

PIATT COUNTY NURSING HOME  
NURSING HOME COMMITTEE MEETING  
PIATT COUNTY BOARD

Date: 7/12/2021

Time: 8:00 am

Place: Piatt County Nursing Home—Conference Room

Members Present: Gail Jones and Ray Spencer

Absent Members: Shannon Carroll

Other Attendees: Scott Porter, Executive Director  
Stephanie Berkey, Director of Finance

Jacqui Jacobs, HR Coordinator

Tom Corbin, PCNH Family Member

Meeting called to order by Chairwoman Gail Jones, at 8:00 am.

Approval of Minutes: Spencer made a motion, seconded by Jones to approve the 7/01/21 minutes.

Claims Approval: Carroll made a motion, seconded by Spencer to approve Piatt County Nursing Home A/P claims in the amount of \$155,279.28. Roll Call Vote: Ayes – Spencer, and Jones. Nays-None; Motion carried.

Spencer made a motion, seconded by Jones to approve Maple Point A/P claims in the amount of \$27,097.71. Roll Vote: Ayes – Spencer, and Jones. Nays- None; Motion carried.

Old Business: Executive Director presented the committee with the finished quote from Bodine Electric for the nursing home’s standby emergency generator. The E.D. stated that next week the Congressional committee that oversees the LHHS program would be meeting this week to decide if the project will be funded by tax it grants. The E.D. did not believe the facility would hear back anything this week but hoped to hear something next week.

New Business: Executive Director then presented proposed changes to the alternative compensation program for the CNA staff. The E.D. stated that Covid had brought forward some concerns regarding the effects this program was having on staff morale and work satisfaction. In the beginning, this program brings in new staff with the promise of a very high wage, and the staff like that and are willing to give up paid time off. However, like most people they become dependent on this wage to live and then they are hesitant to take time off, which they may desperately need. This creates burnout in the staff, and they start to express dissatisfaction in the facility, co-workers, and administration, and at times ascribing to them motivations or deceptions that are imagined. Because of their burnout they are unaware of why they are agitated or upset and start to look for external causes. This is the last thing that administration wants and so the proposal is to raise the base rate for every CNA which will need to be done in this climate anyway and revamp the alternative compensation program to include paid time off each year. The program will still require the staff to forgo the health insurance for the new rate and they would be required to work 72 hours a pay

period to be eligible for the increase. It is hoped that this new program will provide the staff scheduled rest for themselves and provide the facility more coverage for resident care in return. The committee stated they had no concern regarding the plan.

The Executive Director announced to the committee the Lindsey Harper, Director of Nursing would be stepping down from that position to pursue more education in the field of healthcare management. She had taken the position of Director of Nursing during the pandemic and feels that furthering her education would not only benefit her growth as a manager, but also help the facility in the future. The Executive Director agreed and stated that Nurse Harper came into a position that is challenging in the best of times, and to do so during a pandemic was about as difficult of time to be a new Director of Nursing. Ms. Harper will remain with the facility as she pursues her education in the role of ADON, or whatever role her educational programs will allow her to work. As to the seeking a new candidate for this position, the E.D. stated it would most likely be the highest paid person in the facility to ensure the facility find a person that will grow the department. The E.D. stated that when interviewing the candidates for DON in the past, sometimes the Chairperson would sit in on those meetings. The E.D. gave the committee the option of attending. The E.D. further stated that the process could take some time to complete, as the healthcare field is very competitive right now.

Public Comment: Mr. Corbin asked the E.D. why he thought DON was such hard position to fill. The E.D. stated that it is a lot of different things, but most likely there is not only the pressure of caring for a frail and aging population, but also the constant pressure in the private sector to keep costs down. These two things are not conducive and so there will always be internal conflict for anyone who truly cares about their residents. The Piatt County Nursing Home does not have a profit model, however, there is also drawbacks in that there is no support from a higher controlling power to help with policy and procedures for the department, that would fall mostly on the DON. The Executive Director's goal will be to educate any candidate on the benefits of not-for-profit.

Executive Session: None

The next meeting date is July 15<sup>th</sup>, 2021, at 8:00 am for payroll approval.

Spencer made a motion, seconded by Jones to adjourn the meeting at 8:55 am. Motion approved.

---

Gail Jones, Chairwoman  
Nursing Home Committee  
Piatt County Board

---

Scott Porter  
Executive Director  
Piatt County Nursing Home