

## **OFFICIAL NOTICE AND 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, October 30, 2024 at 1:00 PM**  
**North Central Health Care – NCHC Eagle Board Room**  
2400 Marshall Street, Suite A, 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:*

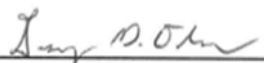
**Meeting number:** 1-408-418-9388 **Access Code:** 2482 008 6002 **Password:** 1234

### **AGENDA**

1. Call to Order
2. Public Comment for Matters Appearing on the Agenda (Limited to 15 Minutes)
3. Approval of September 25, 2024 and September 26, 2024 Executive Committee Meeting Minutes
4. Discussion and Possible Action
  - a. ACTION: Approving Changes to Intergovernmental Agreement and its associated Operating Agreement – G. Olsen
5. Educational Presentations and Committee Discussion
  - a. Financial and Budget Update – J. Hake
6. Closed Session: Motion to go into Closed Session (Roll Call Vote Suggested) Pursuant to Wis. Stat. ss. 19.85(1)(c), for the purpose of “[c]onsidering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility”, to wit:
  - a. Discuss candidates for the vacant Compliance Officer/Risk Manager position; and
  - b. Discuss and evaluate performance of NCHC Executive Director.
7. Motion to Return to Open Session (Roll Call Vote Unnecessary) and Possible Announcements and/or Action Regarding Closed Session Items
8. Discussion on Process and Timeline for the Executive Director Evaluation – K. Gibbs
9. Next Meeting Date & Time, Location and Future Agenda Items
  - a. Wednesday, November 20, 2024, 1:00 p.m., NCHC Eagle Board Room
10. 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: 10/25/2024 TIME: 1:00 PM BY: D. Osowski

## NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

September 25, 2024                      1:00 p.m.                      North Central Health Care

Present:                      X                      Kurt Gibbs                      X<sub>(WebEx)</sub> Renee Krueger  
   X                      Lance Leonhard                      X                      Robin Stowe

Staff Present: Gary Olsen, Jason Hake, Vicki Tylka, Marnie Bredlau

Others Present: Jason Hilger<sub>(WebEx)</sub>, Samantha Fenske<sub>(WebEx)</sub>

### Call to Order

- Meeting was called to order by Kurt Gibbs, Chair, at 1:00 p.m.

### Public Comment for Matters Appearing on the Agenda

- None

### Approval of Executive Committee Minutes

- **Motion**/second, Stowe/Leonhard, to approve the July 31, 2024 Executive Committee meeting minutes. Motion carried.

### 2025 Budget Presentation and Adoption - Jason Hake

- Thanks was extended to staff for their efforts and commitment to financial sustainability of North Central Health Care in helping to prepare the 2025 budget.
- An in-depth review of the proposed 2025 budget was provided.
- **Motion**/second, Stowe/Leonhard, to adopt the 2025 budget as presented. Motion carried.

### Direct and Shared Cost Allocation Policy – Jason Hake

- The updated policy was reviewed.
- **Motion**/second, Krueger/Stowe, to amend the policy to include the shared services Birth to Three and Out of County Placements. Motion carried.
- **Motion**/second, Krueger/Stowe, to approve the Direct and Shared Cost Allocation Policy as amended. Motion carried.

### Indirect Cost Allocation Policy – Jason Hake

- The updated policy was reviewed.
- **Motion**/second, Stowe/Krueger, to approve the Indirect Cost Allocation Policy as presented. Motion carried.

#### Policy Governance Manual – Gary Olsen

- The Policy Governance Manual was updated to coincide with the Tri-County Agreement.
- **Motion**/second, Leonhard/Stowe to approve the updated Policy Governance Manual as presented. Motion carried.

#### Recommendations of the Medical Staff – Gary Olsen

- **Motion**/second, Leonhard/Stowe, to approve the following appointments as recommended by the Medical Staff: Initial Appointment of Krista Hafenbredel, APNP; and Reappointment of Gabriel Ticho, M.D.

#### Financial and Budget Update – Jason Hake

- Financials ending August 31, 2024 were reviewed. Highlights included a positive year to date variance in Behavioral Health Services attributing success to an increase in census over last year, and significant reduction in out of county placements. Mount View broke even with having had a tremendous challenge with staffing, high overtime and crisis pay, temporarily capping census, and having to utilize agency staff.

#### Process to Refill Compliance Officer Position – Gary Olsen

- Due to the direct reporting relationship of the Compliance Officer to the Executive Committee, the Committee will be involved in the final interviews and selection process.
- There will be two interview teams. One team will include Senior Leadership and the other team will be the Executive Director, Corporation Counsel, and a member of the Executive Committee.

#### Pine Crest Nursing Home Update – Gary Olsen

- Lincoln County A&L Committee has approved the hiring of a broker to move forward with the sale of Pine Crest Nursing Home. Additional updates will be provided as more information becomes available.

#### Next Meeting Date & Time, Location and Future Agenda Items

- Thursday, September 26 at 2:00 p.m. the Executive Committee will meet in Closed Session.
- Wednesday, October 30, 2024 at 1:00 p.m. is the next regularly scheduled meeting.

#### Adjournment

- **Motion**/second, Leonhard/Stowe, to adjourn the meeting at 2:40 p.m. Motion carried.



# North Central Health Care

Person centered. Outcome focused.

## NORTH CENTRAL COMMUNITY SERVICES PROGRAM EXECUTIVE COMMITTEE MEETING MINUTES

September 26, 2024

2:00 p.m.

North Central Health Care

Present: X Kurt Gibbs X Renee Krueger  
X Lance Leonhard X<sub>(WebEx)</sub> Robin Stowe

Staff Present: Gary Olsen, Kristin Woller

Others Present: Dejan Adzic, Deputy Corporation Counsel

### Call to Order

- Meeting was called to order by Kurt Gibbs, Chair, at 2:00 p.m.

### Closed Session

- **Motion**/second, Leonhard/Krueger, to go into Closed Session (Roll Call Vote Suggested), pursuant to Wis. Stat. ss. 19.85(1)(g), for the purpose of “conferring 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: 1) provide Executive Committee with an update and strategy on pending litigation, 2) appraise Executive Committee of recent event that could potentially result in future litigation. The following individuals were asked to remain in Closed Session: Gary Olsen, Kristin Woller, Dejan Adzic, Debbie Osowski. Roll call vote taken with all indicating aye. Motion carried.
- **Motion**/second, Krueger/Leonhard to return to Open Session at 2:57 p.m. Motion carried.
- No announcements or actions.

### Adjournment

- **Motion**/second, Krueger/Leonhard, to adjourn the meeting at 2:57 p.m. Motion carried.

*Minutes prepared by Debbie Osowski, Senior Executive Assistant*

September 2024

## **CITY-COUNTY INFORMATION TECHNOLOGY COMMISSION INTERGOVERNMENTAL AGREEMENT**

THIS AGREEMENT, effective April 6<sup>th</sup>, 2021, is made between Marathon County, the City of Wausau, and the North Central Health Care governmental units located in the State of Wisconsin, an establishment of a commission in accordance with Wis. Stats., §66.0301 as follows:

### ARTICLE I

#### Name and Office

The name of this commission shall be the **City-County Information Technology Commission**. The principal office of the commission shall be at 407 Grant Street, Wausau, Wisconsin 54403.

### ARTICLE II

#### Purpose

The purpose of the City-County Information Technology Commission (CCITC) is to provide for the implementation and operation of a cooperative data and management information system at a reasonable cost to foster efficiency in the provision of services under the direction of the governing Board of Commissioners.

### ARTICLE III

#### Definition of Terms

For the purpose of this agreement, the following definitions shall be in effect:

"Commission" means the City-County Information Technology Commission.

"Board" means the Board of Commissioners of the City-County Information Technology Commission.

"Governmental Unit" means any city, village, township, county, school district or other political subdivision as sanctioned by law.

"Partner" means the governmental units which are parties to this agreement.

"Software" means computer programs, forms designs, user manuals and associated documentation.

"Enterprise equipment and systems" means all forms of technology in hardware and software that CCITC uses to provide services such as networking, security, storage, servers, etc to all Partners.

#### ARTICLE IV

##### Additional Partners

Section 1: Additional governmental units desiring to be Partners of this Commission shall adopt and execute a copy of this agreement and pay the established dues and charges upon approval of the existing Partners' governing boards.

#### ARTICLE V

##### Board of Commissioners

Section 1: The Commission shall be governed by a Board of Commissioners to be known as the City-County Information Technology Commission Board.

Section 2: The City-County Information Technology Commission Board shall consist of seven (7) Commissioners. The Commissioners shall be the persons occupying the following positions:

- a. City of Wausau Mayor or Designee.
- b. City of Wausau Finance Director.
- c. Marathon County Board of Supervisors' Chairman or Designee.
- d. Marathon County Administrator or Designee.
- e. North Central Health Care Center Executive Director or designee
- f. North Central Health Care designee. The North Central Health Care Executive Director will be the designator
- g. The seventh Commissioners shall be appointed by a majority of the other six (6) Commissioners. Once appointed by the CCITC Board, the citizen commissioner shall be confirmed by the Marathon County Board, The city of Wausau Common Council and the

North Central Health Care board.

Section 3: The citizen Board Commissioner may be removed by majority vote of the Marathon County Board of Supervisors, the City of Wausau Common Council, and the North Central Health Care Board.

Section 4: The citizen Commissioner shall serve for a term of two (2) years . Beginning in April 2021, the non-citizen members shall recruit candidates for the citizen position and recommend the candidate for appointment by each of the member entities at least one week before the May CCITC Board meeting. Commissioners may be re-appointed to additional terms.

Section 5: The term of the citizen Commissioner shall end at the time of the May Marathon County Board of Supervisors meeting held in the middle of the term of the chairman of the Marathon County Board of Supervisors.

Section 6: In the event of a need to fill the position mid-term, an interim appointment will be made. If the opening is within 9 months of the end of the term, the CCITC board will appoint an interim commissioner to serve out the remainder of the term.

Section 7: The citizen commissioner shall be paid a per diem for each meeting attended, whether in person or virtual. The per diem amount should be set during the annual budget approval process for CCITC rates. The member would also be eligible for mileage reimbursement.

## ARTICLE VI

### Powers of the Board of Commissioners

Section 1: Subject to rules promulgated under the Wisconsin Statutes and Marathon County/City of Wausau ordinances and goals established by the City-County Information Technology Commission Board, the Board shall provide for:

- a. Continuous planning, development and evaluation of programs and services for all service groups;
- b. Establish long-range goals and intermediate range plans, detail priorities and estimate costs;
- c. Develop new resources necessary to carry out its purposes;
- d. Appoint a Director of the Commission on the basis of recognized and demonstrated interest in and knowledge of information systems, with due regard to training, experience, administrative ability, and general qualifications and fitness for the performance of the duties of the Director;

e. Annually, approve the budget for salaries, wages and benefits as well as the total Full-Time Equivalent staffing number

f. Approve the pay ranges (i.e. Salary schedule) for positions

f. Enter into contracts to render to or secure services, including professional consultation services, unless said authority has been delegated to the Director

g. Perform all functions required by applicable law;

h. To acquire, hold and dispose of property both real and personal as the Board deems necessary, to accumulate and maintain reasonable working capital reserves and invest and reinvest these funds subject to the applicable laws;

i. Shall cause an annual independent audit of the books to be made and shall make a monthly financial accounting, and report to the Partners;

j. The Board may purchase public liability insurance and such other bonds or insurance as it may deem necessary;

k. The Board may adopt such rules and procedures as necessary with regard to its process and actions.

l. Annually review and adopt a charge-back system.

Section 2: The Board may accept gifts, apply for and use grants or loans of money or other property from the state, or any other governmental unit or organization and may enter into agreements required in connection therewith and may hold, use and dispose of such monies or property in accordance with the terms of the gift, grant, loan or agreement.

Section 3: The Board may exercise any other power necessary and incidental to the accomplishment of the general purpose.

## ARTICLE VII

### Board Procedures

Section 1: The annual meeting of the Board shall be held in May at the time and place designated by the Chairman.

Section 2: The regular meetings of the Board shall be held monthly as scheduled by the Chairman at the previous meeting.



Section 3: Special meetings of the Board shall be called by the Secretary upon request of the Chairman.

Section 4: Notice of regular and special meetings of the Board shall be given at least twenty-four (24) hours before such meeting in a manner which complies with the Wisconsin Open Meeting Law.

Section 5: At all meetings of the Board, the presence of **four (4)** Commissioners shall constitute a quorum and action shall be taken by majority vote of Commissioners present and constituting a quorum.

Section 6: All parliamentary practice in conducting the business of the meeting not herein specifically provided for shall follow [the most current edition of] Robert's Rules of Order[newly revised].

Section 7: Board Commissioners that may be required to travel to meetings outside of Marathon County shall be reimbursed for expenses subject to obtaining prior approval from the Board. Approval of expenses shall be made by the Board upon review of an itemized statement submitted by the Commissioner.

## ARTICLE VIII

### Board Committees

Section 1: The Chairman of the Board may appoint such committees as deemed necessary to carry out functions and responsibilities of the Board subject to approval by the Board.

Section 2: The Chairman may appoint as members to such committees persons who are qualified to serve but who are not Commissioners of the Board subject to approval of the Board.

## ARTICLE IX

### Officers

Section 1: The officers of the Board shall be Chairman, Vice Chairman, Secretary-Treasurer, and shall be elected by the Board at its annual meeting.

Section 2: Nomination for each office of the Board shall be made by the Commissioners of the Board at the annual meeting of the Board.

Section 3: Officers shall be elected by the Commissioners for each office. The nominee receiving

the most votes for each office shall be elected.

Section 4: The term of office of each officer shall be one (1) year or until a successor shall be elected.

Section 5: The Chairman shall preside at all meetings of the Board.

Section 6: The Vice Chairman shall, in the absence or incapacity of the Chairman, perform the duties of the Chairman.

Section 7: The Secretary-Treasurer shall be responsible for the minutes of the Board and shall assure that notices of all meetings of the Board are given, and shall perform all usual duties of the office of Treasurer.

## ARTICLE X

### Powers and Duties of Director

Section 1: All of the administrative duties of managing, operating, maintaining, and improving the services shall be vested in the Director subject to such delegation of authority as is consistent with Wisconsin Statutes.

Section 2: In consultation and agreement with the Board, the Director shall prepare:

- a. An annual plan and budget of all funds necessary for providing services, in which priorities and objectives for the year are established as well as modifications of long-range objectives;
- b. Intermediate-range plans and budgets;
- c. An annual report of the operations of the services.

Section 3: The Director shall manage the implementation of the plans as approved by the Board.

Section 4: The Director shall make recommendations to the Board for:

- a. Annual budget for salaries and benefits of employees;
- b. Changes in services;
- c. Contracts and may enter into contracts consistent with the delegation of authority as defined by the board of directors

## ARTICLE XI

### Financial Matters

Section 1: The fiscal year of the Commission shall be the calendar year.

Section 2: An annual budget for the upcoming year shall be reviewed by the Board in August of each year. A budget shall be approved at the September board meeting and copies shall be mailed to the chief administrative officer of each Member by the Director (or Finance Manager) within two weeks of the approval. Such budget, including charges for services, shall be deemed approved by the Member unless the Member gives notice in writing that it is withdrawing from the Commission within sixty (60) days of adoption of the budget.

Section 3: The Board shall have the authority to fix cost sharing charges for all Partners in an amount sufficient to provide the funds required by the budget. The cost sharing ratio shall be fixed by the Board annually at the budget meeting. An initial capital contribution shall be made to the Commission by new Partners if they will be sharing use of assets previously purchased by other Partners. Said asset purchase rate shall be set by the Board. Any subsequent usage of assets not originally purchased may be charged to the new member at a rate to be determined by the Board.

Section 4: Billings for all charges shall be made in conjunction with the chargeback system as approved by the Board. Any Member whose charges have not been paid within sixty (60) days after the billing shall be in default and shall not be entitled to further voting privileges nor to use any of the Commission facilities and programs until such time as it is no longer in default. In the event that such charges have not been paid within sixty (60) days after such billing, such defaulting Member shall be deemed to have given notice of withdrawal from membership. In the event of a bona fide dispute between the Member and Board as to the amount which is due and payable, the Member shall nevertheless make such payment in order to preserve its status as a Member in good standing, but such payment may be made under protest and without prejudice to its right to dispute the amount of the charge and to pursue any legal remedies available.

Section 5: Excess revenues or unspent appropriations shall be considered by the Board when establishing the chargeback system.

Section 6: Insurance All equipment managed by CCITC shall be identified as owned by CCITC or a member. A report of assets shall be provided to each member annually. CCITC shall maintain insurance on all property owned by CCITC which shall include such items as PCs, laptops, monitors and furniture used by CCITC staff as well as all servers, networking equipment, electronic appliances, software and storage purchased by CCITC and used to support all Partners (also known as enterprise equipment and systems).

Each member is responsible for insuring assets purchased by the member such as Pcs, laptops,

networking equipment, servers, printers, telephones, etc.

## ARTICLE XII

### Dissolution

Section 1: The organization shall be dissolved upon a favorable vote of five of the seven (5/7) Commissioners.

Section 2: In the event of dissolution the Board shall determine the measures necessary to effect the dissolution and shall provide for the taking of such measures as promptly as circumstances permit and subject to the provisions of this agreement.

Section 3: Upon dissolution, the remaining assets of the Commission, after payment of all obligations, shall be distributed among the then existing Partners in proportion to the five year average of annual operating contributions, as determined by the Board, provided that computer software prepared for such Partners shall be available to them, subject to such reasonable rules and regulations as the Board shall determine.

Section 4: If, upon dissolution, there is an organization deficit, such deficit shall be charged to and paid by the Partners on the basis of the charge back ratio average over the previous 5 years.

Section 5: In the event of dissolution, the following provisions shall govern the distribution of computer software owned by the organization:

- a) All such software shall be an asset of the organization.
- b) A Member may use (but may not authorize reuse by others) any software developed during its membership upon (1) paying any unpaid sums due, (2) paying the costs of taking such software, and (3) complying with reasonable rules and regulations of the Board relating to the taking and use of such software, such rules and regulations may include a reasonable time within which such software must be taken by any Member or former Member desiring to do so.

## ARTICLE XIII

### Duration

This agreement shall continue in effect indefinitely, until terminated in accordance with its terms.

#### ARTICLE XIV

##### Amendments

This agreement may be amended at any regular meeting of the Board or at any special meeting called for the purpose of amendment. Such amendment shall require the ratification of the action by the governing Board of each voting Member that is a party to this agreement.

#### ARTICLE XV

##### Operating Agreement

CCITC shall maintain an Operating Agreement that is attached as Exhibit A and hereby incorporated into this agreement [by reference]. The Operating Agreement defines details of operations. [as CCITC provides data and management information system services through its computers to its Partners].

IN WITNESS WHEREOF, the undersigned governmental units have caused this agreement to be executed on their behalf in accordance with the adopted resolutions which are attached.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2020.

WITNESS:

MARATHON COUNTY:

\_\_\_\_\_ By: \_\_\_\_\_

CITY OF WAUSAU:

\_\_\_\_\_ By: \_\_\_\_\_

North Central Health Care:

\_\_\_\_\_ By: \_\_\_\_\_

## Exhibit A

### City-County Information Technology Commission Operating Agreement

September 2024

As CCITC was created to provide for the implementation and operation of a cooperative data and management information systems at a reasonable cost to foster efficiency in the provision of services under the direction of the governing Board of Commissioners, this Agreement provides for the detail of those operations in the provision of those services:

CCITC serves Marathon County, the City of Wausau, and North Central Health Care (the Partners).

#### **Mutual Hold Harmless/Indemnification**

City-County IT Commission hereby agrees to release, indemnify, defend, and hold harmless Marathon County, the City of Wausau and North Central HealthCare (NCHC) , its officials, officers, employees and agents from and against all judgments, damages, penalties, losses, costs, claims, expenses, suits, demands, debts, actions and/or causes of action of any type or nature whatsoever, including actual and reasonable attorney's fees, which may be sustained or to which they may be exposed, directly or indirectly, by reason of personal injury, death, property damage, or other liability, alleged or proven, which is determined to be caused by the negligent or intentional acts or omissions of the Partner's officers, officials, employees, agents or assigns.

Marathon County, the City of Wausau and North Central HealthCare hereby agrees to release, indemnify, defend, and hold harmless the City-County IT Commission, its officials, officers, employees and agents from and against all judgments, damages, penalties, losses, costs, claims, expenses, suits, demands, debts, actions and/or causes of action of any type or nature whatsoever, including actual and reasonable attorney's fees, which may be sustained or to which they may be exposed, directly or indirectly, by reason of personal injury, death, property damage, or other liability, alleged or proven, which is determined to be caused by the negligent or intentional acts or omissions of City-County IT Commission's officers, officials, employees, agents or assigns.

#### **Immunity**

Nothing contained in this agreement is intended to be a waiver or estoppel of the rights of the County, NCHC and/or City of Wausau and their insurers to assert their rights to all affirmative defenses, limitations of liability and immunities as specifically set forth in Wisconsin Statutes, including sections 893.80, 895.52 and 345.05, and related statutes.

#### **Insurance**

In addition to CCITC, each of the three partners shall carry their own individual liability insurance with a carrier of at least an AM Best A- rating, which shall include, but not be limited to a cyber security liability policy. The premiums and other costs of the individual insurance, including the cyber security liability policy, will be borne individually by each entity. Cyber security liability coverage limits should be at least \$2,000,000 in aggregate coverage. In the event of a cyber breach, each of the entities should report the event to their respective insurance provider. It is understood by the parties that every

potential breach has distinct facts with unique cause(s) and any responsibility for damages associated with a breach will be controlled by those facts and subject to the terms, conditions, exclusions, and limitations in any applicable policy of insurance.

The City of Wausau, Marathon County and North Central Health Care are additional insureds under the cyber and other professional liability policies of the City-County IT Commission for wrongful acts, as defined by CCITC's policy, committed by or on behalf of CCITC under the Operating Agreement ("Agreement"), effective on the date of this Agreement.

### **Sub-Contractors Insurance**

CCITC will require all sub-contractors to obtain and maintain insurance coverage consistent with Marathon County's minimum insurance requirements for sub-contractors.

### **Health Insurance**

CCITC shall provide Health Insurance to its employees. In 2020, and for previous years, the City of Wausau has included CCITC as an additional insured under the city's health and dental plans. The total cost of providing the plans has been paid for by CCITC. The employer/employee premium split shall be determined by the CCITC Board. In the event that CCITC is forced to find their own plan the premium split will be determined by its board using a cost/benefit plan analysis.

### **Property and Asset Coverage**

The City of Wausau shall insure the area rented by CCITC, its fixtures and fittings, furniture, and the environmental systems, including the HVAC and fire alarms for the server room.

CCITC shall track, insure, and depreciate technology assets that are purchased to serve all or multiple agencies. These are "enterprise assets".

All assets purchased by CCITC but paid for fully by an agency shall be recorded on the agency's fixed asset system, insured by the agency, and depreciated according to their depreciation schedule.

### **HR Advising Retainer**

CCITC shall contract with County Employee Resources for a fixed rate, approved by the CCITC Board, to provide the following:

- 1) Advice and policy help with HR practices
- 2) Assistance managing all types of leave issues including FMLA, PTO, Funeral, etc.
- 3) Consulting for any potential HR practice lawsuits
- 4) Recruiting, Interviewing, Onboarding, Performance Management, etc.

### **Legal Retainer**

CCITC shall contract with County Corporation Counsel for a fixed rate, approved by the CCITC Board, for legal services including:

- 1) Contract negotiations for technology purchases
- 2) Other legal advice as needed



### **Risk Management retainer**

CCITC shall contract with County Risk Management for a fixed rate, approved by the CCITC Board, for sharing education and consulting advice.

### **Data Ownership**

Each agency is the owner of the data that they enter into their agency or CCITC enterprise systems. CCITC provides access to the information.

### **Business Associate Agreements (“BAA”) and Qualified Service Organization Agreements (“QSO”)**

CCIT shall confer with legal counsel for each partner agency to determine whether BAA and/or QSO agreements between CCIT and the partner agency are necessary. To the extent that legal counsel for any partner agency determines that execution of a BAA and/or QSO is necessary in order to ensure compliance with applicable federal and state laws, CCIT shall enter into a BAA and/or QSO agreement in format provided or deemed acceptable by the partner agency. Each partner agency will have to make an independent determination of whether the information exchanged between CCIT and the partner agency is subject to applicable HIPAA and 2 CFR Part 2 regulations thus necessitating the execution of such agreements.

### **Criminal Justice Information Security (CJIS)**

CCITC will maintain security for law enforcement data following CJIS guidelines and will coordinate CJIS audit responses relative to IT Security.

### **Serving Other Governmental Entities**

The CCITC shall have as its primary responsibilities to serve the three partners. CCITC may provide services to other similar entities in law enforcement, local government, and community-oriented non-profits so long as these, “external entities” pay the fully loaded cost of providing the service and the services provided to the partners are not significantly impacted. In addition, there should be a public purpose served, such as allowing for a broader base for sharing of enterprise system costs. Any agreements to provide services to external entities must be approved by the CCITC Board in advance.

### **Finances**

Each year CCITC shall review labor usage by each of the agencies and use a three-year rolling average to determine the operating cost split between the agencies.

CCITC shall establish a rate sheet for device support. The rates should reflect an internal rate for the three agencies that own CCITC as well as an external rate that reflects additional overhead costs. **The goal of PC support rate is to cover the costs of the PC Technicians. PC Technician time shall not be used in determining the operating split. Other rates should reflect the costs to support the applicable service.**

Annual PC and Phone support invoices will include all equipment as of 12/31 of the prior year. Adjustments will not be made for equipment returned after the 12/31 cutoff. Exceptions may be made for obsolete equipment, but not for equipment that will be redeployed. There is no proration of the support fee. This would cause an unnecessary complication in the billing process. There is no support

charge for equipment in the year it is initially installed, which should balance out paying a support cost in the year of retirement.

The annual budget will include a distinct security category that includes, to the extent practical, resources dedicated to cyber security such as licenses, contracts and agreements.

In the event that new security risks are encountered mid budget cycle and require investments to meet new current best practices, customers will all participate in funding OR will accept the risks of not keeping up with best practices

Operating Budget discussions will begin in June and a draft will be presented in August with target acceptance in September

### **Capital Projects**

CCITC shall work with each agency to plan capital projects. CCITC will follow the agency's schedule for submission (typically capital project requests are done in early June for the subsequent year).

### **Service Level Agreement**

CCITC Shall set service level goals and metrics for evaluating goal performance in a Service Level Agreement. Service level metrics shall be reported to the CCITC Board monthly. Changes to the SLA will only need to be approved by the CCITC Board.

North Central Health Care  
 Programs by Service Line - Current Month  
 September-24

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
<b>BEHAVIORAL HEALTH SERVICES</b>								
Adult Behavioral Health Hospital	656,364	698,682	(42,318)	505,036	601,659	96,623	151,328	54,305
Adult Crisis Stabilization Facility	285,711	227,792	57,919	171,403	185,440	14,037	114,308	71,955
Lakeside Recovery MMT	135,096	142,715	(7,620)	125,380	133,418	8,038	9,715	418
Youth Behavioral Health Hospital	238,977	252,205	(13,228)	288,388	332,124	43,737	(49,410)	30,509
Youth Crisis Stabilization Facility	143,779	120,130	23,650	107,903	100,529	(7,374)	35,876	16,275
Contracted Services (Out of County Placements)	-	-	-	71,917	-	(71,917)	(71,917)	(71,917)
Crisis Services	255,206	282,193	(26,987)	234,883	267,143	32,260	20,323	5,273
Psychiatry Residency	15,883	73,107	(57,224)	63,130	87,891	24,762	(47,247)	(32,462)
	<u>1,731,016</u>	<u>1,796,824</u>	<u>(65,808)</u>	<u>1,568,040</u>	<u>1,708,204</u>	<u>140,164</u>	<u>162,976</u>	<u>74,356</u>
<b>COMMUNITY SERVICES</b>								
Outpatient Services (Marathon)	401,866	506,883	(105,017)	424,450	553,068	128,618	(22,583)	23,601
Outpatient Services (Lincoln)	134,641	105,073	29,567	63,613	87,837	24,223	71,027	53,791
Outpatient Services (Langlade)	81,742	84,916	(3,174)	56,599	63,597	6,998	25,143	3,824
Community Treatment Adult (Marathon)	431,019	536,381	(105,361)	518,307	594,606	76,299	(87,288)	(29,063)
Community Treatment Adult (Lincoln)	70,104	79,305	(9,201)	98,308	88,893	(9,415)	(28,204)	(18,616)
Community Treatment Adult (Langlade)	22,803	35,652	(12,849)	38,361	64,124	25,763	(15,558)	12,913
Community Treatment Youth (Marathon)	569,722	578,846	(9,123)	627,967	562,165	(65,803)	(58,245)	(74,926)
Community Treatment Youth (Lincoln)	187,916	171,582	16,334	198,311	167,122	(31,189)	(10,395)	(14,855)
Community Treatment Youth (Langlade)	167,585	125,150	42,435	163,477	125,372	(38,105)	4,108	4,330
Hope House (Sober Living Marathon)	9,585	8,270	1,315	8,163	8,264	101	1,422	1,416
Sober Living (Langlade)	9,438	3,841	5,597	5,011	6,072	1,061	4,427	6,658
Adult Protective Services	83,072	80,727	2,345	63,818	91,590	27,772	19,254	30,117
Jail Meals (Marathon)	-	-	-	6	-	(6)	(6)	(6)
	<u>2,169,494</u>	<u>2,316,627</u>	<u>(147,133)</u>	<u>2,266,392</u>	<u>2,412,709</u>	<u>146,318</u>	<u>(96,898)</u>	<u>(815)</u>
<b>COMMUNITY LIVING</b>								
Day Services (Langlade)	22,792	31,157	(8,365)	22,938	26,963	4,024	(146)	(4,340)
Supportive Employment Program	17,215	26,164	(8,950)	18,573	27,810	9,237	(1,358)	287
	<u>40,007</u>	<u>57,321</u>	<u>(17,314)</u>	<u>41,511</u>	<u>54,772</u>	<u>13,261</u>	<u>(1,504)</u>	<u>(4,053)</u>
<b>NURSING HOMES</b>								
Mount View Care Center	2,024,756	2,116,905	(92,149)	1,840,296	2,032,563	192,267	184,460	100,118
Pine Crest Nursing Home	1,647,012	-	1,647,012	1,087,956	-	(1,087,956)	559,056	559,056
	<u>3,671,768</u>	<u>2,116,905</u>	<u>1,554,862</u>	<u>2,928,252</u>	<u>2,032,563</u>	<u>(895,689)</u>	<u>743,516</u>	<u>659,173</u>
Pharmacy	615,917	676,612	(60,695)	533,206	722,244	189,039	82,711	128,344
<b>OTHER PROGRAMS</b>								
Aquatic Services	92,838	116,081	(23,242)	73,419	136,108	62,690	19,420	39,447
Birth To Three	129,860	-	129,860	129,860	-	(129,860)	-	-
Demand Transportation	31,325	38,589	(7,264)	37,403	49,672	12,269	(6,078)	5,005
	<u>254,023</u>	<u>154,669</u>	<u>99,354</u>	<u>240,682</u>	<u>185,780</u>	<u>(54,901)</u>	<u>13,341</u>	<u>44,452</u>
Total NCHC Service Programs	<u>8,482,224</u>	<u>7,422,405</u>	<u>1,059,820</u>	<u>7,578,082</u>	<u>7,422,405</u>	<u>(183,570)</u>	<u>904,142</u>	<u>876,250</u>
<b>SELF-FUNDED INSURANCE TRUST FUNDS</b>								
Health Insurance Trust Fund	692,676	-	692,676	1,081,083	-	(1,081,083)	(388,407)	(388,407)
Dental Insurance Trust Fund	36,462	-	36,462	30,581	-	(30,581)	5,881	5,881
Total NCHC Self-Funded Insurance Trusts	<u>729,138</u>	<u>-</u>	<u>729,138</u>	<u>1,111,664</u>	<u>-</u>	<u>(1,111,664)</u>	<u>(382,526)</u>	<u>(382,526)</u>

North Central Health Care  
 Programs by Service Line - Year to Date  
 For the Period Ending September 30, 2024

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
<b>BEHAVIORAL HEALTH SERVICES</b>								
Adult Behavioral Health Hospital	5,975,241	6,288,137	(312,896)	4,762,222	5,414,933	652,711	1,213,019	339,815
Adult Crisis Stabilization Facility	2,443,214	2,050,131	393,084	1,516,515	1,668,956	152,441	926,700	545,525
Lakeside Recovery MMT	956,254	1,284,438	(328,184)	1,066,235	1,200,760	134,525	(109,981)	(193,660)
Youth Behavioral Health Hospital	2,556,164	2,269,849	286,315	2,281,979	2,989,120	707,141	274,185	993,456
Youth Crisis Stabilization Facility	1,128,471	1,081,167	47,304	936,582	904,762	(31,820)	191,889	15,484
Contracted Services (Out of County Placements)	-	-	-	1,317,462	-	(1,317,462)	(1,317,462)	(1,317,462)
Crisis Services	2,284,993	2,539,737	(254,743)	2,133,221	2,404,287	271,067	151,773	16,323
Psychiatry Residency	142,947	657,960	(515,013)	203,443	791,022	587,579	(60,496)	72,566
	<u>15,487,284</u>	<u>16,171,419</u>	<u>(684,134)</u>	<u>14,217,658</u>	<u>15,373,840</u>	<u>1,156,182</u>	<u>1,269,626</u>	<u>472,048</u>
<b>COMMUNITY SERVICES</b>								
Outpatient Services (Marathon)	3,732,935	4,561,950	(829,016)	4,041,197	4,977,608	936,411	(308,262)	107,395
Outpatient Services (Lincoln)	916,661	945,661	(28,999)	662,790	790,530	127,740	253,871	98,741
Outpatient Services (Langlade)	645,670	764,245	(118,574)	545,663	572,371	26,708	100,007	(91,867)
Community Treatment Adult (Marathon)	4,299,595	4,827,426	(527,831)	4,863,818	5,351,452	487,635	(564,223)	(40,196)
Community Treatment Adult (Lincoln)	578,419	713,747	(135,328)	683,461	800,037	116,576	(105,042)	(18,752)
Community Treatment Adult (Langlade)	215,783	320,867	(105,084)	350,610	577,113	226,502	(134,828)	121,418
Community Treatment Youth (Marathon)	4,748,999	5,209,612	(460,614)	5,175,421	5,059,482	(115,939)	(426,423)	(576,553)
Community Treatment Youth (Lincoln)	1,419,552	1,544,236	(124,684)	1,454,867	1,504,099	49,231	(35,316)	(75,453)
Community Treatment Youth (Langlade)	1,199,714	1,126,349	73,365	1,159,124	1,128,352	(30,772)	40,590	42,592
Hope House (Sober Living Marathon)	69,140	74,431	(5,292)	74,724	74,379	(345)	(5,585)	(5,637)
Sober Living (Langlade)	65,969	34,573	31,396	48,107	54,650	6,543	17,863	37,939
Adult Protective Services	621,860	726,544	(104,684)	592,956	824,312	231,356	28,903	126,672
Jail Meals (Marathon)	74,265	-	74,265	38,128	-	(38,128)	36,137	36,137
	<u>18,588,562</u>	<u>20,849,641</u>	<u>(2,261,080)</u>	<u>19,690,867</u>	<u>21,714,385</u>	<u>2,023,517</u>	<u>(1,102,306)</u>	<u>(237,563)</u>
<b>COMMUNITY LIVING</b>								
Day Services (Langlade)	238,645	280,412	(41,768)	227,363	242,665	15,302	11,281	(26,466)
Supportive Employment Program	205,281	235,479	(30,199)	221,046	250,287	29,241	(15,765)	(958)
	<u>443,926</u>	<u>515,892</u>	<u>(71,966)</u>	<u>448,410</u>	<u>492,952</u>	<u>44,542</u>	<u>(4,484)</u>	<u>(27,424)</u>
<b>NURSING HOMES</b>								
Mount View Care Center	19,740,180	19,052,148	688,031	16,540,314	18,293,066	1,752,752	3,199,865	2,440,783
Pine Crest Nursing Home	11,383,985	-	11,383,985	10,007,109	-	(10,007,109)	1,376,876	1,376,876
	<u>31,124,165</u>	<u>19,052,148</u>	<u>12,072,017</u>	<u>26,547,423</u>	<u>18,293,066</u>	<u>(8,254,357)</u>	<u>4,576,742</u>	<u>3,817,660</u>
Pharmacy	5,436,781	6,089,510	(652,729)	5,344,935	6,500,200	1,155,264	91,846	502,535
<b>OTHER PROGRAMS</b>								
Aquatic Services	868,818	1,044,725	(175,907)	694,859	1,224,973	530,114	173,959	354,207
Birth To Three	389,580	-	389,580	389,580	-	(389,580)	-	-
Demand Transportation	287,419	347,300	(59,881)	367,672	447,052	79,380	(80,253)	19,498
	<u>1,545,817</u>	<u>1,392,025</u>	<u>153,792</u>	<u>1,452,111</u>	<u>1,672,024</u>	<u>219,914</u>	<u>93,706</u>	<u>373,706</u>
Total NCHC Service Programs	<u>72,626,535</u>	<u>66,801,641</u>	<u>5,824,893</u>	<u>67,701,405</u>	<u>66,801,642</u>	<u>(899,762)</u>	<u>4,925,130</u>	<u>4,925,131</u>
<b>SELF-FUNDED INSURANCE TRUST FUNDS</b>								
Health Insurance Trust Fund	6,088,288	-	6,088,288	6,340,129	-	(6,340,129)	(251,841)	(251,841)
Dental Insurance Trust Fund	333,597	-	333,597	286,910	-	(286,910)	46,687	46,687
Total NCHC Self-Funded Insurance Trusts	<u>6,421,885</u>	<u>-</u>	<u>6,421,885</u>	<u>6,627,039</u>	<u>-</u>	<u>(6,627,039)</u>	<u>(205,154)</u>	<u>(205,154)</u>

North Central Health Care  
Fund Balance Review  
For the Period Ending September 30, 2024

	<u>Marathon</u>	<u>Langlade</u>	<u>Lincoln</u>	<u>Total</u>
YTD Appropriation (Tax Levy) Revenue	4,371,781	177,368	794,140	5,343,289
Total Revenue at Period End	50,545,373	4,477,358	17,603,804	72,626,535
County Percent of Total Net Position	69.6%	6.2%	24.2%	
Total Operating Expenses, Year-to-Date *	47,211,461	4,507,910	15,982,034	67,701,405
<i>* Excluding Depreciation Expenses to be allocated at the end of the year</i>				
Share of Operating Cash	13,619,102	1,206,393	4,743,224	19,568,719
Days Cash on Hand	79	73	81	79
Minimum Target - 20%	12,589,723	1,202,109	4,261,876	18,053,708
Over/(Under) Target	1,029,379	4,284	481,348	1,515,011
Share of Investments	-	-	-	-
Days Invested Cash	0	0	0	0
Days Invested Cash on Hand Target - 90 Days	15,521,576	1,482,053	5,254,367	22,257,996
Current Percentage of Operating Cash	28.8%	26.8%	29.7%	28.9%
Over/(Under) Target	1,029,379	4,284	481,348	1,515,011
Share of Investments	-	-	-	-
Amount Needed to Fulfill Fund Balance Policy	<u>1,029,379</u>	<u>4,284</u>	<u>481,348</u>	<u>1,515,011</u>

North Central Health Care  
Review of Services in Marathon County  
For the Period Ending September 30, 2024

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
<b>Direct Services</b>								
Outpatient Services	3,732,935	4,561,950	(829,016)	4,041,197	4,977,608	936,411	(308,262)	107,395
Community Treatment-Adult	4,299,595	4,827,426	(527,831)	4,863,818	5,351,452	487,635	(564,223)	(40,196)
Community Treatment-Youth	4,748,999	5,209,612	(460,614)	5,175,421	5,059,482	(115,939)	(426,423)	(576,553)
Hope House Sober Living	69,140	74,431	(5,292)	74,724	74,379	(345)	(5,585)	(5,637)
Demand Transportation	287,419	347,300	(59,881)	367,672	447,052	79,380	(80,253)	19,498
Jail Meals	74,265	-	74,265	38,128	-	(38,128)	36,137	36,137
Aquatic Services	868,818	1,044,725	(175,907)	694,859	1,224,973	530,114	173,959	354,207
Mount View Care Center	19,740,180	19,052,148	688,031	16,540,314	18,293,066	1,752,752	3,199,865	2,440,783
	<u>33,821,349</u>	<u>35,117,592</u>	<u>(1,296,243)</u>	<u>31,796,133</u>	<u>35,428,012</u>	<u>3,631,879</u>	<u>2,025,216</u>	<u>2,335,636</u>
<b>Shared Services</b>								
Adult Behavioral Health Hospital	4,502,946	4,735,218	(232,272)	3,535,134	4,019,660	484,526	967,813	252,255
Youth Behavioral Health Hospital	1,899,067	1,686,528	212,540	1,693,978	2,218,909	524,931	205,089	737,471
Residency Program	106,114	488,423	(382,309)	151,022	587,198	436,177	(44,908)	53,868
Supportive Employment Program	152,386	174,803	(22,417)	164,089	185,795	21,706	(11,703)	(711)
Crisis Services	1,885,601	2,074,704	(189,103)	1,583,551	1,784,771	201,220	302,050	12,117
Adult Crisis Stabilization Facility	1,813,668	1,521,871	291,797	1,125,752	1,238,914	113,161	687,916	404,959
Youth Crisis Stabilization Facility	837,696	802,581	35,115	695,252	671,631	(23,621)	142,444	11,494
Pharmacy	4,035,878	4,520,418	(484,539)	3,967,699	4,825,284	857,586	68,180	373,046
Lakeside Recovery MMT	740,816	984,436	(243,621)	791,497	891,358	99,862	(50,681)	(143,759)
Adult Protective Services	460,655	538,365	(77,710)	440,169	611,911	171,742	20,486	94,032
Birth To Three	289,196	-	289,196	289,196	-	(289,196)	-	-
Contracted Services (Out of County Placements)	-	-	-	977,990	-	(977,990)	(977,990)	(977,990)
	<u>16,724,024</u>	<u>17,527,346</u>	<u>(803,323)</u>	<u>15,415,327</u>	<u>17,035,432</u>	<u>1,620,104</u>	<u>1,308,696</u>	<u>816,782</u>
Excess Revenue/(Expense)	50,545,373	52,644,939	(2,099,566)	47,211,461	52,463,444	5,251,983	3,333,912	3,152,417

North Central Health Care  
Review of Services in Lincoln County  
For the Period Ending September 30, 2024

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
<b>Direct Services</b>								
Outpatient Services	916,661	945,661	(28,999)	662,790	790,530	127,740	253,871	98,741
Community Treatment-Adult	578,419	713,747	(135,328)	683,461	800,037	116,576	(105,042)	(18,752)
Community Treatment-Youth	1,419,552	1,544,236	(124,684)	1,454,867	1,504,099	49,231	(35,316)	(75,453)
Pine Crest Nursing Home	11,383,985	-	11,383,985	10,007,109	-	(10,007,109)	1,376,876	1,376,876
	<u>14,298,618</u>	<u>3,203,644</u>	<u>11,094,974</u>	<u>12,808,227</u>	<u>3,094,666</u>	<u>(9,713,562)</u>	<u>1,490,390</u>	<u>1,381,412</u>
<b>Shared Services</b>								
Adult Behavioral Health Hospital	926,169	973,991	(47,822)	727,836	827,593	99,757	198,333	51,936
Youth Behavioral Health Hospital	389,588	345,829	43,759	348,767	456,843	108,076	40,821	151,835
Residency Program	21,847	100,560	(78,712)	31,093	120,896	89,803	(9,246)	11,091
Supportive Employment Program	31,374	35,990	(4,615)	33,784	38,253	4,469	(2,410)	(146)
Crisis Services	278,208	317,142	(38,934)	326,032	367,460	41,429	(47,823)	2,495
Adult Crisis Stabilization Facility	373,410	313,333	60,077	231,777	255,075	23,298	141,632	83,375
Youth Crisis Stabilization Facility	172,470	165,241	7,230	143,143	138,280	(4,863)	29,327	2,366
Pharmacy	830,932	930,693	(99,760)	816,895	993,460	176,565	14,037	76,805
Lakeside Recovery MMT	127,785	177,943	(50,158)	162,958	183,519	20,560	(35,173)	(29,598)
Adult Protective Services	93,861	109,860	(15,999)	90,625	125,984	35,359	3,236	19,360
Birth To Three	59,542	-	59,542	59,542	-	(59,542)	-	-
Contracted Services (Out of County Placements)	-	-	-	201,355	-	(201,355)	(201,355)	(201,355)
	<u>3,305,186</u>	<u>3,470,579</u>	<u>(165,393)</u>	<u>3,173,806</u>	<u>3,507,364</u>	<u>333,557</u>	<u>131,380</u>	<u>168,164</u>
Excess Revenue/(Expense)	17,603,804	6,674,223	10,929,581	15,982,034	6,602,029	(9,380,004)	1,621,770	1,549,577

North Central Health Care  
Review of Services in Langlade County  
For the Period Ending September 30, 2024

	Revenue			Expense			Net Income/ (Loss)	Variance From Budget
	Actual	Budget	Variance	Actual	Budget	Variance		
<b>Direct Services</b>								
Outpatient Services	645,670	764,245	(118,574)	545,663	572,371	26,708	100,007	(91,867)
Community Treatment-Adult	215,783	320,867	(105,084)	350,610	577,113	226,502	(134,828)	121,418
Community Treatment-Youth	1,199,714	1,126,349	73,365	1,159,124	1,128,352	(30,772)	40,590	42,592
Sober Living	65,969	34,573	31,396	48,107	54,650	6,543	17,863	37,939
Adult Day Services	238,645	280,412	(41,768)	227,363	242,665	15,302	11,281	(26,466)
	<u>2,365,781</u>	<u>2,526,447</u>	<u>(160,665)</u>	<u>2,330,868</u>	<u>2,575,150</u>	<u>244,283</u>	<u>34,914</u>	<u>83,617</u>
<b>Shared Services</b>								
Adult Behavioral Health Hospital	546,126	578,928	(32,803)	499,252	567,680	68,428	46,873	35,625
Youth Behavioral Health Hospital	267,509	237,492	30,016	239,233	313,367	74,134	28,275	104,150
Residency Program	14,986	68,978	(53,992)	21,328	82,928	61,599	(6,342)	7,608
Supportive Employment Program	21,521	24,687	(3,166)	23,174	26,239	3,065	(1,653)	(100)
Crisis Services	121,185	147,891	(26,706)	223,638	252,056	28,418	(102,454)	1,711
Adult Crisis Stabilization Facility	256,137	214,927	41,209	158,985	174,967	15,981	97,151	57,191
Youth Crisis Stabilization Facility	118,304	113,345	4,959	98,188	94,852	(3,336)	20,117	1,623
Pharmacy	569,970	638,400	(68,429)	560,342	681,455	121,113	9,629	52,684
Lakeside Recovery MMT	87,653	122,059	(34,406)	111,780	125,883	14,103	(24,127)	(20,302)
Adult Protective Services	67,344	78,319	(10,975)	62,163	86,418	24,254	5,181	13,280
Birth To Three	40,842	-	40,842	40,842	-	(40,842)	-	-
Contracted Services (Out of County Placements)	-	-	-	138,117	-	(138,117)	(138,117)	(138,117)
	<u>2,111,576</u>	<u>2,225,026</u>	<u>(113,450)</u>	<u>2,177,042</u>	<u>2,405,843</u>	<u>228,801</u>	<u>(65,466)</u>	<u>115,351</u>
Excess Revenue/(Expense)	4,477,358	4,751,473	(274,115)	4,507,910	4,980,993	473,083	(30,552)	198,968