

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 as noted below:

Wednesday, September 20, 2023 at 1:00 PM – Virtual Only

~~North Central Health Care – Wausau Board Room
1100 Lake View Drive, Wausau WI 54403~~

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:

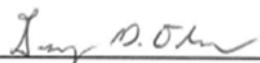
Meeting number: 1-408-418-9388 **Access Code:** 2486 447 9482 **Password:** 1234

AMENDED AGENDA

1. Call to Order
2. Public Comments (15 Minutes)
3. Approval of August 31, 2023 Executive Committee Meeting Minutes
4. Educational Presentations and Committee Discussion
 - a. Executive Director Update – G. Olsen
 - b. Financial Update – J. Hake
5. Discussion and Possible Action
 - a. ACTION: Sick Leave Benefits for Employees of Pine Crest Nursing Home and Lincoln Industries Policy
 - b. ACTION: Motion to Approve the Recommendations of the Medical Staff for Initial Appointment for: David McMahon, D.O.; Reappointments for: Bennett Harris, D.O. and Susan Tran, M.D.; and Privilege Amendment for: Susan Brust, APNP and Heidi Heise, APNP
7. Next Meeting: Wednesday, October 18, 1:00 p.m. in the North Central Health Care Wausau Board Room
8. Adjournment

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.

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: 09/19/2023 TIME: 11:00 AM BY: D. Osowski

NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

August 31, 2023

1:00 p.m.

NCHC Wausau Board Room

Present: X Kurt Gibbs X Renee Krueger
X Lance Leonhard X Robin Stowe

Staff: Gary Olsen, Jason Hake, Jennifer Peaslee

Others: Dejan Adzic, Marathon County Deputy Corporation Counsel

Call to Order

- Meeting was called to order by Chair Gibbs at 1:03 p.m.

Public Comments

- There were no public comments.

Approval of Executive Committee Meeting Minutes

- **Motion**/second, Stowe/Krueger, to approve the July 27, 2023 Executive Committee meeting minutes. Motion carried.

Executive Director Update – G. Olsen

- G. Olsen provided an overview of his report and noted that the State provided an update recently and is nearing completion of the review of our MMT policies. They will then identify a date for the on-site visit.
- In anticipation of the potential sale of Pine Crest, recruitment of staff for Pine Crest continues to be difficult and employees have expressed concern about receiving their accrued sick leave in the event of the sale. A policy is being written on how the sick leave will be paid to the employees if Pine Crest sells and we anticipate it being brought to the Executive Committee for review next month.
- Dr. Billings has notified us that he is not interested in continuing as Interim Medical Director therefore, we are looking at other options to fill this role.

Financial Update – J. Hake

- J. Hake provided an overview of the July financial statements and the financial position of the organization through July. Concern was again expressed about the challenges in recruitment of staff during this time knowing the intent is to sell Pine Crest. Without applicants and the ability to hire staff the need for the use of contracted staff continues.

Discussion Regarding Responsibilities of the NCCSP Board – G. Olsen

- G. Olsen reviewed the responsibilities of the NCCSP Board as identified in the 2022 Amended and Restated Intergovernmental Agreement (Tri-County Agreement). A change of when the Board will review the budget will be moved to September, and a Board meeting added in January.

2024 Budget Presentation and Adoption – G. Olsen/J. Hake

- J. Hake distributed the proposed 2024 budget document and provided a review. Compliments and much appreciation was expressed to our Communications and Marketing Department for the excellent budget document again this year. K. Gibbs, on behalf of the Board, recognized and thanked the staff for their hard work and efforts preparing and presenting the 2024 proposed budget in light of the many anticipated challenges.
- **Motion**/second, Leonhard/Krueger, to adopt the proposed 2024 budget. Motion carried.

Next Meeting

- Wednesday, September 20, 2023 at 1:00 p.m. in the North Central Health Care Wausau Board Room.

Adjourn

- **Motion**/second, Krueger/Stowe, to adjourn at 2:27 p.m. Motion carried.

Minutes prepared by Debbie Osowski, Senior Executive Assistant



North Central Health Care

Person centered. Outcome focused.

To: Executive Committee
From: Gary D. Olsen, MPA, Executive Director
Date: September 14, 2023
RE: Executive Director's Report and Information for the September 20, 2023, Executive Committee Meeting

EXECUTIVE DIRECTOR'S REPORT:

Construction Update:

The remaining office moves are scheduled for October 18th through the 20th. At that time, Outpatient and the remainder of Community Treatment will move into their new office space. Substantial completion is scheduled for these areas and Mount View 2 North on September 27th.

Lakeside Medically Monitored Treatment (MMT) and Adult Crisis Stabilization (ACSF):

The State has finally scheduled a site visit for MMT. They will be here on September 26th. We are hoping the licensing will happen shortly after that and we will be able to open the unit.

Bissell Street CBRF Update:

We are working with the MCO's and guardians to find placement for the clients who reside at the Bissell Street CBRF. There are two remaining clients in the home. We are diligently working with the guardians and MCO's to find placement for these individuals.

Medical Director Update:

I am pleased to announce Dr. Waqas Yasin as our Interim Medical Director for Behavioral Health Services, effective September 16, 2023. Dr. Yasin will provide oversight to the Adult and Youth Behavioral Health Hospitals, Lakeside Recovery, and Intensive Outpatient programming through NCHC Outpatient Services. Dr. Yasin is a highly regarded psychiatrist, earning respect from our partner organizations and our staff alike. He is a natural-born teacher who is gifted in explaining mental health and psychiatric complexities to individuals and teams and is a fierce advocate for his patient's care. Dr. Yasin is unwavering in his dedication to upholding the utmost standards of patient care and delivering the highest levels of service excellence at North Central Health Care. We are extremely happy that he has accepted this leadership position and look forward to his collaboration with our Acute Care Services Director and Senior Leadership Team.

On behalf of our Senior Leadership Team, I also would like to thank Dr. Billings for his dedication throughout his interim role during the past 6 months.

www.norcen.org

Wausau Campus
1100 Lake View Drive
Wausau, Wisconsin 54403
715.848.4600

Antigo Center
1225 Langlade Road
Antigo, Wisconsin 54409
715.627.6694

Merrill Center
607 N. Sales Street, Ste. 309
Merrill, Wisconsin 54452
715.536.9482

Mount View Care Center
2400 Marshall Street
Wausau, Wisconsin 54403
715.848.4300

Pine Crest Nursing Home
2100 E. 6th Street
Merrill, WI 54452
715.536.0355

Director of Human Resources Position Update:

We are currently in the process of filling the vacant Director of Human Resources position. We are setting up interviews that will take place in the next couple of weeks.

Update Regarding Salary Increase Information:

- None to report at this time.

INFORMATION FOR THE MEETING:

Financial Update:

Managing Director of Finance/Administration, Jason Hake, will provide a financial report for the Committee.

Sick Leave Benefits for Employees of Pine Crest Nursing Home and Lincoln Industries Policy:

A copy of the Sick Leave Benefits for Employees of Pine Crest Nursing Home and Lincoln Industries Policy was included in the packet with the proposed changes. During my visits to the staff at Pine Crest, the sick leave benefits and how they will be treated are their biggest concerns at this time. These benefits were transferred from Lincoln County to NCHC when NCHC took over the operations of Pine Crest and Lincoln Industries. The proposed changes will help protect these benefits for the employees and help with retention through a sale of the nursing home.



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To: Executive Committee & North Central Community Services Program Board
From: Jason Hake, MBA, Managing Director of Finance and Administration
Date: September 21, 2023
RE: August Financial Statements

Through August our net income from service programs was \$404,455. This is an increase of \$348,614 from the prior month.

Behavioral Health Services

Net loss of \$1,250,422 which was favorable to budget by \$1,013,408. Adult Behavioral Hospital and the Youth Behavioral Hospital were the main drivers.

Adult Behavioral Health Hospital

YTD net loss of \$746,351 which was favorable to budget by \$217,504. Out of county placements were unfavorable for the month \$216,999 and unfavorable \$583,405 YTD. A one-time reallocation of drug expenses was made from Pharmacy to the hospital in the amount of \$140,390. YTD average daily census is 6.40 compared to budget of 7.

Youth Behavioral Health Hospital

YTD net loss of \$486,639 which was favorable to budget by \$665,278. Revenue is the main driver and favorable by \$589,040 due to an increase in our Medicaid rates. Out of county placements were favorable for the month and unfavorable \$40,477 YTD. YTD average daily census was 3.28 compared to a budget of 4.

Community Services

Net income of \$535,154 which was favorable to budget by \$1,532,719. Revenue was the main driver and favorable \$2,119,997.

Community Living

Net loss of \$256,814 which was unfavorable to budget by \$261,465. Expenses were unfavorable \$185,166 driven by high overtime, call time and contracted staffing.

Nursing Homes

Net income of \$1,413,241 which was unfavorable to budget by \$1,802,980. Mount View Care Center and Pine Crest received an increase in their supplemental payment of \$307,900 and 206,000, respectively.

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Mount View Care Center

YTD net income of \$1,455,262 which was unfavorable to budget by \$1,008,490. This was driven by the loss in supplemental and CPE funding, along with census. YTD average daily census was 114.4 compared to budget of 128.

Pine Crest

Net loss of \$42,021 which was unfavorable to budget by \$794,490. This was driven by the loss in supplemental and CPE funding, along with census. YTD average daily census was 83.0 compared to budget of 89.

Pharmacy

Net loss of \$68,355 which was unfavorable \$34,515.

Self-Funded Health Insurance

Net income of \$674,243. Health insurance claims are down from prior year helping drive the favorable variance.

Cash on Hand/Days Invested Cash

Cash on hand was 62 days, down from 63 days in July. Days invested cash is at 0. This has significantly decreased over the last several years and an area we need to improve to reach our target of 90 days.

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North Central Health Care
Programs by Service Line
For the Period Ending August 31, 2023

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
BEHAVIORAL HEALTH SERVICES								
Adult Behavioral Health Hospital	4,291,159	3,430,124	861,035	5,037,510	4,393,979	(643,531)	(746,351)	217,504
Adult Crisis Stabilization Facility	1,075,841	1,164,820	(88,979)	854,984	1,079,769	224,785	220,856	135,806
Lakeside Recovery MMT	69,434	793,872	(724,438)	250,884	678,912	428,028	(181,450)	(296,410)
Youth Behavioral Health Hospital	1,549,017	959,977	589,040	2,035,656	2,111,895	76,238	(486,639)	665,278
Youth Crisis Stabilization Facility	630,191	766,660	(136,468)	534,174	715,803	181,629	96,018	45,161
Crisis Services	1,576,077	1,637,654	(61,578)	1,764,268	1,934,826	170,558	(188,192)	108,980
Psychiatry Residency	702,115	588,187	113,928	666,779	689,939	23,161	35,336	137,089
	<u>9,893,834</u>	<u>9,341,294</u>	<u>552,540</u>	<u>11,144,256</u>	<u>11,605,124</u>	<u>460,868</u>	<u>(1,250,422)</u>	<u>1,013,408</u>
COMMUNITY SERVICES								
Outpatient Services (Marathon)	3,276,583	2,959,894	316,690	3,402,955	3,876,288	473,333	(126,371)	790,023
Outpatient Services (Lincoln)	767,558	638,492	129,066	520,216	525,435	5,220	247,343	134,286
Outpatient Services (Langlade)	596,998	527,071	69,927	439,886	537,146	97,260	157,112	167,187
Community Treatment Adult (Marathon)	3,455,574	3,186,148	269,426	3,452,617	3,509,820	57,203	2,957	326,629
Community Treatment Adult (Lincoln)	549,221	537,882	11,338	534,504	593,841	59,337	14,716	70,675
Community Treatment Adult (Langlade)	184,045	218,061	(34,015)	376,664	408,986	32,322	(192,619)	(1,694)
Community Treatment Youth (Marathon)	4,048,107	3,128,424	919,683	3,815,834	2,988,815	(827,019)	232,272	92,663
Community Treatment Youth (Lincoln)	1,155,622	1,111,782	43,840	1,121,194	1,039,518	(81,676)	34,427	(37,836)
Community Treatment Youth (Langlade)	805,999	950,487	(144,487)	815,675	775,955	(39,720)	(9,675)	(184,207)
Jail Meals (Marathon)	538,530	-	538,530	363,537	-	(363,537)	174,993	174,993
	<u>15,378,237</u>	<u>13,258,240</u>	<u>2,119,997</u>	<u>14,843,083</u>	<u>14,255,805</u>	<u>(587,278)</u>	<u>535,154</u>	<u>1,532,719</u>
COMMUNITY LIVING								
Adult Day Services (Marathon)	543,283	710,606	(167,324)	545,933	720,527	174,594	(2,650)	7,270
Day Services (Langlade)	231,626	259,340	(27,713)	205,348	185,015	(20,333)	26,278	(48,047)
Supportive Employment Program	182,657	107,759	74,898	194,352	170,846	(23,505)	(11,695)	51,392
Andrea St Group Home	415,154	-	415,154	425,313	-	(425,313)	(10,159)	(10,159)
Chadwick Group Home	463,552	355,364	108,188	518,976	377,326	(141,650)	(55,424)	(33,462)
Bissell Street Group Home	170,600	-	170,600	322,211	-	(322,211)	(151,611)	(151,611)
Heather Street Group Home	235,719	310,764	(75,045)	150,951	366,318	215,366	84,767	140,321
Marshall Street Residential	-	722,256	(722,256)	-	727,588	727,588	-	5,332
Jelinek Apartments	640,675	557,528	83,148	611,648	478,748	(132,899)	29,028	(49,752)
River View Apartments	374,824	472,226	(97,403)	486,353	441,823	(44,530)	(111,530)	(141,933)
Riverview Terrace	166,198	-	166,198	168,706	-	(168,706)	(2,508)	(2,508)
Hope House (Sober Living Marathon)	17,532	13,582	3,950	53,066	36,004	(17,062)	(35,534)	(13,112)
Sober Living (Langlade)	31,586	40,279	(8,693)	47,362	40,858	(6,504)	(15,776)	(15,197)
	<u>3,473,406</u>	<u>3,549,705</u>	<u>(76,299)</u>	<u>3,730,220</u>	<u>3,545,054</u>	<u>(185,166)</u>	<u>(256,814)</u>	<u>(261,465)</u>
NURSING HOMES								
Mount View Care Center	14,062,351	15,922,516	(1,860,165)	12,607,089	13,458,764	851,676	1,455,262	(1,008,490)
Pine Crest Nursing Home	8,449,347	9,012,542	(563,195)	8,491,368	8,260,073	(231,295)	(42,021)	(794,490)
	<u>22,511,698</u>	<u>24,935,058</u>	<u>(2,423,360)</u>	<u>21,098,456</u>	<u>21,718,837</u>	<u>620,380</u>	<u>1,413,241</u>	<u>(1,802,980)</u>
Pharmacy	5,345,999	5,290,515	55,484	5,414,354	5,324,355	(89,999)	(68,355)	(34,515)
OTHER PROGRAMS								
Aquatic Services	744,550	831,572	(87,022)	709,096	748,851	39,755	35,454	(47,267)
Birth To Three	269,730	-	269,730	269,730	-	(269,730)	-	-
Adult Protective Services	516,085	577,522	(61,436)	500,625	556,964	56,339	15,460	(5,097)
Demand Transportation	292,403	299,032	(6,630)	311,667	327,947	16,281	(19,264)	9,651
	<u>1,822,768</u>	<u>1,708,126</u>	<u>114,642</u>	<u>1,791,118</u>	<u>1,633,762</u>	<u>(157,356)</u>	<u>31,650</u>	<u>(42,714)</u>
Total NCHC Service Programs	<u>58,425,942</u>	<u>58,082,937</u>	<u>343,005</u>	<u>58,021,488</u>	<u>58,082,938</u>	<u>61,450</u>	<u>404,454</u>	<u>404,455</u>
SELF-FUNDED INSURANCE TRUST FUNDS								
Health Insurance Trust Fund	5,802,741	-	5,802,741	5,178,632	-	(5,178,632)	624,109	624,109
Dental Insurance Trust Fund	333,099	-	333,099	282,965	-	(282,965)	50,134	50,134
Total NCHC Self-Funded Insurance Trusts	<u>6,135,840</u>	<u>-</u>	<u>6,135,840</u>	<u>5,461,597</u>	<u>-</u>	<u>(5,461,597)</u>	<u>674,243</u>	<u>674,243</u>

North Central Health Care
Fund Balance Review
For the Period Ending August 31, 2023

	<u>Marathon</u>	<u>Langlade</u>	<u>Lincoln</u>	<u>Total</u>
YTD Appropriation (Tax Levy) Revenue	3,187,470	153,457	693,902	4,034,829
Total Revenue at Period End	41,635,093	3,405,719	13,385,130	58,425,941
County Percent of Total Net Position	71.3%	5.8%	22.9%	
Total Operating Expenses, Year-to-Date *	41,023,515	3,693,733	13,304,241	58,021,488
<i>* Excluding Depreciation Expenses to be allocated at the end of the year</i>				
Share of Operating Cash	10,571,292	864,724	3,398,530	14,834,546
Days Cash on Hand	63	57	62	62
Minimum Target - 20%	12,307,054	1,108,120	3,991,272	17,406,446
Over/(Under) Target	(1,735,762)	(243,396)	(592,742)	(2,571,900)
Share of Investments	-	-	-	-
Days Invested Cash	0	0	0	0
Days Invested Cash on Hand Target - 90 Days	15,173,081	1,366,175	4,920,747	21,460,002
Current Percentage of Operating Cash	25.8%	23.4%	25.5%	25.6%
Over/(Under) Target	(1,735,762)	(243,396)	(592,742)	(2,571,900)
Share of Investments	-	-	-	-
Amount Needed to Fulfill Fund Balance Policy	<u>(1,735,762)</u>	<u>(243,396)</u>	<u>(592,742)</u>	<u>(2,571,900)</u>

North Central Health Care
Review of Services in Langlade County
For the Period Ending August 31, 2023

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
Direct Services								
Outpatient Services	596,998	527,071	69,927	439,886	537,146	97,260	157,112	167,187
Community Treatment-Adult	184,045	218,061	(34,015)	376,664	408,986	32,322	(192,619)	(1,694)
Community Treatment-Youth	805,999	950,487	(144,487)	815,675	775,955	(39,720)	(9,675)	(184,207)
Sober Living	31,586	40,279	(8,693)	47,362	40,858	(6,504)	(15,776)	(15,197)
Day Services	231,626	259,340	(27,713)	205,348	185,015	(20,333)	26,278	(48,047)
	<u>1,850,255</u>	<u>1,995,238</u>	<u>(144,983)</u>	<u>1,884,936</u>	<u>1,947,960</u>	<u>63,024</u>	<u>(34,681)</u>	<u>(81,958)</u>
Shared Services								
Adult Behavioral Health Hospital	394,908	304,640	90,267	528,112	460,647	(67,465)	(133,205)	22,802
Youth Behavioral Health Hospital	162,565	100,812	61,753	213,410	221,403	7,993	(50,845)	69,745
Residency Program	73,607	61,663	11,944	69,902	72,330	2,428	3,704	14,372
Supportive Employment Program	19,149	11,297	7,852	20,375	17,911	(2,464)	(1,226)	5,388
Crisis Services	102,689	109,145	(6,456)	184,959	202,839	17,881	(82,270)	11,425
Adult Crisis Stabilization Facility	112,787	122,115	(9,328)	89,633	113,199	23,566	23,154	14,237
Youth Crisis Stabilization Facility	66,067	80,374	(14,307)	56,001	75,042	19,041	10,066	4,734
Pharmacy	560,453	554,636	5,817	567,619	558,184	(9,435)	(7,166)	(3,618)
Lakeside Recovery MMT	7,279	83,226	(75,947)	26,302	71,174	44,873	(19,023)	(31,074)
Adult Protective Services	55,961	62,402	(6,441)	52,484	58,390	5,906	3,477	(534)
	<u>1,555,464</u>	<u>1,490,310</u>	<u>65,154</u>	<u>1,808,797</u>	<u>1,851,119</u>	<u>42,323</u>	<u>(253,333)</u>	<u>107,477</u>
Excess Revenue/(Expense)	3,405,719	3,485,548	(79,829)	3,693,733	3,799,080	105,347	(288,014)	25,518

North Central Health Care
Review of Services in Lincoln County
For the Period Ending August 31, 2023

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
Direct Services								
Outpatient Services	767,558	638,492	129,066	520,216	525,435	5,220	247,343	134,286
Community Treatment-Adult	549,221	537,882	11,338	534,504	593,841	59,337	14,716	70,675
Community Treatment-Youth	1,155,622	1,111,782	43,840	1,121,194	1,039,518	(81,676)	34,427	(37,836)
Pine Crest Nursing Home	8,449,347	9,012,542	(563,195)	8,491,368	8,260,073	(231,295)	(42,021)	(794,490)
	<u>10,921,747</u>	<u>11,300,698</u>	<u>(378,951)</u>	<u>10,667,282</u>	<u>10,418,868</u>	<u>(248,415)</u>	<u>254,465</u>	<u>(627,365)</u>
Shared Services								
Adult Behavioral Health Hospital	687,906	556,309	131,597	769,910	671,555	(98,354)	(82,004)	33,242
Youth Behavioral Health Hospital	236,650	146,624	90,026	311,120	322,772	11,652	(74,470)	101,678
Residency Program	107,308	89,896	17,412	101,907	105,447	3,540	5,401	20,952
Supportive Employment Program	27,916	16,469	11,447	29,704	26,111	(3,592)	(1,787)	7,855
Crisis Services	237,334	246,745	(9,411)	269,643	295,710	26,067	(32,309)	16,656
Adult Crisis Stabilization Facility	164,427	178,026	(13,599)	130,672	165,027	34,355	33,755	20,756
Youth Crisis Stabilization Facility	96,316	117,173	(20,857)	81,641	109,400	27,759	14,675	6,902
Pharmacy	817,058	808,578	8,480	827,505	813,750	(13,755)	(10,447)	(5,275)
Lakeside Recovery MMT	10,612	121,332	(110,720)	38,344	103,762	65,418	(27,732)	(45,302)
Adult Protective Services	77,857	87,246	(9,390)	76,513	85,124	8,611	1,343	(779)
	<u>2,463,382</u>	<u>2,368,397</u>	<u>94,985</u>	<u>2,636,958</u>	<u>2,698,659</u>	<u>61,700</u>	<u>(173,576)</u>	<u>156,685</u>
Excess Revenue/(Expense)	13,385,130	13,669,096	(283,966)	13,304,241	13,117,526	(186,715)	80,889	(470,680)

North Central Health Care
Review of Services in Marathon County
For the Period Ending August 31, 2023

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
Direct Services								
Outpatient Services	3,276,583	2,959,894	316,690	3,402,955	3,876,288	473,333	(126,371)	790,023
Community Treatment-Adult	3,455,574	3,186,148	269,426	3,452,617	3,509,820	57,203	2,957	326,629
Community Treatment-Youth	4,048,107	3,128,424	919,683	3,815,834	2,988,815	(827,019)	232,272	92,663
Residential	2,300,524	2,418,138	(117,614)	2,515,453	2,391,803	(123,650)	(214,929)	(241,264)
Hope House Sober Living	17,532	13,582	3,950	53,066	36,004	(17,062)	(35,534)	(13,112)
Riverview Terrace	166,198	-	166,198	168,706	-	(168,706)	(2,508)	(2,508)
Demand Transportation	292,403	299,032	(6,630)	311,667	327,947	16,281	(19,264)	9,651
Jail Meals	538,530	-	538,530	363,537	-	(363,537)	174,993	174,993
Adult Day Services	543,283	710,606	(167,324)	545,933	720,527	174,594	(2,650)	7,270
Aquatic Services	744,550	831,572	(87,022)	709,096	748,851	39,755	35,454	(47,267)
Mount View Care Center	14,062,351	15,922,516	(1,860,165)	12,607,089	13,458,764	851,676	1,455,262	(1,008,490)
	29,445,634	29,469,912	(24,278)	27,945,952	28,058,819	112,867	1,499,681	88,589
Shared Services								
Adult Behavioral Health Hospital	3,208,346	2,569,175	639,171	3,739,488	3,261,777	(477,711)	(531,142)	161,459
Youth Behavioral Health Hospital	1,149,802	712,541	437,261	1,511,126	1,567,720	56,594	(361,324)	493,855
Residency Program	521,200	436,628	84,572	494,969	512,162	17,193	26,231	101,765
Supportive Employment Program	135,591	79,993	55,599	144,273	126,824	(17,449)	(8,681)	38,150
Crisis Services	1,236,054	1,281,765	(45,711)	1,309,667	1,436,277	126,610	(73,613)	80,899
Adult Crisis Stabilization Facility	798,627	864,679	(66,052)	634,679	801,544	166,864	163,948	100,813
Youth Crisis Stabilization Facility	467,809	569,114	(101,304)	396,533	531,361	134,829	71,277	33,524
Pharmacy	3,968,488	3,927,301	41,187	4,019,230	3,952,421	(66,809)	(50,742)	(25,621)
Lakeside Recovery MMT	51,543	589,314	(537,771)	186,239	503,976	317,737	(134,696)	(220,034)
Adult Protective Services	382,268	427,874	(45,606)	371,628	413,450	41,822	10,640	(3,784)
Birth To Three	269,730	-	269,730	269,730	-	(269,730)	-	-
	12,189,459	11,458,383	731,076	13,077,562	13,107,512	29,950	(888,103)	761,026
Excess Revenue/(Expense)	41,635,093	40,928,294	706,798	41,023,515	41,166,332	142,817	611,578	849,615

Policy Title: Sick Leave Benefits for Employees of Pine Crest Nursing Home and Lincoln Industries	 North Central Health Care <small>Person centered. Outcome focused.</small>
Policy #: 205-1136	Program: Human Resources 205
Date Issued: 07/01/2020	Policy Contact: HR Coordinator

Related Forms

None

1. Purpose

The purpose of the sick leave policy is to establish the criteria and process regarding the use of the frozen sick leave benefits for the former employees of Pine Crest Nursing Home and Lincoln Industries.

2. Definitions

None

3. Policy

- Eligibility
 - Any Pine Crest and/or Lincoln Industries employee(s), 54 years or younger as of December 31st, 2019 that had accrued a sick leave bank during their tenure at either location will have it available to them upon the transfer/transition to NCHC as of January 1st, 2020.
- Remaining Balances:
 - Employees with available sick leave banks shall be eligible to use their sick leave banks only after they have exhausted all other paid leave time (PLT) and for any approved State or Federal Family Medical Leave either for their own serious health condition or for a family member's serious health condition.
 - Once an employee exhausts their paid leave time (PLT) and they are covered by Family Medical Leave they may use their sick leave balance up to their full FTE per pay period.
- Not Eligible for Benefit:
 - If you are off of work and collecting Worker's Compensation or off on a personal leave of absence you **are not** eligible to utilize sick leave.

*****NOTE***** Disability benefits from a third party vendor may be impacted by receipt of sick leave benefits. Please refer to the vendor's policy requirements.

- End of Employment

- Voluntary
 - Any employee, after obtaining the age of 55 or older, resigns from NCHC with proper notice in accordance with NCHC Termination of Employment policy, or retires upon attaining retirement eligibility under the Wisconsin Retirement System, shall receive payment of any remaining sick leave balance as of their final date of employment. The remaining balance/hours will be multiplied by the employee's base hourly rate of pay at the time of their final date of

Policy Title: Sick Leave Benefits for Employees of Pine Crest Nursing Home and Lincoln Industries

Author(s): Chris Bleck

Next Review Date: ~~12/01/2024~~12/31/23

Owner: HR Director

Approver: Operations Executive

employment and paid out as wages on the employee's final check. The payment will be made into a 115 Health Trust Plan administered by Precision Retirement.

- Involuntary
 - Any employee who resigns, with or without proper notice, or has their employment terminated by NCHC, with or without cause, before obtaining the age of 55, will forfeit any remaining sick leave balance, and shall not be eligible to receive any payment for any remaining sick leave bank balance.
 - Transfer of Employment to Buyer of Pine Crest Facility
 - In the event of a sale of the Pine Crest Facility, any employee who stays employed with the new buyer for a period of six months, shall receive payment of any remaining sick leave balance as of the final date that NCHC operates the facility. The remaining balance/hours will be multiplied by the employee's base hourly rate of pay at the time of their final date of employment and paid out as wages on the employee's final check. The payment will be made into a 115 Health Trust Plan administered by Precision Retirement.
- Change in Benefit Status:
 - Payout is not available to employees who have a change to a non-benefit eligible status.
 - Balances will be set to zero if changing to a non-benefit eligible status and payout is not available.

4. General Procedure: None

5. References

5.1. CMS: None

5.2. Joint Commission: None

5.3. Other: None

Related Policies, Procedures and Documents

Memorandum of Understanding between Lincoln County and North Central Health Care effective December 31, 2019