

MINUTES

BAY ARENAC BEHAVIORAL HEALTH BOARD OF DIRECTORS

PERSONNEL & COMPENSATION COMMITTEE MEETING

Tuesday, July 23, 2024 at 5:00 pm

Room 225, Behavioral Health Center, 201 Mulholland Street, Bay City, MI 48708

Committee Members:	Present	Excused	Absent	Committee Members:	Present	Excused	Absent	Others Present:
Jerome Crete, Ch	X	_____	_____	Marie (Toni) Reese	_____	X	_____	BABH: Jennifer Lasceski, Chris Pinter, and Sara McRae Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
Patrick Conley, V Ch	X	_____	_____	Robert Pawlak, Ex Off	X	_____	_____	
Kathy Niemiec	X	_____	_____	Richard Byrne, Ex Off	X	_____	_____	
Carole O' Brien	X	_____	_____					

	Agenda Item	Discussion	Motion/Action
1.	Call To Order & Roll Call	Committee Chair, J. Crete, called the meeting to order at 5:00 pm.	On motion of K. Niemiec and support of C. O'Brien, T. Reese was excused. The motion passed unanimously.
2.	Public Input (Maximum of 3 Minutes)	There were not any members of the public present.	
3.	Personnel Change & Vacancy Reports 3.1) April 2024 – June 2024	3.1) J. Lasceski reviewed the reports noting the vacancies and high rate of turnover. There were general discussions regarding turnovers, casual position transitioned to retiree status, and the history of utilizing retirees for temporarily filling casual positions as needed.	3.1) No action was necessary
4.	Benefits 4.1) Update on 2025 Benefit Process	4.1) J. Lasceski provided an update on the 2025 benefit process noting all benefits are out for bid with the exception of dental. J. Lasceski reported it is anticipated there will be increases for all benefit rates and there are required Federal changes to Medicare Advantage plans. J. Lasceski also reported for BABH to comply with Public Act (PA) 152, significant plan changes may need to be considered. PA 152 requires that public entities are only allowed to contribute up to a certain dollar amount of funds for health care costs for employees. BABH would be able to opt out of PA 152. There were discussions regarding the hard cap limits under PA 152 and that	4.1) No action was necessary

	4.2) Board Association Abbreviated Salary Review	<p>they are instituted by the State, PA 152 is applicable to public employers, the specifics, including any penalties, of opting out of PA 152, and other nearby agencies that have opted out of PA 152. The Committee concurred it would be beneficial to know the specifics of PA 152 and opting out option details. Administration will report back with more information.</p> <p>4.2) J. Lasceski reviewed the abbreviated salary information received from the Community Mental Health Association (CMHA). The community mental health (CMH) agencies reported there were not any salary freezes in 2024 and raises ranged from one to eight percent with the average of three to four percent. There were general discussions that the responses are anonymous, retention of employees, and the impact of union negotiations.</p>	4.2) No action was necessary
5.	Unfinished Business	There was not any unfinished business presented to the Committee.	
6.	<p>New Business</p> <p>6.1) Dashboard Review</p> <p>6.2) Review of Chief Executive Officer (CEO) Evaluation 2024</p>	<p>6.1) J. Lasceski reviewed the dashboard reports relative to the Committee's functions.</p> <p>6.2) J. Lasceski distributed the aggregate results of evaluations submitted by committee members. J. Lasceski reported the CEO's contract expires in September of 2025 and there is an earned time off (ETO) reopener available this year, not a wage reopener. There were general discussions related to specifics of the ETO reopener and the necessary process for Board approval for an addendum to the CEO contract.</p>	<p>6.1) No action was necessary</p> <p>6.2) On motion of R. Byrne and support of R. Pawlak, an addendum to the current CEO contract approving an additional 40 hours of earned time off (ETO) from the previous year was referred to the full Board for approval. The motion was adopted unanimously.</p> <p>On motion of R. Pawlak and support of R. Byrne, the Committee received and filed the CEO Evaluation. The motion was adopted unanimously.</p>
7.	Adjournment	On motion of R. Pawlak and support of P. Conley, the meeting adjourned at 5:40 pm. The motion passed unanimously.	

Jerome Crete, Committee Chair