

CHAIRPERSON  
DEBBIE DE LEON

VICE-CHAIRPERSON  
DALE COPEEDGE

VICE-CHAIRPERSON PRO-TEM  
RANDY SCHAFFER

HUMAN SERVICES COMMITTEE  
TODD TENNIS, CHAIR  
LAURA DAVIS  
BRIAN McGRAIN  
ANDY SCHOR  
STEVE DOUGAN  
DONALD VICKERS

## **INGHAM COUNTY BOARD OF COMMISSIONERS**

*P.O. Box 319, Mason, Michigan 48854 Telephone (517) 676-7200 Fax (517) 676-7264*

THE HUMAN SERVICES COMMITTEE WILL MEET ON MONDAY, FEBRUARY 23, 2009 AT 7:00 P.M., IN THE PERSONNEL CONFERENCE ROOM (D & E), HUMAN SERVICES BUILDING, 5303 S. CEDAR, LANSING.

### Agenda

Call to Order

Approval of the January 26, 2009 and February 2, 2009 Minutes

Additions to the Agenda

Limited Public Comment

1. Interviews
  - a. Community Mental Health Authority
  - b. Board of Health
2. Health Department - Resolution to Authorize a Reorganization in the Disease Control, Public Health Nursing, and Planning and Special Services Divisions of the Health Department
3. Board Referral - Resolution from Ottawa County Expressing Support for People with Developmental Disabilities Needing Long Term Services

Announcements

Public Comment

Adjournment

### **PLEASE TURN OFF CELL PHONES OR OTHER ELECTRONIC DEVICES OR SET TO MUTE OR VIBRATE TO AVOID DISRUPTION DURING THE MEETING**

The County of Ingham will provide necessary reasonable auxiliary aids and services, such as interpreters for the hearing impaired and audio tapes of printed materials being considered at the meeting for the visually impaired, for individuals with disabilities at the meeting upon five (5) working days notice to the County of Ingham. Individuals with disabilities requiring auxiliary aids or services should contact the County of Ingham in writing or by calling the following: Ingham County Board of Commissioners, P.O. Box 319, Mason, MI 48854 Phone: (517) 676-7200. A quorum of the Board of Commissioners may be in attendance at this meeting. Meeting information is also available on line at [www.ingham.org](http://www.ingham.org)

## HUMAN SERVICES COMMITTEE

January 26, 2009

Minutes

Members Present: Todd Tennis, Laura Davis, Brian McGrain, Andy Schor, Steve Dougan, Donald Vickers and Board Chairperson DeLeon

Members Absent: None

Others Present: Jared Cypher, Marcus Cheatham, Robin Reynolds, Dr. Sienko and Dr. Piggott

The meeting was called to order by Chairperson Tennis at 7:01 p.m. in the Personnel Conference Room of the Human Services Building, 5303 S. Cedar, Lansing.

### Approval of the December 1, 2008 Minutes

The December 1, 2008 Minutes were approved as submitted.

Additions to the Agenda: None

Limited Public Comment: None

MOVED BY COMM. DOUGAN, SUPPORTED BY COMM. SCHOR, TO APPROVE A CONSENT AGENDA FOR THE FOLLOWING ITEMS:

1. Health Department
  - b. Resolution to Amend Resolution #08-229 Authorizing an Agency Agreement with Michigan State University to Delegate Certain Environmental Health Responsibilities
  - d. Resolution Honoring Sharon Walker
  - e. Resolution Honoring Sheila Christian

MOTION CARRIED UNANIMOUSLY.

MOVED BY COMM. DOUGAN, SUPPORTED BY COMM. SCHOR, TO APPROVE THE ITEMS ON THE CONSENT AGENDA. MOTION CARRIED UNANIMOUSLY.

2. Health Department
  - a. Resolution to Establish Medical Records Copying Fees for the Health Department

MOVED BY COMM. DOUGAN, SUPPORTED BY COMM. MCGRAIN, TO APPROVE THE RESOLUTION TO ESTABLISH MEDICAL RECORDS COPYING FEES FOR THE HEALTH DEPARTMENT.

Comm. Schor asked if the fees are statutory fees. Dr. Sienko said they are statutory fees. Comm. Schor then asked about indexing to the Consumer Price Index. Dr. Sienko said the initial fee is \$21.58 per request for a copy of the record.

Comm. Vickers asked about the initial application fee and if it can be waived. Dr. Sienko said the intent is to waive the fees for patients and medical providers. Insurers will have to pay the fees.

Chairperson Tennis asked about the waiver in subsections 7 and 8 in the Resolution. The subsections do not indicate the initial fees will be waived for the patients and the providers.

The Committee consented to a FRIENDLY AMENDMENT to items 7 and 8 in the WHEREAS AND THE THERFORE BE IT RESOLVED paragraphs in the Resolution. The term "copying" will be deleted from both paragraphs.

MOTION CARRIED UNANIMOUSLY. As amended.

c. Resolution to Adjust the Status of a Position in the Health Department

MOVED BY COMM. SCHOR, SUPPORTED BY COMM. DAVIS, TO APPROVE THE RESOLUTION TO ADJUST THE STATUS OF A POSITION IN THE HEALTH DEPARTMENT.

Comm. Dougan said he will not vote in favor of this Resolution because he does not believe the County should increase some positions when other positions have been and will be eliminated from the budget.

Dr. Sienko informed the Committee that he removed the name of the employee from the fifth WHEREAS paragraph as directed by the Finance Committee. He then explained the need for this adjustment to the current position. Someone had to absorb the duties of the position that was eliminated in the 2009 budget.

FRIENDLY AMENDMENT TO THE FIFTH WHEREAS OF THE RESOLUTION: DELETE LANGUAGE IN THE PARENTHESIS.

Comm. McGrain asked about the red line classification. Mr. Cypher explained the red lined positions' salaries will not be increased outside of the yearly increase. Comm. Schor said the Rye Study was conducted approximately ten years ago to determine appropriate wages for County positions. This study will probably be conducted again in the near future.

MOTION CARRIED with Comm. Dougan voting NO.

1. Presentation – Ingham Health Plan – Robin Reynolds and Dean Sienko

Dr. Sienko informed the Committee that he would like to update it on the Health Department's programs this year. Tonight is the Ingham Health Plan presentation. Copies of the presentation were provided to the Committee.

Dr. Sienko introduced Dr. Piggott to the Committee. He explained that Dr. Piggott has a practice in Marquette, Michigan. He is now studying public health at the University of Michigan. Through this program, Dr. Piggott was placed with the County to observe the Health Department's programs through the end of March.

Dr. Sienko provided a history and the mechanics of the Ingham Health Plan. The Plan began in 1998. The County became a part of a network of health providers. Dr. Sienko then explained the financial aspects of this arrangement. This effort resulted in close to a \$7 million investment in healthcare in this area. The Health Department now has access to pharmacy drugs, a medical services home at this facility and access to certain specialists. This is not health insurance, it is a benefit.

Dr. Sienko stated enrollment in the Plan grew steadily in the first few years of operation: 1998 the Plan had 1,400 members and 16,500 members in 2007.

(Board Chairperson DeLeon arrived at 7:24 p.m.)

Dr. Sienko stated approximately 55,000 lives have been touched through the Plan over the past ten years. He then reviewed Plan A and Plan B. This information is included in the information folder which was provided to the Committee at the beginning of this presentation. Plan A is mainly for chronically ill people who are borderline Medicaid eligible. Plan B is for working people with serious but manageable health problems.

Dr. Sienko reviewed the Board of Commissioner's Access to Health Priority. This was the number one priority of the Board for many years. The Department will request an additional \$43,000 this year to build capital for 100% coverage goal. These funds will be leveraged for additional federal funds for this goal.

Dr. Sienko stated the Health Plan is under some financial duress due to the high demand for health services.

Comm. Schor asked if the federal stimulus funds for Medicaid will also be used for Counties' health programs. Dr. Sienko explained much of the stimulus funds will come through Medicaid. This will be positive for Ingham County. Comm. Schor asked if the County can take some action to receive some of this funding. Dr. Sienko stated he will check into this matter and report back to this Committee.

Comm. Vickers asked if the Leslie Outreach Clinic will be eligible for these funds. Dr. Sienko stated the Leslie Clinic treated IHP, Medicaid and other patients. The Clinic charged more for its services than the other area Clinics; therefore, it was closed.

Board Chairperson DeLeon said she is aware that some of the local hospitals have increased emergency room visits. She then asked if the IHP picks up some of these costs. Ms. Reynolds explained the Plan covers some of the costs for appropriate ER visits. The Health Department tries to encourage the Plan members to use their primary care physicians instead of the ER. If the patients need urgent care, the Department encourages them to use the Urgent Care facilities.

Board Chairperson DeLeon asked if the HD has seen an increased use of the Emergency Room at the local hospitals. Ms. Reynolds said much of the uncompensated care for hospital services comes from people who do not pay their co pays or deductibles. One of the Department's goals is to decrease the use of the emergency rooms. The Health Department contacts the IHP patients to inform them if they have used the emergency rooms inappropriately.

Ms. Reynolds continued her review of the presentation material. The material detailed the coverage for Plan A and Plan B. The Capital Area Prescription Program is for residents of Ingham, Clinton and Eaton Counties who lack drug coverage to get medicine for less. Ms. Reynolds also reviewed the Ingham County Advantage program. The Advantage program is for small businesses. The cost of this coverage is shared by the Ingham Health Plan, Corporation/Ingham County and Eligible Employers and Employees.

The Department is looking for Plan members who have not used the services for a number of years. If these members no longer need to be enrolled in the Plans, new members could take their slots on the enrollment. Ms. Reynolds further explained the Department does send letters to the members periodically to request any changes in their situations. If a member does not respond to this notice, he/she will be removed from the Plan.

(Comm. Schor left the meeting at 7:46 p.m.)

Comm. McGrain asked for statistics for people who are turned away from enrolling in the Plans. Ms. Reynolds said staff has been requested to provide this information. She then stated she guesses the Department is turning away approximately 188 people per month. If the Health Department removes a member from the Plan, the member will receive a letter from the Department to notify him or her of this action. The member can contact the Health Department to request to be re-enrolled in the Plan.

Ms. Reynolds explained the Health Department has more challenges because so many people are unemployed. As that number grows, the Department is struggling to be able to afford those people.

Comm. Dougan asked about the enrollment process. Ms. Reynolds explained the Department cannot have a waiting list for people who want to enroll in the IHP because it is too difficult. Dr. Sienko stated people learn they need to arrive at the enrollment sites early so they can be seen that day. People do have to bring a proof of income and proof of residency.

Ms. Reynolds explained the Health Department is challenged to have specialists to provide services to the IHP members. Specialists usually have to volunteer their services. The IHP does not cover inpatient hospitalization.

Dr. Sienko stated he will try to keep this Committee up to date about the IHP through out this year.

Announcements

Comm. Dougan asked Dr. Sienko if the Health Department has received any feed back regarding the County's Smoking Policy. Dr. Sienko stated he has not received any direct feedback regarding the Policy. He will provide an update on this issue at a future meeting.

Public Comment:     None

The meeting adjourned at 8:19 p.m.

Respectfully submitted,

Debra Neff

## HUMAN SERVICES COMMITTEE

February 2, 2009

Minutes

Members Present: Todd Tennis, Laura Davis, Brian McGrain, Andy Schor, Steve Dougan, Donald Vickers and Board Chairperson DeLeon

Members Absent: None

Others Present: Jared Cypher, Renee Canady, Melany Mack, Dale Copedge, Dr. Sienko and others

The meeting was called to order by Chairperson Tennis at 7:00 p.m. in the Personnel Conference Room of the Human Services Building, 5303 S. Cedar, Lansing.

### Additions to the Agenda

3. Presentation changed to Proposed Reorganization of Public Health Nurse

Limited Public Comment: None

MOVED BY COMM. DOUGAN, SUPPORTED BY COMM. DAVIS, TO APPROVE A CONSENT AGENDA FOR THE FOLLOWING ITEMS:

2. Health Department
  - a. Resolution Authorizing Deputy Medical Examiner Appointments and to Authorize Contracts
  - b. Resolution Honoring Loraine Eastman

MOTION CARRIED UNANIMOUSLY.

MOVED BY COMM. DOUGAN, SUPPORTED BY COMM. DAVIS, TO APPROVE THE ITEMS ON THE CONSENT AGENDA. MOTION CARRIED UNANIMOUSLY.

1. Interviews – Board of Health

**COMM. DAVIS DISCLOSED THAT SHE HAS ALREADY MET MIKE LEAHY.**

The Committee interviewed Molly Polverento and Mike Leahy for a position on the Board of Health.

3. Presentation – Proposed Reorganization of Public Health Nurses

Dr. Sienko stated Dr. Canady will submit a Resolution to this Committee at a future meeting to authorize the Reorganization of Public Health Nurses. He then stated the Health Department has three Deputy Health Officers and Dr. Canady is the newest of the three. Dr. Canady has been a wonderful addition to the Health Department's staff.

Dr. Sienko distributed copies of the presentation to the Committee.

Dr. Canady stated she is very excited about the area of Public Health. She oversees five core public health areas: Access to Health/Health Equity, Power of We & Neighborhood Coordination, Bureau of Planning and Special Services, Bureau of Public Health Nursing and the Office of Disease Control.

The three core Public Health functions are: assessment and monitoring; policy development and implementation; and, other activities that look at access to services. Dr. Canady reviewed the Current Organization Chart.

The Health Equity and Social Justice is part of a national movement. Twenty people just concluded their training to be facilitators for this movement. Dr. Canady stated the major goals of the movement's access to health are to create community support for 100% coverage and to increase community understanding of health equity/social justice concepts.

Dr. Canady reviewed the major activities for the five core public health areas. This information is included in the handout. The Bureau of Planning & Special Services covers the following areas: community engagement, food bank, community health assessment and health promotion/tobacco cessation. Dr. Canady reviewed the major activities of these areas. Dr. Canady then explained that regular meetings are held with partners to assure the goals are being met with those core public health areas. The food bank has seen a steep increase in new requests for that service.

Dr. Canady stated the Office of Disease Control is lead by Ms. Roberts. This area includes communicable diseases; immunization; lead and HIV. Nurses are on duty twenty four hours per day, seven days a week in this Office. This is a very critical unit in the Health Department. The HIV program has high rates and the rate continues to be high. Testing people for HIV is important to increase longevity.

Dr. Canady said the proposed Reorganization is informed by the following goals:

- Adjustment for budgetary constraints, including cost savings and cost neutrality;
- Enhancement of revenue generation opportunities and cost savings measures;
- Administrative parsimony; and
- Programmatic prioritization

Dr. Canady said she looks forward to explain the proposed Reorganization to this Committee in the near future.

Comm. Schor complimented Ms. Mack for her services to the community.

Comm. Dougan asked about Doak Bloss' travel expenses. Dr. Sienko stated Mr. Bloss' travel expenses are not covered by the General Fund.

Chairperson Tennis asked about the Health Department's thoughts for why the County has a high HIV rate. Dr. Canady stated she is confused about the high rate. Dr. Sienko stated the Ingham County Health Department may simply do a better job of getting people in for HIV testing. This would result in high numbers. The Department should determine the answer to this question.

Comm. Davis said she is so proud that this County has such a well organized Health Department. She further stated she believes we may be reaching more people and this may lead to our high numbers.

Comm. Copedge commended the Health Department on their efforts in the community. He then stated when the County un-flattens department's organization charts, it generally results in higher salaries for the employees. Comm. Copedge asked if this will happen with this proposed reorganization. Dr. Canady said the first goal of the Health Department is budget neutrality. She further stated the Department fully recognizes the Board of Commissioners' financial concerns.

Chairperson Tennis asked the Department to bring more information to this Committee for its next discussion regarding the proposed reorganization.

Comm. Vickers said he has been involved in the Health Departments in Jackson and Ingham County schools. The Departments have very good nurses who assist with the students' immunizations. Comm. Vickers then said Ingham County needs to be aware there are groups of people who do not have transportation and easy access to health care. He suggested the Health Department work with the schools to provide health information to those residents. Dr. Canady said the Department is looking at this arrangement and she looks forward to discussing it with this Committee.

Comm. Copedge asked Dr. Sienko if he thinks the federal government's proposed stimulus package will help the Health Department in its efforts. Dr. Sienko said he is optimistic about the stimulus package. He further stated he has provided some program information to the government.

1. Board of Health – Continued

The Committee agreed that it should wait until its next meeting to make appointments to the Board of Health.

Announcements: None

Public Comment: None

The meeting adjourned at 7:57 p.m.

Respectfully submitted,

Debra Neff

**RESOLUTION STAFF REVIEW**

**DATE** February 5, 2009

**Agenda Item Title:** Resolution to Authorize a Reorganization in the Disease Control, Public Health Nursing, and Planning and Special Services Division of the Health Department

**Submitted by:** T. A. Lindsey, Human Resource Director

**Committees:** LE\_\_\_\_ JD\_\_\_\_, HS X, CS X Finance X

**Summary of Proposed Action:**

This resolution would authorize conversion of five (5) units into one cohesive unit designated as Public Health Services. It will also enable the repositioning of existing staff to address Public Health Service needs.

I. Eliminate the following vacant positions:

- 1.0 FTE Senior Public Health Nurse (601056) (ICEA PHN 4)
- 1.0 FTE Communicable Disease Field Representative (601232) (ICEA PRO 07)
- 1.0 FTE Community Health Representative IV (601091) (UAW F)
- 1.0 FTE Public Health Nurse I (601150) (PHN 2)
- 1.0 FTE Secretary Health (601012) (UAW D)

II. Establish the following positions:

- 1.0 FTE HIV/STI Prevention Coordinator (ICEA PRO 08)
- 0.5 FTE Disease Control Nurse (NP/CN 3)
- 0.5 FTE Communicable Disease Investigator (ICEA PRO 06)
- 1.0 FTE Community Health Rep III (UAW E)

III. Changes in job titles, reclassifications and salary grades:

<u>Position Number</u>	<u>Current Grade</u>	<u>Proposed Grade</u>	<u>Title</u>
601004	MCF 11	MCF 13	Director, Public Health Services
601152	ICEA PRO 8	ICEA PRO 9	Family Outreach Services
601138	MCF11	PHN IV	Public Health Nursing Supervisor
601135	UAW F	UAW G	Public Health Specialist
601010	UAW D	UAW E	CHR III

IV. Convert to full time equivalents:

<u>Position Number</u>	<u>Current FTE</u>	<u>Proposed FTE</u>
CHR II (601092)	.50 FTE	1.0 FTE
Health Center Nurse (601087)	.75 FTE	1.0 FTE
Health Center Nurse (601088)	.75 FTE	1.0 FTE
CHR II (601363)	.50FTE	1.0 FTE
CHR II (601203)	.75 FTE	1.0 FTE
V&H Tech (601217)	.50 FTE	1.0 FTE

V. Convert the interim appointed Disease Control Supervisor (Position 601051) to permanent status.

**Financial Implications:** The Health Department Management intent was to remain budget neutral. However, **Budget reports a total cost reduction of \$18,264** (includes salary and benefits) as shown in the chart below:

Pos #	Position Title (with change)	Current Grade/FTE	Proposed Grade/FTE	Sal w/ben Chge Cost / (Savings)
601004	Director of Planning & Spec Serv	MCF12	MCF13	\$ 7,153
601152	Jump Start/Family Outreach Coord	ICEA/PRO08	ICEA/PRO09	\$ 7,942
601138	Nursing Director to PHN Supervisor	MCF11	ICEA/PHN4	(\$33,705)
601135	Family/Child/Infant Advocate II to Public Health Specialist	UAWF	UAWG	\$ 3,001
601010	CHRII to CHRIII	UAWD	UAWG	\$ 3,025
601092	Community Health Rep II	.50	1.0	\$27,692
601087	Health Center Nurse	.75	1.0	\$23,582
601088	Health Center Nurse	.75	1.0	\$23,582
601363	Community Health Rep II	.50	1.0	\$27,692
601203	Community Health Rep II	.75	1.0	\$11,768
601217	Hearing & Vision Tech	.50	1.0	\$27,692
601056	Sr Public Hlth Nurse(HIV Coord)	PHN4	ELIMINATE	(\$95,978)
601232	Communicable Disease Field Rep	ICEA/PRO07	ELIMINATE	(\$84,428)
601091	Community Health Rep IV	UAWF	ELIMINATE	(\$64,346)
601150	Public Health Nurse I	PHN2	ELIMINATE	(\$85,250)
601012	SECRETARY HEALTH	UAWD	ELIMINATE	(\$57,630)
NEW	HIV Prevention Coordinator	-----	ICEA/PRO08	\$91,665
NEW	Disease Control Nurse	-----	MNA3(.5)	\$47,343
NEW	Communicable Disease Investigator	-----	PRO06(.5)	\$40,271
NEW	Community Health Rep III	-----	UAWG	\$60,665
<b>TOTAL SAVINGS</b>				<b>\$(18,264)</b>

**Other Implications:** Greater organizational efficiency and effectiveness. The affected collective bargaining units have been informed of the proposed changes and their support has been requested.

**Staff Recommendation:** MM \_\_\_ JN \_\_\_ TL  X  TM \_\_\_ JC \_\_\_

Staff recommends approval of the resolution.

## MEMORANDUM

To: Human Services Committee  
County Services Committee  
Finance Committee

From: Dean G. Sienko, M.D., M.S., Health Officer

Date: February 5, 2009

Subject: Resolution to Authorize a Reorganization in the Disease Control, Public Health Nursing, and Planning and Special Services Divisions of the Health Department

Over the last year, the Deputy Health Officer for Nursing, Planning and Special Services has assessed the focus and performance of areas under her supervision. This is a recommendation to authorize the reorganization of Disease Control, Public Health Nursing, and Planning and Special Services including the unifying and renaming of Public Health Nursing, and Planning and Special Services as Public Health Services.

This reorganization is informed by the following goals:

- 1) Adjustment for budgetary constraints, including cost savings and cost neutrality;
- 2) Administrative parsimony/efficiency which will allow for greater managerial effectiveness as well as cost savings; this adjustment in the organizational structure is due, in part, to the establishment of the Deputy Health Officer administrative level within the Department. Other managerial and supervisory responsibilities have been adjusted accordingly;
- 3) Enhancement of revenue generating opportunities and cost savings measures, such as:
  - Improving revenue generating services by expanding FTEs among existing staff who are currently involved in billable activities (e.g., Children Special Health Care Services, Vision and Hearing),
  - Improve fiscal management and accountability activities currently underway in these areas of the Department by expanding staff currently involved in billing activities (e.g., Immunizations, Public Health Nursing);
- 4) Programmatic prioritization and strengthening:
  - Increases and better coordinate prevention efforts by combining HIV and STI surveillance and prevention activities;
  - Increases in ability to serve the growing numbers of clients in need of Children's Special Health Care Services
  - Increase capacity of home visitation initiatives through workflow adjustments

The described structural/personnel changes are also complemented by workflow and quality strategies that are being implemented simultaneously. The establishment of communities of practice within Public Health Services will improve accountability, quality, and efficiency. The Department was awarded a competitive grant from the National Association of City and County Health Officers to begin this work. The Department has been

selected to apply for funding from the Robert Woods Johnson Foundation which will continue this effort to strengthen the performance and effectiveness of staff during this economically challenging period.

The reorganization and establishment of Public Health Services has been reviewed and approved by the Department of Human Resources. We have also conferred with the leadership of all effected unions and provided them documentation of the proposed changes in writing. I recommend that the Board adopt the attached resolution and authorize the recommended staffing and structural adjustments.

- c: Renee Canady, Deputy Health Officer, Public Health Services, Health Department
- Jaeson Fournier, Deputy Health Officer, Community Health Care Services, Health Department
- Laura Peterson, Deputy Health Officer, Health Plan Management
- John Jacobs, Chief Financial Officer, Health Department
- T. A. Lindsey, Human Resources Director
- Janet Bowen, President, Ingham County Employees' Association Public Health Nurses Unit
- Justin Spenski, President, Ingham County Employees' Association Professional Employees Unit
- Kathy Fitton, President, Michigan Nurses Association

Introduced by the Human Services, County Services and Finance Committees of the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION TO AUTHORIZE A REORGANIZATION IN THE DISEASE CONTROL, PUBLIC HEALTH NURSING, AND PLANNING AND SPECIAL SERVICES DIVISIONS OF THE HEALTH DEPARTMENT**

WHEREAS, the Board of Commissioners establishes the Plan of Organization for the Health Department, with the concurrence of the Michigan Department of Community Health; and

WHEREAS, Health Officer Dean G. Sienko, M.D., reorganized the administrative structure of the Health Department as approved in Resolution #07-079 and establishing position of Deputy Health Officer for Nursing, Planning and Special Services; and

WHEREAS, the Administrators of the Ingham County Health Department are encouraged to continually evaluate staffing needs and to identify opportunities to reduce costs and improve efficiency; and

WHEREAS, the Deputy Health Officer has reviewed the structure of the Department and has proposed a number of changes in reporting relationships and job functions; and

WHEREAS, the Deputy Health Officer recommends unifying Departmental functions by integrating Public Health Nursing and Planning and Special Services; and

WHEREAS, the proposed changes will result in enhanced programmatic, administrative and fiscal efficiency; and

WHEREAS, the proposed adjustments can be implemented by taking advantage of currently vacant positions and upcoming retirements; and

WHEREAS, the proposed recommendations have been evaluated by the Human Resources Department which has concurred with the recommendations that are contained in this resolution; and

WHEREAS, the affected bargaining groups have been consulted and provided documentation regarding the recommendations contained in this resolution; and

WHEREAS, the Health Officer, as advised by the Deputy Health Officer, has recommended that the Board of Commissioners authorize the proposed reorganization and the resulting establishment of positions and changes in job titles and classifications; and

WHEREAS, the Health Officer has advised that **no** additional funds are required to implement the proposed changes.

**THEREFORE BE IT RESOLVED**, that the Ingham County Board of Commissioners hereby amends the Ingham County Health Department Plan of Organization.

BE IT FURTHER RESOLVED, the Board of Commissioners authorizes the following changes in job titles and reclassification/salary grades.

<b>Position No./ Title</b>	<b>Current Grade</b>	<b>Current Salary/Benefits</b>	<b>Proposed Grade</b>	<b>Proposed Salary- /Benefits</b>	<b>Increase/Decrease</b>
601004 Director, Public Health Services	MCF 12	\$116,981	MCF 13	\$124,134	\$7,153
601152 Family Outreach Services Supervisor	ICEA PRO 8	\$91,665	ICEA PRO 9	\$99,607	\$7,942
601138 Public Health Nursing Supervisor	MCF 11 (Director)	\$129,683	PHN IV (Supervisor)	\$95,978	(\$33,705)
601135 Public Health Specialist	UAW F	\$64,346	UAW G	\$67,347	\$3,001
601010 CHR III	UAW D	\$57,630	UAW E	\$60,655	\$3025

BE IT FURTHER RESOLVED, the Board of Commissioners authorizes the following positions be established:

<b>Position Title</b>	<b>Proposed Grade</b>	<b>Salary/Benefits</b>
HIV Prevention Coordinator	ICEA PRO8	\$91,665
Disease Control Nurse (.5 FTE)	MNA 3	\$47,343
Communicable Disease Investigator (.5 FTE)	ICEA PRO6	\$40,271
CHR III (1 FTE)	UAW E	\$60,665

BE IT FURTHER RESOLVED, the Board of Commissioners authorizes the following conversion to full time equivalents.

<b>Position No. / Title</b>	<b>Current FTE</b>	<b>Current Salary/Benefits</b>	<b>Proposed FTE</b>	<b>Proposed Salary/Benefits</b>	<b>Increase</b>
601092 CHR II	.50 FTE	\$29,938	1.0 FTE	\$57,630	\$27,692
601087 Health Center Nurse	.75 FTE	\$59,179	1.0 FTE	\$82,761	\$23,582
601088 Health Center Nurse	.75 FTE	\$59,179	1.0 FTE	\$82,761	\$23,582
601363 CHR II	.50FTE	\$29,938	1.0 FTE	\$57,630	\$27,692
601203 CHR II	.75 FTE	\$45,862	1.0 FTE	\$57,630	\$11,768
601217 V&H Tech	.50 FTE	\$29,938	1.0 FTE	\$57,630	\$27,692

BE IT FURTHER RESOLVED, that the following positions be eliminated:

<b>Position No./ Title</b>	<b>Grade</b>	<b>Salary/Benefits Savings</b>
601056 Senior Public Health Nurse (HIV Coordinator)	PHN 4	(\$95,978)
601232 Communicable Disease Field Representative	ICEA PRO7	(\$84,428)
601091 Community Health Representative IV	UAW F	(\$64,346)
601150 Public Health Nurse I	PHN 2	(\$85,250)
601012 Secretary Health	UAW D	(\$57,630)

BE IT FURTHER RESOLVED, that the employee appointed as the Interim Disease Control Supervisor, (601051) MCF 12, be made permanent.

BE IT FURTHER RESOLVED, that all position adjustments be effective upon resolution approval.



Mental Health Boards, to incorporate into their priorities and strategic planning, their work with and for citizens who have developmental disabilities; and,

WHEREAS, the Ottawa County Board of Commissioners supports these efforts on behalf of those with developmental disabilities;

NOW THEREFORE BE IT RESOLVED that the Ottawa County Board of Commissioners requests:

1. That the Executive Committee of the Michigan Association of Community Mental Health Boards incorporate, into their priorities and strategic planning, their work with and for citizens who have developmental disabilities.

2. That these efforts on behalf of the developmentally disabled be encouraged and supported by Governor Jennifer Granholm, the Michigan legislature, and the Michigan Department of Community Health; and,

BE IT FURTHER RESOLVED that copies of this Resolution be sent to Governor Jennifer Granholm, Senator Wayne Kuipers, Representative David Agema, Representative Arlan Meekhof, Representative William Huizenga, Representative Mary Valentine, the Director of the Michigan Department of Community Health, the Michigan Association of Community Mental Health Boards, the Executive Committee of the Michigan Association of Community Mental Health Board, to the Michigan Association of Counties, and to all County Clerks in the State of Michigan; and,

BE IT FURTHER RESOLVED, that all resolutions and parts of resolutions insofar as they conflict with this Resolution are hereby repealed.

YEAS: Commissioners: Messrs. Hehl, Rycenga, Schrottenboer, Kuyers,  
Holtvluwer, Mrs. Kortman, Messrs. Holtrop, Swartout, Berghorst,  
Mrs. Ruiter, Mr. Disselkoen. (11)

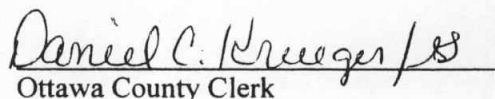
NAYS: Commissioners: None

ABSTENTIONS: Commissioners: None

RESOLUTION ADOPTED:



Chairperson, Ottawa County  
Board of Commissioners



Ottawa County Clerk