COUNTY SERVICES COMMITTEE  
January 21, 2020  
Minutes

Members Present: Celentino, Grebner, Koenig (arrived at 6:52 p.m.), Maiville, Naeyaert, Sebolt, and Stivers (arrived at 6:33 p.m.)

Members Absent: None

Others Present: Commissioner Crenshaw, Jessica Yorko, Lynne Stauff, Denise Chrysler, Ryan Jenkins, Abby Schwartz, John Peiffer, Gwenda Summers, Jim Hudgins, Anne Scott, Teri Morton, Sue Graham, Becky Bennett, Liz Noel, Michael Tanis, and others.

The meeting was called to order by Chairperson Sebolt at 6:30 p.m. in Personnel Conference Room “D & E” of the Human Services Building, 5303 S. Cedar Street, Lansing, Michigan.

Approval of the December 3, 2019 Meeting Minutes

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. NAEYAERT, TO APPROVE THE MINUTES OF THE DECEMBER 3, 2019 COUNTY SERVICES COMMITTEE MEETING.

THE MOTION CARRIED UNANIMOUSLY. Absent: Commissioners Koenig and Stivers

Commissioner Stivers arrived at 6:33 p.m.

Additions to the Agenda

None.

Limited Public Comment

Lynne Stauff, Board of Health Chair, read a statement into the minutes, which is included as Attachment A.

Denise Chrysler, Board of Health member, stated that she came to the Board of Commissioners to ask for their support of the Health in All Polices (HIAP) Resolution, or a Health Equity approach to decision-making in County government. She further stated that while the economic and environmental impact of programs and policies were currently considered, the HIAP Resolution would also introduce the consideration of the health impact.
Jessica Yenko, County employee and resident, stated that she came to the Committee to show her support for her co-worker, Ryan Jenkins, and to speak about the prescription drug issue. She further stated that while she acknowledged the rising cost of health care services and a lack of knowledge related to specific barriers related to medication, she did not understand why her co-worker could not access certain medication through the current County health benefits.

Ryan Jenkins, County employee, stated that he looked forward to discussing the report, correcting some of the inaccuracies, and addressing how the Board of Commissioners could proceed.

Abby Schwartz, Board of Health member, stated that she agreed with her co-members in support of the HIAP Resolution, or a Health Equity approach to decision-making in County government. She further stated that she wanted to include that health and equity were considerations that she had hoped the Board of Commissioners would take into account.

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. GREBNER, TO APPROVE A CONSENT AGENDA CONSISTING OF THE FOLLOWING ACTION ITEMS:

1. Potter Park Zoo – Resolution to Amend Resolution #19-141 Visitor Incentive Programs at Potter Park Zoo

2. Equalization Department – Resolution to Revise Resolution #19-526 Authorizing Participation in the 2020 Tri-County Region Aerial Imagery Partner Agreement

3. Facilities Department
   b. Notice of Emergency Purchase Order for Diesel Spill Clean Up
   c. Resolution Honoring Mike Pathfinder

4. Road Department
   a. Resolution to Authorize the Extension of Resolution #19-142: The 2020 Seasonal Requirement of Emulsified Asphalts
   b. Resolution to Commit Local Match and Support Federal Tap and HSIP Program Funding to Construct a Non-Motorized, Shared-Use Pathway on Waverly Road Between St. Joseph Hwy. and Old Lansing Rd.
   c. Resolution to Approve Stop Sign Traffic Control Orders in Meadow Ridge Subdivision Section 20, Delhi Township
   d. Resolution to Approve Stop Sign Traffic Control Orders in White Hills Subdivision Section 5, Meridian Township
   e. Resolution to Approve Stop Sign Traffic Control Orders in the Greens Subdivision Section 5, Meridian Township
   f. Resolution to Approve Stop Sign Traffic Control Orders in Country View Estates Subdivision Section 21, Delhi Township
   g. Resolution to Approve Stop Sign Traffic Control Orders in Country Cross Roads Subdivision Section 19, Delhi Township
   h. Resolution to Approve Stop Sign Traffic Control Orders in the Gardens Subdivision Section 25, Delhi Township
i. Resolution to Approve Stop Sign Traffic Control Orders in the Glenmoor Manor Subdivision Section 21, Delhi Township
j. Resolution to Approve Stop Sign Traffic Control Orders in the Centennial Farms Subdivision Section 21, Delhi Township

6. Health Department
   a. Resolution to Address and Reduce Implicit Bias in All County Decision-Making by Developing and Integrating an Equity Review Process and Health in All Policies Approach
   b. Resolution to Convert Position # 601307 from a Health Analyst/Systems Analyst to an Accountant – CHC (Community Health Center)

7. Human Resources
   a. Resolution Approving the Collective Bargaining Agreement Wage Reopener with the International Brotherhood of Teamsters, Chauffeurs and Warehousemen, Local No. 243, Potter Park Zoo Supervisory Unit
   b. Resolution Authorizing Enrollment in Davenport University’s Certificate of Management Program

9. Board of Commissioners
   a. Resolution Recognizing Black History/Cultural Diversity Month in Ingham County
   b. Resolution to Dissolve the Roadways Subcommittee

THE MOTION CARRIED UNANIMOUSLY. Absent: Commissioner Koenig

THE MOTION TO APPROVE THE ITEMS ON THE CONSENT AGENDA CARRIED UNANIMOUSLY. Absent: Commissioner Koenig

3. Facilities Department
   a. Resolution to Authorize an Agreement with Straub, Pettitt & Yaste Architects for Architectural and Engineering Services for Community Mental Health Renovations at the Human Services Building

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. GREBNER, TO APPROVE THE RESOLUTION.

Commissioner Koenig arrived at 6:52 p.m.

Sue Graham, Human Resources Director, stated that the Community Mental Health (CMH) was in need of additional space and had identified the Human Resources Department and Facilities Department at the Human Services Building as possible prospects. She further stated that if that decision were to be made, the Human Resources Department would relocate to the Hilliard Building in Mason, in the space currently occupied by the MSU Extension Office.
Commissioner Crenshaw stated that he was concerned about the move of the Human Resources Department to Mason because many County employees resided in Central and Downtown Lansing, and if someone had a Human Resource-related problem, the employee would have to travel to Mason, which might be an inconvenience.

Ms. Graham stated that foot traffic into the Human Resources Department had declined, and most people were looking for the State of Michigan Office. She further stated that most of the services that the Human Resources Department provided were conducted by telephone or online, and the impact on current and future employees would be minimal.

Commissioner Crenshaw stated that he wondered what the loss of the space in the Human Services Building would mean for the Board of Commissioners.

Rick Terrill, Facilities Director, stated that his office was in the process of being told a cost from an architect and engineering firm in terms of renovating the Caucus Room and the Human Resources Department. He further stated that the current Resolution was two-fold: an assessment of the current space, and how much it would cost to renovate the current space at the Human Services Building.

Mr. Terrill stated that the Human Resources Department had considered moving into the Hilliard Building in Mason, in the space currently occupied by the MSU Extension. He further stated that the MSU Extension would be relocated to another space in the Hilliard Building, and that CMH would pay for those overall costs.

Commissioner Celentino stated that he wondered how CMH, an Authority of Eaton, Clinton, and Ingham Counties, would reimburse the County.

Mr. Terrill stated that he had asked representatives from CMH to attend the meeting and to answer any questions that the Board of Commissioners had. He further stated that the expansion into the Human Services Building was because of the close proximity to the people that they served.

Commissioner Celentino stated that he wondered what the cost of renovating the current CMH space would be.

Mr. Terrill stated that he was unsure of what the cost of the renovation of the current space CMH space would be.

Discussion.

Mr. Terrill stated CMH would reimburse the County for the overall costs.

Discussion.

Chairperson Sebolt stated that there would be an initial cost, and that the County would act as a bank, fronting money for reservation for being paid back from a payment scale. He further stated that it could create a cash-flow problem for the County.
Commissioner Naeyaert stated that she had two concerns: costs and the lack of alternatives. She further stated that she was not pleased with the determination that an alternative did not exist.

Mr. Terrill stated that he would like the CMH employees to speak directly to the Board of Commissioners. He further stated that this had been an on-going conversation with CMH for over a year, and that this Resolution would be a preliminary step to find out what those costs would be.

John Peiffer, CMH Facilities Supervisor, stated that CMH had explored alternatives, but as a result of the special needs for the Families Forward program, it would be the most suitable option to expand into the Human Resources Department. He further stated that CMH could look into additional alternatives.

Commissioner Naeyaert stated that she wondered if Ms. Graham thought that the Human Resources Department needed a presence in Central Lansing.

Ms. Graham stated that, given the little foot traffic the Human Resources Department received, the impact would be minimal. She further stated that the impact might be greater for people who visited the Human Services Building for other services.

Commissioner Grebner stated that he thought that the Board of Commissioners did not understand the financial arrangement with the Human Services Building, CMH, and the other tenants.

Discussion.

Commissioner Grebner stated that he wondered if Mr. Terrill knew who held the title to the Human Services Building.

Mr. Terrill stated that the Building Authority held the title to the Hilliard Building, while the Board of Commissioners held the title to the Human Services Building.

Discussion.

Commissioner Grebner stated that it was normal for the County to build a facility here, to extend the Human Services Building by one more “pod,” and then to cost it back to CMH. He further stated that the Board of Commissioners did not need to consider the available liquidity.

Discussion.

Commissioner Grebner stated that while the Human Services Building was currently convenient for one set of people, if the Human Resources Department moved to the Hilliard Building, it would be convenient for the elected officials, the Road Department, and the other entities in Mason.

Discussion.
Commissioner Maiville stated that it did not state in the packet that the Human Resources Department would be moving to another space. He further stated that he wondered if the funds were not approved, would the Board of Commissioners be reimbursed for their initial $29,000.

Mr. Terrill stated that the funds would go into the logistics of the CMH project. He further stated that his staff could bring this back to the Board of Commissioners before Stage Two, and it would be a cost incurred by CMH.

Discussion.

Commissioner Stivers stated that she wanted to address the Tri-County issue related to CMH, in that the Families Forward program had locations in Eaton, Clinton, and Ingham Counties, but the Ingham County served as the primary location. She further stated that it would be very unlikely for the people who work at CMH in Ingham County to serve the people of the other two counties.

Commissioner Stivers stated that the Families Forward program provided mental health services for young people, and that those people are well-served by having CMH in the Human Services Building. She further stated that this Resolution would be an exploratory measure, and that the Board of Commissioners could later change their minds.

Commissioner Celentino asked what mental health programs would come into this space.

Gwenda Summers, Families Forward Director, stated that the current space provided outpatient therapy services, medication clinic services, and some home-based services, and that the division would spread out from the Human Services Building to the other sites.

Commissioner Celentino stated that he wondered if Ms. Graham could talk about the lack of traffic into the Human Resources Department.

Ms. Graham stated that the seasonal applications were online, and most seasonal applicants were students who submitted their applications on their phones.

Commissioner Celentino stated that he wondered if the space currently being used by the Board of Commissioners was part of the proposal.

Mr. Terrill stated no.

Discussion.

Commissioner Koenig stated that she wondered if the MSU Extension Office had a space in the Human Services Building, and how many square feet was occupied.

Mr. Terrill stated yes. He further stated that the MSU Extension Office occupied 8,000 square feet.

Discussion.
Commissioner Koenig stated that she wondered if the expansion of CMH into the Human Services Building was important because of its proximity to the Ingham County Health Department.

Ms. Summers stated that it was important because of its proximity to the Health Department and the local Department of Health and Human Services as most of its consumers utilized both of those services. She further stated that it was important due to the close proximity to the Crisis Services on Jolly Road.

Commissioner Koenig stated that she wondered why CMH would not want to have the Families Forward program close to the current space.

Mr. Peiffer stated that when CMH looked to expand in 2015, the former Director of Families Forward thought that their needs were sufficient, and so CMH never thought to add additional square footage.

Commissioner Koenig stated that there was a reason for this Resolution to be considered and that the plan was well-thought out.

Discussion.

THE MOTION TO APPROVE THE RESOLUTION CARRIED UNANIMOUSLY.

5.   **Purchasing Department** – Resolution to Authorize a Reorganization of the Ingham County Purchasing Department

Jim Hudgins, Purchasing Director, stated that before the Board of Commissioners was a Resolution to Authorize a Reorganization of the Ingham County Purchasing Department, which involved the Courier position and the Purchasing Assistant position. He further stated that over the past couple of years, both of the positions had experienced greater responsibilities, and that he proposed that both of the positions be reclassified.

Commissioner Koenig stated that she wondered if Mr. Hudgins knew the difference between reclassification and reorganization.

Mr. Hudgins stated that he would differ that question to Ms. Graham.

Ms. Graham stated that reorganization included the reclassification of more than one position.

Discussion.

Commissioner Celentino that he wondered when both of the positions had acquired their increased workload.

Mr. Hudgins stated that the Courier position had assumed their increased workload for a year, and the Purchasing Assistant had assumed their increased workload for two-and-a-half to three years.
Discussion.

Commissioner Celentino stated that he thanked Mr. Hudgins for reaching out to the Collective Bargaining Unit. He further stated that he was supportive of authorizing the reorganization of the Purchasing Department.

Discussion.

Commissioner Koenig stated that she wondered how much the reorganization of the Purchasing Department would cost.

Teri Morton, Deputy Controller, stated that the total, long-term cost would be $21,500.

Discussion.

Mr. Hudgins stated that he wondered if the Resolution would also go through the Finance Committee.

Chairperson Sebolt stated yes.

Chairperson Sebolt stated that, in the future, when the Board of Commissioners reorganized departments, there should be a holistic approach.

Discussion.

Commissioner Stivers stated that she would like a final proofread of the Resolution before the final reading at the next meeting.

Ms. Graham stated yes.

6. **Health Department**
   a. Resolution to Address and Reduce Implicit Bias in All County Decision-Making by Developing and Integrating an Equity Review Process and Health in All Policies Approach

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. CELENTINO, TO APPROVE THE RESOLUTION.
Chairperson Sebolt proposed the following amendment:

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners tasks the Ingham County Controller’s Office, Equal Opportunity Committee, and the Health Department to work together and with other departments, agencies and elected officials to develop a plan by May 18th, 2020 and then support the work to operationalize that plan for the application of an equity lens to guide future policies and decision-making across all County departments, thereby reducing unconscious bias in an effort to more fully align with the County’s Vision Statement of being a “welcoming, inclusive, peaceful, engaged, healthy, and just community for all residents.”

This was considered a friendly amendment.

Discussion.

THE MOTION TO APPROVE THE RESOLUTION, AS AMENDED, CARRIED UNANIMOUSLY.

7. Human Resources
   c. Workforce Development and Succession Planning Strategy (Discussion Item)

Ms. Graham stated that eleven County employees completed the International Public Management Association for Human Resources (IPMAHR) Workforce and Succession Planning Workshop, which were several online workshops related to Succession Planning. She further stated that it was important to complete these trainings to develop County employment, and to maintain and expand the current talent.

Ms. Graham stated that she wondered how the Board of Commissioners wanted to proceed with Succession Planning, as some of the current employment descriptions were antiquated. She further stated that the County had experienced challenges with acquiring new hires, and that it would be beneficial to develop current talent through promotions or alternative employment opportunities.

Commissioner Celentino asked if the Human Resources Department would be talking to the Directors of other departments to see who could take their place.

Ms. Graham stated no. She further stated that the Human Resources Department was in the process of asking Directors of departments to create one, three, and five-year plans for their department.

Commissioner Crenshaw stated that it sounded like there had not been a study completed related to the transition of employees within a department.

Ms. Graham stated that a study was being completed within the Health Department, but not in the other departments.

Commissioner Crenshaw stated that, when he thought of Succession Planning, he thought of how an employee would transition from an entry-level position to a higher-level position within ten-to-fifteen years.
Ms. Graham stated that there would be a Professional Development and Career Track Planning, and that it would be open to other individuals. She further stated that it would not be suitable for everyone, and that the Human Resources Department had other means for employees to grow.

Commissioner Naeyaert stated that she wondered if Ms. Graham would go to other departments to ask for their staff to update their employment descriptions to alleviate the Human Resources Department.

Ms. Graham stated that her staff would survey various employees and talk to the Directors of other departments. She further stated that it would be anonymous, and that her staff would also partner with the Unions to complete the surveys.

Chairperson Sebolt asked if the Board of Commissioners should give direction to Ms. Graham.

Ms. Graham stated that, if it sounded reasonable to the Board of Commissioners, she would proceed.

Commissioner Koenig stated that she wondered what the timeline was for the completion of the employment descriptions.

Ms. Graham stated that she would suggest an initial roll-out, and it would be an on-going process due to changes in technological advancement.

Commissioner Koenig stated that Ms. Graham did not answer her question.

Ms. Graham stated that it would take three years.

Discussion.

Chairperson Sebolt stated that the Human Resources Department should talk to the Collective Bargaining Units in relation to prior experiences.

Commissioner Koenig stated that this should be completed.

8. Controller’s Office—Prescription Drug Benefit Follow-up

Chairperson Sebolt stated that he knew of one employee that wanted to discuss the Prescription Drug Benefit Follow-up. He further asked Ms. Graham if she could talk about the report before the employee commented.

Ms. Graham stated that the Human Resources Department did provide the answers at the request of the Controller’s Office relative to Human Resources’ involvement. She further stated that, as an overview, she thought that the report conducted an investigation that identified concerns related to 44North.
Ms. Graham stated that she knew of three employees who experienced a prescription drug issue. She further stated that no system was perfect, that a lot of information had come out because of this incidence, and that the Human Resources Department would be better equipped to handle future issues.

Commissioner Naeyaert stated that she wondered whether the report was conducted by the Controller’s Office or by the Human Resources Department.

Ms. Graham stated that a majority of the report was conducted by the Controller’s Office.

Ms. Morton stated that the County Controller’s Office had assembled the information, and had reached out to the Human Resources Department and 44North.

Commissioner Naeyaert stated that a lot of the report was repetitive, and she felt that some of the questions went unanswered. She further stated that she wished that the report had been conducted differently, stating that the first seven questions referred to the first question.

Commissioner Naeyaert stated that she was thankful for Ryan Jenkins for bringing this issue to the attention of the Board of Commissioners. She further stated that she was ready to move forward.

Ms. Morton stated that everyone wanted their employees to have their health benefits, and that the implicit bias training would be helpful moving forward. She further stated that she hoped that the employee had received his medication.

Chairperson Sebolt stated that he had received emails from people who were a part of marginalized communities related to their health benefits.

Commissioner Koenig stated that she wondered what had changed in the Human Resources Department.

Ms. Graham stated that the Human Resources Department was better equipped to handle the concerns of employees.

Discussion.

Commissioner Crenshaw stated that he was confused about the complex nature of 44North in the attempt to fill a prescription.

Ms. Graham stated that she was now aware that, if an employee reached out to Aimee Eisen, Insurance Coordinator, in regards to a problem with filling a prescription, she could call 44North and direct them to fill the prescription.

Commissioner Crenshaw stated that he was confused about how Ms. Graham did not know about this capability in the past.
Ms. Graham stated that Mr. Jenkins had not approached the Human Resources Department until later, and that after experiencing difficulties, the prescription was fulfilled in three days. She further that her staff had learned a lot about process, and were better equipped to handle problems in the future.

Anne Scott, Deputy Health Officer, stated that Mr. Jenkins was not looking for an individual solution to his prescription issue, but rather to shed light on at-large problem that employees faced. She further stated that employees had a hard time navigating the insurance system, and that the current discussion was becoming too personally-related to Mr. Jenkins.

Chairperson Sebolt stated that he believed the report was a direct response to his previous questions.

Commissioner Maiville stated that he wondered if Todd Heywood, Ingham Community Health Centers Board of Directors Chairperson, had been given these responses.

Ms. Morton stated that she believed so.

Commissioner Maiville stated that it was stated in the report that no employee had been denied medication, but that a lot of work needed to be done. He further stated that he saw more emails from the Human Resources Department than prior related to 44 North.

Ms. Graham stated that the Human Resources Department had invited 44North to visit the Courts a few days ago to discuss employee health benefits, and that approximately ten employees showed up. She further stated that 44North visited the Hilliard Building, and that approximately two employees showed up.

Commissioner Maiville stated that he wondered if employees felt comfortable to talk to 44North or the Human Resources Department about their health information.

Ms. Graham stated yes.

Commissioner Celentino stated that he referred to Commissioner Koenig’s prior question that he wondered what had changed within the Human Resources Department.

Ms. Graham stated that the systems in process was being streamlined and that it was critical to the process. She further stated that her department had communicated to employees of their benefits, and that they did not need to struggle on their own.

Discussion.

Commissioner Naeyaert stated that she sought clarification of the process with the Human Resources Department. She further stated that the conversation should not be about the fact that Mr. Jenkins’ prescription issue was resolved in three days, but that many employees had listened to his difficulties and he was never heard.
Commissioner Grebner stated that he thought that certain behavior was now intolerable because of this occurrence.

Chairperson Sebolt stated that, while he acknowledged that the report stated that no employee had been denied medication, temporary inability to receive medication was denial.

Commissioner Crenshaw stated that he was unsure if employees felt comfortable discussing confidential health information with Ms. Eisen. He further stated that he wondered how the Human Resources Department would reassure employees of confidentiality.

Ms. Graham stated that the Americans with Disabilities Act (ADA) required Ms. Eisen to only disclose health information on a need-to-know basis.

Discussion.

Ms. Graham stated that the entire Human Resources Department handled confidential information, and that confidentially was paramount to their profession.

Chairperson Sebolt stated that, if Mr. Jenkins wanted to discuss any personal health information off-the-record, he would be allowed to do so.

Mr. Jenkins stated that he thought that the remarks were laughable because his personal health information had already been added to the public record. He asked if the Controller had put this report together.

Ms. Morton stated yes.

Mr. Jenkins stated that he agreed with Chairperson Sebolt that plan rejection was the same as denial, and that he did not understand how his personal health information was disclosed, and he wondered if that was a violation of the Health Insurance Portability and Accountability Act (HIPAA). He referred to the inaccuracies in the report and was disappointed by the report, and that he asked who had asked the questions in the report as he was never consulted.

Ms. Scott stated that she referred to the report that stated that call reports would be made public to the Board of Commissioners for review. She further stated that, while the County did not have great salaries, they had great benefits, and that employees must be made comfortable to come forward to talk to the Human Resources Department.

Commissioner Stivers stated that she had asked the Controller, who had discussed the questions with Mr. Heywood. She further stated that CMH had had similar issues with 44North, and that 44North had severed ties with the organization.

Commissioner Naeyaert asked if the Board of Commissioners could redact Mr. Jenkins' personal health information from the report.
Commissioner Naeyaert stated that she would like Becky Bennett, Board of Commissioners Office Director, to check if part of the report could be redacted.

Ms. Bennett stated yes.

Commissioner Koenig stated that she did not agree with Commissioner Naeyaert, as it could be perceived as strange to redact information from the permanent record.

Commissioner Crenshaw stated that the solution was for a Commissioner on the Committee to move to redact personal information from the report.

MOVED BY COMM. NAeyaERT, SUPPORTED BY COMM. STIVERS, TO REDACT PERSONAL INFORMATION FROM THE REPORT.

Discussion.

Ms. Bennett stated that, while the report was online, if the Report was requested through the Freedom of Information Act (FOIA), the personal information would be redacted.

Discussion.

Commissioner Naeyaert stated that she wondered if Ms. Graham had shared Mr. Jenkins’ personal information with the Controller to answer the questions in the report.

Ms. Graham stated that the Human Resources Department did not share his personal information with the Controller’s Office.

Discussion.

Chairperson Sebolt stated that he had not seen the report before the meeting, and that he wanted to apologize to Mr. Jenkins for the report.

THE MOTION TO REDACT PERSONAL INFORMATION FROM THE REPORT CARRIED UNANIMOUSLY.

Commissioner Celentino stated that he wondered if Ms. Morton knew of the questions beforehand.

Ms. Morton stated no.

Mr. Jenkins stated that he had had meetings with some of the Commissioners, and he thought the Controller and the Human Resources Department could not solve this problem. He further stated that he thought the Board of Commissioners should create an Independent Review Committee composed of topic-related insurance professionals, members from the Human Rights Campaign, members from the Ryan White Foundation, and others, to correct this problem.
Chairperson Sebolt stated that no additional reports would be printed without being reviewed. He further stated he supported the recommendation to create an Independent Review Committee, but thought that he would want to expand the scope of the committee to include other marginalized employees who had experienced insurance difficulties.

Commissioner Koenig stated that she wondered if the Independent Review Committee could be a subcommittee of the Equal Opportunity Committee (EOC). She asked Mr. Jenkins if he thought that this would have helped.

Mr. Jenkins stated yes.

Ms. Morton stated that, through listening to this issue, coordination of 44North and the committee would help to communicate to the Board of Commissioners what to communicate to 44North.

Discussion.

**Chairperson Sebolt stated that he would like to explore the possibility of putting together an Independent Review Committee.** He further stated that employees who were willing to share their basic health experience could communicate their complaints.

Commissioner Naeyaert stated that there was a coalition of employees who had experienced similar problems, and that an email list could be created for employees to talk about their experiences with the Healthcare Coalition.

Discussion.

Chairperson Sebolt stated that the Board of Commissioners had identified some of the issues, and that 44North was aware of those issues, but that it was not one-hundred percent solved. He thanked Mr. Jenkins for his exposure of the problems in the system.

Commissioner Naeyaert stated that she did not want Chairperson Sebolt to take any personal responsibilities for this report.

Mr. Jenkins stated that he thanked the Board of Commissioners, and that he looked forward to an apology from the Controller.

9. Board of Commissioners
   b. Resolution to Dissolve the Roadways Subcommittee

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. NAeyaERT, TO APPROVE THE RESOLUTION.

Commissioner Stivers stated that there was no reason in the Resolution to dissolve the Roadways Subcommittee, thought she understood that it was at-will.
Chairperson Sebolt stated that he did not think that a majority of the Commissioners would be able to fill the subcommittee due to time conflicts.

Commissioner Grebner stated that three people had volunteered, and that six members of the Board of Commissioners had no interests in County roads as it did not pertain to their districts. He further stated that it was not an East Lansing issue, and that his and other constituents had no connection with the County roads.

Discussion.

Commissioner Naeyaert stated that, as someone who had several County roads in their district, the Commissioners had wasted more time discussing roads than improving them in the Subcommittee. She further stated that she supported dissolving the Roadways Subcommittee.

Commissioner Maiville stated that he supported Commissioner Naeyaert. He further stated that if he had any road-related issues, he would talk to Bill Conklin, Roads Department Director. He further stated that he thought that the Road Department had a great board full of community stakeholders and others.

Commissioner Stivers stated that she supported the Roadways Subcommittee and that she looked forward to talking about the millage within the Committee.

Discussion.

Commissioner Koenig stated that she wanted the former Chair of the Roadways Subcommittee to have a plaque.

Commissioner Celentino stated that if a Commissioner had a road-related issue, the Subcommittee could be brought back.

Commissioner Stivers stated that she thought that, instead of dissolving the Subcommittee, the Subcommittee could meet for quarterly meetings.

Chairperson Sebolt stated that he wanted to dissolve the Subcommittee, but it could be resurrected at any time.

Discussion.

THE RESOLUTION CARRIED. Yeas: Celentino, Crenshaw, Grebner, Koenig, Maiville, Naeyaert, Sebolt Nays: Stivers Absent: None

10. Board Referral – Resolution #19250 from the Oakland County Board of Commissioners, Adoption of Non-Discrimination Policy for Oakland County

Chairperson Sebolt stated that he wanted to refer the Resolution to the EOC.
Announcements

None.

Public Comment

None.

Adjournment

The meeting was adjourned at 8:51 p.m.

BARB BYRUM, CLERK OF THE BOARD
Good evening and thank you for the opportunity to speak.

My name is Lynne Stauff, a county resident and Chair of the Ingham County Board of Health. I come to ask for your support on the Health in All Polices Resolution or a Health Equity approach to decision-making in Ingham County government. At our December 3rd, 2019 meeting, the Ingham County Board of Health, unanimously voted to approve the Health in All Policies Resolution, sponsored by the Ingham County Health Department.

HIAP isn’t a new process and has been around for about 10 years. It’s a collaborative approach to improving the health of all people by incorporating health considerations and health equity into the decision-making process - across all sectors and policy areas. HIAP is a method of partnering with other government sectors, such as transportation, housing, education, public safety and environmental protection. Ultimately, this process is expected to positively affect health outcomes and save money through working together on joint projects. Some examples of HIAP are 1) to conduct a health impact assessment before building or remodeling county facilities, or 2) to establish and follow Complete Streets guidelines for road projects.

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1 "Health in All Policies: A Guide for State and Local Governments" is a collaborative product of the American Public Health Association (APHA), the Public Health Institute, and the California Department of Public Health (CDPH), with funding from the Centers for Disease Control and Prevention (CDC) and The California Endowment.
There are many local, state and international resources available, case studies, guidebooks to explain it and how to implement it – HIAP is feasible to implement in our county system.

This may be a new way of looking at the approach to policy, programs and services but will ultimately be more inclusive, wholistic and transparent in your approach to programs and policies.

The Board of Health for Ingham County urges you to support the Health in All Policies Resolution.

Lynne Stautt, MPH
Chair, Ingham County Health Department
January 21, 2020