

**EXECUTIVE LIMITATIONS COMMITTEE MEETING
SAGINAW COUNTY COMMUNITY MENTAL HEALTH AUTHORITY
JULY 24, 2024 – 5:15 P.M.
ROOM 190**

PRESENT: Cym Winiecke, Tracey Raquepaw, Lisa Coney, Robert Woods

VIRTUAL:

ABSENT: John Pugh

GUESTS:

STAFF: Sandra Lindsey, Jan Histed & Ryan Mulder

I. OPENING PROCEDURE

Cym Winiecke, Chair called the meeting to order at 5:17 p.m., a quorum was established, and verification of posting was determined.

II. PUBLIC PARTICIPATION

There was no public participation.

III. HUMAN RESOURCES PRESENTATION

Fred Stahl, Director of Human Resources presented the Annual Human Resources Data Update. Through multiple data reports he shared total staff, employment classifications, demographic data on, age, race/ethnicity, gender, union membership, classification (full/part time). He also provided info on staff recruitment/separation, payroll, and injury/illness. See Executive Limitations packet for details. The Executive Limitations Committee was able to ask questions / make comments.

Motion made by Tracey Raquepaw with support from Lisa Coney to receive and file the Human Resources Presentation. Motion carried.

IV. EXPENSE REPORT & BALANCE SHEET THRU JUNE 2024

Jan Histed, CFO reviewed the Statement of Net position (balance sheet) & Statement of Revenues, Expenses and Changes in Net Position as of 06/30/2024.

Motion was made by Tracey Raquepaw and supported by Lisa Coney to receive & file EXPENSE REPORT & BALANCE SHEETS THRU JUNE 30, 2024. Motion carried.

V. FY 2023 COMPLIANCE AUDIT REPORT

Jan Histed, CFO very briefly reviewed SCCMHA's FY 2023 Compliance Audit Report. Yeo and Yeo has given us an unmodified opinion and SCCMHA complied, in all material respects, with the aforementioned requirements for the year end September 30, 2023. The Board was able to ask questions / make comments.

Motion made by Robert Woods and supported by Tracey Raquepaw to approve the FY 2023 Compliance Audit Report and recommend to full Board for approval. Motion carried.

VI. CEO EVALUATION DISCUSSION

Committee members reviewed the CEO Evaluation. It was noted that 10 of 11 evaluations were received back from the SCCMHA Board. The composite scores of the CEO Annual Performance

Evaluation and individual board member comments were reviewed and were very complimentary of Ms. Lindsey. Sandy thanked the committee and Board for this evaluation and their kind words of support of her efforts in leading SCCMHA. She reminded the committee that she could not do her job without the wonderful staff members serving our agency. Sandy also indicated that she would be sharing a retirement date at the end of the fiscal year, and it will likely be after her birthday in arch of 2026.

Motion was made by Tracey Raquepaw and supported by Lisa Coney to receive & file CEO EVALUATION ON COMPILED EVALUATION RESULTS and send to full Board for approval. Motion carried.

VII. MONTHLY REPORT ON EXECUTIVE LIMITATIONS

Sandy noted that there were no violations of the Executive Limitation Policies.

Motion was made by Lisa Coney and supported by Tracey Raquepaw to receive and file the MONTHLY REPORT ON EXECUTIVE LIMITATIONS. Motion carried.

VIII. OTHER ITEMS OF IMPORTANCE

Sandy mentioned that advocacy in opposition to the MDHHS policy directive on Conflict Free Assessment and Planning continues. She will be taking a resolution in opposition to CFAP to the Health and Human Services Committee of the Saginaw CO. Board of Commissioners in August.

Sandy mentioned just completing a staff impact survey recently issued by CMHA. She reported that as we currently understand the directive, three of our programs would need to close including Community Ties North and Community Ties South, both of which provide Community Living Supports to adults with Intellectual/ Developmental Disabilities with the most complex behavioral and personal care needs. 114 such consumers are served by these two programs and the Supported Employment program serves 150 adults with mental illness annually.

Related staff separation from SCCMHA would include 17 program techs and Aids that provide CLS services on site and in the community, 1 supervisor, 4 temp works that fill in for staff vacations and other absences and 10 vehicle operators that transport the persons served to and from the program each day and to community activities. Separations for staff in the Supported Employment Program would include 5 professional staff and one supervisor.

Sandy emphasized that the reason we provide this service directly is because there has been no interest or capacity from other providers for these services. Consequently, there is no replacement provider for these CMH Services.

The purpose of the CMHA Staff impact survey to share with MDHHS the impact and loss of staff to the system resulting from the current directive.

Sandy also mentioned that local inpatient psychiatric bed availability remains a problem but that a new hospital is opening in Lansing soon that will serve persons with complex behavioral challenges which is desperately needed.

Lastly, Sandy mentioned the new Introduction to DEI E-Learning staff training module being produced by MPHI, in partnership with our Continuing Education Department and Paul

Elam, PhD. to introduce the topic to new staff in particular. New DEI content has been added to the interview questions list for all new candidates seeking SCCMHA employment. SCCMHA has continued to expand the training of staff with responsibilities for SCCMHA policy development and annual review, in the use of a tool that provides a DEI overview lens in this work.

It is time to revisit our updates to the *SCCMHA Strategic Plan* for FY 2025, which together with the 2025 Preliminary Budget, is set for our Annual Public Hearing on October 3rd. This year, Sandy would like to include a discussion with the Board of Directors next month. to further inform the updating of this document.

The Annual Progress report is going to be delayed at least a month and Sandy has communicated this delay to the Saginaw County Board of Commissioners and Co. Controller. It is our hope to get the report published by the end of August. It will be short (4 pages and focused on graphics and infographics).

We have still not received communication on CCBHC Certification for next year....we're staying tuned.

Sandy indicated that she has been medically cleared, for hip replacement surgery on August 14 and will be on leave until August 27 and will be recovering at her Saginaw Twp. home with her husband. Except for a couple of days post-surgery, she will be available for all of her direct reports by phone or email.

IX. ADJOURNMENT

With no other business a motion was made by Robert Woods with support from Tracey Raquepaw to adjourn this meeting at 6:37 p.m. Motion carried.