olsen, Jason Hake, Vicki Tylka, Marnie Bredlau

Others Present: Dejan Adzic, Deputy Corporation Counsel, Jenna Bidwell, Cottingham & Butler

Call to Order

- The meeting was called to order by Chair Gibbs at 2:30 p.m.

Public Comment for Matters Appearing on the Agenda

- None

Continued Discussion with Cottingham & Butler on North Central Health Care Compensation Project Overview

- Gary Olsen, Executive Director, provided an overview of the purpose for the compensation review which includes keeping NCHC competitive within the market. At the request of the Committee during the January meeting, the meeting packet includes the pay ranges for 60th, 65th, and 70th market percentile rankings. The salmon-colored columns indicate the 50th percentile and the gray columns indicate market.
- Total cost to implement the 60th percentile this year, included giving credit for years of service in the position up to step 6, is approximately \$64,000 less than what is budgeted for salary increases in the 2025 budget. If the 65th percentile is approved, the 2025 budget would have a shortfall of about \$20,000.
- Two minor changes have been made to the position listing that was provided at the January meeting according to Jason Hake, Deputy Executive Director. Those changes are: adjusting the Mount View Care Center registered nurse pay grade from 13 to 14 to be consistent with the registered nurse positions in Behavioral Health Services, and moving the nurse manager of Acute Care Services from pay grade 15 to 16 for consistency purposes with other nurse manager positions.

Proposed Step Scale

- **Motion**/second, Leonhard/Stowe, to adopt the step scale with the 60th percentile as contained in the packet as the guide, all the positions that were previously circulated in our January meeting would be put on that scale as set forth in our meeting packet with the exceptions referenced by the Deputy Executive Director, and with an effective implementation date of April 18, 2025. Motion carried.

Closed Session

- **Motion**/second, Stowe/Krueger, to go into Closed Session pursuant to Wis. Stat. ss. 19.85 (1)(c), for the purpose of “[c]onsidering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercised responsibility: to wit: Review Executive Director’s performance appraisal data. Roll call vote taken. All indicating Aye. Motion carried. Meeting convened in closed session at 2:50 P.M.
- **Motion**/second, Leonhard/Krueger, to return to open session. Motion carried unanimously. Meeting returned to open session at 3:54 p.m.

Announcements and/or Action Regarding Closed Session Items

- None

Next Meeting Date & Time, Location and Future Agenda Items

- Wednesday, March 26, 2025, 1:00 p.m., NCHC Eagle Board Room

Adjournment

- **Motion**/second, Leonhard/Stowe, to adjourn the meeting at 3:55 p.m. Motion carried unanimously.

Minutes prepared by Debbie Osowski, Senior Executive Assistant