

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:

Thursday, February 20, 2025 at 2:30 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:

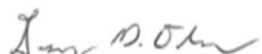
Meeting number: 1-408-418-9388 **Access Code:** 2498 322 7578 **Password:** 1234

AMENDED AGENDA

1. Call to Order
2. Public Comment for Matters Appearing on the Agenda (Limited to 15 Minutes)
3. Educational Presentations, Committee Discussion, and Organizational Updates
 - a. Continued Discussion with Cottingham & Butler on North Central Health Care Compensation Project Overview
4. Discussion and Possible Action
 - a. ACTION: Approval of Proposed Step Scale
5. **CLOSED SESSION**
 - a. 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 exercised responsibility: to wit: Review Executive Director’s performance appraisal data.
6. **Motion to Return to Open Session (Roll Call Vote Unnecessary) and Possible Announcements and/or Action Regarding Closed Session items**
7. Next Meeting Date & Time, Location and Future Agenda Items
 - a. Wednesday, February 26, 2025, 1:00 p.m., NCHC Eagle 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: 02/18/2025 TIME: 1:00 PM BY: D. Osowski

60th Percentile Target Structures

Draft

Step Structure	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
	90%	92%	94%	96%	98%	100%	101.5%	103.0%	104.5%	106.0%	107.5%	109.0%	110.5%	112.0%	113.5%	115.0%
23	\$86.57	\$88.49	\$90.42	\$92.34	\$94.27	\$96.19	\$97.63	\$99.08	\$100.52	\$101.96	\$103.40	\$104.85	\$106.29	\$107.73	\$109.18	\$110.62
22	\$79.72	\$81.49	\$83.27	\$85.04	\$86.81	\$88.58	\$89.91	\$91.24	\$92.57	\$93.89	\$95.22	\$96.55	\$97.88	\$99.21	\$100.54	\$101.87
21	\$73.32	\$74.95	\$76.58	\$78.21	\$79.84	\$81.47	\$82.69	\$83.91	\$85.14	\$86.36	\$87.58	\$88.80	\$90.02	\$91.25	\$92.47	\$93.69
20	\$67.40	\$68.90	\$70.40	\$71.89	\$73.39	\$74.89	\$76.01	\$77.14	\$78.26	\$79.38	\$80.51	\$81.63	\$82.75	\$83.88	\$85.00	\$86.12
19	\$61.88	\$63.26	\$64.63	\$66.01	\$67.38	\$68.76	\$69.79	\$70.82	\$71.85	\$72.89	\$73.92	\$74.95	\$75.98	\$77.01	\$78.04	\$79.07
18	\$56.76	\$58.02	\$59.29	\$60.55	\$61.81	\$63.07	\$64.02	\$64.96	\$65.91	\$66.85	\$67.80	\$68.75	\$69.69	\$70.64	\$71.58	\$72.53
17	\$51.99	\$53.15	\$54.30	\$55.46	\$56.61	\$57.77	\$58.64	\$59.50	\$60.37	\$61.24	\$62.10	\$62.97	\$63.84	\$64.70	\$65.57	\$66.44
16	\$47.53	\$48.59	\$49.64	\$50.70	\$51.75	\$52.81	\$53.60	\$54.39	\$55.19	\$55.98	\$56.77	\$57.56	\$58.36	\$59.15	\$59.94	\$60.73
15	\$43.37	\$44.33	\$45.30	\$46.26	\$47.23	\$48.19	\$48.91	\$49.64	\$50.36	\$51.08	\$51.80	\$52.53	\$53.25	\$53.97	\$54.70	\$55.42
14	\$39.53	\$40.41	\$41.28	\$42.16	\$43.04	\$43.92	\$44.58	\$45.24	\$45.90	\$46.56	\$47.21	\$47.87	\$48.53	\$49.19	\$49.85	\$50.51
13	\$35.95	\$36.74	\$37.54	\$38.34	\$39.14	\$39.94	\$40.54	\$41.14	\$41.74	\$42.34	\$42.94	\$43.53	\$44.13	\$44.73	\$45.33	\$45.93
12	\$32.59	\$33.31	\$34.04	\$34.76	\$35.49	\$36.21	\$36.75	\$37.30	\$37.84	\$38.38	\$38.93	\$39.47	\$40.01	\$40.56	\$41.10	\$41.64
11	\$29.48	\$30.13	\$30.79	\$31.44	\$32.10	\$32.75	\$33.24	\$33.73	\$34.22	\$34.72	\$35.21	\$35.70	\$36.19	\$36.68	\$37.17	\$37.66
10	\$26.59	\$27.18	\$27.77	\$28.36	\$28.95	\$29.54	\$29.98	\$30.43	\$30.87	\$31.31	\$31.76	\$32.20	\$32.64	\$33.08	\$33.53	\$33.97
9	\$23.92	\$24.45	\$24.99	\$25.52	\$26.05	\$26.58	\$26.98	\$27.38	\$27.78	\$28.17	\$28.57	\$28.97	\$29.37	\$29.77	\$30.17	\$30.57
8	\$21.47	\$21.94	\$22.42	\$22.90	\$23.37	\$23.85	\$24.21	\$24.57	\$24.92	\$25.28	\$25.64	\$26.00	\$26.35	\$26.71	\$27.07	\$27.43
7	\$19.16	\$19.59	\$20.01	\$20.44	\$20.86	\$21.29	\$21.61	\$21.93	\$22.25	\$22.57	\$22.89	\$23.21	\$23.53	\$23.84	\$24.16	\$24.48
6	\$17.00	\$17.38	\$17.76	\$18.13	\$18.51	\$18.89	\$19.17	\$19.46	\$19.74	\$20.02	\$20.31	\$20.59	\$20.87	\$21.16	\$21.44	\$21.72
5	\$14.99	\$15.33	\$15.66	\$15.99	\$16.33	\$16.66	\$16.91	\$17.16	\$17.41	\$17.66	\$17.91	\$18.16	\$18.41	\$18.66	\$18.91	\$19.16

65th Percentile Target Structures

Step Structure	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
	90%	92%	94%	96%	98%	100%	101.5%	103.0%	104.5%	106.0%	107.5%	109.0%	110.5%	112.0%	113.5%	115.0%
23	\$89.16	\$91.14	\$93.13	\$95.11	\$97.09	\$99.07	\$100.56	\$102.04	\$103.53	\$105.01	\$106.50	\$107.99	\$109.47	\$110.96	\$112.44	\$113.93
22	\$82.08	\$83.90	\$85.73	\$87.55	\$89.38	\$91.20	\$92.57	\$93.94	\$95.30	\$96.67	\$98.04	\$99.41	\$100.78	\$102.14	\$103.51	\$104.88
21	\$75.47	\$77.15	\$78.83	\$80.51	\$82.18	\$83.86	\$85.12	\$86.38	\$87.63	\$88.89	\$90.15	\$91.41	\$92.67	\$93.92	\$95.18	\$96.44
20	\$69.35	\$70.89	\$72.43	\$73.97	\$75.51	\$77.05	\$78.21	\$79.36	\$80.52	\$81.67	\$82.83	\$83.98	\$85.14	\$86.30	\$87.45	\$88.61
19	\$63.66	\$65.07	\$66.49	\$67.90	\$69.32	\$70.73	\$71.79	\$72.85	\$73.91	\$74.97	\$76.03	\$77.10	\$78.16	\$79.22	\$80.28	\$81.34
18	\$58.37	\$59.66	\$60.96	\$62.26	\$63.55	\$64.85	\$65.82	\$66.80	\$67.77	\$68.74	\$69.71	\$70.69	\$71.66	\$72.63	\$73.60	\$74.58
17	\$53.43	\$54.62	\$55.81	\$57.00	\$58.18	\$59.37	\$60.26	\$61.15	\$62.04	\$62.93	\$63.82	\$64.71	\$65.60	\$66.49	\$67.38	\$68.28
16	\$48.82	\$49.90	\$50.99	\$52.07	\$53.16	\$54.24	\$55.05	\$55.87	\$56.68	\$57.49	\$58.31	\$59.12	\$59.94	\$60.75	\$61.56	\$62.38
15	\$44.51	\$45.50	\$46.49	\$47.48	\$48.47	\$49.46	\$50.20	\$50.94	\$51.69	\$52.43	\$53.17	\$53.91	\$54.65	\$55.40	\$56.14	\$56.88
14	\$40.54	\$41.44	\$42.34	\$43.24	\$44.14	\$45.04	\$45.72	\$46.39	\$47.07	\$47.74	\$48.42	\$49.09	\$49.77	\$50.44	\$51.12	\$51.80
13	\$36.84	\$37.66	\$38.47	\$39.29	\$40.11	\$40.93	\$41.54	\$42.16	\$42.77	\$43.39	\$44.00	\$44.61	\$45.23	\$45.84	\$46.46	\$47.07
12	\$33.37	\$34.11	\$34.86	\$35.60	\$36.34	\$37.08	\$37.64	\$38.19	\$38.75	\$39.30	\$39.86	\$40.42	\$40.97	\$41.53	\$42.09	\$42.64
11	\$30.15	\$30.82	\$31.49	\$32.16	\$32.83	\$33.50	\$34.00	\$34.51	\$35.01	\$35.51	\$36.01	\$36.52	\$37.02	\$37.52	\$38.02	\$38.53
10	\$27.16	\$27.77	\$28.37	\$28.97	\$29.58	\$30.18	\$30.63	\$31.09	\$31.54	\$31.99	\$32.44	\$32.90	\$33.35	\$33.80	\$34.25	\$34.71
9	\$24.42	\$24.96	\$25.50	\$26.04	\$26.59	\$27.13	\$27.54	\$27.94	\$28.35	\$28.76	\$29.16	\$29.57	\$29.98	\$30.39	\$30.79	\$31.20
8	\$21.87	\$22.36	\$22.84	\$23.33	\$23.81	\$24.30	\$24.66	\$25.03	\$25.39	\$25.76	\$26.12	\$26.49	\$26.85	\$27.22	\$27.58	\$27.95
7	\$19.49	\$19.92	\$20.35	\$20.78	\$21.22	\$21.65	\$21.97	\$22.30	\$22.62	\$22.95	\$23.27	\$23.60	\$23.92	\$24.25	\$24.57	\$24.90
6	\$17.25	\$17.64	\$18.02	\$18.40	\$18.79	\$19.17	\$19.46	\$19.75	\$20.03	\$20.32	\$20.61	\$20.90	\$21.18	\$21.47	\$21.76	\$22.05
5	\$15.19	\$15.53	\$15.87	\$16.20	\$16.54	\$16.88	\$17.13	\$17.39	\$17.64	\$17.89	\$18.15	\$18.40	\$18.65	\$18.91	\$19.16	\$19.41

70th Percentile Target Structures

Step Structure	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
	90%	92%	94%	96%	98%	100%	101.5%	103.0%	104.5%	106.0%	107.5%	109.0%	110.5%	112.0%	113.5%	115.0%
23	\$91.76	\$93.80	\$95.84	\$97.88	\$99.92	\$101.96	\$103.49	\$105.02	\$106.55	\$108.08	\$109.61	\$111.14	\$112.67	\$114.20	\$115.72	\$117.25
22	\$84.45	\$86.32	\$88.20	\$90.08	\$91.95	\$93.83	\$95.24	\$96.64	\$98.05	\$99.46	\$100.87	\$102.27	\$103.68	\$105.09	\$106.50	\$107.90
21	\$77.63	\$79.35	\$81.08	\$82.80	\$84.53	\$86.25	\$87.54	\$88.84	\$90.13	\$91.43	\$92.72	\$94.01	\$95.31	\$96.60	\$97.89	\$99.19
20	\$71.30	\$72.88	\$74.47	\$76.05	\$77.64	\$79.22	\$80.41	\$81.60	\$82.78	\$83.97	\$85.16	\$86.35	\$87.54	\$88.73	\$89.91	\$91.10
19	\$65.42	\$66.87	\$68.33	\$69.78	\$71.24	\$72.69	\$73.78	\$74.87	\$75.96	\$77.05	\$78.14	\$79.23	\$80.32	\$81.41	\$82.50	\$83.59
18	\$59.96	\$61.29	\$62.62	\$63.96	\$65.29	\$66.62	\$67.62	\$68.62	\$69.62	\$70.62	\$71.62	\$72.62	\$73.62	\$74.61	\$75.61	\$76.61
17	\$54.86	\$56.08	\$57.30	\$58.52	\$59.74	\$60.96	\$61.87	\$62.79	\$63.70	\$64.62	\$65.53	\$66.45	\$67.36	\$68.28	\$69.19	\$70.10
16	\$50.09	\$51.21	\$52.32	\$53.43	\$54.55	\$55.66	\$56.49	\$57.33	\$58.16	\$59.00	\$59.83	\$60.67	\$61.50	\$62.34	\$63.17	\$64.01
15	\$45.66	\$46.67	\$47.69	\$48.70	\$49.72	\$50.73	\$51.49	\$52.25	\$53.01	\$53.77	\$54.53	\$55.30	\$56.06	\$56.82	\$57.58	\$58.34
14	\$41.55	\$42.48	\$43.40	\$44.32	\$45.25	\$46.17	\$46.86	\$47.56	\$48.25	\$48.94	\$49.63	\$50.33	\$51.02	\$51.71	\$52.40	\$53.10
13	\$37.74	\$38.58	\$39.41	\$40.25	\$41.09	\$41.93	\$42.56	\$43.19	\$43.82	\$44.45	\$45.07	\$45.70	\$46.33	\$46.96	\$47.59	\$48.22
12	\$34.16	\$34.91	\$35.67	\$36.43	\$37.19	\$37.95	\$38.52	\$39.09	\$39.66	\$40.23	\$40.80	\$41.37	\$41.93	\$42.50	\$43.07	\$43.64
11	\$30.83	\$31.52	\$32.20	\$32.89	\$33.57	\$34.26	\$34.77	\$35.29	\$35.80	\$36.32	\$36.83	\$37.34	\$37.86	\$38.37	\$38.89	\$39.40
10	\$27.75	\$28.36	\$28.98	\$29.60	\$30.21	\$30.83	\$31.29	\$31.75	\$32.22	\$32.68	\$33.14	\$33.60	\$34.07	\$34.53	\$34.99	\$35.45
9	\$24.90	\$25.46	\$26.01	\$26.56	\$27.12	\$27.67	\$28.09	\$28.50	\$28.92	\$29.33	\$29.75	\$30.16	\$30.58	\$30.99	\$31.41	\$31.82
8	\$22.28	\$22.78	\$23.27	\$23.77	\$24.26	\$24.76	\$25.13	\$25.50	\$25.87	\$26.25	\$26.62	\$26.99	\$27.36	\$27.73	\$28.10	\$28.47
7	\$19.82	\$20.26	\$20.70	\$21.14	\$21.58	\$22.02	\$22.35	\$22.68	\$23.01	\$23.34	\$23.67	\$24.00	\$24.33	\$24.66	\$24.99	\$25.32
6	\$17.51	\$17.90	\$18.29	\$18.68	\$19.07	\$19.46	\$19.75	\$20.04	\$20.34	\$20.63	\$20.92	\$21.21	\$21.50	\$21.80	\$22.09	\$22.38
5	\$15.38	\$15.72	\$16.06	\$16.41	\$16.75	\$17.09	\$17.35	\$17.60	\$17.86	\$18.12	\$18.37	\$18.63	\$18.88	\$19.14	\$19.40	\$19.65