

MINUTES

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

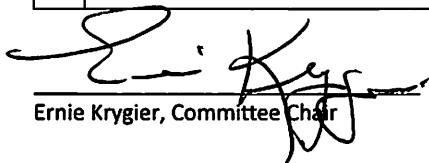
Monday, December 18, 2023 at 5:00 pm

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	_____	_____	Robert Pawlak	X	_____	_____	BABH: Chris Pinter, Jennifer Lasceski, and Sara McRae Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
Colleen Maillette, V Ch, Ex Off	X	_____	_____	Toni Reese	X	_____	_____	
Jerome Crete	X	_____	_____	Richard Byrne, Ex Off	X	_____	_____	
Kathy Niemiec	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.	Agency Insurance 3.1) Workers' Compensation Policy Renewal	3.1) J. Lasceski reported the annual rate increase for the Workers' Compensation Insurance Policy renewal is about \$72 for the year. While payroll has increased, BABH's experience modification factor has significantly decreased. There were general discussions inquiring about rebates received from Accident Fund. BABH has not received such a rebate.	3.1) On motion of J. Crete and support of C. Maillette, the 2024 Workers' Compensation Insurance Policy from Accident Fund Insurance Company of America for an annual premium of \$99,412 was referred to the full Board for approval. The motion was adopted unanimously.
4.	Policies 4.1) Proposed Revisions to the Employee Handbook	4.1) J. Lasceski reviewed the proposed changes in the Employee Handbook related to the dress code, vaping, drug testing, and mileage reimbursement. There were general discussions related to the impacts of COVID on staff mileage reimbursements.	4.1) No action was necessary

	4.2) Bay County Voluntary Employees' Beneficiary Association (VEBA) Policy/Procedure	4.2) J. Lasceski reported the policy changes to the Voluntary Employees' Beneficiary Association (VEBA), which require BABH to utilize funds from the VEBA account to pay for retiree health care benefits. BABH is required to utilize these funds because the actuarial report determined BABH is super funded. There were general discussions regarding the process of requesting reimbursement from the VEBA account and BABH's funding status.	4.2) No action was necessary
5.	Plans 5.1) 2024 Strategic Plan Initiatives	5.1) J. Lasceski reviewed the proposed changes to the 2024 strategic initiatives related to the Committee's functions.	5.1) No action was necessary
6.	Employee Compensation 6.1) Update on BABH Staff Compensation Review 6.2) Proposed Rulemaking Changes to the Fair Labor Standards Act (FLSA) Overtime Provision	6.1) J. Lasceski reported administration will not present a staff compensation proposal at this time as the budget is uncertain. J. Lasceski also reported the Community Mental Health Association (CMHA) salary survey has not been corrected yet and there is not an anticipated completion date. There were general discussions related to recruitment struggles, regional funding, BABH staffing capacity and clinical caseloads, and the external provider network capacity. 6.2) J. Lasceski provided a FLSA update noting the comment period has ended on increasing the threshold amount almost \$20,000 per year. J. Lasceski reported the potential impact to BABH noting most case managers work over 40 hours per week. There were general discussions regarding the starting salaries for bachelor and master's level clinicians. The Committee requested salary information and comparisons with affiliate community mental health agencies be presented at the next meeting.	6.1) No action was necessary 6.2) No action was necessary
7.	Adjournment	On motion of C. Maillette and support of R. Pawlak, the meeting adjourned at 5:21 pm. The motion passed unanimously.	


Ernie Krygier, Committee Chair