



OFFICIAL NOTICE AND AMENDED AGENDA

Notice is hereby given that the **Executive Committee of the North Central Community Services Program Board** will hold a meeting at the following date, time and location shown below.

Thursday, July 16, 2020 at 3:00 PM
North Central Health Care - Wausau Board Room
1100 Lake View Drive, Wausau, WI 54403

The meeting site identified above will be open to the public. However, due to the COVID-19 pandemic and associated public health directives, North Central Health Care encourages Committee members and the public to attend this meeting remotely. To this end, instead of attendance in person, Committee members and the public may attend this meeting by telephone conference. If Committee members or members of the public cannot attend remotely, North Central Health Care requests that appropriate safety measures, including adequate social distancing, be utilized by all in-person attendees.

Persons wishing to attend the meeting by phone may call into the telephone conference beginning five (5) minutes prior to the start time indicated above using the following number:

Phone Number: 1-408-418-9388 **Access Code:** 146 806 7624 **Meeting Password:** 1234

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.

AGENDA

1. CALL TO ORDER
2. PUBLIC COMMENT FOR MATTERS APPEARING ON THE AGENDA
(Limited to 15 Minutes)
3. ACTION: APPROVAL OF JUNE 18, 2020 EXECUTIVE COMMITTEE MINUTES
4. OVERVIEW OF DRAFT JULY 30, 2020 NCCSP BOARD AGENDA (5 Minutes)
5. REVIEW DASHBOARD AND WORKPLAN (5 Minutes)
6. CEO REPORT (10 Minutes)
7. ACTION: MOTION TO APPROVE 2021 PERFORMANCE EXPECTATIONS AND OUTCOMES FOR COMMUNITY PROGRAMS (20 Minutes)
8. DISCUSSION ON VARIABLE PAY PROGRAM PROPOSAL (10 Minutes)
9. PREPARATION FOR ANNUAL CEO SUCCESSION PLAN EXERCISE (15 Minutes)

10. FUTURE AGENDA ITEMS FOR EXECUTIVE COMMITTEE OR BOARD
CONSIDERATION

11. ADJOURN

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



Presiding Officer or Designee

DATE: 07/13/2020 TIME: 1:00 PM BY: D. Osowski

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

June 18, 2020 3:00 PM NCHC – Wausau Board Room

Present: X Jeff Zriny EXC Jason Hake
 X Lance Leonhard X Robin Stowe

Others Present: Michael Loy, Jarret Nickel, Romey Wagner

Call to Order

- Meeting was called to order at 3:02 p.m.

Public Comment for Matters Appearing on the Agenda

- No public comment(s) made.

ACTION: Approval of 5/21/2020 Executive Committee Meeting Minutes

- **Motion**/second, Leonhard/Stowe, to approve the 5/21/2020 Executive Committee meeting minutes. Motion carried.

Overview of Draft June 25, 2020 NCCSP Board Agenda

- NCCSP Board Agenda for June 25, 2020 was reviewed.

Review CEO and Board Work Plan

- Facility Use Agreement is close to being finalized.
- HSRI Study is pending until they can be on site; data analysis has been ongoing in the interim.
- CEO appraisal has been put on hold as with all other staff performance appraisals and compensation process.
- CEO Succession Plan has also been on hold. M. Loy and J. Zriny requested to develop a draft process for the Committee to review at future meetings prior to engaging the full Board in the exercise scheduled for October.

CEO Report

- Physician recruitment continues. Several offers have been extended but declined mostly because of location. Working with Medical College of Wisconsin for the two Physicians we hired for July 1, 2021, to complete their last half of their final residency year here at NCHC next spring prior to beginning employment here. Interviewed an excellent candidate for Child Psychiatrist who will be graduating next year. Have converted Locum contracts to employed status.
- We are set to welcome the 4th class of psychiatry residents in the Residency Program; as of July 2020, 12 residents will be in the program which is up to full scale.

- Renovations Update:
 - New therapy pool opened June 1 for therapy appointments only. Miron is completing final site verification. Grand Opening will be July 16.
 - Second floor of the nursing home tower was poured; 3-D room mockup from a resident perspective was viewed this week by the nursing home team, Miron and the architect. All four floors should be poured and physical framing complete this fall (October).
 - Storm retention pond and parking lot in front slated for completion in September.
 - Youth Behavioral Health Hospital, 8 beds, completion on schedule for August.
 - Adult Crisis CBRF, 16 beds, slated for completion in September.
 - Inpatient Adult Crisis/MMT design phase is underway.
 - Mount View Care Center renovation plans will be assessed as project continues.
 - Timeline for completion in 2022 is on target and project is currently within budget.
- Financials year to date show \$600,000 to the positive; mostly due to the Cares Act money received. Impacted the most from the COVID pandemic is the low census in the hospital and nursing home. Post-Acute census has also been impacted due to lower than average hospital discharges occurring reducing the need for short term rehab plus the 14-day precautions for all new admissions.
- Legal counsel interviews occurred with goal to have the individual on board in August.
- Two executive team positions have been vacant, Human Services Operations and Chief Nursing Officer (CNO). With a realignment of the executive team structure, recruitment for the CNO will begin and the Human Services Operations Executive role will be eliminated.
- Sober Living facility in Langlade County has been purchased; however, the remodeling bids far exceeded the budget. We continue to discuss options with the Langlade County Board, however, a solution to move the project forward is meeting challenges, therefore, bids received will be cancelled. Funds donated for the project are currently being held by the North Central Health Foundation. Loy will ask the Foundation to continue to hold these designated funds as discussions continue.

Motion to Approve 2021 Performance Expectations and Outcomes for Community Programs

- 2020 Performance Expectations and Outcomes were discussed. No changes or revisions noted at this time.

Review and Possible Action on the Status of the Temporary Program Modifications and/or Suspensions

- When programs are added, modified, suspended, or discontinued there would typically be a process through the Committee and Board first. However, due to the emergency situation with the Covid pandemic, the decisions were made to the following programs:
 - Medically Monitored Treatment (MMT) was suspended as we were anticipating and preparing for the need for a unit to segregate COVID positive residents. The COVID unit can be operational within 24 hours should the need arise. MMT staff have been redeployed to provide services in other areas. The State temporarily added 12 more temporary licensed hospital beds, up to 32, to accommodate more individuals for Inpatient Psychiatric care during this time if needed.

- Intensive outpatient programs and group programs were suspended and remain closed at this time. Our facilities do not allow for sufficient social distancing for these groups.
- Determination was made not to transfer individuals back from state institutes during this time.
- **Motion**/second, Leonhard/Stowe, to approve the temporary suspension of the programs noted above. Counties are aware and support these decisions. Motion carried.

Motion to Move Into Closed Session

- **Motion**, Leonhard, Pursuant to Section 19.85(1) (c) and (f) Wis. Stats. for the purpose of considering employment and performance evaluation of any public employee over which the governmental body exercises responsibility, and preliminary consideration of specific personnel problems, which if discussed in public, would likely have a substantial adverse effect upon the reputation of any person referred to in such problems, including specific review of performance of employees and providers of service and review of procedures for providing services by Agency, to wit: *Report of Investigations related to Significant Events*
- Second, Stowe. Roll call vote: All ayes (3). Motion carried.
- Meeting convened in Closed Session at 4:08 p.m.

Future Agenda Items

- None noted.

Adjourn

- **Motion**/second, Leonhard/Stowe, to adjourn the meeting at 4:39 p.m. Motion carried.

Minutes prepared by Debbie Osowski, Executive Assistant to CEO