

NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

December 02, 2025 **1:00 p.m.** **North Central Health Care**

Present: Kurt Gibbs Renee Krueger
 Lance Leonhard Robin Stowe

Staff Present: Gary Olsen, Jason Hake, Vicki Tylka, Marnie Bredlau, Ben Peterson, Kari Oliva_(WebEx)

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

October 29, 2025 and November 20, 2025 Executive Committee Minutes

- **Motion/second**, Krueger/Leonhard, to approve the October 29, 2025 and November 20, 2025 Executive Committee meeting minutes. Motion carried.

Financial Update

- Mr. Hake provided an overview of the October financials highlighting a net income of \$207,433. Cash will decrease with the \$2.5 million payment to Marathon County in December; however, the CCS reconciliation payment is expected in late December/early January which should help offset that payment. Notification of rate changes was received including a decrease of 2.77% impacting the adult hospital rates resulting in a potential for \$538,000 less than received in 2025 provided we maintain our budgeted census. The State also notified us that they are making changes in how we can bill for stabilization services. Health insurance saw a loss in October for the first time this year.

2026 Meeting Schedule

- The draft 2026 meeting schedule was provided.
- The Committee moved the January meeting from the 28th to the 14th.

2026 Fee Schedule

- Ms. Oliva provided a review of the proposed 2026 fee schedule.
- **Motion/second**, Leonhard/Stowe, to approve the 2026 fee schedule as submitted. Motion carried.

Grade Order List

- Ms. Bredlau reviewed the proposed updated grade order list. This is the annual compensation review and includes a market adjustment of 1.25% applied to all job grades and steps as approved during the budget process. Fifteen job titles would be removed due to positions exclusive to Pine Crest Nursing Home, which we no longer manage, and positions that have been eliminated through reorganization or program closure. Included is a request for nine positions to be elevated after reevaluation by Total Rewards Consulting. Also requested is to apply these changes on the January 18, 2026 payroll rather than waiting until later in the year as done in previous years. This would help offset higher costs in health insurance premiums and a WRS increase both effective 1/1/26.
- **Motion/second**, Krueger/Leonhard, to approve the proposed wage scale effective on the 1/18/2026 payroll. Motion carried.

Compensation Administration Guide

- The updated Compensation Administration Guide was provided. Ms. Bredlau reviewed the changes to Compensation Upon Demotion and Temporary Pay (pages 10 and 11 of Guide).
- No action necessary. Committee approved the changes at the October 29 meeting and requested the updated document be provided.

Additional Holiday

- Mr. Bredlau provided an overview of the request for an additional holiday as provided in the memo included in the packet.
- **Motion/second**, Krueger/Leonhard, to approve the addition of a Float Holiday thereby increasing the number of holidays from 9 to 10. Motion carried.

Behavioral Health Professional Supervisor Position Request

- Ms. Tylka provided an overview of the position request for a Behavioral Health Professional Supervisor as outlined in the memo provided in the packet.
- **Motion/second**, Leonhard/Krueger, to approve the request for the Behavioral Health Professional Supervisor position as presented. Motion carried.

Clinical Manager for Acute Care Services

- Ms. Tylka provided an overview of the position request for a Clinical Manager for Acute Care Services as outlined in the memo provided in the packet.
- **Motion/second**, Krueger/Leonhard, to approve the request for the 1.0 FTE Clinical Manager for Acute Care Services with the decrease of the 1.0 FTE Social Worker Float position, the .5 FTE Crisis Professional position, and the decrease in the contractual physician position by \$36,000. Motion carried.

Nursing Home Operations Committee

- Mr. Hake stated that additional information has been brought forward which needs further review and consideration by Corporation Counsel before making any changes to the oversight responsibilities of Mount View Care Center, therefore additional discussion and possible action will be moved to the January meeting.

Long-term Sustainability of the Adult Day Services-Langlade County Due to Decreased Funding

- As detailed in the memo in the meeting packet, Mr. Hake provided an overview of the program and financial impact. Administration will continue to review the program's long-term sustainability and provide updates to the committee.

Closed Session

- Mr. Desmond explained that the rationale for a closed session is that the discussion could have reputational effects on the persons being discussed.
- **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. Mr. Olsen and Mr. Hake remained in closed session. Motion carried. Meeting convened in closed session at 1:57 p.m.
- **Motion/second**, Stowe/Leonhard, to return to open session at 2:20 p.m. Motion carried.
- Possible announcements and/or action regarding closed session items
 - Staff will work on the items discussed in closed session.

Adjournment

- **Motion/second**, Krueger/Leonhard, to adjourn the meeting at 2:22 p.m. Motion carried.

Minutes prepared by Debbie Osowski, Senior Executive Assistant