

BOARD OF DIRECTORS HYBRID MEETING MINUTES Community Mental Health Authority- CEI 812 E. Jolly Road, Atrium Lansing, MI 48910 Thursday, November 21, 2024 6:00 pm

Staff Present (Via Zoom)

Shana Badgley, KC Brown, Missy Davis, Joanne Holland, Elise Magen, Sue Panetta, Kim Reed, Liesel Reinke, Shane Simon, Gwenda Summers, Jennifer Stanley, MD

Excused

None.

Staff Present (In-Person)

Jana Baylis, Leslie Bartlett, Aleshia Echols, Drew Kersjes, Sara Lurie

<u>Public Present (In-person)</u>

Daniel Arnold, CAC Representative

Public Present (via Zoom)

None.

Union Representation

None.

Call to Order:

The meeting was called to order by Board Chair, Maxine Thome at 6:00 pm.

Roll Call:

Joe Brehler, Dale Copedge, Raul Gonzales, Timothy Hanna, Al Platt, Ryan Sebolt, Dianne Holman, Paula Yensen, Jason White, Maxine Thome

Board Member(s) Attending via Zoom

None.

Excused:

Paul Palmer

Dwight Washington

Previous Meeting Minutes

ACTION:

MOVED by Joe Brehler and SUPPORTED by Timothy Hanna that the Board of Directors of Community Mental Health Authority of Clinton, Eaton and Ingham Counties (CMHA-CEI) approve the October 17, 2024 meeting minutes as written.

MOTION CARRIED unanimously.

Adoption of Meeting Agenda:

ACTION:

MOVED by Al Platt and SUPPORTED by Joe Brehler that the Board of Directors of Community Mental Health Authority of Clinton, Eaton and Ingham Counties (CMHA-CEI) approve the November 21, 2024 Meeting Agenda as presented.

MOTION CARRIED unanimously.

Public Comment:

None.

Mid-State Health Network (MSHN) Update:

Joe Brehler shared that during the meeting, MSHN reported that they are using the ISF from last fiscal year. However, still trending but spending less, projecting \$19 million for this FY; expressing concern that the funds going to the CMHSP is more like \$10 million while working on a strategy to rebuild without going into a deficit situation.

<u>Community Advisory Council (CAC) Representative Snapshot</u> CAC Representative, Daniel Arnold provided the following updates:

• Crisis Stabilization Unit

Pace Howe Design, DBI representative and John Peiffer, Property and Facilities Supervisor presented the new CSU space interior designs, interior materials, floor plans and furniture. CAC members provided feedback. CAC members reviewed the list of proposed names for a new name for the House of Commons (HOC), and made some additional suggestion.

- <u>Crisis Stabilization Unit (CSU) Names and Branding</u>
 Piper & Gold representatives presented the final name options for the new
 Crisis Stabilization Unit (CSU) building as well as design concepts for the
 logo and branding mood boards. CAC members provided feedback indicating
 their preference for the CSU name, which was Crisis Care Center.
- Review of November 18, 2024 Program & Planning (P&P) Committee Draft Agenda

There were no recommendations to the Board of Directors from CAC.

Announcement:

Crisis Stabilization Unit (CSU) Groundbreaking scheduled for Monday, November 25

Next CAC Meeting scheduled for Thursday, December 5, 2024 @ 3:30 p.m., and will be held via Zoom.

CEO Updates included:

Introduction of Drew Kersjes, New CSDD Director

CEO Lurie, announced that Drew Kersjes acceptance of the Director of Community Services position for the Developmentally Disabled (CSDD) for CMHA-CEI, reporting that Drew officially assumed the role effective November 11, 2024, and brings extensive knowledge and 14+ years of dedicated experience as a Residential Technician, Residential Manager, Coordinator and for the past 6 years as a Supervisor in our organization. During this transition period, Leslie Bartlett, Supervisor will continue to serve as Acting Director.

Throughout his tenure at CMHA-CEI, Drew has been committed to the mission of our organization using strong leadership skills to navigate many challenges, supported change and innovation in service delivery, and has built strong and resilient community partnerships. He brings dedication and passion in working towards the common goal of providing quality supports to those we serve and to our community.

I know you will join me in congratulating Drew and welcoming him to his new role!

Mr. Kersjes thanked Sara for the warm welcome and introduced Leslie Bartlett who presented CSDD Clinical Services presentation. A copy of the presentation is attached for your review and information. Highlights from the presentation included:

- CSDD Clinical Department area of focus
- Disciplines in Clinical Services
- Speech-Language Pathologist (SLP)
- Registered Dieticians (RD)
- Occupational Therapist (OT)
- Behavioral Health Services
- Future Plans

Other CEO Updates included:

- Reference to the written report regarding the Waskul Settlement
- Potential Trump administration appointments and priorities A robust discussion ensued.
- Nomination of Michigan Senator Sarah Anthony for the "Go to Bat" Award
- Announcement of the new name for the CMHA-CEI Crisis Stabilization Center:
 - Crisis Care Center
- Display of the Interior Design plans for the new building shared at this
 evening's board meeting which included interior designs, interior materials,
 floor plans, and furniture for the new space for board member review and
 input.

Wall Breaking Ceremony

Date: Monday, November 25, 2024

Time: 1:00 – 3:00 pm

Location: 2901 Stabler, Lansing, MI 48910

CMHA-CEI Board Secretary, Dale Copedge inquired as to whether a live cycle cost analysis to determine energy cost was part of the analysis for the new Crisis Stabilization Center? CEO, Lurie advised that there have been several analyses completed.

ACTION: A copy of the Analysis reports will be provided to members of the board.

ACTION: Resolution will be presented at the joint Program & Planning/Finance Committee Meeting scheduled for Monday, December 9 @ 5:30 pm as well as an Authorization to sign documents related to purchase of and renovations to the Women's Health Center Building for the New Crisis Stabilization Unit.

COMMITTEE REPORTS

Program & Planning Committee

New Expense Contract: Umbrellex Behavioral Health Services, LLC ACTION:

MOVED by Raul Gonzales and SUPPORTED by Ryan Sebolt that the Community Mental Health Authority of Clinton, Eaton, and Ingham Counties Board of Directors authorize CMHA-CEI to enter into a new contract with Bianca Wilson including the provider's licensed Adult Foster Care facilities as requested and approved by management to meet consumer need, to purchase residential services at the rates below independent of any amount paid to the home for room and board as calculated in the consumer's ability to pay for the period of November 1, 2024 through September 30, 2025. The effective date of this contract is contingent upon LARA AFC licensure and HCBS approval.

Facility(ies)						
Name Address License Numb						
Umbrellex 200	340 E. Euclid St.	AS380418753				
Unibrenex 200	Jackson, MI 49203	A3360416733				

Fee Schedule							
Service Description	Billing Code	Unit	Rate				
Community Living Supports and Personal Care in Licensed Specialized Residential Setting	H2016/T1020	Per Diem	\$915.00				

MOTION CARRIED unanimously.

New Expense Contract: Community Living Supports, Respite, and Clinical Services – Loving Hands Homecare Agency

ACTION:

MOVED by Raul Gonzales and SUPPORTED by Ryan Sebolt that the Community Mental Health Authority of Clinton, Eaton, and Ingham Counties Board of Directors authorize CMHA-CEI to enter into a new contract with Loving Hands Homecare Agency to purchase services indicated at the rates below for the period of December 1, 2024 through September 30, 2025.

Agency Name	Address	Service
Loving Hands Homecare Agency	802 S. Main Street, Unit A Eaton Rapids, MI 48827	Children's Waiver / SED Waiver/ Hab. Waiver / B3 (CLS*/Respite/OHSS†)

Service Description	Code	Modifier	Modifier	Modifier	Unit	Rate
CLS - Level 1	H2015				15 Minute	\$5.83
CLS - Level 1, 2 Consumers Served	H2015	UN			15 Minute	\$3.48
CLS - Level 1, 3 Consumers Served	H2015	UP			15 Minute	\$2.72
CLS - Level 1, 4 Consumers Served	H2015	UQ			15 Minute	\$2.37
CLS - Level 1, 5 Consumers Served	H2015	UR			15 Minute	*=\$2.37 x 4 / 5
CLS - Level 1, 6+ Consumers Served	H2015	US			15 Minute	*=\$2.37 x 4 / Number of Consumers Served
CLS - Level 2 Specialized	H2015				15 Minute	\$6.45
CLS - Level 2 Specialized, 2 Consumers Served	H2015	UN			15 Minute	\$3.80
CLS - Level 2 Specialized, 3 Consumers Served	H2015	UP			15 Minute	\$2.95
CLS - Level 2 Specialized, 4 Consumers Served	H2015	UQ			15 Minute	\$2.53
CLS - Level 2 Specialized, 5 Consumers Served	H2015	UR			15 Minute	*=\$2.53 x 4 / 5
CLS - Level 2 Specialized, 6+ Consumers Served	H2015	US			15 Minute	*=\$2.53 x 4 / Number of Consumers Served
CLS - Level 1 – Holiday**	H2015	TV			15 Minute	\$8.01

CLS - Level 1, 2 Consumers	H2015	TV	UN	15 Minute	\$4.76
Served – Holidav **					

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CLS - Level 1, 3 Consumers Served - Holiday **	H2015	TV	UP	15 Minute	\$3.62
CLS - Level 1, 4 Consumers	H2015	TV	UQ	15 Minute	\$3.07
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CLS - Level 2 Specialized -	H2015	TV		15 Minute	\$8.98
Holiday **					
CLS - Level 2 Specialized, 2 Consumers Served - Holiday **	H2015	TV	UN	15 Minute	\$5.23
CLS - Level 2 Specialized, 3	H2015	TV	UP	15 Minute	\$3.93
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CLS - Level 1, 4 Consumers	H2015	UQ	UJ	15 Minute	\$2.37
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CLS - Level 2 Specialized, 6+ H2015 TV US UJ 15 Minute *=\$3.34 x 4 / Number of Consumers Served - Holiday, Night ** Overnight Health and Safety - Level 1 Overnight Health and Safety - Level 1, 2 Consumers Served Overnight Health and Safety - Level 1, 3 Consumers T2027 UN 15 Minute \$3.48 15 Minute \$3.48	=						
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Overnight Health and Safety - Level 1, 3 Consumers UP 15 Minute \$2.72	*						
- Level 1, 3 Consumers		T2027	UP			15 Minute	\$2.72
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Overnight Health and Safety - Level 1, 4 Consumers	T2027	UQ		15 Minute	\$2.37
Served					
Overnight Health and Safety - Level 1, 5 Consumers Served	T2027	UR		15 Minute	*=\$2.37 x 4 / 5
Overnight Health and Safety - Level 1, 6+ Consumers Served	T2027	US		15 Minute	*=\$2.37 x 4 / Number of Consumers Served
Overnight Health and Safety - Level 2	T2027			15 Minute	\$6.45
Overnight Health and Safety - Level 2, 2 Consumers Served	T2027	UN		15 Minute	\$3.80
Overnight Health and Safety - Level 2, 3 Consumers Served	T2027	UP		15 Minute	\$2.95
Overnight Health and Safety - Level 2, 4 Consumers Served	T2027	UQ		15 Minute	\$2.53
Overnight Health and Safety - Level 2, 5 Consumers Served	T2027	UR		15 Minute	*=\$2.53 x 4 / 5
Overnight Health and Safety - Level 2, 6+ Consumers Served	T2027	US		15 Minute	*=\$2.53 x 4 / Number of Consumers Served
Overnight Health and Safety - Level 1 – Holiday **	T2027	TV		15 Minute	\$8.01
Overnight Health and Safety - Level 1, 2 Consumers Served - Holiday **	T2027	UN	TV	15 Minute	\$4.76
Overnight Health and Safety - Level 1, 3 Consumers Served - Holiday **	T2027	UP	TV	15 Minute	\$3.62
Overnight Health and Safety - Level 1, 4 Consumers Served - Holiday **	T2027	UQ	TV	15 Minute	\$3.07
Overnight Health and Safety - Level 1, 5 Consumers Served - Holiday **	T2027	UR	TV	15 Minute	*=\$3.07 x 4 / 5
Overnight Health and Safety - Level 1, 6+ Consumers Served - Holiday **	T2027	US	TV	15 Minute	*=\$3.07 x 4 / Number of Consumers Served
Overnight Health and Safety - Level 2 - Holiday **	T2027	TV		15 Minute	\$8.98
Overnight Health and Safety - Level 2, 2 Consumers Served - Holiday **	T2027	UN	TV	15 Minute	\$5.23
Overnight Health and Safety - Level 2, 3 Consumers Served - Holiday **	T2027	UP	TV	15 Minute	\$3.93

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Overnight Health and Safety	T2027	UQ	TV		15 Minute	\$3.34
- Level 2, 4 Consumers						
Served - Holiday **						
Overnight Health and Safety	T2027	UR	TV		15 Minute	*=\$3.34 x 4 / 5
- Level 2, 5 Consumers						
Served - Holiday **						
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- Level 2, 6+ Consumers						Number of
Served - Holiday **						Consumers Served
RESPITE - Level 1	T1005	HM			15 Minute	\$5.83
RESPITE - Level 1, 2	T1005	UN	HM		15 Minute	\$3.48
Consumers Served	11005	UIN	11111		13 Williate	φυ.40
Consumers Served						
RESPITE - Level 1, 3	T1005	UP	HM		15 Minute	\$2.72
Consumers Served						
RESPITE - Level 1, 4	T1005	UQ	HM		15 Minute	\$2.37
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RESPITE - Level 1, 5	T1005	UR	HM		15 Minute	*= \$2.37 x 4 / 5
Consumers Served						
RESPITE - Level 1, 6+	T1005	US	HM		15 Minute	*=\$2.37 x 4 /
Consumers Served						Number of
						Consumers Served
RESPITE - Level 2	T1005	HM			15 Minute	\$6.45
Specialized						
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RESPITE - Level 2	T1005	UN	HM		15 Minute	\$3.80
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RESPITE - Level 2	T1005	UP	HM		15 Minute	\$2.95
Specialized, 3 Consumers						
Served						
RESPITE - Level 2	T1005	UQ	HM		15 Minute	\$2.53
Specialized, 4 Consumers						
Served						
RESPITE - Level 2	T1005	UR	HM		15 Minute	*=\$2.53 x 4 / 5
Specialized, 5 Consumers						
Served						
RESPITE - Level 2	T1005	US	HM		15 Minute	*=\$2.53 x 4 /
Specialized, 6+ Consumers						Number of
Served						Consumers Served
RESPITE - Level 1 – Holiday	T1005	TV	HM		15 Minute	\$8.01
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RESPITE - Level 1, 2	T1005	TV	UN	HM	15 Minute	\$4.76
Consumers Served -	11005	1 V	011	1 11/1	15 Militate	ψ1./ υ
Holiday **						
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RESPITE - Level 1, 3	T1005	TV	UP	HM	15 Minute	\$3.62
Consumers Served –						
Holiday **						
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RESPITE - Level 1, 4 Consumers Served - Holiday **	T1005	TV	UQ	НМ	15 Minute	\$3.07
RESPITE - Level 1, 5 Consumers Served - Holiday **	T1005	TV	UR	НМ	15 Minute	*=\$3.07 x 4 / 5
RESPITE - Level 1, 6+ Consumers Served - Holiday **	T1005	TV	US	НМ	15 Minute	*=\$3.07 x 4 / Number of Consumers Served
RESPITE - Level 2 Specialized - Holiday **	T1005	TV	НМ		15 Minute	\$8.98
RESPITE - Level 2 Specialized, 2 Consumers Served - Holiday **	T1005	TV	UN	НМ	15 Minute	\$5.23
RESPITE - Level 2 Specialized, 3 Consumers Served - Holiday **	T1005	TV	UP	НМ	15 Minute	\$3.93
RESPITE - Level 2 Specialized, 4 Consumers Served – Holiday **	T1005	TV	UQ	НМ	15 Minute	\$3.34
RESPITE - Level 2 Specialized, 5 Consumers Served - Holiday **	T1005	TV	UR	НМ	15 Minute	*=\$3.34 x 4 / 5
RESPITE - Level 2 Specialized, 6+ Consumers Served - Holiday **	T1005	TV	US	НМ	15 Minute	*=\$3.34 x 4 / Number of Consumers Served

Rates include transportation cost associated with transporting consumer to/from appointments, outings, etc.

New Expense Contract: Looking Glass Adult Foster Care LLC ACTION:

MOVED by Raul Gonzales and SUPPORTED by Ryan Sebolt that the Community Mental Health Authority of Clinton, Eaton, and Ingham Counties Board of Directors authorize CMHA-CEI to enter into a new contract with Looking Glass Adult Foster Care LLC including the provider's licensed Adult Foster Care facilities as requested and approved by management to meet consumer need, to purchase residential

^{*} Community Living Support (CLS) Care

[†] Overnight Health and Safety Supports (OHSS).

^{*} Rate varies depending on the number of Consumers served.

^{**} Recognized Holidays: New Year's Day, Easter, Memorial Day, July 4, Labor Day, Thanksgiving, Christmas Day.

[‡] Specialty services and therapies authorized on a case by case basis

services at the rates below independent of any amount paid to the home for room and board as calculated in the consumer's ability to pay for the period of September 19, 2024 through September 30, 2025. The effective date of this contract is contingent upon LARA AFC licensure and HCBS approval.

Facility(ies)					
Name	License Number				
Looking Glass AFC	109 E Randolph, Lansing, Michigan 48823	AS330418366			

Fee Schedule					
Service Level	rvice Level Service Description Billing Code		Unit	Rate	
Level II A	Community Living Supports and Personal Care in Licensed Specialized Residential Setting	H2016/T1020	Per Diem	\$132.08	
Level II AA	Community Living Supports and Personal Care in Licensed Specialized Residential Setting	H2016/T1020	Per Diem	\$155.39	
Level II AAA	Community Living Supports and Personal Care in Licensed Specialized Residential Setting	H2016/T1020	Per Diem	\$178.70	

MOTION CARRIED unanimously.

Convulsive Therapy Policy 3.5.03

ACTION:

MOVED by Raul Gonzales and SUPPORTED by Ryan Sebolt that the Community Mental Health Authority of Clinton, Eaton, and Ingham Counties Board of Directors authorize CMHA-CEI_to approve the revised Convulsive Therapy Policy 3.5.03.

MOTION CARRIED unanimously.

New Expense Contract: M&T Care AFC ACTION:

MOVED by Raul Gonzales and SUPPORTED by Ryan Sebolt that the Community Mental Health Authority of Clinton, Eaton, and Ingham Counties Board of Directors authorize CMHA-CEI to enter into a new contract with Medhanie Debru including the provider's licensed Adult Foster Care facilities as requested and approved by management to meet consumer need, to purchase residential services at the rates below independent of any amount paid to the home for room and board as calculated in the consumer's ability to pay for the period of September 19, 2024 through September 30, 2025. The effective date of this contract is contingent upon LARA AFC licensure and HCBS approval.

Discussion ensued. Dr. Stanley provided clarification.

Facility(ies)			
Name	Address	License Number	
M & T AFC	5400 Park Lake Road, East	AS330418130	
IVI & I AFC	Lansing, MI 48823	A3330410130	

Fee Schedule					
Service Level	Service Description	Billing Code	Unit	Rate	
Level II A	Community Living Supports and Personal Care in Licensed Specialized Residential Setting	H2016/T1020	Per Diem	\$132.08	
Level II AA	Community Living Supports and Personal Care in Licensed Specialized Residential Setting	H2016/T1020	Per Diem	\$155.39	
Level II AAA	Community Living Supports and Personal Care in Licensed Specialized Residential Setting	H2016/T1020	Per Diem	\$178.70	

MOTION CARRIED unanimously.

Finance Committee

Expense Contract Renewals

ACTION:

MOVED by Tim Hanna and SUPPORTED by Joe Brehler that the Community Mental Health Authority of Clinton, Eaton, and Ingham Counties Board of Directors authorize CMHA-CEI to:

Expense Contract Renewal: Piper & Gold Public Relations, LLC

• renew the contract with Piper & Gold Public Relations, LLC to provide public relations and branding services related to the new Crisis Stabilization Center from October 1, 2024 through September 30, 2025 in the amount of \$80,000.

Expense Contract Renewal: Blue Cross Blue Shield of Michigan 2025 Plan Year

• renew the contract with Blue Cross Blue Shield of Michigan to purchase employee healthcare benefits from Blue Cross Blue Shield of Michigan for the period of January 1, 2025 to December 31, 2025 and pay fees per the rate schedule below. The rates represent a 12.37% increase over the previous year's rates. BCBSM Plan only rates:

BCBSM HRA 1B 250/500 Deducti	bl eSingle	\$ 767.69
В	Double	\$1,842.44
	Family	\$2,303.06
		\$ -
BCBSM HRA 1A Fully Funded	Single	\$ 767.69
A	Double	\$1,842.44
	Family	\$2,303.06
		\$ -
BASE PLAN		
BCBSM HDHP 1650/3300	Single	\$ 756.30
	Double	\$1,815.11
	Family	\$2,268.90

Expense Contract Renewal: BCBSM Medicare Advantage Plan 2025 Plan Year

• enter into contract renewal with Blue Cross Blue Shield of Michigan to purchase retiree health benefits from Blue Cross Blue Shield of Michigan for the period of January 1, 2025 to December 31, 2025 and pay the flat fee listed below.

\$411.01 Per Member Per Month



2025 BCBSM Medicare Advantage PPO Group Contract (Schedule A)

Group Name	Community Mental Health Authority of Clinton, Eaton, Ingham Counties			
Option Number	0			
Option Description	5			
Contract Effective Date	1/1/2025			
Contract End Date	12/31/2025			
Funding Type	Fully-Insured			
NASCO Group Number	879038			
NASCO Division	96-9			
MA Group Number(s)	100.10			
MA Group Suffix(es)	-			
MA Rate	\$139.91			
PD Rate	\$271.10			
MAPD Rate	\$411.01			

<u>Expense Contract Renewal: Gallagher Benefit Services, Inc. – Healthcare and Benefits</u> <u>Consulting Services</u>

• continue the existing contract with Gallagher Benefit Services, Inc., to purchase healthcare and benefits consulting services and pay up to \$109,000 per year for the period of January 1, 2025 or beginning on the date of the accepted agreement and is effective for one year thereafter.

Expense Contract Renewal: ISolved 2025 Plan Year

• enter into contract renewal with ISolved to purchase COBRA administration services and COBRA compliance notices from ISolved for the period of January 1, 2025 to December 31, 2025 and pay fees per the rate schedule below.

2% administration fee on the cost of all plans offered through COBRA to be paid for by the person enrolled:

2025 C With 2%						
	Single		Double		Fam	ily
BCBSM HRA 1B 250/500 Deductible	\$	935.53	\$	2,219.31	\$	2,769.52
BCBSM HRA 1A Fully Funded	\$	959.10	\$	2,275.91	\$	2,840.24
BCBSM HDHP 1650/3300	\$	856.42	\$	2,021.42	\$	2,484.28
Health Insurance Premium ir	nclude	es HRA F	act	or for HR	A Pla	ins
DENTAL		ELTA NTAL				
SINGLE/Month	4	2.77				
DOUBLE/Month (2 persons)	79.86					
FAMILY/Month (More than 2 Persons)	13	37.71				
VISION	١	VSP				
SINGLE/Month		4.82				
DOUBLE/Month (2 persons)	9	7.64				
FAMILY/Month (More than 2 Persons)	1.	5.40				

5% service fee for all administrative services related to mailing notifications, etc. will apply as well.

MOTION CARRIED unanimously.

Finance Committee

Revenue Contract Renewals

ACTION:

MOVED by Tim Hanna and SUPPORTED by Paula Yensen that the Community Mental Health Authority of Clinton, Eaton, and Ingham Counties Board of Directors authorize CMHA-CEI to:

Revenue Contract Renewal: Michigan Department of Health and Human Services (MDHHS) – MI Kids Now Mobile Response II Grant Program

• enter into a contract renewal with the Michigan Department of Health and Human Services to reinforce and strengthen operations of the crisis warm line and mobile crisis services for youth (up to the age of 21) and families experiencing a mental health crisis for the retroactive period of October 1, 2024 to September 30, 2025 and receive \$199,796.00 for those services.

Selection of Financial and Compliance Auditors – Fiscal Year 2024

• enter into a contract with Maner Costerisan to complete the CMHA-CEI compliance examination and financial audit services for Fiscal Year 2024 and pay \$53,500.

MOTION CARRIED unanimously.

Community Access Committee

Dianne Holman, CAC Chair reported that the next CAC meeting is scheduled for Monday, November 25, 2024 at 5:30 pm, in the Atrium, located at 812 E. Jolly Road, Lansing, MI 48910.

Unfinished Business

None.

New Business

None.

Public Comment

CMHA-CEI employee, Kim Reed expressed concern regarding the significant increase in the out of pocket employee contribution for Plan Year 2025 benefits through Blue Cross Blue Shield of Michigan stating that unfortunately this year's 3% wage increase will not offset the increase, commenting that the insurance is unaffordable and is a very hard hit to the pocket books of the employees.

Announcement

None.

<u>Adjournment</u>

The meeting adjourned at 7:03 p.m. The next regular meeting is scheduled for Thursday, December 19, 2024 at 6:00 p.m., and will take place at CMHA-CEI, 812 E. Jolly Road, Atrium.

Minutes Submitted by:

Aleshia Echols, Executive Administrative Assistant



