

# MINUTES

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

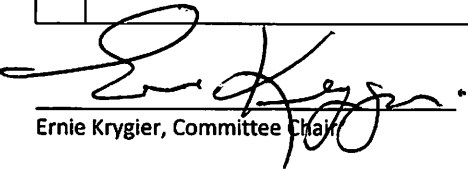
Monday, October 16, 2023 at 5:00 pm

William B. Cammin Clinic, Bay Room, 1010 N. Madison Avenue, Bay City, MI 48708

<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: Chris Pinter, Jennifer Lasceski, Marci Rozek, 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.	Employee Compensation 3.1) Direct Care Wage Mandate	3.1) M. Rozek reported the Michigan Department of Health and Human Services (MDHHS) released letter L 23-64 providing further clarification that the direct care worker (DCW) hourly mandated increases need to be rolled into base wages effective October 1, 2023. M. Rozek reviewed the cumulative DCW increases between 2021 and 2023 were \$2.35 per hour and the upcoming increase in 2024 of an additional \$0.85 per hour totaling \$3.20 per hour. In addition, the mandate rolling the DCW increases into the base wages clarifies the increases apply to all paid time to the staff member, not just face-to-face time while with consumers. M. Rozek reviewed the history of compensation and wage increases for Direct Support Professionals and Residential Technicians. C. Pinter reported the history of the Board's decisions for wages increases with these staff classifications, the improved ability to retain staff, current staffing capacity, impacts of COVID-19, and that the mandated amounts are included in the base Medicaid rates going forward. J. Lasceski reported the hourly rates with the proposed increases for these staff	3.1) On motion of C. Maillette and support of J. Crete, 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 was referred to the full board for approval. The motion passed unanimously.

		classifications are comparable to the ranges of the Community Mental Health Association (CMHA) salary survey for agencies with a budget under \$30 Million. The rest of the survey is being corrected and not available. There were general discussions regarding the specific hourly rates for these staff classifications, the increases are required as it is a mandate, and the mandate is being reimbursed.	
4.	Adjournment	On motion of C. Maillette and support of R. Byrne, the meeting adjourned at 5:18 pm. The motion passed unanimously.	

  
Ernie Krygier, Committee Chair