



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

September 17, 2020 3:00 PM NCHC – Wausau Board Room

Present:	X	Jeff Zriny	X	Jason Hake
	X	Lance Leonhard	X	Robin Stowe
	X	Eric Anderson (via WebEx)		

Others Present: Michael Loy, Jarret Nickel, Jill Meschke, Dejan Adzic

Welcome Dejan Adzic. Mr. Adzic is an attorney hired through Marathon County Corporation Counsel and assigned to provide legal support specifically for North Central Health Care.

Call to Order

- Meeting was called to order at 3:03 p.m.

Public Comment for Matters Appearing on the Agenda

- No public comment(s) made.

ACTION: Approval of August 20, 2020 Executive Committee Meeting Minutes

- **Motion**/second, Stowe/Leonhard, Executive Committee meeting minutes. Motion carried.

Overview of Draft September 24, 2020 NCCSP Board Agenda

- The draft NCCSP Board Agenda for September 24, 2020 was reviewed.

Overview of 2021 Executive Budget – J. Meschke

- An overview of the 2021 Proposed Executive Budget was provided. General direction to program leaders was to budget as if it will be a normal year. A few changes were highlighted i.e. a reduction in census for both nursing homes, a reduction in FTE's which will occur through attrition, an assumption that Adult Protective Services will transfer to ADRC as of 1/1/21, and a reduction in contracted services.
- A comparison of 2020 expenses budget to actuals was requested i.e. high level review with assumptions based on the ever changing Covid pandemic.
- Also discussed was the value of services NCHC provides for the three counties and that tax levy for each county has been steadily decreasing.
- NCHC is growing and continuously working to secure additional funding resources in an effort to lower the tax burden on the counties.
- One of the biggest concerns is the wage gap, inability to recruit and retain talent. There is no funding for wages included in the proposed 2021 budget, however, if we hit targets we feel we can address this during in the year.

Review Dashboard and Work Plan

- RN marketplace in the community is very competitive.
- We have a dip in Patient Experience; nursing home residents and families are unhappy with the restrictions due to COVID.
- A new No Show Policy was implemented in July; slight improvement has been noted.
- Covid pandemic began in March and merit increases were postponed; we feel it has directly impacted our retention rates which the Board should be aware of.

CEO Report

- Sober Living project was recently approved to proceed again in Langlade County.
- NCHC is partnering with Marathon County and Wausau Police Department (WPD) in a Homeless Coalition. The goal is to bolster permanent supportive housing and treatment in efforts to engage individuals into housing and off of streets. A pilot program is to least 2 homes for 1 year which would be basically free to live in as long as engaging in treatment and nothing illegal. We are working with local Foundations for funding.
- Crisis Stabilization and CBRF: The Hillcrest property will not work for this project. Crisis stabilization will not relocate until area is ready for demolition.
- Bonding for \$18 million for the renovation project was secured this week at 1.64%.
- Youth Hospital – slated to open on 20th. Will be scheduling VIP tours in October.
- Portage County has completed their study and would like to continue discussions on working together including a potential regional model, etc.
- Covid Update includes 2 employees at Pine Crest testing positive and 1 employee in Crisis. No outbreak related concerns. Outbreak is behind us at Mount View Care Center.
- A revised organizational chart was provided for review. The Executive Management Team is smaller (from 8 FTE's to 6); has a good mix of administrative and clinical roles.

2021 Performance Expectations and Outcomes

- Will be populated on the overall dashboard for review next month; finalize by December.

Discussion on Variable Pay Program

- Proposal shared to provide senior management with a variable pay component of their compensation. Committee was asked to review and provide feedback to M. Loy.

Preparation for Annual CEO Succession Plan Exercise

- Will delay discussion to next month.

Update on the Transfer of Adult Protective Services

- Continue to discuss with target transfer date of January 1, 2021.

Future Agenda Items for Executive Committee or Board Consideration

- Move October meeting from the 15th to the 13th at Noon.

Adjourn

- **Motion**/second, Stowe/Hake, to adjourn the meeting at 4:17 p.m. Motion carried.