

HEALTH SERVICES COMMITTEE

November 3, 2022

CALL TO ORDER – Chair Brien calls the teleconference meeting of the Health Services Committee to order at 9:10 a.m.

COMMITTEE MEMBERS PRESENT: Brien, Beaver, Schulz, and Leavy

COMMITTEE MEMBERS ABSENT: Bomkamp

STAFF MEMBERS PRESENT: Natalie Rolling-Edlebeck, Administrator; Bob Kennison, DON; Marilyn Burns, ADON; Kasey Strike, Administrative Secretary; Tonya Colvin, Business Office Manager

OTHERS PRESENT: Josh Smith, County Administrator; Randy Terronez, Assistant to County Administrator; Mary Mawhinney, County Board Supervisor

APPROVAL OF AGENDA – Supervisor Schulz moves approval of agenda, second by Supervisor Beaver. APPROVED.

INTRODUCTIONS, CITIZEN PARTICIPATION, COMMUNICATIONS AND ANNOUNCEMENTS – None

REVIEW, DISCUSSION AND POSSIBLE ACTION:

REVIEW OF 2023 RECOMMENDED BUDGET – The Rock Haven team reviews a PowerPoint presentation made for the Committee:

Natalie Rolling-Edlebeck goes over Rock Haven's mission.

Marilyn Burns explains what nursing staff is needed to run each unit every shift, then reviews what Rock Haven nursing staff was used the week of October 23, 2022 and what nursing agency staff was used that same week.

Marilyn Burns goes on to review the plan for using the Limestone East Lower Unit as a 16-bed rehab unit and what nursing staff would be needed to staff each shift for 8 hour shifts and 12 hour shifts and what Medicare pays.

Natalie Rolling-Edlebeck says that there are potentially 16 beds available, but we must keep the other 16 beds open for isolation.

Tonya Colvin reviews the nursing positions and compensations. Tonya says that Rock Haven is in competition with non-nursing jobs in Janesville that pay more.

Bob Kennison reviews what Rock Haven is currently doing. In regard to mandation he says that Rock Haven has to have a minimum number of staff and some staff can't be mandated and gave some examples. He also states that Rock Haven pays nursing staff overtime after 8 hours.

Bob Kennison reviews what Rock Haven can do, what Rock Haven needs, and gives a brief overview of the benefits to using Point Click Care.

Tonya Colvin reviews what Rock Haven needs to retain and attract staff. Supervisor Schulz expresses concern about providing tuition reimbursement because mandating employees could interfere

with schooling. Marilyn Burns responds that students take pool positions where they can pick their shifts and that Rock Haven really tries not to mandate people who have school.

Marilyn Burns reviews staffing options and shares that one of the options is to eliminate 0.5 and 0.6 positions and that could mean losing coverage on the weekends.

Tonya Colvin says that Rock Haven is working on becoming an employer of choice.

Marilyn Burns reviews the pros and cons of changing FTEs to 1.0.

Natalie Rolling-Edlebeck talks about the payor groups that Rock Haven could care for.

Natalie Rolling-Edlebeck talks about the value of the different consultants that Rock Haven has used this year.

Natalie Rolling-Edlebeck talks about the reimbursement rates of Aetna, UHC, private pay, and the Medicare and Medicaid average daily rate. She talks briefly about what it would mean to Rock Haven if only Leading Choice Network providers were used.

Natalie Rolling-Edlebeck talks about what other counties are doing and why they are doing it. Tonya Colvin adds that Green County has an endowment fund, and they only spend what is in the endowment fund, never using the principle. Natalie Rolling-Edlebeck has a call out to Reedsburg to visit, as they have transitioned some beds to assisted living and she wants to find out if a facility can transition back to skilled nursing if assisted living doesn't work out.

Chair Brien asks Josh Smith what his recommendation is for the budget. Josh Smith answers that he hasn't done enough research on the proposed ideas yet. Waiting on the wage study which will address some of the wage issues, but Rock Haven will need to implement some of the proposed ideas in 2023. Supervisor Schulz asks Josh Smith when the wage study is going to be complete. Josh Smith says that he has seen some drafts but thinks the budget needs to be approved first. The drafts of the wage study need to be tweaked. It's a very complicated process to figure out the different pay scales and where each group belongs.

Supervisor Schulz asks Josh Smith what his thoughts are on assisted living. Josh Smith answers that Rock Haven would have to permanently give up its licensed nursing home beds. Natalie Rolling-Edlebeck talks about what could be done to turn 32 beds into a large assisted living unit but it would be very hard to transition back to skilled nursing if it didn't work out. Transitioning to assisted living would be a high cost and would take a few years to see the ROI.

Natalie Rolling-Edlebeck shares that another option would be to collaborate with the VA to open the wing to veterans.

Chair Brien asks Josh Smith when Rock Haven's debt would be paid off. Josh Smith believes it will be 2026 or 2027.

Supervisor Beaver asks if the documentation is in the budget. Natalie Rolling-Edlebeck answers yes, it is included in the budget.

Supervisor Beaver asks what it would mean if the County Board decided to allow residents from outside of Rock County to come to Rock Haven. Josh Smith says it would bring in additional revenue, but the staffing issue needs to be figured out first. Natalie Rolling-Edlebeck says that referrals are looked at on a case-by-case basis. Priority is staffing then the training of staff.

Supervisor Schulz asks if the pay study will have something built in with flexibility if wages need to be increased again in 6 months. Josh Smith says that it would be unrealistic to think there is enough money to increase wages in a year.

Josh Smith says that if nursing wages are increased to compete with agencies, all wages would need to be raised. He talked briefly on the cost implications related to insurance coverage changes for employees.

INFORMATION ITEMS – None

COMMITTEE REQUESTS – None

NEXT MEETING DATE – The next meeting of the Health Service Committee is scheduled for November 9, 2022 at 9 a.m. via Zoom.

ADJOURNMENT – Supervisor Schulz moved to adjourn at 10:36 a.m., second by Supervisor Beaver.
ADOPTED by acclamation.

Respectfully submitted,
Kasey Strike

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