

**Board of Directors
Champaign County Nursing Home
Urbana, Illinois
April 16, 2009**

Directors Present: Nudo, Hirsbrunner, O'Shaughnessey, Holley, Lansford

Directors Absent/Excused: Anderson, Czajkowski

Also Present: Busey, Scavotto

1. Call to Order

The meeting was called to order at 6:00pm by Chair Lansford

2. Roll Call

Busey called the roll of Directors.

3. Agenda

On motion by Nudo (second Hirsbrunner) the agenda was approved (unanimous).

4. Approval of Minutes

On motion by Hirsbrunner (second Nudo) the minutes of the March 18, 2009 meeting were approved (unanimous).

5. Public Participation

There was no public participation.

6. Old Business

There was no old business.

7. New Business

a. Performance Partnering Program

Corbin Smith, Director of Labor Relations, at U of I presented the PPP program based on the work of Dick Grote. The system represents a different approach to discipline, particularly to suspensions which are eliminated. The PPP system emphasizes personal responsibility and employee commitment; at the same time, supervisors emphasize positive employee actions rather than emphasizing the negative.

The benefits have been a decrease in discipline, a decrease in grievances and appeals, consistent documentation, and supervision characterized by coaching rather than punishment. The PPP approach has worked well in a unionized environment.

b. CCNH Admissions Process

Andrew Buffenbarger, CCNH Administrator, presented the admissions process for the three primary payer groups – Medicaid, Medicare, and private pay. A table summarizing his remarks is attached.

c. Management Report

Scavotto reported on operations thru February and provided some preliminary comments for March. Procedural problems that effected February’s results have been corrected and should not recur. Preliminary revenue results for March indicate that further review of revenue is required. Revenue is booked at approximately \$1.5 million – higher than January’s \$1.4 million with a census that is lower. It is virtually certain that State HFS overpaid on Medicaid; the revenue impact looks like it will not exceed \$(20)k. Private pay activity is getting more scrutiny as revenue is reported to up by approximately \$50 per day. While such an increase may be correct, management is verifying them and will report back as soon as it has the results.

CCNH continues to make progress paying its bills and handling fully-loaded expenses. Cash balance is expected to weaken as cash flow slows down, reflecting lower census levels (March). The next cash crunch for CCNH to weather will be in July where there are three payrolls.

The maternity-family leave situation in the business office is holding. CCNH will need a replacement biller for several months due to maternity leave. The comptroller (family leave) continues to work from home. From a systemic perspective, completing the MDI conversion as quickly as possible will it easier to deal with future situations like this.

d. Discussion regarding Nursing Home Outreach

Scavotto took March’s marketing discussion, highlight two topics – Navigating the System and Dementia – and incorporated it into the Preliminary Marketing Plan Outline. There were no changes suggested. Scavotto will move towards organizing a speaker’s bureau to present these topics at community events.

8. Other Business

It was moved (Hirsbrunner) and seconded (O’Shaughnessy) to enter into Executive Session pursuant to 5 ILCS 120/2 (c) 1 to consider the employment, compensation, performance, or dismissal of an employee. Busey and Scavotto were requested to remain present.

Busey called the roll with all Directors voting “yes”.

9. Closed Session

It was moved (Nudo) and seconded (O'Shaughnessy) to enter into Closed Session pursuant to 5 ILCS 120/2 (c) 1 to consider collective negotiating matters between the Champaign County Nursing Home and its employees or their representatives. Busey and Scavotto were requested to remain present.

Busey called the roll with all Directors voting "yes".

10. Next Meeting Date

Wednesday May 20, 2009, 6 pm.

10. Adjournment

The meeting adjourned at approximately 8:00 pm (motion O'Shaughnessy), second Nudo, unanimous)

Respectfully submitted

Michael A. Scavotto
Recording Secretary