

OFFICIAL NOTICE AND AGENDA

of a meeting of the **Executive Committee of Langlade, Lincoln and Marathon Counties**
to be held at **North Central Health Care, 1100 Lake View Drive, Wausau, WI 54403,**
Juniper Room at 11:00 AM on Thursday, May 16, 2019

In addition to attendance in person at the location described above, Board members and the public are invited to attend by telephone conference. Persons wishing to attend the meeting by phone should contact Debbie Osowski at 715-848-4405, 24 hours prior to the start time of the meeting for further instructions. 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.

1. Call to Order
2. Public Comment for Matters Appearing on the Agenda
3. ACTION: Approval of 10/10/18 Executive Committee Minutes
4. CEO Report – M. Loy
5. Board Retreat Agenda
8. Future Agenda Items for Executive Committee or Board Consideration
9. Adjourn



Presiding Officer or Designee

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: 05/10/19 TIME: 3:00 p.m. BY: D. Osowski

NORTH CENTRAL COMMUNITY SERVICES PROGRAM BOARD EXECUTIVE COMMITTEE

October 10, 2018

10:30 AM

NCHC Wausau Board Room

Present: X Jeff Zriny X Steve Benson
X Corrie Norrbom X Bob Weaver

Others present: Lance Leonhard, Michael Loy

Chair Zriny called the meeting to order at 10:56 a.m.

Public Comment for Matters Appearing on the Agenda

- No public comment(s) made.

ACTION: Approval of 09/20/18 Executive Committee Meeting Minutes

- **Motion**/second, Weaver/Norrbom, to approve the 09/20/18 Executive Committee meeting minutes; motion passed.

CEO Report

- At a Master Facility Plan meeting today we will review 2-3 options of an initial design which has been modified from the original conceptual design. By the end of the month there should be a final campus concept. Throughout the process the Building Committee will receive input from Department Directors and Managers. Dr. Benson asked Mr. Loy to forward the architectural information to other committee members as he found it very informative. The Committee asked for a status update for the Board in November or December.
- Psychiatry recruitment continues. Of the three candidates interviewed on site in September, we are negotiating contracts with two individuals. Dr. Solay Unal, Child Psychiatrist, has already signed her offer letter, has extensive experience, wants to teach and be involved in the residency program, and will also be heavily involved in the development of the new 8-bed CBRF program. We anticipate she will join us in the spring of 2019. The other candidate is interested in Inpatient and Outpatient and would like the capacity for ECT in Outpatient. He would fill the Medical Director responsibilities which would allow Dr. Dibala to shift to her passion of working more with addictions and the MMT program. He would tentatively begin in early 2019. Dr. Benson expressed how phenomenal the hiring of psychiatrists is to this organization and community. Mr. Leonhard commented these additional services and psychiatrists is a great way to interface with Social Services of the Tri-County area.
 - Mr. Loy will be talking with a physician regarding a shared position with the Medical College of Wisconsin for administrative duties of NCHC as well as program responsibilities for the Residency Program. The entire psychiatry residency program and having a Dean of the Medical College of Wisconsin in Wausau are two major reasons there has been success in the current recruitment of psychiatrists.
 - By the first quarter of 2019 we should be able to eliminate the contract with locum-related physicians as we will have 8 full-time equivalent positions in Psychiatry. We are experiencing some growing pains in the support of the physicians and making sure we have the right clinic support structure.

- This week a Clinical Leadership Team Kick-Off day was held. The belief is that not one person can provide leadership but must partner with a strong clinical leadership team. Two teams were created, Inpatient Behavioral Health and Outpatient/Community Treatment. They are working on a 3-5 year plan for leadership and clinical improvement.
- We were one of three organizations who applied for an In-home Crisis Grant with the State but we were not selected. We learned that Waushara County was awarded the grant.
- The possible partnership with Adult Protective Services and ADRC continues to progress. We have met with the ADRC Management Team who would like to complete a study before moving forward. A concern they expressed is to have necessary protective placement locations identified first. Additional updates will be provided as more information becomes available.
- We are waiting to hear from Marathon County Special Education regarding Birth to Three and hope to have an update by the next Board meeting.
- The additional collaboration with the counseling center we were working with will not be occurring. We will continue to work together as before.
- We have been approached by Lincoln County about community living program strategies which we are exploring.
- We have engaged in discussions with Langlade County on a potential sober living facility. Langlade County Board Supervisor, John Breske is very supportive. RCA will be reviewing and look to determine if there is an opportunity for a tri-county approach.
- Nursing home collaboration with Lincoln and Portage Counties to work together to improve quality, efficiency, and improve financial performance continues. It was suggested to invite Jan and Neil Gulsvig to present on incorporating a wellness piece and improving quality of living for senior citizen population.
- We are in conversation with the Health Department on taking over the oversight for the Recovery Coaching Program. Training was funded for the program, however the program would be a better fit for NCHC where we can provide more structure and screening with possible funding through Medicaid reimbursement. Education on this program for the Board will be slated for November.
- CNA staffing in the nursing home fluctuates every 12-18 months. In this case turnover isn't increasing but rather the pool of applicants is dire. We are currently experiencing a high number of vacancies. The trend we are seeing for those CNA's who are leaving, even those with 8-10 years of tenure, is they are leaving the health care field all together. Patients are more demanding with multiple diagnosis, late stage dementia, and complex care. We are doing all we can to create a pipeline by working with schools across the state. We have a clear plan on what we are doing and feel we are ahead of others in the area. We collect and analyze the information from each exit interview. It was suggested that as a learning organization, we should consider investing in researching the number of patients staff should/can handle with these diseases particularly. With the speed at which change is occurring in the organization, we need to know there is enough support to manage the changes.
- At 11:53 a.m. Dr. Norrbom left the meeting.

2019 Board Meeting Calendar

- A draft 2019 Board meeting calendar was distributed. Attendance at Board meetings over the last year identified no more than three absences per meeting. Absences for the September meeting were unusually high plus there is a vacancy on the Board. Felt it was a good time to review and adjust the dates and times of the Board meetings if necessary. The result of the Poll from Board Members currently indicates the 12:00 meeting time is preferable. Therefore, we will continue the same meeting schedule (Noon on the last Thursday of the month) in 2019.

2019 Nominating Slate of Officers

- Officer positions are nominated for one year terms. The Executive Committee serves as the Nominating Committee and discusses candidates for these positions and then presents them to the Board at the November meeting. Nominations are also called for from the floor with a written/signed ballot that determines the officers.
- Board Members whose terms expire at the end of 2018 are Randy Balk, Ben Bliven, Dr. Corrie Norrbom, Theresa Wetzsteon, and Jeff Zriny. Mr. Loy has contacted each of them and heard back from all, except Mr. Bliven who is currently out of the office. All have indicated they wish to remain on the Board. The vacant position may be filled by the Medical Staff President.
- **Motion**/second, Benson/Weaver, to present the following slate of officers to the Board for consideration and approval. Motion carried.
 - Chair: Jeff Zriny
 - Vice-Chair: Dr. Steve Benson
 - Secretary/Treasurer – Bob Weaver
 - Past Chair Vacancy – Dr. Corrie Norrbom

MOTION TO GO INTO CLOSED SESSION:

- **Motion** by Weaver to go into closed session pursuant to §19.85(1)(c) Wis. Stats. for the purpose of considering employment, promotion, compensation or performance evaluation of any public employee over which the governmental body has jurisdiction or exercises responsibility. Second by Benson. Roll call indicated all ayes. Motion carried. L. Leonhard left the meeting.
- **Motion**/second, Benson/Weaver, to adjourn the Closed Session at 12:20 p.m. Motion carried. Nothing to report from the Closed Session.

Discussion and Future Agenda Items for Executive Committee or Board Consideration

- Nothing discussed.

Adjourn

- **Motion**/second, Weaver/Benson, to adjourn the meeting at 12:30 p.m. Motion carried.

Minutes prepared by Debbie Osowski, Executive Assistant