

NORTH CENTRAL COMMUNITY SERVICES PROGRAM BOARD EXECUTIVE COMMITTEE MEETING MINUTES

January 12, 2016

10:30 AM

NCHC – Wausau Campus

PRESENT: Jeff Zriny, Ron Nye, Bob Weaver, Jean Burgener (via telephone)

ALSO PRESENT: Gary Bezucha, Michael Loy

AGENDA:

1. The meeting was called to order by Jeff Zriny at 10:33 AM and a quorum was noted.
2. Minutes of the 12/18/15 Executive Committee meeting: moved for approval by Ron Nye, seconded by Bob Weaver and approved unanimously without any changes.
3. CEO Search Update: Michael Loy provided an update on the CEO search process:
 - a. Opportunity has been provided for leadership of each of the three counties to have input into the process. Lincoln and Langlade Counties' input was confirmed. Michael was not sure if Marathon County had provided input.
 - b. Draft of the position profile was reviewed and several changes were recommended. Michael Loy will incorporate those changes into the document; send the amended document out to all Executive Committee members for final approval before returning the final version to Witt/Keiffer.
4. CEO Report:
 - a. Psychiatry residency application to ACGME approved and a site visit is scheduled for February 23, 2016.
 - b. In the process of completing a review of all IT systems by Wipfli. Anticipate preliminary report by end of next week.
5. Board retreat discussion: deferred to next month.
6. Board Appointments:
 - a. Appointments confirmed by Marathon County: Jeff Zriny, Randy Balk (to replace Lee Olkowski)
 - b. Appointments pending: Rick Nevers (to replace Laura Scudiere), Joanne Kelly, David Tange
 - c. Advised by Brad Karger that it may be beneficial to appoint someone from law enforcement.
7. Relationship with Marathon County:
 - a. Marathon County resolution regarding maintenance: suggested response from NCHC board (attached) reviewed and will be delivered by Jeff Zriny at county board meeting.
 - b. Marathon County agreement: General agreement that we are in support of the agreement and that once approved by the Marathon County board, it will have to be reviewed and ratified by NCHC board.
 - c. Marathon County Work Plan: Marathon County work plan for 2016 reviewed. Special note made of:

- i. Core Strategy 1.1: Support the NCHC Task Force in defining the relationship county wants with NCHC
 - ii. 1.4: Oversee aquatic therapy pool study designed to produce a cost estimate sufficiently specific and reliable to base a borrowing resolution upon.
 - iii. 1.6: Oversee the nursing home remodel
 - iv. 4.2: Enhance mental health services to offenders
8. Future agenda items: suggested that the new provider of medical services to the Marathon County jail attend a board meeting for purposes of becoming familiar with them to further cooperation between medical services and mental health services for jail.
9. Moved for adjournment by Jean Burgener, seconded by Bob Weaver. Meeting was adjourned by Jeff Zriny at 11:45 AM.

Talking Points regarding Marathon County Resolution for Transition of Maintenance Services:

For the County Board educational session:

- The resolution has merit and a high likelihood of being endorsed by both NCHC staff and Board, the benefits of including the housekeeping staff are less clear. The conversation at this point has only been at a high level without the necessary detail to ensure the transition is smooth.
- The proposed transfer plan of maintenance staff must have NCHC board support after thoughtful consideration of these clear and present issues:
 - o Our maintenance staff is culturally important to our organization because of their high outcomes and service levels. Staff would want to see commitments that their co-workers will be cared for and service would not be diminished but rather improved as a result of the transition. Diligence must be taken to communicate respect and care through the process of NCHC staff.
 - o If handled without NCHC staff input and communication, the transition is likely to have a chilling effect on employee engagement and could further increase staffing issues at NCHC. The prospect of changing employers and perceived signaling of broader moves to come will bring a lot of questions and concerns from staff who might seek more stability elsewhere. NCHC staff must have confidence in all elements that this will make our relationship stronger, not weaker and that we all will be better for it.
- We respectfully request that this resolution be endorsed by the Marathon County Board and that the detailed plan be brought back to the Marathon County Board for approval after receiving official support on the transition plan from the NCHC Board.