

GENESEE HEALTH SYSTEM
705 Dort Hwy
Flint, MI 48503
Board of Directors Meeting
August 26, 2021

Board Members Present: K. Boles, *chair*, P. Henry, K. McCree, and C. Winfrey
Board Members Present via Zoom: P. Alexander, M. Danic, J. Johnson, and A. Reeves
Board Members Absent: W. Coffell, W. Cole, E. Ellenburg, and R. Speed

The meeting was called to order at 4:05 p.m.

- I. Adoption of Agenda
(Resolution 08-58-21)
Winfrey moved, Reeves supported the motion to approve the agenda as presented
Motion carried

- II. Approval of Minutes
(Resolution 08-59-21)
Winfrey moved, Henry supported the motion to approve the minutes of the July 29, 2021 Board of Directors meeting as submitted.
Motion carried

- III. Public Participation
Gordon Sherman, PO Box 598, Clio, MI 48420, addressed the board to, first, thank them for their continued support of the Special Olympics. He said last year was rough on everyone, and the team is very glad to be together and playing softball again this year. Second, he advised the board that his contract for Excelsior Guardianship is due to be renewed for FY 2022. He requested a change in his contract to include a provision for him to be able to add up to 10 people. He stated that he has lost 14 clients over the last two years due to deaths, and has been working with 5 people pro bono due to emergency guardianship needs. He would not exceed his original caseload of 58 people.

- IV. Consent Agenda
(Resolution 08-60-21)
Reeves moved, Winfrey supported the motion to approve the minutes under the consent agenda.
Motion carried

- V. Finance Committee
Presented by A. Reeves
(Resolution 08-61-21)
Boles moved, Winfrey supported the motion to review the minutes of the August 2021 Finance Committee.
Motion carried

(Resolution 08-62-21)

Alexander moved, Danic supported the motion to approve the July 2021 vouchers totaling \$8,332,592.74 as presented.

Motion carried

(Resolution 08-63-21)

Boles moved, Winfrey supported the motion to approve the Contract Amendments, in the Executive Summary of Contracts in the Finance Committee minutes, as presented.

Motion carried

This concluded the presentation of the Finance Committee report.

VI. Chair Report

K. Boles presented the September meeting calendar, and noted that Finance, P&E, and Board of Directors meetings will fall in the third and fifth weeks of the month. The R10 Board of Directors minutes were included with the packets.

VII. Executive Director's Report

D. Russell presented a proposal to offer sign-on and referral bonuses for GHS staff. The recruitment of licensed mental health professionals has been remarkably difficult over the past year. The GHS Human Resource Team has employed several recruitment strategies to increase the number of qualified applicants. These efforts have been met with minimal success. Vacancies have adversely impacted how we are able to deliver services to some of our most vulnerable populations. This has been particularly challenging for staff who truly want to service consumers at the level they deserve, but cannot do so, due to these vacancies. Increased caseloads also lead to staff burnout, sick leaves, and staff turnover. In order to increase the number of clinical applicants, we propose the implementation of sign on bonuses for the following "hard to fill" positions.

Clinical Therapist (Homebased) – 2 positions \$3,000

Clinical Therapist (MIDD) - \$3,000

Child and Family Case Manager \$3,000

Targeted Case Manager for Deaf/HH \$5,000

Pediatric Neuropsychologist - \$5,000

Manager of Psychology Services \$5,000

ACT – RN \$5,000

All of these positions have been posted for multiple months and pose issues around their critical shortage. Positions with a higher bonus have been posted the longest without any qualified applicants.

We also propose a Staff Referral Incentive where current staff can refer peers and colleagues to fill positions of critical shortage. For the purpose of this incentive program, a "critical shortage" is defined as any position that is vacant for a period of 3 months or

longer. Staff who refer a new employee will be given \$500 upon the successful completion of the new employee's probationary period. (HR staff would be excluded from this incentive).

The sign on and referral bonuses would be part of a pilot program. The program would commence on September 1, 2021 and end on December 31, 2021, and new employees will have to agree to stay at GHS for two years or repay the bonus. This program could be extended if it proves to be successful in building the GHS workforce.

Discussion followed the presentation of the proposal.

(Resolution 08-64-21)

Reeves moved, Winfrey supported the motion to approve the GHS Sign on and Referral Bonus Proposal as presented.

Motion carried

Russell also requested Board approval to offer a Vaccine Incentive Program Proposal for All GHS, GCHC, and ABO staff. All reported, fully vaccinated GHS or ABO staff will receive \$800 bonus (thru payroll) reported by September 30.

When we reach 80% of all GHS or ABO staff fully vaccinated: These fully vaccinated staff will receive an additional \$1200 thru FY22.

All fully vaccinated GHS/ABO staff have the potential of receiving \$2,000 in bonus incentives.

The following conditions must be met to receive an incentive

- Must be active GHS, ABO (assigned to GHS).
- Must report vaccine card and/or MICR verified.
- Sign authorizing verification of MICR (if needed).
- All hired before September 30 and fully vaccinated will receive \$800. After September and new hires will qualify for the additional bonuses.
- A booster and/or third dose is required as part of this incentive plan, once FDA and CDC's Advisory Committee on Immunization Practices authorize. We will follow CDC/FDA guidance on who is required to get this.

Discussion followed the presentation of the incentive program.

(Resolution 08-65-21)

Winfrey moved, Danic supported the motion to approve the GHS, GCHC, and ABO Vaccine Incentive Program proposal as presented.

Motion carried

VIII. Other Business
None

IX. Public Participation
None

With nothing further to come before the Board, the meeting was adjourned at 4:44 p.m.
Submitted by Lisa Polmanteer, Executive Assistant