

GENESEE HEALTH SYSTEM
420 W. 5th Avenue
Flint, MI 48503
Board Room
Board of Directors Meeting
September 24, 2020
Via ZOOM

Board Members Present: T. Bankert, *chair*, P. Alexander, K. Boles, W. Cole, M. Danic, K. McCree, and A. Reeves

Board Members Absent: B. Clack, W. Coffell, E. Ellenburg, and J. Johnson

The meeting was called to order at 4:01 p.m.

- I. Adoption of Agenda
(Resolution 09-53-20)
Boles moved, Alexander supported the motion to approve the agenda as presented.
Motion carried

- II. Approval of Minutes
(Resolution 09-54-20)
Reeves moved, McCree supported the motion to approve the minutes of the August 27, 2020 Board of Directors meeting as submitted.
Motion carried

- III. PUBLIC PARTICIPATION
Staff reports: Amber Hellebuyck, Adult MI Case Manager, Elizabeth Glen, Social Worker for ACTP, and Dr. Anthony Ellis, Medical Director for GHS, shared their experiences of caring for our consumers during the pandemic, how their engagement with consumers have changed, and some of the technology they are using to continue to provide services during the Covid-19 pandemic and working from home.

- IV. Consent Agenda
(Resolution 09-55-20)
McCree moved, Reeves supported the motion to approve the minutes under the consent agenda.
Motion carried

- V. Finance Committee
Presented by K. Boles, *Finance Committee chair*

(Resolution 09-56-20)
Boles moved, Reeves supported the motion to approve the vouchers as presented.
Motion carried

(Resolution 09-57-20)

Boles moved, Reeves supported the motion to approve the new contract under item 1 of the Finance Committee minutes

Motion carried

(Resolution 09-58-20)

Boles moved, Reeves supported the motion to approve the contract renewals under item 2 of the Finance Committee minutes

Motion carried

(Resolution 09-59-20)

Boles moved, McCree supported the motion to approve item 3, other, of the Finance Committee minutes.

Motion carried

(Resolution 09-60-20)

Boles moved, Reeves supported the motion to approve the FY21 contract renewal packet under item 4 of the Finance Committee minutes

Motion carried

(Resolution 09-61-20)

Boles moved, Reeves supported the motion to approve the FY2020 Amended Budget/FY2021 Proposed Budget for the GHS General Operating Fund.

Motion carried

(Resolution 09-62-20)

Boles moved, Reeves supported the motion to approve the FY2020 Amended Budget/FY2021 Proposed Budget for Genesee Community Health Center General Operating Fund.

Motion carried

VI. Chair Report

Bankert presented the October 2020 meeting calendar, and the FY2021 meeting calendar. He noted the minutes of the R10 August 2020 meeting were also included in the packet for the members to read.

VII. Executive Director's Report

D. Russell reported the state budget is done and has been sent to the Governor for signature. It looks like MDHHS has done well with no major cuts to programs. Russell will forward analysis from the board association as he receives it.

Russell also reported that the GHS Virtual Dance, held September 18, 2020, was a great success, even though turnout was not what we'd hoped it would be. Turnout was estimated

at between 75-100, and we are hoping word of mouth will help future events. Russell also thanked Wanda Cole and Patricia Alexander for representing the Board at the dance. Everyone seemed to have a very good time, and we are looking forward to planning something for the holidays to help keep consumers engaged and having fun. Russell also thanked Lisa Polmanteer for her work organizing the DJ, t-shirts, and pizza for the dance.

Sheila Mason presented a proposal for a four year contract being offered to AFSCME staff. Due to technical issues, AFSCME members were not able to vote on the contract on 09-24-20, but they are expected to approve it. Mason asked the board to approve the proposal today, so once the members vote the contract will take effect at the beginning of the fiscal year. AFSCME members will receive a 3% raise at the beginning of the contract, with a signing bonus of \$1,500.00. For the following three years the salary increases will be 2%, 1%, and 1% respectively, with retention bonuses of \$750.00, \$1,000.00, and \$1,000.00 for each of the following years. The members had requested an additional option for cash-in of PTO accumulated over 80 hours. Members will now be able to convert PTO time at a \$1:\$1 ratio and contribute to a defined contribution retirement account in addition to the \$1:\$1 contribution to an HSA, or a 75% value cash back option. In addition, the agency will match up to a 2% of salary contribution to a Nationwide post-retirement plan if the employee also contributes. Members had also requested an alternative to the supplemental insurance plan by UNUM, so the agency will now offer AFLAC as a supplemental insurance as well. In addition, a floating holiday was added, which will go into the employee's time off bank on January 1, and must be used by the end of the calendar year. This holiday can be used for anything the employee wishes such as Juneteenth, birthdays, Veteran's Day or any other day during the year.

(Resolution 09-63-20)

Danic moved, Cole supported the motion to approve the proposed four year contract with AFSCME members, including allowing any minor corrections to the text such as to fix typos.
Motion carried

(Resolution 09-64-20)

Boles moved, McCree supported the motion to approve the items in the proposed four year contract with AFSCME members for non-union staff as well.
Motion carried

Karry Steele presented an extension of the Covid-19 Temporary Wage Increase for Direct Care Workers thru March 31, 2021. This is the same as was previously presented and approved by the Board, just extended. The entire rate increase will go directly to the workers and not be used for administration.

(Resolution 09-65-20)

Reeves moved, Cole supported the motion to approve the extension of the Covid-19 Temporary Wage Increase for Direct Care Workers thru 03-31-21.
Motion carried

VIII. Other Business

T. Bankert requested a meeting of the Executive Committee to discuss the CEO's contract renewal. The CEO's contract is set to expire at the end of February 2021. Russell stated he is fine with receiving what everyone else is receiving as far as wage increases and retention bonuses. McCree would like to keep the formula currently used for severance.

It was requested that the GHS Chief Information Officer prepare a presentation for a committee meeting regarding challenges and solutions to technology issues during the pandemic.

Reeves requested a presentation on the grants the agency received for the Flint Water Crisis. She would like to have monthly reports of a breakdown of what is being spent and requested modification to the GHS Water Crisis services report for P&E to include this information. She also requested a report of what and where the funds have been used on thus far. Danic agreed that an audit of each of the grants would be useful information to have.

IX. Public Participation

None

With nothing further to come before the Board, the meeting was adjourned at 5:39 p.m.
Submitted by Lisa Polmanteer, Executive Assistant