

MINUTES

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

Thursday, October 1, 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: Tara Guerrero BABH: Jennifer Lasceski, Chris Pinter, and Marci Rozek. Legend: M-Motion; S-Support; MA-Motion Adopted; AB-Abstained
	Patrick Conley, Ch	X			Kathy Niemiec	X			
	Carole O'Brien, V Ch	X			Staci Tuggle			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	The Committee Chair, P. Conley, called the meeting to order at 5:00 pm.	
2.	Public Input (Maximum of 3 Minutes)	There were no members of the public present.	
3.	Unfinished Business	There was no unfinished business.	
4.	New Business 4.1) Personnel & Change Vacancy Reports from July 2026 – September 2026 4.2) 2027 Health Insurance & Benefit Renewals	4.1) J. Lasceski reviewed the Personnel & Change vacancy reports for the last three months and emphasized that BABH continues to experience improved recruitment and selection since the compensation adjustment earlier this year. 4.2) J. Lasceski and T. Guerrero from Brown & Brown reviewed the health insurance renewal options for 2027 for active employees and pre-65 retirees. The administration recommended the Board consider moving to a Blue Cross/Blue Shield Point of Service Plan (POS) for next year due to the significant 31% premium increase proposed for the existing PPO plan. This POS plan is a hybrid model managed by Blue Care Network that requires more emphasis on primary care providers, referrals for specialty services, and some variations	4.1) No action necessary 4.2) On the motion by R. Pawlak and support by R. Byrne, the proposed BABH 2027 Health Insurance and Benefits renewal as follows was referred to the full board for approval: • Vision Insurance: Eye-Med – No change • Dental Insurance: Blue Cross Blue Shield Dental – No change • Life & Disability Insurance:

		on certain co-pays. The premium expense contribution is reduced for employees and out of pocket deductibles remain the same. The administration also recommended that the Board continue to offer both the Health Maintenance Organization (HMO) and High-Deductible Health Savings Account (HSA) options as alternatives, although both will have increased employee expenses for next year. The Board asked questions regarding the changes to benefits and potential disruption of existing service arrangements for employees.	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 – No change The motion was adopted.
	4.3) Public Act 152 Compliance	4.3) J. Lasceski reviewed the Public Act (PA) 152 insurance hard caps determined for 2027 and potential impact on the health insurance options available for employees. To avoid significant swings in employee cost sharing between coverage years, the administration recommended the Board consider the attached resolution to opt out of PA 152 compliance for the 2027 benefit year. The administration noted this resolution is required to pass by a 2/3 majority vote at the full Board meeting.	4.3) On the motion of R. Byrne and support by R. Pawlak, the resolution to opt out of PA 152 was referred to the full Board for approval. The motion was adopted.
	4.4) Dashboard Review	4.4) J. Lasceski reviewed the dashboard report for human resources noting that overall performance has continued to improve in every dimension in the last 6 months.	4.4) No action was necessary
5.	Adjournment	On the motion by C. O'Brien and support by K. Niemiec, the meeting adjourned at 5:28 pm. The motion passed.	

Patrick Conley, Committee Chair