



**AD HOC ADVISORY COMMITTEE ON THE FUTURE OF ROCK HAVEN**  
**Minutes – March 5, 2020**

**Call to Order.** Chair Mawhinney called the meeting of the Ad Hoc Advisory Committee on the Future of Rock Haven to order at 3:00 P.M. on Thursday, March 5, 2020, in the Rock Haven Conference Room.

**Committee Members Present.** Supervisors Mawhinney, Brill, Richard; and Diane Pillard.

**Committee Members Absent:** Supervisors Leavy, Rashkin and Ron Combs.

**Staff Members Present.** Josh Smith, County Administrator; Sherry Gunderson, Michelle Lynch, Sara Beran, Angela Besaw, Shari Burnett, Angela Breneman, Chris Rook, Kim Rueth and Dave Froeber, Rock Haven staff.

**Others Present:** Supervisors Podzilni, Brien, Schulz and Bostwick.

**Approval of Agenda.** Supervisor Richard moved approval of the agenda, second by Ms. Pillard. ADOPTED.

**Approval of Minutes - January 8, 2020 and January 23, 2020.** Supervisor Richard moved approval of the minutes of January 8, 2020 and January 23, 2020, second by Supervisor Brill. Chair Mawhinney requested a correction of the minutes of January 23, 2020 on the second page, second paragraph under Next Steps, second sentence she would like the words ‘in August’ removed. ADOPTED with this correction.

**Summary of Committee Meetings.** Mr. Smith reviewed the summary of the meetings with the committee.

**Options for Next Steps.** The committee reviewed three next step options including the advantages and disadvantages of each option. Option 1: Continue with Phase I by contracting with a consultant to further explore and document staff concerns about climate, culture, and practices. Option 2: Extend the timing of completing Phase I to allow the new Nursing Home Administrator time to assess the environment and provide input before determining next steps. Option 3: Proceed to Phase II, which, per County Board resolution, “will consider the range of potential opportunities to improve services to residents, which may include realigning current resources, collaborating with other organizations in a regional or public-private model, transferring ownership, or other options as identified by the Committee.”

Chair Mawhinney said that Mr. Combs had told her he was in favor of Option 2. Ms. Pillard agreed. She encouraged Mr. Smith to not settle for the wrong candidate. She said there has been a lot of important data collected up to this point and we are moving in the right direction.

Ms. Gunderson said she has made some improvements to staff training. They are doing a focus of the month training (some examples: resident rights, infection control and fire drill). This helps spread out training and doesn’t overwhelm staff. Ms. Gunderson found the training budget had been cut in half for

this year but she has discussed with Mr. Smith the actual cost for training needs. They will continue with training and transfer funds as needed.

Supervisor Richard said he is leaning toward Option 1. He feels the timing is right for a consultant. Ms. Gunderson respectfully disagreed with Supervisor Richard. She shared with the committee the background on all the previous studies and consultations done on Rock Haven. She said Rock Haven has been studied to death. She feels that what is needed is a management team that role models good work ethic. Ms. Gunderson also said, due to poor transition planning, there was an error in the nursing hours submission. This dropped staffing from 5 star to 1 star. She does not believe this will negatively affect us. If potential residents or families ask about the 1 star rating, the error will be explained to them.

Mr. Smith said there is no timeline for the Ad Hoc Committee. Supervisor Richard is concerned that if the Ad Hoc Committee is closed that privatization is taken off the table.

**Update on Nursing Home Administrator Recruitment.** Mr. Smith said five candidates will be interviewed during first round interviews this week. They will narrow the field down from there to a finalist round which will be held before the Health Services Committee. There may be a possible second round of interviews before the finalist round if needed. Mr. Smith said the position was posted on our Neo Gov website which also disburses to many other sites. The opening was posted with Leading Age. We also bought a list from the State of Wisconsin of all licensed Nursing Home Administrators in the state. We mailed recruitment postcards to everyone on this list. Eight candidates applied. Three had no licenses. The five candidates being interviewed all have experience. It could be several months before a new Nursing Home Administrator is in place.

Based on the information provided, Supervisor Richard moved to go to the County Board to ask for time to get a new Nursing Home Administrator in place and reconvene in January 2021 to revisit the idea of a study, second by Ms. Pillard. ADOPTED.

**Citizen Participation, Communications, Announcements, Information.** Ms. Burnett said nothing has ever come out of previous studies/consultants. Several Rock Haven employees expressed the anxiety amongst staff. Ms. Pillard said sometimes you have to go through the process to get to a better spot.

**Adjournment.** Supervisor Richard moved adjournment at 3:48 P.M., second by Ms. Pillard. ADOPTED.

Respectfully submitted,

Tracey VanZandt  
Secretary

**NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.**