From: King Swarthy <yusuf10adama@gmail.com> Sent:

Monday, February 22, 2021 11:50 AM

TRACEY VAN ZANDT To:

Yo Paka ayen menjangera ingkangerahan mangka paganga rahan Cara pangka da , samagera nagi panganang 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 off 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

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.

And Miller Williams and respondent to the most of the second of the second of the second of the second of the s Grants and the second suggests the grant house and the model was represent the second of the second of the seco

Barbara Seguin 1107 Harrison Av. Beloit, WI 53511 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

From: Megan Miller <meganamiller42@gmail.com>

Sent: Sunday, February 21, 2021 10:52 PM

To: TRACEY VAN ZANDT
Subject: Public Comment



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

# Megan Miller

Pronouns: she/her/hers

608.931.6598

### President of the Board of Education

School District of Beloit 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

From:

Jenny Hoople <jenny@jennyhoople.com>

Sent:

Sunday, February 21, 2021 10:47 PM

KALANDIN TERESTANDER BERKER TERETERANDE TERETERANDE TERETERANDE TERETERANDE TERETERANDE DE SAME DE SAME DE SAM ANDRES BERKERNING BERKER BESTER BESTERANDE DE SAME DE SAME BESTERANDE DE SAME DE SAME DE SAME DE SAME DE SAME

To:

TRACEY VAN ZANDT

Subject:

Public Comment on Rock Haven

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.

From:

Kori H <korih24@gmail.com>

Sent:

Sunday, February 21, 2021 6:22 PM

To:

TRACEY VAN ZANDT

Subject:

**Public Comment** 

Hello,

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

kulturit infunciare margaguerime memerer remener regioner in de leighe de plei earle matrimente grape. Produce lantat frank frank kamina er et de regione marm e despele de place, consider e regione e membre e me

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

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 1617 Emerson ST Beloit, WI 53511 608-466-2517

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 Cell: (608) 289-4726 Fax: (608) 758-8482

----- 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. Van Zandt@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

Deiavnes, 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; Atina 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 Eddv, 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 make a filled 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

RN 65 30 TAME		One with the second	Book and	Fres Sun	Mones		Wed	Titles * I Wed   ITHUS   FIRST	No.	Sat	Sun	Mon	Tues	Wed	是 English English		Sat
		RH025070RNOAPLC	21-2	W	W2	·		W1	W1			W2	W2		W1		W2
Andrew Asbury	25071	25071 RH025071RNOAPLC	22-1	0.9	E2 ·	E1	E1	E1		E2	E1	E1			E2	Ē1	
Laurie Elliott	25072	25072 RH025072RNOAPLC	23-1	0.8	Εl	E2			E2	E1	E2	-	E1	Ē٦	E1		
Vacant	25073	25073 RH025073RNOAPLC	24-2	· 0.8 E2		•	.	α̈́	Ē			쏪	꼰		α	W1	E2
Mary Dabson	25074	25074 RH025074RNOAPLC	25-1	0.9 W2		W2	W2	W2				W1	W1	W2		W2	W1
Priscilla Marsch	25075	25075 RH025075RNOAPLC	26-2	0.8		æ	Ж	œ		W2	W2			ĸ	EK.	œ	
			·		-	_										:	
Steven Swenson	25094	25094 RH025094LPNAPLC	31-1	0.9 E1	W1	_	E2	E2				E2	E2	E2		<u>E2</u>	П.
Deb Willey	25095	25095 RH025095LPNAPLC	32-2	0.7	_	W1	W1		W2	W1	W1			W1	W2		
		LPN FTE	•			-	5 5	5 5		•	4		5	9		6	4
NA 6-2:30P 3		Code San Table Ask	F05t	記号本  Suny	Mon -	Tues	Weds	Thurs	正學	Sat	Suns	#  Mon	Tues	Wed	THURS	丘鼠	Sat
Vacant	25112	25112 RH025112CNAAFLC	51-2	1.0 E4	E4		E4	E4	E4			E4	E4	E4	E4		E4
Vacant	25113	25113 RH025113CNAAFLC	52-2	1.0 W1		W1	W1	W1	W1			W1	W1	W1	W1		W1
Vacant	25114	25114 RH025114CNAAFLC	53-1	1.0 E2		E2	E2	E2	E2			E2	E2	E2		E2	E2
Sheny Shereck	25115	25115 RH025115CNAAFLC	54-2	1.0	ដ	<u>.</u>	E3	E3		E3	E3		E3	E3	E3	E3	
Monalisa Bradley	25116	25116 RH025116CNAAFLC	55-1	1.0	W2	W2	wz		W2	WZ	W2		W2	W2	W2	W2	
Jeanne Mueller	25117	25117 RH025117CNAAFLC	56-2	1.0 W3	œ		EFL	W2	w3			<u></u>	W3	WFL	ď		W3
Deb Ludens	25118	25118 RH025118CNAAFLC	57-1	1.0 W2		2	ĸ	Я	~			EFL	~	~		œ	W2
Tibbs Brockman	25119	25119 RH025119CNAAPLC	58-2	9.0	E2	E4		_	E3	E4	E4				Ē		_
Vacant	25120	25120 RH025120CNAAPLC	59-1	9.0	П	딘	_			<u>~</u>	Ē	æ					
Deb Huffman	25121	25121 RH025121CNAAPLC	60-1	0.7			W3	W3		W3	W3			w3	W3	W4	
Shannon Lewis	25122	25122 RH025122CNAAPLC	62-1	0.8 E1			Ē	딥	딥			Ē	E1	Ē			Ę,
Vacant	25123	25123 RH025123CNAAPLC	63-2	9.0	WFL	WFL	j			WFL	WFL				EFt.	WFL	
Vacant	25124	25124 RH025124CNAAFLC	45	1.0 W4	W4		W4	W4	W4			W4	W4	W4	W4		W4
Vacant	25125	25125 RH025125CNAAPLC	65-2	0.6 E3				EFL	EFL				EFL			EFL	E3
Karen Woodworth	25126	25126 RH025126CNAAPLC	- <del>6</del>	0.6	W1	W3				W1	W1	W3				W3	
Pam Jacobson	25127	25127 RH025127CNAAPLC	67-2	0.7	W3	W4				W4	W4	W2			WFL	W	
Brenda Fitzmaurice	25128	25128 RH025128CNAAPLC	8	0,7 WFL			WFL	WFL	WFL			WFL	WFL				WFL
Vacant	25129	25129 RH025129CNAAPLC	69-2	0.7	EFL	EFL				E2	E2			ËFL	E2	4	
												_					
10A 1030F 1 20 T	19216	GROLE GHIEFE			-												
Vacant	25130	25130 RH025130CNAAPLC	61-2	0.6 EFL	_	<i>;</i>	-			EFL	EF						띰
		CNA FTE		15.2	10 11	+	11	11	11	10	10	1	7	7	=	7	10
E=EAST		W=WEST		ļ						İ							į
FL=FLOAT	_	R=RELIEF					_										

RNI2:00:10:30Prefer Street Sode Street Street Street Street Street Street
25-1
26-1 0.8
27-2 0.8
28-2 0.8 W2
35-1 0.8 E1
Post ****019
36-2 0.7
38-1 0.7 W1
37-2 0.8
William Gode William Post Fre Sun
71-1 1.0 W1
72-2 1.0 E1
73-1 1.0 E2
74-2 1.0
76-2 1.0 W4
77-1 1.0 W2
78-2 0.6
79-1 0.6
81-1 0.7 E3
82-2 0.6
75-1 0.8 E4
83-2 0.7
84-1 1.0
85-2 1.0.
80-2 0.6 W3
86-1 0.7
13.3
6的60年6月年8
61-2 0.6 EWF

震災		Т	Т		जाडुह	Ä	_	7	- I	Т	Т	Τ-	1	_	Т	1	_	Т'	140	<del>ा -</del>	<u> </u>	· —	7
Sat		3	ا س		Sark			Saf	· [						E	1 1 1 1 1	     	: : ::::::::::::::::::::::::::::::::::					
				٥	2.7		Τ	學生						1	Ī				4	†	†	1	t
ш		I≥	ш		1 ×		╬.	2.77		<u> </u>	$\perp$		-	š	ŭ	n	<u>₩</u> 2	<u> </u>	 	_	┷	<u> </u>	
Thurs		  ≥	<u>ا</u> ا		Thins	k i		Thurs	딥	   23	  }		W2					<u>ا</u> _					l
.pa	_		Ī	1				Wed			ſ	Ī			Ė	┪		04	9	T	十	T	$\dagger$
M	Ш	-		-	<del></del>		<u>: </u>	W.	-	ដ	W	교	WZ	_	L	04	<u> </u>	L	9	L	1	┞	╀
Mon Tues	Ш				Tues	≥		Tues#	딘	E2	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \			<u>د</u>		   군	WZ						
).V				~				Mon										Γ	^	-	T	1	t
Ž	_	≥	<u> </u>	~	Mon	_	<u> </u>	Ç., 4	_	낊	×	-		.댇	ū	<u>«</u>	W2	뜨	20		-	-	ļ
Sun		⋧	ш		S			Sun	딢					W1	띱		W2	 					
Sat			-	2	Satter			1.E. A.											2				Ī
Š	ш	_		~	(i)	≥	<del>  -</del>	Sat Sat	D	ដ	₹	드	W2	_			_	_	5		├	-	-
担	<u> </u>				E	≥		温	E1	E2	W	교	W2										
				2	TRUIS			Thurs			۳.						2		7				Γ
	Ш	_	_	7	T Spe	≥	-	34	ίū	E2	Š		_	$\dashv$	<u>K</u>	FL	WZ	꿈	9		-	┝	L
Wei		3	Ш	2	S			Wed		<u>a</u>	W1			Ft.		E1	W2	ഥ				L	
Tues   Wed		,		``	Tues			Tues	_	i		ِ اب	W2	1		2			9				
	<u> </u>	M		2				Möñ.	ñ		<u> </u>	된	×	W1	æ	E2			9		-	-	H
. Mon 🕷	ш			2	AL MON	≱		N	<u> </u>	E2	W1	Fi	W2	_	꼰				9	_			L
	Е				Service			Suns	:1	23	٧٦			ابر			٧2	~					
EX	0.7	0.7	0.7	1.4		W 7.0		FTER	1.0 E1	1.0 E2	1.0 W1	0.6	9.0	0.8 FL	0.7	0.8	0.8 W2	0.8 R	8.1			<del>                                     </del>	
区	29-2	32-2	30-1		Position Fire	31-1	-	位	91-1	92-2	93-2	94-2	95-1	96-2	97-1	38-2	99-1	100-1		_	_	L	H
Post	7			_	Soa			/ # 150d	6	6)	6	-B	6	<u></u>	6		6	10		_		_	L
	2	C,	J.C			PLC		Code of the State of	ပ္	ទ	2	2	2	O,	2	2	2	2					
	NON	NON	NON			NONG		1	NAN	NAN	NANF	NAN											
	25080F	5082F	25083F	끧		5081L			25147C	5148C	25149C	5150C	51510	5152C	5153C	51540	5155C	5156C	FTE			EST	1
Sog	25080 RH025080RNONPLC	25082 RH025082RNONPLC	25083 RH025083RNONPLC	RN FTE	Code	25081 RH025081LPNONPLC		See	25147 RH025147CNANFLC	25148 RH025148CNANFLC	25149 RH025149CNANFLC	25150 RH025150CNANPLC	25151 RH025151CNANPLC	25152 RH025152CNANPLC	25153 RH025153CNANPLC	25154 RH025154CNANPLC	25155 RH025155CNANPLC	25156 RH025156CNANPLC	CNA FTE		_	W=WEST	1
N. W.	2508(	25082	25083		Codes Strate	25081			25147	25148	25148	25150	25151	25152	25153	25154	25155	25156					
	-		_				Н		$\dashv$	1	+			$\dashv$		7						$\vdash$	
6:30A	es	ves	วรักเรอก		-630A			Š	Şe	ncrans	ıks		plinger					Í					
RN 30:00:6:30A PT Code Code Suppose Poste FIEX Supp	Janice Janes	Amber Maves	Daleena Johnson		LPN 10:00-6-30A*	ant		NA(10P-630A) 2	Minan Reese	Amy Rosencrans	Charty Danks	ant	Connie Ripplinger	aut	ant	Sara Vance	ant	ant					i
Ϋ́	Jan.	Ā	ğ		卣	Vacant		Ž	Σ̈́	Αm	유 명	Vacant	Ş	Vacant	Vacant	Sar	Vacant	Vacant					Ū

	Г				Г	T	1			Τ	7	Т	đ.		T	Τ	7	Τ-	Ė	Π	Γ''-	П	Γ	Т	Γ	г	Т-	Г	_	0	<del>-</del>	_	_	1
Sat	囧	ļ.,		¥	W2			Sat					Sati	<u>E4</u>	낊	<u>¥</u>					83	뎚	_	W2			.W3		W4			EWF1		
H	ш Ш			W2	W.1	i ii							以近			W1	E3	23	띮	<u> </u>	142		W2	_ ا	WFL	W3		W4		=				
Thurs		_	2					Thurs	1		<u> </u>		Thurs				Г			<u> </u>	<u>"</u>		>	<u> </u>			_		بر	1				
T.		핀	W2	_		23		N. 3	<u>د</u>	×	┢			Ξ.	Ξ	_	ន	2	띮	2					W	W	W3	W4	WF	=	$\vdash$			
Tues:   Wed		<u>m</u>	W2		W	~	_	Wed	æ	ß	-		wed w	7	딢	W1	<u> </u>	囧	EFF	æ		<u> </u>		WFL	W2		W3	Wf4	_	7				
		<u> </u>	W2	W۱				Túes	ü				Tues	54	Ē1	W1		E2		띮	r <sub>x</sub>	ដ		WFL		W2	W3	₩ ₩		-				
Sun Sul Mon	E1			W2	W1	ا	ļ	Mon	E2				Sun Mon	E4	_	W1	E3		EFL			2	W2		WFL		w3		W4	Ξ				
iness	ш			^	<u>^</u>	ä	-	Son	<u> </u>	_				<u>u</u>	E1	5	-	-	Е			E2		æ			≴	_	≤	6		£		
S		E2	W1			回	<u> </u>	S		₩	_		S				8	E	E4	Ψ			W1	_	W3	WZ		W4	<u> </u>	6	-	EWF1		
Sat		E2	۱W			딘		्रम् Sati		W2			Saf				8	n	E4	딘			W1		W3	W2		W4		_		EWF1	_	
FILL		E1		W2					E2	W1			自	E4	E1	W.1		E2		EFL		E3		2		W2	W3	W4	WFL	11				
Thurs	1			W2	W1			Thucs					Thurse		1	11	8		EFL						4			<del></del>	WFL	11				
jd#k	E1				<u>×</u>	œ	_	Wed 😴 T	E2				Wed£∄T	E4	巨	W1	E3		Ξ.			E2		R	W4	W2	W3		W	£				
Tuess Weds	티			W2	W1	E2		** W.					Z W		E1	W1	E3	E2	配	R	E4			W2	WFL	_	W3	W4		1				
		티	W2		Wi	ĸ		Tues		EZ			Tues	<u>E</u>	i	W1	8	E2	配	E1			W2	α	WFL	W3		W4						
Mon		<u>1</u>		W2		ı		Mon	E2	W1			Monsk	E4	딥		83	23	FF	~			W1		W2	WFL	W3	W4		11		!		
en 🦠	2			_	2											1							-	2				_	4	6		VF1		
S	0.6 E2	0.8	9.0	0.9 W1	0.8 W2	6.0		FEE SUI	0.9 E1	0.7			FIEW Soil	1.0 E4	1.0 E1	1.0 W1	1.0	1.0	1.0	1.0	0.5 E3	0.6 E2	0.6	1.0 W2	1.0	6.0	1.0 W3	1.0	0.6 W4			0.6 EWF1	14.8	
	21-1	22-2	23-1	25-2	33-2	34-1		进	31-1	32-2				51-1	52-2	53-1	54-2	55-1	56-2	57-1	58-2	59-2	60-1	62-2	63-1	64-2	65-1	66-1	1-79			61-2		
E Post	2	2	7	2	3	<sub>6</sub>		S Post	<sub>.</sub> ო	3			Postan	5	(S)	2	5	5	Č	2	Ω.	<u> </u>	9	9	.9	δ.	ĕ	ě.	6		IE 12	ٷ		
	APSC	APSC	APSC	APSC	APSC	SC		September 19 apop	<b>PSC</b>	PSC				4FSC	4PSC	4PSC	4PSC	4FSC	4FSC	PSC	^FSC	4FSC	APSC		6hrD + 6 HrE	4PSC	,   ;							
	84RNO	85RNO	86RNO	87RNO	OZRNO	03RNA			00LPN/	01LPN/				57CNA	58CNA	59CNA	60CNA	61CNA	62CNA	63CNA	64CNA	65CNA	66CNA	67CNA	68CNA	69CNA	70CNA	71CNA	72CNA		Hite	73CNA	10	l E
ode	3H0250	3H0250	3H0250	3H0250	3H0251	3H0251		e apoc	3H0251	3H0251			Code	3H0251	RH0251	3H0251		HO +	3H0251	CNA FTE	TSEWEW													
11. 8 Code	25084 RH025084RNOAPSC	25085 RH025085RNOAPSC	25086 RH025086RNOAPSC	25087 RH025087RNOAPSC	25102 RH025102RNOAPSC	25103 RH025103RNAPSC		1000	25100 RH025100LPNAPSC	25101 RH025101LPNAPSC				25157 RH025157CNAAFSC	25158 RH025158CNAAFSC	25159 RH025159CNAAFSC	25160 RH025160CNAAFSC	25161 RH025161CNAAFSC	25162 RH025162CNAAFSC	25163 RH025163CNAAFSC	25164 RH025164CNAAPSC	25165 RH025165CNAAPSC	25166 RH025166CNAAPSC	25167 RH025167CNAAFSC	25168 RH025168CNAAFSC	25169 RH025169CNAAPSC	25170 RH025170CNAAFSC	25171 RH025171CNAAFSC	25172 RH025172CNAAPSC		ڊي.	25173 RH025173CNAAPSC	Ĭ	-   
					-	4			$\dashv$					_										- 1							*			
90		\empf	-	,	eenfield	e Sockn			ъ	dler						es	ኤ	wis							aver	ifiel	Jutland	Jenson			90	λέ		
RN 6-2:30P	Vacant	Heather Kempf	Vacant	Tina Yoss	Laurie Greenfield	Stephanie Sockness		LPN 6-230pm	Kelly Greer	Jaimee Edler				Vacant	Vacant	Julie Seales	Jeff Bleiler	Nancy Lewis	Vacant	Vacant	Vacant	Vacant	Vacant	Vacant	Betty Weaver	Nicole Bethel	Heather Outland	Michelle Jenson	Vacant		7.00A.7.30B. 24 📚	Julie Finley		
NIT.	2	工	21	<u> - </u>	_]	ഗ		لتد	Ж	7			e Agai	>	>	크	<u>_</u>	Z	>	2	>	>	2	>	æ	Z	I,	2	>		P.P.	ੌ		İ

W=WEST R=RELIEF

FL=FLOAT

RN 2:00-10:30P		Code The Post of	Post 1	ere Suñ		Mon	*   Mon.   Tues   Wed	Wed	Thurs   Frit 4	FIRE	Sata	Sun	Sun Mon	Tues	Wed   Thurs   Friend	Thurs		Saf
Alice Matingwina	25088	25088 RH025088RNOEPSC	25-2	0.7 E1	51			E2	E2				E2	E2			E2	<u>۳</u>
Jodi Silbaugh	25089		26-1	0.7		E1	E1			E1	E2	E2			E1	E1	•	
Vacant	25090	25090 RH025090RNOEPSC	27-2	0.7		W2	W2			W1	W1	W1			W2	W2		
Dorothy Schulist	25091		28-1	0.7 W1	W1			W2	W2				W2	W2			W1	W1
		RN FTE		2.8														
LPN 2:00-10:30P			, Post	10.9 Sun		Mon	Tües	Wed	Thürs	Folkerin	Sat	Suns	Mont	Tües	Wed	Thurs	所納利	Sat
Christina Peterson	25104	25104 RH025104LPNEPSC	33-1	0.8 E2	52			E1 ,	Ē1	E2 .			E1	Ē1	E2			E2
Donna Boyd	25105	25105 RH025105LPNEPSC	34-2	9.0		E2	E2	İ			E1	E1				E2	E1	
Kim Williams	25106	25106 RH025106LPNEPSC	35-2	0.7	W2			LM	W1				W1	Wi			W2	W2
Jennifer Ray	25107	25107 RH025107LPNEPSC	37-1	0.7		W1	W1			ZM	W2	ZM			W1	۱M		
·		LPN FTE		2	4	4	4	4	4	7	4	4	4	4	4	4	4	4
NA 2:00-10:30P W		NA 2:00-10:30P. 1   1   1   Code   1   1   1   1   1   1   1   1   1	Post 🐣	FIE SOF		*   Monte	Segul	Weds	THORSE	Fire	Sales.	<b>Suns</b>	Mon	Tues	Wed	Thurs	印羅索	Sat
Rose Allen	25174	25174 RH025174CNAEFSC	71-1	1.0 E3		E3	E3 .		E3	E3			E3	E3	E3	E3		E3
Brian Greenland	25175	25175 RH025175CNAEFSC	72-2	1.0 E4		E4		E4	E4	E4			E4	E4	E4		E4	E4
Vacant	25176	25176 RH025176CNAFFSC	73-1	1.0	E1		E2	E2	EFL	E1			E2	Ë1	E2		R	E1
Andrew Campbell	25177	25177 RH025177CNAEFSC	74-2	1.0		E1 (	E1	13	E1		Εî	E1	E1		E1	Εí	Ē1	
Vacant	25178	25178 RH025178CNAEFSC	75-1	1.0		EFL	E4	E3		EFL	E4	E4		EFL	EFL .	.E4	E3	
Elizabeth Bazan	25179	25179 RH025179CNAEFSC	76-2	1.0		W4	W4	W4	W4		W4	W4	W4		W4	W4	W4	
Jessica Rote	25180	25180 RH025180CNAEPSC	177-1	0.7			EFt.	EFL			E2	E2	핍			EFL.	EF.	
Vacant	25181	25181 RH025181CNAEPSC	78-2	0.6	E2				E2	ដ				E2			E2	8
Vacant	25182	25182 RH025182CNAEPSC	79-1	0.6 W3	w3		WFL		WFL					W4		WFL		W3
Vacant	25183	25183 RH025183CNAEPSC	80-2	0.6		WFL	W2				W2	W2		WFL			W1	,
Sue Boe	25184	25184 RH025184CNAEFSC	81-1	1.0 W1	$\neg$	W1		W1	W1	W1			W1	W1	W1	W1		W1
Laurie Reyes	25185	25185 RH025185CNAEFSC	86-1	1.0 W2		W2		W2	W2	W2			W2	W2	W2		W2	W2
Alyssa Carlson	25186	25186 RH025186CNAEPSC	83-1	0.7	-	ជ		WFL		WFL	E3	E3				E2	WFL	
Amy Tessman	25187	25187 RH025187CNAEFSC	84-2	1.0		W3	W3	w3	w3		W3	W3	W3		W3	W3	W3	
Vacant	25188	25188 RH025188CNAEFSC	85-2	1.0 W4	₩4		œ	ĸ	2	W4			WFL	æ	œ	œ		W4
Vacant	25189	25189 RH025189CNAEPSC	82-2	0.7			W1			W3	W1	· LM		W3	WFL	W2	;	
		CNA FTE		13.9	ð	10	11	11	11	10	6	9	10	11	11	11	11	6
7:00A.7630F		Shrotale Mark																
Julie Finley	25173	25173 RH025173CNAAPSC	61-2		EWFL	Ī					EWFL	EWFL						EWFL
		IA/=IA/EST																

W=WEST R=RELIEF

FL=FLOAT

RN 10:00-6:30A	『 Wash is washer in Rost 。	1.1	Sost 3		Sur	Mon	Tues	, pe∧	Thurs	日	Sat	Subre	Mon	Tues	Wed	Thurs	所公司	Sate
25	25092 RH025092RNONPSC	NPSC	28-2	0.5			E	Е					- "	j			E	E
12	25108 RH025108RNNPSC	osc	38-2	W 2.0		W			W	M	M			×	W			
	LEN 10:00-6:30A   F   Code 12:00   Rost   Eref   SUB	1. A. S. S.	- 1so	TEM		Mon	Tues 4	Wede	Thurst	Frite	Sat	Sün	Mons	Tues	Wed	Thurs	日本金	Sat
2	25109 RH025109LPNNPSC	IPSC	39-1	0.7			M	W				W	×			×	×	W
N	25093 RH025093LPNNPSC	IPSC	29-1	0.9		E			E	E	ш	Ē	E	E	Ξ			
	NA.10:00:6:30A 第 12   XF   1		Posts	TEN	Sim	Mon	<u>. sen b</u>	%,₽ <u>e</u> /M	Thurs	F1188	Sat	Sun	MOTIN	Logs	Wed	Thurs	FH	Sat
. "	25190 RH025190CNANFSC	VFSC	91-1	1.0 E1		E1	E1		E1	E1	£1	E1		E1	E1	П		
**	25191 RH025191CNANFSC	VFSC	92-2	1.0 E2		E2		E2	E2	E2	E2		E2	E2	E2	E2		
	25192 RH025192CNANPSC	NPSC	93-1	0.8 FL	1			FL	W1			Fi	W1			FL	W1	W1
٠.	25193 RH025193CNANPSC	VPSC	94-2	0.8	R			R	R			В	FL	R			FL	FL
- 1	25194 RH025192CNANPSC	VPSC	96-2	9.0	_	R	FL			FL	FL				FL	FL		
.,	25195 RH025195CNANPSC	JESC	98-1	0.5		FL	E2					E2					E2	E2
• •	25196 RH025196CNANFSC	VFSC	95-1	1.0 W1		W1	W1	W1		W1	W1	W1		W1	W1	W1		
١,,	25197 RH025197CNANPSC	NPSC	97-2	0.8 W2	WZ			W2	W2			W2	W2	WZ			W2	W2
.,,	25198 RH025198CNANPSC	NPSC	1-66	0.6		W2	WZ			W2	W2				W2	WZ		
١,,	25199 RH025199CNANPSC	VPSC.	100-2	9.0				E3	딘				E1	FL			E1	E1
	CNA FTE			7.7	6	6	6	6	6	5	5	9	5	8	5.	3	5	5
				,									-					
					İ													

E=EAST F!\_=FLOAT

W=WEST R=RELIEF

							;																			
Sat					2			≥				/81	-								$\mid$		+			
FFi				Ĺ	<u> </u> ~		L	≥				}														
ThurFri		L	Ļ	<u> </u> <u>~</u>	L			Ĺ	≥				≥			≥										
Wed				2					  ≥							Ì≽										
Sun Mon Tues Wed					L <sub>K</sub>			≥			Γ					≥			Γ		T					
Mon					~			3				3	Γ			}						T				
				2					3				≥													
Sat	_		L	2				_	≥		L	L	≥		$\perp$	≥	_	L		<u> </u>		L	L			
ur Fr	$\dashv$			2	_	H			≯	-	_	_	  ≥	$\vdash$	-	≥	_	-	<u> </u>			$\vdash$	$\vdash$	-		
ř	-			$\vdash$	æ		H	≩	L	-		≥	_		$\vdash$	<u> </u>	<u> </u>		_				$\vdash$	-	_	
Tues Wed Thur Fri	-		L	$\vdash$	æ	Н	_	W			_	≥			-	-				_	_	$\vdash$	$\vdash$	_	_	
Mon T	-	. <u>-</u>	-	œ					×		$\vdash$	H	≥	L	$\vdash$	≥	-			-	<u> </u>	-	ŀ	$\vdash$		•
Sun M	-			8					Α			_	≥	-	$\vdash$	≥	<u> </u>				_	┝	H	-	_	•
FTE S			-	0.7	9.0			0.7 w	0.7	_		0.7 w	0.7		-	0.8	4.2			_	-		 			•
Post				23-1	34-2			55-1	56-2			73-2	75-1			92-2	FTE									•
Code					25111 RH025111LPNNPRLF 3		ı	ı	25201 RH025201CNAAPRLF   5			25159 NAOREEP003 7	25202 RH025202CNAEPRLF 7			25203 RH025203CNANPRLF 9	<u></u>									
<u>ರ</u>	$\frac{1}{1}$			25110 RF	25111 RF			25200 RF	25201 RF			25159 NA	25202 RF			25203 RI-									-	
			LPN 10:00-6:30A		Vacant				Vacant		CNA 2-10:30P	frozen	Vacant		NA 10:00-6:30A	Vacant		-								

RT 7-3:30F - 12 - 15		F F Post				I wuo	űes.	Wed	Sinui	**************************************	Saf	Sun	VION:	Sen	Wed	THIE		* JeS
Melanie Godding	25053	RH025053ACTIVDIR		1.0	۸	5		~		M		1		3	3	Ŋ	3	
			•															
			   		-	 												
ATA	# S	Code Francis	Rost   FTE 18 ST	TETRIS		Mon	Titles	Wed	Thurs	品	Sate	Sun	Won	Tues	Wed	Thurs	File	Safer
Shelly Hogan	25061	RH025061ATA	22-1	1.0 W	W		<u> </u>	×	*	3			≥		ij	] ≥	1.7000	
Mary Frusher	25059	RH025059ATA	25-2	1.0	W	×		*	W		3	≱	<u>×</u>		≥	. 3	×	
Wendy Langer	25058	RH025058ATA	23-1	1.0	W	W	:	W		8	×	≥		3	×	≥	3	
Cheryl Wenzel	25056	RH025056ATA	24-2	1.0 W		M		M M	M	*			W	×	×		3	M
Kris Glos	25218	RH025218ATA		0.6 W		W			W					3		*		: 3
		Total staff			3	4	5	9	9	ro	2	2	5	LC.	3	ī.	1	:
12:00-8:30四十二十二		eode Hanne I.	Post !				Sen	Wedis	TS INCL				Non	Sell	Wed			Sat
Vacant	25060	RH02060ATA	26-2	0.7 W	3				3	}			3	∦ ≥		)	2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Deb Harris	25057	RH025057ATA	28-1	7.0	<del> -</del> -	A		3	1		, M				3	×	3	
					~	-	-	=		7	-	-	-	•	,	-		T
Lori Batten-Nicholson	25023	RH025023BEAUTCIN		9.0	W	М		3	*				A	A	3	- N		

ì

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

İ