

Allegan County Board of Commissioners



County Services Building
3283 – 122nd Avenue
Allegan, MI 49010
269-673-0203 Main Office
269-686-5331 Main Fax
<http://www.allegancounty.org>

*Jim Storey, Chairperson
Dean Kapenga, Vice Chairperson*

BOARD OF COMMISSIONERS MEETING – AGENDA

Thursday, July 13, 2023 – 1 PM

County Services Building – Board Room
Virtual Connectivity Options Attached

DISTRICT 1

Jim Storey
616-848-9767
jstorey@
allegancounty.org

1 PM

CALL TO ORDER:

ROLL CALL:

OPENING PRAYER: Commissioner Jim Storey

PLEDGE OF ALLEGIANCE:

PUBLIC HEARING:

COMMUNICATIONS: Attached

APPROVAL OF MINUTES: June 22, 2023

PUBLIC PARTICIPATION:

ADDITIONAL AGENDA ITEMS:

APPROVAL OF AGENDA:

PRESENTATIONS:

Employee Recognition—Sherry Owens

PROCLAMATIONS:

INFORMATIONAL SESSION:

OnPoint (formerly Community Mental Health Authority)—

Mark Witte, Executive Director

ADMINISTRATIVE REPORTS:

DISTRICT 2

Mark DeYoung
616-318-9612
mdeyoung@
allegancounty.org

DISTRICT 3

Dean Kapenga
616-218-2599
dkapenga@
allegancounty.org

DISTRICT 4

Scott Beltman
616-292-1414
sbeltman@
allegancounty.org

CONSENT ITEMS:

1. Motion to approve of claims paid and to incorporate into proceedings of the Board (6/30/23 & 7/7/23 & 7/14/23)
-

ACTION ITEMS:

1. Board of Commissioners—concur Recruitment & Retention Initiatives
-

DISTRICT 5

Gale Dugan
269-694-5276
gdugan@
allegancounty.org

DISCUSSION ITEMS:

1. Board of Commissioners—appoint Conservation District Board Liaison (Commissioner Storey)
-

Mission Statement

“The Allegan County Board of Commissioners shall plan, develop, and evaluate the necessary policies and resources to ensure our county continues to progress and prosper”

NOTICE OF APPOINTMENTS & ELECTIONS:

1. 911 Policy & Procedure Board (A)
 - a. Private Citizen—term expires 7/31/23 [Application REC 7/7/23](#)
 - b. City/Village Government Representative—term expires 7/31/23
 - c. Emergency Services Representative—term expires 7/31/23
 - d. City/Village Police Chief—term expires 7/31/23 [Application REC 7/7/23](#)
2. Economic Development (E)
 - a. Private Sector Representative—term expires 12/31/24
3. Community Mental Health Board (E)
 - a. One Primary Consumer Representative—term expires 3/31/26 [Application REC 5/9/23](#)

ELECTIONS: None

APPOINTMENTS:

1. Jury Board (Circuit Judge recommends)
 - a. One Representative—term expires 3/31/25
2. Brownfield Redevelopment Authority
 - a. One Representative—term expires 12/31/2021 [Application REC 5/9/23](#)
3. Local Emergency Planning Committee
 - a. One Education Representative—term expired 12/31/22 [Application REC 5/9/23](#)
 - b. One Media Representative—term expired 12/31/22
4. Tourist Council
 - a. One Representative—term expires 12/31/23
5. Solid Waste Planning Committee
 - a. One Solid Waste Industry Representative—term expired 12/31/20
 - b. One Solid Waste Industry Representative—term expired 12/31/19
 - c. One Township Representative—term expired 12/31/19
 - d. One General Public Representative—term expired 12/31/22
 - e. One Industrial Waste Generator Representative—term expired 12/31/20
 - f. One Regional Solid Waste Planning Rep—term expired 12/31/2022

PUBLIC PARTICIPATION:

FUTURE AGENDA ITEMS:

1. OPENING PRAYER: Commissioner Mark DeYoung
2. PRESENTATIONS: 2022 Audit—Gabridge & Company
3. PRESENTATIONS: Employee Recognition—Detective Phillip Arnsman
4. INFORMATIONAL SESSION: Chad Catalino—Office of Public Defender
5. CONSENT: Motion to approve of claims paid and to incorporate into proceedings of the Board (7/21/23 & 7/28/23)

REQUEST FOR MILEAGE:

BOARDS AND COMMISSIONS REPORTS:

ROUND TABLE:

CLOSED SESSION:

ADJOURNMENT: Next Meeting – July 27, 2023, 1 PM @ **BOARD ROOM – COUNTY SERVICES BUILDING, COUNTY SERVICES COMPLEX.**

Please note that Regular and Special Meetings of the Board of Commissioners held in the Board Room are streamed live and recorded in accordance with the County's Live Stream & Publishing Recordings of Meetings Policy, which can be viewed on the County's website.

Your attendance constitutes your consent to audio/visual streaming and/or recording and to permit the County to broadcast your name/voice/image/content to a broader audience.



Allegan County Board of Commissioners

STEP 1: Connect to the Meeting

- OPTION 1: Zoom over Telephone

- Call (929) 205-6099 -or- (312) 626-6799 -or- (253) 215-8782
- Type in Meeting ID: 891 6032 7098, then #, then # again
- Type in Meeting Password: 71323, then #

- To raise your hand to speak, press *9
- To Mute and Unmute, press *6

<STOP here>

You do not have to continue reading the rest of the instructions.

- OPTION 2: Youtube

- Open Internet Explorer or Chrome
- Navigate to <https://www.youtube.com/channel/UCQIiZQstN2Pa57QAItAWdKA>
- Click on image of “Live” video

<STOP here>

You do not have to continue reading the rest of the instructions.

- OPTION 3: Zoom over Web browser

- Open Internet Explorer or Chrome
- Navigate to <https://zoom.us/j/89160327098>
- Meeting Password: 71323

<Continue with the rest of the instructions>

STEP 2: Enter registration information

The screenshot shows a web browser window with the URL `zoom.us/webinar/register/WN_YneHxuk_SjqfnMwchbtUEg`. The page title is "Webinar Registration".

Registration details:

- Topic: BOC Meeting - 4/9/2020
- Time: Apr 9, 2020 01:00 PM in Eastern Time (US and Canada)

Registration form fields (marked as required with an asterisk):

- First Name *
- Last Name *
- Email Address *
- Confirm Email Address *

Additional elements:

- reCAPTCHA: "I'm not a robot" checkbox and "reCAPTCHA Privacy - Terms" link.
- Button: "Join Webinar in Progress"
- Footer: Links for About, Download, Sales, and Support.
- Language and Currency dropdowns.
- reCAPTCHA challenge: "Select all images with" a grid of images.

1. Enter name and email

2. Click this box

4. Click when done.

3. Answer challenge question

STEP 3: This Window will appear when connected.



STEP 4: Adjust audio settings (if needed)

The image shows a Zoom meeting interface with the 'Settings' window open to the 'Audio' tab. A vertical black bar on the left side of the screen has a blue arrow labeled '1' pointing to it. A blue arrow labeled '2' points from the 'Audio' tab in the settings window to the meeting agenda below. The agenda includes contact information for Greg King, Director of Economic Development, and a list of consent items.

Settings - Audio

- Speaker: Test Speaker, Remote Audio
- Output Level: [Slider]
- Volume: [Slider]
- Microphone: Test Mic
- Input Level: [Slider]
- Volume: [Slider]
- Automatically adjust volume
- Use separate audio device to play ringtone simultaneously
- Automatically join audio by computer when joining a meeting
- Mute my microphone when joining a meeting
- Press and hold SPACE key to temporarily unmute yourself
- Sync buttons on headset

Meeting Agenda:

269-673-4514
mthiele@allegancounty.org

Economic Development — Greg King, Director
ADMINISTRATIVE REPORTS:

DISTRICT 4
Mark DeYoung
616-318-9612
mdeyoung@allegancounty.org

CONSENT ITEMS:

1. Motion to approve of claims paid and to incorporate into proceedings of the Board (3/20/20 & 3/27/20)

Audio Settings ^

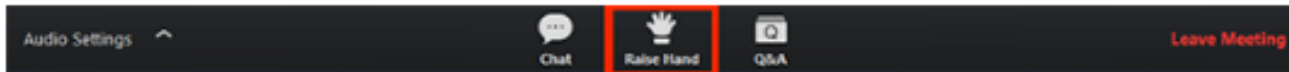
Chat Raise Hand Q&A

STEP 5: Raise hand to be recognized to speak.

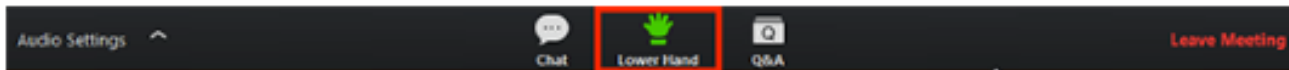
- Once “Raise Hand” is clicked, the Board Chairperson will receive notice and may UNMUTE your microphone when ready and verbally recognize you to speak.

On bottom of screen.

1. Click **Raise Hand** in the Webinar Controls.



2. The host will be notified that you've raised your hand.
3. Click **Lower Hand** to lower it if needed.



STEP 6: To leave the meeting

The screenshot shows a Zoom meeting interface. At the top, a green banner reads "You are viewing Allegan County Administration's screen" with a "View Options" dropdown. In the top right corner, there is an "Enter Full Screen" button. The main content is a document viewer displaying a Microsoft Word document titled "BOC20200409_agenda [Compatibility Mode] - Word". The document header includes the "Allegan County Board of Commissioners" logo and contact information for County Services Building, including address, phone, fax, and website. Below the header, the document title is "BOARD OF COMMISSIONERS MEETING – AGENDA". The agenda items are listed by district: DISTRICT 1 (Dean Kasperge), DISTRICT 2 (Jim Storey), DISTRICT 3 (Max R. Thiele), and DISTRICT 4 (Mick DeYoung). The agenda items include "Virtual Meeting – Connectivity Instructions Attached", "1PM CALL TO ORDER: ROLL CALL: OPENING PRAYER: PLEDGE OF ALLEGIANCE: COMMUNICATIONS: Attached APPROVAL OF MINUTES: Attached", "PUBLIC PARTICIPATION: ADDITIONAL AGENDA ITEMS: APPROVAL OF AGENDA: PRESENTATIONS: PROCLAMATIONS: INFORMATIONAL SESSION: Attached ADMINISTRATIVE REPORTS:", and "CONSENT ITEMS:". The document footer shows "PAGE 1 OF 2 251 WORDS" and a zoom level of "100%". At the bottom of the Zoom window, the "Audio Settings" menu is open, showing options for "Chat", "Raise Hand", and "Q&A". A red "Leave Meeting" button is located in the bottom right corner of the Zoom control bar. A large blue arrow points to this "Leave Meeting" button.

St. Joseph County
Resolution 8-2023

A resolution to oppose state of Michigan Senate Bills 76-86 or any similar bill in which the state restricts the individual right of us citizens as protected by the Second Amendment of the Constitution of the United States.

Whereas, the right of the people to keep and bear arms for defense of life, liberty, and property is regarded as an inalienable right by the people of St. Joseph County, Michigan;

Whereas, the people of St. Joseph County, Michigan, derive economic benefit from all safe forms of firearms recreation, hunting, and shooting conducted within St. Joseph County using all types of firearms allowable under the United States Constitution;

Whereas, the St. Joseph County Board of Commissioners, being elected to represent the people of St. Joseph County and being duly sworn by their oath of office to uphold the United States Constitution and the Constitution of the State of Michigan;

Whereas, the Michigan House of Representatives and the Michigan Senate, being elected by the people of the State of Michigan and being duly sworn by their oath of office to uphold the United States Constitution and the Constitution of the State of Michigan;

Whereas, the Governor of Michigan, being elected to represent the people of the State of Michigan and being duly sworn by her oath of office to uphold the United States Constitution and the Constitution of the State of Michigan; and

Whereas, proposed legislation of any bills similar to, or under consideration by the Michigan State Legislature, would infringe upon the right to keep and bear arms of commonly owned firearms by the individual citizens of St. Joseph County, Michigan, and is a direct violation of the 2nd Amendment to the US Constitution.

Now therefore be it resolved by the St. Joseph County Board of Commissioners to hereby oppose the enactment of any legislation that would infringe upon the Right of the People to keep and bear arms and consider such laws to be unconstitutional and beyond lawful Legislative Authority.

Be it further resolved that the St. Joseph County Board of Commissioners demands that the Michigan Legislature cease further actions restricting the rights of the people to keep and bear arms.

Be it further resolved that the Clerk of St. Joseph County is hereby directed to deliver copies of this Resolution to all 82 County Clerks, Michigan Association of Counties, Representative Brad Paquette, Representative Steve Carra, Senator Jonathon Lindsey, and the Office of the Governor.

STATE OF MICHIGAN)
) SS
COUNTY OF ST. JOSEPH)

I, LINDSAY OSWALD, Clerk of the St. Joseph County Board of Commissioners and Clerk of the County of St. Joseph, do hereby certify that the above Resolution was duly adopted by said Board on June 20, 2023.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the seal of said County and Circuit Court at Centreville, Michigan, this 20th day of June 2023.



Lindsay Oswald, County Clerk

ALGER COUNTY BOARD OF COMMISSIONERS

Joel VandeVelde, Clerk
101 COURT STREET, MUNISING, MI 49862

RESOLUTION #2023-12

**RESOLUTION AFFIRMING SUPPORT OF ALL CONSTITUTIONAL RIGHTS, INCLUDING, BUT NOT LIMITED TO, THE RIGHT OF THE PEOPLE TO BEAR ARMS
AND
TO ADEQUATELY FUNDING MENTAL HEALTH SERVICES BY BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF ALGER**

WHEREAS the issue of constitutional rights, including but not limited to, the Second Amendment to the Constitution of the United States of

America has been in the spotlight of public discussion of recent;

WHEREAS public discussion of such constitutional rights is a hallmark of public discourse in a democracy;

WHEREAS some individuals are of the belief that county government has the authority to not enforce duly adopted laws, regulations and/or rules, which are claimed to be in conflict with constitutional rights of individuals within the State of Michigan and the United States of America;

WHEREAS our civil council has opined that the selective enforcement of constitutional laws, regulations and/or rules by Michigan county government is in violation of the Constitution and Laws of both the State of Michigan and the United States of America;

WHEREAS the Board of County of Commissioners of the County of Alger on December 7, 1997, adopted a Resolution of Recognition of Bill of Rights in the Constitution of United States of America, which remains on prominent display at the Alger County, Michigan Courthouse;

WHEREAS all elected county and state office holders take an oath of office under which the office holder supports the Constitution of the United States of America and Constitution of Michigan and to faithfully discharge the duties of such offices;

WHEREAS the lawful ownership, possession and use of firearms is part of the cultural heritage within Alger County, Michigan;

WHEREAS it is common for firearms to be family heirlooms that pass from generation to generation as a permanent connection of the past to the present within extended families;

WHEREAS funding for mental health services in the State of Michigan is woefully underfunded causing a failure to adequately provide services to persons of the State of Michigan whom are in need of mental health services; and

WHEREAS recent high profile firearm shootings involved many individuals that have mental health issues the mental health systems nationwide failed to timely, appropriately and adequately provide services to such individuals;

NOW THEREFORE BE IT RESOLVED that the BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF ALGER does support and will continue to honor the pledge to support the Constitution of the United States of America as well as the Constitution of the State of Michigan, including all amendments thereto;

SE IT FURTHER RESOLVED that the BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF ALGER direct our legislators whom act as representatives of the People of the State of Michigan to:

- A. Not undertake legislation that is in conflict with the Second Amendment to the United States of America and Article 1 § 6 of the Michigan Constitution of 1963, including:
 1. Red Flag Laws, excluding the present Personal Protection Order process;
 2. Registration requirements of full or long firearms;
 3. Mandatory storage schemes for firearms;
 4. Additional limitations on the lawful ownership and use of firearms; and
 5. Adoption of other schemes of regulation of firearms that infringe on the foregoing constitutional guarantees of the People of the State of Michigan.
- B. Adhere to their oath of office and not adopt legislation, rules, regulations and/or requirements that conflict with the Second Amendment to the Constitution of the United States and Article 16 of the Michigan Constitution and any final judicial determinations thereto;
- C. Adequately fund mental health services available in all our communities to provide for timely intervention with appropriate and adequate mental health services as an investment in the human capital of all persons of the State of Michigan; and
- D. Ensure that the providing of adequately funded mental health services is accomplished by methods that do not infringe on the statutory and constitutional rights of those in need of mental health services.

BE IT FURTHER RESOLVED that if in exercise of discretion by the Office of Sheriff and Office of Prosecuting Attorney both of the County of Alger, determine that a law has been adopted which violates the Constitution of the United States of America, the Constitution of the State of Michigan, and any final judicial determinations thereto, that the BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF ALGER supports the lawful exercise of discretion not to enforce an unconstitutional law against any law abiding person within the County of Alger;

BE IT FURTHER RESOLVED, that the BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF ALGER directs its staff to provide a copy of this Resolution to: Each township in the County of Alger;

- A. Each city and village in the County of Alger;
- B. Each department head of the County of Alger;
- C. Each county in the State of Michigan;
- D. The Michigan House of Representative;
- E. The Michigan Senate;
- F. The Governor of the State of Michigan
- G. Each United States Senator for the State of Michigan; and
- H. Each United States Congressman for the State of Michigan.

CERTIFICATION

I hereby certify that the above is a true copy of a Resolution adopted by the Alger County Board of Commissioners at the time, date, and place specified above pursuant to the required statutory procedures.

Respectfully submitted,



Joel VandeVelde, Alger County Clerk



ALGER COUNTY BOARD OF COMMISSIONERS

Joel VandeVelde, Clerk

101 COURT STREET, MUNISING, MI 49862

RESOLUTION #2023-13

RESOLUTION IN SUPPORT OF "THE REVISED SCHOOL CODE" HB4284

Whereas, "A nation which does not remember what it was yesterday, does not know what it is today, nor what it is trying to do. We are trying to do a futile thing if we do not know where we came from or what we have been about." - President Woodrow Wilson.; and

Whereas, From our founders the following statements: **"Every child in America should be acquainted with his own country. He should read books that furnish him with ideas that will be useful to him in life and practice. As soon as he opens his lips, he should rehearse the history of his own country."** and **"It is an object of vast magnitude that systems of education should be adopted and pursued which may not only diffuse a knowledge of the sciences but may implant in the minds of the American youth the principles of virtue and of liberty and inspire them with just and liberal ideas of government and with an inviolable attachment to their own country."**-Noah Webster, On the Education of Youth in America, 1788, **"I know no safe depository of the ultimate powers of the society, but the people themselves: and if we think them not enlightened enough to exercise their control with a wholesome discretion, the remedy is, not to take it from them, but to inform their discretion by education. this is the true corrective of abuses of constitutional power"**- Thomas Jefferson to William Charles Jarvis, 28 September 1820; and

Whereas, **"A Bible and a newspaper in every house, a good school in every district--all studied and appreciated as they merit--are the principal support of virtue, morality, and civil liberty."**-Benjamin Franklin.; and

Whereas, **"Who controls the past controls the future. Who controls the present controls the past."**
—George Orwell, From 1984.; and

Whereas, Michigan Constitution states: Article 8 – Education - Section 1 – Encouragement of Education - Religion, morality and knowledge being necessary to good government and the happiness of mankind, schools and the means of education shall forever be encouraged.; and

Whereas, Every member of the State ought diligently to read and to study the constitution of his country and teach the rising generation to be free. By knowing their rights, they will sooner perceive when they are violated, and be better prepared to defend and assert them. *John Jay*, First Chief Justice of the supreme Court of the United States, 1797, *Charge to the Grand Jury Of Ulster County*.; and

Whereas, New York State Supreme Court Justice Gallagher, Elbert T. opinion Baer v. Kolmorgen December 15, 1958- Much has been written in recent years concerning Thomas Jefferson's reference in 1802 to "a wall of separation between church and State." It is upon that "wall" that plaintiffs seek to build their case. Jefferson's figure of speech has received so much attention that one would almost think at times that it is to be found somewhere in our Constitution. Courts and authors have devoted numerous pages to its interpretation.; and

Whereas, From 2006 (33%) to 2019 (39%) of the people polled could name all three (3) branches of government (lowest 2016 and 2017 being 26%). This figure was reported higher for those serving in office in Washington D.C. www.annenbergpublicpolicycenter.org; and

Therefore, Be It Resolved, That we, the Alger County Commissioners support House Bill 4284 to insure all Michigan students are taught the following: ***The American Revolution, Founding documents of the United States, including, but not limited to, the United States Constitution, the Declaration of Independence, the Bill of Rights, and the Federalist Papers, The War of 1812, The Civil War, World War I, World War II, The Korean War, The Vietnam War, and The Civil Rights Movement.***; and

Therefore, Be It Further Resolved, that a copy of this Resolution be sent to Governor Gretchen Whitmer, Senator Ed McBroom, House Representative Jenn Hill, State Board of Education Members Marshall Bullock, Ellen Cogen Lipton, Tom McMillin, Judith Pritchett, Pamela Pugh, Mitchell Robinson, Nikki Snyder, Tiffany D. Tilley, and the other 82 Counties in the State of Michigan.

CERTIFICATION

I hereby certify that the above is a true copy of a Resolution adopted by the Alger County Board of Commissioners at the time, date, and place specified above pursuant to the required statutory procedures.

Respectfully submitted,



Joel VandeVelde, Alger County Clerk

Dated: June 20, 2023



ALGER COUNTY BOARD OF COMMISSIONERS

Joel VandeVelde, Clerk
101 COURT STREET, MUNISING, MI 49862

RESOLUTION #2023-14

**Opposition to Legislation Preempting Local Control
Michigan House Bills 4526-4528**

WHEREAS, legislation preempting local control over sand and gravel mining was introduced this week in the House with House Bills 4526, 4527, and 4528; and

WHEREAS, these bills aim to eliminate local control of aggregate mining operations and place the regulating authority in the hands of the Department of Environment, Great Lakes, and Energy (EGLE), usurping all local authority including all local zoning, administration, and ordinance over the industry; and

WHEREAS, local governments support access to aggregate materials necessary to fix our roads and are uniquely positioned to know what is best for their communities; and

WHEREAS, the current process allows for local governments to balance these needs along those

with their entire community, protecting the interests and safety of their residents, students, business, and property owners.

WHEREAS, the Alger County Board of Commissioners believes that preempting local control amounts to government overreach.

THEREFORE, BE IT RESOLVED that the Alger County Board of Commissioners strongly urges its State House of Representatives to oppose House Bills 4526, 4527, and 4528 which would silence local voices on aggregate operations in our community.

BE IT FURTHER RESOLVED that the Alger County Board of Commissioners supports the Michigan Townships Association (MTA), Michigan Municipal League (MML), and Michigan Association of Counties (MAC) in their joint statement in this preemption of local control.

BE IT FURTHER RESOLVED that copies of this resolution be provided to Governor Gretchen Whitmer, Senator Edward McBroom (38th District), Representative Jenn Hill (109th District), Michigan Department of Environment Great Lakes and Energy, the Michigan Townships Association, the Michigan Municipal League, the Michigan Association of Counties, and all Michigan counties.

CERTIFICATION

I hereby certify that the above is a true copy of a Resolution adopted by the Alger County Board of Commissioners at the time, date, and place specified above pursuant to the required statutory procedures.

Respectfully submitted,


Joel VandeVelde, Alger County Clerk

Dated: June 20, 2023



DELTA COUNTY BOARD OF COMMISSIONERS

ADMINISTRATION OFFICE
310 LUDINGTON ST.
ESCANABA, MICHIGAN 49829
PHONE: 906-789-5100
FAX: 906-789-5197



RESOLUTION #23-04

REAFFIRMING DELTA COUNTY TO BE A SECOND AMENDMENT SANCTUARY COUNTY

WHEREAS the issue of constitutional rights, including but not limited to, the Second Amendment of the Constitution of the United States of America as well as the Constitution of the State of Michigan has been in the spotlight of public discussion of recent;

WHEREAS public discussion of such constitutional rights is a hallmark of public discourse in a democracy;

WHEREAS the government of the County of Delta has the authority to not fund activity, regulation and/or rules, which are in conflict with constitutional rights of individuals within the State of Michigan and the United States of America, law abiding citizens are guaranteed the right to keep and bear arms by their Creator. The County of Delta will not support financially any activity that attempts to reduce or strip a law-abiding citizen of their right to keep and bear arms:

WHEREAS the Delta County Commission has previously opined that the selective enforcement of constitutional laws, regulations and/or rules is in violation of the Constitution and Laws of both the State of Michigan and the United States of America;

WHEREAS the Board of Commissioners of the County of Delta on February 2, 2020 adopted a Resolution stating that Delta county Michigan is a second amendment sanctuary county,

WHEREAS all elected County Commissioners in the County of Delta Michigan take an oath of office pledging their support to the Constitution of the United States of America and Constitution of Michigan to faithfully discharge the duties of their offices;

WHEREAS the lawful ownership, possession and use of firearms is part of the cultural heritage within the County of Delta Michigan;

WHEREAS it is common for firearms to be family heirlooms that pass from generation to generation as a permanent connection of the past and to the present within extended families;

WHEREAS recent high-profile firearm shootings involved many individuals that have mental health issues the mental health systems nationwide failed to timely, appropriately and adequately provide services to such individuals;

*NOW THEREFORE BE IT RESOLVED that the **BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF DELTA** does support and will continue to honor the pledge to support the Constitution of the United States of America as well as the Constitution of the State of Michigan, including all amendments thereto;*

*BE IT FURTHER RESOLVED that the **BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF DELTA** direct our legislators whom act as a representative of the People of the State of Michigan to:*

A. Not undertake or support legislation that is in conflict with the Second Amendment of the United States of America and Article 1.6 of the Michigan Constitution of 1963, including:

- 1. Red Flag Laws, excluding the present Personal Protection Order process;*
- 2. Registration requirements of full or long firearms;*
- 3. Mandatory storage schemes for firearms;*
- 4. Additional limitations on the lawful ownership and use of firearms; and*
- 5. Adoption of other schemes of regulation of firearms that infringe on the foregoing constitutional guarantees of the People of the State of Michigan*

B. Adhere to their oath of office and not adopt legislation, rules, regulations and/or requirements that conflict with the Second Amendment to the Constitution of the United States of America and Article 1.6 of the Michigan Constitution and any final judicial determinations thereto;

C. Adequately fund mental health services available in all of our communities to provide for timely intervention with appropriate and adequate mental health services as an investment in the human capital of all persons of the State of Michigan; and

*BE IT FURTHER RESOLVED that the **BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF DELTA** directs its staff to provide a copy of this Resolution to:*

- A. Each township in the County of Delta;*
- B. Each city and village in the County of Delta;*
- C. Each department head of the County of Delta;*
- D. Each county in the State of Michigan;*

This Resolution was offered by Commissioner Viau, and supported by Commissioner Petersen.

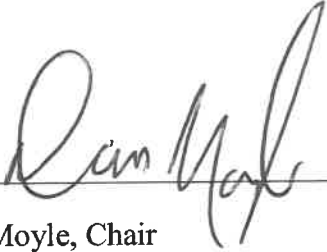
A roll call vote was taken and this Resolution was passed by a vote of: 5:0.

Those Commissioners voting in favor of: Malnar, Viau, Barron, Peterson and Moyle.

Those Commissioners voting against: None.

Those Commissioners abstaining: None.

The Resolution Was Declared Adopted. June 06, 2023



David Moyle, Chair
Delta County Board of Commissioners

ATTEST:



Nancy Przewrocki
Delta County Clerk



DELTA COUNTY BOARD OF COMMISSIONERS

ADMINISTRATION OFFICE
310 LUDINGTON ST.
ESCANABA, MICHIGAN 49829
PHONE: 906-789-5100
FAX: 906-789-5197



RESOLUTION #23-05

FOR THE OPPOSING PROPOSED CHANGES TO THE STATEWIDE SEPTIC CODE (HB 4479 & 4480 SB 299 & 300)

AT A MEETING OF THE /BOARD OF COMMISSIONERS OF DELTA COUNTY, MICHIGAN,
HELD AT DELTA COUNTY SERVICE CENTER BOARD ROOM, ON JUNE 6, 2023,

RESOLUTION - OPPOSING PROPOSED CHANGES TO THE STATEWIDE SEPTIC CODE IN
DELTA COUNTY, MICHIGAN

WHEREAS, the Board of Commissioners of the County of Delta, Michigan, does hereby find
as follows:

WHEREAS, House Bills 4479 and 4480 and Senate Bills 299 and 300 would amend section
12752 and add Part 128 to the Public Health Code and establish state and local standards for
onsite wastewater treatment systems which would require the Michigan Department of
Environmental Quality to develop a statewide code to govern the installation, operation,
maintenance and inspection of septic systems;

WHEREAS, the amendatory Act restricts and removes local controls and changes existing
regulations and guidelines that have been effectively enforced by counties and health
departments across the Upper Peninsula; and

WHEREAS, the Amendatory Act would add additional mandates that would increase the
amount of personnel time and expenses that Upper Peninsula Health Departments would incur
under the new Act without adequate funding from the state; and

WHEREAS, the Amendatory Act would gut existing regulations and grant the Michigan
Department of Environmental Quality authority to approve local sanitary codes which, in effect,
eliminates local control and undermines the duties of local health department to implement and
enforce laws; and

WHEREAS, the Michigan Department of Environmental Quality lacks the necessary budget
and staffing levels to meet the mandates of this Amendatory Act which will place additional
financial burden on local authorities; and

WHEREAS, the creation of the State Technical Advisory Committee under the Act would take away and replace local control of the design, permitting, inspection and management of onsite wastewater treatment facilities and limit input into the rulemaking process to four local health department representatives; and

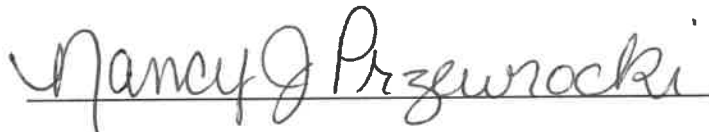
WHEREAS, the Amendatory Act fails to address funding for distressed homeowners and vacated properties with onsite wastewater treatment systems;

NOW, THEREFORE, BE IT HEREBY PROCLAIMED by the Board of Commissioners of the County of Delta, Michigan, opposes House Bill 4479, House Bill 4480, Senate Bill 299, and Senate Bill 300 and requests State Legislators to oppose the legislation.

CERTIFICATION

I hereby certify that the above is a true copy of a Resolution adopted by the Delta County Board of Commissioners at the time, date, and place specified above pursuant to the required statutory procedures.

Dated: June 6th, 2023 Board of Commissioners, County of Delta, MI



Attest

Nancy J. Przewrocki
Clerk, Board of Commissioners
County of Delta, State of Michigan



MACKINAC COUNTY BOARD OF COMMISSIONERS

100 S. Marley Street Room 10
St. Ignace, Michigan 49781
Phone (906) 643-7300 Fax (906) 643-7302
TDD (800) 649-3777

Corina Clark – Dist. 1
Daniel Litzner – Dist. 2

Jodi Kaiser – Dist. 3
Mike Patrick – Dist. 4
Judy St. Louis-Scott – Dist. 5

MACKINAC COUNTY RESOLUTION

OPPOSITION TO LEGISLATIVE PROPOSALS ON ESTABLISHING A STATEWIDE SEPTIC CODE

Whereas, the Mackinac County Board of Commissioners understands the importance for clean water, which is a public health matter for all the counties, but particularly for those with shoreline on the Great Lakes; and

Whereas, the LMAS Health Department, follows the Upper Peninsula Health Code for the purpose of protecting public health and safety and the quality of the environment; adopted pursuant to the Michigan Public Health Code; and

Whereas, the LMAS Health Department inspects and issues permits for Type II, Type III, water wells, public pools and beaches throughout the County, as well as, septic system and commercial properties; and

Whereas, this proposed code would apply to all residential and commercial systems and the Mackinac County Board of Commissioners opposes any additional requirements for inspection of residential septic wastewater systems; as the proposed policy changes may be overly burdensome; for businesses and local residences alike; and

Whereas, recent proposals House Bills 4479 and 4480 and Senate Bills 299 and 300, only introduce a failed bipartisan code package from 2018; without structure or an agreed upon timing for the proposed inspections; and

Whereas, these changes would cause undue hardship for our citizens, as Mackinac County lacks the needed infrastructure and manpower that would be necessary to uphold the proposed code changes, and

Whereas, Mackinac County continues to be dedicated to providing a healthy and safe living environment for its constituents and its visitors, through its current processes; the Board also recognizes the cost of living is exceeding many of its residents, who are struggling with current economic impact of mandated expenses.

Therefore, be it resolved that the Mackinac County Board of Commissioners opposes House Bill 4479 and 4480 and Senate Bill 299 and 300, to establish a statewide septic code.

ROLL CALL VOTE

Moved by: Kaiser

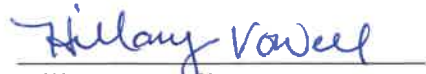
Supported by: Litzner

Ayes: Clark, Kaiser, Litzner, Patrick, St.Louis-Scott

Nays: none

Absent: none

I, Hillary Vowell, Clerk of the Mackinac County Board of Commissioners, do hereby certify and set my seal to the above resolution as adopted by the Mackinac County Board of Commissioners at their regular meeting held on the 19th day of June, 2023.



Hillary Vowell

Mackinac County Clerk

ALLEGAN COUNTY BOARD OF COMMISSIONERS

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JUNE 22, 2023 SESSION

JOURNAL 71

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JUNE 22, 2023 SESSION - PLEDGE OF ALLEGIANCE, ROLL CALL

1/ The Board of Commissioners of the County of Allegan, State of Michigan, met in the Board Room of the County Services Building in the Township of Allegan on June 22, 2023 at 9:00 A.M. in accordance with the motion for adjournment of June 8, 2023, and rules of this board; Chairman Storey presiding.

The Deputy Clerk led the Board in the Pledge of Allegiance to the flag.

Upon roll call the following members answered as Commissioners for the respective Districts:

DIST #1 JIM STOREY
DIST #2 MARK DEYOUNG
DIST #3 DEAN KAPENGA
DIST #4 SCOTT BELTMAN
DIST #5 GALE DUGAN

PUBLIC PARTICIPATION - NO COMMENTS

2/ Chairman Storey opened the meeting to public participation and as there were no comments from the public, he closed the meeting to public participation.

AGENDA - ADOPTED AS PRESENTED

3/ Moved by Commissioner DeYoung, seconded by Commissioner Beltman to adopt the meeting agenda as presented. Motion carried by voice vote. Yeas: 5 votes. Nays: 0 votes.

2023/27 BOARD STRATEGIC PLAN UPDATES:**WATER QUALITY AND AVAILABILITY PLAN**

4/ Tom Kunetz, Chairman of the Water Study Work Group, gave an update to the board on the Water Quality and Availability Plan. Highlights were activities accomplished, activities in progress and future activities.

BROADBAND UPDATE

5/ Administrator Sarro updated the board on 123NET receiving an initial award of \$65 million to construct an open-access, carrier-neutral fiber network for Allegan County.

BREAK - 10:16 A.M.

6/ Upon reconvening at 10:27 A.M., the following Commissioners were present: Commissioner Storey, DeYoung, Kapenga, Beltman and Dugan. Absent: None.

PACE PROGRAM

7/ Mary Freeman of Lean and Green Michigan gave an update to the board on PACE Financing. Property Assessed Clean Energy financing allows private and commercial property owners to voluntarily enter into a special assessment agreement to secure private financing for energy efficiency, water efficiency, and renewable energy projects.

RECRUITMENT AND RETENTION PLAN

8/ Vicki Herzberg, Executive Director of Human Resources, updated the board on the Allegan County Recruitment and Retention Plan.

Moved by Commissioner Dugan, seconded by Commissioner Kapenga to take action on the Recruitment and Retention Plan at the July 13, 2023 session. Motion carried by voice vote. Yeas: 5 votes. Nays: 0 votes.

ADMINISTRATIVE REPORTS

9/ Administrator Sarro noted his written report was submitted to Commissioners. Commissioners discussed the bereavement policy.

PUBLIC PARTICIPATION - NO COMMENTS

10/ Chairman Storey opened the meeting to public participation and as there were no comments from the public, he closed the meeting to public participation.

ADJOURNMENT UNTIL JULY 13, 2023 AT 9:00 A.M.

11/ Moved by Commissioner Beltman, seconded by Commissioner Dugan to adjourn until July 13, 2023 at 9:00 A.M. The motion carried by voice vote and the meeting was adjourned at 11:42 A.M. Yeas: 5 votes. Nays: 0 votes.

AFTERNOON SESSION**JUNE 22, 2023 SESSION - INVOCATION, PLEDGE OF ALLEGIANCE, ROLL CALL**

12/ The Board of Commissioners of the County of Allegan, State of Michigan, met in the Board Room of the County Services Building in the Township of Allegan on June 22, 2023 at 1:00 P.M. in accordance with the motion for adjournment of June 8, 2023, and rules of this Board; Chairman Storey presiding.

The invocation was offered by District #3 Commissioner Kapenga.

The Deputy County Clerk led the Board in the Pledge of Allegiance to the flag.

Upon roll call the following members answered as Commissioners for the respective Districts:

DIST #1 JIM STOREY
 DIST #2 MARK DEYOUNG
 DIST #3 DEAN KAPENGA
 DIST #4 SCOTT BELTMAN
 DIST #5 GALE DUGAN

COMMUNICATIONS

13/ Deputy Clerk Tien noted to the board that they received the following communications:

1. Ottawa County resolutions - 1) declaring Ottawa County as a Constitutional County 2) honoring veterans and the men and women currently serving in the armed forces

JUNE 22, 2023 SESSION MINUTES - ADOPTED

14/ Moved by Commissioner Kapenga, seconded by Commissioner Dugan to approve the minutes for the June 22, 2023 session as distributed. Motion carried by voice vote. Yeas: 5 votes. Nays: 0 votes.

PUBLIC PARTICIPATION - NO COMMENTS

15/ Chairman Storey opened the meeting to public participation and as there were no comments from the public, he closed the meeting to public participation.

AGENDA - ADOPTED AS PRESENTED

16/ Moved by Commissioner Dugan, seconded by Commissioner Beltman to adopt the meeting agenda as presented. Motion carried by voice vote. Yeas: 5 votes. Nays: 0 votes.

PRESENTATION - RETIREMENT RECOGNITION

17/ Undersheriff Larsen, Administrator Sarro and Chairman Storey presented the retirement recognition certificate to Detective Christopher Haverdink for his 27 years of service to Allegan County.

INFORMATIONAL SESSION - PROBATE COURT

18/ Judge Buck and Probate Register Jonathan Blair presented Probate Court's 2022 Annual Report to the board.

FINANCE COMMITTEE - CLAIMS & INTERFUND TRANSFERS

19/ **WHEREAS**, Administration has compiled the following claims for June 16, 2023 and June 23, 2023; and

WHEREAS, the following claims, which are chargeable against the County, were audited in accordance with Section 46.61 to 46.63, inclusive, M.C.L. 1970 as amended and resolutions of the Board; and

WHEREAS, said claims are listed in the 2023 Claims folder of the Commissioners' Record of Claims.

June 16, 2023

	TOTAL AMOUNT CLAIMED	AMOUNT ALLOWED	AMOUNT DISALLOWED
General Fund – 101	101,313.88	101,313.88	
Parks/Recreation Fund – 208	8,229.05	8,229.05	
Friend of the Court – Cooperative Reimb. – 215	1,457.68	1,457.68	
Health Department Fund – 221	14,958.83	14,958.83	
Solid Waste/Recycling – 226	63,729.50	63,729.50	

Brownfield Redevelopment Auth – 243	140,825.00	140,825.00	
Indigent Defense Fund – 260	4,551.08	4,551.08	
Grants – 279	7,873.86	7,873.86	
Crime Victims Rights Grant – 280	16.07	16.07	
Transportation Fund – 288	105,080.44	105,080.44	
Child Care Fund – 292	25,652.98	25,652.98	
Veterans Relief Fund – 293	723.73	723.73	
Senior Services Fund – 298	2,629.48	2,629.48	
American Rescue Plan Act – ARPA – 299	10,000.00	10,000.00	
Capital Improvement Fund – 401	9,739.50	9,739.50	
Property Tax Adjustments – 516	23,005.27	23,005.27	
Self-Insurance Fund – 677	15,593.55	15,593.55	
Drain Fund – 801	21,372.60	21,372.60	
TOTAL AMOUNT OF CLAIMS	\$556,752.50	\$556,752.50	

June 23, 2023

	TOTAL AMOUNT CLAIMED	AMOUNT ALLOWED	AMOUNT DISALLOWED
General Fund – 101	72,472.64	72,472.64	
Parks/Recreation Fund – 208	1,555.89	1,555.89	
Health Department Fund – 221	13,069.96	13,069.96	
Animal Shelter – 254	6,830.00	6,830.00	
Register of Deeds Automation Fund – 256	707.38	707.38	
Central Dispatch Fund – 261	67.81	67.81	
Transportation Fund – 288	6,512.35	6,512.35	
Child Care Fund – 292	13,606.75	13,606.75	
Senior Services Fund – 298	187,909.41	187,909.41	
Property Tax Adjustments – 516	7,033.46	7,033.46	
Tax Reversion 2018 – 629	4,428.50	4,428.50	
Drain Fund – 801	68,493.00	68,493.00	
TOTAL AMOUNT OF CLAIMS	\$382,687.15	\$382,687.15	

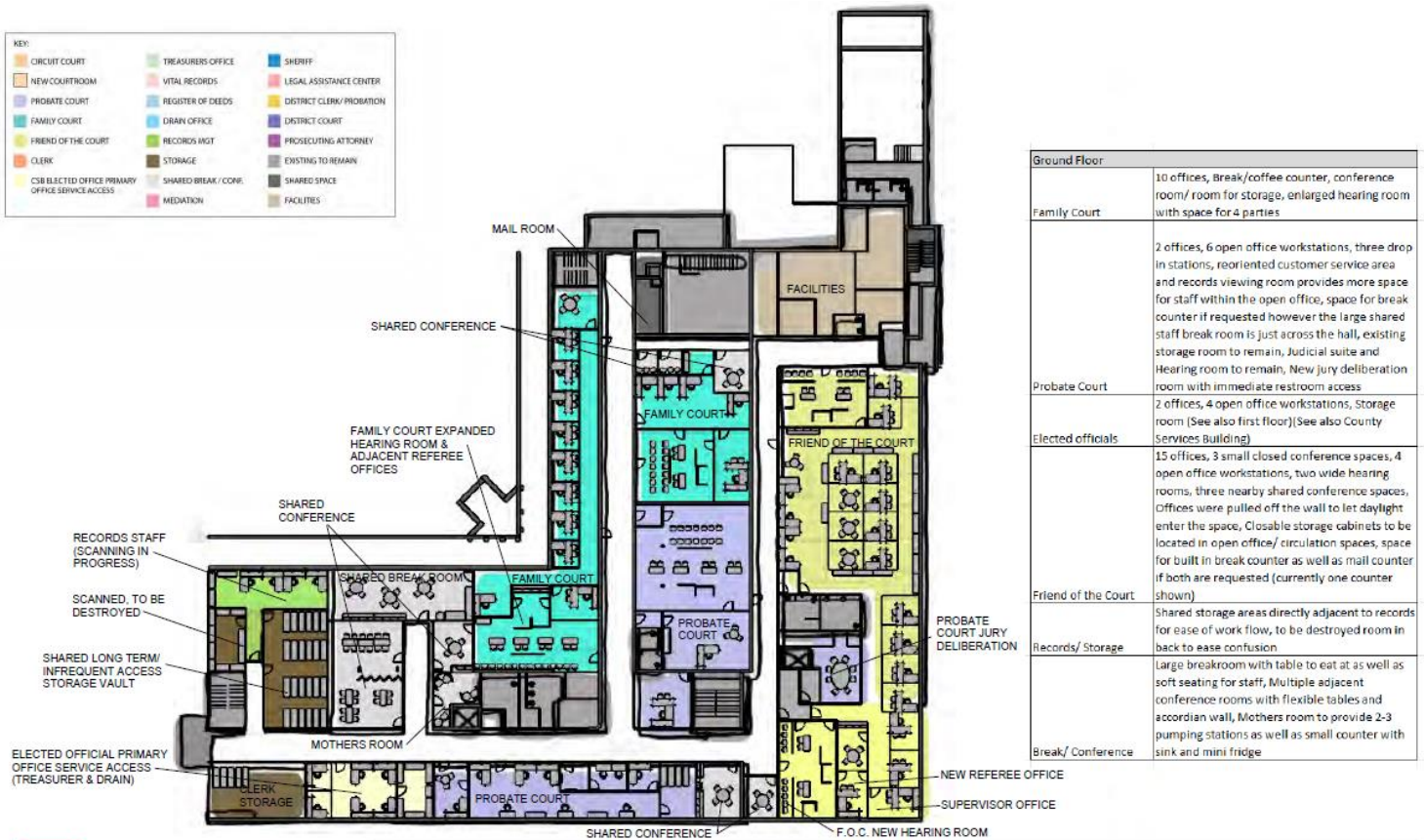
THEREFORE BE IT RESOLVED that the Board of Commissioners adopts the report of claims for June 16, 2023 and June 23, 2023.

Moved by Commissioner DeYoung, seconded by Commissioner Dugan to adopt the report of claims for June 16, 2023 and June 23, 2023. Motion carried by roll call vote. Yeas: 5 votes. Nays: 0 votes.

ACTION ITEMS:

COURTHOUSE/COUNTY SERVICES BUILDING—AUTHORIZE REQUEST FOR PROPOSAL RELEASE 20/ BE IT RESOLVED that the Board of Commissioners approves the detailed design drawings, as presented, and authorizes construction documents and request for proposal(s) to be developed and released for bidding.

Moved by Commissioner Kapenga, seconded by Commissioner Beltman to approve the resolution as presented. Motion carried by roll call vote. Yeas: 5 votes. Nays: 0 votes.



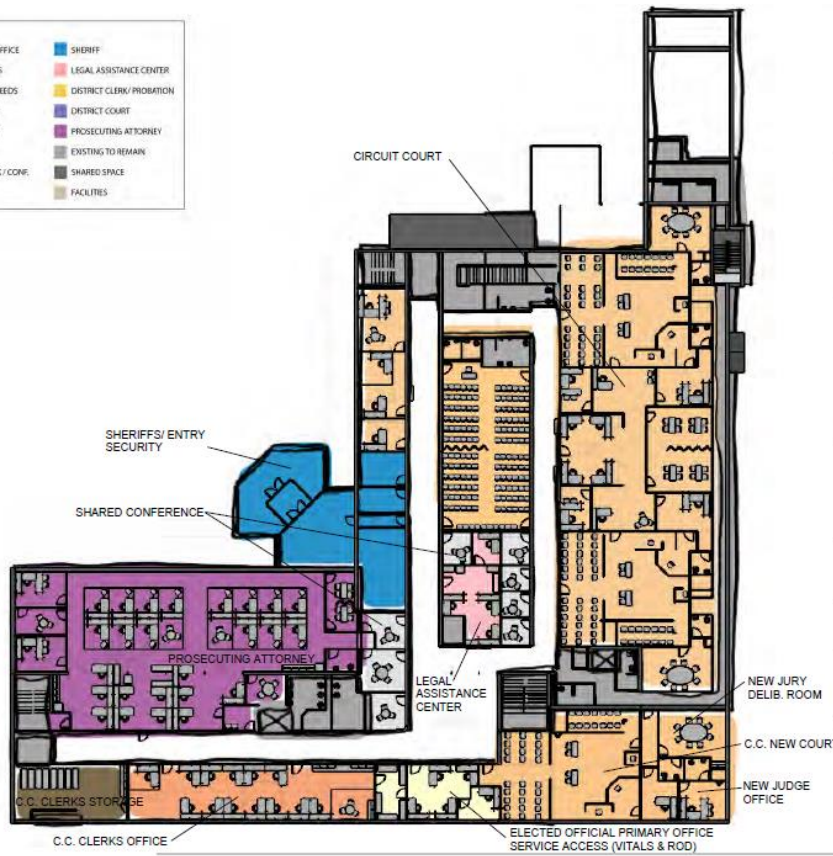
ALLEGAN COUNTY
COURTHOUSE

GROUND FLOOR SPACE PLAN

222051

08/20/2023 | 1

KEY:		
CIRCUIT COURT	TREASURERS OFFICE	SHERIFF
NEW COURTROOM	VITAL RECORDS	LEGAL ASSISTANCE CENTER
PROBATE COURT	REGISTER OF DEEDS	DISTRICT CLERK/ PROBATION
FAMILY COURT	DRAIN OFFICE	DISTRICT COURT
FRIEND OF THE COURT	RECORDS MGT	PROSECUTING ATTORNEY
CLERK	STORAGE	EXISTING TO REMAIN
CSB ELECTED OFFICE PRIMARY OFFICE SERVICE ACCESS	SHARED BREAK/CONF.	SHARED SPACE
	MEDIATION	FACILITIES

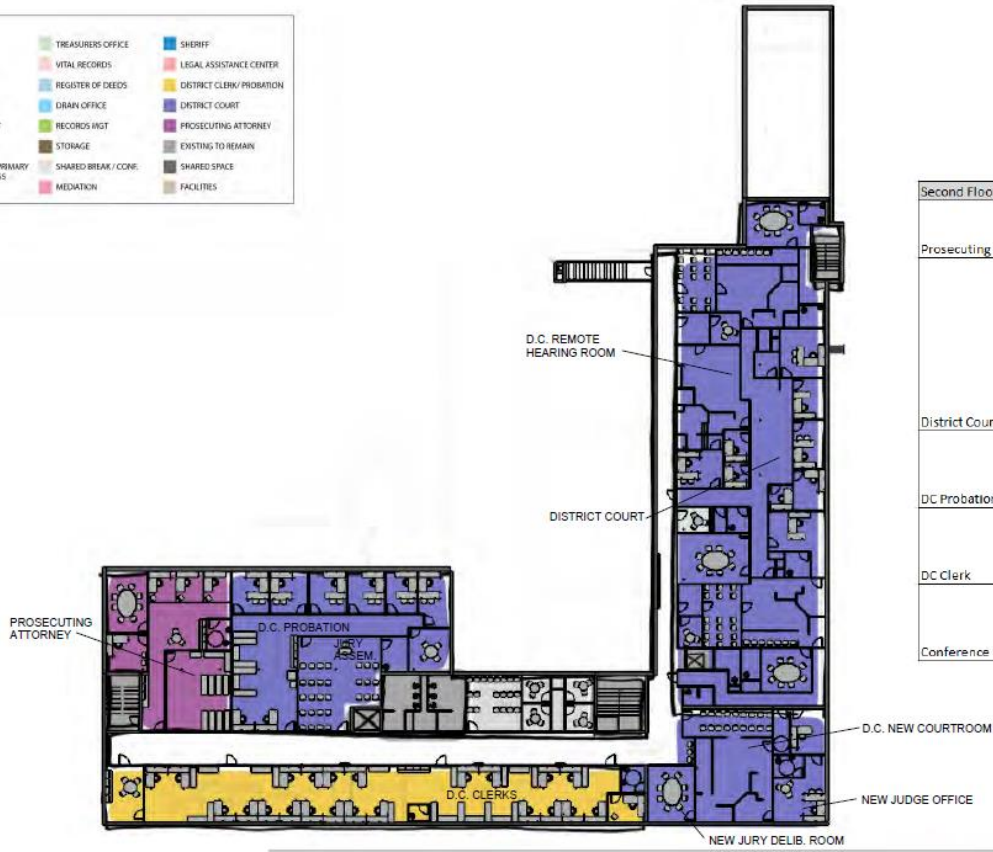


First Floor	
Prosecuting Attorney	16 offices, 6 conference rooms, and direct access to 2 shared conference rooms, 12 open office workstations (See 2nd floor for additional)
CC Clerk	1 office, 12 open office workstations, mail/reception counter, windows at desks along hallway wall for reception also, small meeting room with break/coffee counter
Elected Officials	(On the far right of the CC clerk space) Bob's office & vitals staff space adjacent to Clerks due to shared supervisory responsibilities, 1 office, 4 open office workstations, storage area, if additional department secure storage is deemed necessary a locked vault with key code vitals / clerk only access may be constructed in the shared storage area on the ground floor
Circuit Court	8 offices, 8 open office workstations, three courtrooms, one large jury deliberation room (Crowdedness of other jury deliberation rooms will be addressed with furniture), 3 conference rooms and one open office conference area, Dividable jury selection room
LAC	1 office, 4 open office workstations, storage counter & customer service window, space for printer and copier
Sheriffs	Most to stay the same, break/ locker area to combine with fingerprinting room, use shared staff breakroom for other break needs
Conference	Increase from 5 to 9 shared conference rooms of various sizes. The Circuit Court jury assembly room size has also increased and designed to seat a maximum of 155.



DRY

KEY:		
ORANGE	TREASURERS OFFICE	SHERIFF
PINK	VITAL RECORDS	LEGAL ASSISTANCE CENTER
PURPLE	REGISTER OF DEEDS	DISTRICT CLERK/PROBATION
TEAL	DRAIN OFFICE	DISTRICT COURT
GREEN	RECORDS MGT	PROSECUTING ATTORNEY
RED	STORAGE	EXISTING TO REMAIN
YELLOW	SHARED BREAK / CONF.	SHARED SPACE
PINK	MEDIATION	FACILITIES

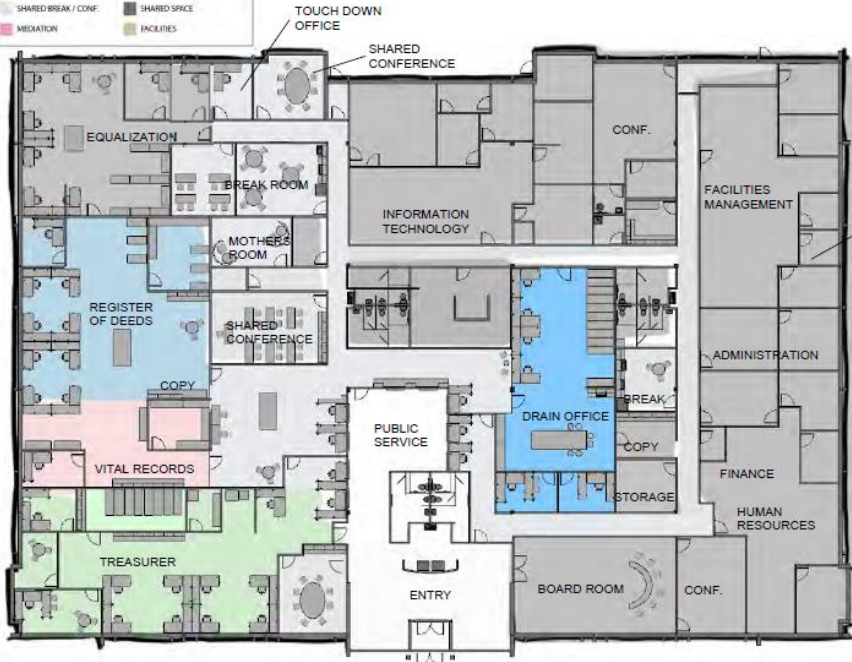


Second Floor	
Prosecuting Attorney	4 offices, enlarged storage space, possible restroom, kitchen, conference room to double as Childrens "Hoffman Room"
District Court	Three courtrooms with attached jury deliberation spaces, enlarged Jury selection space with restroom, 10 offices, 1 open office workstation, 1 remote hearing room with vestibule and attached conference area, Relocation of the court receipts person to the D.C. Clerks area with current office transitioning to a shared conference room (DC admin to move into DC Clerk space)
DC Probation	6 offices, 2 open office workstations with windows to hall enclave, Conference/drug testing room, break/ coffee counter, mail/ copier/ printer/ storage area
DC Clerk	3 offices (2 for DC Admin staff), 20 open office workstations, storage area, print/ copy area & mail counter, storage room, Non public break zone with break/coffee counter
Conference	4 small shared conference rooms and one larger (formerly the jury selection space), also the new jury selection room may be shared if not in use for jury selection

DRY

KEY:

CIRCUIT COURT	TREASURERS OFFICE	SHERIFF
NEW COURTROOM	VITAL RECORDS	LEGAL ASSISTANCE CENTER
PROBATE COURT	REGISTER OF DEEDS	DISTRICT CLERK/ PROBATION
FAMILY COURT	DRAIN OFFICE	DISTRICT COURT
FRIEND OF THE COURT	RECORDS MGT	PROSECUTING ATTORNEY
CLERK	STORAGE	EXISTING TO REMAIN
CSB SELECTED OFFICE PRIMARY OFFICE SERVICE ACCESS	SHARED BREAK / CONF.	SHARED SPACE
	MEDIATION	FACILITIES



County Services Building	
Treasurers	2 offices, 9 open office workstations, 2 customer service windows, 1 conference/ money sorting room, 1 cash room, 1 large storage room with rolling shelves, 1 open office conference areas, 1 mail counter,
Drain Office	2 offices, 7 open office workstations one with internal customer service counter & waiting area, storage room, map viewership zone centralized within open office area, open office conference area,
Vital Records	(Open to ROD) 1 vitals office, 8 vitals/rod open office workstations to be assigned as need requires, 3 storage rooms, 1 break counter & adjacent open office conference area, additional open office conference area near reception, mail counter in open office and counter in copy room next to reception, shared reception area with 2 additional workstations with public service windows, one public research zone with 2 seated stations and one standing 4 person kiosk. Space for floating storage shelves in open office area (space for elections in small storage room or we can carve out a different space for that)
Register of Deeds	(Open to vitals) 1 rod office, 8 vitals/rod open office workstations to be assigned as need requires, 3 storage rooms, 1 break counter & adjacent open office conference area, additional open office conference area near reception, mail counter in open office and counter in copy room next to reception, shared reception area with 2 additional workstations with public service windows, one public research zone with 2 seated stations and one standing 4 person kiosk. Space for floating storage shelves in open office area



DRAFT

DISCUSSION ITEMS:**AREA AGENCY ON AGING OF WESTERN MICHIGAN (AAAWM)—APPROVE ANNUAL IMPLEMENTATION PLAN (AIP) FY 24**

21/ **WHEREAS**, on June 21, 2023, the County's Commission on Aging (COA) reviewed the AIP plan and recommends the Board of Commissioners (Board) approval.

THEREFORE BE IT RESOLVED, that in accordance with all statutes and policies governing the AAWM, the Board supports the AIP for FY2024, as presented.

Moved by Commissioner DeYoung, seconded by Commissioner Kapenga to take immediate action and approve the resolution as presented. Motion carried by voice vote. Yeas: 5 votes. Nays: 5 votes.

CITY OF OTSEGO - LETTER OF SUPPORT FOR SPARK GRANT APPLICATION TO REPLACE NORTHSIDE PARK PLAYGROUND STRUCTURE

22/ **BE IT RESOLVED** that the Board of Commissioners authorizes the release of the letter of support, as attached.

Moved by Commissioner Dugan, seconded by Commissioner Beltman to approve the letter release as presented. Motion carried by voice vote. Yeas: 5 votes. Nays: 0 votes.

Allegan County Board of Commissioners



County Services Building
3283 – 122nd Avenue
Allegan, MI 49010
269-673-0203 Main Office
269-686-5331 Main Fax
<http://www.allegancounty.org>

*Jim Storey, Chairperson
Dean Kapenga, Vice Chairperson*

June 23, 2023

DISTRICT 1

Jim Storey
616-848-9767
jstorey@
allegancounty.org

State of Michigan
Michigan Department of Natural Resources
P.O. Box 30028
Lansing, MI 48909

DISTRICT 2

Mark DeYoung
616-318-9612
mdeyoung@
allegancounty.org

RE: City of Otsego, Michigan SPARK Grant Application to replace the aging Northside Park playground structure

Dear Funding Agency,

The Allegan County Board of Commissioners submit this letter of support for the City of Otsego as they endeavor to secure funding to replace the aging Northside Park playground structure. The City of Otsego is seeking a SPARK grant that will significantly change the course of Northside Park, one of the more popular parks within the City park system.

DISTRICT 3

Dean Kapenga
616-218-2599
dkapenga@
allegancounty.org

Northside Park is located at the corner of Watson Rd. and River Rd. It is the only City park located north of the Kalamazoo River and the heart of the City of Otsego. Making it incredibly important and vital for the surrounding community. This is only a couple hundred feet from a large “once in a generation” 400+ residential unit development. Those new residents will greatly increase the use of this park. The park’s main attraction is the 30-year-old large wooden playground structure. This large piece of playground equipment is beloved by the City of Otsego residents and visitors. It has been a fixture for small children for multiple generations. Its life has been steadily extended by intentional maintenance by the City’s Department of Public Works employees. However, it is now at a point where maintenance is not going to be an option for much longer. The age is catching up to the structure and is not far from being needed to be replaced or removed entirely if funding for replacement is not available. The large and dated piece of equipment was installed as a community effort by having community volunteers assemble and install the wooden structure, which was rather common in the mid-1990s.

DISTRICT 4

Scott Beltman
616-292-1414
sbeltman@
allegancounty.org

However, trends have taken playground structures away from being composed of wood and towards more permanent materials such as metal or plastic. These newer materials are not eligible to utilize in-kind donations, which makes the replacement of this playground structure much more difficult financially. If awarded the DNR SPARK grant for \$1M, the City will be able to replace the 30+ year-old piece of playground equipment that has become a growing liability and unlock the park’s potential for the next generation of families.

DISTRICT 5

Gale Dugan
269-694-5276
gdugan@
allegancounty.org

This effort is consistent with the goals and objectives below from within the Allegan County Board of Commissioners approved Parks 5-Year Recreation Plan:

Goal 1: Continue Park Maintenance to increase efficiency and reduce costs to ensure our current parklands are in safe, functional, and aesthetic condition.

Mission Statement

“The Allegan County Board of Commissioners shall plan, develop, and evaluate the necessary policies and resources to ensure our county continues to progress and prosper”

- a. Objectives: Evaluate & prioritize the replacement and maintenance of playground equipment, structural amenities/buildings, and site amenities

Goal 2: Provide safe, broad community-based recreation opportunities, facilities, and programs that improve the overall quality of life year-round for all Allegan County residents and tourists.

Objectives:

- a. Add recreational opportunities/amenities which fall in line with the purpose of the park and are based upon recreation needs, trends, and input from the community.
- b. Increase recreational opportunities for people with disabilities.
- c. Continue efforts to find and enhance recreation opportunities throughout Allegan County
- d. Continue to add structural amenities, such as pavilions and restroom buildings, to the park facilities based upon community input and need to ensure that there are sufficient park and recreation opportunities for all current and potential users.

Goal 3: Provide leisure time activities with special consideration given to improving health, wellness, and fitness.

Objectives:

- a. Provide both passive and active activities for a variety of ages and abilities of the community.

Goal 4: Provide non-motorized and/or multi-use pathways/waterways for recreational and transportation use.

Objectives:

- a. Expand non-motorized and/or multi-use pathways/waterways through Allegan County with a focus upon linking parks, schools, neighborhoods, cities, business areas, regional trails, and local destination points.
- b. Support the efforts of trail groups (Friends of the Blue Star Trail, River to River trail committee, etc.) to connect Allegan County to parks, schools, neighborhoods, cities, business areas, regional trails, and local destination points.

Based on alignment with these goals and objectives, including increasing community-based recreation opportunities, increased tourism, economic growth, and public health improvements, the Allegan County Board of Commissioners supports your effort to move this project forward.

Sincerely,

Jim Storey, Board Chairperson

ELECTIONS - COMMUNITY MENTAL HEALTH BOARD

23/ Chairman Storey opened nominations to fill the remainder of a 3-year term on the Community Mental Health Board; term to expire 3/31/2025.

Commissioner Dugan nominated Pamela Brenner, 3622 Lohman Dr, Hamilton (General Public Rep.)

Moved by Commission DeYoung, seconded by Commissioner Beltman to close the nominations and cast a unanimous ballot for Pamela Brenner as nominated. Motion carried by voice vote. Yeas: 5 votes. Nays: 0 votes.

APPOINTMENTS

24/

SOLDIERS/SAILORS RELIEF COMMISSION

Chairman Storey announced the appointment of the following individuals to the Soldiers/Sailors Relief Commission; terms to expire 12/31/2025. Appointment Order dated February 2, 2023 was received from Judge Buck by the Board of Commissioners.

Peter Antkoviak, 3220 Springhill Dr, Allegan
John Tyrrell, 2640 M-40, Allegan
Michael Andrus, 1874 30th St, Allegan

LOCAL EMERGENCY PLANNING COMMITTEE

Chairman Storey announced the appointment of the following individual to the Local Emergency Planning Committee to fill the remainder of a 3-year term; term to expire 12/31/2025.

David Ives, 1319 Manor St., Kalamazoo (Public Rep.)

Moved by Commissioner Kapenga, seconded by Commissioner DeYoung to approve the appointment as made. Motion carried by voice vote. Yeas: 5 votes. Nays: 0 votes.

PUBLIC PARTICIPATION - NO COMMENTS

25/ Chairman Storey opened the meeting to public participation and as there were no comments from the public, he closed the meeting to public participation.

FUTURE AGENDA ITEMS

26/ Commissioner Storey requested to have discussion regarding the Conservation District on July 13, 2023 during the afternoon session.

ADJOURNMENT UNTIL JULY 13, 2023 AT 1:00 P.M.

27/ Moved by Commissioner Dugan, seconded by Commissioner DeYoung to adjourn until July 13, 2023 at 1:00 P.M. The motion carried by voice vote and the meeting was adjourned at 2:46 P.M. Yeas: 5 votes. Nays: 0 votes.

Jennifer Dien

Deputy Clerk

Board Chairperson

Minutes approved during the 00/00/2023 Session

DRAFT

Annual Presentation for the Allegan County Board of Commissioners

July 13, 2023



What's new at OnPoint?

Caring for Allegan County

- **Purchasing, remodeling and moving to 540 Jenner Drive**
 - A four year+ process!

From this





To this



From this





To this



What's new at OnPoint?

Caring for Allegan County

- **July 1970** – Allegan County's Community Mental Health agency
 - 1st Job: Aftercare for those coming home from state institutions
 - Next Job: Manage crises/prevent (state) hospitalization
 - Medicaid funds for the most intensive services for the most at-risk people
 - General funds for less intensive/preventative needs if money would stretch that far

Allegan County News

May 14, 1969

Mental Health Board Organized In County; To Launch Attack On Mental Health Problems

By Mary A. Simons

Allegan County is preparing to launch a full-scale attack on ever increasing mental health problems.

Coinciding with the beginning of National Mental Health Month Allegan supervisors announced May 1 the formation of their first Community Mental Health Services Board.

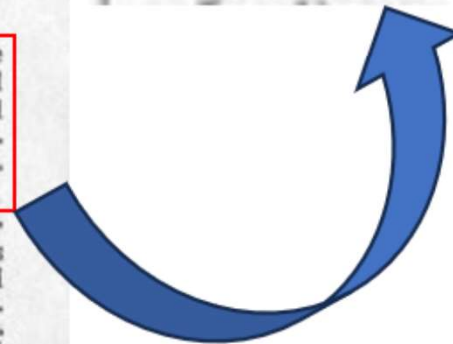
Less than three years after a volunteer committee of concerned citizens inaugurated psychiatric services in the county by bringing in extension clinics on an experimental part-time basis, county officers, convinced by the increasing numbers of

Allegan, has been employed by the board as executive secretary and office manager. The board is currently considering applications for the position of program co-ordinator.

Board Chairman Kyes said the ultimate goal of a projected Community Community Mental Health Center is to provide comprehensive mental health services for the entire county.

In line with this plan, development of the following services is in the offing: in-patient and out-patient care, emergency diagnosis and treatment, and after care (for county patients released from state hospitals).

Board Chairman Kyes said the ultimate goal of a projected Community Community Mental Health Center is to provide comprehensive mental health services for the entire county.





Mission Vision Values

Mission

Strengthening our community by improving and advocating for the lives of individuals and families.

Vision

Building a community which provides integrated behavioral health care effectively, efficiently, and sustainably for all who require it.

Values

Integrity, Inclusivity, Honor, Equality,
Innovation, Teamwork, and Cultural Competency

What's new at OnPoint?

Caring for Allegan County

- **Jan 1998** – Mental Health Parity Act
 - Required equivalent benefits for mental health as for physical health
- **Oct 2009** – Mental Health Parity and Addiction Equity Act
 - Required equivalent benefits for substance use disorders
- **Sep 2010** – Affordable Care Act
 - Behavioral health included as one of the 10 essential health benefits
- **Apr 2014** – ACA Medicaid expansion implemented in Michigan
 - Coverage available to poor (not just disabled) – is huge for SUD)

What's new at OnPoint?

Caring for Allegan County

- **Aug 2021** – OnPoint awarded a federal grant to become a Certified Community Behavioral Health Clinic (CCBHC).
 - Serve everyone at all levels of care, including commercially insured & veterans
- **Oct 2023** – OnPoint to join MDHHS CCBHC demonstration project
 - Major change in funding – shifting to unit-based revenues
 - More service promotion and engagement efforts
 - Partnerships with other healthcare service providers
 - Enhanced coordination of care
 - 19 applicants (see next page) – funding for 19 is in Michigan's 2024 budget

2023 CCBHC Demonstration Applicants

1. Lenawee Community Mental Health Authority – Lenawee County
2. Monroe Community Mental Health Authority – Monroe County
3. CNS Healthcare – Wayne County
4. Detroit Rescue Mission – Wayne County
5. Elmhurst Home – Wayne County
6. Arab Community Center for Economic and Social Services – Wayne County
7. Community Mental Health of Ottawa County – Ottawa County
8. Network180 (Kent County CMH Authority) – Kent County
9. OnPoint (Allegan County CMH Services) – Allegan County
10. Newaygo County Mental Health – Newaygo County
11. LifeWays – Jackson and Hillsdale Counties
12. Bay-Arenac Behavioral Health – Bay County
13. Sanilac Community Mental Health Authority – Sanilac County
14. Genesee Health System – Genesee County
15. Lapeer County Community Mental Health Services – Lapeer County
16. Riverwood Center (Berrien Mental Health Authority) – Berrien County
17. Pines Behavioral Health Services – Branch County
18. Summit Pointe – Calhoun County
19. Barry County CMH Authority – Barry County

**PRESENT and
FUTURE**

Community
Engagement

Social
Determinants
of Health

Homelessness
Services/
Housing

Mobile Crisis
Intervention
(w/ LEO)

**CLIENT CARE and
COMMUNITY NEEDS**

Team-Based
Care

SUD/MAT
Services

Health Care
Integration

Certified
Community
Behavioral
Health Clinic

Family, Child
& Adolescent
Services



Caring for Allegan County

540 Jenner Drive
Allegan, MI 49010

www.onpointallegan.org



S T A T E O F M I C H I G A N

BOARD OF COMMISSIONERS OF THE COUNTY OF ALLEGAN

FINANCE - CLAIMS & INTERFUND TRANSFERS

WHEREAS, Administration has compiled the following claims for 6/30/23, 7/7/23 and 7/14/23; and

WHEREAS, the following claims, which are chargeable against the County, were audited in accordance with Section 46.61 to 46.63, inclusive, M.C.L. 1970 as amended and resolutions of the Board; and

WHEREAS, said claims are listed in the 2023 Claims folder of the Commissioners' Record of Claims.

June 30, 2023

	TOTAL AMOUNT CLAIMED	AMOUNT ALLOWED	AMOUNT DISALLOWED
General Fund - 101	133,617.42	133,617.42	
Parks/Recreation Fund - 208	3,742.59	3,742.59	
Friend of the Court - Cooperative Reimb. - 215	3,475.89	3,475.89	
Health Department Fund - 221	12,567.43	12,567.43	
Solid Waste/Recycling - 226	9,839.49	9,839.49	
Brownfield Redevelopment Auth - 243	165.00	165.00	
Register of Deeds Automation Fund - 256	128.74	128.74	
Indigent Defense Fund - 260	50,484.30	50,484.30	
Central Dispatch Fund - 261	115,104.48	115,104.48	
Concealed Pistol Licensing Fund - 263	13.75	13.75	
Grants - 279	24,684.90	24,684.90	
Transportation Fund - 288	683.31	683.31	
Child Care Fund - 292	23,195.73	23,195.73	
Veterans Relief Fund - 293	70.87	70.87	
Senior Services Fund - 298	20,509.46	20,509.46	
American Rescue Plan Act - ARPA - 299	10,000.00	10,000.00	
Capital Improvement Fund - 401	119,584.55	119,584.55	
Property Tax Adjustments - 516	5,962.97	5,962.97	
Tax Reversion 2018 - 629	1,925.50	1,925.50	
Revolving Drain Maintenance Fund - 639	36.01	36.01	
Fleet Management/Motor Pool - 661	92.58	92.58	
Self-Insurance Fund - 677	918.54	918.54	

Drain Fund - 801	31,592.50	31,592.50	
TOTAL AMOUNT OF CLAIMS	\$568,396.01	\$568,396.01	

July 7, 2023

	TOTAL AMOUNT CLAIMED	AMOUNT ALLOWED	AMOUNT DISALLOWED
General Fund - 101	134,335.54	134,335.54	
Parks/Recreation Fund - 208	320.00	320.00	
Friend of the Court - Cooperative Reimb. - 215	397.64	397.64	
Health Department Fund - 221	18,224.67	18,224.67	
Solid Waste/Recycling - 226	15,617.11	15,617.11	
Indigent Defense Fund - 260	236.90	236.90	
Central Dispatch Fund - 261	57,175.90	57,175.90	
Local Corrections Officers Training Fund - 264	283.40	283.40	
Law Library Fund - 269	3,238.24	3,238.24	
Grants - 279	3,058.01	3,058.01	
Transportation Fund - 288	5,853.50	5,853.50	
Child Care Fund - 292	13,017.32	13,017.32	
Veterans Relief Fund - 293	17,289.31	17,289.31	
Senior Services Fund - 298	5,515.38	5,515.38	
American Rescue Plan Act - ARPA - 299	448.23	448.23	
Capital Improvement Fund - 401	1,250.44	1,250.44	
Property Tax Adjustments - 516	1,460.35	1,460.35	
Fleet Management/Motor Pool - 661	115.99	115.99	
Self-Insurance Fund - 677	403,461.30	403,461.30	
Drain Fund - 801	38,739.58	38,739.58	
TOTAL AMOUNT OF CLAIMS	\$720,038.81	\$720,038.81	

July 14, 2023

	TOTAL AMOUNT CLAIMED	AMOUNT ALLOWED	AMOUNT DISALLOWED
General Fund - 101	161,815.64	161,815.64	
Parks/Recreation Fund - 208	5,005.71	5,005.71	
Friend of the Court - Cooperative Reimb. - 215	49.29	49.29	
Health Department Fund - 221	1,063.38	1,063.38	
Register of Deeds Automation	851.78	851.78	

Fund - 256			
Indigent Defense Fund - 260	104,850.72	104,850.72	
Central Dispatch Fund - 261	4,728.00	4,728.00	
Drug Law Enforcement Fund-SD - 265	37,191.30	37,191.30	
Grants - 279	8,968.15	8,968.15	
Transportation Fund - 288	118,624.17	118,624.17	
Child Care Fund - 292	27,496.83	27,496.83	
Veterans Relief Fund - 293	280.04	280.04	
Senior Services Fund - 298	7,927.50	7,927.50	
American Rescue Plan Act - ARPA - 299	5,157.70	5,157.70	
Radio Debt Fund - 367	638,121.39	638,121.39	
Capital Improvement Fund - 401	16,400.00	16,400.00	
Property Tax Adjustments - 516	10,207.48	10,207.48	
Revolving Drain Maintenance Fund - 639	722.00	722.00	
Self-Insurance Fund - 677	21,899.66	21,899.66	
Drain Fund - 801	53,961.99	53,961.99	
TOTAL AMOUNT OF CLAIMS	\$1,225,322.73	\$1,225,322.73	

THEREFORE BE IT RESOLVED that the Board of Commissioners adopts the report of claims for 6/30/23, 7/7/23, 7/14/23, and interfund transfers.

S T A T E O F M I C H I G A N

BOARD OF COMMISSIONERS OF THE COUNTY OF ALLEGAN

BOARD OF COMMISSIONERS—CONCURS RECRUITMENT & RETENTION INITIATIVES

WHEREAS, the County Recruitment and Retention Plan has been updated for 2022/2023, which includes the Board's strategic initiatives from May 11, 2023.

THEREFORE BE IT RESOLVED that the Board concurs with including the initiatives, as presented.

ALLEGAN COUNTY RECRUITMENT AND RETENTION PLAN

2022 - 2023



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INTRODUCTION

Allegan County supports a united and engaged workforce by fostering a positive, team-based work environment, employing and retaining high-performing, quality employees, and promoting safety and wellness. The recruitment and retention of this dedicated workforce is a vital action for Allegan County, as it is the employees that will ensure the vision is achieved.

The objective of this Recruitment and Retention Plan is to detail the County's planned support in achieving the respective goals of attracting, hiring, and retaining the best talent for the County most effectively and efficiently, in large part due to the increased retirement of experienced staff and labor-market shortages not only here in Allegan County but across the Nation. This plan will be reviewed and updated every two years as processes are refined, and new tools or strategies are created, such as collecting data from internal reviews and Employee Engagement Surveys.

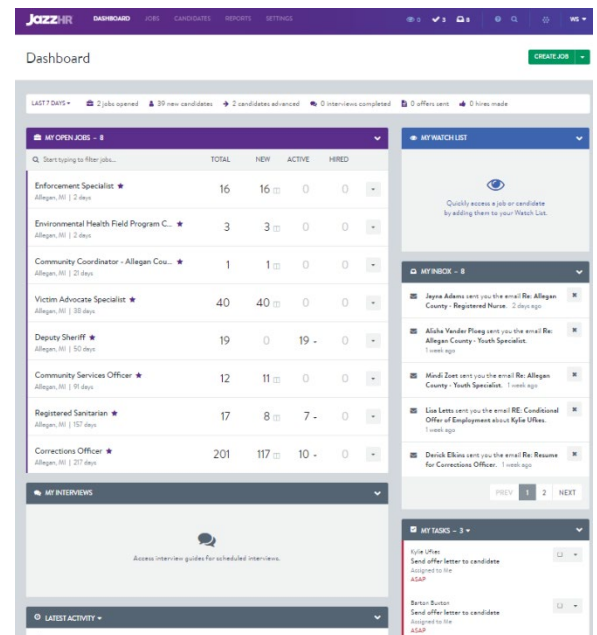
STRENGTHS

The existing strengths of the County will help to compose a deliberate Recruitment and Retention Plan.

A. Enhanced utilization of a successful applicant tracking system (ATS).

The County implemented an applicant tracking system, JazzHR, in May of 2018 to better track, maintain, and advertise all job postings. With this ATS system, the County moved away from hard copy applications to everything being electronic and accessible through the website. Moving to this system continues to prove invaluable, with many staff working remotely or on a hybrid schedule so that the recruiting process can continue to move forward.

With continued utilization of the ATS system, recruitment metrics, compliance with EEO standards, evaluating trends, and pinpointing challenge areas are being monitored. Thereby allowing appropriate communication and action to address recruitment concerns across the organization. The County is able to monitor the status of positions, evaluate the need for additional advertisement, assist in the advancing of candidates to the next steps, and provide candidates with the status of their application and the position. This has helped to support and enhance operational performance as it pertains to the hiring process and has enhanced customer service relationships.



B. An open partnership between the Hiring Manager/Service area and Human Resources.

There is an open partnership between the hiring managers and Human Resources. In many instances, Human Resources is working closely with the hiring manager to ensure the process is going smoothly, assist with scheduling testing and interviews, move candidates through the process, and walk through the steps to make an offer and hire a candidate. This minimizes the hiring manager's time while maximizing their input.

C. Filling open positions in a timely manner.

The County is filling many vacancies in a timely manner. This time to fill data does vary across the County as processes and timeframes are not identical. Some service areas require more than one interview, some may require additional testing, and the length of time it takes to identify the candidate and the number of individuals involved all affect the overall time to fill. Even with these facets of the individual process, at a county level, there is a current average “time to fill” of 53 days (1st Quarter 2022).

D. Communication strategies to gather input from employees and leaders and share information.

The County has implemented many communication strategies to reach employees and leaders at all levels in various ways. One way of communicating with leaders is through various meetings such as the Administrative Leadership Team, Executive Team, Quarterly Interdepartmental, and County Leadership Team held on a biweekly to quarterly basis to discuss training, operations, and strategy. A Joint Employee Group meeting is also held quarterly to present information, gain feedback from bargaining groups and discuss all aspects of the county to be proactive in efforts as it relates to policies, benefits, procedures, contract language, and compensation. An all-staff virtual meeting, known as *R.I.C.H. Conversations with Rob*, held monthly, was put into place to provide updates and training on organization-wide issues. Lastly, an Employee Engagement Survey is conducted every three years with employees through a partnership with a vendor (SHRM) to determine areas of strengths and opportunities related to compensation, benefits, career development, relationships with leadership and peers, and value.

E. Tools created to assist in retaining employees

There are tools that have been created through a Performance Management System. These are:

- Performance Expectations and Development Guide (PEDG) that lists cultural expectations based on the Allegan County Strategy Map.
- Onboarding Checklist to ensure new employees are provided adequate training and onboarding to the County.
- Learning and Growth Plan to develop personal and professional goals.
- Training and Development opportunities through internal and external sources.
- Coaching, Counseling, and Performance Improvement Plans to assist the employee in improved performance.
- Recognition Program that includes recognition cards, Years of Service, and Retirement Recognition.
- Employee Engagement Team that develops activities and programs, including organization-wide events, newsletters, and team-building activities.

F. Tracking key performance indicators

The County tracks, measures, and analyzes data related to turnover, retention, days to hire, and overall data received through the employee engagement survey to ensure the County is meeting the recruitment and retention goals it set in place. This data shows not only areas of strength but areas of opportunity where growth, recommended improvements, and change can occur through this Recruitment and Retention Plan.

G. Compensation Enhancements

Based on internal analysis, the employee engagement survey, market studies, and discussion through the Joint Employee Group, the County has:

- Created new job descriptions,
- Created new salary ranges based on the decision band method (DBM),

- Created a 17-step wage scale/range that was implemented in 2017,
- Created a 9-step wage scale/range that was decided upon in 2021 and a process of scaling down from the 17-step,
- Committed to the organization to review or conduct a total compensation study.

H. Research

The programs, measures, and tools created for recruitment and retention are built on the research and recommendations from SHRM, Michigan Human Resources Association, other seminars and conferences attended, and articles and journals written by Human Resources professionals.

CHALLENGES

The primary challenges the County faces can be found below:

A. Employer brand

Marketing to candidates is imperative in competing with surrounding counties and local employers for talented candidates. One-way organizations are differentiating themselves is through their employer brand. It is the face and message shown that could set Allegan County apart from other organizations and produce a positive attachment among stakeholders. An employer brand is used in all types of marketing, such as community events, social media, professional networking, and verbal communication, among others.

Allegan County has developed cultural aspects that lay the foundation for building a brand. Branding should be consistent with the organizational values of Respect, Integrity, Commitment, and Honesty. Branding should reflect the County's focus on being an innovative and efficient customer service-focused organization. One example of this is with the Safety and Security Team that uses the logo and added a tagline of "A Commitment". While decisions regarding this employer brand are being contemplated, the County needs to think about how to recruit candidates to Allegan County and develop its brand.

Allegan County has the tools to build a strong brand and utilize social platforms to reach a vast audience in marketing itself. A recruitment brand is important as it is part of the County's reputation and how it is perceived. Developing a strong brand would bring consistency to the organization and increase visibility among potential applicants.

Benefits of a recruitment brand include:

- More consistent and effective communication with job seekers.
- Timeliness in response and status during the recruitment process.
- Development of a larger and more diverse pool of applicants for vacancies.
- Can lead to a shorter time frame for filling vacancies.

The development of this employer brand will aid in the outreach and communication of the County's mission, values, culture, and personality to the community. In return, this would have the potential to increase the retention of employees and lead to referrals to the organization.

While establishing an employer brand creates an opportunity for Allegan County, it is represented as a challenge as Allegan County Government is made up of different employers. In this regard, developing a singular employer brand

may be challenging. If nothing else, the County may have to consider how to better market its different employment offerings and consider that there may be something for everyone. While all offices strive to achieve a high level of service, that may look different for each office from an employment experience.

B. Approach to Recruitment:

The County has determined trends that have been continuous since early 2021 as they relate to recruitment and where it may be falling short. It is vital to recognize these trends and adjust the processes of recruitment to meet these new trends and difficulties that have become prevalent.

When the County says that its recruitment takes a reactive approach, this is where focusing on the immediate hiring needs of positions that have just been vacated. The current practice is that when a termination, resignation, or retirement is received, the County then begins the request to backfill and advertisement stage. Once advertised, it then waits for candidates to find the job posting and apply. Overall, the County acts on a “need-to” basis to fill a position.

There are identified challenges with taking a reactive approach to the current status of the labor market. With this approach, the County places time pressures on sourcing and selecting the right candidate, as the need is immediate. In some cases, it can leave the County with a longer vacancy time and either push duties to other employees or the duties may fall behind. With this need to have duties completed during the vacancy, there is the risk of having to bring on a temporary employee with an agency which can lead to costs dramatically increasing for that position. Lastly, the County has to understand that there is a large risk of poor hires due to desperation to fill a position. A poor hire directly affects retention, turnover, morale, and a lack of team cohesiveness in service areas.

The County has also identified challenges through discussion at Quarterly Interdepartmental Meetings (QID) and developed themes based on these discussions. Two of the four themes, “inclusivity and demographics” and “staffing and resources”, that were identified closely relate to the County’s approach to recruitment and the challenges that it is facing.

C. Social Media:

With the exception of its internal and external websites, there is a shortage of social media presence for Allegan County as a whole. They currently have an Allegan County Facebook page where general postings are posted as it pertains to job openings, public notices, and announcements. These postings are not laid out well and lack graphics, the formatting is poor and hard to read, and they do not share photos or posts related to employee engagement. In contrast to other county government Facebook pages, Allegan is lacking in presence and engagement. This has been identified, and a new way of integrating its application tracking system with Facebook is being reviewed.

The current LinkedIn page for Allegan County is not being utilized or updated on any type of schedule. There is only information about where the organization is located and a link to visit its website. There is no additional information, posts created by the County, or even a photo attributed to the profile. It would benefit to utilize this social media venue more to create a branding and image that is readily available for the community and public to see.

D. Retention:

There is a lack of retention programs that are meant to engage, check-in, and help maintain employees here at Allegan County. At this time, many of the programs have related to employee recognition rather than focusing on how to retain employees and programs/processes that can help achieve that. The current process for a “check-in” with a new employee is to do a follow-up roughly one week after their start to go over their orientation and provide information

that is related to benefits offered and selected. The service areas are to do an onboarding checklist with their new employees, but there is a lack of consistency in completing these for all. From there, no further check-in occurs by Human Resources to see how their experience has been going, what they are struggling with, and what they wish Human Resources would have gone over with them when they started. In addition, this type of check-in is not done with tenured employees down the road to learning what keeps them here with Allegan County. In failing to do this type of outreach, the County cannot see what could have been done differently before an employee resigns. These types of outreaches to employees can provide the County with information outside of its current Employee Engagement Survey that is completed.

E. Consistency

The County has many programs, measures, and tools that have been created to assist in recruitment and retention, but they are not being utilized consistently across the organization. This has a negative impact on the organization as employees are not having the same types of onboarding and experience with the county during their tenure, which can lead to increased turnover.

OPPORTUNITIES

Through identifying challenges, there are opportunities the County has recognized for this Recruitment and Retention Plan.

A. Employer Brand:

An employer brand will have an effect on the recruitment of new employees, retention, and engagement of current employees, and the overall perception of the organization in the market. The County has the foundation for an employer brand, and it has the ability to expand and build on what is set in place through its strategy map and values. This is a county-wide initiative, and buy-in from all parties will be necessary for them to expand and develop these brands.

B. Proactive Recruiting:

A proactive approach to recruiting is where the County is finding talent for roles that are not yet available and fostering those connections to be prepared for when a position does become available. It would be finding these potential employees, engaging and creating a relationship, attracting them to Allegan County and specific roles, and eventually hiring them as an employee. To find this talent, there are different avenues it can take in order to engage and create that relationship with those individuals. It could utilize LinkedIn at a recruiter level to allow for messaging and connecting, participate in job fairs at local universities, attend networking events, and better review applications for all positions to see if they may be a fit elsewhere. It is important that the County sees the need to move forward to a proactive approach in order to stay ahead and bring in the best talent.

Another avenue is to look within its service areas/employees and identify potential retirements, employees looking to achieve a higher-level position, disengaged employees, and new positions and needs of the service area. The County has the opportunity to achieve this by participating in service area planning/visioning (one-year, three-year, five-year outlook, etc.) and identifying potential needs that may come up and the growth of the service area. When it comes to employees and being able to proactively plan for any changes, they can learn a lot from this through their participation in Learning and Growth. The County has the opportunity to learn more about its employees in both their short-term and long-term goals, along with areas where they may be disengaged with the position or service area. There is the ability to do career planning, and growth tracking, and identify areas where improvements need to be made in order to increase our chances of retaining the employee.

C. Social Media:

In looking at the future of recruiting, much of how it is done is moving towards an online and digital approach. The County has the opportunity to build its image through postings and interactions on Facebook, outreach on LinkedIn, and overall presence on online platforms.

The use of the LinkedIn platform for recruiting purposes can lead to reaching a currently untapped market with vacancies and opportunities. The County has looked into both a recruiter profile and a government account to evaluate which option will best suit needs. This will tie directly into the need to move towards a proactive approach to recruiting and help to attract talent. If the County were to utilize the Allegan County page better and have the ability to take on a recruiter role, it could really garner the attention of potential Allegan County employees and leaders.

There is an opportunity through collaboration with service areas to integrate job postings on a Facebook page dedicated to Human Resources. This way, Human Resources is able to alter the format of these postings to be easier to read, have quick information about the job, and provide candidates with direct links to apply for the position. Human Resources would also be able to use this page for other outreach/visibility of what the County is doing, aspects of employee engagement, and overall, who Allegan County is.

D. Retention:

There is the potential for the County to implement mentoring and career development/pathing opportunities for employees that may assist in its overall retention. These were two areas of improvement from the last employee engagement survey, and these programs or opportunities could assist in a better understanding of why employees are staying and what they are looking for to continue working here. If the County has employees with goals to move up in their service area or move out of their service area, it is good to know this so the County can provide them with training and development to achieve these goals. It is also important to note that not all employees are interested in leaving their current position, but the County can still provide them with growth opportunities in relation to their current work or interests. There is a Learning and Growth Plan that has been developed to assist with this career development, but it is not used County-wide. In addition, there has been discussion around the development of a mentorship program for new employees in order to help them acclimate to Allegan County and have someone to guide them and ask questions. The County can learn from both of these programs how it can best assist employees and where it can improve to retain them.

In addition, the County could/should increase its awareness and place a larger emphasis on its R.I.C.H. core values. County Leaders have also identified this opportunity and are working to reinforce these goals and do more in terms of employee engagement with them. There is a recognition program in place where employees can receive recognition cards when they are demonstrating these R.I.C.H. values, but there is an opportunity to utilize this program more and increase the amount given out. Workplace recognition can motivate employees, provide a sense of accomplishment and make employees feel valued for their work. Not only does this recognition have a positive effect on individual employee engagement, but it has been shown to increase productivity and organizational loyalty. All of these outcomes of recognition can ultimately lead to a higher level of employee retention.

E. Volunteer Process:

A need for a consistent volunteer process, from recruiting to onboarding, to be used county-wide has been identified. At this time, all service areas with volunteers utilize different avenues for recruiting and selecting volunteers, conducting background checks, and onboarding volunteers. There is an opportunity to make this a more centralized process by utilizing volunteers to follow. This will ensure that volunteers are all going through a standardized process for

background checks, testing, and overall onboarding to their role. Conducting this process in the same way and having an established recruitment and onboarding process for volunteers will allow the County to be prepared for all needs, whether they are responding to an emergent or non-emergent situation. It will also allow for creating a one-volunteer page on the website where those interested in volunteering can easily view all opportunities and apply. Currently, the County is recognizing unpaid interns as volunteers. In the future, interns may be separated from volunteers to incorporate both paid and unpaid interns.

GOALS, OBJECTIVES, AND STRATEGIES

The goals, objectives, and strategies outlined in this plan are designed to summarize recruitment, outreach, and retention plans beginning in 2022.

GOAL	OBJECTIVES	STRATEGIC ACTIONS
Goal #1: <i>Strengthen Online Presence</i>	1.1: Develop and promote a consistent online presence	1.1.1: Continue to utilize Allegan County’s Facebook Page to communicate vacancy announcements. 1.1.2: Create an Allegan County Human Resources Facebook Page to communicate vacancy announcements and news items. 1.1.3: Revise the content of vacancy announcements with verbiage that is geared to attract prospective applicants and direct them to the website. 1.1.4: Update and promote the Allegan County LinkedIn page. 1.1.5: Use the LinkedIn Recruiter Lite account and engage with the network to build relationships.
Goal #2: <i>Develop an Employer Brand</i>	2.1: Develop and promote a consistent employer brand	2.1.1: Explore means through which Allegan County can be marketed as a desirable employer. 2.1.2: Develop marketing and promotional materials for recruitment and outreach events. 2.1.3: Update job descriptions and postings to improve candidate engagement, e.g., purpose, flexibility, and remote work. 2.1.4: Conduct internal and external research on how Allegan County is perceived as an employer.
Goal #3: <i>Enhance Internal Recruitment Activities</i>	3.1: Encourage employee referrals at all levels of the organization	3.1.1: Create recruitment materials that are available to all employees. 3.1.2: Develop a recruitment “toolkit” for every service area with information for potential candidates. 3.1.3: Promote and advertise current vacancies and schedule career fair attendance during biweekly Human Resources updates to Administration.
	3.2: Enhance the applicant evaluation process	3.2.1: Develop a standard evaluation phase in the applicant selection process.

		<p>3.2.2: Create a consistent interview question and evaluation template that includes core competencies for all service areas.</p> <p>3.2.3: Develop a guide for service area use to effectively move applicants through the workflow in JazzHR.</p> <p>3.2.4: Develop a training guide for new users to JazzHR to assist in the use of the program.</p> <p>3.2.5: Evaluate candidates for other positions to keep in the talent pool.</p>
	3.3: Capitalize on potential internal applicants	<p>3.3.1: Send all vacancy announcements to their respective bargaining unit.</p> <p>3.3.2: Develop internal applications in JazzHR for postings.</p> <p>3.3.3: Create an internal job page on the Intranet with links to all positions.</p> <p>3.3.4: Submit a reminder and link to the internal job page with the Human Resources updates biweekly to Administration.</p>
<p>Goal #4: <i>Execute Action Items Relevant to Recruitment, Hiring, and Retention Of the Unique Work Environment</i></p>	4.1: Design and perform strategic outreach and recruitment to reach all segments of the community	<p>4.1.1: Continue to collect and analyze applicant flow data and other inclusion and EEO statistics.</p> <p>4.1.2: Coordinate outreach and recruitment strategies to maximize the ability to recruit an inclusive, broad spectrum of potential applicants.</p> <p>4.1.3: Use clear and consistent communication materials to educate on the mission and to promote employment opportunities.</p> <p>4.1.4: Begin use of LinkedIn Recruiter Lite account and engage with network to build relationships.</p> <p>4.1.5: Attend networking events to build a presence and build relationships.</p>
	4.2: Design and execute the implementation of an Inclusivity and Equity Strategic Plan	<p>4.2.1: Develop an inclusivity and equity strategic plan for Allegan County.</p> <p>4.2.2: Add an inclusion component to both onboarding/orientation materials and the performance expectations and development program.</p> <p>4.2.3: Provide training and development opportunities to all staff regarding inclusivity and equity.</p> <p>4.2.4: Enhance the inclusivity of the applicant pool.</p>
	4.3: Foster engagement programs to strengthen retention of employees	<p>4.3.1: Identify and evaluate current retention and turnover for the County.</p> <p>4.3.2: Promote the use of onboarding checklists for all new hires in the County.</p>

		<p>4.3.3: Develop a plan for new hire touch-points during the first year of employment.</p> <p>4.3.4: Develop a plan for stay interviews of tenured employees.</p> <p>4.3.5: Create a mentorship program with the Employee Engagement Team.</p>
<p>Goal #5: <i>Strengthen External Recruitment Activities, Procedures, and Relationships</i></p>	<p>5.1: Increase external presence at recruitment and career events</p>	<p>5.1.1: Coordinate and implement an Allegan County recruitment event.</p> <p>5.1.2: Attend local career events in surrounding counties.</p> <p>5.1.3: Explore relationships with local organizations and schools specializing in career exploration and training.</p> <p>5.1.4: Participate in career outreach events with local schools.</p>
	<p>5.2: Enhance relationships with Colleges, Universities, and technical institutions</p>	<p>5.2.1: Utilize free job posting services at educational institutions for all vacancies.</p> <p>5.2.2: Attend recruitment events at local colleges and universities.</p> <p>5.2.3: Advertise and/or promote entry-level job openings with Allegan Technical Center for students who will be graduating.</p>
	<p>5.3: Develop a consistent volunteer process for all county service areas.</p>	<p>5.3.1: Meet with service areas that utilize volunteers to determine their current processes and needs.</p> <p>5.3.2: Create a standardized volunteer application and onboarding process.</p> <p>5.3.3: Work with Information Services to create and/or update a volunteer page on the website for all volunteer information to be found.</p>

QUARTERLY STRATEGIC PLAN

2022 Quarterly Action Items

<p>2022: Quarter 1</p>	<p>EE102-01-001: Implement a new compensation program whereby lowering the steps in the wage tables to 9 by 2026.</p>	<p>Complete</p>
<p>2022: Quarter 2</p>	<p>EE102-01-002: Work with Information Services to create an Allegan County Human Resources Facebook Page that will integrate with JazzHR.</p>	<p>Complete</p>
	<p>EE102-01-003: Purchase the LinkedIn Recruiter Lite account for the Human Resources Specialist II.</p>	<p>Complete</p>
	<p>EE102-01-004: Evaluate JazzHR and Facebook integration to determine if needs are met in the</p>	<p>Complete</p>

	ability to change the verbiage of vacancy announcements.	
2022: Quarter 3	EE102-01-005: Begin work towards a consistent volunteer recruitment and onboarding process for all county service areas.	Complete
	EE102-01-006: Complete a retention and turnover analysis for the entire county as well as by service area for the last 3 years. Determine trends from this analysis.	Complete – analyzed past 5 years instead of 3
	EE102-01-007: Begin networking using LinkedIn and engage with the community.	Complete
	EE102-01-008: Continue work on consistent volunteer recruitment and onboarding processes for all county service areas.	Complete
2022: Quarter 4	EE102-01-009: Create an activity schedule and outline for the mentorship program with the Employee Engagement Team and Human Resources.	Complete
	EE102-01-010: Attend recruitment events at local colleges and universities.	Complete
	EE102-01-011: Evaluate JazzHR capabilities and future needs of the system.	Complete
	EE102-01-012: Work with bargaining groups to implement additional retention programs: Retention Bonus, Increase PTO accruals to the nearest ¼ hour, and step increases in January of each year through 2025.	Complete

2023 Quarterly Action Items

2023: Quarter 1	EE102-01-013: Review 2022 retention and turnover to identify trends. (Aligns with Board of Commissioners Strategic Plan).	Complete
	EE102-01-014: Explore opportunities and relationships with local organizations and schools specializing in career exploration and training.	Complete
2023: Quarter 2	EE102-01-015: Develop a plan for new-hire touch-points during the first year of employment.	
	EE102-01-016: Develop a standard evaluation phase in the applicant selection process.	
	EE102-01-017: Update job postings to be less task focused and more about benefits and their role with Allegan County.	
	EE102-01-018: Begin salary study and send to comparable counties for data (Aligns with Board of Commissioners Strategic Plan).	

	EE102-01-019: Upload all training guides for JazzHR, including workflow use and new user information, to the Intranet and provide information to hiring managers on location.	
	EE102-01-020: Create a talent pool “position” in JazzHR to house applications received from candidates for positions not yet open.	
	EE102-01-021: All staff completes the 2023 SHRM Employee Engagement survey. (Aligns with Board of Commissioners Strategic Plan).	
	EE102-01-022: Complete exit interviews for all employees leaving employment.	
	EE102-01-023: Develop the countywide mentorship plan and program.	
2023: Quarter 3	EE102-01-024: Begin evaluating candidates from each posting to have in the talent pool and determine if they would be interested in other positions.	
	EE102-01-025: Begin updating and revising the current Allegan County LinkedIn page.	
	EE102-01-026: Create recruitment materials that are available to all employees for internal recruitment use.	
	EE102-01-027: Create an internal job page on the Intranet with Information Services for all vacant positions.	
	EE102-01-028: Develop an application to be used for all internal applicants separate from the external application.	
	EE102-01-029: Develop a plan for stay interviews of tenured employees to be used starting in Quarter 4 of 2023.	
	EE102-01-030: Complete salary study and analyze the data received from comparable counties (Aligns with Board of Commissioners Strategic Plan).	
2023: Quarter 4	EE102-01-031: Develop a plan to ensure fair access to applicants to learn about vacancies and apply without technology within the County.	
	EE102-01-032: Develop an interview question guide and evaluation template for all service areas that will include core competencies.	
	EE102-01-033: Implement the new volunteer recruitment and onboarding process for all county service areas.	

EE102-01-034: Coordinate and implement an Allegan County recruitment event.	
EE102-01-035: Research and compile information for the development of an Inclusivity and Equity Strategic Plan	

CONCLUSION

The goals and objectives of this Recruitment and Retention Plan will reinforce the methods the County will use in order to secure the workforce necessary for it to accomplish its mission, reach its vision, and maintain its high-performing values. By embracing these recruitment and retention strategies, the County is positioning itself in the best way possible to ensure its hiring needs will be fulfilled successfully. Over the course of the next year, Human Resources will continue to develop action plans and items for each of the objectives and actions listed to include timelines, policies, milestones, and metrics for evaluating success. Ultimately, the effectiveness of the County’s efforts is going to require a continued commitment by every person in the organization to invest in these recruitment and retention measures.

APPENDIX A – OUTREACH AND CALENDAR OF EVENTS

Event	Target	Location	Link
Grand Valley State University – Careers in Nonprofit & Public Service	College students specifically interested in nonprofit and government	Grand Rapids, Michigan	https://www.gvsu.edu/careers/2021-22-employer-events-300.htm
Grand Valley State University – Winter Career & Internship Fair	Graduating students and professionals in Grand Rapids	Grand Rapids, Michigan	https://www.gvsu.edu/careers/2021-22-employer-events-300.htm
Grand Valley State University – Summer Job Fair	Students interested in summer work – Park Ranger position	Grand Rapids, Michigan	https://www.gvsu.edu/careers/2021-22-employer-events-300.htm
Western Michigan University – Business Career Day	Graduating students and professionals in Kalamazoo	Kalamazoo, Michigan	https://wmich.edu/career/employers
Western Michigan University – Government & Nonprofit Job Fair	College students specifically interested in nonprofit and government	Kalamazoo, Michigan	https://wmich.edu/career/employers
Southwest Michigan Job Fair	Professionals in the Kalamazoo area	Kalamazoo, Michigan	N/A