

PATHWAYS BOARD

*George Botbyl, Elizabeth Brotherton, Patricia Bureau,
Katie Carlson-Lynch, Bill Davie, Larry Kirschner, Frederick Margrif
Julie Moker, Nancy Morrison, Cathy Pullen, Gerard Tatrow, Glenn Wing*

PATHWAYS MISSION STATEMENT

We serve and empower people with Severe Mental Illnesses, Severe Emotional Disturbances, or Developmental Disabilities to enhance their quality of life.

PATHWAYS APPROVED REGULAR BOARD MEETING MINUTES

August 7, 2019 12:15 P.M.

Escanaba, Michigan – Board Room

Video Connection: Marquette County

Present:

Botbyl, George		Margrif, Frederick	(Excused)
Brotherton, Elizabeth	(Marquette)	Moker, Julie	
Bureau, Pat	(Marquette)	Morrison, Nancy	
Carlson-Lynch, Katie	(Marquette)	Pullen, Cathy	
Davie, Bill	(Marquette)	Tatrow, Gerard	
Kirschner, Larry		Wing, Glenn	

Marquette Staff/Guest: Joe Lavey, Matt Maskart, Sherry Dyszel

Delta Staff/Guest: John Blemberg, Jeanne Lippens, Shelly Sundstrom, Mary Swift

CALL TO ORDER AND ROLL CALL

Chairperson Pullen called the meeting to order at 12:15 p.m. Roll call was taken by Dawn Mercier, Executive Assistant, a quorum was present.

ADOPTION OF AGENDA

Additions/Changes:

MOTION/SECOND/CARRIED TO ADOPT THE AGENDA AS PRESENTED

Wing/Botbyl

APPROVAL OF PREVIOUS MEETING MINUTES

**MOTION/SECOND/CARRIED TO APPROVE THE MINUTES FROM JUNE 5, 2019
REGULAR BOARD MEETING AS PRESENTED.**

Morrison/Kirschner

PUBLIC COMMENT

Delta – None
Marquette – None

CHAIR REPORT

Chair Pullen advised at the GLRMHA conference in the afternoon on Sunday prior to the reception there will be a political forum. It has been confirmed that Rep. Cambensy, Rep. LaFave, Rep. McBroom and one other representative will be present. This will provide an opportunity to ask questions and perhaps, for those who are not on board that serve in our legislature to learn of the urgency of the issues.

CEO REPORT

CEO Swift opened the floor to questions.
CEO Swift stated that we will have someone from the Core Implementation Team on trauma come and talk about the results of our organizational self-assessment. Out of this, concerns regarding staff retention and the toll that emergency services takes on staff were amplified. Therefore, for the last couple of weeks we have been meeting with a group of staff and receiving input on how to make a plan for ES that is sustainable.

No formal action was taken regarding the CEO Report.

ACTION ITEMS

Finance

- Contracts/Leases/Agreements – Contract/Compliance Manager, Jeanne Lippens summarized the contracts as presented and answered questions.

MOTION/SECOND/CARRIED

Wing/Kirschner

TO APPROVE THE FOLLOWING CONTRACTS AS PRESENTED: Natalie Pearce (Outpatient), Cornerstone I, Cornerstone II, Cornerstone AFC, Hernandez Home (Specialized Residential), NMU Affiliation Agreement with Psychology Department (Student Internship for Behavioral Services)

- May 31 2019 Finance Report – CFO Blemberg summarized his report as presented and answered questions. Through June we are not trending very high in GF due to ABA, licensing and inpatient residential. However, though not as much as in previous years, we still should have excess to trade with our affiliates. On the Medicaid side we are doing very well. Some of that excess may be used for realized issues impacting staff retention i.e. emergency services, increasing compensation, and program facility issues.

All which have significant financial implications and our responsibility is sustainability. All recommendations will be brought to the Board for its approval.

- Mid-Year Budget Review FY End September 2019 – CFO Blemberg summarized the budget as presented.

MOTION/SECOND/CARRIED

Botbyl/Tatrow

TO APPROVE THE MID YEAR AMENDED BUDGET AS PRESENTED

- Initial Operating Budget FY End September 2020 – CFO Blemberg summarized the budget as presented.

MOTION/SECOND/CARRIED

Wing/Tatrow

TO APPROVE THE INITIAL OPERATING BUDGET FY END SEPTEMBER 2020 AS PRESENTED

- Defined Benefit Plan – *informational* CFO Blemberg highlighted the document as presented.
- NorthCare Network, Pathways September 30 2018 Compliance Examination – CFO Blemberg explained this is done separate from the financial audit. He summarized the report as presented and advised we received a clean compliance exam.

MOTION/SECOND/CARRIED

Tatrow/Kirschner

TO APPROVED THE NORTHCARE NETWORK, PATHWAYS SEPTEMBER 30, 2018 COMPLIANCE EXAMINATION AS PRESENTED

Personnel – HR Director, Shelly Sundstrom

- Post 65 Retiree Health Insurance – HR Director, Sundstrom explained the email as distributed and answered questions. It is a proposed alternative solution for the post 65 retiree health insurance. An informational meeting was held for post 65 retirees hosted by Mr. Goodman from Mercer’s Marketplace 365. Those retirees who attended were in support of the change. Consequently, a meeting followed between herself, Mary, John, Mercer and MERS to determine Pathways interest which was also favorable. How the plan works is that Pathways would not provide an employer sponsored retiree health insurance for post 65 retirees. Instead, Pathways would deposit a stipend into a MERS Health Care Savings Program (HCSP) account for each post 65, Medicare eligible participant. Pathways recommends that stipend amount for employees currently covered at 100% employer paid of \$3000 per year or \$250 per month. This amount would be prorated for those not currently at 100%. This amount would also be for each post 65, Medicare eligible, covered participant. Mercer benefit counselors would meet with the retirees individually to help them choose their unique health plan. Retirees are then able to use their HCSP to fund the plan through the private exchange. If approved

by the Board it is projected to save Pathways approximately \$66,000 per year and less administrative responsibilities. The retiree benefits by having the ability to maintain their plans and customer service from Mercer, even after the age of 72 when they are no longer eligible under Pathways.

MOTION/SECOND/CARRIED

Wing/Tatrow

TO ADOPT THE PROPOSED POST 65 RETIREE HEALTH INSURANCE PLAN AS FOLLOWS: IMPLEMENTATION OF A MERS HCSP ACCOUNT WHERE PATHWAYS CONTRIBUTES A STIPEND OF \$250 PER MONTH PER RETIREE (PRORATED IF THE RETIREE IS NOT COVERED AT 100% EMPLOYER PAID).

- CEO Evaluation – HR Director Shelly Sundstrom summarized the CEO’s compiled performance appraisals. Eight out of twelve Board members participated in completing the appraisal. Mary was appraised on leadership, communication, management, and overall rating. Shelly advised her overall rating was very good stating her performance averages increased in all areas from last year.

The Board was presented with the CEO Outcomes from last year;

1. Continue to improve internal and external communication with the Board, staff and community.
2. Continue to insure that the staff and Board have the information needed to continue to understand Pathways finances.
3. Assure there is a strategic plan in place for the next three years.

After discussion by the Board it was the consensus to keep the first two outcomes ongoing for the following year and change the third to - continue to provide progress reports on the strategic plan.

MOTION/SECOND/CARRIED

Botbyl/Tatrow

TO ADOPT THE CEO EVALUATION AS PRESENTED AND TO CONTINUE WITH THE FOLLOWING OUTCOMES: Continue to improve internal and external communication with the Board, staff and community; Continue to insure that the staff and Board have the information needed to continue to understand Pathways finances, and continue to provide progress reports on the strategic plan.

Planning/Programming - None

OTHER BUSINESS

None

CONSENT AGENDA

June 25, 2019 Committee of the Whole

- **Contracts: Office Planning Group (Maintenance Agreement – Munising Copier), Beacon Specialized Living Services, Inc – Amendment (Residential Services), Tasha Havel, DBA Superior Rehabilitation Services (Clinical SLP), NorthCare Network (UP Health Care Solutions Participation and Data Sharing Agreement), Pine Rest Christian Mental Health Services (PC/CLS In a Licensed Residential Facility)**
- **April 30 2019 Financial Report**

July 23, 2019 Committee of the Whole

- **May 2019 Check Disbursement \$5,311,865.90**
- **June 2019 Check Disbursement \$4,727,827.49**
- **Contracts: MARESA (MOU – Early On), MARESA (Contract – Early On Contract Service Agreement), Delta Force PI, LLC (Transportation), Hope Network (Clinical Services, Residential Services)**

MOTION/SECOND/CARRIED

TO ADOPT THE CONSENT AGENDA AS PRESENTED

Botbyl/Wing

BOARD MEMBER COMMENT

Kirschner requested an update on the InSHAPE program for Delta County. CEO Swift advised we hired the supervisor for that program, we are working on job description for the health mentors, and plan to post for both positions (Delta and Marquette) at the same time. Kirschner informed he is resigning from the Pathways Board effective September 5. His last Board meeting will be September 4. He is relocating to move closer to his grandchildren. He stated he greatly appreciated working with this Board and hopes he is to be able to serve in a similar role in his new location

Pullen thanked Kirschner on behalf of the Board for his valued service adding he will be missed.

Morrison appreciated the discussion by and togetherness of the Board at tonight's meeting.

Davie requested a report/status on the Escanaba building regarding its infrastructure and leases at the next meeting under planning and programming.

MEETING SCHEDULE

Committee of the Whole	August 27, 2019	12:15 p.m.
	**Training - Recipient Rights Training **	
Regular Board Meeting (Luce)	September 4, 2019	12:15 p.m.
	Training - Corporate Compliance	
Recipient Rights Advisory Committee	September 12, 2019	4:00 p.m.
Committee of the Whole	September 24, 2019	12:15 p.m.
Board Meeting (Alger)	October 2, 2019	12:15 p.m.
	Training – Person Centered Planning	

ADJOURNMENT

Chairperson Pullen adjourned the meeting at 1:34 p.m.

Respectfully submitted