

**MINUTES FOR:  
CASS COUNTY MEDICAL CARE FACILITY BOARD MEETING**

**April 21st, 2025**

In attendance: Dr. James Wierman (Board Chairperson), Jeff Carmen (Board Co-Chair), Vicki Vaughn (Board Member), Mercedes Schirripa (Administrator), Jenna Badner (Controller), Jennifer Bennett (Recording Minutes).

Meeting called to order at 9:35 a.m.

Guests: Rie Shimada, Lynda Newton

Public Comment: None

Additions/deletions to Agenda: Mercedes Schirripa requests to add MERS discussion to agenda 5.C. as well as Corporate Compliance which is in the packet but not present on agenda.

Dr. James Wierman requests a closed session at the end of the meeting to which Jeff Carmen questioned the necessity of the session being closed. It is agreed that that discussion of Facility Physician would be added to the agenda as well.

Jeff Carmen made the motion that the agenda be accepted as presented. Vicki Vaughn supported the motion. Motion passed unanimously.

Vicki Vaughn made the motion to approve the minutes as presented. Jeff Carmen supported the motion. Motion passed unanimously.

Lynda Newton reported in her story that family and residents are extremely happy with care and stay at the facility.

Per QAPI the facility is now 100% alarm free. Original expectation of falls at 10% may have been unrealistic, comparable to other facilities average percentage is 15. Educations related to falls will be specific to resident and circumstances to better correct each event.

All staff have signed educations except 1 at this point ,and a CPR instructor has been scheduled as needed to keep nursing staff credentials up to date. State Survey adjustments and educations are ongoing as well.

Resident life improvements are moving forward with door signs. Each sign will have a color coded tree (red, yellow, green) to denote fall risk as well as personalized information per resident request. Bathroom baskets have been purchased for extra storage in the bathrooms for each resident and are expected to be installed by maintenance staff.

For Poly Pharmacy, currently aiming for residents to have 8 or less medications, with 17 residents in facility at that amount and 51 residents receiving more.

Dr. James Wierman handed out papers on poly pharmacy up to date for education and stated metabolic changes with age, risk of medicine interactions, and increased medications leading to refusals can all affect how many medications a resident can be prescribed and willing to take.

Lynda Newton stated the State included PRN medications with total count, Board agrees as a facility CCMCF will not do so, only including regular and long-term medications in total count per resident. There are also ongoing discussions with current pharmacy, pharmacist, and facility physician to mitigate excessive or unneeded medications. This does not always produce an outcome, and a new pharmacy might go into effect in June or July of 2025.

The check register was reviewed. Long term care consultant Phil Alt, who works closely with Jenna Badner will eventually be phased out, so that will no longer be a fee. Vicki Vaughn questioned Cass Main Street sponsorship charge. This is for downtown advertising during festivals and on banners year-round. Jeff Carmen questioned Withers charge, that is who does the snow plowing for the facility, Mercedes Schirripa will be bidding that provider out to someone else. James had multiple questions of the check register, so to move the meeting forward Jenna Badner will consult with him on all questions at a later scheduled meeting.

Jeff Carmen moved to approve the check register, Vicki Vaughn seconded, approved unanimously.

For Census Mercedes Schirripa states we are currently 68.83 days outstanding billing days. The goal is stated as 45. The number for February was 97. Discussion of hospital admissions from facility. Can be charted as a transfer-in, transfer-out if short stay, but if over 24048 hours in hospital resident must be discharged and re-admitted to facility. Bed will be held within reason for said resident in that event.

Jenna Badner proposed if there were any other census questions, there were not.

5.c. addition to the agenda, MERS discussion.

Jenna Badner stating per current policy, MERS a pension defined benefits plan is offered to every full-time employee immediately. When employees do not stay employed at the facility for long this is causing an excessive amount of time and paperwork to be wasted. Suggestion of MERS offered after 1 year of employment with a 457 offered to new hires in the meantime.

Jeff Carmen stating that the change of retirement benefits denotes more discussion than 1 Board Meeting, requires meetings and feedback from MERS representatives as well as staff.

Currently staff enrolled in MERS are fully vested in 8 years, can roll over to new employers also enrolled in MERS program. In 20 years, MERS will automatically roll over into an IRA, which is why this program is not beneficial to short-term employees.

A MERS consultant is set to be at the facility in August 2025 to educate employees and answer questions. Board members are invited.

Mercedes Schirripa reported there were 3 staff members and 2 residents positive for covid in March, with 1 staff member and 0 resident's positive for influenza in March. 1 covid positive most likely positive in hospital before arrival at the facility.

Mercedes Schirripa provided a report for Corporate Compliance. There are no issues for February to report.

Mercedes Schirripa for corporate compliance.

Land lease amount agreed upon \$200 per acre. Current lease holder has agreed to the amount and signed 1 year lease agreement.

The plan of corrections for State survey as well as Life Safety code and Fire marshal visit.

6 tags from fire marshal, though none discussed on exit. Will submit for plan of corrections as well as desk review on all tags.

Annual State Survey 3 citations with area facilities averaging 8.

Mercedes Schirripa provided an administrator's report. Continuing work on PTO and ESTA hours. Facility to halt cash-out option for PTO hours. Allow instead up to 80 PTO hours to roll over annually, with ESTA minimum at 75 covered. PTO roll over on approval.

ERC, employee retention credit issued in 2021, is being rescinded by the federal government. Discussion of lawyer involvement moving forward. Hiring a lawyer will be more cost effective than expecting to pay 2 million dollars back overall. 7 care facilities currently working with K&L Gates firm, the Board agrees to join to avoid payback of needed funds.

Dining with dignity continues to improve. All residents seated together must be served together. A starter menu has been created to quicker make something for residents whose food is taking longer than tablemates.

A belated Easter egg hunt will be hosted by facility at CCMCF for residents, families and staff on Saturday April 26<sup>th</sup>, 2025.

Mercedes Schirripa stated relevant roster. Current dietary staff, facility chef has retired early as well as kitchen Baker resigned.

There are no questions on resident council

Addition to agenda, Physician discussion

Dr. Papendick, employed through Theoria, has had complaints. Families are stating communication issues, Nursing staff is stating orders are not signed properly, and he has been

noted having health issues that are impeding his job duties and ability. Actively needing physical assistance from staff in some instances.

Mercedes Schirripa has previously contacted Theoria with complaints and a PIP was started on the issue. No current conclusion from that.

Dr. James Wierman suggests hiring an individual Physician at an hourly rate, even if temporary until permanent replacement can be found.

Mercedes Schirripa requests hiring physician from Cass Family Clinic locally, though they may not have sufficient staff to offer. Dr. James Wierman has lunch meeting with management from the clinic, he will discuss the subject at that time.

Jeff Carmen moves to terminate contract with Theoria to move forward with a new physician and give Mercedes Schirripa as administrator the authority to do so . Vicki Vaughn seconds and passed through the motion.

Mercedes Schirripa will request immediate removal of Dr. Papendick from Theoria and find replacement for facility physician as soon as possible.

Next board meeting to take place May 19<sup>th</sup> due to Memorial Day. All present in agreement.

Dr. James Wierman moves to recess. Vicki Vaughn seconds motion.

Recess starting at 10:55 a.m.

Respectfully submitted by:

Jennifer Bennett

  
(Board Chairperson)

  
(Administrator)