



BOARD OF DIRECTORS SPECIAL MEETING

Wednesday, March 11, 2026 immediately following Finance Committee
Room 225, Behavioral Health Center, 201 Mulholland Street, Bay City, MI 48708

AGENDA

Page

1. CALL TO ORDER & ROLL CALL
2. PUBLIC INPUT (5 Minute Maximum Per Person)
3. COMPENSATION SCHEDULE
- 2 3.1 Consideration of a motion to approve the proposed changes to the compensation schedule – *See page 2*
4. ADJOURNMENT

Report to BABH Board of Directors – March 11, 2026

Compensation Proposal:

- Last compensation adjustment was in June 2024 for all BABH staff except Residential Technicians and Direct Support Professionals. The adjustment was 2%. This adjustment did not bring BABH compensation to be near middle of the market.
- Residential Technicians received an increase in October 2023 that was a 13% adjustment to memorialize the MDHHS Direct Care Wage Mandate. Direct Support Professionals also received an increase of 11%.
- Direct Support Professionals received an increase retroactive to January 1, 2026 to bring compensation in line with the MDHHS requirement for minimum wage and the Direct Care Wage Mandate. This increase was approximately 8%.
- BABH utilized compensation information obtained through salary survey data and compensation information made available for five CMH’s. Based on compensation data reviewed, BABH compensation variance, on average, was lagging behind by approximately 15.5%. (See data outlined below)

Financial:

- Total estimated cost to implement: \$117,000 per percent of increase annually – excludes Residential Technician and Direct Support Professionals
- Total estimated cost to implement for Residential Technician only: \$16,000 per percent of increase annually

BABH Title	BABH Minimum	BABH Maximum	Average 5 CMH’s Maximum	% Variance in Maximum	Variance Average
Accountant	\$25.80	\$30.92	\$32.80	-6.08%	-15.47%
Accounting/Finance Managers	\$32.19	\$38.61	\$48.73	-26.21%	
Certified Peer Support Specialist	\$16.09	\$19.18	\$22.13	-15.38%	
Chief Financial Officer	\$46.23	\$57.11	\$72.82	-27.51%	
Client Services Specialist	\$22.13	\$27.84	\$32.37	-16.27%	
Clinical Services Prog Manager	\$35.03	\$42.02	\$45.14	-7.43%	
Clinical Specialist	\$26.77	\$33.05	\$39.63	-19.91%	
Director of HR	\$41.23	\$49.50	\$65.58	-32.48%	
Finance Assistant	\$20.45	\$24.53	\$25.15	-2.53%	
Home Based Clinical Specialist	\$26.77	\$33.05	\$38.25	-15.73%	
Mental Health Nurse	\$27.03	\$32.43	\$36.48	-12.49%	
Recipient Rights Manager/Officer	\$35.03	\$42.02	\$46.04	-9.57%	
Residential Technician	\$18.49	\$22.11	\$19.27	12.84%	
RR/Customer Service Spec	\$22.98	\$27.84	\$35.25	-26.62%	
Secretary (II, III)	\$16.09	\$19.18	\$23.71	-23.62%	
Infant Mental Health Specialist	\$26.77	\$33.05	\$38.34	-16.01%	