

# MINUTES

## 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

<b>Committee Members:</b>	<b>Present</b>	<b>Excused</b>	<b>Absent</b>	<b>Committee Members:</b>	<b>Present</b>	<b>Excused</b>	<b>Absent</b>	<b>Others Present:</b>
Ernie Krygier, Ch	X	_____	_____	Robert Pawlak	_____	X	_____	BABH: Jennifer Lasceski and Sara McRae
Colleen Maillette, V Ch, Ex Off	X	_____	_____	Marie (Toni) Reese	X	_____	_____	Legend: M-Motion; S-Support; MA-Motion Adopted; AB- Abstained
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.	<p>On motion of C. Maillette and support of R. Byrne, J. Crete was excused. The motion passed unanimously.</p> <p>On motion of C. Maillette and support of R. Byrne, K. Niemiec was excused. The motion passed unanimously.</p> <p>On motion of C. Maillette and support of R. Byrne, R. Pawlak was excused. The motion passed unanimously.</p>
2.	Public Input (Maximum of 3 Minutes)	There were not any members of the public present.	
3.	Personnel Change & Vacancy Reports 3.1) October 2023 – December 2023	3.1) J. Lasceski reviewed the personnel change and vacancy reports noting new hires. J. Lasceski reported specific recruitment challenges for direct support staff positions and social worker positions. J. Lasceski discussed recruitment for internship programs and attending career fairs. There were general discussions regarding BABH wages and competitive market comparisons with other community mental health (CMH) agencies.	3.1) No action was necessary

4.	<p><b>Benefits</b></p> <p>4.1) Fiscal Year 2024 Compensation Proposal</p> <p>4.2) Blue Care Network (BCN) Medicare Advantage Plan</p> <p>4.3) 2024 VEBA Request for Use of Funds</p>	<p>4.1) J. Lasceski reported the salary survey has not been corrected and re-released by the Community Mental Health Association (CMHA) to date. J. Lasceski also reported BABH Finance Department is working on budget reports for the first quarter of the fiscal year. There were general discussions regarding the importance of BABH having competitive salaries, options with sign on bonuses, and recruitment challenges.</p> <p>4.2) J. Lasceski reported the BCN plan offered for active employees and retirees is requiring a Medicare Advantage Plan for Medicare eligible individuals. The proposed plan will be effective May 1, 2024.</p> <p>4.3) J. Lasceski reviewed the VEBA forms required for submission to Bay County. One form is for requesting use of the funds and provides a BABH contact. The other form is for quarterly submission for exact reimbursement amounts. There were general discussions related to the number of retirees qualified for benefit, total funds, and that the majority of retired employees are eligible for 100% medical coverage. Administration will report back with the total retiree health care costs.</p>	<p>4.1) No action was necessary</p> <p>4.2) On motion of R. Byrne and support of C. Maillette, the BABH 2024 BCN Medicare Advantage Plan was referred to the full Board for approval. The motion was adopted unanimously.</p> <p>4.3) On motion of T. Reese and support of C. Maillette, authorization for BABH to submit this request form to the Bay County Voluntary Employees Benefit Association Board for reimbursement of our current year retiree healthcare expenses was referred to the full Board for approval. The motion was adopted unanimously.</p>
5.	Unfinished Business	There was not any unfinished business presented to the Committee.	
6.	<p><b>New Business</b></p> <p>6.1) Independent Contractor Final Rule</p> <p>6.2) Labor Law Update – Minimum Wage Increase</p>	<p>6.1) J. Lasceski reported the final rule, which is effective mid-March, repeals the revisions from January of 2021. The Independent Contractor determines if an individual is an employee or independent contractor based on six criteria.</p> <p>6.2) J. Lasceski reported minimum wage was increased from \$10.10 to \$10.33 effective January 1, 2024. This will have a minimal impact on BABH.</p>	<p>6.1) No action was necessary</p> <p>6.2) No action was necessary</p>

	6.3) Internal Revenue Service (IRS) Mileage Reimbursement	6.3) J. Lasceski reported the IRS increased the mileage reimbursement rate from \$0.655 to \$0.67 per mile effective January 1, 2024. BABH administration will proceed with increasing the BABH reimbursement rate as previously directed by the Board.	6.3) No action was necessary
7.	Adjournment	On motion of T. Reese and support of C. Maillette, the meeting adjourned at 5:14 pm. The motion passed unanimously.	

  
Ernie Krygier, Committee Chair