

AGENDA

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

Monday, October 16, 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: Chris Pinter, Jennifer Lasceski, Marci Rozek, and Sara McRae Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
Ernie Krygier, Ch	_____	_____	_____	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.	Employee Compensation 3.1) Direct Care Wage Mandate		3.1) Consideration of motion to refer adjusting the direct support professional and residential technician pay scales effective October 1, 2023 to facilitate compliance with the Michigan Department of Health & Human Services direct care worker hourly mandate to the full board for approval
4.	Adjournment	M –	S – pm MA

P & C Meeting
Monday, October 16th

Effective 10/1/23 BABH must incorporate the Direct Care Worker (DCW) \$3.20 hourly mandate in staff's base wages. Per MDHHS Letter L 23-64 issued September 27, 2023:

- The \$3.20 per hour should be a base wage increase
- DCWs base wage must be \$3.20 per hour more than their base wage on March 1, 2020 (which is when MDHHS initiated an hourly mandate)
- This base wage increase applies to DCWs indirect/administrative time, over time and earned time off

Staff affected:

Direct Support Professionals (DSP) – providing Community Living Support Services

- Since March 1, 2020 this category of staff have received 2 base wage increases which average an 11% increase
- During FY23, these staff received an additional \$2.35/hour (which was the hourly mandate for FY23) for face-to-face services which was applied on average to 55% of their worked time
- Increasing DSPs base wage by the mandated amount of \$3.20/hour results in an average increase of 25% since 3/1/2020 and meets the expectations of the mandate
- Effective FY24 this would equate to an average base wage adjustment of 2.4%.

Residential Technicians (RT) – providing Residential Services 24 hours/day

- Since March 1, 2020 this category of staff have received 2 base wage increases which average a 30% increase
- During FY23, these staff received an additional \$2.35/hour (which was the hourly mandate for FY23) for face-to-face services which was applied to the majority of their paid time since this is a 24/7 setting
- Increasing RTs base wage by \$2.35/hour results in an average increase of 49% since 3/1/2020 and meets the expectations of the mandate
- Effective FY24 this would equate to an average base wage adjustment of 1.4%.