

**Walworth County Board of Supervisors  
Lakeland Health Care Center Board of Trustees Meeting Minutes  
Wednesday, May 19, 2021  
Walworth County Government Center, County Board Room 114  
100 West Walworth Street, Elkhorn, Wisconsin**

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The meeting was called to order at 1:00 p.m. by Chair Kenneth Monroe.

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, Ryan G. Simons (arrived at 1:05 p.m.), and Joseph H. Schaefer. A quorum was declared.

**Others in Attendance:**

County Board Supervisor: Nancy Russell

County Staff: Acting Superintendent of County Institutions Carlo Nevicosi; and Nursing Home Administrator Denise Johnson.

Members of the Public: Jerry Wagner-Town of Geneva.

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

**On motion by Supervisor Holt, second by Supervisor Schaefer, the minutes of the April 28, 2021 Lakeland Health Care Center Board of Trustees meeting were approved.**

**Public Comment** – There was none.

**New business**

7a. Scholarship Request – G. Charter Harrison Fund

Nursing Home Administrator Denise Johnson referred to the Memorandum by Tracy Bernardo (Page 4); sharing that the G. Charter Harrison Fund has been underutilized. The purpose of the scholarship is to facilitate Lakeland Health Care Center (LHCC) employees pursuing education opportunities such as; certification; recertification; licensure; or a degree directly related to nursing home operations. Johnson is looking for approval to offer three, \$1,000 scholarships to employees who meet the stated criteria. Johnson stated the plan is to distribute funds this summer in order for selected staff to utilize for the fall semester. Johnson stated that the fund balance is \$18,173 at this time, and without another donation specific to educational purposes, the fund will be eliminated once used in full. **Supervisor Holt offered a motion, second by Supervisor Schaefer, to approve the request of \$3,000 from the G. Charter Harrison Fund for employees to start the application process to assist with their education. Motion carried 5-0.**

**Reports**

8a. COVID-19 Update

Johnson briefly detailed her Memorandum (Page 5) noting that: LHCC has had zero new positive COVID-19 cases since the beginning of April. Visitors are allowed in the building as long as they are symptom free. Visiting hours are until 7:00 p.m. on weekdays and 4:00 p.m. on weekends; appointments are not required and visitors can sign in at the kiosk when they arrive. Johnson also shared that fully vaccinated volunteers have been allowed back at LHCC as well; leading to more activities for the residents.

Johnson referred to the 30 nursing home beds that had only been budgeted through the end of June, 2021; stating the plan is to release those beds, as it is unlikely that additional federal funding would make the beds worth keeping.

#### 8b. Business Activities Report/Hiring Update

Acting Superintendent of County Institutions Carlo Nevicosi referenced the discussion into timing of reports from the April meeting; sharing that the month of April financials closed on May 12. He stated that May 12 was the same day items were due for inclusion in the committee packets. This deadline leaves insufficient time to produce reports with meaningful analysis, which is why reports are presented a month behind.

Nursing Home Administrator Denise Johnson reviewed the March statistical reports included in the packet (Pages 6-9); noting there were three employee injuries, and an increase in overtime costs due to a rise in census from 79 to 83 residents.

#### 8c. Certified Nursing Assistant Wage Update

Nevicosi referenced the CNA Wage Compensation Comparison (Page 9); depicting Walworth County's pay rate in comparison to other nursing home facilities within a 30 mile radius. Nevicosi stated there are variety of considerations when analyzing this data:

- Wisconsin Retirement-6% taken out of each paycheck
- Sign on bonuses with other companies making it hard to get applicants through the door for an interview
- LHCC shift differentials significantly lower than other nursing homes

Discussion ensued relative to whether bonuses and shift differentials equal better staff retention and fewer vacancies. Johnson stated she is in a group for all county buildings and will question it to see if she can get vacancy responses from other counties.

Jerry Wagner voiced his concerns over staff burnout and providing a living wage.

#### 8d. Strategic Planning Update

Nevicosi stated they are working with Schneider Consulting to develop a senior leadership team for LHCC; which will help plan for the facilities future and includes a strategic planning piece. Johnson stated it's a great opportunity to figure out the LHCC vision and structure for the future.

Discussion then returned to obtaining information as to whether the increased shift differentials being offered in other county facilities is helping to mitigate vacancies. Nevicosi affirmed reaching out to counties that have lower vacancies and reverse engineering how they arrived at that point can definitely be a focus. He did identify that this is a nationwide issue in healthcare, but they are dedicated to finding solutions. Johnson also shared that there has been no schooling for CNA certification over the past year; prompting the return of the pandemic CNA program at LHCC. Johnson stated the plan is to recruit and hire for 10 employees to be trained and certified as CNA's for LHCC.

**Correspondence** – There was none.

**Announcements** – There were none.

**Upcoming Events** – There was none.

**Confirmation of next meeting:** The next meeting was confirmed for June 16, 2021 at 1:00 p.m.

**On motion and second by Supervisor Schaefer and Supervisor Holt, Chair Monroe adjourned the meeting at 1:32 p.m. Motion carried 5-0.**