

AGENDA

BAY ARENAC BEHAVIORAL HEALTH BOARD OF DIRECTORS

PERSONNEL & COMPENSATION COMMITTEE MEETING

Thursday, January 25, 2024 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	_____	_____	_____	Robert Pawlak	_____	_____	_____	BABH: Jennifer Lasceski and Sara McRae
Colleen Maillette, V Ch, Ex Off	_____	_____	_____	Marie (Toni) Reese	_____	_____	_____	
Jerome Crete	_____	_____	_____	Richard Byrne, Ex Off	_____	_____	_____	
Kathy Niemiec	_____	_____	_____					Legend: M-Motion; S-Support; MA-Motion Adopted; AB- Abstained

	Agenda Item	Discussion	Motion/Action
1.	Call To Order & Roll Call		
2.	Public Input (Maximum of 3 Minutes)		
3.	Personnel Change & Vacancy Reports 3.1) October 2023 – December 2023		3.1) No action necessary
4.	Benefits 4.1) Fiscal Year 2024 Compensation Proposal 4.2) Blue Care Network (BCN) Medicare Advantage Plan 4.3) 2024 VEBA Request for Use of Funds		4.1) No action necessary 4.2) Consideration of a motion to refer the BABH 2024 BCN Medicare Advantage Plan to the full Board for approval: 4.3) Consideration of motion to authorize BABH to submit this request form to the Bay County Voluntary Employees Benefit Association Board for reimbursement of our current year retiree healthcare expenses to the full Board for approval

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5.	Unfinished Business 5.1) None		
6.	New Business 6.1) Independent Contractor Final Rule 6.2) Labor Law Update – Minimum Wage Increase 6.3) Internal Revenue Service (IRS) Mileage Reimbursement		6.1) No action necessary 6.2) No action necessary 6.3) No action necessary
7.	Adjournment	M –	S – pm MA

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

October 2023

New Hires

Name	Title	Program	Start Date	New Position (N) Replacement (R)
Sofia Pardel	Direct Support Professional	Specialty Care	10/16/2023	R

Transfers/Reclassification

Name	Position Previous/New	Program Prior/New	Effective Date
Bradley Parker	From: Home-Based Services Clinical Specialist To: Clinical Specialist – School Liaison	Both positions within Primary Care	09/05/2023
Aubree Dunman	From: Client Services Specialist – Adult MI To: Client Services Specialist – Crisis Stabilization/Mobile Response	Both positions in Primary Care	10/02/2023

Departures

Name	Title	Program	Hire Date	Departure Date
Beverly Bouverette	Certified Peer Support Specialist	Primary Care	04/12/2023	10/05/2023
Gabrielle McCullough	Residential Technician – Full-time 2 nd	Specialty Care	04/19/2022	10/06/2023
Angelina Schillinger	Mental Health Nurse - ACT	Primary Care	09/05/2023	10/09/2023

Posted Vacancies

Position	Program	Posting Date	New Position (N) Replacement (R) On Hold (H)
Psychologist (on-hold)	Psych Services	February 2023	H
Clinical Specialist – Outpatient Therapist (2)	Primary Care	February 2023	N
Clinical Specialist/Therapist – ACT	Primary Care	March 2023	R
Access/Emergency Services Specialist (9P - 7A)	Primary Care	May 2023	R
Home-based Clinical Specialist	Primary Care	May 2023	R
Psychiatrist	Psychiatric Services	June 2023	R
Direct Support Professional (3 full-time)	Specialty Care	July 2023	R
Residential Technician – Full-time 2 nd (2), Part-time 2 nd (1)	Specialty Care	August 2023	R
Client Services Specialist – Adult MI	Primary Care	August 2023	R
Certified Peer Support Specialist	Primary Care	October 2023	R
Clinical Services Program Manager – Children & Family Services	Children’s Services	October 2023	R
Finance Manager	Finance	October 2023	R
Mental Health Nurse – ACT	Primary Care	October 2023	R

10/01/2023

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

November 2023

New Hires

Name	Title	Program	Start Date	New Position (N) Replacement (R)
Jessica Burnette	Residential Technician – Full-time 2 nd Shift	Specialty Care	11/01/2023 – GHC Training 11/21/2023 – Horizon Home	R
Asha Calahan	Residential Technician – Part-time 2 nd Shift	Specialty Care	11/13/2023	R

Transfers/Reclassification

Name	Position Previous/New	Program Prior/New	Effective Date

Departures

Name	Title	Program	Hire Date	Departure Date
Jenna Kaczorowski	Clinical Access Specialist	Primary Care	02/07/2022	11/01/2023

Posted Vacancies

Position	Program	Posting Date	New Position (N) Replacement (R) On Hold (H)
Psychologist (on-hold)	Psych Services	February 2023	H
Clinical Specialist – Outpatient Therapist (2)	Primary Care	February 2023	N
Access/Emergency Services Specialist (11 A – 9 PM; 9P - 7A)	Primary Care	May 2023	R
Home-based Clinical Specialist	Primary Care	May 2023	R
Psychiatrist	Psychiatric Services	June 2023	R
Direct Support Professional (3 full-time)	Specialty Care	July 2023	R
Residential Technician – Full-time 2 nd (1)	Specialty Care	August 2023	R
Client Services Specialist – Adult MI	Primary Care	August 2023	R
Certified Peer Support Specialist	Primary Care	October 2023	R
Clinical Services Program Manager – Children & Family Services	Children’s Services	October 2023	R
Finance Manager	Finance	October 2023	R
Mental Health Nurse – ACT	Primary Care	October 2023	R

11/01/2023

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

December 2023

New Hires

Name	Title	Program	Start Date	New Position (N) Replacement (R)
Kaylee Rocha	Residential Technician – Full-time 2 nd Shift	Specialty Care	12/06/2023 – GHC Training 12/07/2023 – Horizon Home	R
Jalisa Townsend	Residential Technician – Full-time 2 nd Shift	Specialty Care	12/18/2023 – GHC Training 12/19/2023 – Horizon Home	R

Transfers/Reclassification

Name	Position Previous/New	Program Prior/New	Effective Date
Emily Gerhardt	From: Clinical Team Lead – Masters To: Clinical Services Program Manager – Children & Family Services	Both positions within Children’s Services	12/04/2023
Marion Lazzaro	From: Residential Technician – Part-time 1 st Shift To: Residential Technician – Full-time 1 st Shift	Both positions within Primary Care	12/18/2023
Lynnette Begres	From: Mental Health Nurse – Community To: Mental Health Nurse – Casual	Both positions within Primary Care	12/27/2023

Departures

Name	Title	Program	Hire Date	Departure Date
Sean Locey	Residential Technician – Full-time 2 nd Shift	Specialty Care	08/21/2023	11/10/2023
Noah Arthur	Residential Technician – Full-time 2 nd Shift	Specialty Care	11/21/2022	12/03/2023
Frederick Long	Residential Technician – Full-time 3 rd Shift	Specialty Care	03/01/2023	12/18/2023
Noreen Kulhanek	Clinical Services Program Manager	Children’s Services	05/12/1992	12/30/2023

Posted Vacancies

Position	Program	Posting Date	New Position (N) Replacement (R) On Hold (H)
Psychologist (on-hold)	Psych Services	February 2023	H
Clinical Specialist – Outpatient Therapist (1)	Primary Care	February 2023	N
Access/Emergency Services Specialist (2 P – midnight; 9P - 7A)	Primary Care	May 2023	R
Home-based Clinical Specialist	Primary Care	May 2023	R
Psychiatrist	Psychiatric Services	June 2023	R
Direct Support Professional – Full-time (3)	Specialty Care	July 2023	R
Residential Technician – Full-time 2 nd (2), Full-time 3 rd (1), Part-time 1 st (1)	Specialty Care	August 2023	R
Client Services Specialist – Adult MI	Primary Care	August 2023	R
Certified Peer Support Specialist - MRT	Primary Care	October 2023	R
Finance Manager	Finance	October 2023	R
Mental Health Nurse – ACT	Primary Care	October 2023	R
Clinical Assessment Specialist – EAS (2)	Primary Care	November 2023	N
Clinical Team Leader – MRT/EAS (3PM – 11PM)	Primary Care	November 2023	R
Intensive Case Manager – Adult MI (2)	Primary Care	November 2023	R
Certified Peer Support Specialist - ACT	Primary Care	December 2023	R



January 19, 2024

Ms. Jennifer Lasceski, HR Director
Bay Arenac Behavioral Health
201 Mulholland
Bay City, MI. 48708

Re: 2024 Insurance Renewal

Dear Ms. Lasceski:

Brown & Brown has been working with Blue Cross Blue Shield (BCBS) with the transition of adding Blue Care Network (BCN) HMO products for actives and retirees for Bay Arenac Behavioral Health's (BABH) 2024 renewal.

With the transition, and retirees and rolling in the HMO option, Blue Cross indicated that those retirees would only be eligible for a BCN Medicare Advantage plan. Blue Cross does not allow a BCN commercial member (pre-Medicare) to enroll in a Blue Cross Blue Shield PPO Medicare Advantage plan. We have been working with Blue Cross to get a BCN Medicare Advantage quote (BCNA) and understand the process and any differences that the member could incur.

We have received a quote for a BCN plan that mimics the Blue Cross Medicare Advantage plan as close as possible as approved by the Center for Medicare and Medicaid Services. Differences in the BCNA HMO quote as compared to the BCBS Medicare Advantage plan include the following:

- The HMO plan requires members only seek treatment with Medicare Advantage providers that accept BCN
- There is a \$10 copay versus \$5 copay on preferred generic medications versus the \$0 copay allowed in the BCBS PPO Medicare Advantage plan
- There is a \$35 copay rather than a \$40 copay on standard preferred brand medications
- Members are still eligible for a preferred cost share on pharmacy allowing them to reduce their copays by \$5
- There are no extra foreign travel benefits as this is an HMO network
- Members are still eligible to receive emergency and urgent care services outside of the network with all regular care having to occur within the BCN HMO network

This also impacts anyone as an active employee currently enrolled in the Blue Care Network plan. If they retire while enrolled, they would also have to go into the Blue Care Network option. Additional education and language will be included in all open enrollment communications so that individuals are aware of this requirement from Blue Cross Blue Shield.

It should be noted that there is a rate reduction for anyone enrolled in the Blue Care Network option. The initial quote which is being updated to reflect a May 1st effective date is \$177.17 a month versus the \$208.46 per month for the Blue Cross Blue shield PPO option. Attached to this letter is a copy of the BCN Medicare Advantage quote.

It should also be reflected that with the transition to blue care network additional paperwork for this change and the initial change are also required. It is with that I make the request for their authorization of the signature of the required paperwork provided to Bay Arenac Behavioral Health in relationship to these changes and updates.

*Please note that all taxes and fees are estimates. Final amounts may not be available until the first invoice received by the carriers and after elections of plan choices are made by members. Please review those invoices to ensure they correlate with the renewal information provided. We remain committed to giving you the highest level of service and look forward to working with you during the coming year. Please feel free to contact me if you have any questions. Thank you.

Sincerely,

A handwritten signature in black ink that reads "Angela Garner". The signature is written in a cursive, flowing style.

Angela Garner, MBA, CEBS
Executive Vice President

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BCN AdvantageSM HMO-POS



**Blue Care
Network
of Michigan**

Medicare and more

Blue Care Network of Michigan is a nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association.

Group Benefit and Rate Summary

Bay Arenac Behavioral Health

04/01/2024 - 12/31/2024
(9 Months)

00100077 - TBD/TBD



BCN Advantage HMO-POSSM



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Bay Arenac Behavioral Health

2024 BCNA MAPD	
Quote Date	1/9/2024
Coverage Effective Date	4/1/2024
Coverage End Date	12/31/2024
Coverage Length (Months)	9
Plan Type	BCNA MAPD
Estimated Membership	1
Group Number	00100077
Subgroup/Class ID	TBD/TBD

MEDICARE ADVANTAGE GROUP RATES	
2024 Medical (MA) Rate PMPM	\$50.27
2024 Pharmacy (PD) Rate PMPM	\$126.90
2024 Total MAPD Rate PMPM	\$177.17

Notes and Conditions	
1)	The quoted rates are effective from April 1, 2024 through December 31, 2024, for 9 months.
2)	Estimates for certain taxes and fees have been included in your renewal year premium rates. BCN Advantage will not reconcile or settle any amounts collected with actual amounts owed for such Federal and State taxes, fees and assessments.
3)	Please refer to Benefits-At-A-Glance for more detailed description of above benefits.
4)	BCN Advantage reserves the right to modify this quote if there are changes to the <ul style="list-style-type: none"> - benefit design included in the proposal, - effective date, - covered population (+/- 10%), - subsequent CMS funding levels, - regulatory changes, or if any of the above conditions are not met.
5)	Rate calculations were made based upon CMS funding projections known at this time. If significant changes are made to funding levels, BCN Advantage reserves the right to alter the rates appropriately.
6)	To meet the expected implementation date of January 1, 2024 for benefit changes, BCN Advantage must be notified a minimum of 90 days in advance of the effective date listed above.
7)	The above rates are quoted per member, per month (PMPM).

BCN Advantage HMO-POSSM



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Bay Arenac Behavioral Health

2024 BCNA MAPD		
Quote Date	1/9/2024	
Coverage Effective Date	4/1/2024	
Coverage End Date	12/31/2024	
Coverage Length (Months)	9	
Plan Type	BCNA MAPD	
Estimated Membership	1	
Group Number	00100077	
Subgroup/Class ID	TBD/TBD	
>Certificate of Coverage		
Certificate:	BCNA	
>Deductibles, Copayments, & Maximums		
	Rider	Description
Maximum Out-of-Pocket (MOOP)	MOOP1K	Applies an annual out of pocket maximum of \$1,000 per year
Deductible (Applies to In-Network and Out-of-Network Services)	500DR	Applies a \$500 deductible for various services
>Hospital Care		
	Rider	Description
Mental Health & Substance Use Disorder Treatment	BCNAP	Removes the Medicare 190 day lifetime limit for inpatient mental health admissions
> Physician Office Services		
	Rider	Description
Office Visits	10OVCR	Applies a \$10 office visit copay
Specialist Services	15RP	Applies a \$15 specialist office visit copay
> Emergency Medical Care		
	Rider	Description
Urgent Care	UR15	Applies a \$15 urgent care copay
Emergency Department / Emergency Room Care	ER50	Applies a \$50 emergency room copay
Other Services		
	Rider	Description
Skilled Nursing Facility	SNU	Skilled Nursing Facility - Unlimited days
Silver Sneakers Fitness Program	SILSN	Provides coverage for the SilverSneakers Fitness Program

BCN Advantage HMO-POSSM



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Bay Arenac Behavioral Health

2024 BCNA MAPD		
Quote Date	1/9/2024	
Coverage Effective Date	4/1/2024	
Coverage End Date	12/31/2024	
Coverage Length (Months)	9	
Plan Type	BCNA MAPD	
Estimated Membership	1	
Group Number	00100077	
Subgroup/Class ID	TBD/TBD	
Medicare Advantage Group Pharmacy Benefits		
Pharmacy Rider	10357C	
Mail Order Rider	MOPD2C	
Tier Description	PD3600	
Formulary Option	Closed	
	Preferred Cost-Shares	Standard Cost-Shares
Tier 1 (Preferred Generic)	\$5	\$10
32-90 Day Supply Mail Order Copay Multiplier	2.0	2.0
Minimum / Maximum Charge per Claim (applies only to coinsurance cost-shares and is subject to copay multipliers)	Minimum: N/A / Maximum: N/A	
Tier 2 (Generic)	\$5	\$10
32-90 Day Supply Mail Order Copay Multiplier	2.0	2.0
Minimum / Maximum Charge per Claim (applies only to coinsurance cost-shares and is subject to copay multipliers)	Minimum: N/A / Maximum: N/A	
Tier 3 (Preferred Brand)	\$30	\$35
32-90 Day Supply Mail Order Copay Multiplier	2.0	2.0
Minimum / Maximum Charge per Claim (applies only to coinsurance cost-shares and is subject to copay multipliers)	Minimum: N/A / Maximum: N/A	
Tier 4 (Non-Preferred Drug)	\$65	\$70
32-90 Day Supply Mail Order Copay Multiplier	2.0	2.0
Minimum / Maximum Charge per Claim (applies only to coinsurance cost-shares and is subject to copay multipliers)	Minimum: N/A / Maximum: N/A	
Tier 5 (Specialty)	\$65	\$70
32-90 Day Supply Mail Order Copay Multiplier	Not Applicable - Tier 5 Unavailable for 32-90 Day Mail Order	
Minimum / Maximum Charge per Claim (applies only to coinsurance cost-shares and is subject to copay multipliers)	Minimum: N/A / Maximum: N/A	
Tier 5 Annual Maximum Amount	N/A	

BCN Advantage HMO-POSSM



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2024 BCN Medicare Advantage HMO-POS Group Contract (Schedule A)

Group Name	Bay Arenac Behavioral Health
Contract Effective Date	4/1/2024
Contract End Date	12/31/2024
Group Number	00100077
Subgroup/Class ID	TBD/TBD

MA Rate	\$50.27
PD Rate	\$126.90
MAPD Rate	\$177.17

Your signature below serves as approval for the implementation of the rates and HMO Medicare Advantage benefit plan as shown in this document.

Group Representative(s):

BCN Advantage Representative(s):

Signature: _____

Signature: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

Signature: _____

Signature: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

BAY COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION
Retiree Health Benefit Costs Substantiation Form

Pursuant to §R5 of the Bay County Board of Trustees Rules and Regulations Related to Use of Trust Assets, you are submitting this form to the Bay County VEBA Board of Trustees (“Board”) on behalf of the Bay County Voluntary Employees’ Beneficiary Association (“Trust”) directing payment from assets held within your Employer Account for eligible Retiree Health Benefit Costs. ***You must complete this form in its entirety and return it (and all required documentation) within 30 days after the end of the calendar year quarter in which the Retiree Health Care Costs were incurred to Jennifer Davenport, Bay County Building, 515 Center Avenue, Suite 301, Bay City, Michigan 48708; or davenportj@baycounty.net.***

In order to substantiate your request for payment of Retiree Health Benefit Costs, please respond to the following:

The quarter that this request relates to:

___ 1st Quarter (January – March) ___ 2nd Quarter (April – June)
___ 3rd Quarter (July – September) ___ 4th Quarter (October – December)

Year: 20___

What is the total amount of Retiree Health Benefit Costs for which you are seeking payment? _____

How many participants (retirees, spouses, and dependents) do the Retiree Health Benefit Costs relate to? _____

Please answer the following with respect to the Retiree Health Benefit Costs for which you are seeking payment (you may attach separate pages):

- A description of the type of Retiree Health Benefits (e.g. retiree medical; retiree dental; retiree vision; retiree prescription; and/or retiree life insurance), including the carrier/administrator that provides the benefit.
- Spreadsheet showing the following:
 - Name of each participant to which an expense for Retiree Health Benefit Costs relates
 - Notation of whether such participant is a retiree, spouse, or dependent
 - Confirmation that such participant was enrolled in and met eligibility requirements of the plan during the period to which the expense for Retiree Health Benefit Costs relates
- The invoice, pay statement, or other documentation from the carrier / administrator substantiating that:
 - The expense request only relates to the specific type of Retiree Health Benefits being requested for processing
 - The expense request only relates to eligible participants
 - The breakdown of cost per enrolled participant

****The invoice, statement, or other documentation from the carrier / administrator must indicate that the cost per participant x the number of enrolled participants = the total dollar amount reflected on the invoice / statement. The receipts or invoices you attach must add up to the total expenses you are requesting processing for. Expenses that do not have a receipt or invoice will not be processed.***

You acknowledge and affirm that:

- You are only eligible to utilize assets held within your Employer Account to pay for Retiree Health Benefit Costs that have been fully and totally substantiated in accordance with the applicable requirements of the Bay County Board of Trustees Rules and Regulations Related to Use of Trust Assets;
- The Board has the right to and will deny all or part of your expense request if the request relates to expenses not covered by the Trust and/or Internal Revenue Code § 501(c)(9) and its related regulations;