

### LMAS District Health Department

# AGENCY ANNUAL REPORT

Fiscal Year 2016

October 1, 2015 - September 30, 2016

Lmasdhd.org

### **Our Mission**

"Dedicated to providing county residents with disease prevention, environmental hazard protection, health promotion and emergency management through education and advocacy."

> Approved by LMAS Board of Health February 6, 2017

# Message to the Community

Dear Community Members,

I am proud to present this annual report to the citizens of Luce, Mackinac, Alger and Schoolcraft counties on behalf of the Board of Health and the Luce-Mackinac-Alger-Schoolcraft (LMAS) District Health Department. Many exciting things happened at LMAS in FY 2016 thanks to the hard work and dedication of LMAS staff. In FY 2016, LMAS provided alcohol and drug prevention education programs in the schools, we underwent our Cycle 6 Accreditation site visit and drafted an E-Cigarette Regulation that was passed by our Board of Health and all four of our county commissions.

Thanks to funding provided by NorthCare Network, LMAS was again able to provide alcohol and drug prevention education in many of our local schools, a service LMAS had not been able to provide for the past 7 years. The program uses an evidence-based curriculum called Botvin, and was provided to middle school-aged children.

During the month of May, LMAS underwent our Cycle 6 Accreditation on-site assessment. In many of our program areas that were evaluated, we met all of the indicators reviewed. In the Food Service, Family Planning, Immunizations, and Children's Special Health Care programs we had a few missed indicators, for which we provided corrective plans of action that were accepted by our evaluators.

In the summer of 2016, LMAS drafted a proposal to prohibit the sale of e-cigarettes to minors and to prohibit the use of e-cigarettes anywhere smoking is prohibited under Michigan's Smoke-Free Air Law. The regulation was approved by the LMAS Board of Health and was then adopted by each of our four county commissions. This regulation is a huge step in protecting the health of both citizens and visitors of Luce, Mackinac, Alger and Schoolcraft Counties.

Not only did LMAS take on many new tasks in FY 2016, we also continued to provide our traditional services. On a daily basis LMAS works to protect our drinking water, to prevent the spread of communicable diseases, and to provide immunizations, hearing screenings, vision screenings, home visitation services for pregnant women and children, and women's health services.

In closing, I would like to thank our Board of Health, our County Commissions, local hospitals, local schools, the Sault Tribe, NorthCare Network, and our countless other local and state partners whose partnerships are critical to the work we do. It is with the help of these partnerships that the truly dedicated and passionate staff at LMAS are able to protect the health of our citizens.

Sincerely,

Nicholas P. Derusha

Nicholas P. Derusha, MPA, REHS, CFPH Health Officer

# Board of Health and Administration

#### LMAS BOARD OF HEALTH

Luce County Mackinac County

Michael Jago Calvin McPhee

Michelle Clark James Hill, Vice Chair

Alger County Schoolcraft County

Esley Mattson Craig Reiter

Joseph VanLandschoot, Chair Larry Mersnick

#### **ADMINISTRATIVE STAFF**

Nicholas Derusha Health Officer/Environmental Health Director

James Terrian, MD Medical Director

Nicole Robinson Personal & Family Health Director
Shaunta Bosanic Information Technology Coordinator

Amy Pavey Finance Director

Ann Ison Human Resource Manager

Jill Fries Emergency Preparedness Coordinator

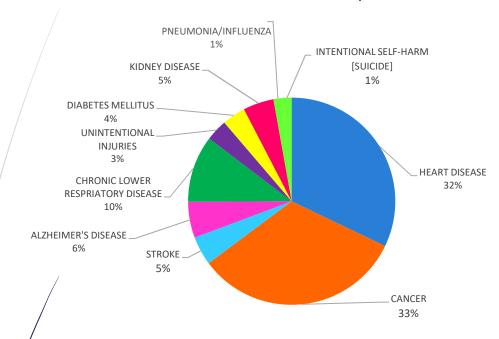
Kerry Ott Healthy Families – U.P. Program Manager

Toni Depew CAMP Coordinator

Paula Charbonneau Administrative Assistant/EH Clerical Coordinator

## **County Health Profile**

### LEADING CAUSES OF DEATH, 2014 LMAS District Health Department



	Rank MI	Cause of Death	Rank for District	Number of Deaths			Age-Adjusted Rate of Deaths		
				District	MI	U.S.	District	MI	U.S.
Ī	1	Heart Disease	2	114	24,572	614,348	185.1	200.3	167.0
Ī	2	Cancer	1	116	21,074	591,699	188.2	173.5	161.2
Ī	3	Chronic Lower Respiratory Diseases	3	37	5,327	147,101	60.4	44.2	40.5
Ī	4	Stroke	6	16	4,569	133,103	*	37.8	36.5
Ī	5	Unintentional Injuries	8	12	4,373	136,053	*	41.2	40.5
Ī	6	Alzheimer's Disease	4	20	3,339	93,541	32.1	27.0	25.4
Ī	7	7 Diabetes Mellitus		13	2,838	76,488	*	23.6	20.9
Ī	8	Pneumonia/Influenza	9	5	1,866	55,227	*	15.4	15.1
İ	9	Kidney Disease	5	17	1,844	48,146	*	15.2	13.2
Ī	10	Intentional Self-Harm (Suicide)	10	5	1,344	42,773	*	13.2	13.0
TOTAL			465	93,526	2,626,418	777.0	781.6	724.6	

Note: Rates are per 100,000 population. The causes of death are listed in order of the 10 leading causes of death for Michigan residents in 2014.

Death records with gender not stated are included only in the "Total" column.

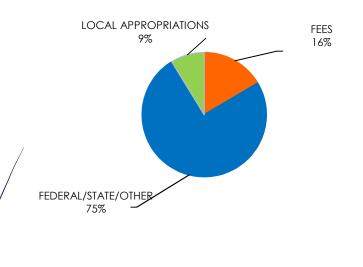
Source: 2013 Michigan Death Certificate Registry. Division for Vital Records & Health Statistics, Michigan Department of Community Health; Population Estimate (latest update 2/10/2016), National Center for Health Statistics, <u>U.S. Census Populations With Bridged Race Categories</u>.

<sup>\*:</sup> An asterisk (\*) indicates that the data do not meet standards of reliability or precision.

# **Financials**

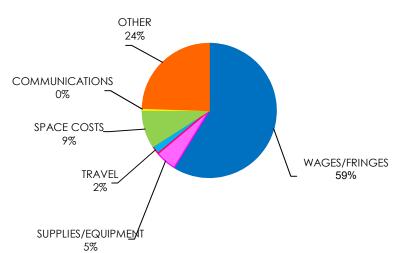
Total Revenue	\$3,308,093				
Total Expenses	\$3,285,141				
Net Revenue/Expenses \$ 22,952					
NOTE: Preliminary numbers, not yet au	dited.				

### **2016 REVENUE**



FY 2016 BUDG REVENUE	FY 2016 BUDGET REVENUE					
Fees	545,545					
Federal/State/Local	2,472,536					
Local Appropriations	290,012					
TOTAL	3,308,093					

### 2016 EXPENSES



FY 2016 BUDGET Expenditures					
Wage/Fringes	1,931,227				
Supplies/Equipment	167,492				
Travel	67,131				
Space Costs	301,336				
Communications	13,487				
Other	804,468				
TOTAL	3,285,141				

## **Program Overview**

#### **Emergency Preparedness (EP)**

Our EP Department is strictly focused on public health threats, such as disease outbreaks and pandemics. The most recent examples would be the 2009 H1N1 pandemic, and the Ebola and Zika virus responses. Our EP Department works with community partners to train, plan and conduct exercises to ensure our communities are better prepared to respond to public health emergencies.

#### Environmental Health (EH)

Our EH Division protects the public from waterborne, foodborne and other vector borne diseases. This is accomplished through permitting, inspecting and educating. The EH Division is responsible for the following programs within the district: food service sanitation, water supply, sewage disposal, campgrounds, soil erosion, swimming pools, campgrounds, rabies, complaint investigation, radon and beach monitoring.

#### Personal & Family Health (PFH)

The PFH Division utilizes primary, secondary and tertiary prevention techniques to prevent disease and improve the health of our clients and communities. Our PFH Division delivers services in the following areas: immunizations, breast and cervical cancer prevention, family planning, women, infants and children (WIC), maternal and infant health, communicable disease investigation, sexually transmitted disease investigation, tuberculosis control, hearing screening and vision testing.

#### The Counseling & Medical Place (C.A.M.P.)

The C.A.M.P. is a school-based child and adolescent health center located at Tahquamenon Area schools and is supported by a grant through the Michigan Primary Care Association. The center is designed specifically for students aged 10 through 21 years and provides both medical and mental healthcare services through a Nurse Practitioner and Adolescent Therapist.

#### Healthy Families – Upper Peninsula

Healthy Families - UP is a free and voluntary home visitation program designed to strengthen families. Healthy Families - UP is an affiliate of Healthy Families America which is a nationally recognized evidence-based home visiting program model. Healthy Families - UP services begin prenatally or right after the birth of a baby and are offered voluntarily, intensively and over the long-term (up to 3 to 5 years after the birth of the baby). LMAS District Health Department provides the oversight of the Healthy Families implementation across the UP, in partnership with each Health Department district in the region.

#### Community Health Promotion and Health Education

Community Health Promotion and Health Education staff provide services for improving health, promoting wellness, and preventing disease in ways that are effective and accessible for all residents in our four counties. LMAS partners with local wellness coalitions, schools, and farmers' markets to make policy, systems, and environmental changes that motivate healthy behavior choices.

## **Emergency Preparedness**

#### Capability 3: Emergency Operations Coordination

Emergency operations coordination is the ability to direct and support an event or incident with public health or medical implications by establishing a standardized, scalable system of oversight, organization, and supervision consistent with jurisdictional standards and practices and with the National Incident Management System.

#### Capability 4: Emergency Public Information and Warning

Emergency public information and warning is the ability to develop, coordinate, and disseminate information, alerts, warnings, and notifications to the public and incident management responders.

#### Emergency Preparedness Planning Meetings – FY 2016 County Emergency Management 8 Region 8 EPC's 12 State EPC 12 State Face-to-Face EPC Meeting 1 Region 8 Health Care Coalition 6 Region & Exercise Planning (with EM and EPCs) Au Train River Dam Exercise Planning (Alger) 3 Closed Point of Dispensing Partner Meetings (Alger, Luce & Schoolcraft) LMAS Emergency Preparedness Communication Tests/Exercises – FY 2016 LMAS (internal) 8 quipment Maintenance 12 SNS Call Downs 4 State (BETP) 4 Preparedness Articles - LMAS Newsletter & Other Media 8 LMAS Emergency Preparedness Exercises – FY 2016 Oil Spill Exercise (Schoolcraft) State SNS (BETP) Au Train River Dam Exercise (Alger) Ebola/Special Pathogen Tabletop Exercise - Sault Ste. Marie Tribe of Chippewa Indians (Luce, Mackinac, Alger & Schoolcraft)

#### LMAS Emergency Preparedness Trainings – FY 2016

FEMA – NIMS Compliant (new staff in progress)
SNS & Food Borne Illness Tabletop Exercise (all LMAS Staff)
IMATS (EPC)
MI-Vol Registry (EPC)
MCIR All Hazards Module (EPC)
MI-SNS SharePoint (EPC)
Ebola/Special Pathogen (EPC)

Rural and Ready (EPC)

### **Environmental Health**

#### **Highlights in Fiscal Year 2016**

Implemented a new procedure for issuing low-risk temporary food licenses. Now it is easier for our citizens to serve hot dogs and other low risk items to the public.

"Met" all/minimum program requirements evaluated during the Private/Type III Water Supply annual program evaluations.

"Met" all minimum program requirements evaluated during our Cycle 6 Sewage program accreditation visit.

"Met" all but one minimum program requirement evaluated during our Cycle 6 Food Service program accreditation visit.

Provided training to local septic system installers.

Provided ServSafe Food Service Manager Certification courses to licensed food service establishments.

Successfully recruited and hired a new Sanitarian in Luce County.

Conducted weekly E. coli monitoring at four Great Lakes beaches and two inland lakes beaches.

Charcoal Radon Test Kits	2016	2015	2014	Food Service Participation	2016	2015	201
Number of Kits Distributed	124	125	151	Total Inspections	717	748	66
Campground Services				Fixed Food Inspections	470	523	44
Annual Lidensing Inspections	100	42	70	Temporary Food Inspections	142	166	17
follow-up Inspections	0	0	0	Water Supply Participation			
emperary Campground Inspections	6	4	5	Well Permits	147	146	13
ublic Swimming Pool Participation				Site Evaluations	143	132	1
ublic Swimming Pool Inspections	44	33	32	Type II Sanitary Surveys	93	56	
ublic Spa Pool Inspections	41	30	34	Enforcement Actions	0	0	
ollow-up Inspections	2	11	26	Sewage Services			
each Monitoring Services				Sewage System Site Evaluations	197	174	1
ublic Beaches	126	126	126	Sewage System Permits	199	187	
ctively Monitored	6	6	6	Sewage System Final Inspections	178	136	
xisting Facility Evaluations				Complaint Investigation Type			
kisting Sewage System Inspections	13	9	12	Septic Complaints	13	10	
xisting Water Supply Inspections	0	2	2	Well Complaints	2	0	
otal Existing Facility Evaluations	13	11	14	Food Service Complaints	5	12	
epartment of Human Services nvironmental Health Inspections				SESC Complaints	0	0	
art A	12	8	4	Dept. of Human Services Complaint	0	0	
art B	0	0	0	Total Complaints	20	22	
art A and Part B	24	13	21	SESC Services			
ollow-up Inspections	3	1	2	Initial Site Evaluations	98	73	1
otal MDHS Inspections	39	22	27	Permits Issued	98	97	
				Construction Inspections	209	7	

# **Personal & Family Health**

#### **Highlights in Fiscal Year 2016**

Successfully recruited and hired a new Nurse Practitioner for all four counties.

Successfully recruited and hired a new Public Health Nurse for Schoolcraft County.

Successfully recruited and hired a new Public Health Nurse for Alger County.

Breastfeeding Peers continue to provide supportive and educational services to all of our pregnant and breastfeeding mothers in all four counties.

Personal and Family Health Staff are now using the electronic medical record for all Family Planning/BCCCNP/STD / Lab/Immunizations, and other documentation.

At the end of January, 2016, we started uploading all immunizations given and documented in our electronic medical into MCIR on a daily basis through HL7. This was a challenge for the PFH Staff to learn, but in the long run it makes us more efficient.

uberculosis Screening/Control	20	016	2015	2014	Hearing and Vision Program	2016	2015	2014
lumber of TB tests performed		116	100	75	Hearing screenings	1346	1388	110
mmunizations Program					Vision screenings	1461	1517	11
mmunizations administered to clients	1	1857	1886	1700	Maternal & Infant Health Program			
VIC Program					Unduplicated clients	163	182	2
Indupligated clients	1	1880	2070	2143	MIHP services provided	1104	1082	12
N/Registered Dietician services provide	d 3	3550	2508	2557	Breast & Cervical Cancer Control Navigation Program			
amily Planning Program					LMAS clients	24	43	
rduplicated clients		256	277	299	Tribal clients	29	64	1
ervices provided, excluding contraceptives		768	926	1178	Total clients enrolled	53	107	2
Contraceptives administered and/or lispensed, excluding condoms		591	761	1171	Services provided to LMAS clients	25	47	
lispensed, excluding condoms	016	591 <b>2015</b>	761 <b>2014</b>	1171	Services provided to LMAS clients  Communicable Disease Type	25 <b>2016</b>	2015	20
Communicable Disease Type 2  LIDS/HIV Adult	0	<b>2015</b>	<b>2014</b>	Influen	Communicable Disease Type	<b>2016</b>	<b>2015</b>	
Communicable Disease Type 2:  NDS/HIV Adult Adult Shift Shif	0 41*	<b>2015</b> 0 31*	<b>2014</b> 0 3	Influen	Communicable Disease Type za za-like disease	<b>2016</b> 8 333	<b>2015</b> 18 223	20
Communicable Disease Type 2  NDS/HIV Adult  Nnimal Bite  lastomycosis	0 41* 0	2015 0 31* 0	<b>2014</b> 0 3 0	Influen Influen Legion	Communicable Disease Type za za-like disease ellosis	<b>2016</b> 8 333 0	2015 18 223 0	
Communicable Disease Type 2  NIDS/HIV Adult Inimal Bite Iastomycosis Campylobacter	0 41* 0 9	2015 0 31* 0 7	2014 0 3 0 3	Influen Influen Legion Lyme [	Communicable Disease Type za za-like disease ellosis Disease	2016 8 333 0 6	2015 18 223 0	
Communicable Disease Type  LIDS/HIV Adult Animal Bite Lastomycosis Campylobacter Chicken Pox (varicella)	0 41* 0 9	2015 0 31* 0 7	2014 0 3 0 3 4	Influen Influen Legion Lyme I	Communicable Disease Type za za-like disease ellosis Disease gitis, Aseptic	2016 8 333 0 6 2	2015 18 223 0 0	
Communicable Disease Type  IDS/HIV Adult Inimal Bite Iastomycosis Campylobacter Chicken Pox (varicella) Chlamydia	0 41* 0 9 3 65	2015 0 31* 0 7 11 40	2014 0 3 0 3 4 38	Influen Influen Legion Lyme I Mening	Communicable Disease Type za za-like disease ellosis Disease gitis, Aseptic gitis, Bacterial Other	2016 8 333 0 6 2 2	2015 18 223 0 0 0	
Communicable Disease Type  2 NIDS/HIV Adult Animal Bite Alastomycosis Campylobacter Chicken Pox (varicella) Chlamydia Coccidioidomycosis	0 41* 0 9 3 65	2015 0 31* 0 7 11 40	2014 0 3 0 3 4 38 0	Influen Influen Legion Lyme [ Menin Menin	Communicable Disease Type za za-like disease ellosis Disease gitis, Aseptic gitis, Bacterial Other pacterium-other	2016 8 333 0 6 2 2 2	2015 18 223 0 0 0 0	
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Communicable Disease Type  INDS/HIV Adult	0 41* 0 9 3 65 0 0	2015 0 31* 0 7 11 40 0	2014 0 3 0 3 4 4 38 0 1 1 4	Influen Influen Legion Lyme I Mening Mening Mycob Norovi Pertuss	Communicable Disease Type  za za-like disease ellosis Disease gitis, Aseptic gitis, Bacterial Other bacterium-other rus is	2016 8 8 333 0 6 2 2 2 0 1	2015 18 223 0 0 0 0 0	
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### The C.A.M.P.

### (The Counseling and Medical Place)

#### Highlights in Fiscal Year 2016

Continued work with Athletic Director & coaches providing Concussion Vital Signs Baseline Testing to the majority of High School athletes.

Exceeded the goal of 200 users for the second consecutive year.

Completed the "CATCH Program" with the 6th grade Physical Education Class which emphasized healthy nutrition and physical activity behaviors.

Extended sports physical services to 4th grade flag football athletes.

Extended Well Teen & sports physical services to students in Engadine, Curtis, Paradise & Grand Marais.

Have been able to impact children dealing with anxiety disorders that have negatively impacted school attendance and performance.

Administered flu shots to 46 students at TAS.

THE C.A.M.P. FISCAL YEAR 2016 REPORT CARD	FY 2016	FY 2015	FY 2014
SERVICES TO CHILDREN AND ADOLESCENTS			
Unduplicated number of youth age 21 or under served	219	235	183
Number of physical exams provided	153	94	76
Number of immunizations provided	228	255	224
Number of positive pregnancy tests/number of test provided (percent positive)	0/5 (0%)	0/20 (0%)	1/10 (0%)
Number of positive chlamydia tests/number of tests provided (percent positive)	0/9 (11%)	0/16 (0%)	0/6 (0%)
Number of uninsured clients enrolled in Medicaid	5	13	2
ADMINISTRATION AND REGULATION			
Reached 90% or more of Performance Output Measure (200)	Yes (110%)	Yes (118%)	Yes 92%
PREVENTION AND DISEASE CONTROL			
Percent of clients with a documented comprehensive physical exam	95%	89%	64%
Percent of clients with an up-to-date risk assessment	94%	94%	96%
Percent of clients with diagnosis of asthma that have an individualized care plan (action plan) which includes annual medication monitoring	84%	84%	63%
Percent of clients with a BMI at or above 85 <sup>th</sup> percentile who had evidence of counseling for nutrition, physical activity and screen time	100%	89%	83%
Percent of clients who smoke/use tobacco that were assisted with cessation	100%	75%	100%
Percent of clients who were screened for depression	94%	94%	96%
Percent of positive chlamydia treated onsite	0%	NA	N/A

Prevention and Disease Control Measures:

Green Bold Font indicates movement (at least 5%) in the desired direction, and measure meets or exceeds desired threshold in FY14 & FY15. Blue Bold Font indicates movement in the desired direction from FY13 to FY14, but that still remains below the desired threshold.

Red Bold Font indicates a measurement below the desired threshold.

Black Plain Font indicates a measurement that was at or above desired threshold in both FY13 and FY14 regardless of amount of change.

\*\* Action Plan, which includes annual medication monitoring.

As close to 100% as possible, however this may be difficult to achieve with a higher number of cases

# Healthy Families – Upper Peninsula

### Rural Home Visiting Expansion - Michigan Home Visiting Initiative

### Highlights in Fiscal Year 2016

First full year of providing services to families across the Upper Peninsula

Six home visitors (one within each health department in the UP)

Focus on outreach and enrollment

Program Manager, Program Supervisor – LMAS

### Healthy Families UP October 1, 2015 - September 30, 2016

Referrals/Screens	141
Positive Screens	138 (98%)
Assessments Completed	66
Positive Assessments	66
Father Present at Assessment	25 (38%)
/ Enrollments	58
Home Visits Completed	865
Home Visits Attempted	141

### Healthy Families UP - Family Challenges October 1, 2015 - September 30, 2016

<18 years old	55%
Single parent	46%
Late or no prenatal care	33%
Inadequate income	46%
Big 3 Issues	
Substance abuse	8%
Mental health	52%
Domestic violence	14%
More than 1 of "Big 3"	34%

# Community Health Promotion and Health Education

#### Highlights in Fiscal Year 2016

Two Health Educators began working in middle schools around the four counties offering Botvins Life Skills Training (program for primary prevention of the use of drugs, alcohol, and tobacco).

Other programs: UP Wide Smiles (primary prevention dental health program); STAR (Skills Training and Recognition program); Suicide Prevention

One-time grant funding, from NorthCare Network of the UP, provided an opportunity to hire a temporary health educator to launch a STAR program in Schoolcraft County in Summer of 2016.

Additional funding from NorthCare for FY2017 allowed LMAS to make the temporary health educator a full time employee.

Three health education staff are located in Alger, Luce, and Schoolcraft counties, providing services in all four LMAS counties.

#### Substance Use Prevention Project (NorthCare Network)

The LMAS District Health Department began implementing the Botvin's LifeSkills Training program in sixth grade classrooms throughout the four counties. In some schools, 7<sup>th</sup> and 8<sup>th</sup> grades were also implemented during the 2015-2016 school year.

Botyn's LifeSkills Training program is an evidence-based middle school substance abuse program. The strongest evidence for the reduction of entry into risk behaviors in sixth, seventh, and eighth grades.

In 2015-2016, two health educators implemented the Botvins program in seven schools, 11 classrooms, and 287 students. The average change in perceived risk and harm based on pre and post testing of the students was about 70%.

In the summer of 2016, STAR (skills, training, and recognition) programs were conducted for upper elementary/middle schools students in Luce and Schoolcraft Counties. A total of 38 students participated, with the average new skills learned at 14. Classes included: basketball, volleyball, sewing/quilting, cooking, and dog care.

#### Suicide Prevention (Dial Help)

Thirteen QPR trainings (Question - Persuade - Refer) have been offered throughout the LMAS counties, with 154 people (ages 12 and up) receiving the one-hour training.

#### **UP Wide Smiles (Marquette County Health Department)**

Eight schools across the district implemented the fluoride mouth rinse program, with 617 students participating.

#### Newberry Farmers' Market (Sault Tribe)

LMAS had the opportunity to take leadership of the Newberry Farmers' Market in 2016. A goal was set to have at least five farmer vendors at each weekly Market; this goal was surpassed with an average of 8.3 farmer vendors each week. Recruitment and advertising efforts were funded by a small grant from the Sault Ste. Marie Tribe of Chippewa Indians.

# Staff

	<u>Last Name</u>	<u>First Name</u>	Job Title	County
	Albrecht	Shane	EH Sanitarian II	Mackinac
	Ayotte	Bobbi	Health Educator	Alger
	Bosanic	Shaunta	IT Coordinator	Schoolcraft
	Braman	Susanna	Nurse Practitioner	Luce
	Brow	Lance	EH Sanitarian I	Luce
	Bunce	Elise	Registered Nurse	Alger
	Burton	Sandra	General Clerk II	Luce
	Butcher	Joy	General Clerk II	Luce
	Charbonneau	Paula	Administrative Assistant/EH Clerical Coordinator	Luce
	Dake	Lisa	Finance Specialist I	Luce
	Depew	Toni	General Clerk II	Luce
	Derusha	Nicholas	Health Officer/Administrator	Luce
	Edmunds	David	Custodian	Alger
	Espinoza	Leann	HVI LLG Coordinator	Schoolcraft
	Frank	Misti	EH Sanitarian II	Luce
	Grogan	Martina	WIC Breastfeeding Peer Counselor	Mackinac
	Harris	Babette	WIC/CSHCS Coordinator	Alger
	Harris	Kimberly	HVI Supervisor	Schoolcraft
	Hybble	Jennifer	EH Coordinator I	Schoolcraft
	Ison	Ann	Human Resources Manager	Luce
	/Leckson	Kallie	WIC Breastfeeding Peer Counselor	Schoolcraft
/	Lipnitz	Julie	Registered Nurse	Mackinac
/	Manty	Shannon	General Clerk	Luce
	Matheny	Donna	General Clerk/Technician	Mackinac
	Mickelson	Gunnar	Health Educator	Schoolcraft
	Mickelson	Joshua	Health Educator	Luce
	Moseley, Jr.	Thomas	EH Sanitarian I	Alger
	Nelson	Clarine	Registered Nurse	Schoolcraft
	Noldy	Susan	Administrative Assistant	Luce
	Ott	Kerry	HVI Program Manager	Schoolcraft
	Palmer	Laura	Family Support Worker	Schoolcraft
	Pavey	Amy	Finance Director	Luce
	Peterson	Hillary	General Clerk/Technician	Schoolcraft
	Rahilly	Elizabeth	Registered Nurse	Luce
	Richey	Julie	Registered Dietitian	Schoolcraft
	Robinson	Nicole	Personal & Family Health Services Director	Alger
	Shaulis	Lori	Medical Records Specialist	Luce
	Shortridge	Carla	General Clerk II	Alger
	Suggitt	Elizabeth	EH Coordinator I	Mackinac
	Terrian	James	Medical Director	Luce
	Tetzlaff	Lisa	Nurse Practitioner	Luce
	Thomas	Taylor	EH Technician	Mackinac
	Thomas	Tracci	General Clerk II	Mackinac
	Weber	Rebecca	General Clerk II	Schoolcraft