

MINUTES

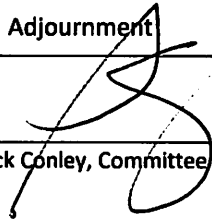
BAY ARENAC BEHAVIORAL HEALTH BOARD OF DIRECTORS SPECIAL PERSONNEL & COMPENSATION COMMITTEE MEETING

Wednesday, September 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: Tara Guerrero
Patrick Conley, Ch	X			Kathy Niemiec	X			BABH: Jennifer Lasceski, Chris Pinter,
Carole O'Brien, V Ch	X			Staci Tuggle		X		Marci Rozek, and Sara McRae
Richard Byrne		X		Patrick McFarland, Ex Off	X			
Shelley King	X			Robert Pawlak, Ex Off	X			Legend: M-Motion; S-Support; MA-
								Motion Adopted; AB-Abstained

	Agenda Item	Discussion	Motion/Action
1.	Call to Order & Roll Call	Committee Chair, P. Conley, called the meeting to order at 5:00 pm.	On the motion by R. Pawlak and support by P. McFarland, R. Byrne was excused. The motion passed unanimously. On the motion by K. Niemiec and support by C. O'Brien, S. Tuggle was excused. The motion passed unanimously.
2.	Public Input (Maximum of 3 Minutes)	There were not any members of the public present.	
3.	Benefits Renewals 3.1) Fiscal Year (FY) 2027 Retiree Health Benefits	J. Lasceski introduced Tara Guerrero, Insurance Broker from Brown and Brown. J. Lasceski reviewed the current insurance rates from Blue Cross Blue Shield (BCBS) and the renewal prices pending benefits are left at the same levels for active staff. J. Lasceski also reviewed options and quotes for different level benefits with BCBS, and with changing plans to Priority Health/Garner or Humana. J. Lasceski reported the active employee benefits plans will be presented to the committee in October but noted the importance of selecting a provider for Retiree Medicare Advantage Health Benefit Plans before October 1st. J. Lasceski also reported the options for Retiree Medicare Advantage Health Benefits and reviewed quotes received from BCBS, Priority Health, and Humana. J. Lasceski reviewed the potential impact on one specific retiree	3.1) On the motion by S. King and support by R. Pawlak, option 3 with Priority Health as presented for the FY 2027 Retiree Medicare Advantage Health Benefits was referred to the full Board for approval. The motion failed. On the motion by R. Pawlak and support by K. Niemiec, a straight renewal with Blue Cross Blue Shield as presented for the FY2027 Retiree Medicare Advantage Health Benefits was referred to the full Board for approval. The motion was adopted.

		contract involving a family member, and that options for pre-65 retirees are not necessarily the same as Medicare Advantage plans. There were general discussions regarding active employee benefits and the potential premium increases, benefit coverages for active staff and retirees, the Voluntary Employee Beneficiary Association (VEBA) status, VEBA funds can only be utilized for retiree premium costs, potential network provider changes impacting staff, potential changes to prescription formularies, potential premium changes for both active and retired staff, contract terms, BCBS customer service and assistance, traveling options with health insurance benefits, and the benefit differences between the options presented.	
4.	Adjournment	On the motion by P. McFarland and support by C. O'Brien, the meeting adjourned at 5:55 pm. The motion passed unanimously.	



Patrick Conley, Committee Chair