



**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
Wednesday, December 3, 2025 5:30 PM**

Committee Members' Present:

Maxine Thome, Dale Copedge, Dwight Washington, and Lisa Alicea

Committee Members Excused:

Tim Hanna

Board Members Present (non-committee members):

Jeanne Wright

Staff Present:

Jana Baylis, Sara Lurie, Brian Filipiak, Morgan Mckittrick, Melissa Glinn, Adama Wurie, Syd Harvey, Aleshia Echols, Rebecca Krasnoselsky, Brandi Lorencen, Jami Slater, Chris Ziegler, Jody Johnson, and Tonya Randall.

Public Present:

Jerri Upright, Abneusa Manuel, Meher Bejaoui, Mbolatiana Razakatsara, and Robert Lurie.

Call to Order:

The meeting was called to order at 5:30 p.m., by Chairperson, Maxine Thome.

Previous Meeting Minutes

ACTION:

MOVED by Maxine Thome and SUPPORTED by Dale Copedge to approve the meeting minutes of September 3, 2025, as written.

MOTION CARRIED unanimously.

Adoption of Agenda

ACTION:

MOVED by Maxine Thome and SUPPORTED by Jeanne Wright to approve the meeting agenda of December 3, 2025.

MOTION CARRIED unanimously.

Public Comment on Agenda Items:

None.

BUSINESS ITEMS

Fourth Quarter Diversity Initiative and EEO Report

Syd Harvey talked about the positive feedback CMHA has been getting in regard to:

- On Boarding: getting real time feedback
- On Your Own Activities: shared the previous Month
- Stretch and Grow Activity: finding/ creating safe spaces for support and offer it to everyone

Syd displayed a chart that showed the growth in leadership with individuals that identify as a Person of Color (POC). The chart also displayed the clients who identify as a POC.

Morgan McKittrick shared some of the Career Fairs that CMHA-CEI attended such as MSU, Vault, Grand Valley, Jackson College, University of Kentucky, LCC, EMU, Purdue, Northern KY, and Trine University (attended their tailgate as well). She also shared some of the Recruitment Initiatives and special events Jenny (recruiter) attended such as the opening process of the NHSC application which is still open. Posting positions on Handshake, Indeed (website mostly used), NHSC website, NASW site, College and University's sites. The ongoing recruitment efforts that CMHA-CEI provides include correspondence via Handshake, on-going communications with Historic Black Colleges, active job board postings, MSU Career Handbook Full Page Ad, City Pulse Ads and 96.5 Radio Ads, facilitating seventy (70) new interns with twenty-one (21) starting in two nursing cohorts, extending and promoting the Referral program for Master's Level positions and the Partnership Planning for field course work with MSU/Cohorts which is ongoing. Residential Technician and Psychiatrist recruitment videos on social media platforms.

Fourth Quarter Diversity Initiative and EEO Report

ACTION:

MOVED by Maxine Thome and SUPPORTED by Jeanne Wright that the Human Resources Committee recommends that the Community Mental Health Authority of Clinton, Eaton, Ingham Counties Board of Directors accept the Fourth Quarter EEO Report from July 1, 2025 through September 30, 2025

MOTION CARRIED unanimously.

Fourth Quarter Labor Relations Grievance Report

Melissa Glinn reported that during the fourth quarter, twelve (12) new grievances were filed, and fifteen (15) grievances were resolved. Two (2) grievances remain open from the fourth quarter of fiscal year 2025. One (1) grievance remains open from the third quarter of fiscal year 2025.

Fourth Quarter Labor Relations Grievance Report

ACTION:

MOVED by Maxine Thome and SUPPORTED by Dwight Washington that the Human Resources Committee recommends that the Community Mental Health Authority of Clinton, Eaton and Ingham Counties Board of Directors accept the Fourth Quarter Grievance Report from July 1, 2025, through September 30, 2025.

MOTION CARRIED unanimously.

UNFINISHED BUSINESS:

Employee Experience Survey

CEO, Sara Lurie briefly went over the results of the Employee Experience Survey. This survey was developed to gain input on employees' experience and reflect from the results. CMHA goal is to create an organization where employees feel accepted, respected, and supports learning, collaboration, and innovation. There was a 4-step plan put in place to go over and reflect from the survey results which included management discussing it with their individual departments. 51% of the staff participated.

NEW BUSINESS:

Committee Meeting Scheduled

Jana recommended we hold the first Wednesday of each month at 5:30 pm starting February 4, 2026 for HR Committee meeting just in case we have a special grievance. If meeting is not needed, we can cancel the meeting two weeks prior to set date.

Letter to Board from Retiree

The retiree requested the disciplinary action be removed from personal file. The board recommended the letter be referred to legal for further review.

Letter to Board from Retiree

ACTION:

MOVED by Dale Copedge and SUPPORTED by Lisa Alicea that the Human Resources Committee recommends that the Community Mental Health Authority of Clinton, Eaton, Ingham Counties Board of Directors give this New Business to legal.

MOTION CARRIED unanimously.

Public Comment

The following staff members: Rebecca Krasnoselsky, Chris Ziegler, and Jody Johnson commented on the alleged work conditions and treatment in the Bridges program.

Adjournment

The meeting was adjourned at 6:54 p.m. The next meeting of the Human Resources Committee is scheduled for Wednesday February 4, 2026, at 5:30 PM, 812 E. Jolly Rd, G-11C. This is a Special Grievance meeting.

Minutes respectfully submitted by:

Adama Wurie

Human Resources Administrative Assistant