

NORTH CENTRAL COMMUNITY SERVICES PROGRAM BOARD EXECUTIVE COMMITTEE

August 3, 2017

4:00 PM

North Central Health Care–Board Room

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

Others present: Michael Loy, Sue Matis, John Fisher

Guest: Brian Kowalski, City Pages

Chairman Zriny called the meeting to order at 1:36 p.m.

Public Comment for Matters Appearing on the Agenda

- No public comment(s) made.

ACTION: Approval of 7/13/17 Executive Committee Meeting Minutes

- **Motion**/second, Weaver/Burgener, to approve the 7/13/17 Executive Committee meeting minutes; motion passed 4-0.

CEO Recruitment Strategy and Timeline

- A CEO Job description and compensation plan have been provided to RCA at their last meeting. The RCA has accepted the job description but has not accepted the compensation plan.
- Suggestion was made to recruit using the approved job description without publishing a pay band for the position. S. Matis will screen applicants and ask for their desired income which will give us market feedback. We already have recommended the appropriate salary and members of the RCA have obtained pay scales from other county-type positions for additional pay comparisons.
- Timeline for recruitment is estimated at 6-8 weeks. We will then have the market-based information, names of candidates, their qualifications, and their salary requirements to review and consider for possible interviews. The RCA will be invited to discuss applicants prior to interviews. An open recruitment will help determine the type of leadership for the organization by seeing the demands of the candidates. Face to face interviews will occur following a review of the applicant submissions and salary requirements.
- Committee discussed the responsibilities of the Board, the Executive Committee, the Counties, and the RCA in the recruitment process. Atty. Fisher emphasized that the Board has fiduciary obligations for which competent leadership are provided criteria, scope, expectations for the position, etc. The counties cannot lose site of the focus and goals of quality care and NCHC must be cautious with how much control the three counties are trying to assert over the Board. There needs to be a collaborative process but it cannot take away from the separateness and fiduciary obligations.

- If an external recruiter is hired, the recruiter will cost \$90,000+ and the salary of the position will be required before recruitment begins (delaying the recruitment even more). If we begin recruitment now, we can avoid the initial delay the RCA imposes by not having an approved executive compensation plan. The Committee did not feel hiring a recruiter at this time was necessary but may choose to do so if the quality of candidates is insufficient.
- **Motion**/second, Weaver/Burgener, to have NCHC proceed with an open recruitment process for CEO. Motion carried.

Develop Update on CEO Selection for Retained County Authority (RCA)

- Committee requested Atty. Fisher draft a memo that includes:
 - Summary of 7/27/17 presentation to the Board regarding the separate authority of NCCSP
 - Follow through on obligations
 - NCCSP appoints / counties approve
 - Responsibilities of 51.42 Board
 - Send memo to NCCSP Board and RCA
- S. Matis will draft the recruitment strategy plan and timeline and send to J. Zriny who will send to the RCA prior to the Aug. 9 meeting of the RCA.
- The Executive Committee, at its 8/3/17 meeting, would like to keep the RCA informed of the process of CEO Selection

CEO Report

- 2018 budget will be finalized within next 2 weeks. The Board will then review, approve and forward to the RCA. RCA will review and budget will then be presented to the three county boards for approval.
- Policy Governance discussion will be included in the August Board meeting.
- RCA has requested a comparison of NCHC operations vs county operations.
- Brenda Glodowski is celebrating her 30th anniversary today at NCHC. We greatly appreciate her and her years of service.

Agenda for 8/31/17 Board Meeting

- No specific agenda items were noted.

Motion/second, Stowe/Burgener to adjourn the Executive Committee meeting at 2:40 p.m. Motion carried.

dko