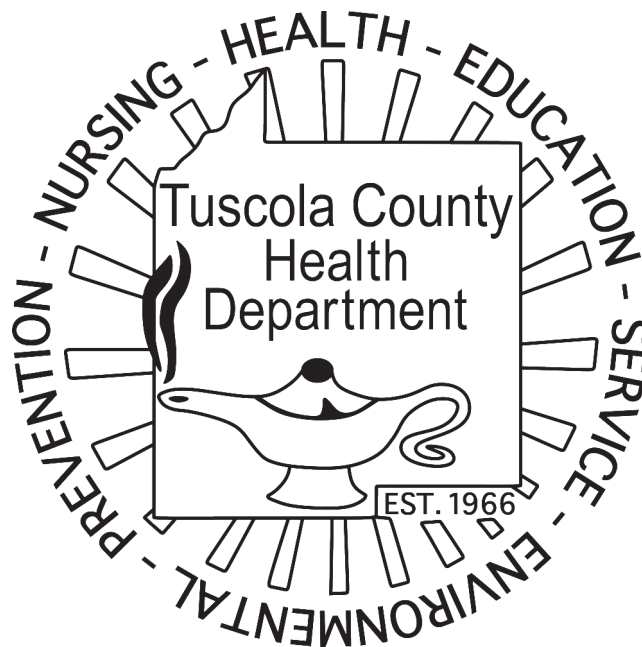


Tuscola County Health Department  
1309 Cleaver Road, Suite B  
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Ph: 989-673-8114

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**ANNUAL REPORT**  
**FY 2011-2012**

## **Tuscola County Health Department Mission, Vision Statement and Vision Priorities**

### Mission

The mission of the Tuscola County Health Department (TCHD) states: We are dedicated to promoting and protecting the health of Tuscola County residents by educating and providing a wide range of quality health, human, and environmental services with respect and integrity.

### Vision

The Tuscola County Health Department will continue to be a valuable asset to Community Partners and the Public by providing resources and innovative approaches to health and environmental promotion and protection.

### Vision Priorities

- We empower the community to meet their health care concerns while recognizing social, environmental, behavioral, economic, and physical well being
- We adapt and create programs and services to meet the needs of the community/individual as they are identified
- We play an integral role in emergency preparedness
- We pursue funding avenues that coincide with our mission and vision
- We have effective public relations that promote our services
- We utilize advancements in technology to improve community services
- We engage in educational opportunities that advance the knowledge of our staff
- We strive to achieve effective teamwork

## **Health Officer Gretchen Tenbusch, R.N., M.S.A.**

Fiscal Year 2011-2012 provided new challenges to the Tuscola County Health Department.

In the fall of 2011, the Tuscola County Health Department implemented our electronic health care records. This endeavor took many months of planning and problem solving before the actual implementation day. The agency partnered with other Local Health Departments trying to achieve the same outcome.

In the summer of 2012, the Health Department identified dental care of indigent and Medicaid recipients as a gap in our healthcare system. This resulted in the development of an AdHoc planning committee and the submission of a proposal to meet that need by our local dentists and an out of county dental group.

Late summer of 2012, presented drought conditions which resulted in many residential wells drying up. Town Hall meetings were held between residents, large capacity irrigation well irrigators, elected officials, state and local agencies, including the Tuscola County Health Department to investigate the issues surrounding the lack of water. As a result of resident's concerns in Tuscola County and elsewhere throughout the state, legislation was introduced to facilitate outcomes between residents and area irrigators at the state level.

Late summer also brought a multi-state outbreak of Salmonella Newport which resulted in working with the State and CDC on the resultant investigations. Partnerships continued with area hospitals, schools, and human service agencies to meet the needs of our residents.

Even though the agency faced budget cuts, quality services continued due to the dedicated staff working in the Health Department programs and their innovative ideas. On behalf of the Tuscola County Health Department staff, I am pleased to present the Annual Report which highlights the accomplishments for fiscal year 2011-2012. We hope you find it informative.

## Medical Director Russell L. Bush, M.D., M.P.H.

Despite an economy that has shown progressive governmental funding cuts for public health programs at the State and Federal levels, the Tuscola County Health Department has continued to provide quality care and services to those residents in the department's programs. The Tuscola County Health Department continues to monitor, provide educational information and services and intervene whenever issues related to communicable disease, environmental contamination, food-borne illness, and commercial product recalls occur.

As Medical Director, I am responsible for the medical/health oversight of and participation in these programs. Problems arising may be either anticipated or unanticipated and be related to communicable/infectious diseases, all forms of environmental contamination, food/water-borne illnesses, and commercial products posing a threat to human health and well being and animal health issues that have the potential for negatively impacting human health.

As you read this report, bear in mind that we all are doing more with less. This is a challenge for your local government decision and policy makers and for the businesses and individuals in the community. Realize that your Health Department continues to watch over the community through surveillance, health policy, and assurance that the public's health is being protected.



## Office of Veteran Affairs Ron Amend, Director

The County Veteran Affairs Director handles Federal, State and County Programs that are available to veterans, widows and dependent children seeking assistance. Federal Programs are VA benefits either in Compensation, Dependence and Indemnity Compensation (DIC), Pension and Retirement Pay, Education, Vocational Rehabilitation, Hospitalization, Home loans, Insurance and burial benefits. State programs include: Veteran Trust Fund, Employment, Education, two State operated nursing homes and other programs. County Programs include: Soldiers and Sailors Relief Fund, The Veteran Affairs Office, food banks, and other agencies such as the Human Development Commission.

TUSCOLA COUNTY VA STATISTICS 2011/12			
Office Visits	648	Written communication received	299
Phone Calls Received	1652	Written communication sent	399
Phone Calls Placed	1026	D.A.V. Van used to transport Vets	235
Home Visits to Veterans/Widows	9	To V.A. Hospitals	
Trust Fund Applications (MVTf)	3		
MVTf Amount Granted	\$8,500.00	Hours logged by DAV Van Volunteers	1208
Soldiers/Sailors Relief Apps.	68	Hours logged by Volunteers using their own vehicles (60 Vets)	360
S & S Amount	\$17,904.06		



## Management Information Systems

### Jon Suber, MIS Manager

The majority of our process changes have been implemented and we are now focusing on refining what we do and becoming more proficient at it.

A new version of our electronic medical record software was released last year and that has streamlined the way our Family Planning Program records family, self, and relationship histories. Our Nurse Practitioner is able to chart the physical exam and order labs more efficiently with the ability to pull up past visit data with a click of the mouse.

This past year we have been able to create our "Family Planning Annual Report" (FPAR) for the State of Michigan using our Insight EMR package. This report is created for purposes of monitoring and reporting program performance. This shows that the Tuscola County Health Department provides a broad range of Family Planning methods and services.

Our Immunization Program is participating in a pilot program sponsored by the US Centers for Disease Control and Prevention (CDC) to test 2D barcode scanning in a clinic setting. The goal at the end of the pilot is to prove that scanning vaccines will reduce staff time manually capturing vaccine data and improve accuracy in patients' health records, state registry, and during the recall process. We have found that scanning vials and syringes has benefited our clinic flow.

To improve customer service we identified that our website had become outdated and needed to be reconstructed to better fit the needs of our community. We felt it was important to list program specific phone numbers on the home page so the public could easily reach the programs they need. TCHD.US also contains informational articles to educate the public on issues that may affect them. Environmental Health forms and applications are easily accessible and printer friendly.

A tool has been created for the Family Planning Program to schedule an appointment more efficiently. This scheduling dashboard shows an appointment window for return Depo Provera shots, the last exam date, when the client is due for their next exam, and the dispensing history for birth control pills. This dashboard allows our staff to quickly make the appropriate appointment for our clients.

Protecting our electronic health data is one of our top priorities at TCHD. To ensure our data remains safe and secure we implemented a disaster recovery system. With this hybrid backup solution we can keep a local copy of our data at TCHD while providing redundancy by streaming to a certified, offsite cloud based data center. We have added another layer of protection with the implementation of a security appliance that controls information from the web and other installed applications.

We have improved communications among the employees by utilizing an in-house Intranet or "iNet". With this web based tool staff can access program manuals & forms, online trainings, schedules, phone directories, printable client resources, IT help desk, meeting minutes and various newsletters. This has helped us collaborate and keep staff up-to-date with important information.



## Fiscal Division

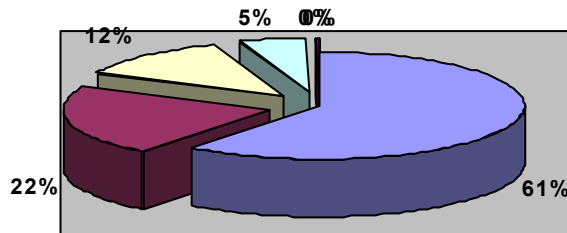
### Bonnie Sammons, Fiscal Manager

Tuscola County Health Department's Fiscal Division performs all general accounting functions, including accounts receivable, accounts payable, budgeting, payroll, financial reporting and internal control. The accounting policies of the Tuscola County Health Department conform to generally accepted accounting principles as applicable to government units.

## 2011–2012 BUDGET \$2,821,382

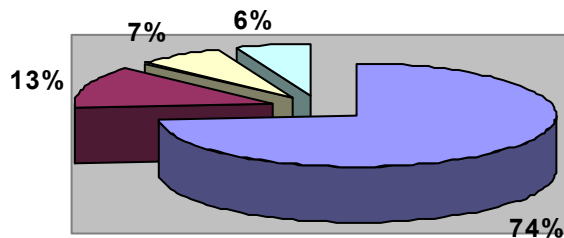
### Revenues

Intergovernmental	60.48%
Charges for Services	21.60%
Other Financing Sources	12.35%
Licensing and Permits	5.42%
General Contributions	0.09%
Other	0.06%



### Expenses

Personal Health	73.95%
Environmental Health	12.63%
Administration	7.21%
Other	6.21%





## Health Services Division Ann Hepfer, R.N., Nursing Administrator



### COMMUNITY HEALTH PROFILE–HEALTH STATUS INDICATORS

The Community Health Profile focuses on five priority areas. Each of these priorities is driven by Healthy People 2010 objectives:

1. Healthy Children and Youth
2. Access to Care
3. Healthy Adults
4. Safe Communities
5. Healthy Environment

*Healthy People 2010* are a comprehensive set of disease prevention and health promotion objectives for the Nation to achieve. They have been created by scientists both inside and outside of government and they identify a wide range of public health priorities that are specific and measurable.

These objectives are an opportunity for individuals to make healthy lifestyle choices for themselves and their families. It also challenges communities to put prevention practices into play, by building healthier communities. It also places demands on all of us to work together to ensure that our communities are safe and healthy environments where people enjoy living.

The goals and objectives can be used to strengthen our community plans, in grant writing, and for bringing increased resources into the area. We encourage health organizations, projects and efforts, to integrate the community-wide goals and objectives into annual work plans and budgetary decisions. Over the course of the next couple of years we will be reviewing the Healthy People 2020 objectives and collaborating with our community partners on conducting a community needs assessment. We will work with our community partners to reevaluate the current plan and address any new issues or priorities that may influence the health of our residents.

Tuscola County's Goals are indicated below along with how we are addressing these goals:

**Goal 1: Improve Perinatal Health:** 1) We continue to partner with Health Delivery Incorporated to provide prenatal and postpartum care services in our clinics. 2) We have a Maternal Infant Health Program (MIHP). The focus of the MIHP Program is the family. MIHP services encompass such things as counseling, health education, transportation needs, client advocacy and care coordination. These services are provided by a multidisciplinary team which includes nursing, dietician, and social work.

**Goal 2: Increase Immunization Levels:** 1) The Immunization Program provides vaccinations to all age groups. 2) To provide effective protection against outbreaks of disease in childcare settings and other areas where children congregate, it is necessary that a high proportion of children receive immunizations. 3) Recalls for adolescents, toddlers, and infants are sent out monthly. 4) We also support the county physicians who provide immunizations by working directly with their offices in insuring that they have the tools and resources they need.

**Goal 3: Reduce Child Abuse and Neglect:** We received a \$5,000 grant from Children's Trust Fund of Michigan to support the Tuscola Child Abuse and Neglect Prevention Coalition. The Coalition meets quarterly. In the past year we held trainings on Mandated Reporting, and the Stewards of Children. We attend several health fairs and published articles in the local newspapers.

**Goal 4: Reduce Child and Adolescent Deaths:** The child death review team reviewed data from deaths in children age 18 and under to address any areas where preventive actions could be taken to prevent future deaths.

**Goal 5: Reduce the Use of Alcohol and Tobacco by Adolescents:** We currently chair the Tuscola Substance Abuse and Prevention Coalition. This coalition is a collaborative made of members from several community based organizations. We worked on several projects this past year, conducted Tobacco Compliance Checks, Silhouette project, we sponsored 5th quarter parties, and attended the Community Expo and a member assisted the schools in conducting the MiPhy survey.

**Goal 6: Increase Access to Information about Resources Available in the Community:** The health department website was redeveloped to provide better access to resources and programs. We attended four health fairs, and installed televisions in our waiting areas that are programed with health related information and health department program service hours and special events.

**Goal 7: Decrease Economic Barriers to Health Care:** We continued our partnership with the Thumb Rural Health Network to offer dental, medical and vision programs. This grant will end April 30, 2013. We also started discussions with local dentists who are offering to develop a Medicaid dental clinic.

**Goal 8: Increase Access to Primary Care Services:** We have been following the Health Care Reform Act to see what impacts it will make on our community.

## TOBACCO REDUCTION

Tobacco Reduction efforts are conducted through the Tuscola County Substance Abuse Prevention Coalition which is a community based coalition comprised of members of human service agencies, schools, law enforcement and church groups. This coalition meets at least quarterly, welcomes new members and provides a tobacco resource distribution and referral service to the community. The objectives are to:

- 1) Develop and maintain community mobilization and awareness around tobacco-related issues.
- 2) Promote tobacco use cessation.
- 3) Prevent Youth access to tobacco and decrease tobacco use among youth and young adults.
- 4) Enforce the Michigan Smoke Free Air Law.
- 5) Promote comprehensive 24/7 tobacco-free schools.





## **Environmental Health Division**

### **Tip MacGuire, R.S., Director**

Adverse environmental factors have a direct influence on humans. Impacts can be disease transmission through exposure to pathogenic organisms, or by exposure to toxins having a physiological effect on humans. Lesser environmental factors such as living conditions in a home can effect the overall well-being of the persons subjected to the given environment. As a member of the public health team, Environmental Health advocates and promotes disease prevention. Goals are met through enforcement of regulations and programs developed to not only protect public health, but to also control adverse environmental factors. Programs and regulations are grouped into categories of: Water, Shelter, Food, Waste and Community Health. The following statistics falling under these categories reflect the services provided in fiscal year 2011-12.

### **FOOD SERVICE PROGRAM**

Regular inspections are conducted in all food service establishments in Tuscola County. Efforts in this program are key elements in assuring that meals consumed outside of the home are safe.

Fixed Food Service Establishments	169	Transitory Food Inspections	3
Fixed Food Service Inspections	390	Vending Location Inspections	8
Temporary Food Inspections	152	Foodborne Illness Investigations	0

### **WASTEWATER MANAGEMENT**

Contact with raw or improperly treated sewage is the major method by which diseases are spread. Proper disposal and treatment of sewage is a critical aspect of protecting public health. Under State and Local Code Enforcement, this division evaluates and issues permits for the installation of all on-site sewage systems in Tuscola County.

On-site Sewage Disposal Permits Issued	90	On-site Sewage Disposal Inspections	145
On-site Sewage Permits (Commercial)	1	On-site Sewage Inspections (Commercial)	1

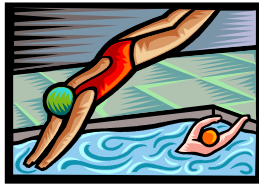
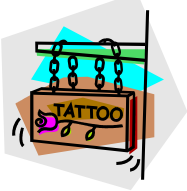
### **SURFACE AND GROUNDWATER CONTROL**

The basics to human life and public health philosophy is the provision that a safe and adequate water supply is available to the individual and public. To this end, all wells in Tuscola County are installed under permit with well locations being reviewed, proper isolations required, final inspections conducted and water sampling performed to determine water quality.

Well Permits Issued	173	Well Permit Final Inspections	103
Complaints Investigated	2	Operation/Maintenance Evaluations	47



## ENVIRONMENTAL QUALITY



Additional activities important to health protection cover a range of programs such as: Shelter, Public Swimming Pools, Mobile Home Parks, Hazardous Waste, Solid Waste, Indoor and Outdoor Air, and Campgrounds.

Campground Inspection	10	Adult/Child Care Facility Inspection	33
Public Swimming Pool Inspection	6	Hazardous Waste	3
Solid Waste	14	Animal Control	2
Indoor/Outdoor Air	43	Body Art	23
Ground Water Quality	14	Residential Dwellings/Lead Paint	2
Mosquito/Insect Control	10	Septage Inspections	2
Surface Water	1	Radon	13

## Public Health Emergency Preparedness Sharon Mika, Department Coordinator

The Public Health Emergency Preparedness Department develops plans and educates staff and the community to respond in an event or disaster. This is done by performing exercises through drills, tabletop and full scale exercises to test our response to a public emergency and working with our local, regional and state partners.

The Tuscola County Health Department (TCHD) continues to annually update the Strategic National Stockpile (SNS) plan which was resubmitted to the state for review and received a score of 99%. The plan details the health department's response to a mass vaccination or prophylaxis clinic. The health department was introduced to a new inventory system for the SNS and provided training to several staff members. Call down exercises and assembly of primary, secondary, and tertiary staff was performed with timed performance measures.

A Flood and Extended Power Outage tabletop exercise was planned and presented on April 11, 2012 to 60 staff and community partners. This exercise was coordinated with the All Hazards Planning Committee. This exercise progressively tested our communication, public information, human services and critical resource distribution and logistics throughout the county. Tuscola County is no stranger to flooding and power outages. Some lessons learned were the use of cell phones in a power outage. Who has generators and could continue to operate and how the 211 system can help in this type of emergency to provide resources to the residents. All exercises maintain a system for continued quality improvement and corrective actions based on After Action Reports (AAR) and Corrective Action Plans (CAP).

The Health Department continues to train staff, update and revise plans based on the Office of Public Health Preparedness (OPHP) requirements, lessons learned and meet with our first responders and regional partners monthly to protect the public in Tuscola County.

## WOMEN'S HEALTH PROGRAMS

**Breast and Cervical Cancer Control Program (BCCCP):** For low to moderate income women ages 40-64 (although ages 40-49 were excluded for a period of time this year as required by the grant). They receive breast and pelvic exams, pap tests, mammograms and follow-up treatment as needed.

**Wise Woman Program:** Available to those women enrolled in the BCCCP. The program provides an accurate assessment of cardiovascular disease risk factors. This includes screening of blood pressure, cholesterol and diabetes. There is also a personal and family health history as well as current behaviors related to nutrition, physical activity and smoking.

WOMEN'S HEALTH PROGRAMS–2011/12	
Breast and Cervical Cancer Control Program	89
Wise Woman (unduplicated)	62
Wise Woman (duplicated)	633

## MATERNAL/CHILD HEALTH PROGRAMS

**Women, Infant and Children (WIC):** Serves children from birth to age 5 and pregnant and breastfeeding women who meet the income guidelines. WIC is not only a supplemental food program, it also provides for nutritional information and breastfeeding promotion and support.

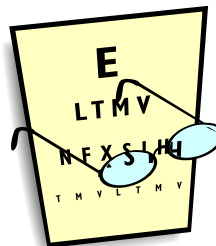
**Maternal/Infant Health Program (MIHP):** Provides home visits and/or office visits to pregnant women and their infants who are on Medicaid. This program is aimed at healthier outcomes for both the pregnant woman and the infant. A team made up of a Registered Nurse, Dietician and Social Worker take a multidisciplinary approach in working with the family.

**Children Special Health Care Services (CSHCS):** Provides financial support and case management services for children ages birth to 21 with chronic health problems or disabilities.

**Prenatal Services:** Health Delivery Incorporated provides prenatal care and educational services on site. Clients are seen by midwives and deliver at Bay Regional Medical Center in Bay City.

**Hearing and Vision Program:** Provides Hearing and Vision screenings in the schools throughout the year and in the summer at the Health Department by trained technicians.

MATERNAL/CHILD HEALTH PROGRAMS–2011/12	
Women, Infant and Children Program–Monthly average	1740
Maternal Infant Support Services Unduplicated Services	339
Children Special Health Care Services–Families Enrolled	191
Pregnant Women Enrolled in Prenatal Services	84
Hearing Services Preschool/School Age	3455
Vision Services Preschool/School Age	3935



## FAMILY PLANNING PROGRAM

The Tuscola County Health Department's Family Planning Program philosophy is consistent with the Michigan Department of Community Health and Title X. Family planning is a preventive health measure which impacts positively on the health and well-being of men, women, children and families. Effective family planning programs are essential health care delivery interventions that correlate with decreased high-risk pregnancy and maternal and infant morbidity and mortality. Services provided through family planning clinics allow men and women to make well informed reproductive health choices. The family planning clinic addresses the unmet family planning needs of women and men at or below, and those slightly above, the poverty level, but still considered low income, and provides access to those with special needs (such as teens and high-risk women). No one is denied services because of an inability to pay.

## SEXUALLY TRANSMITTED INFECTION SERVICES

The mission of the Sexually Transmitted Infection (STI) Program is to reduce the number of STIs through diagnosis, treatment and education. The program operates on an "as needed" basis. Authority is given to the Public Health Department according to Public Health Act 368 of 1978 (revised, October 1993). Due to a reduction in State funding over the years, we have curtailed our screening exams. Screening guidelines are in place that serve as a guide to who gets tested. Tuscola County is deemed a "low incidence" area and is allotted only a small number of test kits for free. Once the free kits are depleted we charge for any additional tests. Our rate of STIs has remained relatively consistent over the past 5 years; the majority of our infections are either Chlamydia or Gonorrhea related.

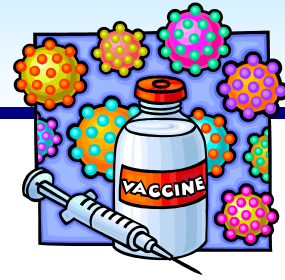
SEXUALLY TRANSMITTED INFECTION—3 YEAR COMPARISON			
	2010	2011	2012
Chlamydia	83	107	89
Gonorrhea	4	8	6
Syphilis Primary	0	2	1

## COMMUNICABLE DISEASE

State of Michigan's Michigan Disease Surveillance System (MDSS) is a Web-based communicable disease reporting and tracking system. The purpose of this system is to facilitate coordination among local, State and Federal Public Health agencies to provide secure transfer and analysis of communicable disease patterns. All area laboratories and hospitals report all allowable and reportable infections to the local health departments via MDSS.

COMMUNICABLE DISEASE REPORTS—3 YEAR COMPARISON			
	2010	2011	2012
AIDS	1	0	0
Food Borne Illness	22	16	20
Meningitis-Aseptic	1	0	3
Meningitis-Bacterial	0	2	2
Meningitis—other	1	0	0
Pneumoniae Invasive	0	4	4
Cryptococcosis	0	1	4
Flu Like Illness	1028	251	251
Guillain-Barre'	1	0	0
Kawasaki	0	0	0
Legionellosis	0	0	1
Rabies-Bat	2	0	0
Chickenpox	5	7	9
Tuberculosis	0	1	1
Hepatitis A	2	2	2
Hepatitis B Chronic	1	0	3
Hepatitis B Perinatal	0	0	0
Hepatitis B Acute	0	0	1
Hepatitis C Acute	0	0	0
Hepatitis C Unknown	0	0	0
Hepatitis C Chronic	13	18	15
Coccidioidomycosis	0	1	1
Encephalitis	0	0	0
Hemolytic Uremic Syndrome	0	0	0
Staphylococcus Aureus Infections	0	0	0
MRSA	0	0	0
Mumps	0	0	0
Pertussis	3	2	1
Histoplasmosis	0	1	7
Q Fever	0	0	0
Streptococcus, Group A	0	0	0
Influenza—confirmed	17	2	5
Toxic Shock	0	0	0

## IMMUNIZATION PROGRAM



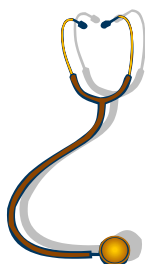
Immunizations are a very important component of Public Health. The current immunization schedule for adults and children protects against sixteen diseases. New vaccines offered in the past year included Menactra, Hepatitis A, Tdap, and Rotavirus. Special priority projects included outreach clinics to the Amish community and an outreach clinic in Vassar once a month.

IMMUNIZATIONS	2009/10	2010/11	2011/12
Vaccines administered	7795	9753	8452
Percent of 19-35 month old children fully immunized in the County	69%	73%	71%
Adult Influenza Vaccine administered	401	1089	602
Pneumococcal Vaccine administered	59	91	40

## GERIATRIC HEALTH SERVICES

Flu Vaccines Administered	230
Pneumonia Vaccines Administered	31

Other Senior Services in 2011/12 included: Senior Ball, Senior Fair and membership in the Senior Alliance Committee.



## Tuscola County Health Department Employee List

NAME	TITLE	HIRE DATE
Amend, Ron	Veteran Affairs Director	10/01/07
Anthes, Beth	PHN II	11/13/00
Bellsky, Sally	PHN II	07/08/92
Brinkman, Marcy	PHN II	02/23/98
Bush, Russell M.D.	Medical Director	01/01/08
Caverly, Doraine	Account Clerk	07/10/78
Dickinson, Janelle	Clinic Assistant/Clerk II	07/05/89
Dunham, Patty	Clinic Assistant/Clerk II	10/27/85
Gutierrez, Elva	Clinic Assistant/Clerk II	01/05/93
Harrington, Lorraine	Registered Dietitian	05/07/86
Hepfer, Ann	Nursing Administrator	10/31/88
Johnson, Sue	Program Clerk II	01/07/91
Kruse, Jessica	Hearing & Vision Technician	02/27/06
Louis, Julie	Clinic Assistant/Clerk II	03/11/13
Luedtke, Sheila	Health Educator - Abstinence	01/17/12
MacGuire, Tip	Environmental Health Director	07/12/93
Middaugh, Kris	Billing Clerk	05/27/09
Mika, Sharon	P.H. Emergency Preparedness Coordinator	08/26/02
Montei, Susan	Certified Nurse Practitioner	08/22/05
O'Dell, Kathy	Administrative Services Coordinator	04/05/10
Palmer, Debbie	PHN II	11/13/12
Peters, Lugene	Program Clerk II	08/06/90
Pokorski, Kathy	PHN II/Department Coordinator	07/21/03
Sammons, Bonnie	Fiscal Manager	02/04/10
Schlund-Tenbusch, Darcy	Certified Nurse Practitioner	04/14/10
Singer, Kent	Registered Sanitarian III	06/07/95
Suber, Christina	Social Worker (LMSW)	03/11/98
Suber, Jon	MIS Manager	09/20/10
Tenbusch, Gretchen	Health Officer	02/01/88
Urban, Kelly	PHN II/Program Coordinator	05/28/91
Villalobos, Kristi	PHN II/Department Coordinator	09/28/98
White, Jerry	Registered Sanitarian III	05/15/91
Williams, Karen	Clinic Assistant/Clerk II	05/08/00



## TCHD Accreditation 2012

Mark Miller, Director of the Division of Local Health Services at Michigan Department of Community Health, recently presented the Tuscola County Health Department a certificate of accreditation with commendation from the 2012 audit. Members of the staff are pictured below with Mr. Miller.



Seated (l-r) Jon Suber, Bonnie Sammons, Gretchen Tenbusch, Mark Miller, Tip MacGuire, Ann Hepfer. Second Row (l-r) Sally Bellsky, Kelly Urban, Kathy O'Dell, Kathy Pokorski, Sue Johnson, Elva Gutierrez, Patty Dunham, Sharon Mika, Julie Louis. Third Row (l-r) Marcy Brinkman, Jerry White, Lorraine Harrington, Debbie Palmer, Ron Amend, Janelle Dickinson, Lugene Peters, Karen Williams, Beth Anthes, Kristi Villalobos, Kent Singer.

Missing from the picture are: Dr. Russell Bush, Doraine Caverly, Jessica Kruse, Sheila Luedtke, Kris Middaugh, Kristi Suber.