

NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

October 29, 2025

1:00 p.m.

North Central Health Care

Present: X Kurt Gibbs X_(WebEx) Renee Krueger
 X Lance Leonhard X Robin Stowe

Staff Present: Gary Olsen, Jason Hake, Vicki Tylka, Marnie Bredlau, Steven St. Louis

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

Approval of September 24 and September 30, 2025 Executive Committee Meeting Minutes

- **Motion**/second, Leonhard/Stowe, to approve September 24, 2025 and September 30, 2025 Executive Committee meeting minutes. Motion carried.

Introduction of Steven St. Louis

- Mr. Hake introduced Steven St. Louis as Interim Nursing Home Administrator and Mr. St. Louis provided an overview of his background.

Financial Update

- Mr. Hake noted that September had net income of \$109,000. Pine Crest Nursing Home saw a loss as we continue to see invoices come in from months prior to transition. Mount View saw net income which was driven by a slight increase in census. We will see a substantial loss in revenue in the adult day services area due to Lakeland Care, one of the MCO's we contract with, discontinuing the majority of their clients. They determined these services should be supported within the residential setting. We anticipate Inklusia to be following in the same direction. We currently serve 29 clients in the ADS program in Langlade County. Health insurance continues to do well and cash on hand is strong, but we will see a slight dip in January after paying the sick leave balances for Pine Crest.
- Additionally, Vicki Tylka and her team are being recognized for an award after being nominated by the Children Come First Advisory Committee. NCHC will receive the Wisconsin Children's System of Care Champion award for dedication and hard work in supporting the health and well-being of children, young adults, and families.
- It was also noted that NCHC contracts with 32 other counties for our adult and youth acute care services.

Compensation Administration Guide

- The Compensation Administration Guide was provided to the committee for review and feedback. The following changes were requested by the committee:
 - Compensation Upon Involuntary Demotion (pg. 9): remove this section
 - Compensation Upon Voluntary Demotion (pg. 9): remove ‘voluntary’
 - Complexity of Tasks/Scope of Responsibility (pg. 10): add language specifically identifying the complexity of the tasks/scope of responsibility i.e. the work that recognizes a higher level; and include anticipated duration of additional responsibility
 - Determining Pay for New Hires (pg. 4): Change last sentence to include reference to market adjustment section
- **Motion**/second, Stowe/Leonhard, to approve the Compensation Administration Guide with the changes mentioned during this discussion and for staff to provide a final document that includes these changes for review at the next meeting. Motion carried.

Nursing Home Operations Committee

- The Committee agreed with Mr. Hake’s request to move the discussion about the continuation of the Nursing Home Operations Committee to the next meeting.

Medical Staff Recommendations

- **Motion**/second, Stowe/Krueger, to approve the recommendations of the Medical Staff for Susan Brust, APNP, Tria Danz, MD, Richard Immler, MD, and Susan Tran, MD. Mr. Hake referred to the Medical Staff meeting minutes granting temporary privileges to Dr. Danz 10/27-28/2025 so she could begin working on 10/27. Mr. Stowe moved, and Ms. Krueger seconded, to include the additional context of temporary privileges for Dr. Danz to the approval of the Medical Staff recommendations in the motion. Motion carried.

Closed Session

- Mr. Desmond explained the purpose of the closed session relates to an investigative matter that could have reputational interests of harm depending on the outcome of the matter, therefore it is important that the Board discuss the status of this matter in closed session, at least up until the point in time that the matter has been resolved.
- **Motion**/second, Leonhard/Stowe, to go into Closed Session (Roll Call Vote Suggested) pursuant to Wis. Stat. ss. 19.85(1)(c),(f) and (g), 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 vote taken; all indicating aye. Staff remained in closed session. Motion carried. Meeting convened in closed session at 1:55 p.m.

- **Motion**/second, Stowe/Leonhard, to return to open session at 2:56 p.m. Motion carried.
- Possible Announcements and/or Action Regarding Closed Session items
 - None

Next Meeting Date & Time, Location and Future Agenda Items

- Tuesday, December 2, 2025 at 1:00 p.m. in the NCHC Eagle Board Room.

Adjournment

- **Motion**/second, Leonhard/Stowe, to adjourn the meeting at 2:57 p.m. Motion carried.

Minutes prepared by Debbie Osowski, Senior Executive Assistant