

MINUTES

BAY ARENAC BEHAVIORAL HEALTH BOARD OF DIRECTORS SPECIAL PERSONNEL & COMPENSATION COMMITTEE

Monday, August 17, 2020 at 5:00 pm

William B. Cammin Clinic, Bay Room, 1010 N. Madison Avenue, Bay City, MI 48708

or

Call In: 877-273-4202

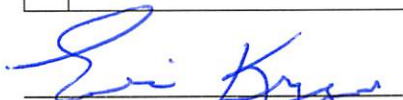
Conference Room Number: 703950889

Per Governor Whitmer's Executive Order 2020-154 Due to The Coronavirus Pandemic

Committee Members:	Present	Excused	Absent		Present	Excused	Absent	Others Present:
Ernie Krygier, Ch	X	_____	_____	Robert Pawlak	X	_____	_____	BABH: Chris Pinter and Sara McRae
Thomas Ryder, V Ch	X	_____	_____	James Anderson, Ex Off	X	_____	_____	
John Andrus	X	_____	_____	Richard Byrne, Ex Off	X	_____	_____	Legend: M-Motion; S-Support; MA-
Richard Gromaski	X	_____	_____					Motion Adopted; AB-Abstained

	Agenda Item	Discussion	Motion/Action														
1.	Roll Call	<p>Committee Chair, E. Krygier, called the meeting to order at 5:00 pm. All Committee members were present.</p> <p>J. Andrus, R. Gromaski, and R. Byrne participated in person at the William B. Cammin Clinic.</p>															
2.	Public Input (Maximum of 3 Minutes)	There were not any members of the public present.															
3.	Recommended Compensation Proposal	<p>C. Pinter reviewed the procedure and policy relative to Bay Arenac Behavioral Health's pay structure, the Community Mental Health Association (CMHA) salary comparison, core position comparison, and the projected financial comparisons for fiscal year (FY) 2020 and 2021. C. Pinter also reviewed the compensation proposal explaining the recommendation includes a 2.5% increase for all staff with selected positions noted being brought in line with the market comparisons. There were general discussions regarding staff retention issues, the loyalty of current staff, the budget, competitive wages, and a one-time bonus versus a pay raise.</p>	<p>3) On motion of T. Ryder and support of R. Pawlak, the Committee referred the compensation proposal to the full Board for approval. The motion passed with a roll call vote: 4 yeas, 3 nays, 0 excused.</p> <table style="margin-left: 20px;"> <tr><td>E. Krygier</td><td>Yea</td></tr> <tr><td>T. Ryder</td><td>Yea</td></tr> <tr><td>J. Andrus</td><td>Nay</td></tr> <tr><td>R. Gromaski</td><td>Nay</td></tr> <tr><td>R. Pawlak</td><td>Yea</td></tr> <tr><td>J. Anderson</td><td>Yea</td></tr> <tr><td>R. Byrne</td><td>Nay</td></tr> </table>	E. Krygier	Yea	T. Ryder	Yea	J. Andrus	Nay	R. Gromaski	Nay	R. Pawlak	Yea	J. Anderson	Yea	R. Byrne	Nay
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T. Ryder	Yea																
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R. Pawlak	Yea																
J. Anderson	Yea																
R. Byrne	Nay																

4.	Adjournment	M – R. Gromaski	S – J. Andrus	5:30 pm	The motion passed unanimously.
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Ernie Krygier, Committee Chair