

MINUTES

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

	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 R. Byrne, C. O'Brien was excused. The motion passed unanimously.
2.	Public Input (Maximum of 3 Minutes)	There were not any members of the public present that wished to address the Committee.	
3.	Unfinished Business	There was not any unfinished business presented to the Committee.	
4.	New Business 4.1) Personnel & Change Vacancy Reports from October 2024 – December 2024 4.2) Fiscal Year 2025 Compensation Review	4.1) J. Lasceski reviewed the reports noting the open positions, new hires, hiring trends, recent departures, and turnovers. 4.2) J. Lasceski reported BABH participated in two compensation surveys and recently received the results. There were 27 community mental health service programs (CMHSPs) that participated in the surveys. Administration will evaluate the results and the budget to prepare a comprehensive compensation proposal for the Committee to consider. C. Pinter explained the importance of reviewing Midstate Health Network's (MSHN) budget prior to a compensation proposal due risk liability and the current underfunding issues in the CMH	4.1) No action was necessary 4.2) No action was necessary

	<p>4.3) Public Act (PA) 152 Revisions</p> <p>4.4) Earned Sick Time Act (ESTA) & Minimum Wage</p> <p>4.5) Internal Revenue Service (IRS) Mileage Reimbursement</p>	<p>system. There were discussions regarding the utilization of the data in the salary surveys and the structure of management.</p> <p>4.3) C. Pinter reported the revisions to PA 152 have not been signed by the Governor and reviewed the changes including hard caps increased by 7%, minimally adjust 3% each year, and adjustments to the 80/20 rule. C. Pinter reported BABH opted out of PA 152 in 2025 because it could not meet hard caps. In 2026, BABH may want to consider the 80/20 rule versus opting out of hard caps. J. Lasceski reported there are provisions in the updated PA 152 rules for additional premium adjustments for the two-person premiums for 2026, 2027, and 2028.</p> <p>4.4) J. Lasceski reported the ESTA changes are effective February 21, 2025. There is minimal impact regarding the increased hours available to BABH because the earned time off (ETO) available for full time employees are already in compliance. The most significant impacts will be regarding documentation requirements for sick time and parameters for calling off. Administration is consulting with legal counsel for establishing new procedures. J. Lasceski also reported the minimum wage increases effective January 1 and February 21, 2025 are anticipated to have a minimal financial impact on BABH. There were general discussions related to potential legal issues related to current sick time procedures in departments that provide services 24/7.</p> <p>4.5) J. Lasceski reported the IRS increased the mileage reimbursement rate to \$0.70 per mile effective January 1, 2025. BABH follows the IRS reimbursement rate.</p>	<p>4.3) No action was necessary</p> <p>4.4) No action was necessary</p> <p>4.5) No action was necessary</p>
5.	Adjournment	On motion of K. Niemiec and support of P. Conley, the meeting adjourned at 5:21 pm. The motion passed unanimously.	


Jerome Crete, Committee Chair