



Lapeer County Board of Commissioners

255 Clay Street, Suite 301

Lapeer, Michigan 48446

Phone: (810) 667-0366

Fax: (810) 667-0369

OUR NEW WEBISTE: www.lapeercountymi.gov

PERSONNEL COMMITTEE

AUGUST 24, 2023

ADMINISTRATION CONFERENCE ROOM 302

****10:00 A.M.****

*(**Estimated Time – Meeting will Commence immediately following the Committee of the Whole/Full Board Meeting in the Board Office**)*

Committee Members: Truman Mast (Chair); Gary Howell and William Hamilton

- 1) **CALL TO ORDER** BY CHAIRMAN/ACTING CHAIRMAN
- 2) CONSIDERATION OF THE **AGENDA** *(Additions and/or Deletions)*
- 3) CONSIDERATION OF THE DRAFT **MINUTES** OF THE **JULY 27, 2023** PERSONNEL COMMITTEE MEETING

NEW/OLD BUSINESS:

- 4) **M.S.U.E.** – REQUEST TO FILL A 4-H PROGRAM COORDINATOR POSITION (various options to consider, currently the position is part-time) DUE TO AN ANTICIPATED RETIREMENT
- 5) **COMMUNITY MENTAL HEALTH –**
 - A. REQUEST TO FILL: THE A FULL-TIME PROFESSIONAL BA (POSITION #723 AT PAY GRADE 18) HAS BEEN POSTED OVER 120 DAYS **OR** WOULD LIKE TO UPGRADE THE POSITION TO A MASTER LEVEL CLINICIAN POSITION (#TBD AT PAY GRADE 21) IN THE AUTISM PROGRAM – CMH TO PAY THE COST DIFFERENCE
 - B. REQUEST TO CONTRIBUTE \$900 FOR THE SIX (6) CMH EMPLOYEES OF THE A.C.T. (Assertive Community Treatment) PROGRAM INTO THEIR MERS POST-EMPLOYMENT HEALTH CARE SAVINGS PLAN, WITH THE COST OF \$5,400 TO BE PAID WITH ALLOCATED 2023 MDHSS GRANT FUNDS
- 6) **ADDITIONAL ITEMS (IF NEEDED)**
 - A.
 - B.
 - C.

ADJOURN...

Next Tentative Personnel Meeting: Thursday, September 14, 2023 (if needed)

3

PERSONNEL COMMITTEE

JULY 27, 2023

***CONFERENCE ROOM 302 – ADMINISTRATION OFFICE, COUNTY COMPLEX
255 CLAY STREET, LAPEER, MI 48446***

Chairman Truman Mast called the meeting to order at approximately 8:36 a.m. in Conference Room 302 in the Administration Office on the 3rd Floor of the County Complex.

Members Present: Commissioners Truman Mast, Brad Haggadone, and Kevin Knisely (sitting in for Commissioner Bryan Zender).

Members Excused: Commissioner Bryan Zender.

Others: Moses Sanzo, County Controller/Administrator; Jackie Arnold, Chief Financial Officer; Doreen Clark, Administration Office Manager; and John Miller, Prosecuting Attorney.

AGENDA

The Agenda was reviewed.

Motion by Haggadone, supported by Howell, to approve the Personnel Committee Agenda as presented. Motion carried unanimously.

MINUTES

The minutes from the July 13, 2023 Personnel Committee Meeting were briefly reviewed and discussed.

Motion by Haggadone, supported by Howell, to approve the minutes from the July 13, 2023 Personnel Committee Meeting, as presented. Motion carried unanimously.

PROSECUTING ATTORNEY'S OFFICE

John Miller, Prosecuting Attorney, was present and gave an updated on his efforts to fill all of the vacant APA positions. He reported that he finally has a great candidate for his last vacancy from New Mexico but is originally from Michigan and is interested in coming back to Michigan to be near family. The candidate has been serving as a Deputy State District Attorney, and he has held a virtual interview with this candidate, who will be coming to Lapeer for an in-person interview in August. Mr. Miller would like permission to offer the APA II position to the candidate at a step higher than entry (Step 1, Pay Grade PA2) due to his extensive legal experience and knowledge. Mr. Miller stated that he is taking many factors into consideration as his hiring criteria so that they can hire long term staff that will want to stay with Lapeer County. Questions and discussion followed.

Motion by Haggadone, supported by Howell, pursuant to the recommendation of the Personnel Committee, to authorize the Prosecuting Attorney to negotiate the rate of pay for the vacant Assistant Prosecuting Attorney II (position #119, Pay Grade PA2) up to Step 1 due to the candidates' extensive legal experience and knowledge, at no additional cost to the County's General Fund. Motion carried unanimously.

ADJOURN

Motion by Haggadone, supported by Howell, to adjourn the meeting. Motion carried unanimously. 8:46 a.m.

Truman Mast, Chairman
Lapeer County Personnel Committee

Minutes Prepared by: Doreen Clark, Office Manager

4

REQUEST FOR ACTION

DATE: August 18, 2023

XX REQUEST FOR ACTION

_____ FOR YOUR INFORMATION

_____ REQUEST FOR INFORMATION

TO: Lapeer County Board of Commissioners

FROM: Lapeer County Michigan State University Extension (MSU Extension)

SUMMARY OF REQUEST / INFORMATION:

MSU Extension is requesting to hire one full-time 4-H Program Coordinator for Lapeer County. This will be in addition to the current MOA with Lapeer County.

ADDITIONAL INFORMATION:

The current 4-H part-time staff member will be retiring at the end of August. The result will create additional responsibilities for the current 4-H Program Coordinator. There is a need for additional staff to support Lapeer County clientele.

CONTACT PERSON(S):

Phil Kaatz, Interim District 10 Director, MSU Extension

BACKGROUND INFORMATION:

There has been a reduction of MSU Extension staff beginning in 2019. When the previous office manager retired, Leigh Hauxwell was placed in our office. Upon her departure, the previous Lapeer BOC agreed to have a new MSU Extension educator position for vaccinations hired. Due to the COVID-19 pandemic, this person was never hired to fill the position.

SUPPORTING DOCUMENTS:

- 4-H Program Coordinator – Expansion Proposal
- 4-H Impact Reports Combined

DRAFT MOTION:

Motion by _____, supported by _____,

ATTACHMENTS YES X NO _____



Lapeer County 4-H

Program Coordinator Proposal

4-H'ers Are:

4X

More Likely to give back to their communities

2X

More likely to make healthier choices

2X

More likely to participate in STEM activities

2X

More likely to be civically active

Michigan 4-H is the largest youth development organization in Michigan, providing nearly 200,000 young people each year with experiential learning opportunities to explore new interests and discover their passions. 4-H develops youth through:

- Ages 8 - 18
- Hands-On Learning
- Project-Based Approach
- Inclusivity
- Life Skills Development
- Community Engagement
- Competitions and Events

2022 Lapeer County 4-H Program

Membership and Reach

Youth Members: 243 (2023 YTD: 321)

Adult Volunteers: 96 (2023 YTD: 92)

School Enrichment Participants: 438

Outreach Activity Participants: 2,479



Based on the most recent U.S. Census data, there are approximately 8,370 youth (ages 5-19) in Lapeer County. In 2022, 681 youth participated in 4-H clubs, school enrichment programs and 4-H sponsored programs (with a minimum of 6 contact hours). This represents 8.1% of our potential youth population in Lapeer County.

The Lapeer County 4-H program consists of one full-time Program Coordinator position and one part-time Temporary/On Call Program Aide funded by the Lapeer County 4-H Council through fundraising efforts (approximately \$18,000 annually).

Identified areas of need include:

- * Plant science school enrichment
- * Community events
- * Day camps - summer/school breaks
- * STEM Summer School programs
- * Embryology - class curriculum, K-5th grade
- * SPIN (short-term special interest) Clubs

Lapeer County 4-H would greatly benefit from modifying the temporary/on call program aide position to a second full time program coordinator position. The increase in staff hours will allow for more 4-H involvement at community events, additional school enrichment programming and an increase in 4-H activities offered within the community.

The timing of this proposal is crucial to the 4-H program, as the current program aide will be retiring in August 2023 and a permanent position with benefits is expected to attract a more qualified candidate pool.



A group of Lapeer County 4-H youth and volunteers after picking up litter along Metamora Road in June 2022.

See back for Investment Proposal

Investment in our community

Proposal 1 Expand and Hire a Second 1.0 FTE Program Coordinator to replace Current Temporary/On Call Position with full County funding:

Additional 1.0 FTE Position: \$70,920

(0.9 FTE - 36 hours - \$63,828)

MOA Increase: **\$70,920**

Advantages: Full-time, benefit package, supervised by MSU Extension, no legacy cost to county, decreased cost/participant, increased scholarship and PC support by 4-H Council

Disadvantages: Increased cost for MOA

Proposal 2 Expand and Hire a Second 1.0 FTE Program Coordinator to replace Current Temporary/On Call Position:

Additional 1.0 FTE Position: \$70,9230

Less Funds from 4-H Council: (\$18,000)

MOA Increase: **\$52,920**

Advantages: Full-time position, benefit package, supervised by MSU Extension, no legacy cost to county, decreased cost/participant

Disadvantages: 4-H Council has less money available for scholarships and support of PC's, increased cost for MOA

Proposal 3 Hire .5 FTE Program Coordinator to replace Current Temporary/On Call Position:

Additional .5 FTE Position: \$35,460

Less Funds from 4-H Council: (\$18,000)

MOA Increase: **\$16,460**

Advantages: Decreased cost to county MOA, flexible schedule, MSU Extension supervision

Disadvantages: Less attractive position, no benefits, 4-H Council has less money available for scholarships and support of PC's.

Expected outcomes if approved:

- * **Increased youth and volunteer enrollments**
- * **Increased opportunities for youth in Lapeer County to engage in meaningful and lifelong skill development programs**
- * **Increased 4-H presence and community involvement**
- * **Increased partnership with Lapeer County stakeholders**

MISSION:

Michigan State University Extension helps people improve their lives through an educational process that applies knowledge to critical issues, needs and opportunities.

MSU is an affirmative-action, equal-opportunity employer, committed to achieving excellence through a diverse workforce and inclusive culture that encourages all people to reach their full potential. Michigan State University Extension programs and materials are open to all without regard to race, color, national origin, gender, gender identity, religion, age, height, weight, disability, political beliefs, sexual orientation, marital status, family status or veteran status. Issued in furtherance of MSU Extension work, acts of May 8 and June 30, 1914, in cooperation with the U.S. Department of Agriculture. Jeffrey W. Dwyer, Director, MSU Extension, East Lansing, MI 48824. This information is for educational purposes only. Reference to commercial products or trade names does not imply endorsement by MSU Extension or bias against those not mentioned. The 4-H Name and Emblem have special protections from Congress, protected by code 18 USC 707.



MICHIGAN 4-H YOUTH DEVELOPMENT FAST FACTS

175,000

youth engaged in Michigan 4-H
programming in 2018-2019

13,400

individuals volunteered with Michigan 4-H
in 2018-2019

PRIORITY

A R E A S

4-H Youth Development is a program of Michigan State University Extension. Each year, approximately 200,000 Michigan young people participate in 4-H through various activities, clubs, groups, programs and events. As they engage in these unique learning experiences, 4-H'ers explore their passions and interests while growing confidence, leadership skills and a sense of responsibility.

Michigan 4-H youth are supported by caring volunteers who give their time in a variety of ways – as club or group leaders, mentors, chaperones, professional skills trainers and more!

For more information about Michigan 4-H, visit our website or connect with your county 4-H program by visiting extension.msu.edu/county.

IMPACTS

In the 2018-2019 program year, 175,000 youth engaged in 4-H programming with:



189,400

experiences related to science, engineering and technology.



86,400

experiences related to citizenship, leadership, civic engagement, community service, communication and expressive arts.



72,600

experiences related to food, nutrition, health and personal safety.

From the farms to the towns, and from the suburbs to the cities, 4-H youth come from every corner of the state:



38%

are rural nonfarm residents or come from towns of less than 10,000 people.



32%

live in cities and suburbs of more than 50,000 people.



20%

live in towns and cities of 10,000 to 50,000 people.



10%

live on farms.

“When I joined 4-H, it was the first time I felt like I actually belonged somewhere. 4-H has always been there for me, allowing an outlet for the stress of everyday life to disappear for a little bit. I'm thankful.”

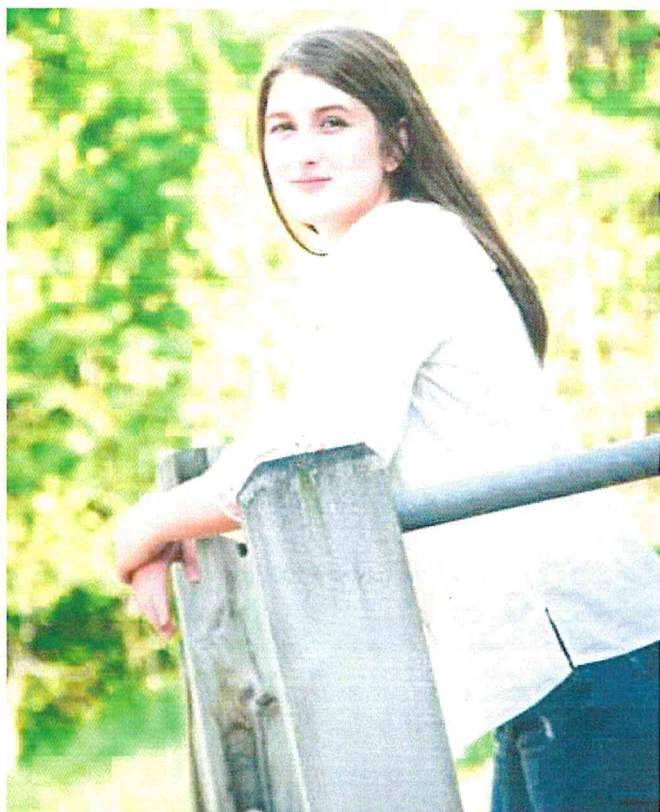
-Michigan 4-H youth participant



A DIFFERENCE FOR A LIFETIME

As she wrapped up her senior year of high school in Alger County, 18-year-old Kylee reflected on her 4-H experience. After seven years of 4-H, taking part in a variety of craft, community service, leadership, civic engagement, and health and wellness programs, Kylee shared her thoughts in her own words:

"When I think about what 4-H has done for me or how it affected my life, I find it difficult to put into words. I am deaf. Even though I have cochlear implants, I still find it extremely difficult to hear, especially in certain situations. I know that people treat me different or that they don't include or accept me in a lot of social situations. I'm going to be real, there are times when this has really gotten me down.



4-H turned all that around for me, especially in times when I most needed it. The experience I have gained and the people I have met from all over, through 4-H Exploration Days, Citizenship Washington Focus and National 4-H Congress have given me courage. Courage to not be afraid to be who I am. Each time, I have taken a risk, and it really has paid off. Making those connections has shown me that there are all types of people in this world with the capacity for compassion.

Through 4-H, I have learned a lot and really put myself out there. At National 4-H Congress, I spoke in front of hundreds of people as a delegate for Michigan. Normally, speaking in front of two people can be very intimidating for me. At 4-H Exploration Days, I learned how to make the best smoothie and found classes that were clear across campus. I also made great friends that I meet up with every year. 4-H community service has taught me that we really need to take care of each other.

4-H has also given me a sense of independence. I know I can go anywhere and do anything without knowing a single person and I can be successful. When someone tells me I can't do something, I am not afraid to rise above and meet that challenge. 4-H hasn't discriminated against me based on by gender, religion or deafness and I hope to always pay that forward, wherever I go or in whatever I do."

MICHIGAN STATE UNIVERSITY | Extension

MSU is an affirmative-action, equal-opportunity employer, committed to achieving excellence through a diverse workforce and inclusive culture that encourages all people to reach their full potential. Michigan State University Extension programs and materials are open to all without regard to race, color, national origin, gender, gender identity, religion, age, height, weight, disability, political beliefs, sexual orientation, marital status, family status or veteran status. Issued in furtherance of MSU Extension work, acts of May 8 and June 30, 1914, in cooperation with the U.S. Department of Agriculture. Patrick I. Cudney, Acting Director, MSU Extension, East Lansing, MI 48824. This information is for educational purposes only. Reference to commercial products or trade names does not imply endorsement by MSU Extension or bias against those not mentioned.



PREPARING YOUTH FOR FUTURE CAREERS

6,943

participants in 2021 Michigan 4-H career exploration and workforce development programs

229

Michigan 4-H career exploration and workforce development programs offered in 2021

PRIORITY

A R E A S

Michigan State University Extension offers 4-H Youth Development programs that assist youth in preparing for and finding gainful employment and educational opportunities. These programs focus on:

- **Entrepreneurship.**
- **Financial literacy.**
- **Career exploration.**
- **Workforce preparation**

In addition to equipping young Michiganders with the skills and competencies critical to any job, these experiences allow youth to explore careers in a safe and informative way.

IMPACTS

As a result of Michigan 4-H career exploration and workforce development activities, thousands of Michigan youth are better equipped to make important decisions about their professional future, ready to contribute to the labor force and able to take fiscal responsibility in their personal lives. Of youth surveyed in 2021:



95%

knew how to create a S.M.A.R.T. (specific, measurable, achievable, relevant and time-bound) goal.



95%

understood they are responsible for their own financial future.



91%

felt more knowledgeable about career opportunities they could pursue in the future.



89%

understood what it means to be an entrepreneur.



79%

knew how to effectively market themselves to others.

For more information about MSU Extension's career exploration and workforce preparation programs and resources, contact 4-Hcareerprep@msu.edu or visit us online.

“I learned how to better network with others and how to maintain those relationships!”

— Youth participant in a Michigan 4-H career exploration and workforce preparation program



CAREER CHOICES TO COMBAT WORLD HUNGER



Since 2015, Michigan 4-H and MSU Extension have hosted the World Food Prize Michigan Youth Institute. This innovative program seeks to inspire and prepare the next generation of global leaders to end world hunger by bringing youth from across the state together to discuss their ideas related to poverty and global food security. As an important part of the program, youth interact with experts in the field and enjoy immersion experiences with leading MSU researchers who are exploring current research and issues in the fields of food, agriculture, natural resources, international development and life sciences.

In 2021, amid the ongoing COVID-19 pandemic, the World Food Prize Michigan Youth Institute took place virtually with 44 youth from across Michigan taking part in the 5-hour online event. Though youth had already taken part in many online programs since the pandemic first took hold in 2020, the World Food Prize Michigan Youth Institute proved to be an exciting virtual experience enjoyed by all.

"The experience was such a welcome relief and change of pace," said Jen Rowe, a Ludington High School teacher who had students take part in the program. "Many of my students were sophomores and their high school experience so far had been extremely different because of the pandemic. We all looked forward to this event and I hope it sparked an intense love of learning and helping others."

In the post-program evaluation, those surveyed reported:

91%

felt more knowledgeable about career opportunities they could pursue in the future.

77%

indicated they had a better idea of what they might do after high school.

In addition, other youth voiced that World Food Prize Michigan Youth Institute helped them to learn:

- How to help their community.
- That regardless of different cultures and countries, we all experience similar problems.
- That they could make an impact on the world and make someone's future better.

BOOT CAMP BASICS BRING NEW AWARENESS

Berrien County's Fifth Year Early/Middle College (E/MC) is a partnership between Lake Michigan College, Southwestern Michigan College, 12 local school districts and the Berrien Regional Education Service Agency. This comprehensive 3-year high school program provides a rigorous educational experience in which students can earn college credit while still in high school. As part of the program, youth are required to take part in Summer College Success Bootcamp to develop their academic preparation skills, study skills and social maturity.

In 2021, E/MC asked MSU Extension to partner with them to host educational offerings at their summer bootcamp. Two 4-H career exploration and workforce development educators attended the event and taught sessions about life skills, educational finance and career funds. After the MSU Extension sessions, students commented:

- "I learned there are many ways to finance your education."
- "My hobbies have given me life skills I didn't know I had!"
- "I learned a new career path and I like it."



DEVELOPING CIVICALLY ENGAGED LEADERS

8,582

Michigan 4-H youth experiences related to citizenship, leadership, civic engagement, community service, communication and arts in 2020-2021

141

Michigan 4-H citizenship, leadership, cultural education and communication programs offered in 2021

PRIORITY

A R E A S

Michigan State University Extension's 4-H Youth Development is helping to develop youth as current and future leaders by providing programs that instill young people with the knowledge and skills to become positive agents of change. These programs focus on:

- **Leadership development.**
- **Civic education and engagement**
- **Global citizenship.**
- **Cultural competency.**

These experiences and trainings teach youth how to run a meeting, deal with conflict, understand the public policy process, understand other cultures, work collaboratively with people of various leadership styles and personalities, and much more.

For more information about MSU Extension's leadership and civic engagement programs and resources, contact 4Hleadership@msu.edu or visit us online.

IMPACTS

As a result of Michigan 4-H leadership and civic engagement activities, thousands of Michigan youth build a commitment to civic service, cultivate the capacity to lead in a multicultural world and develop skills to positively contribute to their communities, country and world. A 10-year longitudinal study conducted by Tufts University found that 4-H youth are:



4X

more likely to make contributions to their communities.



2X

more likely to be civically active.



2X

more likely to make healthier choices.

“I’ve really learned about the power of young people. I always knew that youth had the ability to make changes, but I couldn’t really find examples of how that was happening. [This program] has shown me some incredible young people who are making changes in our society that has just been really inspiring. It also showed me that I myself have that capacity.”

—Youth participant in Michigan 4-H leadership and civic engagement programs



JAPANESE GIRLS' DAY CELEBRATION LEADS TO GREATER CULTURAL UNDERSTANDING



Following the success of 4-H Japanese Girls' Day in 2020, MSU Extension joined with several partners to bring the program back in 2021. In addition to four youth members who brought their own ideas and energy to the youth-adult partnership, Michigan 4-H also collaborated with the States' 4-H International Exchange Programs, Western Michigan

University's Soga Japan Center and Kentucky 4-H. The committee launched a virtual, four-session program that provided cultural learning experiences around Hinamatsuri, otherwise known as Japanese Girls' Day.

Nearly 300 youth and more than 180 adults participated in the four, 1-hour segments that led up to the celebration on March 3. Sessions covered Japanese Girls' Day traditions, the reason it's celebrated, Hina dolls and a day in the life of someone in Japan. As a result of the program, surveyed attendees reported:

100%

agreed the experience helped them to appreciate other cultures and gave them the courage to encourage others to do so as well.

96%

gained new knowledge about Japan and its culture.

86%

learned to appreciate their own culture through learning about another culture.

78%

shared things they learned through this experience with others.

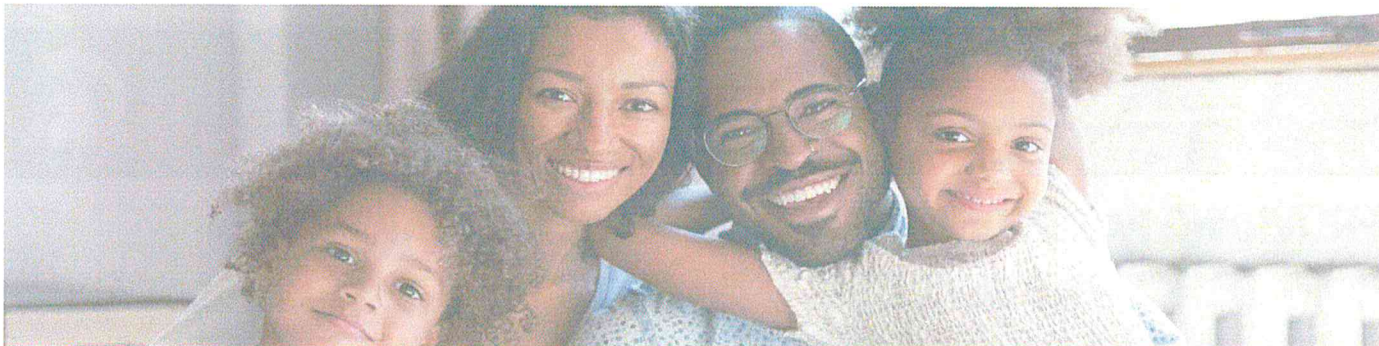
After reflecting on the experience, one participant stated:

“As individuals, we become a part of everyone we meet, every culture we experience. Every culture we learn about helps us to connect with and understand other people around the world. The more we understand, the better we become at solving common world problems together.”

SPECTACULAR YOUTH LEADERSHIP INSTITUTE LEADS TO SPECTACULAR GROWTH

Two Michigan 4-H programs popular with youth, the 4-H Spectacular and 4-H Youth Leadership Institute, joined together to offer “A Spectacular Youth Leadership Institute” in 2021. This statewide leadership training for youth ages 12 to 19 was offered at four sites across the state, as a modification in light of the COVID-19 pandemic. Each site did the same in-person hands-on activities and connected virtually throughout the day with the other program sites. The agenda included team building, leadership training and a panel discussion with four incredible youth leaders.

In total, 63 youth took part across the state. As one young person struggled with a session about goal-setting, a MSU Extension educator took some time to work with him one-on-one. The young man shared, “I’m not a leader, I don’t have any goals I can set.” After talking some more, the educator learned the young man enjoyed sports and thus encouraged him to think about all the leaders on any sports team; all positions and even the managers and coaches provide the team with things they need to be successful. As he then reflected on his own basketball goals, the young man shared, “I am a leader and I do have leadership goals! I just never had anyone help me to see it that way before.”



HELPING CREATE A SOLID FOUNDATION FOR CHILDREN

9,306

parent and caregiver participants in 2021 MSU Extension early childhood and family development programs

314

MSU Extension early childhood and family development educational sessions offered in 2021

PRIORITY

A R E A S

Michigan State University Extension provides child and family development programs that help parents, caregivers, childcare providers and other important adults in the lives of children and youth develop important skills. These programs focus on:

- **Guidance and discipline.**
- **School readiness.**
- **Social emotional development.**
- **Positive life skill development.**

For more information about MSU Extension's child and family development programs and resources, contact earlychildhood@msu.edu or visit us online.

IMPACTS

As a result of MSU Extension child and family development programs, adults increased their knowledge of basic concepts that promote learning success and positive life skills development. These improvements help adults ensure children and youth have the building blocks they need for future success. Of participants surveyed after taking part in an MSU Extension child and family development program in 2021:



99%

understood the importance of actively supporting a child's learning.



99%

said they were prepared to support learning and growth in the program area.



99%

understood how the topic presented connects to healthy development.



99%

said they now had techniques to help young children learn.

“Thank you so much for letting me be part of your classes. I learned new ways to handle my three kids.”

— Child and family development program participant



PROVIDING PARENTS WITH CONFIDENCE AND CLARITY



MSU Extension's Guiding Principles for Highly Successful Parenting series helps parents explore ways that they can be most effective in raising their children to be successful in school and in life. Over the course of five weeks, series attendees learn about topics such as creating family routines, developing emotional control in children, becoming calm and assertive parents, establishing consistent rules and relationships, learning from mistakes and developing empathy.

In 2021, Guiding Principles was offered virtually throughout Michigan, often at night so parents could attend the course without needing childcare arrangements. Many attendees shared how the program improved their family functioning, parent-child relationships and knowledge about child development. Comments received after the course included:

- "I really appreciate the effort put into this, which includes working nontraditional hours to approach participants where they're at and at a time they can be available."
- "I [now] feel confident I am doing the right thing for my daughter based on what you shared with me."
- "I found the course useful in reminding me of things I know to be the base but often have trouble applying in the heat of the moment."

BUILDING CAPACITY IN NONTRADITIONAL CHILDCARE SETTINGS

While much of MSU Extension's early childhood and family development work is done directly with parents and caregivers, their educational offerings can prove valuable to other, nontraditional childcare settings as well. This was the case in 2021 when one MSU Extension early childhood and family development professional was contacted by staff of a summer camp for children. While prepared to offer the educational content to youth, the camp staff felt they were not ready for the discipline challenges that can sometimes accompany working with children and were looking for resources to support their work.

MSU Extension partnered with the camp to offer Positive Discipline, a program that teaches nine key concepts for creating environments and interactions that strengthen the development of self-control in young children. Adults receive tips for pursuing discipline, rather than punishment, to shape child behavior.

One attendee of the training stated: "In years past, we have tried out different trainings to help our educators learn more about child behavior, strategies for group management and students' wellness. The Positive Discipline training was by far and away the most relevant, applicable and actionable information of any that we have done. It was the perfect training before we jump into our camp season and will continue to be a great reference."





BUILDING HEALTHY HABITS FOR A HEALTHIER GENERATION

23,874

Michigan 4-H youth experiences related to healthy living in 2020-2021

133

MSU Extension healthy living educational sessions offered in 2021

PRIORITY

A R E A S

Michigan State University Extension 4-H Youth Development provides healthy living education that empowers Michigan youth to make proactive and healthy choices and helps to generate a healthier future generation. These programs focus on:

- **Nutrition and healthy eating.**
- **Mental and emotional wellness.**
- **Physical well-being.**

In 2021, this programming was made possible in part by a grant from the Walmart Healthy Habits initiative.

For more information about MSU Extension's healthy living programs and resources, visit us online.

IMPACTS

As a result of Michigan 4-H healthy living programming, youth improve their knowledge about healthy lifestyles and choices they could make to improve their overall health. In addition, youth develop positive attitudes about healthy lifestyle choices and begin making important healthy living decisions. Armed with these tools and information, youth are better equipped to make healthy living decisions for a lifetime. A 10-year longitudinal study conducted by Tufts University found that 4-H youth are:



2X

Nearly 2 times more likely to make healthier choices.

“The students have a lot of conversation in the classroom, and many have had real positive comments about better nutrition choices.”

— Teacher of students who attended a 4-H healthy living program.





SEEDING HEALTHY HABITS

In collaboration with a local dietitian and Michigan 4-H volunteer, MSU Extension professionals offered the 4-H Planting Seeds for Healthy Habits program in 2021. The 8-week program met virtually and offered sessions on nutrition, cooking, yoga, mindfulness, physical activity and gardening. In total, 15 youth ages 9 to 13 from throughout the Lansing area took part, receiving a kit each week that contained supplies for the weekly activity. In addition to the much-anticipated hands-on lesson, youth also received a weekly healthy snack.

"This was by far the most engaged group of youth I've had," said the Ingham County 4-H program coordinator who led the program. The program coordinator also stated:

"Not only were the registrants consistently showing up each week, but they were very engaged, speaking up and sharing consistently. We continually heard from both parents and youth how much they [the youth] enjoyed and appreciated the program."

The successful program was funded as a result of a sponsorship from Sparrow Healthy System and the Walmart Healthy Habits grant.



MENTAL HEALTH & MINDFULNESS FOR MICHIGAN YOUTH



As schools faced closures, reopenings, hybrid operations and quarantines in 2021, mindfulness education became a critical method of helping youth navigate their emotions and constant change. To assist local youth in this area, Schoolcraft County's MSU Extension 4-H program coordinator partnered with local elementary school teachers to offer 4-H Mindful Me. Connecting virtually, the class covered important lessons such as the gift of presence, descriptions of feelings, mood management, quiet listening and mindful eating. Through interactive activities such as yoga, affirmations and breathing, youth began to understand and practice mindfulness.

After finishing the final lesson, the 4-H professional asked students to share some of the things they had learned and were starting to use. One brave student raised their hand and stated, "I'm using words to tell my mom my emotion."

The teacher said:

"We have started using some of the breathing techniques. They really do help the students calm and find their center."



BUILDING SCIENCE LITERACY AND FUTURE STEM PROFESSIONALS

30,826

Michigan 4-H youth experiences related to science, technology, engineering and math (STEM) in 2020-2021

291

Michigan 4-H programs offered in 2021 on STEM

PRIORITY

A R E A S

Michigan State University Extension's 4-H Youth Development programs excite youth about future STEM careers and build critical STEM skills. These programs seek to increase:

- **Aspirations and attitudes toward science.**
- **Interest and engagement in science.**
- **Skills in critical thinking, problem-solving and decision-making.**

The experiential inquiry-based learning process is offered through a variety of science experiences ranging from animal science to robotics and biology to consumer science.

For more information about MSU Extension's science programs and resources, contact 4Hscience@msu.edu or visit us online.

IMPACTS

Michigan 4-H science activities help youth recognize the relevance of science as well as become more likely to see themselves pursuing a related career and equipped with cutting-edge STEM skills that are in high demand. A 10-year longitudinal study conducted by Tufts University found that 4-H youth are:



2X

more likely to participate in science programs during out-of-school time.



3X

more likely to take part in science programs as a female in grade 12

“This [4-H science] class was awesome! My daughter and I learned so much. We loved that there was a lot of hands-on learning. Highly recommend these classes to anyone!”

— Parent of a youth participant in a Michigan 4-H science program





4-H LIVESTOCK SKILLATHON TESTS ANIMAL SCIENCE KNOWLEDGE

Amid the ongoing COVID-19 pandemic, MSU Extension staff sought new ways to safely engage youth across the state in educational experiences. A collaborative team of 20 came together to create and offer the 2021 Virtual 4-H Livestock Skillathon. Through the contest, youth demonstrated their ability to identify, judge and evaluate the production and management of multiple animal species, as well as showed their knowledge of general agricultural information. Conducted through a series of multiple-choice questions, youth ages 8 to 19 shared their knowledge about feeding, care, handling, medication, genetics, breeding, animal parts, breed identification and more. Depending on the age category, the number of contest questions ranged from 150 to 250 questions and even included a test for adults.

Nearly 200 participants from 52 counties registered for the three regional qualifying events. Contestants who scored in the top 20 percentile of their age division were invited to compete at the state level 4-H Livestock Skillathon. Sixty-four youth qualified for this honor, moving on to test their knowledge with peers across the state. After the experience, youth commented:

“It was fun to learn about new animals.”

“It brought me a lot of new knowledge and I was curious about some of the questions once the event was over, so I looked more into them.”

“A few of the questions were things I had never heard of so after the event I did research and now I’m educated on them.”

ENGAGING NEW 4-H’ERS FOR THE FIRST TIME

In summer 2021, MSU Extension Alpena County offered a 4-H Day Camp for the first time to local youth. Running for three afternoons, the camp focused on STEM through water and river quality lessons, educational sessions on outdoor habitats and fun activities such as kayaking. Eager for this type of hands-on learning, the camp filled up in just four days’ time, with nearly 60% of campers having never engaged with 4-H before.

On the first day of camp, two of the first-time 4-H attendees were two young girls who quietly remained at a distance. After just a couple of hours, the girls seemed much more relaxed and engaged. The next day, the children’s caretaker shared the following with staff:

“They love camp! They can’t stop talking about it. Their dad and mom are very impressed and would like to have more info on other classes 4-H offers!”



Date: August 15, 2023

X Request for Action

To: Lapeer County CMH Board

From: Brooke Sankiewicz, Chief Clinical Officer
Emma McQuillan, Chief Financial Officer

Summary of Request/Information:

Request to add the option to hire either a Full-Time BCaBA position (#723) County Pay Grade 18 or a Full-Time BCBA County Pay Grade 21 in the Autism Department. Both credentials can provide the same services, however the BCaBA is a Bachelor's Level Credential that must be supervised by a Masters Level Clinical Supervisor. The BCBA is a Masters Level Credential that is licensed to practice independently. If approved this will allow us to advertise and recruit for either credential. Further, it is common for a BCaBA to complete a Master's Degree and obtain a BCBA. Being able to automatically increase the salary will assist with staff retention.

Professional
B.A.
PG 18

Master
Level
Clinician
PG 21

Additional information:

The current BCaBA position has been posted for over 120 days with no applicants. We would like to increase the field of qualified applicants by offering the BCBA licensure option in the job posting.

Contact person(s):

Lauren Emmons, CEO



Background Information:

Professional BA

The Full-Time ~~BCaBA~~ position has been budgeted at County Pay Grade 18 (\$46,092.80-\$65,769.60). Having the option of hiring a BCBA (at Pay Grade 21) would increase the cost by \$11,980.80-\$17,076.80 annually. CMH has the funding to support this increase.

Master Level
Clinician

Draft Motion:

Master
Level
Clinician

Moved by _____ supported by _____ to approve the request to add ~~BCBA~~ credential at County Pay Grade 21 to the license qualifications for the current Autism Department position #723 (~~BCaBA~~ Full-Time position County Pay Grade 18). This changes the County Pay Grade for position # 723 to 18 or 21 based on qualified applicants credentials. This change represents no additional cost to the county.

Professional BA



5B

LAPEER COUNTY

Community Mental Health Center

1570 Suncrest Drive, Lapeer, Michigan 48446
(810) 667-0500 FAX: (810) 664-8728

Date: July 20, 2023

☒ Request for Action
☐ For Your Information
☐ Request for Information

To: Lapeer County Board of Commissioners - Regular Board Meeting

From: Lapeer County Community Mental Health

Summary of Request/Information:

Requesting a transfer of \$5,400 from Lapeer CMH operations budget to MERS. This amount represents a contribution of \$900 for 6 CMH employees into their MERS Post Employment Health Benefits (PEHB). These funds are for FY22 and are allocated in ACT grant with MDHHS. A journal entry was done in August 22 to transfer these funds from CMH to Lapeer County.

Additional information:

1. These funds are allocated in grant with MDHHS.

Contact person(s):

Lauren Emmons, Chief Executive Officer or
Inder Abrol, Finance Department



Background Information:

Requested transfer is based on a allocated amount in a grant with MDHHS.

Supporting Documents:

None.

Draft Motion:

Move to transfer \$5,400 from CMH operations budget to MERS PEHB account for the FY22.

Attachments: Yes _____ No X

