

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

November 13, 2019

12:00 PM

NCHC – Wausau Board Room

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

Others present: Michael Loy, Jarret Nickel

Call to Order

- Meeting was called to order at 12:08 p.m.

Public Comment for Matters Appearing on the Agenda

- No public comment(s) made.

ACTION: Approval of 10/10/19 Executive Committee Meeting Minutes

- **Motion**/second, Weaver/Benson, to approve the 10/10/19 Executive Committee meeting minutes; motion passed.

CEO Report

- Renovation Update: Exterior walls are going up. All walls and central utility should be in place in early December. Continue to anticipate grand opening of aquatic pool in March/April 2020. Youth Hospital and Crisis CBRF are also well under way with anticipated opening in June 2020. Nursing Home Tower bids are due tomorrow, Nov. 14.
- Recruitment for Chief Nursing Officer continues. Currently working on a short term contract with a candidate who we feel has great leadership skills and experience to help develop the role.
- Dr. Rob Gouthro, Chief Medical Officer, came on board last week and is getting familiar with the organization and roles he is filling.
- Retained County Authority Committee (RCA) is working on updating the Tri-County Agreement; they have asked M. Loy to recommend changes around the Board, parameters to pursue business opportunities, etc. Goal is to provide a draft for review in November and finalize the revised agreement by February 2020.
- RCA would like to hire an attorney as a Marathon County employee but house the position at NCHC. Waiting for Marathon County Corporation Counsel to render an opinion which will then be brought before the Board for consideration. There will be separate Lease and Maintenance Agreements.
- North Central Health Foundation approved the hiring of an Executive Director to coordinate resource gathering and identify resources both in the community and outside of the community. An agreement for this shared position between NCHC and the Foundation will be brought before the Board in December for consideration.
- HSRI will be in the community this week meeting with area hospital representatives, law enforcement, RCA, etc. gathering additional information for the mental health system study.

- Sober Living facility in Langlade County is progressing. Anticipate opening the facility in the second quarter of 2020.
- Recruitment for the Chief Financial Officer (CFO) has begun. We are working with PeopleFirst on recruitment with a goal to have initial interviews in January with a selection by February and to have 1-2 month overlap with B. Glodowski before her last date of April 30, 2020.
- October financials continue to struggle with a loss YTD of approximately \$3 million. Adjustments have been made to the 2020 budget however we continue to work to reduce expense:
 - We need to build clinical capacity and ensure renovations support these changes.
 - The committee also felt having additional information on number of diversion and average length of stay would be helpful as well as what population we're addressing and why diversions were necessary. A decrease in jail population in January and February correlates perfectly with the increase we experienced. We continue to investigate and have a better understanding of the changes that are occurring including a high utilizer population.
 - The Board will be updated regularly on diversions, treatment needs in community (not necessarily NCHC provided)
 - We are contracting with Marathon County for Dr. Immler to meet with Social Services to review/consult about complex cases.
 - Some of the expense is due to onboarding and recruitment costs of several providers as well as the cost of locums to fill coverage needs. One significant factor that impacted two physicians in their decision was the inadequacy of the current medical record. Demos are being conducted this month with vendors to replace the medical record system in 2020.

Administration of the Performance Based Pay System for 2020

- An unwritten policy has existed that if the organization ended the year with a negative bottom line, the performance based pay system is not implemented for the next year.
- A 2% increase has been included in the 2020 budget, however, considering the current need to fill vacancies, administration believes it would be extremely detrimental to enforce the policy and asks the Executive Committee to remove the stipulation of a performance based pay system based on a positive bottom line from the previous year, and approve pay increases as identified in the budget and based on a performance based pay system.
- **Motion**/second, Weaver/Benson, to administer the performance based pay system as recommended. It was also noted that the organization should consider a discussion on variable pay programs in the future. Motion carried.

Board Development – Competency Gaps Analysis and Recruitment Goals

- M. Loy and J. Zriny will review the competency gaps analysis and provide a 3-5 year recruitment plan for Board members based on the gaps analysis and identify potential candidates of Board members. Other possibilities would be to include the Medical Staff on the Board as well as the three highest administrative officials from the three counties.
- Will plan to identify board education topics at the January Board meeting to fill competency needs.

Consideration of a Motion to Adjourn into Closed Session

- Weaver moved for consideration of a motion to adjourn into closed session pursuant to §19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved, to wit: Potential Administrative Proceedings Regarding the Medically Monitored Treatment Program. Benson seconded. Roll call taken; all ayes. Motion carried. Meeting convened in Closed Session at 1:05 p.m.

Reconvene to Open Session and Report Out and Possible Action on Closed Session Item(s)

- **Motion**/second, Weaver/Benson, to move into Open session at 1:34 p.m. Roll call. All ayes. Motion carried.
- **Motion**/second, Weaver/Benson, to pursue Option 1 discussed in closed session. Motion carried.

Adjourn

- **Motion**/second, Weaver/Benson, to adjourn the meeting at 1:35 p.m. Motion carried.

Minutes prepared by Debbie Osowski, Executive Assistant to CEO