

GENESEE HEALTH SYSTEM
1402 S. Saginaw St.
Flint, MI 48503
Board of Directors Meeting
January 26, 2023

Board Members Present: K. Boles, *chair*, P. Alexander, E. Ellenburg, P. Henry, K. Lemons, A. Reeves, R. Speed, and C. Winfrey

Board Members Absent: M. Danic, J. Johnson, G. Jones, and K. McCree

The meeting was called to order 4:03p.m.

I. Adoption of Agenda

(Resolution 01-01-23)

Ellenburg moved, Winfrey supported the motion to approve the agenda as presented.

Motion carried

II. Approval of Minutes

(Resolution 01-02-23)

Winfrey moved, Reeves supported the motion to approve the minutes of the December 15, 2022 Board of Directors meeting as presented.

Motion carried

III. Public Participation

None

IV. DEI COMMITTEE

Shawn Edwards, Senior Director of Engagement, Diversity and Inclusion, Training/Education & Customer Services, presented the current GHS workplace Initiatives such as the Inclusion Project to the board. The inclusion project goes beyond the monthly initiatives from 2022 and asked staff to share their culture and heritage they would like to see included in the monthly presentations to staff. 19 staff are participating, and one of the projects is a book of recipes, photos, and stories of culture and heritage that will be made available to GHS staff and board members. Reeves asked if there were plans for distribution to a wider audience and suggested possible sales to benefit the Client Activity Fund in the future.

Edwards also reported on education initiatives for 2023. The focus of implicit bias training in 2022 was involved dads, and there was such an overwhelmingly positive response that there will be another education session hosted in March.

For outreach, Edwards reported that we are continuing to expand our Pillars of Hope program, working with churches and organizations that are already doing the work in the community, and offering support and resources. We have also expanded our provider project focusing on ethnic hair care. This seminar proved to be very popular so will be

offered again in the future. Edwards also reported there have been 27 staff listening circles, with very good participation.

(Resolution 01-03-23)

Speed moved, Reeves supported the motion to approve the DEI Report.

Motion carried

V. HUMAN RESOURCES COMMITTEE

Presented by Shelia Mason, Human Resources Director

a. Quarterly Hiring Summary

S. Mason presented the Quarterly Hiring Summary and Detail for the first quarter of FY23. There were 18 new hires, with four of those being for new positions, and 10 promotions.

b. Labor Relations Reports

S. Mason presented the Labor Relations Reports for the 1st Quarter of FY23. Mason noted there were two grievances with one being granted and one partially granted. There were three special conferences with one being resolved and two pending resolution.

c. Recruitment Bonus and Staff Referral Program

Mason reported that GHS has awarded 30 signing bonuses since the beginning of the program. The program has helped reduce the time of hiring from job posting down to an average of 30-45 days. The staff referral bonus program is also starting to gain traction, with 20 staff referrals.

Discussion followed the presentation of the reports.

(Resolution 01-04-23)

Reeves moved, Lemons supported the motion to approve the Human Resources Committee reports for 1st Quarter FY2023.

Motion carried

VI. Finance Committee Business

Presented by A. Reeves, Finance Committee Chair

VOUCHERS

Glen Chipman, GHS CFO, presented the vouchers, totaling \$10,942,561.52 and covering the period of 12-01-22 through 12-31-22, for approval. A brief discussion followed

(Resolution 01-05-23)

Ellenburg moved, Speed supported the motion to approve the vouchers as presented.

Motion carried

CONTRACTS

Chipman presented the executive summary of contracts to the board.

Under Item 1, New Contracts, Chipman reviewed a new contract for Center Road Medical Building LLC. This building will be used as an outpatient therapy clinic funded through the CCBHC-1A grant. Russell noted a potential conflict of interest as the real estate agent who worked with GHS is the cousin of Jennifer McCarty's husband, and as GHS COO McCarty is over the BHUC. Angela Tyler outlined the steps taken in the lease process, and that no special consideration was granted to this real estate agent. A brief discussion followed.

(Resolution 01-06-23)

Alexander moved, Lemons supported the motion to approve the new contract under Item 1 as presented.

Motion carried

Under Item 2, Renewal, Chipman presented a renewal of leases for Mutar LLC –Neff Rd Home Lease, Marlene and William Riker – Jennings Rd Home Lease, Richey Investments – Boyle Home Lease, and Samira Nemer – Nandi Hills Home Lease. These renewals include amended language so there will be no annual cost settlement for taxes and insurance. Discussion followed.

(Resolution 01-07-23)

Winfrey moved, Ellenburg supported the motion to approve the contract renewals under Item 2 as presented.

Motion carried

Under Item 3, Amendment, Chipman presented an amendment to the vocational services contract with MCSI to add premium rates for serving the deaf population. Discussion followed.

(Resolution 01-08-23)

Lemons moved, Winfrey supported the motion to approve the contract amendments under Item 3 as presented.

Motion carried

FY 2023 1st Quarter Financials

Chipman gave a brief overview of the 1st Quarter Financials for FY2023. As expected, we are right around a quarter of our budget with a few exceptions where costs exceeded recommendations. Chipman is not asking for any budget amendments at this time, as he is waiting to see how things progress in the second quarter. Many of the line item budgets that are exceeding projections are due to furnishing and equipping the new children's building, and Chipman expects those costs to level off in the second quarter. A brief discussion followed the presentation.

(Resolution 01-09-23)

Ellenburg moved, Winfrey supported the FY23 1st Quarter Financials as presented.

Motion carried

OTHER BUSINESS

None

A copy of the Executive Finance Summary will be on file with the minutes.

This concluded the presentation of the Finance Committee business.

VII. Program & Evaluation Committee Business

R. Speed presented the Crisis Supports and Hospital Admission report for the board's review. A brief discussion followed.

(Resolution 01-10-23)

Winfrey moved, Ellenburg supported the motion to approve the Crisis Supports and Hospital Admissions reports as presented.

Motion carried

Next Speed presented the Water Crisis Report for informational purposes only.

Public Participation Follow up

None

Subcommittee Reports

None

This concluded the presentation of the Program and Evaluation Committee business.

VIII. Consent Agenda

(Resolution 01-11-23)

Ellenburg moved, Reeves supported the motion to approve the SUD Advisory Committee minutes under the Consent Agenda as presented.

Motion carried

IX. Chair Report

Boles presented the February 2023 meeting calendar and the Region 10 December 2022 meeting minutes. Boles noted that GHS Board meetings will be held at CCIS for the next few months. This concluded the chair report.

X. Executive Directors Report

Russell reported that things in Lansing are just getting started as the new legislature begins. There are lots of new senators and representatives, which means that the education process regarding behavioral health issues begins anew.

Next Russell reported that we have signed a purchase agreement for the Baker property, but we are still doing due diligence. There are a couple of issues we are working on, including financing, but that we expect those things to fall into place. Things are going well.

Finally Russell reported that on February 1st, the Detroit Free Press will be announcing GHS as one of the top workplaces in the nation. This is based on staff feedback and reporting in anonymous surveys. This should be a boost for staff recruiting.

This concluded the CEO's report.

XI. Other Business

None

With nothing further to come before the Board, the meeting was adjourned at 5:20 p.m.
Submitted by Lisa Polmanteer, Executive Assistant