# MINUTES

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

Monday, June 29, 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: |
|---|---|---|---|---|---|---|---|---|
| Patrick Conley, V Ch | X | | | Carole O' Brien | X | | | BABH: Jennifer Lasceski and Chris Pinter |
| Richard Byrne | X | | | S. Tuggle | X | | | |
| Shelley King | X | | | Patrick McFarland, Ex Off | X | | | Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained |
| Kathy Niemiec | X | | | Robert Pawlak, Ex Off | | X | | |

| | Agenda Item | Discussion | Motion/Action |
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| 1. | Call to Order & Roll Call | The meeting was called to order by outgoing Vice-Chairperson Conley at 5:00 pm. | On the motion by R. Byrne and support by P. McFarland, R. Pawlak was excused. The motion passed unanimously. |
| 2. | Public Input (Maximum of 3 Minutes) | There were no members of the public present. | |
| 3. | Nomination & Elections<br>3.1) Committee Chair<br><br>3.2) Committee Vice Chair | 3.1) Outgoing Vice Chairperson P. Conley, requested nominations for committee chair. S. King nominated P. Conley. K. Niemiec supported the nomination. Hearing no other nominations, P. Conley closed nominations. The Committee elected P. Conley as Committee Chair.<br><br>3.2) Committee Chair, P. Conley, requested nominations for committee vice chair. P. McFarland nominated C. O'Brien. S. King supported the nomination. Hearing no other nominations, P. Conley closed nominations. The Committee elected C. O'Brien as Committee Vice Chair. | |
| 4. | Unfinished Business | There was no unfinished business. | |

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| 5. | New Business<br>5.1) Personnel & Change Vacancy Reports from April 2026 – June 2026 | 5.1) J. Lasceski reviewed the personnel & change vacancy reports for the last quarter noting significant improvement in the quality of employee candidates received since the BABHA compensation adjustment in March 2026. | 5.1) No action was necessary |
| | 5.2) 2026 Cultural Competency & Diversity Plan | 5.2) J. Lasceski reviewed the changes to county demographics, staff demographics, board composition, and several other areas of focus for the next year. There were general comments related to equal opportunity requirements, website information revisions, and outreach to Native Americans. | 5.2) On the motion by S. King and support by K. Niemiec the 2026 Cultural Competency & Diversity Plan was referred to the full Board for approval. The motion was adopted unanimously. |
| | 5.3) Employee Handbook Revision – Earned Sick Time Act (ESTA) | 5.3) J. Lasceski reported that BABHA currently tracks earned time off (ETO) and ESTA in different increments, i.e. ¼ hour versus 1 full hour. Administration is recommending revisions to the employee handbook to track both in the same lowest common denominator to avoid unnecessary manual tracking procedures. | 5.3) On the motion by S. Tuggle and support by K. Niemiec the Employee Handbook Revision to begin tracking both ETO and ESTA at the same ¼ hour increment was referred to the full Board for approval. The motion was adopted unanimously. |
| | 5.4) BABH Holiday Schedule | 5.4) The committee discussed the current BABHA holiday schedule and are recommending no changes at this time. | 5.4) No action was necessary |
| | 5.5) 2027 Health Insurance & Benefit Discussion | 5.5) J. Lasceski discussed upcoming decision points for the board regarding the retiree Medicare Advantage Plan and overall employee health care benefit renewals. The committee agreed to schedule a Special Personnel & Compensation meeting for September 2, 2026 at 5:00 pm to consider the Retiree Medicare Advantage Plan options for fiscal year 2027. | 5.5) No action was necessary |
| | 5.6) Dashboard Review | 5.6) J. Lasceski reviewed the current committee indicators through the 2nd quarter of 2026 with the committee. It is expected that staff retention will show marked improvement in the 3rd quarter results later this year. | 5.6) No action was necessary |
| | 5.7) Chief Executive Officer Evaluation 2026 | 5.7) The committee reviewed the CEO performance evaluation for 2026. | 5.7) On the motion by K. Niemiec and support by P. McFarland, the CEO Evaluation for 2026 was referred to the full board for receipt and filing. The motion was adopted unanimously. |

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| 6. | Adjournment | On the motion by P. McFarland and support by S. King, the meeting adjourned at 5:49 pm. The motion passed unanimously. |

Patrick Conley, Committee Chair