

# MINUTES

## BAY ARENAC BEHAVIORAL HEALTH BOARD OF DIRECTORS PERSONNEL & COMPENSATION COMMITTEE MEETING

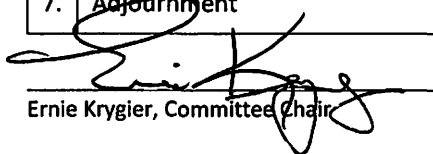
Tuesday, January 24, 2023 at 5:00 pm

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

<b>Committee Members:</b>	<b>Present</b>	<b>Excused</b>	<b>Absent</b>	<b>Committee Members:</b>	<b>Present</b>	<b>Excused</b>	<b>Absent</b>	Others Present: BABH: Jennifer Lasceski, Chris Pinter, and Sara McRae  Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
Ernie Krygier, Ch	X	_____	_____	Robert Pawlak	X	_____	_____	
Thomas Ryder, V Ch	X	_____	_____	James Anderson, Ex Off	X	_____	_____	
Colleen Maillette	X	_____	_____	Richard Byrne, Ex Off	X	_____	_____	
Rick Meeth	X	_____	_____					

	Agenda Item	Discussion	Motion/Action
1.	Call To Order & Roll Call	Committee Chair, E. Krygier, called the meeting to order at 5:00 pm.  All members were present.	
2.	Public Input (Maximum of 3 Minutes)	There were not any members of the public present.	
3.	Personnel Change & Vacancy Reports 3.1) October 2022 – December 2022	3.1) J. Lasceski reviewed the reports with the Committee noting staffing needs for Residential Technicians, Master’s level social workers, and nurses.	3.1) No action was necessary
4.	Benefits 4.1) Brown & Brown Agreement	4.1) J. Lasceski reported BABH received the Brown & Brown contract amendment. This agreement has been very cost effect for BABH and has been through the Board process.	4.1) No action was necessary
5.	Unfinished Business	There was not any unfinished business presented to the Committee.	
6.	New Business 6.1) Strategic Initiatives Status Update & Dashboard Review	6.1) J. Lasceski reviewed the dashboard reports. There were general discussions relative to the Committee’s functions noting the turnover rate and the increase of non-BABH staff attending trainings. There were general discussions regarding the overall salary budget and the impacts due to staff turnover.	6.1) No action was necessary

<p>6.2) Recruitment Strategies</p> <p>6.3) Labor Law Update – Minimum Wage Increase</p> <p>6.4) Earned Sick Time Act (ETSA) and Improved Workforce Opportunity Act (IWOWA)</p> <p>6.5) Internal Revenue Service (IRS) Mileage Reimbursement</p>	<p>6.2) J. Lasceski reviewed the utilization of sign-on bonuses as a recruitment strategy and BABH current bonus amounts. J. Lasceski reported 22% of new hires leave within a year. BABH also has an employee referral program. J. Lasceski also reviewed the sign-on bonus amounts and terms of other affiliate community mental health (CMH) partners. Administration does have concerns about the messaging to staff with sign-on bonuses and amounts. There were general discussions relative to salary comparisons with affiliate CMH partners, the Community Mental Health Association (CMHA) salary survey is anticipated this year, benefits and disadvantages to using sign-on bonuses, current staff caseloads and all services areas being covered, the cost impacts for training new staff and turnovers, generational differences, statistics of job longevity averages 2-3 years, utilization of retirees, and staffing capacity needs especially with bachelor level social workers.</p> <p>6.3) J. Lasceski provided the labor law update noting the impact of the 2018 legislative changes to the mandatory minimum wage.</p> <p>6.4) J. Lasceski reported changes to the ETSA including rollover allowances and the definition of employee from 2018 were appealed and recently deemed unconstitutional. J. Lasceski also reported the IWOWA has an appeal pending. This could impact Michigan’s minimum wage law. There were discussions related to expectation of 20% of minimum wage for Residential Technicians, competition in the marketplace, and the budget.</p> <p>6.5) J. Lasceski reported the IRS increased recently increased the mileage rate reimbursement to \$0.655. Administration is proposing the BABH mileage reimbursement rate be increased to the IRS rate.</p>	<p>6.2) No action was necessary</p> <p>6.3) No action was necessary</p> <p>6.4) No action was necessary</p> <p>6.5) On motion of T. Ryder and support of R. Meeth, increasing the BABH mileage reimbursement rate to the current IRS rate was referred to the full Board for approval. The motion was adopted unanimously.</p>
<p>7. Adjournment</p>	<p>On motion of T. Ryder and support of C. Maillette, the meeting adjourned at 5:30 pm. The motion passed unanimously.</p>	

  
 Ernie Krygier, Committee Chair