

MINUTES

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

Thursday, October 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 and Tara Guerrero from Brown & Brown BABH: Jennifer Lasceski, Chris Pinter, Marci Rozek, and Sara McRae Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
Jerome Crete, Ch	X	_____	_____	Kathy Niemiec	X	_____	_____	
Patrick Conley, V Ch	X	_____	_____	Carole O' Brien	X	_____	_____	
Richard Byrne	X	_____	_____	Patrick McFarland, Ex Off	_____	X	_____	
Shelley King	X	_____	_____	Robert Pawlak, Ex Off	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. Pawlak and support by C. O'Brien, P. McFarland was excused. The motion passed unanimously.
2.	Public Input (Maximum of 3 Minutes)	There were not any members of the public present who wished to address the committee.	
3.	Unfinished Business	There was not any unfinished business.	
4.	New Business 4.1) Personnel & Change Vacancy Reports from July 2025 – September 2025 4.2) 2026 Health Insurance & Benefit Renewals	4.1) J. Lasceski reviewed the reports noting the Strategic Leadership Team (SLT) transitions, departures, and new hires. There were general discussions regarding potential reasons for departures by staff with long-term tenure. 4.2) J. Lasceski reported the proposals received from Blue Cross Blue Shield noting the overall increase for medical insurance and prescription coverage will be about 9.5%. J. Lasceski and T. Guerrero from Brown & Brown reviewed the plans available to employees, premium costs, premium shares between the employee and BABHA, and the Public Act (PA) 152 caps. J. Lasceski also reviewed the renewal options for the other benefits including vision, dental, life, accidental death and	4.1) No action was necessary 4.2) On motion of P. Conley and support by K. Niemiec, the BABH 2026 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 – No change

	<p>4.3) Public Act 152 Compliance</p> <p>4.4) Dashboard Review</p>	<p>dismemberment (AD&D), short-term disability (STD), and long-term disability (LTD). There were general discussions related to the impacts of opting out of PA 152, the total premium increase to BABHA, the Voluntary Employees' Beneficiary Association (VEBA) utilization for retiree health insurance premiums, providers not always accepting insurance, and the number of employees receiving benefits.</p> <p>4.3) J. Lasceski reviewed the PA 152 requirements and options available to BABHA for compliance including the employer caps, the 80/20 split, or the exemption. J. Lasceski reviewed the PA 152 trends and administration's recommendation to use the exemption and opt out of PA 152.</p> <p>4.4) J. Lasceski reviewed the dashboard reports related to turnovers and trainings noting the data is a quarter behind. There were general discussions regarding the non-mandatory training structure and utilization of employee feedback and surveys when structuring training.</p>	<ul style="list-style-type: none"> • Dental Insurance: Blue Cross Blue Shield Dental – Rate increase of 26.86% with a two-year rate guarantee • Life & Disability Insurance: Blue Cross Blue Shield Dearborn – No change • Medical & Prescription Insurance for Active Staff & Early Retirees: Blue Cross Blue Shield – Rate increases based on plan design chosen by individual • Flexible Spending Account (FSA), Limited Purpose FSA, Health Savings Account (HSA): Flex Administrator – Increase contribution limits to the IRS allowable maximums for FSA plans • Employee Assistance Program (EAP) Ulliance – Rate increase of \$1,000 <p>The motion was adopted unanimously.</p> <p>4.3) On motion of R. Pawlak and support by P. Conley, the resolution to opt out of PA 152 was referred to the full Board for approval. The motion was adopted unanimously.</p> <p>4.4) No action was necessary</p>
5.	Adjournment	On motion of P. Conley and support by K. Niemiec, the meeting adjourned at 5:30 pm. The motion passed unanimously.	


 Jerome Crete, Committee Chair