

AGENDA

BAY ARENAC BEHAVIORAL HEALTH BOARD OF DIRECTORS

PERSONNEL & COMPENSATION COMMITTEE MEETING

Tuesday, July 25, 2023 at 5:00 pm

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

Committee Members:	Present	Excused	Absent	Committee Members:	Present	Excused	Absent	Others Present: BABH: Jennifer Lasceski, Chris Pinter, and Sara McRae Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
Ernie Krygier, Ch	_____	_____	_____	Marie (Toni) Reese	_____	_____	_____	
Jerome Crete	_____	_____	_____	Colleen Maillette, Ex Off	_____	_____	_____	
Kathy Niemiec	_____	_____	_____	Richard Byrne, Ex Off	_____	_____	_____	
Robert Pawlak	_____	_____	_____					

	Agenda Item	Discussion	Motion/Action
1.	Call To Order & Roll Call		
2.	Public Input (Maximum of 3 Minutes)		
3.	Nomination & Elections 3.1) Committee Chair 3.2) Committee Vice Chair		3.1) Consideration of nomination to elect _____ as Committee Chair 3.2) Consideration of nomination to elect _____ as Committee Vice Chair
4.	Personnel Change & Vacancy Reports 4.1) April 2023 – June 2023		4.1) No action necessary
5.	Benefits 5.1) 2024 Benefit Process Update 5.2) Community Mental Health Association (CMHA) 2023 Salary & Benefits Survey Results		5.1) No action necessary 5.2) No action necessary

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Page 2 of 2

6.	Unfinished Business 6.1) None		
7.	New Business 7.1) Dashboard Review 7.2) Remote Work Policy & Procedure Update		7.1) No action necessary 7.2) No action necessary
8.	Adjournment	M –	S – pm MA

**Bay-Arenac Behavioral Health
Personnel Change and Vacancy Report**

April 2023

New Hires

Name	Title	Program	Start Date	New Position (N) Replacement (R)
Traci Hopper	Access/ES Specialist–FT	Primary Care	04/10/2023	R
Beverly Bouverette	Peer Support Specialist – Mobile Response Team	Primary Care	04/12/2023	N

Transfers/Reclassification

Name	Position Previous/New	Program Prior/New	Effective Date
Jill Schultz	From: Access & Emergency Services Specialist To: Assisted Outpatient Treatment Coordinator	Both positions within Primary Care	04/24/2023
James Spegel	From: Intake and Emergent Services Clinical Specialist To: ES/Access Mobile Response Team Clinical Supervisor	From: Arenac Center To: Primary Care	04/24/2023

Departures

Name	Title	Program	Hire Date	Departure Date
Destiny Fitzpatrick	Clinical Specialist/Therapist – ACT	Primary Care	06/27/2022	04/07/2023
Noelle Reames	Mental Health Nurse	Psychiatric Services	08/15/2022	04/14/2023
Renee Vincent	Secretary II (Bay Program)	Primary Care	04/22/2002	04/28/2023

Posted Vacancies

Position	Program	Posting Date	New Position (N) Replacement (R) On Hold (H)
Direct Support Professional (1 full-time)	Specialty Care	June 2021	R
Clinical Specialist – Outpatient Therapist (2)	Primary Care	April 2022	N
Access/ES Specialist–FT 2P-12A (1 position)	Primary Care	July 2022	R
Mental Health Nurse – ACT	Primary Care	September 2022	R
Psychologist	Psych Services	September 2022	R
Infant Mental Health Specialist – Arenac	Arenac Center	December 2022	R
Residential Technician – FT 1 st , FT 2 nd , PT 2 nd	Specialty Care	January 2023	N
Clinical Specialist–Crisis Stab/Mobile Response (4P – 12A)	Primary Care	February 2023	N
Clinical Specialist/Therapist – ACT	Primary Care	March 2023	R
Secretary II	Primary Care	March 2023	R
Medical Assistant	Arenac Center	March 2023	R
Mental Health Nurse – Advanced Health and Community RN	Psychiatric Services	March 2023	N
Mental Health Nurse - Clinic	Psychiatric Services	March 2023	R
Intake and Emergency Services Clinical Specialist - Arenac	Arenac Center	March 2023	R

04/01/2023

**Bay-Arenac Behavioral Health
Personnel Change and Vacancy Report**

May 2023

New Hires

Name	Title	Program	Start Date	New Position (N) Replacement (R)
Cheryl Kusmierz	Secretary II	Primary Care	04/24/2023	R
Marion Lazzaro	Residential Technician – Part-time 1 st shift	Specialty Care	05/03/2023 – GHC training 05/19/2023 – Horizon Home	R
Shane Vark	Residential Technician – Full-time 1 st shift	Specialty Care	05/08/2023 – GHC training 05/23/2023 – Horizon Home	R
Kennedy Amman	Access/ES Specialist–FT	Primary Care	05/16/2023	R
Alexandria Paynter	Access/ES Specialist–FT	Primary Care	05/16/2023	R
Kaitlyn Royer	Infant Mental Health Specialist – Arenac	Arenac Center	05/24/2023	R

Transfers/Reclassification

Name	Position Previous/New	Program Prior/New	Effective Date
Allison Gruehn	From: Clinical Team Leader – Adult MI To: Clinical Services Program Manager – Adult MI & ACT	Both positions within Primary Care	04/24/2023
Renee Vincent	From: Secretary II – Full-time To: Secretary II – Temporary, Casual	Both positions within Primary Care	05/12/2023

Departures

Name	Title	Program	Hire Date	Departure Date
Kathy Palmer	Clinical Services Program Manager – Adult MI & ACT	Primary Care	05/01/2017	05/05/2023
Kaylee Williams	Co-op - Madison	Psychiatric Services	01/23/2023	05/24/2023
Asha Calahan	Residential Technician – Full-time 2 nd Shift	Specialty Care	02/13/2023	05/25/2023

Posted Vacancies

Position	Program	Posting Date	New Position (N) Replacement (R) On Hold (H)
Clinical Specialist – Outpatient Therapist (2)	Primary Care	April 2022	N
Psychologist	Psych Services	September 2022	R
Direct Support Professional (1 full-time)	Specialty Care	January 2023	R
Residential Technician – FT 2 nd (2), PT 3 rd	Specialty Care	January 2023	N
Clinical Specialist–Crisis Stab/Mobile Response (4P – 12A)	Primary Care	February 2023	N
Clinical Specialist/Therapist – ACT	Primary Care	March 2023	R
Medical Assistant	Arenac Center	March 2023	R
Intake and Emergency Services Clinical Specialist – Arenac (2 positions)	Arenac Center	March 2023	R
Clinical Specialist – School Liaison	Primary Care	April 2023	N
Secretary II – Madison	Psychiatric Services	April 2023	R
Client Services Specialist - DD Adult Team	Specialty Care	April 2023	N
Client Services Specialist – MI Adult Team	Primary Care	April 2023	N
Client Services Specialist – Family Support	Primary Care	May 2023	R
Clinical Supervisor – ACT	Primary Care	May 2023	N

**Bay-Arenac Behavioral Health
Personnel Change and Vacancy Report**

June 2023

New Hires

Name	Title	Program	Start Date	New Position (N) Replacement (R)
Emily Dunnem	Client Services Specialist – MI Adult	Primary Care	05/30/2023	N
Lisa Hoy	Mental Health Nurse – ACT	Primary Care	06/05/2023	R
K’Sari Garnett	Residential Technician – Full-time 2 nd shift	Specialty Care	06/07/2023 – GHC Training 06/16/2023 – Horizon Home	R
Lea Lovell	Intake and Emergency Services Clinical Specialist – Arenac	Arenac Center	06/07/2023	R
Nicole Popenhagen	Secretary II	Primary Care	06/12/2023	R
Jennifer Woods	Medical Assistant	Arenac Center	06/12/2023	N
Aidan East	Residential Technician – Part-time 3 rd Shift	Specialty Care	06/20/2023 – GHC Training 06/28/2023 – Horizon Home	R
Jordyn Cook	Client Services Specialist – DD Adult Team	Specialty Care	06/26/2023	N
Monica Ferrusquia	Mental Health Nurse – Clinic	Psychiatric Services	06/27/2023	R

Transfers/Reclassification

Name	Position Previous/New	Program Prior/New	Effective Date
Penny Griffus	From: Mental Health Nurse - Residential – Temporary Part-Time To: Mental Health Nurse – Advanced Health and Community RN	Both positions within Psychiatric Services	06/01/2023
Andriana Smith	From: Access & Emergency Services Specialist To: Access & Emergency Services Specialist - Casual	Both positions within Primary Care	06/05/2023
Layla Somerfield	From: Co-op Student To: Secretary II – Madison	Both positions within Psychiatric Services	06/05/2023
Karen Heinrich	From: Clinical Team Leader – ACT To: Clinical Supervisor – ACT	Both positions within Primary Care	06/05/2023

Departures

Name	Title	Program	Hire Date	Departure Date
Lena Houston	Clinical Team Leader – ACT – Casual/Temporary	Primary Care	06/10/2013	05/04/2023
James Wise	Health and Wellness Assistant	Specialty Care	06/13/1988	06/02/2023
Brittney Scott	Residential Technician – Full-time 2 nd Shift	Specialty Care	07/25/2022	06/04/2023
Rachel Hernandez	Mental Health Nurse – ACT	Primary Care	02/01/2023	06/16/2023

Posted Vacancies

Position	Program	Posting Date	New Position (N) Replacement (R) On Hold (H)
Clinical Specialist – Outpatient Therapist (2)	Primary Care	February 2023	N
Psychologist	Psych Services	February 2023	R
Clinical Specialist–Crisis Stab/Mobile Response (4P – 12A)	Primary Care	February 2023	N
Clinical Specialist/Therapist – ACT	Primary Care	March 2023	R
Intake and Emergency Services Clinical Specialist – Arenac (1 position)	Arenac Center	March 2023	R
Client Services Specialist – MI Adult Team	Primary Care	April 2023	N
Direct Support Professional (1 full-time)	Specialty Care	May 2023	R

**Bay-Arenac Behavioral Health
Personnel Change and Vacancy Report**

Residential Technician – FT 2 nd (2), PT 2 nd (1)	Specialty Care	May 2023	N
Client Services Specialist – Family Support	Primary Care	May 2023	R
Access/Emergency Services Specialist (9P – 7A)	Primary Care	May 2023	R
Home Based Clinical Specialist	Primary Care	May 2023	R
Mental Health Nurse – ACT	Primary Care	June 2023	R
Clinical Team Leader – Adult MI	Primary Care	June 2023	R

06/01/2023

