

MINUTES

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:
Ernie Krygier, Ch	X	_____	_____	Marie (Toni) Reese	X	_____	_____	BABH: Jennifer Lasceski, Chris Pinter, and Sara McRae Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
Jerome Crete	X	_____	_____	Colleen Maillette, Ex Off	X	_____	_____	
Kathy Niemiec	X	_____	_____	Richard Byrne, Ex Off	X	_____	_____	
Robert Pawlak	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.	Nomination & Elections 3.1) Committee Chair 3.2) Committee Vice Chair	3.1) Committee Chair, E. Krygier, asked for nominations for Committee Chair. R. Byrne nominated E. Krygier for Committee Chair. C. Maillette supported the nomination. Hearing no other nominations, Committee Chair, E. Krygier, closed nominations. The Committee elected E. Krygier as Chair for a term of one year. 3.2) Committee Chair, E. Krygier, asked for nominations for Committee Vice Chair. R. Byrne nominated C. Maillette for Committee Vice Chair. J. Crete supported the nomination. Hearing no other nominations, Committee Chair, E. Krygier, closed nominations. The Committee elected C. Maillette as Vice Chair for a term of one year.	
4.	Personnel Change & Vacancy Reports 4.1) April 2023 – June 2023	4.1) J. Lasceski reviewed the reports noting new hires. There were discussions regarding the number of departures of staff with less than one year of service, challenges with filling second shift positions, and that the possibility of utilizing premium pay or shift differentials was placed on hold.	4.1) No action necessary

5.	<p>Benefits</p> <p>5.1) 2024 Benefit Process Update</p> <p>5.2) Community Mental Health Association (CMHA) 2023 Salary & Benefits Survey Results</p>	<p>5.1) J. Lasceski reported the insurance broker completes a procurement process for insurance each year. An increase in costs is anticipated. The utilization data from Blue Cross Blue Shield is trending upward post COVID. J. Lasceski also reported funds from the Voluntary Employees' Beneficiary Association (VEBA) to supplement increased healthcare costs.</p> <p>5.2) J. Lasceski reported the CMHA survey results have been received and are being evaluated. There were discussions relative to the budget process and timeline for making salary decisions. There could be a possible need to have a special committee meeting in early September.</p>	<p>5.1) No action necessary</p> <p>5.2) No action necessary</p>
6.	Unfinished Business	There was not any unfinished business presented to the Committee.	
7.	<p>New Business</p> <p>7.1) Dashboard Review</p> <p>7.2) Remote Work Policy & Procedure Update</p>	<p>7.1) J. Lasceski reviewed the dashboard reports relative to the Committee's functions. There were general discussions relative to the turnover rate and additional trainings being offered.</p> <p>7.2) J. Lasceski reported the Board of Directors approved the updated policy and procedure (P&P) last month. Leadership is developing parameters for implementing the new P&P and requested feedback. There were discussions regarding the capabilities of the electronic health record (EHR), having a minimum standard, the elevator at Mulholland, the ability to work, productivity standards, serving the public and consumers, and the future impact to physical office space needs.</p>	<p>7.1) No action necessary</p> <p>7.2) No action necessary</p>
8.	Adjournment	On motion of C. Maillette and support of R. Pawlak, the meeting adjourned at 5:22 pm. The motion passed unanimously.	


 Ernie Krygier, Committee Chair