

INGHAM COUNTY BOARD OF COMMISSIONERS



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BOARD LEADERSHIP WILL MEET ON MONDAY, JANUARY 30, 2023 AT 6:00 PM IN CONFERENCE ROOM A OF THE HUMAN SERVICES BUILDING, 5303 S. CEDAR, LANSING. A VIRTUAL LINK HAS BEEN PROVIDED FOR PUBLIC PARTICIPATION AT <https://ingham.zoom.us/j/86246962326>.

Agenda

Call to Order
Approval of the [October 26, 2022](#) Minutes
Additions to the Agenda
Limited Public Comment

1. Strategic Planning
2. Discussion Regarding the Safety of Animal Control Officers
3. Diversity, Equity and Inclusion Presentation

Public Comment
Adjournment

A QUORUM OF THE BOARD OF COMMISSIONERS WILL BE IN ATTENDANCE

BOARD LEADERSHIP MEETING
October 26, 2022
Draft Minutes

Members Present: Cahill, Celentino, Grebner, Maiville, Slaughter, Sebolt, Trubac, Crenshaw.

Members Absent: Naeyaert, Polsdofer, Tennis and Peña (Virtual).

Others Present: Darin Southworth, Dr. Adenike Shoyinka, Gregg Todd, Becky Bennett, Teri Morton, Madison Hughes, and others.

The meeting was called to order by Chairperson Crenshaw at 6:00 p.m. in Conference Room A of the Human Services Building, 5303 S. Cedar Street, Lansing, Michigan. Virtual Public participation was offered via Zoom at <https://ingham.zoom.us/j/89160266022>.

Approval of the August 9, 2022 Minutes

MOVED BY COMM. SLAUGHTER, SUPPORTED BY COMM. SEBOLT, TO APPROVE THE MINUTES OF THE AUGUST 9, 2022 BOARD LEADERSHIP MEETING.

THE MOTION CARRIED UNANIMOUSLY. Absent: Commissioners Naeyaert, Polsdofer, Tennis, and Peña.

Additions to the Agenda

None.

Limited Public Comment

None.

1. Jail Medical Services Recommendation

Gregg Todd, Ingham County Controller, thanked the Board of Commissioners for discussing the Jail Medical Services, as it was an important topic. He further thanked those involved for their continuous efforts over the years to provide services to the inmates at Ingham County Jail.

Mr. Todd provided an overview of the Jail Medical Services recommendation.

Chairperson Crenshaw asked if \$175,000 would be provided yearly for pharmacy costs.

Mr. Todd stated it would be \$175,000 a year.

Chairperson Crenshaw asked what the current average pharmacy costs were for inmates.

Mr. Todd stated he believed it was approximately \$250,000 and asked Teri Morton, Ingham County Deputy Controller, to confirm.

Ms. Morton stated that the budget for pharmacy costs was \$274,000, but was unsure if Ingham County Jail remained in that budget. She further asked if Pharmacy costs exceeded the provided \$175,000, if Ingham County would pay the remaining.

Mr. Todd stated confirmation.

Chairperson Crenshaw asked that information on the average pharmacy costs from the previous two to three year be provided.

Mr. Todd stated that he could provide that information in the future.

Chairperson Crenshaw asked if the dental care included basic dental care or if surgical care would be included as well.

Mr. Todd stated that dental services would include basic cleaning, prevention, and checkups but that it would not include surgical care.

Chairperson Crenshaw asked that if an inmate had a cracked tooth or surgical need, that inmate would have to be referred out to a specialist if they had a cracked tooth.

Mr. Todd stated confirmation.

Darin Southworth, Ingham County Chief Deputy Sheriff, stated that would not be correct and surgical care could be provided for a standard dental issue, such as a cracked tooth.

Dr. Adenike Shoyinka, Ingham County Health Department Medical Director, stated that a significant surgical procedure would have to be referred to a specialist. She further stated that most of the inmates have toothaches or cavities and that VitalCore could provide care for common dental issues.

Commissioner Slaughter asked where the staffing would be provided from, and if VitalCore would be confident in staffing the locations.

Mr. Todd stated that VitalCore had indicated that they had contracts with a number of locations in Michigan, and seemed confident in their ability to provide staff for Ingham County. He further stated that if they had staffing issues, they could pull employees from the other jails to provide additional help as needed.

Mr. Todd stated that VitalCore would also utilize staffing agencies as a last option if it was needed as well.

Commissioner Trubac asked if VitalCore had been established more recent as they have less litigation than other companies.

Mr. Todd stated that VitalCore's principles had been around for decades, but the business had only been established in 2018. He further stated that due to this, there was less time for litigation to appear.

Commissioner Trubac stated that he wondered if VitalCore had less litigation because it was a new company or because of a difference in their procedures. He further stated that it seemed likely it had been due to them being a new company.

Mr. Todd stated that he did not have the information to answer that question but that it could be a combination of both. He further stated that VitalCore was unique because they had a third-party doctor from Washington University who would sample different cases to ensure VitalCore were meeting the medical requirements.

Mr. Todd stated that he had not seen another company utilizing a third-party to sample the cases before.

Commissioner Trubac requested clarification on the issues Kent County had encountered with VitalCore.

Mr. Todd referred this question to Mr. Southworth for a response.

Mr. Southworth stated that he had spoken with the Undersheriff at Kent County, who had stated that Kent County had a rough time with VitalCore. He further stated that Kent County had been with VitalCore for approximately one and a half years after leaving Corizon.

Mr. Southworth stated that Kent County had been unhappy with Corizon as well. He further stated that Chuck DeWitt, Kent County Undersheriff, stated that the continuity of staffing and micromanagement had impacted procedures.

Mr. Southworth stated that Mr. DeWitt indicated that VitalCore's billing timeliness was also a main concern. He further stated that Mr. DeWitt was a trusted and reliable source.

Mr. Southworth stated that Mr. DeWitt stated that the grass was not greener elsewhere but that they were complying with their contract and attempting to make the best of the situation.

Chairperson Crenshaw asked if any of the lawsuits provided included any of the Michigan jails.

Mr. Todd stated that he did not believe that any were involved, but that he would follow up with a definitive answer.

Mr. Southworth stated that a team had been put together to complete reference checks on both finalists. He further stated that this informal reference check had not found any pending litigation against VitalCore from the four Michigan counties that had been using them so far.

Chairperson Crenshaw asked for clarification regarding any pending lawsuits against VitalCore.

Mr. Southworth confirmed there were not any pending lawsuits. He further asked Mr. Todd how many inmates VitalCore served.

Mr. Todd stated that VitalCore served approximately 40,000 inmates.

Mr. Southworth confirmed that VitalCore served facilities that contained approximately 40,000 inmates. He further stated that this number was sizable in comparison.

Commissioner Sebolt stated his concern for employee treatment, as procedures would be shifted to a privatized system. He further stated that he performed a Google search that had shown that VitalCore had a court lawsuit for hostile work environment and wrongful termination in Vermont.

Commissioner Sebolt stated that he had requested that a Labor Peace Agreement be included in the contract for him to agree, but that he was unsure of the progress of the request. He further explained that a Labor Peace Agreement would not be forced Unionization, but could simply clear the path so that there would be no hostility if the Union tried to organize in the future.

Commissioner Sebolt stated that the safety of the workers was important to him. He further explained that having disgruntled workers could cause employees to act recklessly or leave, which could cause a dangerous situation in a jail setting and become a public safety issue.

Commissioner Sebolt asked if there was any response to the request and if so, what that was.

Mr. Todd stated that this request had been brought to both groups and the responses were blank stares in return due to the unfamiliar terminology. He further stated that he had followed up with the Advanced Correctional Healthcare, Inc. (ACH) and informed them of the recommendation to move forward with VitalCore.

Mr. Todd stated that he had expressed the importance of the Peace Labor Agreement. He further stated that VitalCore would conduct research with the provided information but had stated their agreement to move forward.

Commissioner Grebner stated that, based on his calculations, VitalCore would be receiving approximately \$65 an hour, once all of the providers have been merged. He further stated that ACH was approximately \$100 an hour, based on his calculations.

Commissioner Grebner asked if this seemed plausible.

Mr. Todd asked if those numbers would be for each staff member provided.

Commissioner Grebner explained how he came to his calculations and explained that the \$65 an hour was approximately 2.2% more than what nurses employed by the Ingham County Health Department would be paid. He further stated that he believed this was plausible.

Commissioner Grebner expressed his surprise that ACH was approximately \$100 an hour. He further stated that in the current economy desperate acts might have to be taken, but this difference was significant and surprising.

Mr. Todd stated that the compensation rates were actually very close once broken down between the companies. He further stated that the three proposals that were received had accurately reflected all of the staffing that would be needed to provide the requested services to Ingham County.

Commissioner Grebner stated that if Ingham County had been able to use Ingham County employees, this could have been approximately 20-25% cheaper, based on his calculations.

Mr. Todd stated that this could be correct.

Dr. Shoyinka stated that, while that could be true, the rates that the Health Department staff had received were very different than the rates that staff at a recruiting company might receive. She further stated that the Health Department had been conducting vaccination events every week that had required contracting a recruiting company, which were much higher rates than those offered by the Health Department.

Dr. Shoyinka stated that if a company was contracted, the market value should be considered as well.

Commissioner Grebner clarified that he was not necessarily recommending to staff internally because it would cost less, but that he would like to have the right orders of magnitude that he understands.

Dr. Shoyinka expressed her agreement and stated that it was a good perspective to have. She further stated that there was a national talent shortage that was apparent in every facility.

Commissioner Grebner stated that if traveling nurses were hired, it would be a larger expense.

Discussion.

Dr. Shoyinka expressed confirmation and stated that there was still a talent shortage even with the higher rates.

Commissioner Slaughter asked for clarification on how VitalCore would provide care for the Youth Center.

Mr. Todd stated that VitalCore would provide eight hours of service a day.

Mr. Southworth confirmed and stated that they had proposed a nurse for 40 hours a week.

Mr. Todd stated that VitalCore had been Scott Leroy's, Ingham County Deputy Court Administrator, choice due to the behavioral health focus that they could provide.

Chairperson Crenshaw asked what services the Youth Center had currently received.

Dr. Shoyinka explained that they currently had a Nurse Practitioner that was part-time at the HIV/STI clinic and part-time at the Youth Center. She further clarified that the Nurse Practitioner was present at the Youth Center three days a week for approximately two to three hours each day.

Chairperson Crenshaw asked if this would be a significant improvement in comparison to what they currently received.

Dr. Shoyinka confirmed and stated that they would now have an individual available at the Youth Center for eight hours every day instead of the small time that they had been in the past. She further stated this could assist in intakes, treatments, and basic primary care.

Dr. Shoyinka explained that pharmacy services would also be included to allow a supervisor from the Youth Center to pick up a prescription or have a parent drop off the prescription for the youth.

Chairperson Crenshaw asked if there was a maximum of 40 hours per week.

Mr. Southworth stated confirmation. He further stated that the proposal had 40 hours a week for a Registered Nurse (RN), but he believed this could be high and potentially negotiable when it came time to sign the contract.

Chairperson Crenshaw asked if the proposal would provide more coverage for the continuous members of the youth population present at the Youth Center.

Mr. Southworth stated confirmation.

Mr. Todd stated that VitalCore had understood that flexibility would be required while determining the day-to-day needs for the facilities.

Commissioner Grebner asked if the Youth Center had only 20 beds.

Dr. Shoyinka stated that there were 24 beds.

Commissioner Grebner asked if the Youth Center was typically at full capacity.

Dr. Shoyinka stated that the average had been between 18 and 20 beds.

Commissioner Grebner asked if the Youth Center would perform between two and four intakes a week.

Dr. Shoyinka stated that could be correct but she was unsure of the exact number at this time.

Commissioner Grebner stated that 40 hours a week for an RN at the Youth Center would make sense and he believed would be the adequate time needed to fulfill the services required.

Dr. Shoyinka stated that the some of the staff from VitalCore would be dividing their time between the facilities if it was needed. She further stated that this would allow a staff member to be readily accessible when needed.

Commissioner Grebner asked if VitalCore would begin January 1, 2023, if approved.

Mr. Todd confirmed and stated that the new facility would be ready for VitalCore staff by that date so the old facility would not have to be used. He further stated that the current contract with ACH would be valid through the end of 2022.

Discussion.

Chairperson Crenshaw asked if a resolution would be required at the next to the Law & Courts and Finance Committees as well as the next Board of Commissioners meeting.

Mr. Todd recommended that the resolution would be brought to the Law and Courts Committee on November 10, 2022 and the Board of Commissioners meeting on November 22, 2022.

Chairperson Crenshaw asked if the contract would be executed immediately following, assuming that the resolution was passed.

Mr. Todd confirmed and stated that the Controller's office would be contacting VitalCore soon to begin the discussions.

Commissioner Celentino asked if the issues that had been discussed could be resolved before the next round of meetings.

Mr. Todd expressed his hope to have a conversation regarding the issues discussed with VitalCore but that he was unsure how much they would discuss without the full permission of the Board of Commissioners to move forward. He further stated that the Controller's Office would attempt to call VitalCore on October 27, 2022 to inform them that they are the recommendation for Ingham County but that it would be at VitalCore's discrepancy how committed they would like to be before the final approval from the Board of Commissioners.

Commissioner Maiville asked if the time frame provided would allow for VitalCore to hire the necessary staff.

Mr. Todd stated that this would be discussed on the call with them, but that the desired start date had been communicated previously.

Mr. Southworth stated that staffing difficulties in the Health Care industry was well known but the sooner that Ingham County knew where a robust recruitment campaign to create longer term jobs could be created, the sooner staffing continuity could maintain. He further stated that ACH had been handed a really tough job with one full time ACH employee, but he believed Ingham County would be in a better position with VitalCore.

Mr. Southworth stated that Ingham County would be working very hard to have a successful transition. He further stated that this had been a project that he had been working on since he was hired approximately four years ago.

Chairperson Grebner stated that this project had been in process even before Mr. Southworth had been hired.

Commissioner Sebolt stated that he was not a fan of the privatization model, but he appreciated the due diligence that had been provided and the model of care that VitalCore seemed to agree to provide. He further stated that if the Labor Peace Agreement were to be added to the contract, he would have no issues moving forward.

Commissioner Stivers asked if a representative had been contacted at the Community Mental Health Authority of Clinton, Eaton, Ingham (CMHACEI) regarding the behavioral health staffing requirements and ongoing collaboration that would be required moving forward.

Mr. Todd stated that he believed Mr. Southworth had been in contact with them.

Mr. Southworth stated that CMHACEI had reviewed and liked the model that had been provided by VitalCore. He further stated that VitalCore's initial proposal included a larger amount of psychiatry that Ingham County had not asked for and would not need.

Mr. Southworth explained that VitalCore had also proposed an additional APRN for approximately eight hours a week on different days and a Behavior Health administrator and professional. He further stated that the proposal had been provided before Ingham County knew the full extent of their needs.

Mr. Southworth stated that it had been easy for VitalCore to pull back their proposal to modify it to the needs of Ingham County. He further stated that VitalCore had proposed providing coordinated care and multidisciplinary teams to ensure effective case coordination, which was a positive for those involved.

Mr. Southworth stated that they would be eager to move forward with VitalCore as soon as possible.

Commissioner Schafer stated that he believed that VitalCore's proposal had been the best proposal that Ingham County had received. He further requested to discuss this further at the Law & Courts Committee meeting on October 27, 2022 and asked if a resolution could be provided as well to allow VitalCore adequate time for hiring staff.

Commissioner Schafer stated that there had been a lot of stress and anguish over this issue and he did not believe there was a better alternative to VitalCore. He further stated that he questioned the value of waiting a few weeks and delaying the process when it could be discussed at the Law & Courts Committee meeting on October 27, 2022.

Commissioner Slaughter asked if waiting until the November 10, 2022 would be detrimental to the situation.

Mr. Todd stated that the preference would be for the October 27, 2022 meeting to allow this to move forward, as the holidays approaching could provide more difficulties with less days available. He further stated that the Controller's Office recommendation would be sooner rather than later.

Chairperson Crenshaw stated that a vote could not be taken but stated that there was a consensus with those present at the Board Leadership meeting to move forward with VitalCore. He further asked if the Labor Peace Agreement would be discussed on the call with VitalCore and the Controller's Office to be included into the final contract.

Mr. Todd stated confirmation.

Commissioner Grebner stated that if the Law & Courts Committee discussed this at the next meeting, he suggested that a clause could be added to the resolution to include a Labor Peace Agreement and if VitalCore did not like that, they could object to it. He further stated that there are very limited alternatives for this issue but that this service was a necessity.

Commissioner Grebner stated that not providing the service could put Ingham County at terrible financial risk and could put many people who are in fragile health at real risk as well. He further stated that he believed this should be moved forward but questioned how it could be done without introducing unnecessary inefficiencies at the beginning.

Commissioner Slaughter stated that the purpose was to provide the proposal to those present and that it had provided great discussions. He further stated that he had just discussed with Teri Morton, Ingham County Deputy Controller, to add a late resolution for the Law & Courts Committee meeting on October 27, 2022.

Chairperson Crenshaw clarified that a late resolution would be needed for the next Law & Courts and Finance Committee meetings.

Commissioner Celentino asked if the clause that Commissioner Grebner had mentioned would be included in the late resolution.

Mr. Todd stated confirmation that the clause would be included in the resolution.

Commissioner Sebolt stated that he would not require a Labor Peace Agreement to be included in the resolution. He further stated that he had hoped it would be included in the contract that within three or six months of signing the contract, VitalCore would reach a Labor Peace Agreement and sign that letter.

Commissioner Sebolt stated that VitalCore could choose any union and have the freedom to reach the agreement for what they believe would be needed.

Commissioner Celentino stated that he believed it should be included in the resolution.

Chairperson Crenshaw stated his agreement and clarified that it would be included as a clause in the resolution.

Commissioner Sebolt stated that the additional clause would be the only item VitalCore would need to agree to at this time.

Public Comment

Commissioner Peña stated his agreement to move forward with VitalCore.

Adjournment

The meeting was adjourned at 6:43 p.m.