From:

marilynjburns@aol.com

Sent:

Tuesday, February 23, 2021 6:45 AM

To: Subject: TRACEY VAN ZANDT Incentive resolution

CAUTION: This email originated from outside the Rock County (Rock-IT) network. Do not click links or attachments unless you recognize the sender and know the content is safe. If you feel this email is a potential phishing attempt, please forward to @PhishingAlerts@co.rock.wi.us for review.

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

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

To: TRACEY VAN ZANDT



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: Megan Miller < meganamiller 42@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

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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,

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

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

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 Bethei, 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

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		28-2 38-1 38-1 38-2 38-1 77-1 77-1 77-1 77-1 77-1 77-1 77-1 7	28-2 38-1 38-1 38-2 38-1 77-1 77-1 77-1 77-1 77-1 77-1 77-1 7	28-2 0.8 W2 35-1 0.8 E1 35-1 0.8 E1 36-2 0.7 W1 36-2 0.7 W1 37-2 0.8 72-2 1.0 E1 72-2 1.0 W4 77-1 1.0 W2 77-1 1.0 W2 77-1 0.0 E4 77-1 0.0 E4 83-2 0.6 W3 86-2 0.6 W3 86-1 0.7 E3 86-1 0.7 E3 86-1 0.7 E3 86-1 0.7 E3 86-2 0.6 W3 86-1 0.7 E3 86-1 0.7 E3 86-1 0.8 E4 13.3 9 61-2 0.6 EWFL	28-2 0.8 W2 E1	28-2   0.8 W2   E1   E1     35-1   0.8 E1   E1     35-1   0.8 E1   E1     36-2   0.7 W1   W1     37-2   0.8   W1   W1     37-2   0.8   W1   W1     37-2   1.0 W2   E2   E2     37-2   1.0 W2   W4     37-2   1.0 W2   W4     37-2   1.0 W2   W2     37-3   1.0 W2   W2     38-2   1.0 W2   W4     38-2   0.6   W3   W3     38-2   0.6   W3   W3     38-2   0.6   W3   W4     39-2   0.6   W3   W4     41   1.0   W2   W4     50-2   0.6   W3   W5     61-2   0.6   EWF	28-2   0.8 W2   E1   E1     35-1   0.8 E1   E1     35-1   0.8 E1   E1     36-2   0.7 W1   W1     37-2   0.8   W1   W1     37-2   0.8   W1   W1     37-2   1.0 W2   E2   E2     37-2   1.0 W2   W4     37-2   1.0 W2   W4     37-2   1.0 W2   W2     37-2   1.0 W2   W4     37-2   1.0 W2   W1     37-2   1.0 W2   W1     38-2   0.6   W3   W3     38-2   0.7 E3   E4   E4     38-2   0.6 W3   W3     38-2   0.6 W3   W2     38-2   0.6 W3   W2     38-2   0.6 W3   W1     38-2   0.6 W3   W1     41   1.3   9   10   11     61-2   0.6 EWFL	28-2         0.8 W2         E1         E1         E2           35-1         0.8 W2         E1         E1         E2           35-1         0.8 E1         E1         E2           25-1         E1         E1         E2           36-2         0.7 W1         R         R         W2           36-2         0.7 W1         W1         W1         W2           37-2         0.8         W1         W1         W2         S         E5         E7           72-2         1.0 W1         W1         W1         E7         E7	28-2   0.8 W2   E2   E1   E2   E2     35-1   0.8 E1   E1   E2   E2     28-2   0.8 W2   E2   E2     28-2   0.7   R   R   R   R     38-1   0.7   W1   W1   W1   E1     37-2   0.8   W1   W1   E1   E1     37-3   0.8   E1   E1   E1   E1     37-4   1.0   E2   E2   E2   E2     38-1   0.7   W1   W1   E1   E1     37-4   1.0   E2   E2   E2   E2     38-2   0.6   E1   E1   E1   E1     38-3   0.6   E1   E1   E1   E1     38-4   1.0   W2   W2   W2   W2     38-5   0.0   E1   E1   E1   E1     38-7   0.0   E4   E4   E4   E4     38-7   0.0   E4   E4   E4   E4     38-7   0.0   E1   E1   E1   E1     38-7   0.0   E1   E1   E1   W2   W4     38-7   0.0   E1   E1   E1   W2   W1     38-7   0.0   EN   E1   W2   W4     38-7   0.0   EN   EN   W4     38-7   0.0   EN   EN   EN   EN   EN     41   41   41   41   41     41   41	28-2   0.8 W2   E2   E1   E1   E1   E2   E2   E2   E	28-2   0.8 W2	28-2         0.8         PK2         E1         E1         E1         E2         E2         E3         E3 <th< td=""><td>  Section   Sect</td><td>  Section</td><td>  1974   1975   1974   1975   1974   1975   1974   1975   1974   1975   1974   1975  </td><td>  1974   1975   1974   1975   1974   1975   1974   1975   1974   1975   1974   1975  </td></th<>	Section   Sect	Section	1974   1975   1974   1975   1974   1975   1974   1975   1974   1975   1974   1975	1974   1975   1974   1975   1974   1975   1974   1975   1974   1975   1974   1975

RN 10:00-6:304		RN 10:0026:30A FF   Part   Code   San Feet   Foster   ETE 1.   Sun	Postre	11種建		Mon. A	Tues	Tues Wed	Thurs	1000年	Satist	Son	Mon	Tires	Titles WWAR	<b>第一种</b>		Cat	<b>W</b>
Janice Janes	25080	25080 RH025080RNONPLC	29-2	0.7	E	E			E	Ш	ш			Ш	Ц.		ÿ.	<u> </u>	**
Amber Maves	25082	25082 RH025082RNONPLC	32-2	0.7			×	×				3	≥	-	<u> </u>	3	×	1	Т
Daleena Johnson	25083	25083 RH025083RNONPLC	30-1	0.7			щ	ni Tir				w.	<u>u</u>		-	լ	<u> </u>	<u> </u>	Τ-
	_	RN FTE		1.4	2	2	2	2	2	2				_	,	1 0	1 6	<u>,                                    </u>	<u>.</u>
LPN 10:00-6-30A**		Codelity Section of Position	Postan-	Fre S	30	Mon	Tues	Weday	THERE	所	Satu	Smr	Mon	Tiles	Wer	2.5	2 2 2 2	Įψ	7 7 7
Vacant	25081	25081 RH025081LPNONPLC	31-1	W 2.0		3			3	≯				) 	3	<del>}</del>	의 -	41	¥.
													<u> </u>		<u> </u>	+	+	1	Τ
NA (10P-630A*		Code To The Code	Poster Files	FICH	Sun	Mon	Tues	Wed	Tours	正統計	Sat	Sun	Mon	Tuesta	Wed:	Truns		No.	
Minan Reese	25147	25147 RH025147CNANFLC	91-1	1.0 E1		E1	E١		딥	Ē	<u>n</u>	Ξ		ы	E E			71	
Amy Rosencrans	25148	25148 RH025148CNANFLC	92-2	1.0 E2		E2		23	<u> </u>	E2	23	_	Ē	8	i E	<u>i</u>		_	Т
Charly Danks	25149	25149 RH025149CNANFLC	93-2	1.0 W1		W1		W	W1	W1	W1		Į ⊼	ļ Š	<u> </u>	1 18	-	$\downarrow$	T
Vacant	25150	25150 RH025150CNANPLC	94-2	9.0		FL	귭			<u> </u>	댎					ī.	-	1	T
Connie Ripplinger	25151	25151 RH025151CNANPLC	95-1	9.0	1	W2	WZ			WZ	W2			L	- A	2 282		<u> </u>	7.
Vacant	25152	25152 RH025152CNANPLC	96-2	0.8 FL	Į.		LW1	FL				W.	<u></u>	2		-	3	Ş	
Vacant	25153	25153 RH025153CNANPLC	97-1	0.7	_	Я	R		R			ם	ñ	_	_		Ξ	<u> </u>	İ
Sara Vance	25154	25154 RH025154CNANPLC	98-2	0.8			E2	Įį.	F				2	14	<u> </u>	-	)    -	1 6	Т
Vacant	25155	25155 RH025155CNANPLC	99-1	0.8 W2	٧2			W2	W2			W2	W2	W 2		-	1 2	<u> </u>	1
Vacant	25156	25156 RH025156CNANPLC	100-1	8.0	-			α,	2			12	<u>~</u>			-	1	1 1	Τ
		CNA FTE	_	8.1	9	9	9	9	7	9	5	-		1	- u	<u> </u>	اد	,	٦.
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		W=WEST																	, T-
FL=FLOAT		R=RELIEF			_						Ĺ			L	L		-	_	Τ

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<b>E</b>	-	<u></u>	_	<u>×</u>	ž	<u> </u>	4			-	<u> </u>	_ 0		4	10/14	<u> </u>	<u>1</u> 2		<u> </u>	<u> </u>		<u>8</u>	~	WFI	<u>§</u>		W4	<u>:</u>	_		_
Thire		<u> </u>	W2			5	1	Thire		<u> </u>				<u> </u>		E	3 8		<u> </u>		ľ			   <u>\</u>	WZ	W3	W4	     	7.7		
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Tües	1554-1- Pak	E1	W2	W1				Tiles	3				Transman L	ī			E		臣		8		WFL		W2				Ŧ		
				WZ	W1	_		Mon			-		200					<u> </u>	_	<u> </u>	Ī			WFL					1	-	_
Sun Sun	111		14	Λ.	^	1 2		Sun	-	W2		7		<u> </u>							E		ㄸ			E/M3		W4	8	-	_
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		E2	W1			Ð		Sat		W2	<u>                                     </u>	(A)		╁	_	<u> </u>	띱	47	낊			¥	-	W3	W2		W4		12		
irs Fri	-	73	_	W2		_		is Fit	23	¥.			L L	ıΩ	≱	_	23		<u> </u> 표		E3	_	2		W2	W3	W4	₩.	+		1
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z Wed	Ω̈		$\downarrow$	W2	W1	띱		Wed				E WESTER	-	<u> </u>	W	ដ	E2	띰	Я	E4			W2	WFL		w3	W4				
Tues		핍	W2	_	W1	Υ.		Tues	_	臣		D.168	FA		¥	8	8	EFL	E1			W2	n∠i	WFL	W3		W4		11		
1.   Mong   Tuest   Weds   Thurs   Fr		딘		W2				Mons	<b>E</b> 2	W1		WENTER	24	<u> </u>		E3	ដ	EFL	R			١M		W2	WFL	W3	W4		11		
Stin	ដ			W1	W2			Sun	E1			O+F	4	   	W1					E3	E2		W2			N3	·	۸4	6		
FEE	9.0	0.8	0.6	0.0	0.8	0.9		LI PROPE	0.9 E1	0.7			1.0 F4	1.0 E1	1.0 W1	1.0	1.0	1.0	1.0	0.5	0.0	9.0	1.0 WZ	1.0	0.0	1.0 W3	1.0	0.6 W4	_		
Post	21-1	22-2	23-1	25-2	33-2	34-1		Rost File	31-1	32-2		Prefer	51-3	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	67-1			
Sissis Code Sissis Posts Fitters Still	25084 RH025084RNOAPSC	25085 RH025085RNOAPSC	25086 RH025086RNOAPSC	25087 RH025087RNOAPSC	25102 RH025102RNOAPSC	25103 RH025103RNAPSC		Code : ** Table :	25100 RH025100LPNAPSC	25101 RH025101LPNAPSC			25157 RH025157CNAAFSC	25158 RH025158CNAAFSC	25159 RH025159CNAAFSC	25160 RH025160CNAAFSC	25161 RH025161CNAAFSC	25162 RH025162CNAAFSC	25163 RH025163CNAAFSC	25164 RH025164CNAAPSC	25166 RH025165CNAAPSC	25166 RH025166CNAAPSC	25167 RH025167CNAAFSC	25168 RH025168CNAAFSC	25169 RH025169CNAAPSC	25170 RH025170CNAAFSC	25171 RH025171CNAAFSC	25172 RH025172CNAAPSC		60hD+6HdE	
Code	RH0250	RH0250	RH0250	RH0250	RH0251	RH0251		Code	RH0251	RH0251		Sode:	RH0251	RH0251	RH0251	RH02516	RH02516	RH0251	RH0251(	RH02516	RH02516	RH02516	RH02516	RH02516	RH02516	RH02517	RH02517	RH02517		6 HrD + 6	
	25084	25085	25086	25087	25102	25103			25100	25101		POOL SERVICE		25158	25159	25160	25161	25162	25163	25164	25165	25166	25167	25168	25169	25170	25171	25172			Ì
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-F30EF-#13	

W=WEST R=RELIEF

FL=FLOAT

E1   E2   E2   W1   W1   W1   W1   W2   W2   W2   W	RN 2:00-10:30P		E Code	Post	ETE Sun	Sun	* Mon.	Tues	Wed	Thers	FREE	Sat	Sun	Mon	Tues	. Wed		Thurs Fri	Saf	
STATION CHARGES TORNING PECC.   28-1   0.7   NET   N	139	25088	RH025088RNOEPSC	25-2	0.7	E			E2	E2				E3	E2			E E	_	
Section   Principal conference   Section   S		25089	RH025089RNOEPSC	26-1	0.7		E4	티			Ē	E3	E2	<u> </u>		Ē	豆	-		
2500   RINDESTORIRNOPPSC   28-1   0.7   W1		25090	RH025090RNOEPSC	27-2	0.7		W2	W2			W1	W1	W1	<u> </u>		W2	W2		_	Γ
STATE   STAT	st	25091	RH025091RNOEPSC	28-1	0.7	W1			W2	W2		-		W2	W2	_		×	W Y	Τ
String   Colore   C			RN FTE		2.8								L		_				_	Т
25107   PRINCESTOCLINEPSCC   33-1   0.0   E2   E2   E1   E1   E1   E1   E1   E1			Code	Post	6.0			Tues		Thörs				92	200	Week	II. Thu		Saf	Ses
25106   RHQ2510GLPNEPSC   35-2	nos	25104	RH025104LPNEPSC	33-1	0.8	E2			핀	Ē	23		_	Ē		<u>E</u> 2			<u> </u>	
25108   RHOZ517GLPNEPSC   35-2   0.7   W2   W1   W1   W1   W1   W2   W2   W2		25105	RH025105LPNEPSC	34-2	0.6		E2	E2				딦	<u> </u>			_	2	ĭ	-	Ţ-
STOTO   PRIOZGINOTLYNEPSC   37-1   0.7   With   W		25106	RH025106LPNEPSC	35-2	7.0	W2			W1	W1			_	W	W.	-		<u> </u>	8	Τ
FUN FIRE		25107	RH025107LPNEPSC	37-1	0.7		W1	W1	-		W2	W2	WZ		_	W	W		-	Τ
STATE   COORSESSIVE   COORSE			ш		2	4				4		4+	4	4	4	_		■	4	T
23178 RH025174CNAETSC         71-1         1,0 E3         E4         E4 <t< td=""><td></td><td></td><td></td><td>Post</td><td></td><td>S</td><td>Morie</td><td>Trees.</td><td>Wee</td><td></td><td></td><td>Safe</td><td></td><td>Mons</td><td>© Tues</td><td>Wed</td><td></td><td></td><td></td><td></td></t<>				Post		S	Morie	Trees.	Wee			Safe		Mons	© Tues	Wed				
25175 RH025175CNAEFSC         72-2         1.0 E4         E7         E7 <t< td=""><td></td><td>25174</td><td>RH025174CNAEFSC</td><td>71-1</td><td>1.0</td><td>E3</td><td>E3</td><td>E3</td><td></td><td>ı</td><td>l H</td><td>,</td><td></td><td>E3</td><td>E3</td><td><u> </u></td><td>E3</td><td></td><td></td><td>Š.</td></t<>		25174	RH025174CNAEFSC	71-1	1.0	E3	E3	E3		ı	l H	,		E3	E3	<u> </u>	E3			Š.
25178 RH02517CNAEFSC         73-1         1,0 E1         E2         E7         E1         E1         E1         E2         E7         E1         E1 <th< td=""><td>밀</td><td>25175</td><td>RH025175CNAEFSC</td><td>72-2</td><td>1.0</td><td>E4</td><td>E4</td><td></td><td>E4</td><td>E4</td><td>亞</td><td></td><td>   </td><td>E4</td><td><u>E4</u></td><td>7</td><td>-</td><td>E4</td><td>1 7</td><td>Τ</td></th<>	밀	25175	RH025175CNAEFSC	72-2	1.0	E4	E4		E4	E4	亞		 	E4	<u>E4</u>	7	-	E4	1 7	Τ
25177 RH02517CNAEFSC         742         1.0         ET         ET<		25176	RH025176CNAFFSC	73-1	1.0	E1		E2	E2	EFL	티			<u>E</u>	<u> </u>	E2		<u> </u>	i lii	T
25178         RHOZ5178CNAEFSC         75-7         1.0         EFL         EA         EFL         EA         EFL         EA         EFL	Jell .	26177	RH025177CNAEFSC	74-2	1.0		m L	E1	E1	E1		E1	П	딥		ū	핃	낊	_	Γ
25179         PHO25173CNAEPSC         76-2         1.0         W4         W4 </td <td></td> <td>25178</td> <td>RH025178CNAEFSC</td> <td>75-1</td> <td>1.0</td> <td></td> <td>EFL</td> <td>E4</td> <td>€3</td> <td></td> <td>EFL</td> <td><u>E4</u></td> <td>4</td> <td></td> <td>EF</td> <td>EFL</td> <td>E4</td> <td>8</td> <td>_</td> <td>Т</td>		25178	RH025178CNAEFSC	75-1	1.0		EFL	E4	€3		EFL	<u>E4</u>	4		EF	EFL	E4	8	_	Т
25180         RH025180CNAEPSC         77-1         0.7         EFL	_	25179	RH025179CNAEFSC	76-2	1.0		W4	W4	W4	W4		W4	W4	W4		W4	W4	W4	_	T
25181 RH025181CNAREPSC         78-2         0.6 E2         WFL         WFL </td <td></td> <td>25180</td> <td>RH025180CNAEPSC</td> <td>77-1</td> <td>0.7</td> <td></td> <td></td> <td>EFL</td> <td>핍</td> <td></td> <td></td> <td>E2</td> <td>E2</td> <td>댎</td> <td></td> <td>_</td> <td>딥</td> <td>표</td> <td>_</td> <td>Г</td>		25180	RH025180CNAEPSC	77-1	0.7			EFL	핍			E2	E2	댎		_	딥	표	_	Г
25182 RH025182CNAEPSC         79-1         0.6 W3         WFL         WFL <td></td> <td>25181</td> <td>RH025181CNAEPSC</td> <td>78-2</td> <td>0.6</td> <td>23</td> <td></td> <td></td> <td></td> <td>E2</td> <td>E2</td> <td></td> <td></td> <td></td> <td>ß</td> <td>_</td> <td></td> <td>E2</td> <td>ជ</td> <td>Γ</td>		25181	RH025181CNAEPSC	78-2	0.6	23				E2	E2				ß	_		E2	ជ	Γ
25183         RH025183CNAEPSC         86-2         0.6         WFL         WZ         WZ<		25182	RH025182CNAEPSC	79-1	9.0	W3		WFL		WFL			-		W4		WFL	_	W3	
25186         RH025184CNAEFSC         81-1         1.0         W1         W2         W2 </td <td></td> <td>25183</td> <td>RH025183CNAEPSC</td> <td>80-2</td> <td>0.6</td> <td></td> <td>WFL</td> <td>W2</td> <td></td> <td></td> <td></td> <td>W2</td> <td>W2</td> <td></td> <td>WFL</td> <td>_</td> <td>_</td> <td>W</td> <td><u> </u></td> <td>T</td>		25183	RH025183CNAEPSC	80-2	0.6		WFL	W2				W2	W2		WFL	_	_	W	<u> </u>	T
25186         RH025185CNAEFSC         86-1         1.0         W2         W2 </td <td>+</td> <td>25184</td> <td>RH025184CNAEFSC</td> <td>81-1</td> <td>1.0</td> <td>W1</td> <td>W1</td> <td></td> <td>W1</td> <td>W1</td> <td>W1</td> <td></td> <td></td> <td>W1</td> <td>W1</td> <td>W1</td> <td>W1</td> <td></td> <td>×</td> <td>Γ</td>	+	25184	RH025184CNAEFSC	81-1	1.0	W1	W1		W1	W1	W1			W1	W1	W1	W1		×	Γ
25186         RH025186CNAEPSC         83-1         0.7         E2         WFL         E3         E3         E3         E2         WFL         E3         E3         E3         E3         WFL         E3         WFL         WF		25185	RH025185CNAEFSC	86-1	1.0		W2		W2	W2	W2		L	W2	W2	W2	_	W2	W2	
25188         RH025188CNAEFSC         84-2         1.0         W4         R         R         W4         W4         W5         W6         W6         W6         W7         W7 <td></td> <td>25186</td> <td>RH025186CNAEPSC</td> <td>83-1</td> <td>0.7</td> <td></td> <td>23</td> <td></td> <td>WFL</td> <td></td> <td>WFL</td> <td>E3</td> <td>E3</td> <td></td> <td>_</td> <td></td> <td>ũ</td> <td>WFL</td> <td>_</td> <td>Ī.</td>		25186	RH025186CNAEPSC	83-1	0.7		23		WFL		WFL	E3	E3		_		ũ	WFL	_	Ī.
25188 RH025188CNAEFSC         86-2         1.0 W4         R         R         W4         W6         WFL         R         R         W4         W7         W7         W7         W7         W4         W4         W4         W7         W7         W7         W4         W4         W4         W7         W7         W7         W7         W4         W4         W4         W		25187	RH025187CNAEFSC	84-2	1.0		W3	w3	w3	W3		W3	W3	w3		w3	W3	EW.		Γ
25189 RH025189CNAEPSC         82-2         0.7         W1         W1         W3         W1         W1         W3         WFL         W2         P           CNAFTE         13.9         9         10         11		25188	RH025188CNAEFSC	85-2	1.0	W4		ᇿ	Z.	Я	W4			WFL	<u>~</u>	ĸ	~		W4	Τ
CNA FTE         13.9         9         10         11		25189	RH025189CNAEPSC	82-2	0.7			W1			W3	W1	W1		W3	WFL	WZ	-	_	Π
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28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25092   RHOZ51082RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25109   RH0Z51092RNONPSC   38-2   0.7   W   W   W   W   W   W   W   W   W  </td><td>  Single RH025192RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td></td></td></td></td>	26092 RH02509ZRNONPSC         28-2         0.5         W </td <td>26092 RH025092RNONPSC         28-2         0.5         W         W         W         W         W         W         W         E<!--</td--><td>26092 RH025092RNONPSC         28-2         0.5         W<!--</td--><td>  25092 RH025092RNONPSC   28-2   0.5 W   W   W   W   W   W   W   W   W   W</td><td>  25092 RH025092RNONPSC   28-2   0.5 W   W   W   W   W   W   W   W   W   W</td><td>  25.092 RH025092RNONPSC   28-2   0.5 km   W   E   E   E   E   E   E   E   E   E</td><td>25092         RH025092RNONPSC         28-2         0.5         W<td>  25092 RH025032RNONPSC   28-2 0.7 W W W W W W W W W W W W W W W W W 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25092 RH025092RNONPSC   28-2   0.5 W   W   W   W   W   W   W   W   W   W</td><td>  25092 RH025092RNONPSC   28-2   0.5 W   W   W   W   W   W   W   W   W   W</td><td>  25.092 RH025092RNONPSC   28-2   0.5 km   W   E   E   E   E   E   E   E   E   E</td><td>25092         RH025092RNONPSC         28-2         0.5         W<td>  25092 RH025032RNONPSC   28-2 0.7 W W W W W W W W W W W W W W W W W W W</td><td>  25092 RH025092RNONPSC   38-2   0.7   W   W   W   W   W   W   W   W   W  </td><td>  156092 RH025092RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25002 RH025002RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  SEGOS   CHACESOSTRNONPSC   28-2   0.5   0.7   W   W   W   W   W   W   W   W   W  </td><td>  25108 RH025109RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25002  RHOZ5109RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25092   RHOZ51082RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25109   RH0Z51092RNONPSC   38-2   0.7   W   W   W   W   W   W   W   W   W  </td><td>  Single RH025192RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td></td></td>	26092 RH025092RNONPSC         28-2         0.5         W </td <td>  25092 RH025092RNONPSC   28-2   0.5 W   W   W   W   W   W   W   W   W   W</td> <td>  25092 RH025092RNONPSC   28-2   0.5 W   W   W   W   W   W   W   W   W   W</td> <td>  25.092 RH025092RNONPSC   28-2   0.5 km   W   E   E   E   E   E   E   E   E   E</td> <td>25092         RH025092RNONPSC         28-2         0.5         W<td>  25092 RH025032RNONPSC   28-2 0.7 W W W W W W W W W W W W W W W W W W W</td><td>  25092 RH025092RNONPSC   38-2   0.7   W   W   W   W   W   W   W   W   W  </td><td>  156092 RH025092RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25002 RH025002RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  SEGOS   CHACESOSTRNONPSC   28-2   0.5   0.7   W   W   W   W   W   W   W   W   W  </td><td>  25108 RH025109RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25002  RHOZ5109RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25092   RHOZ51082RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td><td>  25109   RH0Z51092RNONPSC   38-2   0.7   W   W   W   W   W   W   W   W   W  </td><td>  Single RH025192RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td></td>	25092 RH025092RNONPSC   28-2   0.5 W   W   W   W   W   W   W   W   W   W	25092 RH025092RNONPSC   28-2   0.5 W   W   W   W   W   W   W   W   W   W	25.092 RH025092RNONPSC   28-2   0.5 km   W   E   E   E   E   E   E   E   E   E	25092         RH025092RNONPSC         28-2         0.5         W <td>  25092 RH025032RNONPSC   28-2 0.7 W W W W W W W W W W W W W W W W W W W</td> <td>  25092 RH025092RNONPSC   38-2   0.7   W   W   W   W   W   W   W   W   W  </td> <td>  156092 RH025092RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td> <td>  25002 RH025002RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td> <td>  SEGOS   CHACESOSTRNONPSC   28-2   0.5   0.7   W   W   W   W   W   W   W   W   W  </td> <td>  25108 RH025109RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td> <td>  25002  RHOZ5109RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td> <td>  25092   RHOZ51082RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td> <td>  25109   RH0Z51092RNONPSC   38-2   0.7   W   W   W   W   W   W   W   W   W  </td> <td>  Single RH025192RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W  </td>	25092 RH025032RNONPSC   28-2 0.7 W W W W W W W W W W W W W W W W W W W	25092 RH025092RNONPSC   38-2   0.7   W   W   W   W   W   W   W   W   W	156092 RH025092RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W	25002 RH025002RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W	SEGOS   CHACESOSTRNONPSC   28-2   0.5   0.7   W   W   W   W   W   W   W   W   W	25108 RH025109RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W	25002  RHOZ5109RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W	25092   RHOZ51082RNUNPSC   28-2   0.5   W   W   W   W   W   W   W   W   W	25109   RH0Z51092RNONPSC   38-2   0.7   W   W   W   W   W   W   W   W   W	Single RH025192RNONPSC   28-2   0.5   W   W   W   W   W   W   W   W   W

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Cheryl Wenzel	25056	RH025056ATA	24-2	1.0 W	N		M.	A	*	3			3	3	3		: 3	187
Kris Glos	25218	RH025218ATA		0.6 W	. ×		*		*					/M		187		À 3
		Total staff			e.	2	Ľ	4	- u	4		•	T			<u> </u>		۸۸
12:00-8:30P3			Post					N/OCA		0.00	7 152	7	n 機 機	0	9	5	5	TO LOS
Vacant	25060	RH02060ATA	26-2	0.7	N	A A	***		W W		(#2)	3	INICAL PROPERTY.	3 3	W.CeO.	ระเทนรา	TI W	Sat
Deb Harris	25057	RH025057ATA	28-1	0.7			*	*		T	3			<u></u>	<u> </u>	141		8
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Lori Batten-Nicholson	25023	RH025023BEAUTCIN		9.0		3	*	3	3					.	3	*		

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