

**BENZIE COUNTY DHS BOARD
MEETING MINUTES
May 24, 2011**

Call to Order: Marsha LaTour called the meeting to order at 1 p.m.

Present: Marsha LaTour, Chairperson
Norma Eason, Vice-Chair Person
Gaylord Jowett, Member
Kris Lagios, DHS Director
Marcia Stobie, County Commissioner
Rose Coleman, Administrator
Margot Peshek, Director of Nursing
Katherine Johnson, Administrative Assistant

Pledge of Allegiance

Agenda Update:
None

Minutes:

Motion by Jowett, seconded by LaTour to approve the minutes of the regular board meeting of March 29, 2011 and April 26, 2011. **MOTION CARRIED.** Ayes: LaTour, Eason. Jowett.

At the April 26, 2011 board meeting, Marsha stated they would wait to review Thelma Rider-Novak's presentation at the request of the commissioners so that Gaylord Jowett could be present to comment. Gaylord was contacted previous to this board meeting by Katherine so that he could approve Thelma's 15 minutes under Public Input.

Public Input:

Thelma Rider-Novak, Frankfort:

- Felt her presentation should have been on the agenda for 20 minutes and not under Public Input and asked to be allowed to speak under that heading as well. At this time the board decided to continue and would monitor the time she needed.
- Presented various issues concerning the DHS Board and Rose Coleman specifically in regards to non-agreement of terms used to describe the position that Coleman occupies rendering her contract invalid and unbinding
 - a) Failure to deal with the issue of health insurance benefits for Dr. Mahoney
 - b) Allowing Ginger Reed to work for 10 months without certification and then terminating said employee
 - c) Failure to update employee policies
 - d) Failure to post a 1.3 million architect job in newspapers, to have the Goudreau contract signed before payment and also for not producing the copy of the unsigned contract

- e) Failure to use DHS board attorney ie Great Lakes Therapy
- f) Unprofessional conduct – allowing, encouraging and inciting employees during work hours to be verbally abusive or threatening to private citizen or other employees
- g) Failure to comply with the law and polices has been costly - using an attorney for whom she worked and architect she may have previously known – leaves too much room for possible kick backs or misuse of taxpayer money – leaving one project downstate to work here creates doubt whether she will stay here if offered more money elsewhere
- h) Presented poster depicting Thelma sitting in a Ryder truck which Thelma feels is suggestive and menacing in nature
- i) Thelma assured the board they will continue to place letters in the paper if the board does not address these issues

A detailed copy of Thelma’s presentation will be attached with the DHS minutes

Marsha stated that Thelma had three more minutes and asked if she wished to address her other issue. Thelma wanted to know how Wayne Knight found out what occurred in a closed board meeting that he ranted and raved about in the April 26th board meeting. Thelma asked how they could justify re-instating Lana Knight. Norma Eason stated that the case is closed, Lana is no longer employed and they need to move on. Thelma then stated that the board needs to keep private whatever is said in a closed session and should not be disclosing anything which is being discussed.

County Commissioner’s Report:

Marcia Stobie:

- Equalization Report shows that the property values have dropped about 1% - about 5% across the state – shouldn’t have to make many cuts. Should bode well when bonds are up for sale.
- Amended budget to accept \$3,537,500.00 has been transferred.
- Thelma Rider-Novak spoke at the meeting and wanted to know why the commissioners had not reported back. Marcia stated that the DHS board had not had time to review and report the presentation information.

DHS Director Report:

Kris Lagios:

- Expecting the budget to be approved soon
- Office manager position posted
- General Services Program Manager position not filled as yet
- Migrant worker hired – now have two Spanish speaking employees
- No answer on the CMH contract as yet

Administrator/Director of Nursing Report:

- Annual survey was very good – two items came up:
 1. Temperature of water in the washer to be maintained at 160 degrees

2. Nurse working at med cart did not cover up MAR (list of medications) when responding to a resident
3. Surveyors gave many compliments to the staff, physician services and for the cross training
4. Fire Marshall had some things that we need to put temporary corrections into and stated that CMS requires that whatever space is occupied on August 13, 2013 will have to be fully sprinkled whether we are in the middle of building or not. Marsha LaTour is concerned about installing this and then having to take it down, so Dave is putting together some numbers for the Building Authority.
5. In answer to the cross training – IE if you have 15 residents in a household and you have four staff with two being caregivers then you meet the requirements.

Correspondence:

None

New Business:

There is no answer yet in regards to the CMH contract as stated under the DHS Report

Old Business:

Dr. Mahoney's contract was just received by the board this a.m. Dr. Mahoney withdrew his request for health insurance. Marsha feels the contract needs to be reviewed and needs clarification IE what exactly is staff assistance – this could mean assistance from Katherine who is part of the staff – if secretarial assistance is needed then that statement needs to be taken out and clarified. Marsha asked for the definition of a “brief absence” of the medical director. This also needs to be clarified. Marsha asked that the board take time to review and discuss until the next board meeting before signing it. Also it was clarified that MMRMA covers Dr. Mahoney for any problems with his care and treatment of the residents.

Financials:

Motion by Jowett seconded by Eason to approve the financials and Visa bill of April 26, 2011.
Role Call to Vote: Eason, LaTour Jowett. **MOTION CARRIED.**

Public Input:

Kris Hollenbeck, Frankfort, MI:

Stated that she could not hear what was being said during Marcia Stobie's report because of the alarm going off. She mentioned that Norma Eason seemed angry when she said that the situation with Lana is over and done with and assured her that it was not. She believes that the open meetings act has been violated again and again with no indication of stopping. She thinks Gaylord is wrong to accuse Thelma of bullying because she gives comments under public input. She believes that Thelma has legitimate complaints which have been ignored for a long time. She feels that everyone needs to work together to prevent all these animosities.

Thelma Rider- Novak, Frankfort, MI:

- Thelma was told at a recent staff meeting by some of the staff Rose reported that contrary to what the board felt Rose thought that Dr. Mahoney should have health insurance since

he's an employee. Thelma asked why should he have insurance when he's working only six hours a week while some CNA's working thirty two hours are not getting insurance. Rose responded that she did not say that.

- Thelma was also told that Rose stated the building would not be built this spring because the project was taken away from her by the Building Authority. Thelma stated the project did not belong to Rose and should have been turned over to the Building Authority at the beginning.
- The employees also brought to Thelma's attention that there is not enough staff to feed all the residents and why is this not being reported in the meetings and are the board members aware of this? The state surveyors state the minimum staffing are minimal that some residents do not get fed that require assistance. As a 5 Star rated facility, is that what is considered a 5 Star? Norma stated that volunteers used to assist with feeding but that is not allowed any longer – only certified staff can now feed. Thelma said if we can spend money on health insurance and architect fees then why not spend money to hire staff to help feed the residents. When you, Norma, were asked what are the issues at The Maples you said, well there are no issues. When asked how many residents are able to feed themselves, Margot responded that it would be about a half to two thirds. Marsha then asked who is responsible for feeding and Margot stated that Activities, Restorative, CNA's on the floor and certain people assigned for that day, and, the meals are staggered.

Danielle Gardner, Benzonia, MI:

- Danielle had two incidents against Lana and one of them in which Lana actually hit Danielle. She said that Lana should have been out of here long ago. Danielle wanted the board to realize that maybe they don't really know the true side of Lana.

Adjournment:

Motion by Jowett, seconded by Eason to adjourn. Ayes: Eason, LaTour, Jowett.

Meeting Adjourned 2:00 PM.

Marsha LaTour, Board Chair _____

Kris Lagios, DHS Director _____