

GENESEE HEALTH SYSTEM  
1040 W. Bristol Rd.  
Flint, MI 48507  
Board of Directors Meeting  
July 25, 2024

**Board Members Present:** L. Coney, E. Ellenburg, T. Hammon, D. Howard-Coolin, A. Reeves, G. Jones (Chair), J. Patrick-Singleton, R. Speed, C. Winfrey

**Board Members Absent:** K. Lemons, K. Sturdivant, W. Winiarski

The meeting was called to order 4:00 p.m.

- I. **Adoption of Agenda**  
(Resolution 07-57-24)  
Ellenburg moved; Conley supported the motion to approve the agenda as presented.  
*Motion carried*
  
- II. **Approval of Minutes**  
(Resolution 07-58-24)  
Winfrey moved, Reeves supported the motion to approve the minutes of the June 27, 2024, Board of Directors meeting as presented.  
*Motion carried*
  
- III. **Public Participation**  
None
  
- IV. **DEI COMMITTEE**  
Presented by Shawn Edwards, PhD, Senior Director of Engagement, Diversity and Inclusion, Training/Education & Customer Services

**Inclusivity Education**

**Arab American National Museum**

GHS was approached by Dave Serio – Curator of education, of AANM to have a discussion with community organizations in Flint to collaborate opportunities targeting the North End of Flint and the Arab American Community. The goal is to bring Arab American Culture to the area and help break harmful stereotypes, how to engage more with the community. Michigan is home to the city with the largest Arab American community in Dearborn.

**Support and Allyship LGBTQ+**

GHS hosted 2 listening circles, virtual and face to face during Pride month. We had 39 people who sat at the table. GHS also offers a Trans Support Group for adults- Join a community of peers where you can talk about your experiences, share in support and healing, learn new coping skills, and overcome challenges together. Meeting every 1<sup>st</sup> and 3<sup>rd</sup> Thursday 1 PM to 2:30 PM.

### **Anti-Racism Training – MDHHS**

GHS has a few seats at the table for the Anti-Racism Committee with MDHHS. Currently the committee is still undergoing training and is in the “Strategic Planning Process”. The goal ultimately is to recognize racism within organizations. Next week the committee will participate in a weeklong required training.

(Resolution 07-59-24)

Ellenburg moved; Reeves supported the motion to approve the DEI Report.

*Motion carried*

## V. **HUMAN RESOURCES COMMITTEE**

Presented by Nicole Williams, Chief Human Resource Officer

### **a. Workforce Overview and Recruitment**

Williams presented the Quarterly Hiring Summary and details for the 3rd Quarter of FY24. There were 27 open positions, 165 applicants, 67 applicants in the screening process, 54 currently interviewing, 22 offers made. 63 New hires and 5 rehires YTD. Williams states that GHS is working with King Media for advertising which includes our social media platforms. King Media reports that we have had over 100 clicks on our links for open positions within our organization.

### **b. Turnover**

Williams reported that the Year-to-Year turnover rate for GHS is currently at 11.61%. Williams states for the 3rd Quarter of FY24 we have had 20 employees termed, 34 resigned, 6 retired, 5 reached the end of their assignments.

### **c. Labor Relations**

Williams presented the Labor Relations Reports for the 3rd Quarter of FY24. Williams noted there were 0 AFSCME grievances and 0 Teamster grievances. Williams states that there were 4 special conferences for AFSCME and 3 special conferences Teamsters, those were mainly about job classifications and salary review.

Discussion followed the presentation of the reports.

(Resolution 07-60-24)

Reeves moved, Howard-Coolin supported the motion to approve the Human Resources Committee reports for 3rd Quarter FY2024.

*Motion carried*

## VI. **Finance Committee Business**

Presented by Glen Chipman, Chief Financial Officer

## **VOUCHERS**

Chipman presented the vouchers, totaling \$12,498,791.69 and covering the period of 06-01-24 through 06-30-24, for approval. A brief discussion followed

(Resolution 07-61-24)

Patrick-Singleton moved; Winfrey supported the motion to approve the vouchers as presented.

*Motion carried*

## **Amendment:**

### **Flatrock Inc.**

GHS will contract with Flatrock for an emergency discharge and placement in a new unlicensed setting. The rate per day with 24-hour 2:1 staffing for this location is \$17.35 per unit. The effective date will be July 15, 2024, through September 30, 2024.

Effective August 1, 2024, the per diem for all Flatrock settings will increase to \$639.24 per day with a 1:1 staffing rate of \$34.00 per hour. The rate is inclusive of the \$3.20/hour DCW increase.

A brief discussion followed.

(Resolution 07-62-24)

Ellenburg moved, Howard-Coolin supported the motion to approve the contract amendment as presented.

*Motion carried*

## **Other:**

### **Essence Cleaning Services**

Essence Cleaning has been selected to take over cleaning services within six additional GHS service locations due to continued poor performance and ineffective management of the current vendor. Essence will provide cleaning services effective on or about 8/1/2024 through the completion of Bristol Road Construction Project 2, after which, an RFP for these services is anticipated for release in the Winter/Spring of 2025. Contract maximum is \$310,000.00 over/up to 14- months, beginning August 1, 2024, through September 30, 2025.

Discussion followed.

(Resolution 07-63-24)

Hammon moved; Conley supported the motion to approve the Essence Cleaning Services contract extension.

*Motion carried*

**FY23 Single Audit Report Presentation**

Chipman reviewed the FY23 Single Audit Report with the Board. The single audit report is related to our federal grant programs. The auditors picked one grant to review. Chipman states that the audit found a material weakness that required an action plan. The action plan has been created and put into place as requested.

(Resolution 07-64-24)

Singleton-Patrick moved; Speed supported the motion to approve the FY23 Single Audit Report as presented.

*Motion carried*

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 07-65-24)

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

*Motion carried*

Public Participation Follow up

None

Subcommittee Reports

SUD Advisory Council, Region 10 and the Facilities Board did not meet in July.

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

VIII. **Chair Report**

Jones presented the August 2024 Board Meeting calendar for review.

Next Jones stated that the board needed to review the collaboration agreement between GHS and GCHC.

Russell reviewed the document and gave the history between GHS and GCHC.

A brief discussion followed.

(Resolution 07-66-24)

Singleton-Patrick moved; Reeves supported the motion to sign the collaborative agreement.

IX. **Executive Directors Report**

Presented by Danis Russell, CEO

Russell presented the Annual Report for the Boards approval

A brief discussion followed

(Resolution 07-67-24)

Hammon moved, Speed supported the motion to approve the GHS/GCHC 2023 Annual Report.

GHS recently had U.S. Department of Health and Human Services Secretary Xavier Becerra. They held a press conference here at our new building on Wednesday July 10, 2024. During his visit, he discussed a recent prescription drug law, but he also had a round table discussion to talk about some of the amazing things we are doing for our community.

Next Russell states that we are in the process of starting a new RFP for a new Crisis Phone Line. Let Russell know if you are interested in sitting on the panel to score and discuss what is available.

X. **Other Business**

None

With nothing further to come before the Board, the meeting was adjourned at 5:18 p.m.  
Submitted by Ginger Gorton, Administrative Assistant