

**Walworth County Board of Supervisors
Lakeland Health Care Center Board of Trustees Meeting Minutes
Wednesday, March 22, 2023
Walworth County Government Center, County Board Room 114
100 West Walworth Street, Elkhorn, Wisconsin**

Chair Kenneth Monroe called the meeting to order at 1:00 p.m.

Roll call was conducted and the following members were present, either in person or by remote attendance: Chair Kenneth Monroe; Vice-Chair Kathy Ingersoll; Supervisors Brian Holt, Joseph H. Schaefer, and Ryan G. Simons. A quorum was declared.

Others in Attendance

County Staff: Walworth County Administrator Mark W. Luberda; Director-Health and Human Services/Superintendent of County Institutions Carlo Nevicosi; Nursing Home Administrator Denise Johnson; and Director of Nursing Tracey Bernardo.

Members of the Public: William Wucherer

On motion by Supervisor Holt, second by Supervisor Simons, the agenda was approved with no withdrawals.

On motion by Supervisor Holt, second by Supervisor Simons, the February 22, 2023 Lakeland Health Care Center Board of Trustees meeting minutes were approved.

Public Comment – William Wucherer of W1210 Wolf Way in the Town of East Troy, spoke in support of, and requested the committee consider the aging population in Walworth County as part of the SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis review.

Unfinished Business

7a. SWOT Analysis Review as Part of the 2023 Walworth County Strategic Planning Process

Walworth County Administrator Mark W. Luberda provided an overview of his Memorandum on Pages 4-5. He explained, each committee has been asked to review the current SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis (Pages 6-18), and bring forth any additions, subtractions, expansions, etc. to the current document. He requested any specific suggestions be made in the form of a motion and suggestions need not be exclusive to topics handled by the committee(s), but rather should encompass a broader county wide analysis. Luberda provided a summary of the current topics outlined in the SWOT analysis; identifying the following potential changes he has considered:

- Combine Other Post-Employment Benefits (OPEB) into Financial Policies, under Strengths, as it is no longer the driving issue it once was.
- Leave Debt as a separate topic under Strengths as it is a unique strength of Walworth County.
- Keep the radio project as a department specific Opportunity for the Sheriff's Office.
- Remove Covid-19 Pandemic as a Threat.
- Seek input from judges to reevaluate the Threat of Criminal Justice Costs and the Weakness of Criminal Justice Collaboration.
- Reconcile Employee Health Costs being listed as both a Strength and a Threat.
- Reevaluate the Threat of funding relative to Lakeland Health Care Center (LHCC).

The Lakeland Health Care Center Board of Trustees discussed the following:

- Leaving LHCC under Strengths as a breakout category.

- County buildings under Strengths relative to LHCC and at what point would the state of the nursing home be considered a Threat. Luberda explained, though the nursing home is undergoing some renovations, it is not yet at a point where the condition of the building would be constituted as a Threat.
- Long term stability relative to the utilization of methods or programs to retain employees. Other factors to consider relative to a quality workforce would be child care, transportation, and housing.
- Consideration of amending the verbiage relative to the department specific Strength of LHCC: “The decision to downsize from 120 licensed bed facility to 90 beds limited risk relative to the reduced demand in the market place for categories of long-term care.” Supervisor Holt stated, attributing the reason for downsizing to limited staffing and funding would be more appropriate than stating it was relative to a reduce in demand.
- Reliance on departmental knowledge to bring objectives to the Board which apply to the strategic plan and needs of the department.
- Reflection on what was learned during the pandemic. If it is removed as a Threat, there should be consideration of including organizational flexibility and responsiveness as a Strength. In addition, discussion of the loss of Covid-19 related funding opportunities could be included under the Threat of Cuts to State and Federal Funding.
- Investigating the verbiage under Tax base as a Threat relative to an increasing number of taxpayers challenging their tax assessments. Luberda noted that is a section he intends to review.

Supervisor Simons offered a motion, second by Supervisor Holt, to add a Threat related to the external workforce or labor market and ageing population as a threat to services such as: transportation; community stability such as housing; and operations such as maintaining sufficient quality employees. Motion carried 5-0.

Supervisor Holt offered a motion, second by Supervisor Simons, to add as a Strength, the organizational flexibility and responsiveness and to insert into the existing Threat of Cuts to State and Federal funding, specific discussion of the loss of significant influx of COVID related funding. Motion carried 5-0.

New Business

7a. Nurse Aide Training Program

Nursing Home Administrator Denise Johnson started by thanking Director of Nursing Tracey Bernardo and in house mentor/trainer Carrie Albert, for their work on this Nurse Aide Training Program. Bernardo provided an overview of her Memorandum (Page 19) and explained, LHCC is now fully authorized as a Certified Nursing Assistant (CNA) training site. The first class is scheduled to begin on April 3rd and there are five committed enrollees with more interviews scheduled. Director-Health and Human Services/Superintendent of County Institutions Carlo Nevicosi added, this training program will serve as a no friction entry point for those interested in a career in health care. Bernardo also discussed the incentive program offered through the WisCaregiver Careers program. Johnson noted, outside of the State of Wisconsin Emergency Waiver, this will be the first time a class will be offered at LHCC in 30 years so this is a huge accomplishment.

Reports

8a. Business Activity Report

Johnson reviewed the Nursing Home Administrator’s Report thru January 2023, which was included in the packet (Pages 20-21); summarizing injuries for Worker’s Compensation, Crisis Hours Pay, Call Ins for CNAs and Nurse staff, Daily Census, Patient Payer Mix, Aging Balances, and Overall Star Rating.

8b. Hiring Update

Johnson referenced the Nursing Department Vacancies Report on Page 22 of the packet; reporting no changes within the Nursing Department and new hires within the Certified Nursing Assistant (CNA) Department.

8c. COVID Update

Johnson referred to and briefly detailed her Memorandum (Page 23); stating there were no residents who tested positive for COVID but there was one staff member who did. Additionally, there was an outbreak in March which prevented taking admissions. Masks are still being worn.

Correspondence – There was none.

Announcements – Nevicosi thanked the Board for the support regarding the lift of the administrative hold, which was approved through the Public Works Committee. He provided an update on the process moving forward.

Upcoming Events – There was none.

Confirmation of next meeting date and time: The next meeting was confirmed for Wednesday, April 26, 2023 at 1:00 p.m.

Adjournment

On motion and second by Supervisor Holt and Supervisor Simons, Chair Monroe adjourned the meeting at 1:57 p.m.