

# MINUTES

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

Wednesday, November 6, 2024 at 5:00 pm  
Room 225, Behavioral Health Center, 201 Mulholland Street, 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>
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 P. Conley and support of K. Niemiec, T. Reese was excused. The motion was adopted unanimously.
2.	Public Input (Maximum of 3 Minutes)	There were not any members of the public present.	
3.	Personnel Change & Vacancy Reports 3.1) July 2024 – September 2024	3.1) J. Lasceski reviewed the reports noting recruiting efforts for the psychiatrist position, residential technicians hired for the Rose Home transition, and departures. J. Lasceski also reported the competitiveness of recruiting, struggles with interviewing, competitiveness of salaries in the market. There were discussions regarding retirements, specific positions, Stuart Wilson and self-directed arrangements, audits of self-determination arrangements, and conflict free access and planning strategy.	3.1) No action was necessary
4.	Benefits 4.1) Earned Time Off Buyout	4.1) J. Lasceski reported administration is considering offering earned time off (ETO) buyouts in December. Offering the buyouts reduces financial liability and helps staff with compensation. It is voluntary and there are parameters for staff to cash in their banked ETO. The Committee concurred this was a positive opportunity for staff.	4.1) No action was necessary

	<p>4.2) Fiscal Year 2025 Compensation Review</p> <p>4.3) Benefit (Health, Dental, Vision) Effective Date Revision</p>	<p>4.2) J. Lasceski reported BABH received a couple of requests to participate in salary surveys. The benefit of participating in the surveys is receiving the data. BABH is falling behind the market regarding compensation. The Board may want to consider compensation increases after reviewing the survey data in early 2025. There were discussions regarding having a coordinated meeting between P&amp;C and Finance Committees to review possible salary increases and that the Committee concurred in June to revisit compensation. The Bay County Board of Commissioners organizational meeting conflicts with the January 2025 P&amp;C meeting. The Committee concurred to participate in the surveys.</p> <p>4.3) J. Lasceski reported current practice for new hires is insurance benefits are effective the first of the month following 60 days employment. Administration is recommending amending the practice so that insurance is effective the first of the month following 30 days of employment. These changes are believed to help with recruitment efforts.</p>	<p>4.2) No action was necessary</p> <p>4.3) On motion of R. Pawlak and support of R. Byrne, revising the effective date for Health, Dental, and Vision benefits to the first of the month following thirty (30) days of employment effective January 1, 2025 was referred to the full Board for approval. The motion was adopted unanimously.</p>
<p>5.</p>	<p>Unfinished Business</p> <p>5.1) None</p>	<p>There was not any unfinished business presented to the Committee.</p>	
<p>6.</p>	<p>New Business</p> <p>6.1) Nurse Practitioner (NP) Contract</p> <p>6.2) Medical Director Contract</p> <p>6.3) Dashboard Review</p>	<p>6.1) J. Lasceski reported the NP candidate was a previous employee who voluntary terminated employment to pursue a higher degree and is looking to return to the agency. There were discussions regarding seniority with the situation, specific contract terms, and an out clause for 90-day termination.</p> <p>6.2) J. Lasceski reported the current Medical Director contract expires in December of 2024. Administration is currently negotiating with the Medical Director. There were discussions regarding the difficulty of recruiting prescribers, the impact of online services, and specific terms of the contract.</p> <p>6.3) J. Lasceski reviewed the dashboard reports relative to the committee's functions.</p>	<p>6.1) On motion of P. Conley and support of R. Pawlak, the NP contract with Ashely Badour with terms expiring December 16, 2027 was referred to the full Board for approval. The motion was adopted unanimously.</p> <p>6.2) No action was necessary</p> <p>6.3) No action was necessary</p>

	<p>6.4) Proposed Fair Labor Standards Act (FLSA) Changes</p> <p>6.5) Michigan Minimum wage &amp; Paid Sick Leave</p>	<p>6.4) J. Lasceski reported the changes to the FLSA minimum salary threshold increase to \$58,656 effective January 1, 2025. Non-exempt employees earning wages at the minimum salary threshold or less will be eligible for overtime. J. Lasceski also reported the impact to BABH is currently unknown however, 52 staff will be affected. There were general discussions regarding potential impacts, the approval process for overtime, and classifications that do not typically work overtime as well as classification where overtime is anticipated to be paid after the change takes effect.</p> <p>6.5) J. Lasceski reported the Michigan minimum wage and paid sick time leave changes were clarified by the Supreme Court in July, 2024. J. Lasceski also reported the impacts are minimal to BABH due to the few classifications that are paid minimum wage and full-time employees already accrue ample time to comply with the sick time leave. The provider network is anticipated to have significant impact because of these changes.</p>	<p>6.4) No action was necessary</p> <p>6.5) No action was necessary</p>
7.	Adjournment	On motion of P. Conley and support of C. O'Brien, the meeting adjourned at 5:30 pm. The motion passed unanimously.	

  
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 Jerome Crete, Committee Chair