

Salary Ad Hoc  
Committee:

*Kam Washburn  
Joe Brehler  
Carol Koenig*



**Community**  
MENTAL HEALTH  
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**CEO SALARY AD HOC COMMITTEE MEETING**

Wednesday, June 10, 2015, 4:30 p.m.  
Community Mental Health Building  
812 E. Jolly Rd., Conference Room G10-D  
Lansing, Michigan

**MEETING MINUTES**

**Committee Members Present:**

Joe Brehler, Kam Washburn, Carol Koenig

**Other Board Members Present:**

None.

**Staff Present:**

Stacia Chick, Morgan McKittrick, Jana Baylis, Bob Sheehan, Judy Hazle

**Public:**

None.

**CALL TO ORDER:**

The meeting was called to order at 4:47 p.m. by Kam Washburn.

Introductions of committee members.

**ADOPTION OF AGENDA**

**MOVED** by Carol Koenig and **SUPPORTED** by Joe Brehler to adopt the agenda with the addition of 4.a “possible change of time table”. **MOTION CARRIED** unanimously.

## PUBLIC COMMENT

None.

## BUSINESS ITEMS

Determination of Salary for CEO Position to be Recommended to Search Committee  
Handouts on statewide salary schedule and the MACMHB 2013 Annual Salary Survey.

Kam Washburn commented that there should also be included a discussion on the total compensation package.

Current CEO has a general benefit package and is at the top of his CMHA-CEI salary scale for the Executive Director.

Jana Baylis will provide a description of the package to this committee. Applicants have generally been listing a salary of 150,000 or less.

In discussion it was suggested to be careful not to go higher than 150,000 and be careful when considering a person that is focused strongly on career. There was a warning to not bring in someone that wants the organization to be molded to the culture they are bringing in with them. In addition, it was suggested to keep the salary down not too far from the "Directors" salary at CEI because the CMHA-CEI Directors actually run some programs larger than some of the CEO's of CMHs in Michigan. It was mentioned that the respect of labor is important in deciding a salary as well.

Joe Brehler commented he will be looking for someone who has respect, vision, embraces social justice and is committed to fight for it. Several variables were discussed.

It was suggested that there should a policy created to address future hiring of the CEO.

MOVED by Carol Koenig and SUPPORTED by Joe Brehler to recommend to the Search Ad Hoc Committee a starting salary level for CEO of 110,000 to 125,000 with a maximum of 150,000. MOTION CARRIED unanimously. It was agreed the time table cannot be changed as it has already been advertised through June 26<sup>th</sup>.

**NEW BUSINESS**

**None.**

**PUBLIC COMMENT**

**None.**

**ADJOURNMENT**

**The meeting was adjourned at 5:37 p.m. Future meetings will be scheduled on an as needed basis.**

**Minutes submitted by:**

**Judy Hazle  
Administrative Executive Assistant**