



OFFICIAL NOTICE AND AGENDA

Notice is hereby given that the **Executive Committee** of the **North Central Community Services Program Board** will hold a meeting at the following date and time as noted below:

Wednesday, October 28, 2026, at 1:00 PM

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=mba1fbb7d67dcc3fa9f329edf4c5378d6>

Meeting number: 1-408-418-9388 **Access Code:** 2488 579 4344 **Password:** 1234

AGENDA

1. Call to Order
2. Public Comment for Matters Appearing on the Agenda (Limited to 15 Minutes)
3. Approval of September 30, 2026 Executive Committee Meeting Minutes
4. Educational Presentations, Committee Discussion, and Organizational Updates
 - a. Financial Update – J. Hake
 - b. 2027 Meeting Schedule – J. Hake
5. Discussion and Possible Action
 - a. ACTION: Approval of Recommendations of the Medical Staff: Initial Appointment of Richard Belt, D.O.; and Jennifer Sperl, APNP
 - b. ACTION: Approval of Hope House 2027 Rental Rate – W. Peterson
 - c. ACTION: Approval of 2027 Grade Order List – B. Thorne
 - d. ACTION: Approval of Compliance and Quality Leadership Transition: Interim Appointment and Recruitment – J. Hake
6. Closed Session
 - a. Motion to go into Closed Session (Roll Call Vote Suggested) 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 exercises responsibility”, to wit: Considering employment of Ben Petersen, Director of Compliance and Quality
 - b. Motion to return to Open Session (Roll Call Vote Unnecessary) and possible announcements and/or action regarding Closed Session items
7. Next Meeting Date & Time, Location and Future Agenda Items
 - a. Wednesday, November 18, 2026, 1:00 PM, Eagle Board Room
8. Adjournment

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: 10/23/2026 TIME: 1:45 PM BY: K. Barbier

Presiding Officer or Designee

NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

September 30, 2026

1:00 p.m.

North Central Health Care

Present: X Kurt Gibbs X Renee Krueger
X Lance Leonhard X Rachel Ramer

Staff Present: Jason Hake, Brandy Thorne, Wendy Peterson, Patrice Lanning

Others Present: Brian Desmond, Marathon County Corporation Counsel; Emily O'Fallon, Marathon County Assistant 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.

August 26, 2026 Executive Committee Minutes

- **Motion**/second, Leonhard/Ramer, to approve the August 26, 2026 Executive Committee meeting minutes. Motion carried.

Financial Update

- Mr. Hake provided an overview of preliminary financial results for August, reporting a monthly net income of \$483,000. Health insurance reported net income of \$138,000 for the same period. Year-to-date net income of almost \$4.2 million. Health insurance has recognized net income of \$1.1 million year-to-date. Cash remains stable, with approximately 161 days cash on hand.

2027 Budget Presentation

- Mr. Hake provided an overview of the 2027 budget as highlighted in the presentation in the packet.

Approval of 2027 Budget

- **Motion**/second, Krueger/Ramer, to approve the 2027 Budget as presented. Motion carried.

Data Officer Position Request

- Mr. Hake provided an overview of the request to create one (1.0 FTE) Data Officer position through conversion of an existing Solution Analyst position as outlined in the memo provided in the packet.
- **Motion**/second, Leonhard/Krueger, to approve the position as presented. Motion carried.

Director of Behavioral Health Strategy and Integration Position Request

- Mr. Hake provided an overview of the request to create one (1.0 FTE) Director of Behavioral Health Strategy and Integration position replacing the Deputy Executive Director position as outlined in the memo provided in the packet.
- **Motion**/second, Krueger/Leonhard, to approve the position as presented. Motion carried.

Closed Session

- Mr. Desmond explained the rationale for the closed session is to discuss litigation strategy related to a lawsuit involving an event at North Central Health Care in July 2025.
- a. **Motion**/second, Leonhard/Ramer, to go into Closed Session (Roll Call Vote Required) pursuant to Wis. stat. s. 19.85(1)(g), for the purpose of conferring with counsel regarding strategy in the *Estate of Kraegenbrink v. NCHC et al.*, (W.D. 26CV825). Roll call vote taken; all indicating aye. Mr. Desmond, Ms. O’Fallon, Mr. Hake, and Ms. Barbier remained in closed session. Meeting convened in closed session at 1:45 p.m. Motion carried.
- **Motion**/second, Leonhard/Ramer, to return to open session at 2:03 p.m. Motion carried.
- Possible announcements and/or action regarding closed session items
 - None.

Next Meeting Date & Time, Location and Future Agenda Items

- Wednesday, October 28, 2026, at 1:00 p.m. in the Eagle Board Room.

Adjournment

- **Motion**/second, Ramer/Krueger, to adjourn the meeting at 2:04 p.m. Motion carried.

Minutes prepared by Kristina Barbier, Executive Assistant

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

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
BEHAVIORAL HEALTH SERVICES								
Adult Behavioral Health Hospital	584,706	626,962	(42,255)	511,329	535,015	23,686	73,377	(18,570)
Adult Crisis Stabilization Facility	(319,169)	271,026	(590,195)	173,410	174,948	1,538	(492,579)	(588,657)
Lakeside Recovery MMT	125,832	112,583	13,249	153,194	180,635	27,441	(27,362)	40,690
Youth Behavioral Health Hospital	299,761	275,888	23,873	306,580	301,813	(4,768)	(6,819)	19,106
Youth Crisis Stabilization Facility	23,163	130,823	(107,660)	122,138	124,109	1,971	(98,975)	(105,689)
Contracted Services (Out of County Placements)	-	-	-	110,590	151,502	40,912	(110,590)	40,912
Crisis Services	51,053	48,728	2,325	266,180	252,655	(13,525)	(215,127)	(11,200)
Psychiatry Residency	7,934	25,531	(17,596)	3,730	61,079	57,349	4,205	39,753
	<u>773,281</u>	<u>1,491,541</u>	<u>(718,260)</u>	<u>1,647,151</u>	<u>1,781,756</u>	<u>134,605</u>	<u>(873,870)</u>	<u>(583,655)</u>
COMMUNITY SERVICES								
Outpatient Services (Marathon)	448,013	486,234	(38,222)	450,806	532,108	81,302	(2,793)	43,081
Outpatient Services (Lincoln)	87,239	93,579	(6,340)	60,638	84,518	23,880	26,601	17,540
Outpatient Services (Langlade)	77,626	84,619	(6,992)	58,406	81,883	23,477	19,220	16,485
Community Treatment Adult (Marathon)	597,481	570,959	26,522	605,986	605,514	(472)	(8,505)	26,050
Community Treatment Adult (Lincoln)	88,545	86,076	2,469	86,573	99,189	12,616	1,972	15,085
Community Treatment Adult (Langlade)	36,142	33,742	2,400	44,516	48,562	4,046	(8,374)	6,446
Community Treatment Youth (Marathon)	896,472	634,479	261,993	824,030	640,181	(183,849)	72,442	78,144
Community Treatment Youth (Lincoln)	185,793	178,095	7,698	198,013	190,995	(7,018)	(12,221)	679
Community Treatment Youth (Langlade)	136,250	133,381	2,869	148,165	150,235	2,070	(11,915)	4,939
Hope House (Sober Living Marathon)	228	5,868	(5,640)	18,363	9,393	(8,970)	(18,135)	(14,610)
Sober Living (Langlade)	2,293	5,925	(3,631)	8,928	6,417	(2,511)	(6,634)	(6,142)
Adult Protective Services	18,901	24,982	(6,082)	157,977	114,148	(43,829)	(139,077)	(49,911)
Jail Meals (Marathon)	-	-	-	-	-	-	-	-
	<u>2,574,984</u>	<u>2,337,941</u>	<u>237,043</u>	<u>2,662,402</u>	<u>2,563,145</u>	<u>(99,257)</u>	<u>(87,418)</u>	<u>137,786</u>
COMMUNITY LIVING								
Day Services (Langlade)	-	23,708	(23,708)	85	27,662	27,577	(85)	3,870
Supportive Employment Program	-	-	-	5	-	(5)	(5)	(5)
	<u>-</u>	<u>23,708</u>	<u>(23,708)</u>	<u>89</u>	<u>27,662</u>	<u>27,573</u>	<u>(89)</u>	<u>3,865</u>
NURSING HOMES								
Mount View Care Center	3,113,781	2,222,600	891,180	2,084,019	2,044,290	(39,729)	1,029,762	851,452
Pine Crest Nursing Home	-	-	-	-	-	-	-	-
	<u>3,113,781</u>	<u>2,222,600</u>	<u>891,180</u>	<u>2,084,019</u>	<u>2,044,290</u>	<u>(39,729)</u>	<u>1,029,762</u>	<u>851,452</u>
Pharmacy	532,591	569,707	(37,116)	579,130	595,091	15,962	(46,538)	(21,154)
OTHER PROGRAMS								
Aquatic Services	84,246	57,507	26,739	89,227	113,990	24,763	(4,981)	51,502
Birth To Three	-	-	-	-	-	-	-	-
Demand Transportation	32,666	32,355	311	39,499	40,302	803	(6,833)	1,114
	<u>116,912</u>	<u>89,862</u>	<u>27,050</u>	<u>128,726</u>	<u>154,292</u>	<u>25,566</u>	<u>(11,814)</u>	<u>52,616</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>7,542,427</u>	<u>7,166,237</u>	<u>376,190</u>	<u>7,101,517</u>	<u>7,166,237</u>	<u>64,720</u>	<u>440,912</u>	<u>440,910</u>
SELF-FUNDED INSURANCE TRUST FUNDS								
Health Insurance Trust Fund	615,660	665,376	(49,716)	398,875	700,331	301,456	216,785	251,741
Dental Insurance Trust Fund	28,341	34,955	(6,615)	29,814	-	(29,814)	(1,474)	(36,429)
Total NCHC Self-Funded Insurance Trusts	<u>644,001</u>	<u>700,331</u>	<u>(56,331)</u>	<u>428,689</u>	<u>700,331</u>	<u>271,642</u>	<u>215,311</u>	<u>215,312</u>

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

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
BEHAVIORAL HEALTH SERVICES								
Adult Behavioral Health Hospital	6,012,474	5,642,655	369,819	5,191,914	4,815,138	(376,777)	820,560	(6,958)
Adult Crisis Stabilization Facility	2,311,694	2,439,234	(127,540)	1,643,518	1,574,535	(68,983)	668,176	(196,523)
Lakeside Recovery MMT	1,069,223	1,013,250	55,973	1,495,339	1,625,715	130,376	(426,116)	186,348
Youth Behavioral Health Hospital	2,550,009	2,482,992	67,017	2,991,801	2,716,315	(275,487)	(441,792)	(208,469)
Youth Crisis Stabilization Facility	1,519,162	1,177,408	341,754	1,042,798	1,116,983	74,185	476,364	415,939
Contracted Services (Out of County Placements)	-	-	-	1,076,204	1,363,517	287,313	(1,076,204)	287,313
Crisis Services	501,713	438,553	63,160	2,406,990	2,273,891	(133,099)	(1,905,278)	(69,940)
Psychiatry Residency	157,910	229,775	(71,865)	223,142	549,710	326,569	(65,232)	254,704
	14,122,185	13,423,867	698,318	16,071,706	16,035,803	(35,903)	(1,949,521)	662,415
COMMUNITY SERVICES								
Outpatient Services (Marathon)	4,298,284	4,376,108	(77,824)	4,612,749	4,788,971	176,222	(314,465)	98,398
Outpatient Services (Lincoln)	806,909	842,210	(35,301)	506,478	760,665	254,186	300,431	218,885
Outpatient Services (Langlade)	751,138	761,567	(10,429)	620,797	736,945	116,148	130,341	105,720
Community Treatment Adult (Marathon)	5,404,250	5,138,635	265,615	5,341,364	5,449,630	108,267	62,886	373,881
Community Treatment Adult (Lincoln)	883,279	774,683	108,595	783,725	892,697	108,972	99,553	217,567
Community Treatment Adult (Langlade)	422,475	303,681	118,794	497,554	437,061	(60,493)	(75,080)	58,301
Community Treatment Youth (Marathon)	6,626,972	5,710,314	916,659	6,320,403	5,761,632	(558,770)	306,570	357,889
Community Treatment Youth (Lincoln)	1,772,565	1,602,857	169,708	1,804,566	1,718,957	(85,610)	(32,002)	84,098
Community Treatment Youth (Langlade)	1,413,029	1,200,431	212,598	1,374,490	1,352,116	(22,374)	38,539	190,224
Hope House (Sober Living Marathon)	40,780	52,815	(12,036)	85,989	84,540	(1,449)	(45,209)	(13,484)
Sober Living (Langlade)	46,718	53,323	(6,606)	90,696	57,753	(32,943)	(43,979)	(39,549)
Adult Protective Services	234,472	224,842	9,630	959,981	1,027,336	67,356	(725,509)	76,986
Jail Meals (Marathon)	-	-	-	-	-	-	-	-
	22,700,868	21,041,465	1,659,403	22,998,792	23,068,304	69,512	(297,924)	1,728,915
COMMUNITY LIVING								
Day Services (Langlade)	53,629	213,369	(159,739)	103,891	248,958	145,068	(50,261)	(14,671)
Supportive Employment Program	(1,114)	-	(1,114)	5	-	(5)	(1,118)	(1,118)
	52,516	213,369	(160,853)	103,895	248,958	145,063	(51,379)	(15,790)
NURSING HOMES								
Mount View Care Center	22,923,723	20,003,401	2,920,322	19,350,295	18,398,613	(951,682)	3,573,428	1,968,640
Pine Crest Nursing Home	-	-	-	-	-	-	-	-
	22,923,723	20,003,401	2,920,322	19,350,295	18,398,613	(951,682)	3,573,428	1,968,640
Pharmacy	4,960,073	5,127,361	(167,288)	5,201,014	5,355,823	154,809	(240,941)	(12,479)
OTHER PROGRAMS								
Aquatic Services	594,140	517,562	76,578	831,936	1,025,909	193,973	(237,796)	270,551
Birth To Three	389,580	-	389,580	389,079	-	(389,079)	501	501
Demand Transportation	308,746	291,193	17,552	359,975	362,720	2,746	(51,229)	20,298
	1,292,466	808,755	483,711	1,580,990	1,388,629	(192,361)	(288,525)	291,350
APPROPRIATIONS								
Marathon County	3,237,014	3,237,014	-	-	-	-	3,237,014	-
Lincoln County	463,529	463,529	-	-	-	-	463,529	-
Langlade County	177,369	177,369	-	-	-	-	177,369	-
	3,877,912	3,877,912	-	-	-	-	3,877,912	-
Total NCHC Service Programs	69,929,743	64,496,130	5,433,613	65,306,693	64,496,131	(810,562)	4,623,050	4,623,051
SELF-FUNDED INSURANCE TRUST FUNDS								
Health Insurance Trust Fund	5,688,789	5,988,383	(299,595)	4,327,895	6,302,982	1,975,087	1,360,893	1,675,492
Dental Insurance Trust Fund	260,050	314,599	(54,549)	252,573	-	(252,573)	7,477	(307,122)
Total NCHC Self-Funded Insurance Trusts	5,948,839	6,302,982	(354,144)	4,580,468	6,302,982	1,722,514	1,368,370	1,368,370

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

	Marathon	Langlade	Lincoln	Total
YTD Appropriation (Tax Levy) Revenue	4,395,764	177,369	463,529	5,036,662
Total Revenue at Period End	58,061,639	4,930,171	6,937,932	69,929,743
County Percent of Total Net Position	83.0%	7.1%	9.9%	
Total Operating Expenses, Year-to-Date *	53,695,509	5,059,005	6,552,179	65,306,693
<i>* Excluding Depreciation Expenses to be allocated at the end of the year</i>				
Share of Operating Cash	31,889,088	2,707,789	3,810,508	38,407,384
Days Cash on Hand	163	147	159	161
Minimum Target - 20%	14,318,802	1,349,068	1,747,248	17,415,118
Over/(Under) Target	17,570,285	1,358,721	2,063,260	20,992,266
Maximum Target - 35%	25,057,904	2,360,869	3,057,683	30,476,457
Over/(Under) Target	6,831,183	346,920	752,824	7,930,927
Share of Investments	-	-	-	-
Days Invested Cash	0	0	0	0
Days Invested Cash on Hand Target - 150 Days	29,422,197	2,772,058	3,590,235	35,784,489
Current Percentage of Operating Cash	59.4%	53.5%	58.2%	58.8%
Over/(Under) Minimum Target	17,570,285	1,358,721	2,063,260	20,992,266
Share of Investments	-	-	-	-
Amount Needed to Fulfill Fund Balance Policy	17,570,285	1,358,721	2,063,260	20,992,266
Over/(Under) Maximum Target	6,831,183	346,920	752,824	7,930,927
Share of Investments	-	-	-	-
Amount Needed to Fulfill Fund Balance Policy	6,831,183	346,920	752,824	7,930,927

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

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
Direct Services								
Outpatient Services	4,298,284	4,376,108	(77,824)	4,612,749	4,788,971	176,222	(314,465)	98,398
Community Treatment-Adult	5,404,250	5,138,635	265,615	5,341,364	5,449,630	108,267	62,886	373,881
Community Treatment-Youth	6,626,972	5,710,314	916,659	6,320,403	5,761,632	(558,770)	306,570	357,889
Hope House Sober Living	40,780	52,815	(12,036)	85,989	84,540	(1,449)	(45,209)	(13,484)
Demand Transportation	308,746	291,193	17,552	359,975	362,720	2,746	(51,229)	20,298
Jail Meals	-	-	-	-	-	-	-	-
Aquatic Services	594,140	517,562	76,578	831,936	1,025,909	193,973	(237,796)	270,551
Mount View Care Center	22,923,723	20,003,401	2,920,322	19,350,295	18,398,613	(951,682)	3,573,428	1,968,640
	40,196,895	36,090,028	4,106,867	36,902,710	35,872,016	(1,030,694)	3,294,184	3,076,172
Shared Services								
Adult Behavioral Health Hospital	4,463,232	4,188,705	274,527	3,854,107	3,574,415	(279,692)	609,125	(5,165)
Youth Behavioral Health Hospital	1,892,945	1,843,196	49,749	2,220,900	2,016,398	(204,502)	(327,955)	(154,753)
Residency Program	117,221	170,568	(53,347)	165,644	408,066	242,421	(48,424)	189,074
Supportive Employment Program	(827)	-	(827)	3	-	(3)	(830)	(830)
Crisis Services	372,436	325,550	46,885	1,786,778	1,687,974	(98,803)	(1,414,342)	(51,918)
Adult Crisis Stabilization Facility	1,716,037	1,810,713	(94,676)	1,220,030	1,168,822	(51,208)	496,007	(145,885)
Youth Crisis Stabilization Facility	1,127,717	874,024	253,694	774,099	829,169	55,070	353,619	308,764
Pharmacy	3,682,004	3,806,187	(124,183)	3,860,862	3,975,781	114,919	(178,858)	(9,264)
Lakeside Recovery MMT	793,715	752,165	41,550	1,110,033	1,206,815	96,782	(316,318)	138,332
Adult Protective Services	174,055	166,906	7,149	712,621	762,621	50,000	(538,566)	57,149
Birth To Three	289,196	-	289,196	288,825	-	(288,825)	372	372
Contracted Services (Out of County Placements)	-	-	-	798,897	1,012,178	213,281	(798,897)	213,281
	14,627,731	13,938,014	689,717	16,792,799	16,642,238	(150,561)	(2,165,067)	539,156
Appropriations	3,237,014	3,237,014	-				3,237,014	-
Excess Revenue/(Expense)	58,061,639	53,265,056	4,796,584	53,695,509	52,514,254	(1,181,255)	4,366,130	3,615,329

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

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
Direct Services								
Outpatient Services	806,909	842,210	(35,301)	506,478	760,665	254,186	300,431	218,885
Community Treatment-Adult	883,279	774,683	108,595	783,725	892,697	108,972	99,553	217,567
Community Treatment-Youth	1,772,565	1,602,857	169,708	1,804,566	1,718,957	(85,610)	(32,002)	84,098
Pine Crest Nursing Home	-	-	-	-	-	-	-	-
	3,462,752	3,219,750	243,002	3,094,770	3,372,318	277,549	367,982	520,550
Shared Services								
Adult Behavioral Health Hospital	918,919	862,397	56,521	793,508	735,923	(57,585)	125,411	(1,063)
Youth Behavioral Health Hospital	389,732	379,489	10,243	457,253	415,149	(42,104)	(67,521)	(31,861)
Residency Program	24,134	35,118	(10,983)	34,104	84,015	49,911	(9,970)	38,928
Supportive Employment Program	(170)	-	(170)	1	-	(1)	(171)	(171)
Crisis Services	76,679	67,026	9,653	367,873	347,531	(20,342)	(291,194)	(10,689)
Adult Crisis Stabilization Facility	353,309	372,801	(19,493)	251,188	240,645	(10,543)	102,121	(30,036)
Youth Crisis Stabilization Facility	232,182	179,950	52,232	159,376	170,715	11,338	72,805	63,570
Pharmacy	758,075	783,642	(25,568)	794,899	818,559	23,660	(36,824)	(1,907)
Lakeside Recovery MMT	163,415	154,861	8,555	228,541	248,467	19,926	(65,126)	28,481
Adult Protective Services	35,836	34,364	1,472	146,719	157,013	10,294	(110,883)	11,766
Birth To Three	59,542	-	59,542	59,465	-	(59,465)	77	77
Contracted Services (Out of County Placements)	-	-	-	164,482	208,394	43,912	(164,482)	43,912
	3,011,651	2,869,648	142,003	3,457,409	3,426,411	(30,998)	(445,758)	111,005
Appropriations	463,529	463,529	-				463,529	-
Excess Revenue/(Expense)	6,937,932	6,552,927	385,005	6,552,179	6,798,729	246,550	385,753	631,555

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

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
Direct Services								
Outpatient Services	751,138	761,567	(10,429)	620,797	736,945	116,148	130,341	105,720
Community Treatment-Adult	422,475	303,681	118,794	497,554	437,061	(60,493)	(75,080)	58,301
Community Treatment-Youth	1,413,029	1,200,431	212,598	1,374,490	1,352,116	(22,374)	38,539	190,224
Sober Living	46,718	53,323	(6,606)	90,696	57,753	(32,943)	(43,979)	(39,549)
Adult Day Services	53,629	213,369	(159,739)	103,891	248,958	145,068	(50,261)	(14,671)
	2,686,989	2,532,370	154,618	2,687,428	2,832,834	145,406	(440)	300,024
Shared Services								
Adult Behavioral Health Hospital	630,324	591,553	38,770	544,299	504,800	(39,500)	86,024	(729)
Youth Behavioral Health Hospital	267,333	260,307	7,026	313,648	284,768	(28,881)	(46,316)	(21,855)
Residency Program	16,555	24,089	(7,534)	23,393	57,629	34,236	(6,839)	26,702
Supportive Employment Program	(117)	-	(117)	0	-	(0)	(117)	(117)
Crisis Services	52,598	45,976	6,621	252,339	238,386	(13,954)	(199,742)	(7,332)
Adult Crisis Stabilization Facility	242,349	255,719	(13,371)	172,300	165,068	(7,232)	70,049	(20,603)
Youth Crisis Stabilization Facility	159,263	123,435	35,828	109,323	117,100	7,777	49,940	43,605
Pharmacy	519,994	537,532	(17,538)	545,253	561,483	16,230	(25,259)	(1,308)
Lakeside Recovery MMT	112,093	106,225	5,868	156,765	170,433	13,668	(44,672)	19,536
Adult Protective Services	24,581	23,572	1,010	100,640	107,702	7,061	(76,059)	8,071
Birth To Three	40,842	-	40,842	40,790	-	(40,790)	52	52
Contracted Services (Out of County Placements)	-	-	-	112,825	142,946	30,121	(112,825)	30,121
	2,065,813	1,968,408	97,406	2,371,577	2,350,314	(21,263)	(305,763)	76,143
Appropriations	177,369	177,369	-			-	177,369	-
Excess Revenue/(Expense)	4,930,171	4,678,147	252,024	5,059,005	5,183,148	124,143	(128,834)	376,167

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

	<u>MTD</u>	<u>YTD</u>
Behavioral Health Hospitals		
Charity Care	\$ 22,086	\$ 272,981
Administrative Write-Off	\$ 1,049,681	\$ 3,636,534
Bad Debt	\$ -	\$ 496,918
Outpatient & Community Treatment		
Charity Care	\$ 4,703	\$ 65,570
Administrative Write-Off	\$ 205,064	\$ 682,411
Bad Debt	\$ -	\$ 231,603
Nursing Home Services		
Charity Care	\$ -	\$ -
Administrative Write-Off	\$ -	\$ -
Bad Debt	\$ -	\$ -
Aquatic Services		
Charity Care	\$ -	\$ -
Administrative Write-Off	\$ -	\$ 4,366
Bad Debt	\$ -	\$ 35,740
Pharmacy		
Charity Care	\$ -	\$ -
Administrative Write-Off	\$ 22	\$ 136
Bad Debt	\$ -	\$ -
Other Services		
Charity Care	\$ 191	\$ 395
Administrative Write-Off	\$ 1,489	\$ 118,062
Bad Debt	\$ 952	\$ 5,612
Grand Total		
Charity Care	\$ 26,981	\$ 338,947
Administrative Write-Off	\$ 1,256,255	\$ 4,441,509
Bad Debt	\$ 952	\$ 769,873

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	7.97	8.97	10.10	10.48	8.07				9.78	9.9
Adult Crisis Stabilization Facility	Average Daily Census	11.00	8.84	9.14	10.26	6.73	9.65	7.30	8.26	11.32	10.73				9.14	12.1
Lakeside Recovery MMT	Average Daily Census	10.25	13.16	11.93	13.74	14.07	13.16	12.27	11.25	14.97	13.47				13.11	11.6
Youth Hospital	Average Daily Census	4.25	4.81	5.39	4.77	4.77	4.84	1.57	1.97	4.00	4.90				4.11	4.6
Youth Crisis Stabilization Facility	Billable Units	5,840	3,145	13,616	5,281	7,299	4,826	4,827	5,308	5,010	3718				5,892	4603
Youth Out of County Placements (WMHI/MMHI)	Days	37	0	0	25	38	35	0	0	2	35				15	220
Adult Out of County Placements (WMHI/MMHI)	Days	45	33	49	49	43	89	81	36	85	51				57	927
Out of County Placements (Trempealeau)	Days	44	124	100	79	30	18	0	0	0	0				39	1015
Out of County Placements (Group Home)	Days	160	186	144	155	90	155	60	217	186	150				149	1923
COMMUNITY SERVICES																
Hope House - Marathon	Average Daily Census	6.00	7.60	6.40	6.70	6.10	7.10	6.50	6.4	8.0	7.2				6.89	4.9
Hope House - Langlade	Average Daily Census	3.00	4.00	4.90	5.50	6.90	6.16	6.40	4.1	5.7	5.2				5.43	3.0
NURSING HOMES																
Mount View Care Center	Average Daily Census	125.00	127.84	128.71	129.03	125	125.45	124.6	120.52	121.32	122.43				124.99	123

2027 NCCSP Meeting Schedule

Executive Committee

NCCSP Board

Wednesday, January 27
1:00 p.m.

JANUARY

Thursday, January 28
3:00 p.m.

Wednesday, February 24
1:00 p.m.

FEBRUARY

Wednesday, March 24
1:00 p.m.

MARCH

Thursday, March 25
3:00 p.m.

Wednesday, April 28
1:00 p.m.

APRIL

Wednesday, May 26
1:00 p.m.

MAY

Thursday, May 27
3:00 p.m.

Wednesday, June 30
1:00 p.m.

JUNE

Wednesday, July 28
1:00 p.m.

JULY

Thursday, July 29
3:00 p.m.

Wednesday, August 25
1:00 p.m.

AUGUST

Wednesday, September 29
1:00 p.m.

SEPTEMBER

Thursday, September 30
3:00 p.m.

Wednesday, October 27
1:00 p.m.

OCTOBER

Wednesday, November 17
1:00 p.m.

NOVEMBER

Thursday, November 18
3:00 p.m.

Wednesday, December 15
1:00 p.m.

DECEMBER

PRIVILEGE AND APPOINTMENT RECOMMENDATION

Appointee Richard Belt Appoint/Reappoint 10/15/2026 - 10/15/2027
Time Period

Requested Privileges Medical (Includes Family Practice, Internal Medicine)
 Psychiatry X Medical Director
 Mid-Level Practitioner BHS Medical Director

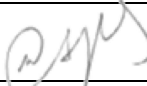
Medical Staff Status Courtesy Active

Provider Type Employee
 Locum Locum Agency: Oak Medical
 X Contract Contract Name:

MEC PRIVILEGE RECOMMENDATION

The Credentials file of this staff member contains data and information demonstrating current competence in the clinical privileges requested. After review of this information, I recommend that the clinical privileges be granted as indicated with any exceptions or conditions documented.

Comments: Vent Medical Director for Mount View Care Center

 10/15/2026
(MEC Committee or Designee Signature) (Signature Date)

MEC ACTION

MEC recommends that:

- X He/she be appointed/reappointed to the Medical Staff as requested
 Action be deferred on the application
 The application be denied

 10/15/2026
(MEC Committee or Designee Signature) (Signature Date)

GOVERNING BOARD ACTION

Reviewed by Governing Board:
(Date)

Response: Concur
 Recommend further reconsideration

(Governing Board Signature) (Signature Date)

(Chief Executive Officer Signature) (Signature Date)

PRIVILEGE AND APPOINTMENT RECOMMENDATION

Appointee Jennifer Sperl Appoint/Reappoint 10/19/2025 - 9/30/2027
Time Period

Requested Privileges ☐ Medical (Includes Family Practice, Internal Medicine)
☐ Psychiatry ☐ Medical Director
☒ Mid-Level Practitioner ☐ BHS Medical Director

Medical Staff Status ☐ Courtesy ☐ Active

Provider Type ☒ Employee
☐ Locum Locum Agency: _____
☐ Contract Contract Name: _____

MEC PRIVILEGE RECOMMENDATION

The Credentials file of this staff member contains data and information demonstrating current competence in the clinical privileges requested. After review of this information, I recommend that the clinical privileges be granted as indicated with any exceptions or conditions documented.

Comments: _____

(MEC Committee or Designee Signature) 10/15/2026

(Signature Date)

MEC ACTION

MEC recommends that:

- ☒ He/she be appointed/reappointed to the Medical Staff as requested
☐ Action be deferred on the application
☐ The application be denied

(MEC Committee or Designee Signature) 10/15/2026

(Signature Date)

GOVERNING BOARD ACTION

Reviewed by Governing Board: _____
(Date)

Response: ☐ Concur
☐ Recommend further reconsideration

(Governing Board Signature) _____
(Signature Date)

(Chief Executive Officer Signature) _____
(Signature Date)

MEMORANDUM

To: Executive Committee

From: Wendy Peterson, Director of Acute Care Services

Date: 10.28.2026

Subject: Hope House Rental Rate for 2027

Purpose

To request Executive Committee approval to increase the monthly rental rate at the Antigo and Wausau Hope House Sober Living Homes from \$575 to \$585 per resident, effective January 1, 2027. Approval in advance will allow residents sufficient notice and time to budget for the increase.

Background

North Central Health Care manages Hope House Sober Living Homes in Antigo and Wausau for individuals seeking a supported sober living environment. Rent includes a furnished bedroom, utilities, household supplies, and linens. Residents are responsible for purchasing their own food and personal items.

The proposed increase of \$10 per month, approximately 1.7%, would help offset increased operating costs while keeping the adjustment affordable for residents.

Recommendation

Approve an increase in monthly rent from \$575 to \$585 per resident at both the Antigo and Wausau Hope House Sober Living Homes, effective January 1, 2027. Upon approval, the Director of Acute Care Services will coordinate written notifications to current residents and update rental materials to reflect the new rate.

North Central Health Care - 2027 Wage Structure

Pay Grade	Job Code	North Central Health Care Job Title	Department	Exemption Status	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 101.5%	Step 8 103.0%	Step 9 104.5%	Step 10 106.0%	Step 11 107.5%	Step 12 109.0%	Step 13 110.5%	Step 14 112.0%	Step 15 113.5%	Step 16 115.0%
25	403	Psychiatrist			Based on fair market value															
23	113	Executive Director	Corporate Administration	Exempt	\$184,683	\$188,781	\$192,899	\$197,018	\$201,094	\$205,213	\$208,291	\$211,370	\$214,448	\$217,526	\$220,605	\$223,683	\$226,762	\$229,840	\$232,918	\$235,997
22		Deputy Executive Director	Corporate Administration	Exempt	\$88.79	\$90.76	\$92.74	\$94.72	\$96.68	\$98.66	\$100.14	\$101.62	\$103.10	\$104.58	\$106.06	\$107.54	\$109.02	\$110.50	\$111.98	\$113.46
21	219	Director of Pharmacy Services	Pharmacy	Exempt	\$170,082	\$173,846	\$177,653	\$181,418	\$185,182	\$188,989	\$191,818	\$194,667	\$197,496	\$200,325	\$203,154	\$206,003	\$208,832	\$211,661	\$214,510	\$217,339
	115	Senior Director of BHS Senior Director of Behavioral Health Strategy and Integration	Corporate Administration	Exempt	\$81.77	\$83.58	\$85.41	\$87.22	\$89.03	\$90.86	\$92.22	\$93.59	\$94.95	\$96.31	\$97.67	\$99.04	\$100.40	\$101.76	\$103.13	\$104.49
20	202	Director of Acute Care Services	Acute Care Admin	Exempt	\$156,437	\$159,910	\$163,384	\$166,858	\$170,331	\$173,805	\$176,405	\$179,026	\$181,626	\$184,226	\$186,846	\$189,446	\$192,046	\$194,667	\$197,267	\$199,867
	302	Manager of Pharmacy Services	Pharmacy	Exempt	\$75.21	\$76.88	\$78.55	\$80.22	\$81.89	\$83.56	\$84.81	\$86.07	\$87.32	\$88.57	\$89.83	\$91.08	\$92.33	\$93.59	\$94.84	\$96.09
19	501	Clinical Pharmacist	Pharmacy	Exempt	\$143,790	\$146,994	\$150,197	\$153,379	\$156,582	\$159,786	\$162,178	\$164,570	\$166,982	\$169,374	\$171,766	\$174,158	\$176,571	\$178,963	\$181,355	\$183,747
	228	Director of Finance	Accounting	Exempt	\$69.13	\$70.67	\$72.21	\$73.74	\$75.28	\$76.82	\$77.97	\$79.12	\$80.28	\$81.43	\$82.58	\$83.73	\$84.89	\$86.04	\$87.19	\$88.34
	247	Senior Director of Human Resources	Corporate Administration	Exempt	\$132,018	\$134,950	\$137,883	\$140,816	\$143,770	\$146,702	\$148,907	\$151,112	\$153,296	\$155,501	\$157,706	\$159,910	\$162,115	\$164,299	\$166,504	\$168,709
	111	Nursing Home Administrator Director of Nursing Home Operations	Nursing Home Admin	Exempt	\$63.47	\$64.88	\$66.29	\$67.70	\$69.12	\$70.53	\$71.59	\$72.65	\$73.70	\$74.76	\$75.82	\$76.88	\$77.94	\$78.99	\$80.05	\$81.11
18	287	Assistant Director of Acute Care Services	Acute Care Admin	Exempt	\$121,098	\$123,781	\$126,485	\$129,168	\$131,851	\$134,555	\$136,573	\$138,590	\$140,608	\$142,626	\$144,643	\$146,661	\$148,678	\$150,696	\$152,714	\$154,731
	204	Director of Community Treatment	Community Tx Admin	Exempt	\$58.22	\$59.51	\$60.81	\$62.10	\$63.39	\$64.69	\$65.66	\$66.63	\$67.60	\$68.57	\$69.54	\$70.51	\$71.48	\$72.45	\$73.42	\$74.39
	117	Director of Compliance & Quality	Compliance	Exempt																
	406	Nurse Practitioner	Outpatient	Exempt																
	406	Nurse Practitioner	Adult Behavior Hlth Hosp	Exempt																
	401	Physician Assistant	Adult Behavior Hlth Hosp	Exempt																
17	209	Director of Nursing	Post-Acute Care	Exempt	\$110,926	\$113,381	\$115,856	\$118,310	\$120,786	\$123,240	\$125,091	\$126,942	\$128,794	\$130,645	\$132,475	\$134,326	\$136,178	\$138,029	\$139,880	\$141,731
	209	Director of Nursing (Adjusted from ACS Nurse Manager, grade adjusted from grade 16)	Adult Behavior Health Hosp	Exempt	\$53.33	\$54.51	\$55.70	\$56.88	\$58.07	\$59.25	\$60.14	\$61.03	\$61.92	\$62.81	\$63.69	\$64.58	\$65.47	\$66.36	\$67.25	\$68.14
	279	Director of Outpatient	Outpatient	Exempt																
	236	Director of Revenue Cycle	Corporate Administration	Exempt																
16	293	Assistant Director of Acute Care Operational Services	Acute Care Admin	Exempt	\$101,400	\$103,667	\$105,914	\$108,160	\$110,406	\$112,674	\$114,358	\$116,064	\$117,749	\$119,434	\$121,118	\$122,824	\$124,509	\$126,194	\$127,878	\$129,584
	265	Clinical Manager	Community Tx Admin	Exempt	\$48.75	\$49.84	\$50.92	\$52.00	\$53.08	\$54.17	\$54.98	\$55.80	\$56.61	\$57.42	\$58.23	\$59.05	\$59.86	\$60.67	\$61.48	\$62.30
	265	Clinical Manager	Outpatient	Exempt																
	294	Manager of Information Services	IMS	Exempt																
	271	Manager of Inpatient & Youth Clinical Services	Adult Behavior Hlth Hosp	Exempt																
	242	Manager of Nursing Services (moved to DON Grade 17)	Adult Behavior Hlth Hosp	Exempt																
	242	Manager of Nursing Services	Post-Acute Care	Exempt																
	270	Manager of Stabilization and Recovery Clinical Services	Crisis	Exempt																
15	235	Director of Nutritional & Environmental Services	Food Services	Exempt	\$92,518	\$94,578	\$96,616	\$98,675	\$100,755	\$102,794	\$104,333	\$105,872	\$107,411	\$108,971	\$110,510	\$112,050	\$113,589	\$115,128	\$116,667	\$118,206
	269	Manager of Accounting	Accounting	Exempt	\$44.48	\$45.47	\$46.45	\$47.44	\$48.44	\$49.42	\$50.16	\$50.90	\$51.64	\$52.39	\$53.13	\$53.87	\$54.61	\$55.35	\$56.09	\$56.83
	283	Manager of Communications	Marketing & Communication	Exempt																
	288	Manager of Outpatient Nursing Operations	Outpatient	Exempt																
	256	Manager of Respiratory Services	Post-Acute Care	Exempt																
	507	Physical Therapist	Aquatic Services	Exempt																
	238	Shift Supervisor- RN	Post-Acute Care	Non-Exempt																

North Central Health Care - 2027 Wage Structure

Pay Grade	Job Code	North Central Health Care Job Title	Department	Exemption Status	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 101.5%	Step 8 103.0%	Step 9 104.5%	Step 10 106.0%	Step 11 107.5%	Step 12 109.0%	Step 13 110.5%	Step 14 112.0%	Step 15 113.5%	Step 16 115.0%
14	500	Clinical Coordinator	Community Tx - Adult	Exempt	\$84,344	\$86,216	\$88,088	\$89,960	\$91,832	\$93,704	\$95,118	\$96,512	\$97,926	\$99,320	\$100,734	\$102,128	\$103,542	\$104,957	\$106,350	\$107,765
	500	Clinical Coordinator	Community Tx - Youth	Exempt	\$40.55	\$41.45	\$42.35	\$43.25	\$44.15	\$45.05	\$45.73	\$46.40	\$47.08	\$47.75	\$48.43	\$49.10	\$49.78	\$50.46	\$51.13	\$51.81
	255	Infection Preventionist	Compliance	Non-Exempt																
	220	Manager of Adult Protective Services	Protective Services	Exempt																
	231	Manager of Community Treatment	Community Tx - Adult	Exempt																
	231	Manager of Community Treatment	Community Tx - Youth	Exempt																
	292	Manager of Quality Manager of Compliance, Quality & Patient Safety	Compliance	Exempt																
	278	Manager of Crisis Operational Services	Crisis	Exempt																
	268	Manager of Inpatient Operational Services	Adult Behavior Hlth Hosp	Exempt																
	237	Manager of Learning & Development	Human Resources	Exempt																
	284	Manager of Patient Access & HIM (consolidated)	Revenue Cycle	Exempt																
	282	Manager of Patient Finance	Patient Financial Svcs	Exempt																
	216	Manager of Procurement	Accounting	Exempt																
	276	Manager of Stabilization and Recovery Operational Services	Adult Crisis Stabil Facil	Exempt																
	810	MDS Coordinator	Post-Acute Care	Exempt																
	831	Registered Nurse	Post-Acute Care	Non-Exempt																
	847	Registered Nurse - ACS	Adult Crisis Stabil Facil																	
	845	Registered Nurse Lead- Community Treatment	Community Tx Admin	Non-Exempt																
	842	Registered Nurse-Hospital	Adult Behavior Hlth Hosp	Non-Exempt																
	842	Registered Nurse-Hospital	Adult Crisis Stabil Facil	Non-Exempt																
	842	Registered Nurse-Hospital	Youth Behav Hlth Hospital	Non-Exempt																
	846	Restorative Registered Nurse (changed from Wound/Restorative-RN)	Post-Acute Care	Non-Exempt																
13	295	Data Officer (New position, replaced one Solutions Analyst)	Corporate Administration	Exempt	\$76,690	\$78,395	\$80,101	\$81,806	\$83,512	\$85,218	\$86,486	\$87,776	\$89,045	\$90,334	\$91,603	\$92,893	\$94,162	\$95,451	\$96,720	\$98,010
	511	Mental Health Professional	Crisis	Exempt	\$36.87	\$37.69	\$38.51	\$39.33	\$40.15	\$40.97	\$41.58	\$42.20	\$42.81	\$43.43	\$44.04	\$44.66	\$45.27	\$45.89	\$46.50	\$47.12
	512	Mental Health Therapist	Outpatient	Exempt																
	512	Mental Health Therapist	Adult Behavior Hlth Hosp	Exempt																
	312	Registered Nurse - Clinical Educator	Learning and Development	Exempt																
	844	Registered Nurse-Community Treatment	Community Tx - Adult	Non-Exempt																
	843	Registered Nurse-Outpatient	Outpatient	Non-Exempt																
	1023	Senior Accountant Senior Financial Analyst	Accounting	Exempt																
	634	Solutions Analyst	IMS	Exempt																
	823	Utilization Review Case Manager	Adult Behavior Hlth Hosp	Non-Exempt																
12	645	Community Treatment Lead	Community Tx Admin	Non-Exempt	\$69,534	\$71,074	\$72,613	\$74,152	\$75,712	\$77,251	\$78,416	\$79,560	\$80,725	\$81,890	\$83,054	\$84,198	\$85,363	\$86,528	\$87,672	\$88,837
	661	Crisis Professional- Masters	Crisis	Non-Exempt	\$33.43	\$34.17	\$34.91	\$35.65	\$36.40	\$37.14	\$37.70	\$38.25	\$38.81	\$39.37	\$39.93	\$40.48	\$41.04	\$41.60	\$42.15	\$42.71
	605	Dietitian	Food Services	Non-Exempt																
	314	Employee Health Nurse- RN	Human Resources	Exempt																
	692	Environmental Health & Safety Specialist	Compliance	Exempt																
	636	Human Resources Business Partner	Human Resources	Exempt																
	688	Human Resources Specialist	Human Resources	Exempt																
	668	Quality Data Analyst Quality Improvement Specialist	Compliance	Exempt																
	611	Respiratory Therapist	Post-Acute Care	Non-Exempt																
	616	Social Worker MSW Social Worker Lead	Youth Behav Hlth Hospital	Non-Exempt																
	686	Talent Acquisition Specialist	Human Resources	Exempt																

North Central Health Care - 2027 Wage Structure

Pay Grade	Job Code	North Central Health Care Job Title	Department	Exemption Status	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 101.5%	Step 8 103.0%	Step 9 104.5%	Step 10 106.0%	Step 11 107.5%	Step 12 109.0%	Step 13 110.5%	Step 14 112.0%	Step 15 113.5%	Step 16 115.0%
11	1022	Accountant	Accounting	Exempt	\$62,878	\$64,272	\$65,666	\$67,080	\$68,474	\$69,867	\$70,907	\$71,968	\$73,008	\$74,069	\$75,109	\$76,149	\$77,210	\$78,250	\$79,290	\$80,350
	650	Communication Coordinator	Marketing & Communication	Exempt	\$30.23	\$30.90	\$31.57	\$32.25	\$32.92	\$33.59	\$34.09	\$34.60	\$35.10	\$35.61	\$36.11	\$36.61	\$37.12	\$37.62	\$38.12	\$38.63
	836	Graduate Nurse	Post-Acute Care	Non-Exempt																
	2624	Intoxicated Driver Assessor	Outpatient	Non-Exempt																
	515	In-Training Therapist	Outpatient	Exempt																
	515	In-Training Therapist	Lakeside Recovery MMT	Exempt																
	689	Learning & Development Specialist	Human Resources	Exempt																
	351	Manager Environmental Services	Housekeeping	Exempt																
	200	Manager of Aquatic Services	Aquatic Services	Exempt																
	286	Manager of Life Enrichment & Guest Services	Post-Acute Care	Exempt																
	323	Manager of Nutritional Services	Food Services	Exempt																
	370	Manager Transportation Services	Demand Transportation	Exempt																
	681	Medical Staff Relations Coordinator	Outpatient	Non-Exempt																
	627	Protective Services Representative	Protective Services	Non-Exempt																
	615	~~Social Worker - BSW~~ Social Worker I	Adult Behavior Hlth Hosp	Non-Exempt																
	615	~~Social Worker - BSW~~ Social Worker I	Adult Crisis Stabil Facil	Non-Exempt																
	615	~~Social Worker - BSW~~ Social Worker I	Youth Behav Hlth Hospital	Non-Exempt																
	615	~~Social Worker - BSW~~ Social Worker I	Post-Acute Care	Non-Exempt																
	617	~~Social Worker - MSW~~ Social Worker II	Youth Behav Hlth Hospital	Non-Exempt																
	623	Substance Abuse Counselor	Adult Behavior Hlth Hosp	Non-Exempt																
	623	Substance Abuse Counselor	Outpatient	Non-Exempt																
	300	Supervisor of Community Employment Services	Community Tx Admin	Exempt																
	290	Supervisor of Community Treatment Quality Assurance	Community Tx Admin	Exempt																
10	682	Care Coordinator	Adult Behavior Hlth Hosp	Non-Exempt	\$56,722	\$57,990	\$59,238	\$60,507	\$61,755	\$63,024	\$63,960	\$64,917	\$65,853	\$66,810	\$67,746	\$68,702	\$69,638	\$70,595	\$71,531	\$72,488
	682	Care Coordinator	Youth Crisis Stabil Facil	Non-Exempt	\$27.27	\$27.88	\$28.48	\$29.09	\$29.69	\$30.30	\$30.75	\$31.21	\$31.66	\$32.12	\$32.57	\$33.03	\$33.48	\$33.94	\$34.39	\$34.85
	637	Case Manager- Bachelors	Community Tx - Adult	Non-Exempt																
	657	Case Manager- Masters	Community Tx - Youth	Non-Exempt																
	684	Community Treatment Intake Specialist	Community Tx - Adult	Non-Exempt																
	684	Community Treatment Intake Specialist	Community Tx - Youth	Non-Exempt																
	655	Compliance Auditor	Compliance	Non-Exempt																
	670	Crisis Professional	Crisis	Non-Exempt																
	640	Crisis Professional- Bachelors	Crisis	Non-Exempt																
	660	Health Information Management Lead	Health Information	Non-Exempt																
	821	Licensed Practical Nurse	Post-Acute Care	Non-Exempt																
	822	Licensed Practical Nurse- Hospital	Adult Behavior Hlth Hosp	Non-Exempt																
	651	Linkage Coordinator	Crisis	Non-Exempt																
	693	Patient Access Services Lead	Patient Access	Non-Exempt																
	711	Physical Therapy Assistant	Aquatic Services	Non-Exempt																
	676	Quality Assurance Specialist Lead	Community Tx Admin	Non-Exempt																
	663	~~Sober Living Coordinator~~ Recovery Outreach Coordinator	Sober Living	Non-Exempt																
	305	Supervisor of Acute Care Services	Acute Care Services	Non-Exempt																
9	656	Admissions Coordinator	Nursing Home Admin	Non-Exempt	\$51,022	\$52,166	\$53,290	\$54,434	\$55,557	\$56,701	\$57,554	\$58,406	\$59,259	\$60,112	\$60,944	\$61,797	\$62,650	\$63,502	\$64,355	\$65,208
	649	Billing Analyst	Patient Financial Svcs	Non-Exempt	\$24.53	\$25.08	\$25.62	\$26.17	\$26.71	\$27.26	\$27.67	\$28.08	\$28.49	\$28.90	\$29.30	\$29.71	\$30.12	\$30.53	\$30.94	\$31.35
	678	Coding Specialist	Health Information	Non-Exempt																
	642	Court Liaison	Crisis	Non-Exempt																
	1000	Executive Assistant	Corporate Administration	Non-Exempt																
	609	Payroll Specialist	Accounting	Non-Exempt																
	671	Pharmacy Operations Specialist	Pharmacy	Non-Exempt																
	648	Quality Assurance Specialist	Community Tx Admin	Non-Exempt																
	1014	Senior Administrative & Program Specialist	Nursing Home Admin	Non-Exempt																
	322	Supervisor of Nutritional Services	Food Services	Exempt																
	304	Supervisor of Security	Crisis	Non-Exempt																

North Central Health Care - 2027 Wage Structure

Pay Grade	Job Code	North Central Health Care Job Title	Department	Exemption Status	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 101.5%	Step 8 103.0%	Step 9 104.5%	Step 10 106.0%	Step 11 107.5%	Step 12 109.0%	Step 13 110.5%	Step 14 112.0%	Step 15 113.5%	Step 16 115.0%
8	1020	Accounting Assistant	Accounting	Non-Exempt	\$22.01	\$22.50	\$22.99	\$23.48	\$23.98	\$24.46	\$24.83	\$25.19	\$25.56	\$25.93	\$26.29	\$26.66	\$27.03	\$27.40	\$27.76	\$28.13
	1100	Accounts Payable Representative	Accounting	Non-Exempt																
	1176	Acute Care Services Coordinator (replaced ACS Admin Assistant, recompd by consultant)	Acute Care Admin																	
	1005	Administrative Assistant II	Protective Services	Non-Exempt																
	1120	Billing Account Specialist	Nursing Home Admin	Non-Exempt																
	1011	Health Information Specialist II	Health Information	Non-Exempt																
	1011	Health Information Specialist II	Nursing Home Admin	Non-Exempt																
	1018	Health Unit Purchasing Agent	Post-Acute Care	Non-Exempt																
	1025	Human Resources Coordinator	Human Resources	Non-Exempt																
	313	Learning & Development Coordinator (replaced HRIS Analyst)	Human Resources	Non-Exempt																
	750	Life Enrichment Coordinator	Post-Acute Care	Non-Exempt																
	1042	Nutritional Services Dietary Lead	Food Services	Non-Exempt																
	1124	Patient Access Specialist-Float	Patient Access Services	Non-Exempt																
	1121	Patient Accounts Representative	Patient Financial Svcs	Non-Exempt																
	1026	Payment Poster	Patient Financial Svcs	Non-Exempt																
	691	Pharmacy Buyer	Pharmacy	Non-Exempt																
	675	Purchasing Agent	Accounting	Non-Exempt																
	912	Restorative Aide	Post-Acute Care	Non-Exempt																
	267	Volunteer Coordinator	Volunteer Services	Non-Exempt																
7	1003	Administrative Assistant	Demand Transportation	Non-Exempt	\$19.66	\$20.09	\$20.53	\$20.97	\$21.40	\$21.84	\$22.17	\$22.50	\$22.82	\$23.15	\$23.48	\$23.81	\$24.13	\$24.46	\$24.79	\$25.12
	1003	Administrative Assistant	Community Treatment	Non-Exempt																
	1003	Administrative Assistant	Patient Access Services	Non-Exempt																
	1005	Administrative Assistant II-Replaced with ACS Coordinator	Acute Care Admin	Non-Exempt																
	672	Behavioral Health Professional I	Adult Behavior Hlth Hosp	Non-Exempt																
	672	Behavioral Health Professional I	Adult Crisis Stabil Facil	Non-Exempt																
	672	Behavioral Health Professional I	Lakeside Recovery MMT	Non-Exempt																
	672	Behavioral Health Professional I	Youth Behav Hlth Hospital	Non-Exempt																
	672	Behavioral Health Professional I	Youth Crisis Stabil Facil	Non-Exempt																
	673	Behavioral Health Professional II	Adult Behavior Hlth Hosp	Non-Exempt																
	673	Behavioral Health Professional II	Adult Crisis Stabil Facil	Non-Exempt																
	673	Behavioral Health Professional II	Lakeside Recovery MMT	Non-Exempt																
	673	Behavioral Health Professional II	Youth Behav Hlth Hospital	Non-Exempt																
	673	Behavioral Health Professional II	Youth Crisis Stabil Facil	Non-Exempt																
	674	Behavioral Health Professional III	Adult Behavior Hlth Hosp	Non-Exempt																
	674	Behavioral Health Professional III	Adult Crisis Stabil Facil	Non-Exempt																
	674	Behavioral Health Professional III	Lakeside Recovery MMT	Non-Exempt																
	674	Behavioral Health Professional III	Youth Behav Hlth Hospital	Non-Exempt																
	674	Behavioral Health Professional III	Youth Crisis Stabil Facil	Non-Exempt																
	1170	Central Scheduler	Nursing Home Admin	Non-Exempt																
	905	Certified Nursing Assistant	Post-Acute Care	Non-Exempt																
	913	CNA Coordinator	Post-Acute Care	Non-Exempt																
	792	Community Treatment Technician	Community Tx - Youth	Non-Exempt																
	792	Community Treatment Technician	Community Tx - Adult	Non-Exempt																
	1202	Cook	Food Services	Non-Exempt																
	630	Employment Specialist I	Community Tx - Adult	Non-Exempt																
	685	Employment Specialist II	Community Tx - Youth	Non-Exempt																
	1136	Enrollment Benefit Specialist	Patient Access Services	Non-Exempt																
	1136	Enrollment Benefit Specialist	Nursing Home Admin	Non-Exempt																
	1010	Health Information Specialist I	Health Information	Non-Exempt																
	1171	Health Unit Coordinator	Post-Acute Care	Non-Exempt																
	908	Life Enrichment Aide-CNA	Post-Acute Care	Non-Exempt																
	766	Certified Medical Assistant	Outpatient	Non-Exempt																
	907	Medication Technician	Post-Acute Care	Non-Exempt																
	775	Pharmacy Technician	Pharmacy	Non-Exempt																
	621	Referral Coordinator	Patient Access Services	Non-Exempt																
	1031	Retail Services Associate	Volunteer Services	Non-Exempt																
	1174	Safety & Security Officer	Safety & Security	Non-Exempt																
	222	Transportation Coordinator	In-House Transportation	Non-Exempt																

North Central Health Care - 2027 Wage Structure

Pay Grade	Job Code	North Central Health Care Job Title	Department	Exemption Status	Step 1 90%	Step 2 92%	Step 3 94%	Step 4 96%	Step 5 98%	Step 6 100%	Step 7 101.5%	Step 8 103.0%	Step 9 104.5%	Step 10 106.0%	Step 11 107.5%	Step 12 109.0%	Step 13 110.5%	Step 14 112.0%	Step 15 113.5%	Step 16 115.0%
6	1210	Central Supply Clerk	Accounting	Non-Exempt	\$17.44	\$17.83	\$18.22	\$18.60	\$18.99	\$19.38	\$19.67	\$19.96	\$20.25	\$20.54	\$20.83	\$21.12	\$21.41	\$21.71	\$22.00	\$22.29
	721	Crisis Technician	Crisis	Non-Exempt																
	1252	Housekeeping Coordinator	Housekeeping	Non-Exempt																
	1263	Laundry Team Coordinator	Laundry	Non-Exempt																
	752	Logistics Worker	In-House Transportation	Non-Exempt																
	752	Logistics Worker	Demand Transportation	Non-Exempt																
	1127	OWI Intake Coordinator	Patient Access Services	Non-Exempt																
	761	Peer Specialist	Lakeside Recovery MMT	Non-Exempt																
	639	Registration Specialist	Patient Access Services	Non-Exempt																
	639	Registration Specialist	Aquatic Services	Non-Exempt																
5	1203	Dietary Aide	Food Services	Non-Exempt	\$15.38	\$15.72	\$16.07	\$16.41	\$16.74	\$17.09	\$17.35	\$17.60	\$17.86	\$18.12	\$18.37	\$18.63	\$18.88	\$19.14	\$19.40	\$19.65
	1013	Guest Services Representative	Volunteer Services	Non-Exempt																
	1206	Hospitality Assistant	Post-Acute Care	Non-Exempt																
	1251	Housekeeping Aide	Housekeeping	Non-Exempt																
	1262	Laundry Worker	Laundry	Non-Exempt																
	910	Life Enrichment Aide (added for non CNA level)	Post-Acute Care																	
	701	Lifeguard	Aquatic Services	Non-Exempt																
	1015	Mailroom Clerk	Marketing & Communications	Non-Exempt																

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
	90%	92%	94%	96%	98%	100.0%	101.5%	103.0%	104.5%	106.0%	107.5%	109.0%	110.5%	112.0%	113.5%	115.0%
23	\$88.79	\$90.76	\$92.74	\$94.72	\$96.68	\$98.66	\$100.14	\$101.61	\$103.10	\$104.58	\$106.06	\$107.54	\$109.02	\$110.50	\$111.98	\$113.46
22	\$81.77	\$83.58	\$85.41	\$87.22	\$89.03	\$90.86	\$92.21	\$93.58	\$94.94	\$96.31	\$97.66	\$99.03	\$100.39	\$101.76	\$103.12	\$104.48
21	\$75.21	\$76.88	\$78.55	\$80.22	\$81.89	\$83.56	\$84.82	\$86.06	\$87.32	\$88.58	\$89.83	\$91.08	\$92.33	\$93.59	\$94.84	\$96.09
20	\$69.13	\$70.67	\$72.21	\$73.74	\$75.28	\$76.82	\$77.96	\$79.12	\$80.27	\$81.42	\$82.57	\$83.72	\$84.88	\$86.03	\$87.18	\$88.33
19	\$63.47	\$64.88	\$66.29	\$67.70	\$69.12	\$70.53	\$71.58	\$72.64	\$73.70	\$74.76	\$75.81	\$76.88	\$77.93	\$78.98	\$80.05	\$81.10
18	\$58.22	\$59.51	\$60.81	\$62.10	\$63.39	\$64.69	\$65.66	\$66.63	\$67.60	\$68.57	\$69.54	\$70.51	\$71.48	\$72.45	\$73.42	\$74.39
17	\$53.32	\$54.51	\$55.69	\$56.88	\$58.07	\$59.25	\$60.14	\$61.03	\$61.91	\$62.81	\$63.70	\$64.59	\$65.47	\$66.36	\$67.25	\$68.14
16	\$48.75	\$49.83	\$50.91	\$52.00	\$53.08	\$54.17	\$54.98	\$55.79	\$56.61	\$57.42	\$58.23	\$59.04	\$59.85	\$60.67	\$61.48	\$62.29
15	\$44.48	\$45.47	\$46.46	\$47.45	\$48.44	\$49.42	\$50.16	\$50.91	\$51.65	\$52.39	\$53.13	\$53.87	\$54.62	\$55.36	\$56.10	\$56.84
14	\$40.54	\$41.44	\$42.34	\$43.24	\$44.15	\$45.05	\$45.73	\$46.40	\$47.07	\$47.75	\$48.42	\$49.10	\$49.78	\$50.46	\$51.13	\$51.80
13	\$36.87	\$37.68	\$38.50	\$39.32	\$40.15	\$40.97	\$41.58	\$42.19	\$42.81	\$43.43	\$44.04	\$44.65	\$45.27	\$45.88	\$46.50	\$47.11
12	\$33.43	\$34.17	\$34.91	\$35.66	\$36.40	\$37.14	\$37.69	\$38.25	\$38.81	\$39.37	\$39.92	\$40.48	\$41.04	\$41.59	\$42.15	\$42.71
11	\$30.23	\$30.91	\$31.58	\$32.24	\$32.92	\$33.59	\$34.10	\$34.59	\$35.10	\$35.61	\$36.11	\$36.61	\$37.12	\$37.62	\$38.13	\$38.63
10	\$27.27	\$27.88	\$28.48	\$29.08	\$29.69	\$30.30	\$30.75	\$31.21	\$31.67	\$32.11	\$32.57	\$33.02	\$33.48	\$33.94	\$34.39	\$34.85
9	\$24.53	\$25.08	\$25.63	\$26.18	\$26.71	\$27.26	\$27.68	\$28.08	\$28.49	\$28.90	\$29.31	\$29.71	\$30.13	\$30.53	\$30.95	\$31.35
8	\$22.01	\$22.51	\$23.00	\$23.48	\$23.98	\$24.46	\$24.83	\$25.19	\$25.56	\$25.93	\$26.30	\$26.66	\$27.03	\$27.40	\$27.77	\$28.13
7	\$19.65	\$20.09	\$20.52	\$20.96	\$21.40	\$21.84	\$22.16	\$22.49	\$22.82	\$23.15	\$23.47	\$23.81	\$24.13	\$24.45	\$24.79	\$25.11
6	\$17.43	\$17.83	\$18.21	\$18.60	\$18.98	\$19.38	\$19.66	\$19.96	\$20.25	\$20.53	\$20.83	\$21.12	\$21.40	\$21.70	\$21.99	\$22.29
5	\$15.38	\$15.72	\$16.07	\$16.40	\$16.74	\$17.09	\$17.34	\$17.60	\$17.86	\$18.11	\$18.37	\$18.63	\$18.88	\$19.14	\$19.40	\$19.65

1.3% increase