

**NORTHPOINTE HEALTHCARE SYSTEMS BOARD OF DIRECTORS**  
**Regular Meeting**  
**MINUTES**  
**715 Pyle Drive, Kingsford, MI**  
**November 12, 2015 - 4:00 p.m.**

**CALL TO ORDER/ROLL CALL:**

John Nelson, Chairperson, called the meeting to order at 4:00 p.m. Mary Wendt, Board Secretary, conducted the roll call.

<u>MEMBERS</u>	<u>Present</u>	<u>Excused</u> <u>Absent</u>	<u>Absent</u>	<u>MEMBERS</u>	<u>Present</u>	<u>Excused</u> <u>Absent</u>	<u>Absent</u>
DeDie, William	X			Negro, Mari			X
Dehn, Janet	*X			Nelson, John	X		
Freeman, Peggy		X		Peretto, Patti	X		
Hofer, Millie	X			Phillips, Patricia		X	
Luhtanen, Joan	X			Spence, Christine	**X		
Martin, Ann	X			Zevitz, Michael, Dr.		X	

\*(video television conference from the Northpointe Menominee office)

\*\*\*(phone)

**REPRESENTING ADMINISTRATION:** J. McCarty, B. Adrian, M. Wendt

**PLEDGE OF ALLEGIANCE** - The Pledge of Allegiance to the Flag was recited by all

**PUBLIC COMMENTS**

- John Nelson stated there is letter in Board folders which he drafted regarding the 3% raise that was given to NorthCare staff. At the last meeting, Mr. Nelson was asked to write this letter and has provided it for Board review. Mr. Nelson's preference is the letter should be signed by the Board and they can provide any further input to the letter if they choose to.

**APPROVAL OR AMEND AGENDA**

Chair Nelson asked for a motion to approve the agenda.

**ACTION:** Moved to approve the agenda as presented.

**Motion by:** J. Luhtanen, supported by M. Hofer to approve the agenda.

Chair Nelson asked for any additions to the agenda. No discussion. **Motion carried unanimously.**

**APPROVAL OF SPECIAL BOARD MEETING MINUTES & REGULAR BOARD MEETING MINTUES**

Chair Nelson asked for a motion to approve the October 16, 2015 Special Board meeting minutes and the October 22, 2015 regular Board meeting minutes.

**ACTION:** Moved to approve the Special Board meeting minutes and regular Board meeting minutes as presented.

**Motion by:** M. Hofer, supported by W. DeDie to approve these minutes.

Chair Nelson asked if there were any corrections to the above minutes. No discussion. **Motion carried unanimously.**

**PRESENTATION** - Northpointe Employee Health Insurance

Terri Wendt provided and reviewed Northpointe's current employee health insurance plan and the proposed 2016 employee health insurance plan. Questions were addressed by Ms. T. Wendt.

**ACTION ITEMS**

• **Finance**

- a) Check Disbursement Report-September 2015

No discussion.

**ACTION:** A motion was made by J. Luhtanen, supported by A. Martin to approve the check disbursement report. **Motion carried unanimously.**

b) Financial Statement-September 2015

No discussion

ACTION: A motion was made by A. Martin, supported by M. Hofer to approve the financial statement.

**Motion carried unanimously.**

• **Ad Hoc Committee Development & Committee Charge: Staff Turnover-Fair Labor Standards Act (FLSA) Changes**

John Nelson asked for volunteers to form an ad hoc committee to discuss staff turnover and FLSA. No discussion. This agenda item will be carried forward to the next meeting and if there are no volunteers for this ad hoc committee it will be considered a closed issue to the Board.

Jennifer McCarty conducted New Business as follows:

**NEW BUSINESS (Discussion only)**

• **Finance**

a) Contracts-November 12, 2015

The following contracts were reviewed:

#	Name of Contract	Contract Type	Date of Contract	Old Rate	New Rate	Change
A.	Trico Opportunities, Inc.	Agency With Choice	10/1/15-3/31/16	13% on each payroll dollar approved by NBHS	Rate determined in authorization in the NBHS Indiv. Plan of Service. Trico will be pd. wages of Respite and CLS workers and: \$125/month for each Indiv./Managing Employer file maintained by Trico; and a one-time \$175 set up fee for new files. \$40/hr. for training provided to employees.	Changed to match the other fiscal intermediary costs.
Through self-determination Individuals can have their respite and/or CLS workers employed through Trico instead of the Fiscal Intermediaries downstate.						
B.	GT Financial	Fiscal Intermediary	10/1/15-9/30/16	\$50-\$125./mo.	Same	n/a
GT provides fiscal intermediary services to 19 Individuals currently. The monthly rate is determined by the Individual's budget. The larger the budget, the greater the monthly fee.						
C.	Clean Kill Pest Control	Environmental	11/1/15-10/31/2016	\$2,087/yr.	Same	n/a
This is for monthly, spring and fall pest control for 14 locations.						
D.	ValuCare Center	Pharmacy Services	11/1/15-10/31/16	\$12/indiv./mo. for up to 30 indiv. \$2/indiv./mo. for each, over 30	Same	n/a
This is a renewal agreement for bubble pack and delivery pharmacy services in Menominee.						

E.	Dianne Goodman	Infant Mental Health Supervision	10/1/15-9/30/16	\$90/hr.	Same	n/a
Ms. Goodman provides reflective supervision to staff needing their Infant Mental Health certification. This cost is shared 50% with the Health Dept. who send staff to these sessions.						
F.	Trico Opportunities, Inc.	Vocational Services	10/1/15-9/30/16	\$735,000.00	\$625,000.00	\$110,00.00 Decrease
This is a renewal for skill building and supported employment. This decrease is due to a lesser number of Individuals served.						

Miscellaneous questions were addressed by Bill Adrian. Consensus of the Board is that this item will move forward to the next meeting for approval.

- **Board of Director Draft 2016 Meeting Schedule**

The draft 2016 Board meeting schedule was provided for review. Consensus of the Board is that this item will move forward to the next meeting for approval.

- **Mileage Rate Reimbursement**

The mileage rate reimbursement was a discussion item carried forward from the last Board meeting where there was board member request to determine if Northpointe's rate should be lowered. Information was collected from the regional U.P. community mental health (CMH) agencies regarding their rates for mileage reimbursement. The Federal reimbursement rate has been adapted by all the regional CMH's. Discussion ensued. Consensus of the Board is that this item will move forward to the next meeting for approval to adjust the Northpointe mileage rate reimbursement to the Federal mileage reimbursement rate. Consensus is that a draft of the policy with the new mileage rate reimbursement will be provided for review along with cost data for the increase. Miscellaneous questions were addressed by Ms. McCarty.

- **Northpointe Employee Health Insurance**

The Board will need to decide if they want to pay 80% and employees pay 20% of the health insurance premium or implement the hard capitation rate set forth by the State. If the capitated amount is implemented employees would have a higher cost than what the Affordable Care Act (ACA) requires for the health plan to be affordable and Northpointe would risk paying significant penalties as the health plan would not be affordable. By having employees paying 20% of the health insurance premium, large fines would be negated. Ms. McCarty reviewed the proposed 80%/20% split which would be a 3% increase for employees. For the current Northpointe employee health insurance plan to purchase for 2016 there would be a 17% increase from what is being paid today. Employees will be given the option to 'buy up' to the current plan. Discussion ensued. Miscellaneous questions were addressed by Ms. McCarty and Ms. T. Wendt. Consensus of the Board is that this item will move forward to the next meeting for approval of the 80%/20% split or the hard capitation.

- **CEO Report**

CEO report reviewed with the following additions:

Further information was provided for the State contract and NorthCare contract language regarding funding withholds if certain performance standards are not met; there are still many unknowns regarding the Autism benefit program expansion and Waiver Program consolidation.

A. Martin excused at 5:05 p.m.

The FLSA is a piece of legislation that tells employers how employees need to be compensated and covers a wide range of how this needs to happen. The FLSA change has already been signed into law and will take effect some time in 2016. Ms. McCarty stated that her recommendation to the Board, if there is a Board Ad Hoc Committee developed for staff turnover, it should be considered that this committee also take on the FLSA as this will become an additional cost for the agency and changes may need to be made.

John Nelson, Chairperson, assumed the Chairperson position.

**MISCELLANEOUS BOARD/COMMITTEE REPORTS**

- Recipient Rights Meeting Report
  - NorthCare Board Meeting Report
- Consensus was to put the above reports on file.

**PUBLIC COMMENTS** - No public comments

**BOARD COMMENT**

- Millie Hofer stated that she attended the fall conference and will provide information from this conference at the next meeting.

**ADJOURN**

A motion was made by M. Hofer supported by J. Dehn to adjourn the meeting. **Motion carried unanimously.**

Meeting adjourned at 5:15 p.m.

The next regular Board meeting is scheduled for November 19, 2015 in Kingsford, Michigan at 4:00 p.m.

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John Nelson, Chairperson

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Mari Negro, Secretary

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Mary Wendt, Board Secretary