

TRACEY VAN ZANDT

From: marilynjburns@aol.com
Sent: Tuesday, February 23, 2021 6:45 AM
To: TRACEY VAN ZANDT
Subject: Incentive resolution

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I would like to comment on the monetary incentives being proposed. As an RN, I feel nursing staff is continually giving more skill, compassion, and dedication than can be compensated with money. Since the onset of the pandemic, the term 'healthcare personnel' has been used to include all staff entering a facility. At Rock Haven all staff have been working hard to keep our residents safe. They have worked wearing PPE, submitted to nasal swabs twice a week, and accepted extra duties due to increased absences. I feel any pay increase given should be awarded to all staff, as every Rock Haven employee deserves to feel the appreciation expressed in this resolution. I understand this incentive aimed at increasing morale for Rock Haven staff. As proposed, this resolution would have some staff making more than their direct supervisors. An example would be a nursing supervisor at the max seniority in unilateral pay range 25 would be making less than an AMHS RN at the max seniority. This disparity can affect morale in a negative manner. Please consider incentive for all before passing this resolution. Thank you.

Marilyn Burns RN, Infection Prevntionist Rock Haven
608-757-5166

Sent from my iPhone

TRACEY VAN ZANDT

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

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

--
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

TRACEY VAN ZANDT

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

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

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

TRACEY VAN ZANDT

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

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 Edler, 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 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

RN:2:00-10:30P	Code	Post	FTE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
Vacant	25076	RH025076RNOEPLC	25-1	0.8	E2	E2	E1	E1				E1		E1			E2
Becky Corkhill	25077	RH025077RHOEPLC	26-1	0.8	W2	W2	W1	W1		W1	W1				W2		W1
Patti Stringham	25078	RH025078RNOEPLC	27-2	0.8	E2	E1			E1	E1	E2				E2		
Vacant	25079	RH025079RNOEPLC	28-2	0.8	W2		R	R	W1			W2	W2	W1			W2
Robin Schubring	25096	RH025096LPNEPLC	35-1	0.8	E1	E1	E2	E2				E2					E1
LPN 2:00-10:30P																	
Brooke Sherlund	25097	RH025097LPNEPLC	36-2	0.7	R	R			E2	E2	E1				Thurs	Thurs	Sat
Vacant	25098	RH025098LPNEPLC	38-1	0.7	W1		W2	W2				W1					W1
Gabrielle Keller	25099	RH025099LPNEPLC	37-2	0.8	W1	W1			W2	W2	W2				W1	W2	
		LPN FTE		2.2	4	5	5	5	4	4	4	5	5	5	4	5	4
NA 2:10:30P																	
Jeremy Lech	25131	RH025131CNAEFLC	71-1	1.0	W1	W1	EFL	W1	WFL			W1	WFL	W1	W1		W1
Ashley Johnson	25132	RH025132CNAEFLC	72-2	1.0	E1	E1	E1	E1	E1			E1	E1	E1	E1		E1
Sharilynn Clemons	25133	RH025133CNAEFLC	73-1	1.0	E2	E2	E2	E2	E2			E2	E2	E2	E2		E2
Vacant	25134	RH025134CNAEFLC	74-2	1.0	E3	E3	E3	E3	E3			E3	E3	E3	E3		E3
Maria Lukas	25135	RH025135CNAEFLC	76-2	1.0	W4	W4	W4	W4	W3			W4	W4	W4	W4		W4
Vacant	25136	RH025136CNAEFLC	77-1	1.0	W2	W2	W2	W2	W2			W2	W2	W2	W2		W2
Cerenna Jones	25137	RH025137CNAEPLC	78-2	0.6	E1	EFL						E1			EFL	E1	
Vacant	25138	RH025138CNAEPLC	79-1	0.6		R	E4					E2			W4	E2	
Phil Aunit	25139	RH025139CNAEPLC	81-1	0.7	E3			EFL	E3			EFL	E3		W4	E2	E3
Vacant	25140	RH025140CNAEPLC	82-2	0.6	WFL	WFL		WFL		W2	W2				WFL	EFL	E3
Sue Kuykendall	25141	RH025141CNAEPLC	75-1	0.8	E4	E4		E4	E4			E4			WFL	W1	E4
Lakeia Jackson	25142	RH025142CNAEPLC	83-2	0.7	EFL	E4			EFL	E4	E4						E4
Pamela Ross	25143	RH025143CNAEFLC	84-1	1.0	W3	W3	W3	W3	W3			W3	W3	W3	W3		W3
Laura Heisel	25144	RH025144CNAEFLC	85-2	1.0	W2	W4	W4	W4	W4			W4	W4	W4	W4		W4
Naomi Drumgole	25145	RH025145CNAEPLC	80-2	0.6	W3	WFL	WFL	WFL				WFL	WFL	WFL	WFL		WFL
Tracy Taube	25146	RH025146CNAEPLC	86-1	0.7		W1	W1	W1	W1			W1	W1	W1	W1		W1
		CNA FTE		13.3	9	10	10	10	10	9	9	10	10	10	10	10	10
		LPN FTE															
Vacant	25130	RH025130CNAEPLC	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	25084	RH025084RNOAPSC	21-1	0.6	E2		E1	E1		E2	E2	E1				E1	E2
Heather Kempf	25085	RH025085RNOAPSC	22-2	0.8	E1	E1			E1	E2	E2		E1	E1	E1		
Vacant	25086	RH025086RNOAPSC	23-1	0.6		W2				W1	W1		W2	W2	W2		
Tina Yoss	25087	RH025087RNOAPSC	25-2	0.9	W1	W2	W2	W2	W2			W2	W1			W2	W1
Laurie Greenfield	25102	RH025102RNOAPSC	33-2	0.8	W2	W1	W1	W1				W1		W1		W1	W2
Stephanie Sockness	25103	RH025103RNOAPSC	34-1	0.9		R	E2	R		E1	E1	R		E2		E2	
LPN:6-2:30pm	Code	Post	FTE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
Kelly Greer	25100	RH025100LPNAPSC	31-1	0.9	E1	E2		E2	E2	W2	W2	E2	E2	R	R		E1
Jaimae Edler	25101	RH025101LPNAPSC	32-2	0.7	W1	W1			W1	W2	W2			E2	W1		
Vacant																	
Vacant	25157	RH025157CNAAPSC	51-1	1.0	E4	E4		E4	E4			E4	E4				
Vacant	25158	RH025158CNAAPSC	52-2	1.0	E1	E1	E1	E1	E1			E1	E1	E1	E1		E1
Julie Seales	25159	RH025159CNAAPSC	53-1	1.0	W1	W1	W1	W1	W1			W1	W1	W1	W1		W1
Jeff Bleiler	25160	RH025160CNAAPSC	54-2	1.0	E3	E3	E3	E3	E3			E3	E3	E3	E3		E3
Nancy Lewis	25161	RH025161CNAAPSC	55-1	1.0	E2	E2	E2	E2	E2			E2	E2	E2	E2		E2
Vacant	25162	RH025162CNAAPSC	56-2	1.0	EFL	EFL	EFL	EFL	EFL			EFL	EFL	EFL	EFL		EFL
Vacant	25163	RH025163CNAAPSC	57-1	1.0	R	R	R	R	R			R	R	R	R		R
Vacant	25164	RH025164CNAAPSC	58-2	0.5	E3		E4										
Vacant	25165	RH025165CNAAPSC	59-2	0.6	E2			E2	E3			E2	E3				E2
Vacant	25166	RH025166CNAAPSC	60-1	0.6	W1	W2				W1	W1	W2	E3				E2
Vacant	25167	RH025167CNAAPSC	62-2	1.0	W2	R	W2	R	R			R	WFL	WFL	WFL	R	W2
Betty Weaver	25168	RH025168CNAAPSC	63-1	1.0	W2	WFL	WFL	W4	W4	W3	W3	WFL	WFL	W2	W1	WFL	W2
Nicole Bethel	25169	RH025169CNAAPSC	64-2	0.9	WFL	W3		W2	W2	W2	W2	WFL	W2		W2	W3	
Heather Outland	25170	RH025170CNAAPSC	65-1	1.0	W3	W3	W3	W3	W3			W3	W3	W3	W3		W3
Michelle Jenson	25171	RH025171CNAAPSC	66-1	1.0	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4	W4
Vacant	25172	RH025172CNAAPSC	67-1	0.6	W4			WFL	WFL			W4	WFL	WFL	WFL	W4	W4
600A-6:00P	Code	Post	FTE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
Julie Finley	25173	RH025173CNAAPSC	61-2	0.6	EWF1					EWF1	EWF1						EWF1
		CNA FTE	14.8														

W=WEST
R=RELIEF

FL=FLOAT

Sandstone PM

Shift	Code	Post	FTE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
RN 2:00-10:30P	25088	RH025088RNOEPSC	25-2	0.7	E1		E2	E2				E2	E2				E1
	25089	RH025089RNOEPSC	26-1	0.7	E1	E1			E1	E2	E2			E1	E1		
	25090	RH025090RNOEPSC	27-2	0.7	W2	W2			W1	W1	W1			W2	W2		
	25091	RH025091RNOEPSC	28-1	0.7	W1		W2	W2				W2	W2			W1	W1
		RN FTE		2.8													
LPN 2:00-10:30P	25104	RH025104LPNEPSC	33-1	0.8	E2		E1	E1	E2			E1	E1	E2			E2
	25105	RH025105LPNEPSC	34-2	0.6	E2	E2				E1	E1				E2	E1	
	25106	RH025106LPNEPSC	35-2	0.7	W2		W1	W1				W1	W1			W2	W2
	25107	RH025107LPNEPSC	37-1	0.7	W1	W1			W2	W2	W2			W1	W1		
		LPN FTE		2													
NA 2:00-10:30P	25174	RH025174CNAEFSC	71-1	1.0	E3	E3		E3	E3			E3	E3				E3
	25175	RH025175CNAEFSC	72-2	1.0	E4	E4		E4	E4			E4	E4				E4
	25176	RH025176CNAEFSC	73-1	1.0	E1	E2	E2	EFL	E1			E2	E1	E2		R	E1
	25177	RH025177CNAEFSC	74-2	1.0	E1	E1	E1	E1		E1	E1			E1	E1		
	25178	RH025178CNAEFSC	75-1	1.0	EFL	E4	E3	EFL	E4	E4	E4		EFL	EFL	E4	E3	
	25179	RH025179CNAEFSC	76-2	1.0	W4	W4	W4	W4		W4	W4			W4	W4	W4	
	25180	RH025180CNAEFSC	77-1	0.7	EFL	EFL	EFL			E2	E2	EFL	EFL		EFL	EFL	
	25181	RH025181CNAEFSC	78-2	0.6	E2			E2					E2			E2	E2
	25182	RH025182CNAEFSC	79-1	0.6	W3		WFL	WFL				WFL	WFL	WFL		WFL	W3
	25183	RH025183CNAEFSC	80-2	0.6	WFL	W2				W2	W2				WFL		
	25184	RH025184CNAEFSC	81-1	1.0	W1	W1	W1	W1	W1			W1	W1	W1	W1		W1
	25185	RH025185CNAEFSC	86-1	1.0	W2	W2	W2	W2	W2			W2	W2	W2	W2	W2	W2
	25186	RH025186CNAEFSC	83-1	0.7	E2	E2	WFL	WFL	WFL	E3	E3				E2	WFL	
	25187	RH025187CNAEFSC	84-2	1.0	W3	W3	W3	W3		W3	W3				W3	W3	
	25188	RH025188CNAEFSC	85-2	1.0	W4	R	R	R	W4			WFL	R	R	R		W4
	25189	RH025189CNAEFSC	82-2	0.7	W1	W1			W3	W1	W1		W3	WFL	W2		
		CNA FTE		13.9	9	10	11	11	10	9	9	10	11	11	11	11	9
7:00A-3:00P																	
	25173	RH025173CNAEPSC	61-2							EWFL	EWFL						EWFL

W=WEST
R=RELIEF

FL=FLOAT

Sandstone Night

Code	Post	FTE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
25092	RH025032RNONPSC	28-2			E	E								E	E	
25108	RH025108RNNPSC	38-2	0.7 W	W			W	W				W	W			
25109	RH025109LPNNPSC	39-1	0.7		W	W				W	W					
25093	RH025093LPNNPSC	29-1	0.9 E	E			E	E	E	E	E	E	E			
25190	RH025190CNANPSC	91-1	1.0 E1	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1	E1
25191	RH025191CNANPSC	92-2	1.0 E2	E2	E2	E2	E2	E2	E2	E2	E2	E2	E2	E2	E2	E2
25192	RH025192CNANPSC	93-1	0.8 FL			FL	W1			FL	W1			FL	W1	W1
25193	RH025193CNANPSC	94-2	0.8 R			R	R			R	FL			FL	FL	FL
25194	RH025192CNANPSC	96-2	0.6													
25195	RH025195CNANPSC	98-1	0.5													
25196	RH025196CNANPSC	95-1	1.0 W1	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1	W1
25197	RH025197CNANPSC	97-2	0.8 W2			W2	W2			W2	W2			W2	W2	W2
25198	RH025198CNANPSC	99-1	0.6													
25199	RH025199CNANPSC	100-2	0.6													
	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