

## MINUTES OF MEETING

There was a regular meeting of the Pine Valley board of Trustees on Monday, August 21, 2017 at 7 p.m. in the Pine Valley Community Village community room. Richard McKee, Fred Clary, Jeanetta Kirkpatrick, Don Seep, Larry Sebranek, and Dr. Richardson were in attendance.

The meeting was called to order by Fred Clary, chairperson at 7:00 p.m.

Richard McKee moved to approve the agenda and verify the posting. Larry Sebranek seconded. Motion carried.

Jeanetta Kirkpatrick moved to approve the minutes of the prior meeting. Richard McKee seconded. Motion carried.

Visitors for a portion of the meeting included: Angie Alexander, Director of Nursing, Chris Glasbrenner, HR, Therese Decker, business office, Joan Bailey, Administrative Assistant, Brenda Mueller, Cindy Studnicka, Melissa Schlarmann, Jamie Ludwig, Rachel Johnson, Echo Bristol, Steve Alexander, and Randy and Ben Holtz.

Randy Holtz expressed interest in purchasing land that borders current land that his family owns. Some discussion followed regarding the location, size and current ownership of the property he is interested in. Larry Sebranek moved to proceed with pursuing the legal description of the land in preparation for sale of the property and to discuss at the next Trustee meeting. Richard McKee seconded. Motion carried.

Angie Alexander, Director of Nursing discussed open positions in the nursing department and recruitment/retention issues by classification. Suggestions to improve recruitment and retention including wages were discussed. Since the wage study was completed last fall, the facility has lost more ground to competitors in terms of wages. The facility is losing long-term staff to surrounding areas due to pay. A wage increase is needed as soon as possible to address these issues as many positions are considerably below market. Additional cost figures will be presented at the next Trustee meeting to take the nursing staff to 100% of market. Larry Sebranek moved to approve nursing

department only pay at 100% of market and subsequently withdrew the motion. Richard McKee moved to approve an increase in C.N.A. on call pay to \$17.50 and to present this to the board for approval as soon as possible. Larry Sebranek seconded. Motion carried. Richard McKee moved to change the probationary period for all staff from 6 months to 3 months (or equivalent hours) and to present this to the board as soon as possible. Larry Sebranek seconded. Motion carried.

Chris Glasbrenner presented a request to change the title of grade 14 nurse technician to medication aide to meet state requirements. Richard McKee moved to approve this request. Dr. Richardson seconded. Motion carried.