

AD HOC COMMITTEE ON THE FUTURE OF ROCK HAVEN

AMENDED Minutes from April 12, 2023

CALL TO ORDER – Chair Mawhinney called the hybrid Ad Hoc Committee on the Future of Rock Haven meeting to order at 3:02 p.m. in the conference Room of the Department of Public Works.

COMMITTEE MEMBERS PRESENT – Chair Mawhinney, Supervisors Whitledge, Rashkin, Leavy and Richard and Community Members Davis and Kolste.

COMMITTEE MEMBERS ABSENT – None

STAFF MEMBERS PRESENT - Natalie Rolling-Edlebeck, Nursing Home Administrator; Kasey Strike, Administrative Secretary; Tonya Colvin, Business Services Manager; Dave Froeber, Maintenance; and Michelle Lynch, Environmental Services and Materials Manager

OTHERS PRESENT – Josh Smith, County Administrator; Randy Terronez, Assistant to the County Administrator; Dave Slusser, HR Director; Amy Spoden, Assistant HR Director; Jodie Surber, Financial Analyst; County Board Supervisors Mary Beaver, Tom Brien, Rich Bostwick, and Mike Zoril; Michael Lanzdorf, Racine County Corporation Counsel; and Sheila Williams, Citizen

APPROVE AGENDA – Supervisor Richard moves for approval of agenda, second by Supervisor Whitledge. APPROVED.

APPROVAL OF MINUTES – Supervisor Whitledge moves for approval of March 8, 2023 minutes, second by Supervisor Richard. APPROVED. ****Date amended by writer post meeting**

PRESENTATION FROM RACINE COUNTY ON NURSING HOME OWNERSHIP TRANSITION – Michael Lanzdorf, Corporation Counsel for Racine County shares the history of Ridgewood Care Center and spoke on the (pre-pandemic) sale of that facility to Altitude.

The challenges the facility faced were rapidly rising costs for the residents, declining census, increasing business costs, staff turnover, and staff retention. Ridgewood had losses of \$2 million a year.

County executive appointed a task force that looked at the facility's challenges and options, and that task force recommended selling. Mr. Lanzdorf spoke on the sale process.

ROCK HAVEN REMAINING DEBT – Josh Smith, Rock County Administrator states Rock Haven will be paid of in 2026 and the remaining debt is \$13.3 million.

CONTRACTING OUT CERTAIN FUNCTIONS – Mr. Smith shares that there were inquiries done as to whether contracting out some sources would save money but has not gotten to place yet where he could make a report.

DISCUSSIONS WITH OTHER NURSING HOMES – Natalie Rolling-Edlebeck, Nursing Home Administrator states that she met with Cedar Crest on March 24th. Cedar Crest is mostly private pay and residents pay a large amount of money before they are even admitted. Upon discharge they receive about 85% back. Cedar Crest reduced the use of staffing agencies to only the assisted living area due to errors

that staffing agencies bring. Cedar Crest did a lot of exemptions for the COVID vaccine, so they didn't lose employees. Discussion was had on vaccine exemptions for Rock Haven.

UPDATE ON STAFF/RESIDENT/FAMILY MEETINGS – Ms. Rolling-Edlebeck shares employee concerns about outsourcing to agencies and what will happen to the employees if Rock Haven is sold.

Ms. Rolling-Edlebeck shares that residents are concerned about whether they will still have a home if Rock Haven is sold. Residents have been assured that they are safe. Ms. Rolling-Edlebeck says the residents do not support a robotic model and then shares with the committee what a robotic model is.

Ms. Rolling-Edlebeck states Rock Haven's Medical Director, Dr. Suhail Shaikh sees a concerning difference between phone calls he gets from Rock Haven staff members vs. agency staff. Mercy South has a residency program that Rock Haven does not pay for. Doctors come to Rock Haven and get clinical experience and Rock Haven is able to provide services through those resident doctors. The medical director has told Ms. Rolling-Edlebeck that if Rock Haven opens the closed wing, he would assure us there would be a doctor on site every day.

Ms. Rolling-Edlebeck shares her concerns. If the closed wing is turned into assisted living, there would be no way to get those beds back. Rock Haven has the referrals to open the closed wing, but not the employees to provide the cares. Rock Haven is challenged with what we are seeing what the staffing agencies are giving up. Rock Haven will require a prerequisite quiz and orientation for agency staff.

ARPA COVID PREMIUM PAY FOR ROCK HAVEN STAFF – Mr. Smith hands out a spreadsheet (attached) showing the estimated cost of premium pay for Rock Haven employees using FTE listed in 12/5/22 roster. Ms. Smith says anyone hired after 2021 got the recruitment bonus of \$2,000. Employees at Rock Haven before that would get \$4,000.

CITIZEN PARTICIPATION, COMMUNICATIONS AND ANNOUNCEMENTS – Sheila Williams states she has not seen the committee identify county facilities similar to Rock Haven that are successful and are not operating at a loss. Ms. Williams believes it would be beneficial to identify successful county facilities, no matter where they are in Wisconsin, and find out what they are doing that Rock Haven is not.

Supervisor Mike Zoril would like to know what problem(s) premium pay would solve. Supervisor Zoril poses the question if we are going to attract enough workers to open the closed wing.

NEXT MEETING DATE AND TIME – April 26, 2023 at 3:00 p.m., location TBD

ADJOURNMENT – Supervisor Richard moves to adjourn at 4:41 p.m., second by Supervisor Whitledge. SO ORDERED.

Respectfully submitted,
Kasey Strike

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.

Estimated Cost of Rock Haven Premium Pay Using FTE Listed in 12/5/22 Roster

Direct Staff

Rock Haven

Position	# of Employees	Pre-2021 Hires	PP Cost	2021-2022 Hires	PP Cost	Total PP Cost	# Ineligible - ARPA	PP Cost
Activity Director	1	0	\$0	1	\$2,000	\$2,000	0	\$0
Activity Therapy Assistant	7	6	\$21,200	1	\$1,400	\$22,600	0	\$0
Activity Therapy Assistant Pool	1	1	\$1,600	0	\$0	\$1,600	0	\$0
Assistant Director of Nursing	1	0	\$0	0	\$0	\$0	1	\$4,000
Assistant Food Service Manager	1	1	\$3,200	0	\$0	\$3,200	0	\$0
Beautician	1	1	\$2,400	0	\$0	\$2,400	0	\$0
Central Supply Clerk	2	2	\$8,000	0	\$0	\$8,000	0	\$0
Certified Nursing Assistant	51	43	\$137,600	8	\$14,600	\$152,200	0	\$0
Certified Nursing Assistant Pool	23	8	\$12,800	15	\$12,000	\$24,800	0	\$0
Cook	7	7	\$21,600	0	\$0	\$21,600	0	\$0
Director of Nursing	1	0	\$0	0	\$0	\$0	1	\$2,000
Environmental Services Worker	15	8	\$32,000	7	\$14,000	\$46,000	0	\$0
Food Service Manager	1	1	\$4,000	0	\$0	\$4,000	0	\$0
Food Service Supervisor	4	2	\$5,200	2	\$3,400	\$8,600	0	\$0
Food Service Worker	16	10	\$25,250	6	\$4,900	\$30,150	0	\$0
Infection Preventionist	1	0	\$0	0	\$0	\$0	1	\$2,000
Licensed Practical Nurse	9	9	\$26,800	0	\$0	\$26,800	0	\$0
Licensed Practical Nurse Pool	4	3	\$4,800	1	\$800	\$5,600	0	\$0
Master Case Manager	1	0	\$0	1	\$2,000	\$2,000	0	\$0
Master Social Worker	1	1	\$4,000	0	\$0	\$4,000	0	\$0
Materials & Environmental Services Manager	1	1	\$4,000	0	\$0	\$4,000	0	\$0
MDS Registered Nurse	2	0	\$0	0	\$0	\$0	2	\$8,000
Nurse Manager	2	0	\$0	0	\$0	\$0	2	\$8,000
Nursing Supervisor	5	2	\$5,600	0	\$0	\$5,600	3	\$8,400
Registered Nurse	13	10	\$29,600	3	\$4,400	\$34,000	0	\$0
Registered Nurse Pool	4	2	\$3,200	2	\$1,600	\$4,800	0	\$0
Total	175	118	\$352,850	47	\$61,100	\$413,950	10	\$32,400

Facilities

Position	# of Employees	Pre-2021 Hires	PP Cost	2021-2022 Hires	PP Cost	Total PP Cost	# Ineligible - ARPA	PP Cost
Rock Haven Crew Leader	1	0	\$0	1	\$2,000	\$2,000	0	\$0
Maintenance Worker IV	4	1	\$4,000	3	\$6,000	\$10,000	0	\$0
Total	5	1	\$4,000	4	\$8,000	\$12,000	0	\$0

Administrative Staff

Rock Haven									
Position	# of Employees	Pre-2021 Hires	PP Cost	2021-2022 Hires	PP Cost	Total PP Cost	# Ineligible - ARPA	PP Cost	
Accounting Specialist	3	1	\$4,000	2	\$4,000	\$8,000	0	\$0	
Administrative Assistant	1	0	\$0	1	\$2,000	\$2,000	0	\$0	
Administrative Secretary	1	0	\$0	1	\$2,000	\$2,000	0	\$0	
Admissions Coordinator	1	0	\$0	1	\$2,000	\$2,000	0	\$0	
Business Manager	1	0	\$0	0	\$0	\$0	1	\$2,000	
Medical Records Technician	1	0	\$0	1	\$2,000	\$2,000	0	\$0	
Nursing Home Administrator	1	0	\$0	0	\$0	\$0	1	\$2,000	
Nursing Staff Coordinator	1	1	\$4,000	0	\$0	\$4,000	0	\$0	
Unit Clerk Coordinator	2	1	\$4,000	1	\$2,000	\$6,000	0	\$0	
Total	12	3	\$12,000	7	\$14,000	\$26,000	2	\$4,000	

Facilities									
Position	# of Employees	Pre-2021 Hires	PP Cost	2021-2022 Hires	PP Cost	Total PP Cost	# Ineligible - ARPA	PP Cost	
Administrative Assistant	1	0	\$0	1	\$2,000	\$2,000	0	\$0	
Facilities Superintendent	1	0	\$0	0	\$0	\$0	1	\$4,000	
Total	2	0	\$0	1	\$2,000	\$2,000	1	\$4,000	

Premium pay per FTE for pre-2021 Hires: \$4,000
Premium pay per FTE for 2021-2022 Hires: \$2,000