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Coordinator/HR Office**

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# Carlton County

County-wide newsletter brought to you by the County Coordinator's Office

Issue 01 January / February / March 2017

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## Carlton County Criminal Justice Partners Utilizing New Technology

*Submitted by MN 6th Judicial District Treatment Court Coordinator Jared Hendler*

Until recently, Carlton County criminal professionals providing supervision and accountability relied primarily on urinalysis to detect new or recent drug use. The County Commissioners, following through on their 2016 – 2020 Strategic Plan, recently purchased and installed an automated infrared ocular scanning device called Passpoint.net in the Carlton County Law Enforcement Center (LEC). Passpoint.net meets four of the five priority issue areas in the strategic plan to include modernizing technology, improving behavioral health efforts, and improving public safety in the LEC. The system will be available to most agencies providing services to Carlton County residents. Passpoint.net has a number of features to include an automated phone line, automated operating system, breathalyzer, and infrared ocular scanner individualized to each client that detects current impairment or recent drug use. Passpoint.net is HIPAA compliant, secure and does not require personal information from the client. Commissioners and County professionals are confident this system will save money, automate previously manual systems, increase public safety, and provide a better service to the residents of Carlton County.

Passpoint.net works by measuring involuntary eye-reflex reactions to light. It collects key eye measurements and compares

them to an individual's personalized baseline. These measurements identify impairment related to current and recent drug or alcohol use. This allows Passpoint.net to separate clients who have remained drug or alcohol free, from those who are at high risk for current or recent use. Participants get enrolled in the system with staff assistance but afterwards are able to test at the LEC with little or no assistance. This increases staff and client safety by reducing contact with the biohazard

of urine and often close quarters required by urinalysis testing. It also reduces a client's feelings of embarrassment or any trauma that observed urinalysis can produce. This is a better service the County can provide to clients without reducing accountability. It decreases the overall cost to the County by requiring less urinalysis test kits and expensive third party laboratory confirmation costs.

Passpoint.net has a fixed cost and is available 24/7, 365 days a year. Clients can test seven days a week if necessary without incurring additional costs increasing the

county's ability to provide accountability while controlling for cost. Passpoint.net is safe and effective and has been used by other agencies in surrounding counties and states with great success.

*(For more information regarding the Passpoint.net, please contact Jared Hendler at [jared.hendler@courts.state.mn.us](mailto:jared.hendler@courts.state.mn.us).)*



## Employee Service Awards



**Jenny Barta**  
(PH&HS)  
10 Years

**Jack Jacobson**  
(Transportation)  
10 Years

**Heather Cunningham**  
(Zoning & Environmental Services)  
10 Years

**Lance Lind**  
(Transportation)  
10 Years

**Holly Osvold**  
(Treasurer's Office)  
10 Years

**Kelley Hallback**  
(PH&HS)  
10 Years

**Mark Linne**  
(Transportation)  
30 Years

**Brenda Carlson**  
(PH&HS)  
30 Years

## Keeping Minnesota *Ready*



### MINNESOTA SEVERE WEATHER AWARENESS WEEK

**APRIL 17 – 21, 2017**

### Statewide Tornado Drills are Thursday, April 20

From April 17 to 21, The Department of Public Safety and the National Weather Service will be promoting general weather safety and emergency preparedness to statewide media outlets. In addition, statewide tornado drills will be held Thursday, April 20 at 1:45 p.m. and 6:45 p.m.



This is the perfect time to engage with your employees, facilities managers and partners to talk about and review your company's emergency plans and how your company is prepared and ready for seasonal weather threats.

Each day of the week highlights an important seasonal weather safety topic.

- **Monday**      [Alerts and Warnings](#)
- **Tuesday**    [Severe Weather, Lightning and Hail](#)
- **Wednesday** [Floods](#)
- **Thursday**    [Tornadoes \(with statewide tornado drills\)](#)
- **Friday**       [Extreme Heat](#)

### PROMOTE EMERGENCY PREPAREDNESS IN YOUR BUSINESS

- **Update** everyone's emergency contact information.
- **Host** a disaster preparedness class
- **Get** a NOAA Weather Radio for every facility.
- **Distribute** an updated copy of the facility emergency plan.
- **Provide** business continuity training.
- **Conduct** office evacuation/shelter-in-place exercises and drills.
- **Promote** emergency preparedness messages.
- **Review** your company's emergency plans.

[hsem.dps.mn.gov](http://hsem.dps.mn.gov)



More information about emergency preparedness, including factsheets, checklists, data and other resources, is provided on the [HSEM Weather Safety](#) and [National Weather Service](#) websites. Contact HSEM for comments, questions or support at [ready.minnesota@state.mn.us](mailto:ready.minnesota@state.mn.us).

## Utility Tax Court Petition Update

The State of Minnesota Department of Revenue (DOR) is in the midst of addressing a multitude of Minnesota Tax Court petitions of both above and below ground energy and utility providers statewide. These carriers include oil and natural gas pipelines and electric power transmission lines.

The formula the DOR uses to value this infrastructure is very complex and, in some regards, different from the formulas used by our neighboring states, but in Minnesota much of what DOR does is prescribed by state law. A number of utility providers have questioned the DOR's formula, and some have even decided to legally challenge the DOR formula in Minnesota Tax Court.

The legal challenges that have been made question not just current valuation, but also past valuations dating back eight years or more. When these legal challenges are resolved, it is possible that both the current and past taxable value of these carriers could change in a positive or negative manner.

If the tax court rules to reduce one or more carrier's value, it is in essence ruling that the carrier or carriers are or were valued at too high of an amount, therefore paying too much in tax, or shouldering a greater burden than they should have. Should such a ruling occur, the tax court can also order that the difference in taxes be paid back to the carriers.

Even though the State of Minnesota, and not the local taxing authorities nor the county, is solely responsible for setting the Estimated Market Value for taxing purposes, it is likely that the State of Minnesota will not be held responsible for paying back any difference without legislative action. That responsibility will fall to the local taxing authorities, including counties, cities, townships, schools, etc. It is important to know that these carriers' values are given to the County as orders and we enjoy the benefit of the taxes they provide. On the reverse, we bear the responsibility should the courts determine overvaluation and overpayments occurred.

While the tax court has not made any final decisions on this matter, it does appear initially that there will be some valuation adjustments and corresponding tax pay back obligations. It is impossible at this time to estimate the cost of those pay back obligations, but it is both wise and prudent for the county to continue to monitor this situation, and to begin planning how any payback obligations might be met, including efforts to convince the State of Minnesota to contribute to any payback obligations. We have been relaying this information to the local jurisdictions that are most likely to be impacted as well.

It is important to remember that nothing has been finalized yet though as far as impacts, and being that the litigation is between the utility providers and the state, much of the information is classified even to the top county officials. We at the county are trying to be pro-active as much as we can with these developments, but ultimately it has been hanging out there for years without much new information. We now believe we are at the point where over the next several months to a year, at least some of these carriers will have reached settlements with the DOR, therefore providing a clearer picture of potential impacts to Carlton County residents. We will continue to monitor this situation, and strive to provide timely and accurate information to our citizens and local elected officials as the facts of these cases are provided to us.

*For more information please contact [County Auditor/Treasurer Paul Gassert](#), [County Coordinator Dennis Genereau](#) or [County Assessor Kyle Holmes](#).*

## The MBA Scholarship Program

The Minnesota Benefit Association sponsors an annual scholarship program. Over the last 50 years scholarships have been awarded to hundreds of members and their families, enabling students from communities across Minnesota to continue their education.

Scholarships are awarded based on financial need, academic achievement, vocational goals, employment history, community involvement and an original essay. Scholarship application forms are available by November 1 of each year. Completed applications must be postmarked by April 15.

The scholarships are funded in part by the MBA endorsed benefit providers and in part by contributions from MBA members. In order to be considered for one of the post-secondary scholarships, applicants must provide:

- A completed Scholarship Application Form, with a separate sheet answering Question 13
- A recent school transcript
- Recent ACT or SAT test scores
- A typewritten essay of 300 - 500 words

**APPLY NOW**

**2017 Carlton County Board of Commissioners**



Dick Brenner  
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\*Board meetings are held at the Transportation Building on the 2nd Tuesday of every month at 8:30 a.m. and the 4th Monday of every month at 4:00 p.m.

# A Local Health Department Shares their EHR Journey: Carlton County Public Health & Human Services

By Crystal Maertens, Champ Software

In March of 2016, Carlton County Public Health & Human Services in Minnesota went live with Nightingale Notes EHR and began using it regularly in their health and human services department. Today, a diverse group of about 40 staff, including administrative and billing staff, use Nightingale Notes each day. Carlton County put together some excellent tools to complete their Nightingale Notes training efficiently, effectively, and smoothly. Impressed by their efforts, Champ Software reached out to Carlton County to see if they'd be willing to share a little bit about their training and implementation journey and where they're at now. Patti Martin, Public Health Supervisor for Long Term Care and Joanne Erspamer, Public Health Supervisor for Family and Community took a moment to share about their experience onboarding with Nightingale Notes.



Joanne Erspamer, Public Health Supervisor for Family & Community (L) and Patti Martin, Public Health Supervisor for Long Term Care (R)

### BACKGROUND

Carlton County Public Health & Human Services in Minnesota was founded in 1920 and serves a population of roughly 36,000. Members of Carlton County can depend on the local public health department for needs such as immunizations, health education, WIC, child growth tracking (Follow Along Program), family home visiting (FHV), smoking cessation, child and teen checkups, jail health, Long Term Care - care coordination and MNCHOICES assessments, as well as a host of other services and programs (you can check out more on Carlton County's website: [www.co.carlton.mn.us](http://www.co.carlton.mn.us)—choose "Public Health & Human Services" from the County Department drop down menu).

Carlton County's EHR journey began about 11 years ago, spurred by the changing climate of health information technology. Over the years, their first EHR vendor became more focused on homecare than public health and, knowing they needed to explore other options, Carlton County began their search for a new EHR.

Aside from being built for public health, one thing that especially drew Carlton County to Nightingale Notes EHR was the fact that it was web-based. This was something their previous

EHR had not afforded. Being web-based offered a new world of possibilities to Carlton County. Records could be easily accessed from anywhere and updated in real-time for everyone. This was a key benefit for Carlton County and was ultimately instrumental in their decision to choose Nightingale Notes as their EHR.

### TRAINING BEGINS

Staff at Carlton County began training in November, 2015. Training offered new challenges as such a diverse group of staff brought various learning methods to the table.

For some staff, the virtual training worked really well, while for others, the ability to take the eLeap tutorials offered between virtual training sessions was a big plus. Another help was the ability to join the Topical Webinars offered by Champ Software. These Topical Webinars are offered on a monthly basis on a variety of topics to all Champ Software clients and are a free, ongoing training tool.

Although Carlton County had years of previous experience with an EHR, there was still the ever-present learning curve in familiarizing themselves with a new EHR. They found the Topical Webinars especially helpful because they would often have an "Aha!" moment, learning something they hadn't realized was even a possibility in Nightingale Notes.

Overall, the virtual training, the eLeap tutorials, the Topical Webinars, the access to the Nightingale Notes Knowledgebase (with help articles and webinar recordings and notes), as well as the access to training and implementation facilitators all worked together to create a smooth training and implementation experience for Carlton County.

### TIPS FOR TRAINING SUCCESS

When asked what advice they could offer other agencies for a painless training and implementation process, Patti and Joanne shared some excellent tips which echoed many experts' top recommendations for successfully acclimating to new EHR software:

1. Diverse Implementation Team: They put together an implementation team, and it wasn't just any implementation team. They worked hard

### **Carlton County EHR Journey Continued from page 4**

to put together a diverse group of users. “We tried to make it interdisciplinary, so case aides, accounting, nurses, supervisors, social workers, [were all represented],” shared Joanne, “Having an implementation team was, I think, essential and [...] also so valuable.” Their diverse team helped ensure each future user was appropriately represented, and offered a cast of capable and skill-varied “super users” who could help champion the process for the rest of the department’s staff.

2. Mentors: During the training and implementation process, each unit was assigned a mentor as well as having access to the supervisors. Patti said, “Our mentors have been so valuable. As supervisors we understand and learn the system really well, but we don’t have a lot of time to mitigate all of the daily use situations. I’ve seen incredible knowledge and efficiency grow through having a nurse mentor in every unit who is using it as it’s intended for charting on a daily basis. They’re coming up not only with solutions for things they find along the way, but are also able to answer co-workers’ questions. That’s been a really valuable tool.”

3. Policy & Procedure Manual: Another thing Carlton County found helpful was the development of a policy and procedure manual, “That really helped to cement ‘this is what we learned, and this is how we’re going forward.’” The manual helped provide a concrete reference for everyone and included definitions within the setup the health department had; it included detail on what service to choose, which cost centers were available to use, and which fields should be filled in. There was also an expectation that the manual would be revisited periodically and updated as they went.

4. Training Packet: Other helpful insights Carlton County shared included following the training packet provided by Champ Software, “It really did give us some good guidance in our setup process.”

5. Information Gathering: They also took time after learning the reporting piece to go back and really think about what information they wanted to be able to see in a report. This helped Carlton County determine what information they wanted to collect on the front side.

6. Good Communication: Additionally, and perhaps the best tip of all: foster good communication. “It’s been an agenda item on my unit meetings that we have roughly once a month,” Joanne shared, “It allows staff an opportunity to ask questions or voice any frustration. We’ve had that real openness. The implementation team continues to meet and bring back [feedback, such as], ‘we’re noticing we need another program code,’ or ‘we’re noticing we have this problem occur; how do

we work on that together and what do we need from Champ support?’ Champ support has been really helpful too.”

All of these things set Carlton County Public Health up for success the day they finished training. Patti remembers, “Going into our go-live date, because we had this implementation team, because we had followed our set up, because we’d gone back and thought about what we needed to put in to get the valuable information out, I think our go-live date was pretty smooth.” Carlton County’s training and implementation plan didn’t stop at “go-live” either, “As we use it, we continue to meet with our implementation team. We continue to find little changes we want to make or tweak. As you use it, you understand better how the system works,” Patti stated.

#### *THE JOURNEY CONTINUES*

Asked how things are working with Nightingale Notes now that they’ve been live for a while, Patti and Joanne shared that things are going well. Patti and Joanne have been navigating each new scenario and learning how Nightingale Notes works for their agency, specifically.

One example is Carlton County’s long term care unit. “The long term care unit uses Nightingale Notes a bit differently ... We’ve been using it for case note documentation; however we have not gotten to the point of attaching all of our documents. Right now we have developed a plan for scanning for long term care. We will pilot that with two of our nurses in January. We want to get to the place where everything is in Nightingale Notes. Right now it’s a combination,” Patti explained. “Whereas in the home visiting nurses’ unit, we’ve been attaching files since the beginning,” Joanne added.

There are also things Carlton County is really excited about. Patti said, “We found it to be really beneficial to be able to build on the knowledge of other agencies already using Nightingale Notes by borrowing shared reports and pathways... Some of those pre-built things were really helpful in our building process because we were able to get ideas and tweak and go from there. That was really helpful to ensure a smooth transition.”

Patti also shared their excitement over leveraging the Omaha System, “I was excited to pull up an Omaha System pathway report and see charts. That was really exciting. Before Nightingale Notes we weren’t able to do that. Joanne was actually able to pull a report with some aggregate data to share with the board... The way the Omaha System is integrated into Nightingale Notes is really helpful.”

Joanne shared her enthusiasm, “I’m excited for the opportunity to use this for the community

### **Carlton County EHR Journey Continued from page 5**

as a client; more of a population health model instead of a client based model. I'm just starting those conversations with my team to find what might be an easy topic area to start with. There is a really good Topical Webinar on [community as a client] and we did ask for specific training from Jean [Durch] on that; she did a good job with that. For public health, population health and figuring out how to measure outcomes is really a challenge. The fact that we can use pathways or even a custom tab to do some documentation -- it's a good direction to go forward in."

Patti added, "We have a quality improvement council at Carlton County. That has given us an opportunity to look at Nightingale Notes and use it as a tool with some quality improvement projects. That has been a good thing. We were certainly able to identify some efficiencies by creating a specific report for staff. Our hope is to have a regional Nightingale Notes user group. We'd like to explore that further. One of the benefits of our entire region using Nightingale Notes is that we're all implementing a targeted home visiting model, Healthy Families of America (HFA). We're able to meet as a regional group and discuss how to build our system for HFA within our charting. So that even though we're reporting as separate counties, we're able to have those conversations and share that learning... It's been neat to learn together for a certain targeted program."

As the months have passed, Patti,

Joanne and their staff are finding things getting smoother and seeing improvements. Particularly, Patti and Joanne were excited with the efforts and advancements made by Carlton County's accounting unit, "They've done so much with how they need to design their reports and how they need to bill. It's been essential and they've been fantastic. Also, we'd stress the importance of the accounting unit working directly with public health supervisors and staff, not only as part of the implementation team, but on an ongoing basis – individually and during unit meetings. We believe the communication level we have between our clinical and accounting units is unique for problem solving in the billing area. This communication has allowed us to locate problem areas quickly and to find a timely resolution for those issues, whether adding codes in the setup area or adjusting billing details."

Champ Software is excited for the successes Carlton County has already had and is looking forward to exciting new successes to come. Carlton County has done an excellent job of navigating their training and implementation phase as well as launching Nightingale Notes at their agency, navigating it all gracefully. Their thoughts on their journey: "Any time you have change, it's a big effort. We know it's a process. But overall we've been happy with the process and with the support. We're feeling good about where we're at," Patti said.

## **Greetings from the Carlton County Diversity Committee**

The Carlton County Diversity Committee would like to tell you a little about ourselves and answer what we believe to be the most common questions that people have about us.

### ***Who are these folk that call themselves the Diversity Committee?***

We are comprised of members from multiple units in the agency, and our mission is to provide opportunities for employees (and others) to expand their knowledge and abilities in working with the public, through concentrated activities and events. We meet monthly and attempt to come up with new ideas for interacting with the Public Health and Human Services population, which is where you all come in! While we are all highly competent individuals with remarkable ideas of our own, we also rely on suggestions submitted from viewers like you!

### ***Can you provide hard evidence that you're accomplishing anything?***

So glad you asked! As it happens, our last event (free of charge) had outstanding attendance and received stellar reviews. This was the highly-anticipated BOLD-Choice Theatre presentation of, Whodunit!, performed by actors

with varying disabilities. This eye-opening and moving performance provided insight into the lives of the actors, and showcased their amazing acting talents for a wide audience.

We'd like to thank BOLD Choice and all those in attendance for helping to make it a success. Out of 58 attendees, 55 returned the surveys handed out after the show, and responses were all very positive! We hope that these numbers continue to increase as the Diversity Committee moves forward with our mission, hoping to bring even more great opportunities to the county.

### ***What should I do if I have a suggestion?***

Your suggestions are always welcome! We are proud to work for Carlton County and with so many bright and amazing coworkers. Our suggestion board is located on the second floor of the Community Services Building by the sink and coffee pots in the cubicle area. If you have an idea, please bring it there or to a member of our committee for discussion. Remember, no idea is too outlandish! We cannot wait to hear what you want to experience and see what this year brings!

## ***Collaboration in Action! NICWA tribe and organizational members win prestigious award for their work together!***

The strong collaboration between two dedicated NICWA members, the Fond du Lac Band of Lake Superior Chippewa and Carlton County, Minnesota, holds a long history. From the very beginning, both partners knew that in order for strong collaboration to thrive, there has to be strong relationships developed through a posture of mutual respect. These basic principles of respect, relationships, and collaboration are the historic foundation of the successful working relationship between Fond du Lac and Carlton County, and they are paying off!

Collaboration occurs in many different levels and branches of government. However, health & human services are one of the most important areas as they directly impact the lives of people every day. Joint efforts occur in mental health, chemical health, child protection, adult services, public health programs, and emergency preparedness, among many others. In the partnership between Fond du Lac and Carlton County, representatives from both agencies form a larger "Team" to address the concerns they jointly face. Regular contact between staff from both agencies is key to maintaining the strength in this collaboration. Each morning, they go through a joint decision-making process during the Child Protection Action Team, where new reports are discussed by representatives of both agencies and disposition is agreed upon. While there is always the possibility that the discussion may arrive at an "agree to disagree" position, this rarely happens. Other regular joint meetings happen via the Children's Mental Health Team, Community Child Protection Team, Case Consultation and Adult Protection Team. All of these are outlined in their Tribal – County Agreement.

For the past 12 years, a process called the Parallel Protection Plan has also been utilized to resolve their more complex child protection cases, utilizing a trained facilitator from Fond du Lac, with many of the meetings taking place at the Fond du Lac Human Services building. Although this is a recognized legal process by the district court and has all of the attorneys, legal representatives, and related documentation, it provides greater communication and understanding by all those that are involved, in a setting that is more conducive to recognizing the community's strengths and challenges.

One of the recent examples of the strong and innovate partnership between Fond du Lac and Carlton County in meeting needs of families in their community is through the School Linked Mental Health Program, which serves American Indian and other Carlton County

children. This creative service connects mental health services with schools and students, both in person and through telemental health. The program recently received the Minnesota Department of Human Services 2016 Commissioner's Circle of Excellence Award.

We are so proud of these two NICWA member tribes/ organizations for being recognized for their outstanding contributions to human services clients, and for being a shining example of how to collaborate effectively, and improve the lives of those in their community.

Congratulations and well done! You can view a video about their collaboration [here](#).



*Staff from Fond du Lac Band of Lake Superior Chippewa Human Services Division, and Carlton County Public Health and Human Services receiving the Minnesota Department of Human Services 2016 Commissioner's Circle of Excellence Award.*

*From L to R: Karen Milbrath (Carlton County), Julia "Bunny" Jaakola, Sheila Miller and Lindsey Saukko (Fond du Lac Behavioral Health Services), and Emily Piper (Commissioner of the MN Dept. of Human Services)*

(Article credit: National Indian Child Welfare Association (NICWA))

## Carlton County Committee's

### Building Committee -

2nd Tuesday of the month immediately following the County Board meeting (Transportation Building -TB)

### Committee of the Whole -

1st Tuesday of the month at 4:00 p.m. (TB)

### Diversity Committee -

3rd Thursday of the month at 8:30 a.m. (PH&HS)

### Finance Committee -

1st Tuesday of the month at 2:30 p.m. (TB)

### Policy Committee -

3rd Monday of the month at 2:00 p.m. (Law Enforcement Center - LEC)

### Management Team -

1st Tuesday of the month at 8:30 a.m. (TB)

### Supervisors Committee -

3rd Thursday of the month at 2:00 p.m. (Varies)

### Wellness Committee -

1st Wednesday of the month at 8:30 a.m. (PH&HS)

For a more detailed Carlton County Committee list [click here](#).



Are you interested in submitting an article in the next Carlton County Newsletter? Email, mail or fax your articles and pictures by the June 23, 2017 deadline to:

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Carlton County Coordinator's Office  
301 Walnut Avenue, PO Box 510  
Carlton, MN 55718  
Fax: (218) 384-9190  
[shanelle.hurst@co.carlton.mn.us](mailto:shanelle.hurst@co.carlton.mn.us)

\*Please note that all submissions are subject to editing, as needed.

## "Let's Get Acquainted" with the Building Maintenance Supervisor



Rob Carr is the newly hired Building Maintenance Supervisor. Please help us welcome him when you see him around the Carlton County building facilities.

### Tell us a little about yourself?

I was born and raised in Thunder Bay, Ontario, and moved to Duluth on Saint Patrick's Day in 2007 having met and married a Hermantown girl. I am the youngest of a family of 9. I have 5 brothers, 3 sisters, 23 nieces and nephews, 8 grand nieces and nephews, and one completely adorable granddaughter. I wish I could post her picture instead of mine.

I like to take my job seriously, but not myself. I really enjoy meeting new people and so far my experience meeting new people in the County has been very enjoyable. In my time away from work I enjoy boating with my wife, spending time in Canada at our family cabin, reading and curling, which I have done for 35 years. In a recent conversation with a co-worker, the topic of a Carlton County Funspiel came up, perhaps next winter we should try that.

I come to Carlton County with a Degree in Building Maintenance, a Degree in Supervisory Management, and a lot of experience with safety, capital projects, and customer satisfaction. I view the employees of Carlton County as my customers.

### How would my children describe me?

My children would describe me as being "there." I'm there when they make mistakes and need consoling or advice. I'm there when they achieve great success to congratulate them and celebrate. I was there when they were straying from what was right and needed guidance back onto the right path all the while making sure that they understood the difference between right and wrong. I'm there when they need help fixing a car. I'm there when they want to go wake boarding. I like being "there." They might not admit it, but I think they like it too. My children are now adults and still enjoy going on vacation with me - now that's success in my book.

## Financial Wellness Class

The Wellness Committee is offering a Financial Wellness class.

**Topic:** Various Financial topics such as Credit Unions vs. Banks, credit reports, credit cards, things to consider when you start saving, IRA's and why there is a need for financial literacy

**Who:** Meggan Ranta and Janell Rewitzer (Northwoods Credit Union)

**When:** Wednesday, April 19th from 4:15 - 5:15 p.m.

**Where:** Public Health & Human Services Building - 2nd Floor

**Contact:** Amy LaRue to sign up at (218) 878-2858 or [click here](#) to email her.

## Subsurface Sewage Treatment Systems 2017 Local Fix-up Fund Program

Carlton County was awarded a grant to fix subsurface sewage treatment systems (SSTS) that have been deemed to be an Imminent Threat to Public Health and Safety or Failing to Protect Groundwater. If you have been issued a Notice of Noncompliance by the County Zoning and Environmental Services Office or a private inspector, or if you know your system is not compliant, there may still be money available to assist you in having your SSTS upgraded to compliant status.

To qualify you must be the home owner of a homesteaded single-family or duplex home, be current on your taxes, and be current with loan payments. Depending upon your income, the grant may cover 75 - 100% of the cost of the upgrade. The 2017 SSTS Local Fix-up Fund Program application process is on a first come first serve basis. Contact the County Zoning and Environmental Services office today at (218) 384-9590. The grant application is available at [http://co.carlton.mn.us/sewage\\_treatment](http://co.carlton.mn.us/sewage_treatment).

"This institution is an equal opportunity provider and employer."