



BOARD OF HEALTH

Monthly Meeting: November 18, 10:00 a.m.

521 Cobb St, Cadillac, MI

A G E N D A

Call to Order.....Jim Maike, Chair

Roll Call

Review and Approval of the Agenda

Review and Approval of Board of Health Meeting Minutes.....October 28, 2022

Public Comment

I. Committee Reports

A. Executive Committee.....Jim Maike

B. Finance Committee.....Ray Steinke

1. *Finance Report*

2. *Approve October Accounts Payable and Payroll.....Action Item*

C. Personnel Committee.....Shelley Pinkelman

D. Legislative Committee.....Shelley Pinkelman

II. Presentation

“Keep out Room”.....Kortni Garcia, MS, CHES®, Accreditation Specialist

III. Administration Reports

A. Medical Director.....Dr. Jennifer Morse, MD

B. Deputy Health OfficerSarah Oleniczak

C. Health Officer.....Kevin Hughes

IV. Public Comments

V. Other Business Next Board of Health Meeting: Friday, December 16, 2022, at 10:00 a.m.

VI. Adjournment



Board of Health

Meeting Minutes

October 28, 2022

521 Cobb St, Cadillac, MI

Call to Order: Richard Schmidt, Co-Chair, called the meeting to order at 9:30 a.m.

Roll Call:

Members Present: Phil Lewis, James Sweet, Betty Dermeyer, Pauline Jaquish, Richard Schmidt, Ron Bacon, Nick Krieger, Tom O'Neil, Ray Steinke, Bryan Kolk, Paul Erickson, Martha Meyette, Julie Theobald, Gary Talor, Jim Maiké arrived at 10:25

Staff Present: Kevin Hughes, Christine Lopez, Dr. Jennifer Morse, Christy Rivette, Mick Kramer, Lisa Morrill, Anne Young, Anne Bianchi, Katy Bies, Julie Hilkowski

Members Excused: Shelly Pinkelman, Robert Baldwin, Dawn Martin, Star Hughston

Approve the Agenda: Motion by Ray Steinke, seconded by Bryan Kolk to approve the meeting agenda

Motion Carried

Approve the Meeting Minutes: Motion by Nick Krieger, seconded by Roger Ouwinga to approve the minutes of the September 2022 meeting

Motion Carried

Public Comment: No public comment

Committee Reports:

I. **Executive Committee:** Did not meet

II. **Finance Committee:**

- Finance Committee did not meet
- Lopez reviewed the draft financial report for September, final journal entries are being added
- Decrease in fund balance of 695K

- Everything needs to be submitted to the State by 11/30
- Auditors visit the week of 12/5
- \$23,237,000 total revenue, expenses \$23,932,000, all wages have been accounted for. Still processing invoices
- Target to use fund balance of \$700K
- Aged receivable report currently at 74.0 %
- 11,918,000 cash flow as of 10/20/22. Projections through the end of March are on the report
- Accounts payable and payroll \$1,808,789.44

Approve Accounts Payable and Payroll: Motion by Ray Steinke, seconded by Ron Bacon to approve accounts payable and payroll

Roll Call:

Phil Lewis	Yes	Ray Steinke	Yes
James Sweet	Yes	Roger Ouwinga	Yes
Betty Dermeyer	Yes	Bryan Kolk	Yes
Pauline Jaquish	Yes	Paul Erickson	Yes
Richard Schmidt	Yes	Martha Meyette	Yes
Ron Bacon	Yes	Julie Theobald	Yes
Nick Krieger	Yes	Gary Taylor	Yes
Tom O'Neil	Yes		

Motion Carried

III. Personnel Committee:

- The Personnel Committee met last Friday
- Draft minutes from the meeting was handed out
- Packet of items discussed in the meeting was handed out
- Health Insurance renewal rates were presented
- Discussion on opting out of Public Act 152, which requires an 80/20 split or create hard caps. Instead, we create our own hard caps, we will add \$500 for a single person, \$750 for a couple and \$1,000 for a family. Requesting support for this annual requirement

Approve Opting out of Public Act 152: Motion by Nick Krieger, seconded by Phil Lewis to opt out of Public Act 152

Roll Call:

Phil Lewis	Yes	Ray Steinke	Yes
James Sweet	Yes	Roger Ouwinga	Yes
Betty Dermeyer	Yes	Bryan Kolk	Yes
Pauline Jaquish	Yes	Paul Erickson	Yes
Richard Schmidt	Yes	Martha Meyette	Yes

Ron Bacon	Yes	Julie Theobald	Yes
Nick Krieger	Yes	Gary Taylor	Yes
Tom O'Neil	Yes		

Motion Carried

- Health Care renewal rates have decreased 1.4% this year. Last year there were 4 plans to choose from, this year there will be 3, dropping one HSA plan. This will ease some of the administrative burden for HR. Lopez presented the plans and rates. The hard caps will go into an HSA account and will help cover the high deductible plans. Expect to see an increase for next year
- Part time employees entitled to benefits can choose our health care. They are responsible for 50 % of the cost

Approve Health Care renewal: Motion by Ron Bacon, seconded by Roger Ouwinga to renew Health Care renewal rates

Roll Call:

Phil Lewis	Yes	Ray Steinke	Yes
James Sweet	Yes	Roger Ouwinga	Yes
Betty Dermeyer	Yes	Bryan Kolk	Yes
Pauline Jaquish	Yes	Paul Erickson	Yes
Richard Schmidt	Yes	Martha Meyette	Yes
Ron Bacon	Yes	Julie Theobald	Yes
Nick Krieger	Yes	Gary Taylor	Yes
Tom O'Neil	Yes		

Motion Carried

- Dental/Vision/Flex Card renewal – dental had a slight decrease this year, while vision stayed the same, employees will continue to pay 50% of the premium. Flex cards benefit to help employees with deductibles will be \$500 for full time employees and \$250 for eligible part time employees

Approve renewal for Dental/Vision: Motion by Betty Dermeyer, seconded by Ron Bacon to renew Dental/Vision renewals

Roll Call:

Phil Lewis	Yes	Ray Steinke	Yes
James Sweet	Yes	Roger Ouwinga	Yes
Betty Dermeyer	Yes	Bryan Kolk	Yes
Pauline Jaquish	Yes	Paul Erickson	Yes
Richard Schmidt	Yes	Martha Meyette	Yes
Ron Bacon	Yes	Julie Theobald	Yes

Nick Krieger Yes
Tom O'Neil Yes

Gary Taylor Yes

Motion Carried

Approve renewal of Flex Card: Motion by Bryan Kolk, seconded by Betty Dermeyer to renew Flex Cards

Roll Call:

Phil Lewis Yes
James Sweet Yes
Betty Dermeyer Yes
Pauline Jaquish Yes
Richard Schmidt Yes
Ron Bacon Yes
Nick Krieger Yes
Tom O'Neil Yes

Ray Steinke Yes
Roger Ouwinga Yes
Bryan Kolk Yes
Paul Erickson Yes
Martha Meyette No
Julie Theobald Yes
Gary Taylor Yes

14 Yes, 1 No

Motion Carried

- Life & Disability renewal. For the last few years, we have been with Standard. Lifehouse provided us with quotes with the option to move to Mutual of Omaha, they can provide some discounted rates. Hilkowski shared updates on purchase options with additional amounts added for higher coverages

Approve renewal of Life & Disability renewal: Motion by Nick Krieger, seconded by Ron Bacon to renew Life & Disability renewal with Mutual of Omaha

Roll Call:

Phil Lewis Yes
James Sweet Yes
Betty Dermeyer Yes
Pauline Jaquish Yes
Richard Schmidt Yes
Ron Bacon Yes
Nick Krieger Yes
Tom O'Neil Yes

Ray Steinke Yes
Roger Ouwinga Yes
Bryan Kolk Yes
Paul Erickson Yes
Martha Meyette Yes
Julie Theobald Yes
Gary Taylor Yes

Motion Carried

- Salary & Job Classification – Salary increases shared with the Board, average salary adjustment of 4%, effective January 1st, 2023, was recommended. The salary review will still be conducted

Approve Salary & Job classification: Motion by Ray Steinke, seconded by Betty Dermeyer to accept the salary increase and job classifications effective January 1, 2023

Roll Call:

Phil Lewis	Yes	Ray Steinke	Yes
James Sweet	Yes	Roger Ouwinga	Yes
Betty Dermeyer	Yes	Bryan Kolk	Yes
Pauline Jaquish	Yes	Paul Erickson	Yes
Richard Schmidt	Yes	Martha Meyette	Yes
Ron Bacon	Yes	Julie Theobald	Yes
Nick Krieger	Yes	Gary Taylor	Yes
Tom O'Neil	Yes		

Motion Carried

- Juneteenth Holiday Proposal – the Board discussed a recommended proposal to adopt Juneteenth as an additional holiday for DHD #10. This will bring the holiday count for DHD #10 to 13 if adopted

Approve Juneteenth as an additional holiday: Motion by Nick Krieger, seconded by Betty Dermeyer to approve Juneteenth as an additional holiday for DHD #10

Roll Call:

Phil Lewis	Yes	Ray Steinke	Yes
James Sweet	No	Roger Ouwinga	Yes
Betty Dermeyer	Yes	Bryan Kolk	No
Pauline Jaquish	Yes	Paul Erickson	No
Richard Schmidt	Yes	Martha Meyette	Yes
Ron Bacon	Yes	Julie Theobald	Yes
Nick Krieger	Yes	Gary Taylor	Yes
Tom O'Neil	Yes		

12 Yes, 3 No

Motion Carried

- Employee handbook verbiage changes was presented. Wording changes were made to reflect the retention plan updated in a previous meeting

Approve Employee Handbook updates: Motion by Ray Steinke, seconded by Ron Bacon to accept the verbiage changes in the employee handbook

Roll Call:

Phil Lewis	Yes	Ray Steinke	Yes
James Sweet	Yes	Roger Ouwinga	Yes
Betty Dermeyer	Yes	Bryan Kolk	Yes
Pauline Jaquish	Yes	Paul Erickson	Yes
Richard Schmidt	Yes	Martha Meyette	Yes
Ron Bacon	Yes	Julie Theobald	Yes
Nick Krieger	Yes	Gary Taylor	Yes
Tom O'Neil	Yes		

Motion Carried

- The Personnel Committee will be evaluating adjustments for the work week. A proposal was made to change and modify the hours for staff, 4, 10-hour days. Hughes will be working on a plan with the directors and will submit it to the committee for review. More to come

IV. Legislative Committee:

- A list of 2023 priorities to share with legislators was discussed. One addition was added to support funding for home visiting programs. Asking for approval of the priorities

Approve Legislative priorities: Motion by Betty Dermeyer, seconded by Bryan Kolk to approve the 2023 legislative priorities

Motion Carried

- Update to Bill 6101, statewide Point of Sale program. Hearing was had with Natural Resources Commission, based on the meeting this bill may come back during the Lame Duck session. MALPH & Maleha have submitted opposition, the bill still needs to define failed septic systems

Division Reports:

I. Community Health – Christy Rivette provided updates on Community Health

- Referrals are up. A lot of demand for food, housing and assistance with SNAP benefits
- Wisewoman program, significant grant ended in September
- Diabetes program, we are now starting to bill Medicare

- Supported several counties with signage for Tobacco cessation
- Campaigning through social media on Substance Abuse
- Youth vaping flyer shared
- Community Health staff will reach out to schools in Hesperia for some educational opportunities

II. Environmental Health – Mick Kramer provided updates on Environmental Health

- Snapshot for well/septic timeline was shared
- Total activities shared with chart comparison year vs year totals, slight decrease in well/septic activities but food inspection program increased
- EH complaints decreased by 6 this quarter from last quarter, summary of complaints shared
- One confirmed outbreak of Norovirus, affected 2 employees and 2 customers
- Residential well issue was discussed. EGLE would provide the results and depending on the level of contamination it could involve a toxicologist
- Restaurant industry – 14 restaurants closed last quarter, 17 new restaurants
- EGLE reimbursements for the Type II program will increase. The funding will allow us to operate more effectively

III. Family Health Clinical – Lisa Morrill provided updates on Family Health Clinical

- Grant was approved
- State conducted training on blood/stool submission
- Immunization conference was held this quarter, the conference provided half the continuing education credits needed
- Increase in family planning, immunization clients and HIV clients. Yearly numbers will be provided at a later date
- School liaisons have been making calls to clients with past due immunization, it has increased the calls to central scheduling to have appointments set up
- COVID clinics are continuing but we have decreased the number of clinics being held

IV. Family Health Home Visiting – Anne Young provided updates on Family Health Home Visiting

- MIHP numbers are starting to increase, enrollments increased by 200 and 900 home visits
- Health Family America, in a transitioning phase, new hire for Crawford County, currently interviewing for Lake County, advertising for Wexford County, and continuing to advertise for Grand Traverse County
- Successful story shared
- Hearing & Vision – currently have 3 HV Techs that cover all the schools and preschools in the 10 counties

V. Family Health WIC – Anne Bianchi provided updates on Family Health WIC

- Formula availability is more favorable. The temporary alternative will continue through the end of the year
- Another recall was done on premade premature formula
- Emergency extension through April, can still do virtual meetings through this time
- Cost of Living increase of 5%
- Fruit & vegetables monies have increased
- Weekly rounds are being done in hospitals with breast feeding peers
- Caseload is stabilizing

VI. School Health – Katy Bies provided updates on School Health

- New clinics have opened in McBain, Pentwater, Ludington and after staff attended a statewide required training they are now up and running
- Still obtaining consents from parents to treat students
- Health Resource Advocate Team have transitioned from COVID contract tracing to school health and will be working in Bear Lake, Brethren, Mackinaw Trail, and Morley- Stanwood
- Additional funding for the Child & Adolescent Health Centers will be received at the beginning of the fiscal year
- 3,178 medical services provided to students; 4,892 mental health services provided to students
- Success stories shared

Administration Reports:

I. Medical Director

- Tuberculosis is usually a lung infection that does still exist, two kinds of infections, latent, which may not be infectious, or active TB. 1.3% in Michigan have latent TB and half of these were born and raised in the US. We need to test a lot more and treat them appropriately, so they do not get active TB
- List of who should get tested was shared
- A lot more employers are requiring TB testing
- The Health Department oversees TB control and monitors the treatment. We do treat latent TB
- Area statistics were shared
- 30 latent cases were reported in the last 12 months, half of these were treated
- If you treat someone with latent TB, it prevents them from getting active TB and spreading
- Recommend getting screened and support efforts to eliminate TB

Approve Dr. Morse's recommendation: Motion made by Nick Krieger and seconded by Betty Dermeyer to approve Dr. Morse's recommendation to get screened and support efforts to eliminate TB.

Motion Carried

II. Deputy Health Officer

- Hughes shared updates on the PHAB process, everything must be submitted by 10/31 for re-accreditation

III. Health Officer

- EPI updates
 - COVID is still being monitored, there has been a decrease in weekly cases
 - Flu & RSV, monitoring the numbers closely, the flu has started much earlier than usual
 - Ebola outbreak in Uganda, will be reviewing the policies and monitoring any returning from that area. In Michigan there are currently 3 people being monitored. All travelers flying in from the outbreak area are being funneled through airports
 - Monkeypox is still steady; none in our jurisdiction
- PFAS updates
 - Townhall held for EGLE Ottawa site 13 homes were being identified as needing tests, EGLE retested and determined that the 13 homes would not need to be tested based on the results. EGLE will be sending letters to these identified homes to share results.
 - CTC site in Wexford, funding has been made available, Haring Township will be applying could provide funding to allow for hook up with the CTC
 - Grayling site, letters will be sent out for replacement filters
 - Lopez received an award from the administrator's forum of MALPH for leadership provided to that group
- Request to approve continued membership in MALPH and paying dues of \$5517

Approve paying dues and continuing membership in MALPH: Motion by Ray Steinke, seconded by Betty Dermeyer to continue members and pay the dues in MALPH.

Roll Call:

Phil Lewis	Yes	Ray Steinke	Yes
James Sweet	Yes	Roger Ouwinga	Yes
Betty Dermeyer	Yes	Bryan Kolk	Yes
Pauline Jaquish	Yes	Jim Maike	Yes
Richard Schmidt	Yes	Paul Erickson	Yes
Ron Bacon	Yes	Martha Meyette	Yes
Nick Krieger	Yes	Julie Theobald	Yes
Tom O'Neil	Yes	Gary Taylor	Yes

Motion Carried

- MDHHS certificate of accreditation has been received
- Health Officer evaluation form handed out. Evaluation will be done at the next meeting
- TYPE II program shared, extra funding will be received
- Invitation will be extended to the legislators for the meeting in December
- Invitation extended to the BOH members to attend the All Staff meeting on 12/09 at Ferris University

Other Business:

- Oceana Coat Drive & Vaccination Clinic – 263 coats given to 60 families, 119 vaccines given, which included a bus of migrant workers. 20 car seats were checked to see if installed properly
- MCDC Dental, a contract has been signed with an out-of-state dentist for the Ocean office, hope to be open by February

Public Comment: No public comment

Next Meeting: The next regular meeting of the Board of Health is scheduled for November 18th, 10:00 a.m. at the Cadillac Office

Meeting Adjourned: Motion to adjourn made by Ray Steinke, seconded by Jim Maiké
Richard Schmidt adjourned the meeting at 11:13 a.m.

**Board of Health
Deputy Health Officer
November 2022**

1. Community Health Innovation Regions of Northern Michigan (NMCHIR) Updates

State funding to support efforts around Community Health Needs Assessment and Community Health Improvement Plan started in November. Efforts are underway to finalize both DHD#10's CHNA report & CHIP. The CHNA will be presented in December. The DHD#10 CHIP will align with both the regional CHIP being developed now at the community level through the efforts of the CHIRs/MiThrive efforts and enhanced by DHD#10 public health priorities. This funding will support the staffing commitment to getting this work done in collaboration with our communities. In addition, funding is also set aside for support of further development of the CHIRs as Community Information Exchange networks. This funding will support the growth of the Community Connections work specific to building the referral network for assessing individuals on basic needs (Social Determinants of Health) and referring to the CC program for navigation services and assuring a common language for data exchange.



2. PHAB Update

Documentation to meet PHAB re-Accreditation requirements for submission on 10/31/22. Next steps are to submit the Outcomes Section which were delayed due to a desire to align our tracking measures with the MiThrive Community Health Improvement Plan as noted above. This section will be uploaded by the end of November. The timeline for PHAB's review of our documentation is between 2-4 weeks and will identify areas that our application needs clarification. We will have 6 weeks to respond to the request for additional documentation to strengthen our application to meet the Standards & Guidelines; PHAB will take up to 4 weeks to review the new materials and will then schedule our half-day virtual site visit. The final report on our application could take between 6-8 weeks and will be submitted to the Accreditation Committee for determination of accreditation status. I fully expect that DHD#10 will have measures opened for more documentation.

3. Regional Planning Department

Staff are currently participating in an *Equity in Action Workshop: Advancing Equity Through Quality Improvement* over a 6 week period to support relaunching QI efforts at DHD#10 post pandemic. The work will inform our internal efforts and build capacity of staff to assure our work is inclusive of assuring health for all is the priority of our work.

Respectfully Submitted,

*Sarah Oleniczak, MPH, MCHES,
Deputy Health Officer*

Board of Health

Health Officer Report

November 18, 2022

- **Epi Team Update:** Information on current CD case counts, outbreaks, outreach and education and vaccination efforts, will be shared at the meeting.
- **PFAS Update:** Site specific updates will be shared at the Board meeting based upon recent and ongoing developments.
- **Executive Directive 2021-09:** The ED-9 workgroup has completed its work and created a document designed with ensuring the quality of Michigan's drinking water through a collaborative process with state and local entities. The plan will only be implemented if funding is allocated to achieve the specified goals and objectives.
- **Salary Study Initial Planning Meeting:** An initial meeting on this process took place on Wednesday, November 9th. A list of potential public comparison sites was reviewed as was the potential to add in private sites. Additional information on the process will be shared as we move forward.
- **Renewal of Medical Director Service Contract:** Included in the Board Packet is a copy of the contract for Medical Director Services between CMDHD, MMDHD and DHD#10. I am requesting approval of this contract.
- **All Staff Mtg.:** The DHD#10 All Staff Meeting is scheduled for Friday, December 9th in Big Rapids at FSU. All BOH members are invited to attend.

Respectfully submitted:
Kevin Hughes, MA
Health Officer

Date: October 31, 2022

To: DHD#10 Board of Health Members

From: Kevin Hughes

Re: Clarification on CDC Action on COVID-19 Vaccination

Over the past week, including last Fridays DHD#10 BOH meeting, I fielded questions related to the recent CDC action on the COVID-19 vaccination. These questions have come from community members, stakeholders and County Commissioners from within our jurisdiction. In response to this I feel it is important to provide you some clarification on what the recent action means.

First and most importantly, the CDC action results in the COVID-19 vaccination being included as a RECOMMENDED vaccine for children and adults. This action does NOT mandate the vaccine for anyone. As always, individuals and parents can decide which vaccines they want for themselves and/or their children.

Secondly, the CDC's action recommended that the COVID-19 vaccine be included in the Vaccine for Children (VFC) program. The VFC program provides vaccines free for uninsured and under insured children depending upon the wishes and choices of their parents.

Thirdly, while Michigan does require certain vaccines to enter school, the CDC action does not mandate the COVID-19 vaccination be one of them. Vaccination requirements at the State level are determined by both an administrative and legislative process – not through CDC action.

Finally, Michigan has in place a waiver program which allows parents the option of opting out of any school required vaccinations. If the COVID-19 vaccination were to ever be included in the required list, parents could opt out through the waiver process.

In these turbulent times, misinformation and/or out right lies have made our jobs that much more difficult. If at any time you have questions related to issues like this, I encourage you to contact me and I will try to get you the accurate information for your inquiry. If you have any questions on this, please let me know.

Thanks!



Central Michigan District Health Department
Promoting Healthy Families, Healthy Communities

ASSOCIATED AGREEMENT
BETWEEN
MID-MICHIGAN DISTRICT HEALTH DEPARTMENT
AND
CENTRAL MICHIGAN DISTRICT HEALTH DEPARTMENT
AND
DISTRICT HEALTH DEPARTMENT #10
FOR PHYSICIAN SERVICES

For the purpose of Medical Direction and to comply with applicable statutes and rules, the MID-MICHIGAN DISTRICT HEALTH DEPARTMENT, hereinafter referred to as (MMDHD), 615 North State Street, Suite 2, Stanton, Michigan, 48888-9702, the CENTRAL MICHIGAN DISTRICT HEALTH DEPARTMENT, hereinafter referred to as (CMDHD), 2012 East Preston, Mt. Pleasant, Michigan, 48858, and DISTRICT HEALTH DEPARTMENT #10, hereinafter referred to as (DHD#10), 521 Cobbs Street, Cadillac, MI 49601, herein enter into this associated Health Department agreement for physician services. The Medical Director will serve three District Boards, MMDHD, CMDHD, and DHD#10.



Central Michigan District Health Department
Promoting Healthy Families, Healthy Communities

NOW THEREFORE, it is agreed as follows:

1. Agreement shall commence October 1, 2022, and continue through September 30, 2023, at the will of the respective Boards of Health.
2. The Employee shall receive a base salary of One Hundred Fifty-Nine Thousand Nine Hundred and Twenty-Five Dollars and \$0.33 Cents (\$159,925.33), for the period of October 1, 2022 – September 30, 2023. The Employee will also receive a Two Thousand Dollars (\$2,000) stipend annually to help pay for job related expenses. These amounts will be split thirty three and one-third percent (33.3%), to each party (MMDHD, CMDHD, and DHD#10). CMDHD will bill MMDHD and DHD#10 their share of all expenses on a on a monthly basis. In addition, DHD#10 will pay an additional Five Thousand Dollars (\$5,000) per year for oversight of Adolescent Health Centers. This additional funding will be provided to the Medical Director from CMDHD.
3. The Employee shall receive all fringe benefits and expense reimbursements that he/she will receive as Medical Director for CMDHD. The Employee shall suffer no loss of seniority, vested rights, or any other benefits related to his/her length of employment by virtue of entering into this Agreement. The Employee shall also be provided malpractice insurance. MMDHD and DHD#10 will be billed thirty three and one-third percent (33.3%) of all applicable expenses.
4. All Employee records and disbursements shall be administered from CMDHD.
5. The Employee shall dedicate his/her full time to this employment. Except under extraordinary circumstances, the Employee shall direct thirty three and one third percent (33.3%) of his/her working efforts to MMDHD, thirty three and one third percent (33.3%) to CMDHD, and thirty three and one third percent (33.3%) to DHD#10.
6. The Employee shall, as a condition of employment, continue to be a licensed physician in the State of Michigan. He/she shall perform and/or supervise public health physician duties under the Michigan Public Health Code (Act 368, PA 1978) for MMDHD, CMDHD, and DHD#10.



Central Michigan District Health Department
Promoting Healthy Families, Healthy Communities

7. Typical duties to be performed by the Employee are set forth in the Job Description attached as Exhibit "A" and incorporated herein by reference.
8. The parties to this agreement shall ensure that the Employee has malpractice insurance (\$1,000,000 per occurrence, \$3,000,000 aggregate).
9. This agreement shall be from October 1, 2022, through September 30, 2023. The Employee shall also be an employee at will.
10. This agreement shall continue until terminated by any party giving thirty (30) days written notice. CMDHD agrees that should this Associated Employment Agreement be terminated, the Employee shall revert to being an employee of CMDHD only and, in that capacity, the Employee shall also be an employee at will.
11. This Agreement will become effective October 26, 2022, upon approval of the MMDHD Board of Health, CMDHD Board of Health, and DHD#10 Board of Health. Approval from the Boards of Health is indicated by the signature of the respective Board of Health Chairperson shown below and these signatures will constitute the entire agreement between the parties.

Mid-Michigan District Health Department

By: _____

George Bailey, Chairperson

Date: _____

Central Michigan District Health Department

By: _____

Robert Schneider, Chairperson

Date: _____

District Health Department #10

By: _____

Jim Maike, Chairperson

Date: _____