

**NORTH CENTRAL COMMUNITY SERVICES PROGRAM BOARD  
JOINT MEETING OF EXECUTIVE COMMITTEE AND THE RETAINED COUNTY BOARD  
AUTHORITY COMMITTEE (RCA) OF LANGLADE, LINCOLN, AND MARATHON COUNTIES**

**April 27, 2017      2:30 PM      Marathon County Courthouse Assembly Room (B-105)  
500 Forest Street, Wausau**

Present:      X      Jeff Zriny                      X      Jean Burgener  
                  X      Robin Stowe                    X      Bob Weaver

Others present:      Michael Loy, Sue Matis, Brad Karger, Kurt Gibbs, Rick Seefeldt,  
                                 Nancy Bergstrom, Chad Billeb, Lance Leonhard

Call Joint Meeting of the North Central Health Care (NCHC) Executive Committee and the Retained County Authority Committee to Order

- Meetings were called to order by RCA Chair Lance Leonhard and NCHC Executive Committee Chair Jeff Zriny at 2:35 p.m.

Policy Issue Discussion and Possible Committee Action

- NCHC CEO (Chief Executive Officer) Selection Plan and Time Table
  - The discussion was held jointly with members of the NCHC Executive Committee (Jeff Zriny, Bob Weaver and Robin Stowe)

**Discussion:**

Robin Stowe opened the conversation by indicating that our governance would be stronger and NCHC will have more stability once we move beyond an Interim CEO and have a CEO in place. Others supported the notion that there is benefit to policy-makers to be planning with the person that will be responsible for implementation.

All RCA Committee members and the Executive Committee members of NCHC expressed high regard for the work of Michael Loy as Interim CEO. All indicated that Michael had met and exceeded all performance expectations. Jeff Zriny went further to say that Michael demonstrated outstanding business acumen and made tough decisions during difficult times. Jeff continued by saying that Michael had recently earned his MBA and in Jeff's mind has all the qualifications/characteristics needed to succeed as NCHC CEO.

The Tri-County Agreement calls for an open recruitment process. Lance Leonhard indicated that it is important that the contractual process be followed. Jeff Zriny agreed that due diligence required us to see what is available in the labor market and make a business decision with an eye toward the long term. Jeff added that NCHC functions more like a business than do the member counties with bottom line accountability, but its decision-making processes are very much like that of a government organization. It will take a special person to bring those two worlds together.

Witt-Kieffer was paid \$30,000 to initiate a selection process for a NCHC CEO. As an executive search firm they typically can help identify candidates who are not actively seeking a change, but with a little push might be willing to explore the right opportunity.

The next step of the process is to update a job description that will serve as the basis for all subsequent selection steps. Jean Burgener questioned how a job description can be developed with uncertainty about the future of the Marathon County Nursing Home.

Bob Weaver wondered if a state-wide recruitment might be preferable to a nation-wide search because of the variance of how mental health services are delivered among the states.

Brad Karger suggested surveying the most comparable Wisconsin Counties to obtain:

- Job Descriptions
- Salary Information
- Executive Contacts
- Scope of Prior Recruiting Efforts
- Whether a Search firm was Utilized

Action:

No action was taken.

Follow through:

Brad Karger and Sue Matis were asked to work together and put together some information and ideas about how the selection process might be organized.

The two committees (RCA and NCHC Executive Committee) will meet again on May 25, 2017 at 2:30 p.m. to discuss again the recruitment process for the NCHC CEO position.

Adjournment of the North Central Health Care Executive Committee meeting

Minutes prepared by Brad Karger