



BOARD OF DIRECTORS SPECIAL MEETING

Wednesday, March 11, 2026 at 5:11 pm
201 Mulholland Street, Bay City, MI 48708

MINUTES

Board Members:	Present	Excused	Absent
Robert Pawlak, Chair	_____	X	_____
Patrick McFarland, Vice Chair	_____	X	_____
Christopher Girard, Treasurer	X	_____	_____
Sally Mrozinski, Secretary	X	_____	_____
Tim Banaszak	X	_____	_____
Richard Byrne	X	_____	_____
Patrick Conley	X	_____	_____
Jerome Crete	_____	X	_____
Shelley King	X	_____	_____
Kathy Niemiec	X	_____	_____
Carole O'Brien	_____	X	_____
Pamela Schumacher	X	_____	_____

OTHERS PRESENT FROM BAY ARENAC BEHAVIORAL HEALTH AUTHORITY (BABHA)
Christopher Pinter, Jennifer Lasceski, Marci Rozek, Karen Amon, and Sara McRae.

CALL TO ORDER & ROLL CALL

The Board Chair Pro Tem, T. Banaszak, called the meeting to order at 5:11 pm.

- M#024-26: On the motion by C. Girard and support by P. Conley, J. Crete was excused. The motion passed unanimously.

- M#025-26: On the motion by C. Girard and support by S. Mrozinski, C. O'Brien was excused. The motion passed unanimously.

- M#026-26: On the motion by C. Girard and support by P. Conley, R. Pawlak was excused. The motion passed unanimously.

- M#027-26: On the motion by C. Girard and support by P. Conley, P. McFarland was excused. The motion passed unanimously.

PUBLIC INPUT

There were not any members of the public present.

COMPENSATION SCHEDULE

J. Lasceski reported that based on community mental health (CMH) data and compensation surveys, BABHA wages for comparable position average about 15% below market average. The Residential Technicians are the only classifications above the reviewed market data. J. Lasceski reviewed the history of compensation adjustments for staff and the Direct Care Wage mandated increases for the Residential Technicians and Direct Support Professional classifications. J. Lasceski reported challenges with recruitment, the lack of quality candidate response, and long-term vacant positions. J. Lasceski reviewed the compensation proposal and implementation costs. C. Pinter reported that BABHA has been financially conservative since the formation of Midstate Health Network (MSHN) when BABHA lost significant funding and had to reduce the workforce through multiple options including early retirement. C. Pinter noted the history of Medicaid rate reductions since 2022 and the overall financial status of MSHN. There were general discussions regarding the impact on the budget, whether the raise should be across the board or based on classification, whether increases should be a percentage or flat dollar amount, the pay scale, the staff and supervisor pay differential, the minimum and maximum scale, and the importance of incentivizing staff.

M#028-26: On the motion of C. Girard and support by S. King, the Board approved a wage increase up to 9% across the board at the discretion of administration. The motion was adopted unanimously.

ADJOURNMENT

M#029-26: On the motion by C. Girard and support by S. Mrozinski, the meeting adjourned at 5:42 pm. The motion passed unanimously.

Submitted by:


Sally Mrozinski, Board Secretary

Accepted by:


Tim Banaszak, Chair Pro Tem