

**NORTH CENTRAL COMMUNITY SERVICES PROGRAM BOARD
EXECUTIVE COMMITTEE**

September 20, 2017 4:00 PM North Central Health Care–Juniper Room

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

Others present: Michael Loy, Sue Matis, Bill Metter, Dr. Corrie Norrbom

Chairman Zriny called the meeting to order at 4:07 p.m.

Public Comment for Matters Appearing on the Agenda

- No public comment(s) made.

ACTION: Approval of 8/3/17 Executive Committee Meeting Minutes

- **Motion**/second, Stowe/Weaver, to approve the 8/3/17 Executive Committee meeting minutes; motion passed 3-0.

CEO Report

- The Marathon County Board of Supervisors at their meeting 9/19/17 approved support of a new Aquatic Therapy Pool with the condition that \$3 million of the \$6 million anticipated cost be raised in the community by March 1, 2018. Pledges can be received over the next three years and identified in-kind donations are also allowed. Warm Water Works advocates, pool staff, and others are relieved and ready to tackle the task. Contacts have already begun to area Foundations. Marathon County will borrow \$3.4 million of which \$3 million will be for the new pool and \$400,000 to decommission the existing pool.
- The Adult Day Services (ADS) program will be relocating in October 16 to the previous ADRC area. Have notified the current user groups of the change and their need to interact with clients in that area. Most groups are trying to find new place to meet.
- The Medically Monitored Treatment (MMT) program will be moving 1/1/18 into the space currently occupied by ADS.
- The Physicians Lounge should be completed in the next 2-3 weeks. A tour will be provided.
- Medical College of Wisconsin is starting their next series of psychiatry residency interviews.
- The 2018 Proposed Budget will be forwarded to the RCA next week. We don't anticipate the budget to be modified. Met with Marathon and Langlade Counties with no indications of changes.
- Next week M. Loy will be meeting with the new CEO of the Langlade Hospital and will hope to identify a community member for one of our Langlade County Board seats.
- The Master Facility Plan process is in progress. \$175,000 was approved by the Board. Six RFP's were received and three were interviewed. HGA was chosen and will be starting in October with a final plan anticipated in January.
- MVCC Committee meets this week. The committee is reviewing three options: to sell to a developer, to select another operator, or continue with NCHC and reinvest in the nursing home. Marathon County paid extra to do an additional analysis of the options which will be reviewed at the next meeting.

- M. Loy attended the Wisconsin Hospital Association Annual Conference this week. Was able to network with CEO's of systems and hospitals. Heard from several that those who recently sold their skilled nursing facility in the last 5-10 years are regretting it due to the changing landscape with post-acute care.
- RCA met and reviewed the Executive compensation levels. The RCA is recommending the salary grades for the executive compensation be reduced over the next three years. The end result will be all pay grades reduced by one level for everyone with the CEO and CFO pay levels reduced by two. After that it is recommended that midpoints be reduced an additional 5%. There was discussion on the role of the NCHC Board and understanding the relationship and authority of the RCA. R. Stowe indicated the RCA is currently wanting to retain as much authority as they can under the State Statutes; something the Counties had not done previously. According to B. Weaver Lincoln County wants to preserve the partnership with NCHC. C. Norrbom commented that NCHC is doing very well with programs and financials, one of the only entities providing mental health, AODA, and Crisis Services.

Policy Governance Next Steps

- Ken Day is scheduled to attend the next Board meeting to continue leading the discussion on Policy Governance.
- Suggestion made to postpone the Policy Governance discussion to focus on better understanding the roles of the Board and RCA. Board members have questioned the role of the Board but need to support the CEO and continue to provide input to move the organization forward.

CEO Recruitment Strategy and Timeline

- Michael stepped out of the meeting at 4:36 p.m. and Sue Matis joined the meeting to provide an update on the CEO recruitment process.
- Eight applicants are from outside the organization and one internal applicant. A number of applicants are in excess of the pay band plus earn 10-20% additional compensation and several are unqualified.
- S. Matis met with the three County Human Resource Directors and completed a selective comparison of positions. A formal salary review includes compensable factors and job descriptions. Review is very subjective. The majority of positions in Marathon County are at higher pay levels than at NCHC, Lincoln County as about 50/50. NCHC uses a tool 'Pay Scale' which is real time data and build in compensable factors.
- The candidates are in very different types of positions. Concern expressed as to the compensation levels and asked S. Matis to connect with the candidates via telephone to review the responsibilities of the position, their qualifications, and whether the newly established pay scale that has been identified by the RCA would impact their desire to continue or withdraw their application.
- An update will be provided at the Board meeting and the RCA at their next meetings Sept. 28.
- C. Norrbom left the meeting at 5:12 p.m.

Agenda for 9/28/17 Board Meeting

- No specific agenda items were noted.
- Recommended to omit the Finance Committee meeting prior to the Board meeting and include the financial updates at the Board meeting.

Motion/second, Stowe/Weaver, to adjourn the Executive Committee meeting at 5:17 p.m. Motion carried.