

## TRACEY VAN ZANDT

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**From:** King Swarthy <yusuf10adama@gmail.com>  
**Sent:** Monday, February 22, 2021 11:50 AM  
**To:** TRACEY VAN ZANDT

[REDACTED]

Hi,

My name is Yusuf Adama and I reside at 1762 Poole Court Beloit. I would like my public comment to be read at County Board Staff, Health Services, and Finance committees.

I am writing to fully support the resolution to address the staff shortage at Rock Haven. This resolution is important to me as a person who values our healthcare workers, who go above and beyond everyday for our most vulnerable community members. These workers are in a field with high turnover rates due to multiple factors, including but not limited to demanding hours, burnout conditions, and low wages. The proposals I have seen in this resolution are extremely fair, and if anything aren't drastic enough.

People entrust our sick and vulnerable to healthcare workers under the assumption that they will be taken care of and provided with whatever support will help them recover or find comfort. We, as a society, can not reasonably expect our healthcare workers to be as kind, compassionate, considerate, and careful as we need them to be if they're needs aren't also being taken care of. By investing in the staff, we can guarantee more consistent quality care for people who are highly valued and extremely vulnerable in our community. This becomes even more relevant when you consider the unprecedented public health crisis we are experiencing in Rock County and America as a whole. Rock Haven needs to be able to attract a robust workforce of the best and brightest that our area has to offer. This resolution lays out a clear and concise short term and long term plans to sustain a qualified workforce that our seniors deserve from the communities they've worked for their whole lives, and is a satisfactory first step to enacting positive change in Rock Haven and the Rock County healthcare system as whole.

Thank you for considering this resolution, as it will measurably improve not only the lives of the seniors we serve but also the hardworking and dedicated staff that cares for them

## TRACEY VAN ZANDT

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**From:** Barb Seguin <seguin.murphy2@gmail.com>  
**Sent:** Monday, February 22, 2021 11:17 AM  
**To:** TRACEY VAN ZANDT  
**Subject:** resolution

I would like to support the resolution proposed by Doug Wilder to increase compensation for Rock Haven staff and improve recruitment and retention issues. It is very important that Rock Haven be fully staffed so residents can get the care they need and deserve. Please pass this resolution.

Barbara Seguin  
1107 Harrison Av.  
Beloit, WI 53511

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**From:** Tina Samples  
**Sent:** Saturday, February 20, 2021 1:07 PM  
**To:**  
**Subject:**

County board members,

I am a registered nurse that has obtained my license, Bachelor's degree, and now approaching the completion of my Master's degree in Science of Nursing. With training in utilization of evidence based guidance, how to facilitate change, and how to manage and supervise staff in accordance to what is taught at my University. I can tell you there are many flaws being made by our interim DON and ADON that is supported by Josh Smith.

I am not writing this letter to benefit me in any means. I am simply trying to bring forth my concerns and to give credit where credit is due, to better the residents and employees of Rock Haven.

First of all, What I have seen at RH is the management not being seen or available to staff but rather enforce supervisors to hand out "in-services" directly to staff at the beginning of their shift with expectations to read all information sign and give back to a supervisor at the end of our shift. I feel this is a failure by management for staff to be effectively communicated to about important changes. Due to the high expectations nursing staff is expected to achieve during their shift. I see many staff just sign and turn in because they have to without any time to actually read the in-services! This is much similar to the situation where staff was given such short notice in receiving a vaccine.

With that being said; when staff is bombarded with all this paperwork at the beginning of their shift they are missing the many memos placed on the various walls. Then if something is missed the staff is scolded at "well it was posted". I cannot imagine that I am the only person that feels that being employed at RH under this type of management feels our job is "impossible". Most of us want to exceed but feel as if we are unable to do so. I am hopeful that with our new administrator there will be more of an authoritarian style leadership rather than the disorganized dictatorship staff is dealing with now.

Secondly, staffing is a concern at RH. We have many staff out and or looking for new jobs due to the loss of many good employees over the disorganized dictatorship style leadership that has been running this facility. I want you to be aware the major issues behind this loss. Having agency staff in this building is a HUGE liability! Not only do they get paid a grossly large amount of money, do not know our residents, but also creates a heavier workload on our staff. This creates job dissatisfaction by employees and dissatisfaction from our residents. Although I appreciate their help, they have to be directed and helped so much that it makes it SO MUCH HARDER ON STAFF AND RESIDENTS. Not to mention the errors made.

Finally, I want you guys to know you lost a lot of hardworking, genuine, and absolutely essential employees over this. There is a lot of dissatisfied employees and residents. Although the resolution is an amazing gesture, the hole in RH right now is going to take a long time to fill! I also want you to recognize Michelle Kelm and Michelle Lynch for the hard work and heart that they put into this facility. Honestly, if it was not for them you probably would have seen a lot more staff leave. They should be recognized for their hardship and be included in this resolution.

Thank you for your time

## TRACEY VAN ZANDT

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**From:** Megan Miller <meganamiller42@gmail.com>  
**Sent:** Sunday, February 21, 2021 10:52 PM  
**To:** TRACEY VAN ZANDT  
**Subject:** Public Comment

[REDACTED]

Hi,

My name is Megan Miller and I reside at 1136 Partridge Ave in Beloit. I would like my public comment to be read at County Board Staff, Health Services, and Finance committees.

I am writing to fully support the resolution to address the staff shortage at Rock Haven. I am writing as a teacher, because I empathize with our healthcare workers who go above and beyond everyday for our most vulnerable community members working in high turnover, burnout conditions, as many of my friends in the healthcare industry do. The proposals I have seen in this resolution make sense, and frankly, they are long overdue.

When people send their loved ones to the county for care, they are entrusting you with people who hold generational treasures, stories about their own parents, values that have been cultivated and passed down and the services we provide to our seniors cannot be given a dollar value. By investing in the staff, we can guarantee more consistent quality care for people who are highly valued and extremely vulnerable in our community. Particularly during this unprecedented public health crisis, we should be making Rock Haven a destination employer to attract a robust workforce of the best and brightest that our area has to offer. This resolution lays out short term and long term plans to sustain a qualified workforce that our seniors deserve from the communities they've worked for their whole lives.

Thank you for considering this resolution, as it will measurably improve not only the lives of the seniors we serve but also the hardworking and dedicated staff that cares for them.

Sincerely,  
Megan Miller

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**Megan Miller**  
Pronouns: she/her/hers  
608.931.6598

***President of the Board of Education***  
*School District of Beloit*  
[mmiller@sdb.k12.wi.us](mailto:mmiller@sdb.k12.wi.us)

***Board Member***  
*Little Turtles Playhouse Parent Cooperative Daycare*  
*Beloit Public Library*

***"Live like you're going to be someone's ancestor one day." - Dr. Jamila Lyiscott***

## TRACEY VAN ZANDT

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**From:** Jenny Hoople <jenny@jennyhoople.com>  
**Sent:** Sunday, February 21, 2021 10:47 PM  
**To:** TRACEY VAN ZANDT  
**Subject:** Public Comment on Rock Haven

[REDACTED]

Hello, I would like to submit this as a public comment to County Board Staff, Health Services and Finance Committees.

My name is Jenny Hoople, my address is 1300 Strong Ave, Beloit.

I'm writing to express my support for the resolution to improve working conditions and increase pay for Rock Haven employees. Thank you for your time.

## TRACEY VAN ZANDT

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**From:** Kori H <korih24@gmail.com>  
**Sent:** Sunday, February 21, 2021 6:22 PM  
**To:** TRACEY VAN ZANDT  
**Subject:** Public Comment

[REDACTED]

Hello,

Please submit the message below as a public comment to County Board Staff, Health Services, and Finance committees,

I am submitting this public comment to ask for your support of the resolution to address the staffing issues at the Rock Haven nursing care facility. Recruiting and retaining high quality staff is critical to providing the excellent care that our elderly loved ones deserve. The impact of chronic staffing shortages at Rock Haven has resulted in less-than-optimal care for the residents, and intolerable working conditions for many of the employees who have (so far) chosen to stay. We have a responsibility to the residents to provide them with high quality care, and this can only be accomplished with competitive wages and by providing the caregivers a work environment where they feel valued and respected. By passing the resolution, you will take a step toward making Rock Haven a facility that can keep its positions filled with employees who will stay. We owe it to the residents to make Rock Haven a destination workplace for caregivers in Rock County.

Thank you,  
Kori Hartman  
747 Rockshire Dr.  
Janesville, WI 53546

**TRACEY VAN ZANDT**

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**From:** Steve Howland <smhowland@gmail.com>  
**Sent:** Monday, February 22, 2021 11:45 AM  
**To:** TRACEY VAN ZANDT  
**Subject:** "Providing Additional Compensation and Incentives to Rock Haven Staff, Improving Recruitment Activities, Investigating the Work Environment and Amending the 2021 Budget"

To:  
County Board Staff, Health Services, and Finance committees, and County Board

I am writing in support of the resolution titled:

"Providing Additional Compensation and Incentives to Rock Haven Staff, Improving Recruitment Activities, Investigating the Work Environment and Amending the 2021 Budget"

And would like to submit this message as a public comment to County Board Staff, Health Services, and Finance committees as well as the County Board.

I served on the County Board and the Health Services Committee during the construction and completion of the then "new" Rock Haven. The hope, dream and desire of that time (seven plus years ago) was to provide excellent care and "a home" for many of our most vulnerable residents. The current situation of the county's ability, or lack thereof, to hire and retain the adequate numbers of persons to provide care for these residents is a crisis that needs immediate attention. I urge the adoption of the above resolution.

Steve Howland  
[smhowland@gmail.com](mailto:smhowland@gmail.com)  
1617 Emerson ST  
Beloit, WI 53511  
608-466-2517



## TRACEY VAN ZANDT

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**From:** Teresa Van Zandt  
**Sent:** Friday, February 19, 2021 7:14 AM  
**To:** TRACEY VAN ZANDT  
**Subject:** FW: Rock Haven Staffing Crisis

Hi,

Maybe this is meant for your inbox?

Hope you're well.

Teresa Van Zandt  
Service Facilitator- Comprehensive Community Services & Children's Long Term Support  
Behavioral Health Division – Clinical Services for Children & Families  
Rock County Human Services  
P.O Box 1649  
Janesville, WI 53547  
Office: [\(608\) 757-5268](tel:6087575268)  
Cell: [\(608\) 289-4726](tel:6082894726)  
Fax: [\(608\) 758-8482](tel:6087588482)

----- Original message -----

From: DALEENA RUPAR <DALEENA.RUPAR@co.rock.wi.us>  
Date: 2/19/21 2:18 AM (GMT-06:00)  
To: Teresa Van Zandt <Teresa.VanZandt@co.rock.wi.us>, MICHELLE LYNCH  
<MICHELLE.LYNCH@co.rock.wi.us>  
Subject: Rock Haven Staffing Crisis

Teresa, please read the following as a public comment submitted for the Staff meeting on 2/22/2021, the Health Service meeting on 2/23/21, and at the Rock County board meeting scheduled for 2/25/21. Thank you very much.

Dear respected committee/board members,

Most committee members do not know what it is like to work as a nurse or certified nursing assistant (CNA) and be short staffed. I speak specifically for the Limestone buildings as Limestone-East takes all hospital returns, new admissions, and CoViD patients. These two units also tend to have a higher acuity level, medical needs, patient requests/call light use, and falls. After speaking with several staff on Limestone, the general consensus is that working short-staffed, especially with CoViD and the additional time it takes to don/doff PPE as well as additional environmental responsibilities, the staff feel the fast pace from being short staffed is "exhausting and stressful." In addition, staff report missing breaks and "skipping lunch" to assure "our busy day doesn't take away from the residents' needs." Some patients have frequent needs and utilize the call lights frequently. This job requires a lot of patience and some resident's take more time than others; dependent on their preferences, self-pace, and functional or mental abilities. Being short-staffed creates a delayed response to answering call lights, increases the risk(s) of self-transfers and falls (with and without injuries), and delays patient care; toileting, food/fluid, medications, pain management, etc. Staff report that on some days they have

“multiple baths to give” that can range in time-consumption of “anywhere from thirty minutes to an hour.” Again, bathing and ADLs remain variable and are patient dependent. Staff report increased difficulties finding time to step into the nursing station to get a drink of water during their shift(s); sometimes a shift can include up to 16-hours per day. They also report having to “hold our urine because our patients come first”- trouble finding time to use the restroom. Being short-staffed impedes the basic needs and human rights of the staff trying to manage the care for the patients we serve. The management tends to continue to put more and more responsibilities on the floor-nurses which interrupts medication pass, creates a hectic day, and these interruptions increase the potential for a medication errors (with and without potential harm). Nurses are very busy managing the medical care, assuring assessments, safety, treatments, and communicating with collaborative providers. Nurses are having to delay their responsibilities to function as a CNA, assuring patient needs are met as timely as possible. These are all real concerns for the staff at Rock Haven and we would like our laid-off employees to return to work as soon as possible. We understand that our scheduler, Michelle Kelm, was left with an awful mess in regards to filling vacancies and a lot of our dedicated staff are/have stepped forward to pick up overtime to try and help fill vacancies and prevent mandation, further exhausting themselves and potentially increasing staff-injury or illness. We, the staff of Rock Haven, understand the investment and cost that it requires to hire new staff. As STRONG patient advocates, our residents would prefer consistent staff to care for them. When you require care that exposes your physical/private body parts, the residents would appreciate staff that they are comfortable with. Our residents want staff to know who they are and how they prefer their care. Hiring agency is not a sustainable move. Treating staff as if they are disposable and replaceable is not a sustainable move. Now, ask yourself why is Rock Haven having so much staff-turnover? Then, ask yourself how you would want to be cared for and what kind of person you would want to care for you, when you become dependent on someone else for your every need?

Thank you. Respectfully,

Daleena Johnson AANP-BC, AGPCNP, MSN, RN

2/19/2021

Dear Rock County Board Members,

We collectively ask you to support the Staffing Resolution on this week's agenda. It is a much-needed first step in solving the crisis at Rock Haven.

Staffing at Rock Haven is not "fine", as Sara Beran told the Janesville Gazette. Ask any of the nurses or CNAs working extra shifts and up to 16 hours a day to maintain coverage. Look at the number of vacancies. Someone has to fill these holes in the schedule. Rock Haven desperately needs the proposed resolution to pass.

Nursing Staff Coordinator Michelle Kelm continues to fill multiple vacant shifts with staff working 12 or 16-hour shifts and picking up shifts on days off. This will lead to more staff burnout and fatigue, and in turn more employees seeking employment elsewhere. Shifts also continue to be filled with costly agency staff, with a crisis rate as high as four times that of employees. How much is Rock County paying agency staff to work during this staffing crisis? What will Rock Haven do when agencies decide not to renew their contracts because of the work environment at Rock Haven? Agency staff have already missed shifts.

On February 18th, the state surveyed Rock Haven in response to a complaint related to staffing and found it to be unsubstantiated. While we are all also grateful that things went as well as they did, their report does not reflect the struggles or conditions that staff and residents face on an almost daily basis. State completed the survey on a day that was fully staffed with multiple agency employees. The rank and file employees worked extremely hard to ensure this outcome, and it is a testament to the remaining staff working vigorously to ensure that Rock Haven continues to provide the residents with the highest quality care possible. It is not, however, a sustainable solution.

You must look at more than just a few hours on a single day to see how things really are. Cross-trained employees are being pulled from their positions to work in understaffed, direct-care roles such as nurses or CNAs. Documentation is not being completed. Staff is being told not to give residents baths but to be sure to make the beds. Unnecessary assessments are leading to interventions related to missed documentation. "Basic care needs for residents during COVID-19 pandemic: Nursing assistants will provide at minimum basic care needs for resident including assisting with being washed up with a washrag, assist with dressing and providing meals/fluids," is a direct quote from Rock Haven's COVID staffing contingency plan that we utilized earlier this month.

Investigating the work environment is an absolute necessity to retain high-quality staff far past the first year of employment. You must also ask why Rock Haven's turnover rate is so incredibly high. Management feels it is appropriate to laugh at employees and to slam a phone down on an employee, to name a few instances. The remaining employees are barely hanging on, and some are actively seeking employment elsewhere if the hostile work environment does not change. This will lead to even more vacancies.

Please hear us. Please vote in favor of this resolution so that we can turn this around.

Respectfully submitted:

Michelle Lynch, Secretary; Michelle Kelm, Scheduler; Heather Kempf, RN; Kim Rueth, MDS RN; Gail Sullivan, Social Worker; Ashley Kabor, Finance; Terra Anderson, RN; Amber

Dejaynes, NA; Beth Snodie, NA; Antoinette Cavett, NA; T. Brockman, NA; Ashley Johnson-Pool, NA; Jessica Rote, NA; Pam Jacobson, NA; Karen Woodworth, NA; Melanie Wright, NA; Jaimee Edier, LPN; Daleena Johnson, RN; Chris Peterson, LPN; Brenda Fitzmaurice, NA; Kelly Greer, LPN; Afina Pulley, NA; Cheryl Wenzel, ATA; Tracy Taube, NA; Minda Cooley, NA; Phil Aurit, NA; Laurie Elliott, RN; Darla McGuire, ESW; S. Clemons, NA; Cris Lee, Maintenance; Wade Williams, Maintenance; Connie Ripplinger, NA; Amber Maves, RN; Robin Schubring, RN; Deb Willey, LPN; Laurie Kingsley, ESW; Akousa Amaniampong, NA; Susan Stack, LPN; Sue Eddy, ESW; Betty Weaver, NA; Laurie Reyes, NA; Betty Halverson, NA; John Halverson, Maintenance; Julie Finley, NA; Nicole Bethel, NA; Shelly Hogan, ATA; Deb Huffman, NA; Karen Foss, NA; Glenda Asmus, NA; Becky Shellenberger, AA; Tina Yoss, RN; Michelle Youderin, Accounting; Jan Hill, Dietary; Sheila Grady, Dietary; Kathy Pabst, NA; Andrew Asbury, RN; Cindy Cisweski, NA; Ashley Tracy, NA; Sherri Goff, Dietary; Chris Steele, NA; Natalie Dickerson, LPN; Megan Wierzba, NA; Sara Vance, NA; Steve Swenson, LPN; Fida Sous, RN; Shannon Lewis, NA; Liz Bazen, NA; Ashley Johnson, NA Limestone; Barb Hembrook, Dietary; Stephanie Sockness, RN; Lily Romero, NA; Theresa Talbert, Social Worker; Angie Brenneman, RN Supervisor; Justina Schneider, RN, Charly Danks, NA; Kelli Malicki, LPN; Minan Reese, NA; Jan Janes, RN; Linda Simplot, Materials; Mary Frusher, ATA; Nicole Lemerand, Accounting

2/22/2021

I have attached a copy of the master schedule that shows the vacant positions on a daily basis. This is just what has to be filled and does not include staff that are on vacation, medical leave, COVID symptoms or workman's comp.

Rock Haven also lost 6 of the 17 pool staff during the last 2 months. These staff would help fill the vacant positions weekly.

Michelle Lynch and Michelle Kelm



Limestone PM

Shift	Code	Post	FTE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
RN 2:00-10:30P	25076	RH025076RNOEPLC	25-1	0.8	E2	E2	E1	E1				E1		E1		E2	E2
	25077	RH025077RH0EPLC	26-1	0.8	W2	W2	W1	W1		W1	W1			W2		W1	
	25078	RH025078RNOEPLC	27-2	0.8	E2	E1		E1	E1	E1	E2			E2	E2		
	25079	RH025079RNOEPLC	28-2	0.8	W2		R	R	W1			W2		W1			W2
	25096	RH025096LPNEPLC	35-1	0.8	E1		E2	E2				E2				E1	E1
LPN 2:00-10:30P	25097	RH025097LPNEPLC	36-2	0.7	R	R			E2	E2	E1			R	E1		
	25098	RH025098LPNEPLC	38-1	0.7	W1		W2	W2	W2	W2	W2	W1				R	W1
	25099	RH025099LPNEPLC	37-2	0.8		W1			W2	W2	W2			W1	W1	W2	
		LPN FTE		2.2	4	5	5	5	4	4	4	5	5	5	4	5	4
NA 2-1030P	25131	RH025131CNAEFLC	71-1	1.0	W1		EFL	W1	WFL			W1		WFL	W1		W1
	25132	RH025132CNAEFLC	72-2	1.0	E1	E1	E1	E1	E1			E1		E1	E1	E1	E1
	25133	RH025133CNAEFLC	73-1	1.0	E2	E2		E2	E2			E2		E2	E2	E2	E2
	25134	RH025134CNAEFLC	74-2	1.0	E3	E3		E3	E3			E3		E3	E3	E3	E3
	25135	RH025135CNAEFLC	76-2	1.0	W4	W4	W4	W4	W3			W4		W4	W4	W4	W4
	25136	RH025136CNAEFLC	77-1	1.0	W2	W2	W2	W2	W2			W2		W2	W2	W2	W2
	25137	RH025137CNAEPLC	78-2	0.6	E1	EFL				E1	E1				EFL	E1	
	25138	RH025138CNAEPLC	79-1	0.6		R	E4			E2	E2				W4	E2	
	25139	RH025139CNAEPLC	81-1	0.7	E3			EFL	E3			EFL				EFL	E3
	25140	RH025140CNAEPLC	82-2	0.6		WFL		WFL		W2	W2				WFL	W1	
	25141	RH025141CNAEPLC	75-1	0.8	E4	E4		E4	E4			E4				E4	E4
	25142	RH025142CNAEPLC	83-2	0.7	EFL	E4			EFL	E4	E4				E4	E4	E4
	25143	RH025143CNAEFLC	84-1	1.0	W3	W3	W3	W3	W3	W3	W3	W3		W3	W3	W3	W3
	25144	RH025144CNAEFLC	85-2	1.0	W2	W4	E2		W4	W4	W4			EFL	W2	WFL	W3
	25145	RH025145CNAEPLC	80-2	0.6	W3	WFL	WFL					WFL					W3
	25146	RH025146CNAEPLC	86-1	0.7		W1	W1	W1	W1	W1	W1			W1	W1	W1	W1
		CNA FTE		13.3	9	10	10	10	10	10	9	10	10	10	10	10	10
10A-1030P																	
	25130	RH025130CNAAPLC	61-2	0.6	EWFL					EWFL	EWFL						EWFL

E=EAST  
FL=FLOAT  
W=WEST  
R=RELIEF





Sandstone day

RN:6-2:30P	Code	Post	FTE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
Vacant	RH025084RNOAPSC	21-1	0.6	E2			E1	E1				E1					E1
Heather Kampf	RH025085RNOAPSC	22-2	0.8		E1	E1			E1	E2	E2		E1	E1			
Vacant	RH025086RNOAPSC	23-1	0.6			W2				W1	W1		W2	W2			
Tina Yoss	RH025087RNOAPSC	25-2	0.9	W1	W2		W2	W2	W2			W2	W1				W1
Laurie Greenfield	RH025102RNOAPSC	33-2	0.8	W2		W1	W1	W1				W1		W1			W1
Stephanie Sockness	RH025103RNOAPSC	34-1	0.9			R	E2	R		E1	E1	R		E2			E2
LPN 6:280pm																	
Kelly Greer	RH025100LPNAPSC	31-1	0.9	E1	E2			E2	E2			E2		R			E1
Jaimie Adler	RH025101LPNAPSC	32-2	0.7		W1	E2			W1	W2	W2			E2	W1		
Vacant	RH025157CNAAPSC	51-1	1.0	E4	E4	E4		E4	E4			E4	E4	E4			E4
Vacant	RH025158CNAAPSC	52-2	1.0	E1	E1		E1	E1	E1			E1	E1	E1			E1
Julie Seales	RH025169CNAAPSC	53-1	1.0	W1		W1	W1	W1	W1			W1	W1	W1			W1
Jeff Bleiler	RH025160CNAAPSC	54-2	1.0		E3	E3	E3	E3	E3	E3	E3	E3	E3	E3	E3	E3	E3
Nancy Lewis	RH025161CNAAPSC	55-1	1.0		E2	E2	E2	E2	E2	E2	E2	E2	E2	E2	E2	E2	E2
Vacant	RH025162CNAAPSC	56-2	1.0		EFL	EFL	EFL	EFL	EFL	E4	E4	EFL	EFL	EFL	EFL	EFL	EFL
Vacant	RH025163CNAAPSC	57-1	1.0		R	E1	R	EFL	EFL	E1	E1	R	EFL	R	R	E1	E1
Vacant	RH025164CNAAPSC	58-2	0.5	E3			E4										E3
Vacant	RH025165CNAAPSC	59-2	0.6	E2			E2	E2	E3			E2	E3				E2
Vacant	RH025166CNAAPSC	60-1	0.6		W1	W2				W1	W1	W2					E2
Vacant	RH025167CNAAPSC	62-2	1.0	W2		R	W2	R	R			R	WFL	WFL	R		W2
Betty Weaver	RH025168CNAAPSC	63-1	1.0		W2	WFL	WFL	W4	W4	W3	W3	WFL	WFL	W2	W1	WFL	
Nicole Bethel	RH025169CNAAPSC	64-2	0.9		WFL	W3	W3	W2	W2	W2	W2	W2	W2	W2	W2	W3	W3
Heather Outland	RH025170CNAAPSC	65-1	1.0	W3	W3	W3	W3	W3	W3	W4	W4	W3	W3	W3	W3	W3	W3
Michelle Jenson	RH025171CNAAPSC	66-1	1.0		W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4
Vacant	RH025172CNAAPSC	67-1	0.6	W4				WFL	WFL			W4		WFL	WFL		W4
				9	11	11	11	11	11	9	9	11	11	11	11	11	9
7:00A-3:00P																	
Julie Finley	RH025173CNAAPSC	61-2	0.6	EWf1						EWf1	EWf1						EWf1
	CNA FTE		14.8														

W=WEST  
R=RELIEF

FL=FLOAT

Sandstone PM

Code	Post	FTE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
25088	RH025088RNOEPSC	0.7	E1			E2	E2				E2						
25089	RH025089RNOEPSC	0.7		E1	E1			E1	E2	E2			E1	E1			
25090	RH025090RNOEPSC	0.7		W2	W2			W1	W1	W1			W2	W2			
25091	RH025091RNOEPSC	0.7	W1			W2	W2				W2				W1	W1	
	RN FTE	2.8															
25104	RH025104LPNEPSC	0.8	E2			E1	E1	E2	E1	E1	E1	E2	E1	E2			
25105	RH025105LPNEPSC	0.6		E2	E2				E1	E1				E2	E1		
25106	RH025106LPNEPSC	0.7	W2			W1	W1				W1			W2	W2		
25107	RH025107LPNEPSC	0.7		W1	W1			W2	W2	W2			W1	W1			
	LPN FTE	2															
25174	RH025174CNAEPSC	1.0	E3	E3	E3	E3	E3	E3	E3	E3	E3	E3	E3	E3	E3	E3	E3
25175	RH025175CNAEPSC	1.0	E4	E4	E4	E4	E4	E4	E4	E4	E4	E4	E4	E4	E4	E4	E4
25176	RH025176CNAEPSC	1.0	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1
25177	RH025177CNAEPSC	1.0	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL
25178	RH025178CNAEPSC	1.0	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4
25179	RH025179CNAEPSC	1.0	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL	EFL
25180	RH025180CNAEPSC	0.7	E2			E2	E2				E2						
25181	RH025181CNAEPSC	0.6	E2			E2	E2				E2						
25182	RH025182CNAEPSC	0.6	W3			WFL	WFL				W4						
25183	RH025183CNAEPSC	0.6	W2			WFL	W2				WFL						
25184	RH025184CNAEPSC	1.0	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1
25185	RH025185CNAEPSC	1.0	W2	W2	W2	W2	W2	W2	W2	W2	W2	W2	W2	W2	W2	W2	W2
25186	RH025186CNAEPSC	0.7	E2	E2	E2	WFL	WFL	WFL	E3	E3	E2			E2	WFL		
25187	RH025187CNAEPSC	1.0	W3	W3	W3	W3	W3	W3	W3	W3	W3	W3	W3	W3	W3	W3	W3
25188	RH025188CNAEPSC	1.0	W4			R	R	W4	W3	W3	R			R	W3	W3	W4
25189	RH025189CNAEPSC	0.7	W1	W1	W1	R	R	W3	W1	W1	W3	WFL	WFL	W2	W2	W2	W4
	CNA FTE	13.9	9	10	11	11	11	11	10	9	10	11	11	11	11	11	9
25173	RH025173CNAEPSC		EFL						EFL	EFL							

W=WEST  
R=RELIEF

FL=FLOAT

Sandstone Night

RN:10:00-6:30A	Code	Rost.	FTE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
Vacant	25092	RH025092RNONPSC	28-2	0.5		E	E								E	E	E
Justina Schneider	25108	RH025108RNNPSC	38-2	0.7	W			W	W				W				
LPN 10:00-6:30A																	
Natalie Dickerson	25109	RH025109LPNPNPSC	39-1	0.7		W	W					W					W
Susan Stack	25093	RH025093LPNPNPSC	29-1	0.9	E			E	E			E	E				
NA:10:00-6:30A																	
Corrie Thompson	25190	RH025190CNANFSC	91-1	1.0	E1	E1		E1	E1	E1	E1		E1	E1		E1	
Akousa A	25191	RH025191CNANFSC	92-2	1.0	E2		E2	E2	E2	E2	E2	E2	E2	E2	E2	E2	E2
Vacant	25192	RH025192CNANPSC	93-1	0.8	FL		FL	W1			FL	W1			FL	W1	W1
Vacant	25193	RH025193CNANPSC	94-2	0.8	R		R	R			R	FL			R	FL	FL
Trishna Bholai	25194	RH025192CNANPSC	96-2	0.6	R				FL	FL							
Susan Buttchan	25195	RH025195CNANPSC	98-1	0.5	FL		E2				E2						E2
Patti Wilbanks	25196	RH025196CNANFSC	95-1	1.0	W1		W1		W1	W1	W1		W1	W1	W1		
Christine Rook	25197	RH025197CNANPSC	97-2	0.8	W2		W2	W2			W2	W2	W2	W2	W2	W2	W2
Tony Ray	25198	RH025198CNANPSC	99-1	0.6	W2				W2	W2				W2	W2		
Lindsay Lindquist	25199	RH025199CNANPSC	100-2	0.6			E1	FL				E1	FL			E1	E1
		CNA FTE		7.7	6	6	6	6	6	5	5	6	5	6	5	5	5

E=EAST  
FL=FLOAT  
W=WEST  
R=RELIEF





Position Title	FTE	Group	Position Code	Position Control Number
Master Social Worker	1.000	AMHS	RH025054MSW	25054
Master Case Manager	1.000	AMHS	RH025055MCM	25055