

AGENDA

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

Thursday, January 2, 2025 at 5:00 pm
Room 225, Behavioral Health Center, 201 Mulholland Street, Bay City, MI 48708

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

	Agenda Item	Discussion	Motion/Action
1.	Call to Order & Roll Call		
2.	Public Input (Maximum of 3 Minutes)		
3.	Unfinished Business 3.1) None		
4.	New Business 4.1) Personnel & Change Vacancy Reports from October 2024 – December 2024 4.2) Fiscal Year 2025 Compensation Review 4.3) Public Act (PA) 152 Revisions 4.4) Earned Sick Time Act (ESTA) & Minimum Wage 4.5) Internal Revenue Service (IRS) Mileage Reimbursement		4.1) No action necessary 4.2) No action necessary or consideration of a motion 4.3) No action necessary 4.4) No action necessary 4.5) No action necessary
5.	Adjournment	M -	S - pm MA

**Bay-Arenac Behavioral Health
Personnel Change and Vacancy Report**

October 2024

New Hires

Name	Title	Program	Start Date	New Position (N) Replacement (R)
Adam McIntire	Residential Technician – Full-time 2 nd Shift	Specialty Care	09/25/2024	R
Jameson Stamann	Residential Technician – Full-time 2 nd Shift	Specialty Care	10/03/2024 - Training 10/09/2024 – Horizon Home	R

Transfers/Reclassification

Name	Position Previous/New	Program Prior/New	Effective Date

Departure

Name	Title	Program	Hire Date	Departure Date
Amber Lagan	Residential Technician – Full-time 2 nd Shift	Specialty Care	02/03/2022	10/02/2024

Posted Vacancies

Position	Program	Posting Date	New Position (N) Replacement (R) On Hold (H)
Psychologist (on-hold)	Psych Services	February 2023	H
Certified Peer Support Specialist – MRT (on-hold)	Primary Care	October 2023	H
Clinical Specialist – Outpatient Therapist (1)	Primary Care	February 2023	N
Clinical Specialist or CSS – Crisis Stab/Mobile Response - 4P – 12A (1)	Primary Care	February 2023	N
Access/Emergency Services Specialist – Part-time (2) & Casual	Primary Care	May 2023	R
Psychiatrist	Psychiatric Services	June 2023	R
Client Services Specialist – DD Adult Team (2)	Specialty Care	March 2024	R
Client Services Specialist – ACT	Primary Care	May 2024	R
Client Services Specialist – Arenac Center	Arenac Center	May 2024	R
Clinical Team Leader – MRT/EAS 3PM – 11PM	Primary Care	June 2024	R
Clinical Specialist/Therapist – ACT	Primary Care	July 2024	R
Nurse Practitioner	Psychiatric Services	July 2024	R
Mental Health Nurse – Clinic	Psychiatric Services	August 2024	R
Residential Technician – Full-time 2 nd shift (1), Part-time 2 nd Shift (1)	Specialty Care	October 2024	R
Certified Peer Specialist Broker (PT – Grant-funded)	Primary Care	October 2024	R

10/01/2024

**Bay-Arenac Behavioral Health
Personnel Change and Vacancy Report**

November 2024

New Hires

Name	Title	Program	Start Date	New Position (N) Replacement (R)
Amy Musselman	Certified Peer Support Broker (Part-time)	Primary Care	10/29/2024	R
Amy Lindner	Mental Health Nurse – Clinic	Psychiatric Services	11/04/2024	R
Josephine Cervantes	Clinical Specialist - Crisis Stab/Mobile Response	Primary Care	11/05/2024	N
Danielle Booth	Client Services Specialist – ACT	Primary Care	11/12/2024	R

Transfers/Reclassification

Name	Position Previous/New	Program Prior/New	Effective Date
Abbie Brothers-Estrada	From: Mental Health Nurse – Clinic To: Mental Health Nurse – Advanced Health	Both positions within Psychiatric Services	10/14/2024
Ashlee Grusnick	From: Client Services Specialist – DD Adult Team To: Client Services Specialist – Family Support	From: Specialty Care To: Primary Care	10/21/2024

Departure

Name	Title	Program	Hire Date	Departure Date
Lindsay Robb	Client Services Specialist – Temporary/Part-time	Primary Care	06/03/2024	08/23/2024
Becky Robinson	Client Services Specialist – Crisis Stab/Mobile Response	Primary Care	08/12/2024	10/15/2024
Jamie Passinault	Janitorial – Temporary, North Bay	Specialty Care	07/12/2024	10/28/2024
Tami Trea	Nurse Practitioner	Psychiatric Services	07/01/2022	11/01/2024
Michelle Caddick	Client Services Specialist – MI Adult	Primary Care	03/11/2024	11/20/2024
Amy Anderson	Home-based Clinical Specialist	Primary Care	09/12/2003	11/29/2024

Posted Vacancies

Position	Program	Posting Date	New Position (N) Replacement (R) On Hold (H)
Psychologist (on-hold)	Psych Services	February 2023	H
Certified Peer Support Specialist – MRT (on-hold)	Primary Care	October 2023	H
Clinical Specialist – Outpatient Therapist (1)	Primary Care	February 2023	N
Clinical Specialist or CSS – Crisis Stab/Mobile Response - 4P – 12A (1.5)	Primary Care	February 2023	N
Access/Emergency Services Specialist – Part-time (2) & Casual	Primary Care	May 2023	R
Psychiatrist	Psychiatric Services	June 2023	R
Client Services Specialist – DD Adult Team (2)	Specialty Care	March 2024	R
Client Services Specialist – Arenac Center	Arenac Center	May 2024	R
Clinical Team Leader – MRT/EAS 3PM – 11PM	Primary Care	June 2024	R
Residential Technician – FT 2 nd Shift (1), PT 2 nd Shift (1)	Specialty Care	June 2024	R
Clinical Specialist/Therapist – ACT	Primary Care	July 2024	R
Home-based Clinical Specialist	Primary Care	October 2024	R
Client Services Specialist – MI Adult	Primary Care	October 2024	R

**Bay-Arenac Behavioral Health
Personnel Change and Vacancy Report**

December 2024

New Hires

Name	Title	Program	Start Date	New Position (N) Replacement (R)
Sharday Sampson	Residential Technician – Part-time 2 nd Shift	Specialty Care	12/13/2024	R
Ashley Badour	Nurse Practitioner	Psychiatric Services	12/16/2024	R
Courtney Thornton	Certified Peer Support Specialist – AOT	Primary Care	12/17/2024	N

Transfers/Reclassification

Name	Position Previous/New	Program Prior/New	Effective Date
Susan Guertin	From: Infant Mental Health Specialist To: Infant Mental Health Consultant	Both positions within Primary Care	11/18/2024
Maryssa Schneider	From: Home-Based Clinical Specialist To: Infant Mental Health Specialist	Both positions within Primary Care	11/18/2024

Departure

Name	Title	Program	Hire Date	Departure Date
Nicholas Berkobien	Access/Emergency Services Specialist – Casual	Primary Care	05/20/2022	12/11/2024
Heather Beson	Director of Integrated Care Services	Primary Care	01/09/2023	12/12/2024
Rebecca Moreau	Residential Technician – Full-time 2 nd Shift	Specialty Care	08/03/2017	12/15/2024

Posted Vacancies

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Psychologist (on-hold)	Psych Services	February 2023	H
Certified Peer Support Specialist – MRT (on-hold)	Primary Care	October 2023	H
Clinical Specialist – Outpatient Therapist (1)	Primary Care	February 2023	N
Clinical Specialist or CSS – Crisis Stab/Mobile Response - 4P – 12A (1.5)	Primary Care	February 2023	N
Access/Emergency Services Specialist – Part-time (1) & Casual	Primary Care	May 2023	R
Psychiatrist	Psychiatric Services	June 2023	R
Client Services Specialist – DD Adult Team (2)	Specialty Care	March 2024	R
Client Services Specialist – Arenac Center	Arenac Center	May 2024	R
Clinical Team Leader – MRT/EAS 3PM – 11PM	Primary Care	June 2024	R
Residential Technician – FT 2 nd Shift (2)	Specialty Care	June 2024	R
Clinical Specialist/Therapist – ACT	Primary Care	July 2024	R
Client Services Specialist – MI Adult	Primary Care	October 2024	R
Intensive Case Manager/Wraparound Specialist	Primary Care	November 2024	R

12/01/2024

Earned Sick Time Act

Sean Egan, LEO Deputy Director of Labor

August 27, 2024



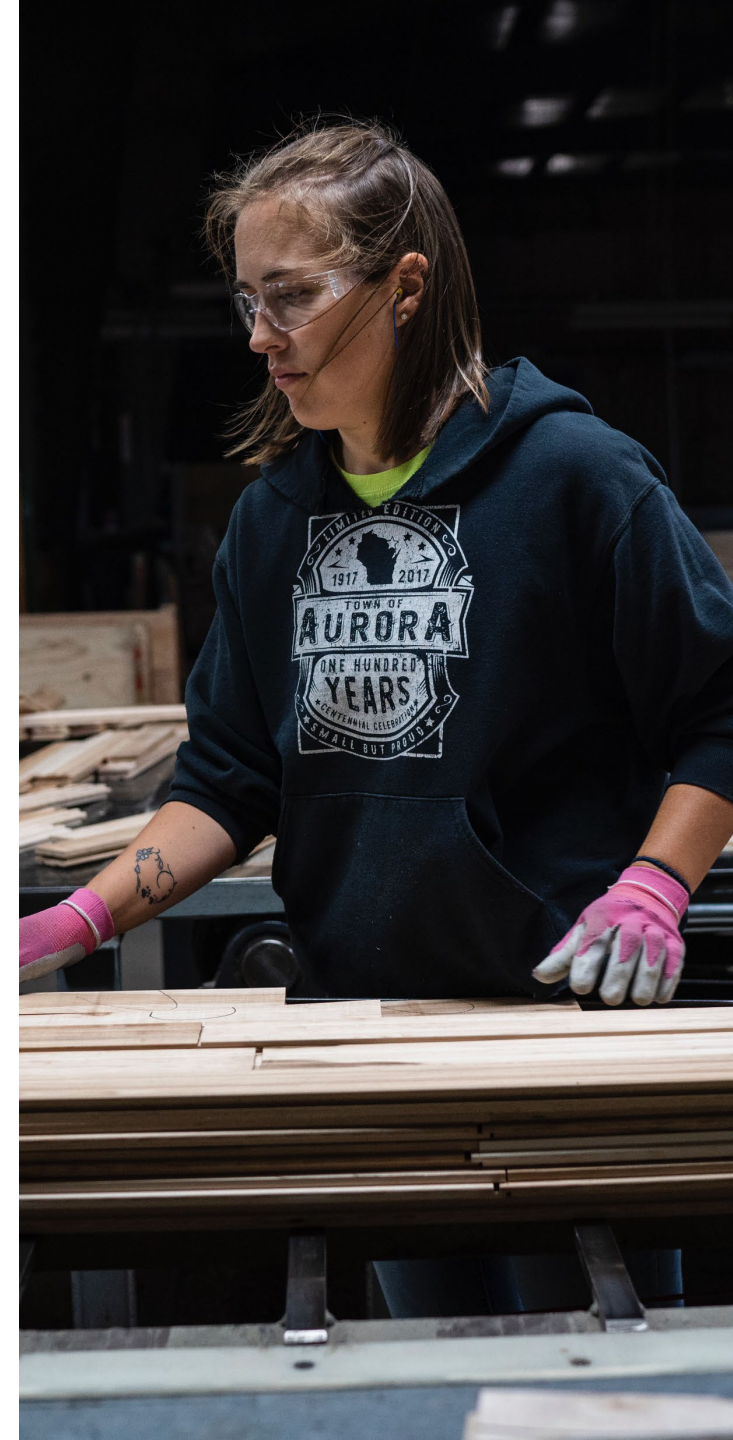
Key Provisions of Michigan's Earned Sick Time Act



- Back in Effect February 21, 2025.
- Applies to all employers in Michigan with 1 or more employees, except for those employed by the United States Government.
- Includes salaried (both exempt and non-exempt) and full and part-time hourly workers.

Key Provisions of Michigan's Earned Sick Time Act

- Employees accrue sick time at a rate of 1 hour for every 30 hours worked.
- Businesses with 10 or more employees must allow at least 72 hours of paid sick time per year to be used to the extent the leave is accrued.
- Businesses with fewer than 10 employees must allow at least 40 hours of paid sick time annually, plus an additional 32 hours of unpaid sick time to the extent leave is accrued.



Key Provisions of Michigan's Earned Sick Time Act



- Unused sick time can be carried over, but employers may limit annual use to no more than 72 hours.
- Employees have the right to pursue action if an employer interferes with or retaliates against their use of ESTA benefits, including through private action.

Frequently Asked Questions

How to determine if an employer meets the 10-employee threshold?

- An employer meets the 10-employee threshold if it employs 10 or more employees in 20 or more workweeks in the current or previous calendar year.
 - *The 20 workweeks need not be consecutive.*
- Once an employer meets the 10 or more-employee threshold, the employer remains covered through the remainder of the current and following calendar year.



What employees are eligible to receive earned sick time?

- An eligible employee is an individual engaged in service to an employer in the business of the employer.



When does an eligible employee begin to accrue earned sick time?

- Accrual begins on **February 21, 2025**, or upon commencement of the employee's employment, whichever is later.



When can an eligible employee use earned sick time?

Reasons include:

- The employee's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's mental or physical illness, injury, or health condition; or preventative medical care for the employee.
- For the employee's family member's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's family member's mental or physical illness, injury, or health condition; or preventative medical care for a family member of the employee.



When can an eligible employee use earned sick time?

- If the employee or the employee's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault.
- For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child; or



When can an eligible employee use earned sick time?

- For closure of the employee's place of business by order of a public official due to a public health emergency; for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.



Can an employer require an employee to provide notice of and documentation for the use of earned sick time?

- If the need for earned sick time is foreseeable, an employer may require advance notice not to exceed 7 days prior to the date the earned sick time is to begin, of the intention to use the earned sick time.
- If the need for earned sick time is not foreseeable, an employer may require the employee to give notice of the intention as soon as practicable.



Can an employer require an employee to provide notice of and documentation for the use of earned sick time?

- For earned sick time of more than **3** consecutive days, an employer may require reasonable documentation. Upon request the employee must provide this documentation in a timely manner.
 - *Documentation should not include a description of the illness or details of the violence.*
 - *If an employer requires documentation, it is responsible for paying all out-of-pocket expenses the employee incurs in obtaining the documentation.*
 - *An employer cannot delay commencement of the leave based on a failure to receive documentation.*



For more information visit,
Michigan.gov/EarnedSickTime



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LEO Labor and Economic Opportunity

Michigan Minimum Wage Rate 2025 Increase Schedule

October 01, 2024

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Michigan Minimum Wage Rate 2025 Increase Schedule

LANSING, Mich. — Michigan’s Minimum Wage will increase twice in 2025 – first increasing on Jan. 1, 2025, following the usual rate increase schedule, and again on Feb. 21, 2025, in accordance with the recent [Michigan Supreme Court ruling](#) regarding the Improved Workforce Opportunity Wage Act (IWOWA), PA 337 of 2018, schedule.

Minimum Hourly Wage Rate Effective Jan. 1, through Feb. 20, 2025:

- The minimum hourly wage will increase from \$10.33 to \$10.56 per hour.
- The 85% rate for minors under the age of 18 will increase from \$8.78 to \$8.98 per hour.
- The tipped employee rate of hourly pay increases from \$3.93 to \$4.01 per hour.
- The training wage of \$4.25 per hour for newly hired employees under the age of 20 for their first 90 calendar days of employment remains unchanged.

Minimum Hourly Wage Rate Effective Feb. 21, 2025, and Thereafter:

Effective Date	Minimum Hourly Wage Rate	Tipped Employee		
		Minimum Hourly Rate	Minimum Reported Average Hourly Tips	85% Rate
Feb. 21, 2025	\$12.48	\$5.99	\$6.49	\$10.61
Feb. 21, 2026	\$13.29	\$7.97	\$5.32	\$11.30
Feb. 21, 2027	\$14.16	\$9.91	\$4.25	\$12.04
Feb. 21, 2028	\$14.97	\$11.98	\$2.99	\$12.72

- **85% Rate:** Minors under the age of 18 may be paid 85% of the minimum hourly wage rate.
- **Training Wage:** A training wage of \$4.25 per hour may be paid to employees under 20 years of age for the first 90 calendar days of employment.

Every Oct. beginning in 2028, the state treasurer will calculate an adjusted minimum wage rate, increasing the minimum wage by the rate of inflation. The adjusted minimum wage rate is published by Nov. 1 of the year it is calculated and comes effective beginning Feb. 21 of the succeeding year.

Tipped Employees

The minimum hourly wage rate of a tipped employee will be 48% of the minimum hourly wage rate effective Feb. 21, 2025, and will increase based on the following schedule:

- Effective Feb. 21, 2026, it will be 60% of the minimum hourly wage rate.
- Effective Feb. 21, 2027, it will be 70% of the minimum hourly wage rate.
- Effective Feb. 21, 2028, it will be 80% of the minimum hourly wage rate.
- Effective Feb. 21, 2029, it will be 90% of the minimum hourly wage rate.
- Effective Feb. 21, 2030, and thereafter, it will be 100% of the minimum hourly wage rate.

For further information regarding Michigan's minimum wage and overtime laws, including [FAQs](#) and the required employer [poster](#), visit: Michigan.gov/MinimumWage.

Labor and Economic Opportunity

MI Newswire

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Wage and Hour

Related News

Claimants can access UIA's online resources on Election Day

New \$5.65 million Economic Support Available for Symphony Orchestras

Help Inspire the Next Generation of STEM Leaders: Sponsorship Opportunities Available for "Go For Launch!" Event in Grand Ledge, MI

Career Exploration Camps for over 300 middle schoolers offered students hands-on STEM learning

Careers in Energy Week spotlights high-wage, in-demand opportunities supporting Michigan's clean energy future

Hispanic Latino Commission of Michigan Announces 2024 Nuestro Futuro Scholarship Recipients

38 Michiganders be honored at 2024 Governor's Service Awards