

MINUTES

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

Thursday, April 2, 2026 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: BABH: Jennifer Lasceski, Chris Pinter, and Sara McRae Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
Patrick Conley, V Ch	X	_____	_____	Carole O' Brien	X	_____	_____	
Richard Byrne	X	_____	_____	Vacant	_____	_____	_____	
Shelley King	X	_____	_____	Patrick McFarland, Ex Off	_____	X	_____	
Kathy Niemiec	X	_____	_____	Robert Pawlak, Ex Off	X	_____	_____	

	Agenda Item	Discussion	Motion/Action
1.	Call to Order & Roll Call	Committee Vice Chair, P. Conley, called the meeting to order at 5:00 pm.	On motion of K. Niemiec and support of R. Pawlak, P. McFarland was excused. The motion passed unanimously.
2.	Public Input (Maximum of 3 Minutes)	There were not any members of the public present.	
3.	Unfinished Business	There was not any unfinished business.	
4.	New Business 4.1) Personnel & Change Vacancy Reports from October 2025 – March 2026 4.2) SECURE 2.0 Roth Catch-up 401K Plan Update	4.1) J. Lasceski reviewed the reports noting open positions, turnovers, and challenges with hiring second shift positions. There were general discussions related to BABHA compensation schedule does not provide for shift differentials and the staff with numerous years of services that have terminated employment. 4.2) J. Lasceski reported there were significant changes in federal requirements related to retirement catch up options effective in 2026. This impacts employee retirement accounts and catch-up savings options for 401k and 457 plans. BABHA has added a 401k Roth for catch ups.	4.1) No action was necessary 4.2) No action was necessary

	<p>4.3) Public Act (PA) 152 2027</p> <p>4.4) Chief Executive Officer Evaluation 2026</p> <p>4.5) Dashboard Review</p> <p>4.6) Potential Litigation Settlement</p>	<p>4.3) J. Lasceski reported the PA 152 information was released for 2027 and the limits have increased by 3%, which does not keep pace with the trend that BABHA has experienced year over year. C. Pinter reported the history of PA 152 between the legislature, governor, and supreme court. The Board may need to consider opting out of PA 152 again.</p> <p>4.4) J. Lasceski reported it is not a contract year for the Chief Executive Officer (CEO) and distributed the evaluations. It was requested that all evaluations be returned to the HR Director by mid-May. The Committee agreed to review the evaluation at the next regular meeting.</p> <p>4.5) J. Lasceski reviewed the dashboard graphs regarding staff turnover and trainings conducted for the last two quarters. There were discussions regarding the frequency of the meeting schedule, the overall Board schedule, and the canceled meetings due to the holidays. The Committee Chair requested the next meeting be rescheduled earlier in June due to the July 4th holiday conflict.</p> <p>4.6) C. Pinter reported there has been a potential litigation issue for the last couple of years. Legal counsel is working on a settlement which may require a closed session at the Board meeting in April.</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> <p>4.6) No action was necessary</p>
5.	Adjournment	On motion of S. King and support of C. O'Brien, the meeting adjourned at 5:30 pm. The motion passed unanimously.	

Patrick Conley, Committee Chair

