

MINUTES

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

Monday, September 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, Marci Rozek, and Sara McRae
Patrick Conley, V Ch	X			Robert Pawlak, Ex Off	X			OTHER: Angela Garner
Kathy Niemiec	X			Richard Byrne, Ex Off	X			Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
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 R. Byrne and support of K. Niemiec, 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.	Benefit Renewals 3.1) 2025 Health Insurance & Benefit Renewals	3.1) A. Garner from Brown & Brown, the agency's insurance broker, reviewed the executive summary (received and filed) noting renewal options for the commercial and the Medicare Advantage insurances. Administration's recommendations include plan design changes to minimize premium increases for active employees and retirees. The final costs for the retirees eligible for pre-65 Blue Cross Blue Shield PPO and the Medicare Advantage HMO plans have not been received to date, so these benefits will need to be evaluated later. A. Garner also reviewed the requirements under the Inflation Reduction Act, which limits the cost of prescription medications for Medicare Advantage individuals. J. Lasceski reported the history of BABH benefits and costs. There were general discussions regarding the history of employee contributions for benefits, timelines for decisions, and the impact to the budget.	3.1) On motion of R. Pawlak and support of P. Conley, the BABH 2025 Health Insurance and Benefits renewal as follows was referred to the full board for approval: <ul style="list-style-type: none"> • Vision Insurance: Eye-Med – Rate increase of 2.93% • Dental Insurance: Blue Cross Blue Shield Dental – No Change • Life & Disability Insurance: Change to Blue Cross Blue Shield Dearborn – Rate decrease of 15.57% • Medical & Prescription Insurance for Active Staff & Early Retirees: Blue Cross Blue Shield – Rate increases in premiums based on plan design chosen by individual

	<p>3.2) Public Act 152 of 2011</p>	<p>3.2) A. Garner also reported the requirements of Public Act 152 of 2011 (PA 152). PA 152 was designed to reduce the burden of employee health care costs on public employers. Administration is recommending BABH choose the exemption option for opting out of PA 152 requirements for the 2025 benefit year. A. Garner also reported the legislature could change the PA 152 requirements based on proposed language if they choose to proceed on this matter during the lame duck session.</p>	<ul style="list-style-type: none"> • Medical & Prescription Insurance for Medicare Eligible Retirees: Blue Cross Blue Shield Medicare Advantage Plan – rate increase in premiums based on plan design chosen by individual <p>The motion was adopted unanimously.</p> <p>3.2) On motion of R. Byrne and support of P. Conley, opting out of PA 152 of 2011 was referred to the full Board for approval. The motion was adopted unanimously.</p>
<p>4.</p>	<p>Adjournment</p>	<p>On motion of R. Byrne and support of R. Pawlak, the meeting adjourned at 6:04 pm. The motion was adopted unanimously.</p>	

Jerome Crete, Committee Chair