

NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

August 27, 2025

1:00 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, Marnie Bredlau, Ben Peterson,

Others Present: Mike Puerner, Corporation Counsel, Dejan Adzic, Deputy 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

Approval of July 30, 2025 and August 11, 2025 Executive Committee Meeting Minutes

- **Motion**/second, Stowe/Leonhard, to approve July 30, 2025 and August 11, 2025 Executive Committee meeting minutes. Motion carried.

Financial Update

- Financial update will be provided at next month's Executive Committee meeting.

Executive Director Work Plan Update

- The Executive Director Work Plan was included in the meeting packet. Please contact Mr. Olsen with any questions.

Health Insurance and HSA Changes for 2026

- An overview of the following recommended changes in the 2026 health insurance rates and changes to HSA contributions was provided:
 - o Removal of traditional PPO Plan
 - o Approval of 10% health insurance premium increase
 - o Approval of employee and employer health insurance contribution rates (see attached)
 - o Approval of 0% dental insurance premium increase
 - o Approval of employee and employer dental insurance contribution rates
 - o Approval of HSA employee contributions
- **Motion**/second, Krueger/Stowe, to approve the recommended health insurance and HSA changes for 2026. Motion carried.

Set Employee and Employer Health and Dental Insurance Contribution Rates

- Contribution rates are based on the 10% increase in health insurance and no increase in dental insurance contribution rates for 2026 (see attached).
- **Motion**/second, Leonhard/Stowe, to approve the recommended 2026 employee and employer health and dental insurance contribution rates. Motion carried.

Lincoln County Human Services Building Lease

- Included in the sale of Pine Crest Nursing Home, Lincoln County also sold the human services building. We were notified the old lease was ending and a new lease, which closely mirrors the old lease, was received. There is no change in cost.
- Within the tri-county agreement, a facility use agreement is required, which this lease satisfies. However, facility use agreements across the three counties are not currently consistent. It was recommended that a standardized agreement should be developed. This will be worked on by staff for 2027.
- **Motion**/second, Stowe/Leonhard, to approve the new Lincoln County Human Services Building Lease. Motion carried.

Medical Staff Recommendation

- **Motion**/second, Leonhard/Stowe, to approve the recommendations of Medical Staff for Waqas Yasin, M.D. Motion carried.

Strategic Planning Policy

- **Motion**/second, Leonhard/Stowe, to approve the Strategic Planning Policy as recommended and approved by the NCCSP Board. Motion carried.

Compensation Administration Guide

- A review of the Compensation Administration Guide will be moved to the September meeting.

Establish the Structure, Frequency, and Content of Reports the Compliance Director will Provide to the Executive Committee to Ensure Effective Oversight and Accountability

- **Motion**/second, Krueger/Stowe, to support a minimum once a month meeting of the Compliance Director and Board Chair, twice a month if needed, with a quarterly report to the Committee. Motion carried.

New Position Request

- Recommend reclassifying a current Patient Access Specialist to a Patient Access Specialist Float as described in the memo in the packet.
- **Motion**/second, Leonhard/Krueger, to approve the reclassification of a specialist to a float position at an estimated cost impact of \$11,800. Motion carried.

Identify Recruitment Process for Refilling Executive Director Position

- It was noted that the establishment of the Deputy Executive Director position, currently occupied by Jason Hake, was intended to fill the position of Executive Director when needed and, therefore, that recruitment outside the organization was not necessary to fill the vacancy of Gary Olsen, Executive Director, upon his retirement Jan. 2, 2026.

- It was suggested that the Committee establish an Interim Executive Director role and an evaluation timeline for Mr. Hake. Upon successful completion of this timeline and evaluation, the interim label would be removed.
- Mr. Leonhard will draft a plan and timeline for the Committee's review and consideration at its September meeting.

Closed Session

- Mr. Adzic explained that the closed session justification is the same as last time. We will be talking about the merits of the case as well as current discussions. If these were to be discussed in open session, they would be detrimental to our position in litigation. Moreover, no other litigant is compelled to waive their attorney-client privilege, and the government should not be put in the same position accordingly and makes sense to have these discussions in closed session.
- **Motion**/second, Stowe/Leonhard, to go into Closed Session (Roll Call Vote Suggested) pursuant to Wis. Stat. s. 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: Confering with counsel regarding case strategy and update regarding pending motions and status of settlement discussions in Case No. 24-cv-320-wmc, Chavez-DeRemer v. North Central Community Services Program. Roll call taken. All indicated aye. Staff were allowed to remain in closed session. Meeting convened in closed session at 1:44 p.m.
- **Motion**/second, Leonhard/Krueger, to Return to Open Session at 2:00 p.m. Motion carried.
- Possible Announcements and/or Action Regarding Closed Session items
 - Nothing to bring forward other than directions have been provided to counsel.
- Mr. Adzic provided an explanation for the next closed session. The closed session is for purposes of conferring with council. We're also going to be discussing certain investigations that involve personnel, as well as medical records. Both of those are exempt from being discussed in open session under Wisconsin Statutes and for that purpose these discussions are appropriate in closed session.
- **Motion**/second, Stowe/Leonhard, to go into Closed Session (Roll Call Vote Suggested) Pursuant to Wis. Stat. ss. 19.85(1)(c)(f) and (h), 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 exercises responsibility", "considering medical data of specific persons", "preliminary consideration of specific personnel problems or investigation of charges against specific persons," and "conferring with counsel" with respect to litigation NCHC could become, or is likely to be, involved in to wit: Update on Investigative Matters Concerning NCHC Employees and Survey Results and Discuss Program Specific Personnel Issues and Concerns, Discuss Medical Data of Certain Individuals, and Update From Legal Counsel Regarding Potential Claims Associated with Employee Actions. Roll Call taken. All indicated aye. Motion carried. Meeting convened in closed session at 2:02 p.m.
- **Motion**/second, Stowe/Leonhard, to return to open session at 3:10 p.m.
- Possible Announcements and/or Action Regarding Closed Session items
 - None.

Discuss November Meeting Date

- Due to the Thanksgiving holiday, the November meeting will move to the following week.

Next Meeting Date & Time, Location and Future Agenda Items

- Unless a meeting is required as follow-up to today's discussion, the next meeting is scheduled for Wednesday, September 24, 2025, 1:00 p.m. NCHC Eagle Board Room

Adjournment

- **Motion**/second, Leonhard/Stowe, to adjourn the meeting at 3:11 p.m. Motion carried.

Minutes prepared by Debbie Osowski, Senior Executive Assistant

North Central Health Care
Medical Contributions
1/1/2026 - 12/31/2026

Coverage Tier	Monthly Premium Equivalent (Funding) Rates		
	Traditional Plan / Anthem	HSA Mid Plan / Anthem	HSA High Plan / Anthem
Single	\$0.00	\$1,049.65	\$965.02
Single+Sp.	\$0.00	\$2,404.83	\$2,210.91
Single+Child(sen)	\$0.00	\$1,889.38	\$1,737.02
Family	\$0.00	\$2,862.71	\$2,631.84

Coverage Tier	0.75 - 1.0 FTE - MONTHLY Contribution Rates											
	Traditional Plan / Anthem				HSA Mid Plan / Anthem				HSA High Plan / Anthem			
	NCHC - \$	NCHC - %	Employee - \$	Employee - %	NCHC - \$	NCHC - %	Employee - \$	Employee - %	NCHC - \$	NCHC - %	Employee - \$	Employee - %
Single	\$0.00	\$0.00	\$0.00	\$0.00	\$850.22	81%	\$199.43	19.0%	\$800.97	83%	\$164.05	17.0%
Single+Sp.	\$0.00	\$0.00	\$0.00	\$0.00	\$1,947.91	81%	\$456.92	19.0%	\$1,835.06	83%	\$375.85	17.0%
Single+Child(sen)	\$0.00	\$0.00	\$0.00	\$0.00	\$1,530.40	81%	\$358.98	19.0%	\$1,441.73	83%	\$295.29	17.0%
Family	\$0.00	\$0.00	\$0.00	\$0.00	\$2,318.80	81%	\$543.91	19.0%	\$2,184.43	83%	\$447.41	17.0%

Coverage Tier	0.75 - 1.0 FTE - PER PAYCHECK Contribution Rates					
	Traditional Plan / Anthem		HSA Mid Plan / Anthem		HSA High Plan / Anthem	
	NCHC	Employee	NCHC	Employee	NCHC	Employee
Single	\$0.00	\$0.00	\$425.11	\$99.72	\$400.48	\$82.03
Single+Sp.	\$0.00	\$0.00	\$973.96	\$228.46	\$917.53	\$187.93
Single+Child(sen)	\$0.00	\$0.00	\$765.20	\$179.49	\$720.86	\$147.65
Family	\$0.00	\$0.00	\$1,159.40	\$271.96	\$1,092.21	\$223.71

Coverage Tier	Monthly Premium Equivalent (Funding) Rates		
	Traditional Plan / Anthem	HSA Mid Plan / Anthem	HSA High Plan / Anthem
Single	\$0.00	\$1,049.65	\$965.02
Single+Sp.	\$0.00	\$2,404.83	\$2,210.91
Single+Child(sen)	\$0.00	\$1,889.38	\$1,737.02
Family	\$0.00	\$2,862.71	\$2,631.84

Coverage Tier	0.5 - 0.74 FTE - MONTHLY Contribution Rates											
	Traditional Plan / Anthem				HSA Mid Plan / Anthem				HSA High Plan / Anthem			
	NCHC - \$	NCHC - %	Employee - \$	Employee - %	NCHC - \$	NCHC - %	Employee - \$	Employee - %	NCHC - \$	NCHC - %	Employee - \$	Employee - %
Single	\$0.00	\$0.00	\$0.00	\$0.00	\$671.78	64%	\$377.87	36.0%	\$607.96	63%	\$357.06	37.0%
Single+Sp.	\$0.00	\$0.00	\$0.00	\$0.00	\$1,539.09	64%	\$865.74	36.0%	\$1,392.87	63%	\$818.04	37.0%
Single+Child(sen)	\$0.00	\$0.00	\$0.00	\$0.00	\$1,209.20	64%	\$690.18	36.0%	\$1,094.32	63%	\$642.70	37.0%
Family	\$0.00	\$0.00	\$0.00	\$0.00	\$1,832.13	64%	\$1,030.58	36.0%	\$1,658.06	63%	\$973.78	37.0%

Coverage Tier	0.5 - 0.74 FTE - PER PAYCHECK Contribution Rates					
	Traditional Plan / Anthem		HSA Mid Plan / Anthem		HSA High Plan / Anthem	
	NCHC	Employee	NCHC	Employee	NCHC	Employee
Single	\$0.00	\$0.00	\$335.89	\$188.94	\$303.98	\$178.53
Single+Sp.	\$0.00	\$0.00	\$769.55	\$432.87	\$696.44	\$409.02
Single+Child(sen)	\$0.00	\$0.00	\$604.60	\$340.09	\$547.16	\$321.35
Family	\$0.00	\$0.00	\$916.07	\$515.29	\$829.03	\$486.89