

NURSING HOME BOARD OF DIRECTORS AGENDA

County of Champaign, Urbana, Illinois

Monday, January 9, 2017 – 6:00pm

In Service Classroom, Champaign County Nursing Home
500 S. Art Bartell Road, Urbana

CHAIR: Jack Anderson
DIRECTORS: Sam Banks, Deb Busey, Catherine Emanuel, Josh Hartke, Mary Hodson,
Edmund Sutton

<u>ITEM</u>	<u>Page #</u>
I. <u>CALL TO ORDER</u>	
II. <u>ROLL CALL</u>	
III. <u>APPROVAL OF AGENDA</u>	
IV. <u>APPROVAL OF MINUTES</u> December 12, 2016	1 - 3
V. <u>PUBLIC PARTICIPATION</u>	
VI. <u>COMMUNICATIONS</u>	
VII. <u>PRELIMINARY REPORT BY COUNTY CONSULTANT</u>	
VIII. <u>MANAGEMENT UPDATE</u> A. Progress on pending Medicaid applications B. State Cash Advance C. Medicaid billings D. Staffing update E. Compliance program and code of conduct acknowledgement	4 - 84
IX. <u>FOOD SERVICE UPDATE</u>	
X. <u>ITEMS FOR BOARD APPROVAL</u> A. RFP for a management company to operate the nursing home B. Proposal for the hiring of an individual administrator (hired as a County employee) to oversee the nursing home operations C. Proposal for the hiring of an individual dietary manager (hired as a County employee) to oversee the nursing home's dietary operations	
XI. <u>COMPLIANCE PROGRAM RESOLUTION</u>	85 - 86
XII. <u>NEXT MEETING DATE & TIME</u> February 13, 2017	
XIII. <u>ADJOURNMENT</u>	

**Board of Directors
Champaign County Nursing Home (CCNH) –Minutes
Urbana, Illinois
December 12, 2016**

Directors Present: Emanuel, Anderson, Banks, Busey, Hodson, Sutton

Directors Absent/Excused: Cowart

Also Present: Asplund, Gima, Noffke, Snider, Weibel

1. Call to Order

The meeting was called to order at 6:00 p.m. by Chair Emanuel.

2. Roll Call

Asplund called the roll of Directors. A quorum was established.

3. Approval of Agenda

The agenda was approved as distributed (motion by Busey, second by Banks, unanimous).

4. Approval of Minutes

The open session minutes of November 14th, 2016 were approved as distributed (motion by Anderson, second by Busey, unanimous).

5. Public Participation

David Laker asked whether this board is going to make a presentation at tomorrow evening's County Board Study Session. He stated he has lots of comments, but none are relevant without getting the financial help from the County Board.

Mary Schultz asked about the progress on serving hot food. She expressed concern about the plans for the kitchenettes, specifically venting and traffic flow. Ms. Schultz talked about the importance of customer service and the lack of communication from MPA regarding a recent incident with her family member who is a resident. She commented that selling or leasing the Nursing Home is, in her opinion, the equivalent of shutting it down.

6. Communications

Mr. Snider handed out copies of the memo presented to the County Board; along with the matrix with financial options. He encouraged the board members to attend the Study Session for Tuesday, December 13, 2016 at Brookens. Mr. Snider volunteered to provide copies of the NHBoD Strategic Plan to the County Board members at the study session.

7. Management Update

Mr. Gima commented that 67 of the 68 open applications have been reviewed by HFS. Approximately 12 applications have been approved in the last three weeks. He noted that historically, a good month would have only one or two applications approved. The November check had 7 or 8 new applications approved within that check. According to Mr. Gima, he has been working with John Spears at HFS. He noted that each approved application would increase the monthly revenue by \$3000 - \$4000.

Mr. Gima noted that DHS has committed to opening a new hub in Chicago and hiring 98 case workers. The hub is scheduled to open by Christmas; but no timeline for staffing.

Mr. Anderson asked what the expectation is for a "normal" number of open Medicaid applications. Mr. Gima responded it should be less than 10. There was discussion regarding the timeline for paying off accounts payable, with respect to the Medicaid applications.

Mr. Snider asked for the total amount in arrears from Medicaid. Mr. Gima responded it is approximately \$1.5 million.

Ms. Noffke stated there are currently 13 open FTEs for CNAs. She addressed the concern from last week's public participation regarding 16-hour shifts. Ms. Noffke said there is only one employee (a nurse) who works 16-hour shifts, per the employee's preference. Ms. Noffke said the MOU (AFSCME) only allows for two 16-hour shifts in a row (maximum). She reviewed the scheduling/staffing process and commented that based on the current census, 45 FTEs are required per day. Ms. Noffke stated that the most common shift is 12 hours long.

Ms. Emanuel provided copies of the Management Agreement (with MPA). She asked the board members to review it and provide questions and comments to Mr. Snider.

8. State Cash Advance

Mr. Gima has been investigating whether the Nursing Home can get a cash advance from HFS. Initial inquiries have been positive. He stated the goal is to ask for \$1 million; and to have the proposal submitted to the state by Friday. He noted that the state has not issued a cash advance in over five years.

Ms. Busey suggested the state, as it processes the outstanding Medicaid applications; apply those dollars to the cash advance (if it is awarded to the Nursing Home).

A MOTION was made by Ms. Busey to authorize MPA to negotiate the terms of a cash advance with HFS to come back to this body to approve; second by Mr. Sutton. MOTION carried unanimously.

9. Metrics

Mr. Emanuel reviewed the process utilized to determine the metrics that will be measured and reported on in 2017. Mr. Gima began with the health inspection scoring; including an explanation of how the scoring works. He noted the goal is to improve the current one-star rating in this category. According to Mr. Gima, in order to achieve the goal of two-stars for 2017, the Nursing Home will need to accumulate (through the State's health inspections) a maximum of 42 points. He commented that points are assigned dependent upon scope and severity of the deficiency noted in the survey.

Mr. Gima stated the following cut-points for each star rating for health inspections: 5 stars is 14.2 points, 4 stars is 30 points, 3 stars is 46.67 points, 2 stars is 77.33 points. Ms. Emanuel commented that the star rating is what providers look at when choosing the nursing homes they will work with.

Mr. Gima also reviewed other metrics; including census, turnover, and quality measures.

10. Food Service Update

Mr. Gima stated last Monday Health Care Services Group submitted a demand letter asking for all unpaid invoices by last Friday. The letter stated if they did not receive payment, they would withhold service. MPA informed Health Care Services that the nursing home was unable to comply. Ultimately, the senior management at HCSG agreed to continue providing service for additional time and transition to another company.

MPA and Ms. Noffke are working to find a replacement company to provide dietary service. Mr. Gima provided a handout summarizing information from other (Morrison Foods & A'Viands) dietary service providers. Ms. Noffke shared the results of her reference checks with both organizations. All were favorable.

11. Election of Officers

Ms. Busey reviewed the bylaws.

Ms. Hodson nominated Deb Busey to serve as chair. Ms. Busey respectfully declined.

Ms. Busey nominated Jack Anderson to serve as chair; seconded by Mr. Sutton. MOTION carried unanimously.

Ms. Busey nominated Ms. Hodson to serve as vice-chair; seconded by Mr. Anderson. MOTION carried unanimously.

Mr. Anderson nominated Mr. Sutton to serve as secretary; seconded by Ms. Busey. MOTION carried unanimously.

12. Next Meeting Date & Time

The next meeting is scheduled for Monday, January 9, 2017 at 6:00 pm.

13. Adjournment

Chair Emanuel declared the meeting adjourned at 8:22 p.m.

Respectfully submitted:
Tammy Asplund
Recording Secretary



Management Performance Associates
Woods Mill Towers • Suite 501 South
14323 South Outer Forty Road
Chesterfield, Missouri 63017
314 • 434-4227 FAX 314 • 434-4337
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To: Board of Directors
Champaign County Nursing Home

From: Scott Gima

Date: January 5, 2017

Re: **Medicaid Applications/Cash Advance Proposal**

The following are the latest developments in addressing the backlog of Medicaid applications. Application activity continues to be high.

As of this week, the number of open applications is 40. The starting point was 68 applications in early December. Since then, there have been six new applications added to the total. Additionally, 8 applications that have been approved and paid. Another 16 applications have been approved with payments pending.

What is interesting is a strong pattern of approving newer applications and less of the old applications. Nonetheless, application activity continues to be very high. CCNH was contacted earlier this week with requests for additional financial information for six applications. The level of activity being seen is unprecedented. DHS is actively using the 44 local office caseworkers. CCNH has received calls from caseworkers located in offices across the state.

LeadingAge has provided the following update on the efforts of the nursing home associations to deal with the application backlog.

- The Governor's office believes they are on track to reduce the backlog by 1,000 by the end of January, although they would not make any promises or guarantees.
- The second Chicago hub will be up and running by mid-January (the 18th is the target date).
- The associations are discussing application process changes that will assist in expediting the application and redetermination processes, reducing the number of applications that are denied for failure to submit information in a timely fashion.

11/30/16

Champaign County Nursing Home
Actual vs Budget Statement of Operations

1

Description	Actual	Budget	Variance	YTD Actual	YTD Budget	Variance
Operating Income						
Miscellaneous Revenue	467.94	2,128.00	(1,658.06)	(83.01)	23,386.00	(23,469.01)
Medicare A Revenue	177,249.50	288,474.00	(111,224.50)	2,182,637.33	3,173,214.00	(990,576.67)
Medicare B Revenue	(13,194.10)	16,667.00	(29,861.10)	189,226.27	183,337.00	5,889.27
Medicaid Revenue	598,744.19	518,120.00	80,624.19	5,778,152.08	5,699,320.00	78,832.08
Private Pay Revenue	220,324.14	479,620.00	(259,295.86)	3,777,722.56	5,275,820.00	(1,498,097.44)
Adult Day Care Revenue	23,404.15	17,335.00	6,069.15	261,116.89	190,685.00	70,431.89
Total Income	1,006,995.82	1,322,342.00	(315,346.18)	12,188,772.12	14,545,762.00	(2,356,989.88)
Operating Expenses						
Administration	289,256.41	294,035.00	4,778.59	2,939,784.97	3,234,385.00	294,600.03
Environmental Services	103,655.43	107,274.00	3,618.57	1,084,273.19	1,180,014.00	95,740.81
Laundry	14,923.93	21,422.00	6,498.07	166,533.38	235,642.00	69,108.62
Maintenance	15,491.92	28,144.00	12,652.08	209,161.61	309,584.00	100,422.39
Nursing Services	536,433.07	584,931.00	48,497.93	6,046,708.72	6,434,241.00	387,532.28
Activities	21,540.93	38,907.00	17,366.07	269,821.08	427,977.00	158,155.92
Social Services	22,018.27	26,524.00	4,505.73	236,531.41	291,764.00	55,232.59
Physical Therapy	27,948.69	43,134.00	15,185.31	332,951.03	474,474.00	141,522.97
Occupational Therapy	23,363.95	33,058.00	9,694.05	293,922.71	363,638.00	69,715.29
Speech Therapy	6,913.59	10,833.00	3,919.41	88,121.97	119,163.00	31,041.03
Respiratory Therapy	3,093.99	7,500.00	4,406.01	40,046.75	82,500.00	42,453.25
Total This Department	10,007.58	18,333.00	8,325.42	128,168.72	201,663.00	73,494.28
Food Services	113,667.72	120,922.00	7,254.28	1,265,622.37	1,330,142.00	64,519.63
Barber & Beauty	7,085.71	7,323.00	237.29	78,076.73	80,553.00	2,476.27
Adult Day Care	15,148.99	20,467.00	5,318.01	185,604.10	225,137.00	39,532.90
Alzheimers and Related Disorders	41,903.05	71,578.00	29,674.95	451,841.31	787,358.00	335,516.69
Total Expenses	1,242,445.65	1,416,052.00	173,606.35	13,689,001.32	15,576,572.00	1,887,570.68
Net Operating Income	(235,449.83)	(93,710.00)	(141,739.83)	(1,500,229.20)	(1,030,810.00)	(469,419.20)
NonOperating Income						
Local Taxes	97,826.54	97,827.00	(0.46)	1,076,091.94	1,076,097.00	(5.06)
Miscellaneous Net Revenue	177.18	651.00	(473.82)	5,977.99	7,161.00	(1,183.01)
Total NonOperating Income	98,003.72	98,478.00	(474.28)	1,082,069.93	1,083,258.00	(1,188.07)
Net Income (Loss)	(137,446.11)	4,768.00	(142,214.11)	(418,159.27)	52,448.00	(470,607.27)

Friday, December 30, 2016

12:15 PM

**Champaign County Nursing Home
Actual vs Budget Statement of Operations**

11/30/16

1

Description	Actual	Budget	Variance	YTD Actual	YTD Budget	Variance
Operating Income						
Miscellaneous Revenue						
Lunch Reimbursement	69.00	167.00	(98.00)	1,423.00	1,837.00	(414.00)
Late Charge, NSF Check Charge	378.94	1,417.00	(1,038.06)	(2,949.14)	15,587.00	(18,536.14)
Worker's Compensation Reimbursement				1,002.70		1,002.70
Other Miscellaneous Revenue	20.00	542.00	(522.00)	440.43	5,962.00	(5,521.57)
Total Miscellaneous Revenue	467.94	2,126.00	(1,658.06)	(83.01)	23,386.00	(23,469.01)
Medicare A Revenue						
Medicare A	49,690.36	212,527.00	(162,836.64)	986,364.40	2,337,797.00	(1,351,432.60)
ARD - Medicare A		8,737.00	(8,737.00)		96,107.00	(96,107.00)
NH Pt_Care - Medicare Advantage/ Hmo	128,379.56	65,386.00	62,993.56	1,168,953.27	719,246.00	449,707.27
ARD_Pt Care - Medicare Advantage/ HMO	(820.42)	1,824.00	(2,644.42)	27,319.66	20,064.00	7,255.66
Total Medicare A Revenue	177,249.50	288,474.00	(111,224.50)	2,182,637.33	3,173,214.00	(990,576.67)
Medicare B Revenue						
Medicare B	(13,194.10)	16,667.00	(29,861.10)	189,226.27	183,337.00	5,889.27
Total Medicare B Revenue	(13,194.10)	16,667.00	(29,861.10)	189,226.27	183,337.00	5,889.27
Medicaid Revenue						
Medicaid Title XIX (IDHFS)	478,133.26	362,767.00	115,366.26	4,723,169.91	3,990,437.00	732,732.91
ARD - Medicaid Title XIX (IDHFS)	77,284.01	101,793.00	(24,508.99)	630,945.95	1,119,723.00	(488,777.05)
Patient Care-Hospice	43,326.92	32,688.00	10,638.92	423,616.43	359,568.00	64,048.43
ARD Patient Care - Hospice		20,872.00	(20,872.00)	419.79	229,592.00	(229,172.21)
Total Medicaid Revenue	598,744.19	518,120.00	80,624.19	5,778,152.08	5,699,320.00	78,832.08
Private Pay Revenue						
VA-Veterans Nursing Home Care	51,650.00	15,465.00	36,185.00	447,066.83	170,115.00	276,951.83
ARD - VA - Veterans Care	6,160.00	166.00	5,994.00	36,752.00	1,826.00	34,926.00
Nursing Home Patient Care - Private Pay	140,550.88	293,209.00	(152,658.12)	2,724,467.60	3,225,299.00	(500,831.40)
Nursing Home Beauty Shop Revenue	2,591.00	3,250.00	(659.00)	28,122.10	35,750.00	(7,627.90)
Medical Supplies Revenue	5,255.88	5,000.00	255.88	55,632.21	55,000.00	632.21
Patient Transportation Charges	1,066.98	1,584.00	(517.02)	17,282.96	17,424.00	(141.04)
ARD Patient Care - Private Pay	13,049.40	160,946.00	(147,896.60)	468,398.86	1,770,406.00	(1,302,007.14)
Total Private Pay Revenue	220,324.14	479,620.00	(259,295.86)	3,777,722.56	5,275,820.00	(1,498,097.44)
Adult Day Care Revenue						
VA-Veterans Adult Daycare	9,149.55	5,084.00	4,065.55	116,645.36	55,924.00	60,721.36
IL Department Of Aging-Day Care Grant (Title XX)	9,769.30	9,417.00	352.30	104,954.13	103,587.00	1,367.13
Adult Day Care Charges-Private Pay	4,485.30	2,834.00	1,651.30	39,517.40	31,174.00	8,343.40
Total Adult Day Care Revenue	23,404.15	17,335.00	6,069.15	261,116.89	190,685.00	70,431.89
Total Income	1,006,995.82	1,322,342.00	(315,346.18)	12,188,772.12	14,545,762.00	(2,356,989.88)

Operating Expenses

Administration

Reg. Full-Time Employees	22,747.95	30,354.00	7,606.05	355,078.66	333,894.00	(21,184.66)
Temp. Salaries & Wages	1,121.17	1,250.00	128.83	12,950.16	13,750.00	799.84
Per Diem	383.98	250.00	(133.98)	2,567.89	2,750.00	182.11
Overtime	851.32	473.00	(378.32)	5,165.10	5,203.00	37.90
TOPS - Balances	536.03	616.00	79.97	(33,683.97)	6,776.00	40,459.97
Part-Time Employees		1,416.00	1,416.00		15,576.00	15,576.00
TOPS - FICA	41.01	67.00	25.99	(2,297.93)	737.00	3,034.93
Social Security - Employer	1,880.77	2,562.00	681.23	25,772.56	28,182.00	2,409.44
IMRF - Employer Cost	2,011.55	2,887.00	875.45	29,478.89	31,757.00	2,278.11

Friday, December 30, 2016

12:16 PM

11/30/16

Champaign County Nursing Home
Actual vs Budget Statement of Operations

2

Description	Actual	Budget	Variance	YTD Actual	YTD Budget	Variance
Workers' Compensation Insurance	713.89	923.00	209.11	10,753.54	10,153.00	(600.54)
Unemployment Insurance	292.21	1,548.00	1,255.79	5,822.45	17,028.00	11,205.55
Employee Health/Life Insurance	4,056.78	4,930.00	873.22	52,014.08	54,230.00	2,215.92
Employee Development/Recognition	199.37	333.00	133.63	812.42	3,663.00	2,850.58
Employee Physicals/Lab	2,375.90	2,500.00	124.10	39,702.70	27,500.00	(12,202.70)
Stationary & Printing		250.00	250.00	691.05	2,750.00	2,058.95
Books, Periodicals & Manuals		16.00	16.00	75.00	178.00	101.00
Copier Supplies		500.00	500.00	2,346.24	5,500.00	3,153.76
Postage, UPS, Federal Express	411.75	333.00	(78.75)	7,359.19	3,663.00	(3,696.19)
Equipment < \$2,500	67.43	25.00	(42.43)	(421.68)	275.00	696.68
Operational Supplies	1,842.03	750.00	(1,092.03)	9,911.34	8,250.00	(1,661.34)
Audit & Accounting Fees	4,054.83	5,666.00	1,611.17	44,603.13	62,326.00	17,722.87
Attorney Fees	7,607.24	5,000.00	(2,607.24)	77,857.66	55,000.00	(22,857.66)
Professional Services	70,482.46	40,000.00	(30,482.46)	549,724.00	440,000.00	(109,724.00)
Job Required Travel Expense	79.55	216.00	136.45	1,317.69	2,376.00	1,058.31
Insurance	22,668.59	24,325.00	1,656.41	254,183.59	267,575.00	13,391.41
Property Loss & Liability Claims	(366.45)	191.00	557.45	29.46	2,101.00	2,071.54
Computer Services	8,288.01	7,880.00	(408.01)	95,189.58	86,680.00	(8,509.58)
Telephone Services	1,676.69	1,500.00	(176.69)	18,051.61	16,500.00	(1,551.61)
Equipment Maintenance				5,178.74		(5,178.74)
Legal Notices, Advertising	1,533.10	3,747.00	2,213.90	21,466.32	41,217.00	19,750.68
Photocopy Services	899.57	1,311.00	411.43	10,366.15	14,421.00	4,054.85
Public Relations	1,024.97	50.00	(974.97)	2,061.38	550.00	(1,511.38)
Dues & Licenses	1,625.08	1,691.00	65.92	18,742.88	18,601.00	(141.88)
Conferences & Training		666.00	666.00	8,260.32	7,326.00	(934.32)
Finance Charges, Bank Fees	3,379.77	208.00	(3,171.77)	29,929.30	2,288.00	(27,641.30)
Cable/Satellite TV Expense	2,579.52	2,500.00	(79.52)	25,688.74	27,500.00	1,811.26
IPA Licensing Fee	41,267.00	45,565.00	4,298.00	463,579.96	501,215.00	37,635.04
Fines & Penalties	16,466.21	2,500.00	(13,966.21)	50,345.00	27,500.00	(22,845.00)
General Liability Claims		2,500.00	2,500.00		27,500.00	27,500.00
Furnishings, Office Equipment				1,701.00		(1,701.00)
Depreciation Expense	62,638.21	62,473.00	(165.21)	687,649.08	687,203.00	(446.08)
Bad Debt Expense		25,000.00	25,000.00		275,000.00	275,000.00
Interest-Tax Anticipation Notes Payable		583.00	583.00	6,954.90	6,413.00	(541.90)
Interest- Bonds Payable	3,818.92	8,480.00	4,661.08	42,806.79	93,280.00	50,473.21
Total Administration	289,256.41	294,035.00	4,778.59	2,939,784.97	3,234,385.00	294,600.03
Environmental Services						
Reg. Full-Time Employees	28,859.04	34,915.00	6,055.96	310,327.16	384,065.00	73,737.84
Reg. Part-Time Employees	764.56	1,004.00	239.44	8,696.36	11,044.00	2,347.64
Overtime	3,313.39	857.00	(2,456.39)	9,283.41	9,427.00	143.59
TOPS - Balances	(417.66)	500.00	917.66	(5,519.12)	5,500.00	11,019.12
TOPS- FICA	(31.95)	83.00	114.95	(256.42)	913.00	1,169.42
Social Security - Employer	2,486.78	2,813.00	326.22	23,262.86	30,943.00	7,680.14
IMRF - Employer Cost	2,849.23	3,170.00	320.77	27,610.56	34,870.00	7,259.44
Workers' Compensation Insurance	885.71	1,099.00	213.29	9,388.41	12,089.00	2,700.59
Unemployment Insurance	340.71	2,021.00	1,680.29	7,087.93	22,231.00	15,143.07
Employee Health/Life Insurance	4,018.05	10,577.00	6,558.95	57,981.01	116,347.00	58,365.99
Equipment < \$2,500	59.10		(59.10)	248.10		(248.10)
Operational Supplies	5,978.08	4,583.00	(1,395.08)	48,526.05	50,413.00	1,886.95
Professional Services				4,755.00		(4,755.00)
Gas Service	10,051.50	16,250.00	6,198.50	116,918.84	178,750.00	61,831.16
Electric Service	34,237.24	20,833.00	(13,404.24)	370,631.86	229,163.00	(141,468.86)
Water Service	3,050.65	2,750.00	(300.65)	33,210.31	30,250.00	(2,960.31)
Pest Control Service	511.35	520.00	8.65	6,974.85	5,720.00	(1,254.85)
Waste Disposal & Recycling	3,211.47	3,500.00	288.53	32,442.80	38,500.00	6,057.20

Friday, December 30, 2016

12:16 PM

11/30/16

Champaign County Nursing Home
Actual vs Budget Statement of Operations

3

Description	Actual	Budget	Variance	YTD Actual	YTD Budget	Variance
Equipment Rentals	258 00	291 00	33 00	2 838 00	3 201 00	363 00
Conferences & Training		8 00	8 00		88 00	88 00
Sewer Service & Tax	3,230 18	1,500 00	(1,730.18)	19 865 22	16 500 00	(3,365 22)
Total Environmental Services	103,655 43	107,274 00	3,618 57	1,084,273 19	1,180,014 00	95,740.81
Laundry						
Reg. Full-Time Employees	6 905 12	12 807 00	5,901 88	77 915 29	140 877 00	62,961 71
Reg. Part-Time Employees	1,199.66		(1,199.66)	6 693 76		(6,693 76)
Overtime	846 10	445 00	(401.10)	3 774 13	4 895 00	1,120.87
TOPS Balances	(73.09)	83 00	156 09	(402 31)	913 00	1,315.31
TOPS - FICA	(5.59)	35 00	40 59	42 27	385 00	342.73
Social Security - Employer	669 72	1,013 00	343 28	6 216 07	11,143 00	4,926.93
IMRF - Employer Cost	765 12	881 00	115 88	7 486 93	9 691 00	2,204.07
Workers' Compensation Insurance	242 31	300 00	57.69	2 440 70	3 300 00	859 30
Unemployment Insurance	40 14	731 00	690 86	1 866 78	8 041 00	6,174.22
Employee Health/Life Insurance	1,368.02	2,378 00	1,009.98	26 794 80	28 158 00	(636 80)
Laundry Supplies	1,030.00	1,333 00	303 00	9 131 48	14 663 00	5,531.52
Linen & Bedding	1,321 00	1,250 00	(71 00)	17 943 61	13 750 00	(4,193 61)
Operational Supplies				304 84		(304.84)
Laundry & Cleaning Service	615 42	166 00	(449.42)	6 325 02	1 826 00	(4,499 02)
Total Laundry	14,923.93	21,422 00	6,498 07	166 533 37	235 642 00	69,108 63
Maintenance						
Reg. Full-Time Employees	4,092.43	6 686 00	2,593 57	36 959 74	73 546 00	36,586 26
Overtime	189 09	133 00	(56.09)	768 26	1,463 00	694.74
TOPS - Balances	(256.67)	250 00	506 67	(1,609 82)	2 750 00	4,359.82
TOPS - FICA	(19.63)	19 00	38 63	(112 25)	209 00	321.25
Social Security - Employer	325 64	521 00	195 36	2 669 06	5 731 00	3,061 94
IMRF - Employer Cost	370 98	587 00	216 02	3 246 30	6 457 00	3,210.70
Workers' Compensation Insurance	124 15	203 00	78 85	1 098 81	2 233 00	1,134.19
Unemployment Insurance	69 28	386 00	316 72	869 15	4 246 00	3,376 85
Employee Health/Life Insurance	1,018 20	1,961 00	942 80	6 560 88	21 571 00	15,010 12
Gasoline & Oil		278 00	278 00	47 04	3 058 00	3 010 96
Tools		41 00	41 00	21 50	451 00	429 50
Ground Supplies		60 00	60 00	568 17	660 00	91 83
Maintenance Supplies	397.30	2 500 00	2,102.70	17 143 42	27 500 00	10,356 58
Equipment < \$2,500	1,126 55	166 00	(960 55)	8 105 90	1 826 00	(6,279 90)
Operational Supplies	17.98	8 00	(9 98)	643 55	88 00	(555 55)
Professional Services		70 00	70 00		770 00	770 00
Automobile Maintenance	44 40	935 00	890 60	6 284 45	10 285 00	4 000 55
Equipment Maintenance	70 75	3 333 00	3,262 25	20 664 27	36 663 00	15 998 73
Equipment Rentals		8 00	8 00		88 00	88 00
Nursing Home Building Repair/Maintenance	7 921 47	8 333 00	411.53	100 096 84	91 663 00	(8,433.84)
Parking Lot/Sidewalk Maintenance		1 666 00	1 666 00	4 772 00	18 326 00	13 554 00
Nursing Home Building Construction/Improvements				364 34		(364 34)
Total Maintenance	15 491 92	28 144 00	12,652 08	209 161 61	309 584 00	100 422 39
Nursing Services						
Reg. Full-Time Employees	131 359 64	161 195 00	29 835 36	1 516 679 48	1 773 145 00	256 465 52
Reg. Part-Time Employees	4 244 48	6 572 00	2 327 52	35 967 78	72 292 00	36 324 22
Temp Salaries & Wages	17 377 77	11 666 00	(5 711 77)	141 659 67	128 326 00	(13 333 67)
Overtime	56 776 36	39 165 00	(17 611 36)	482 013 34	430 815 00	(51 198 34)
TOPS - Balances	(3 308 28)	833 00	4 141 28	(900 68)	9 163 00	10 063 68
No Benefit Full-Time Employees	126 980 03	63 178 00	(63 802 03)	1 369 210 26	694 958 00	(674 252 26)
No Benefit Part-Time Employees	13 465 97	53 453 00	39 987 03	226 362 62	587 983 00	361 620 38
TOPS - FICA	(253 08)	63 00	316 08	570 64	693 00	122 36

Friday, December 30, 2016

12:16 PM

**Champaign County Nursing Home
Actual vs Budget Statement of Operations**

11/30/16

4

Description	Actual	Budget	Variance	YTD Actual	YTD Budget	Variance
Social Security - Employer	26,463.90	25,645.00	(818.90)	268,433.83	282,095.00	13,661.17
IMRF - Employer Cost	28,446.57	28,897.00	450.43	309,188.17	317,867.00	8,678.83
Workers' Compensation Insurance	8,773.66	10,023.00	1,249.34	97,168.46	110,253.00	13,084.54
Unemployment Insurance	1,806.55	16,251.00	14,444.45	60,992.94	178,761.00	117,768.06
Employee Health/Life Insurance	24,094.97	31,121.00	7,026.03	262,163.79	342,331.00	80,167.21
Stationary And Printing				158.24		(158.24)
Books, Periodicals & Manuals	114.50	166.00	51.50	726.50	1,826.00	1,099.50
Stocked Drugs	2,093.22	2,083.00	(10.22)	38,623.24	22,913.00	(15,710.24)
Pharmacy Charges-Public Aid	3,110.98	2,083.00	(1,027.98)	27,044.71	22,913.00	(4,131.71)
Oxygen	987.89	3,500.00	2,512.11	13,136.66	38,500.00	25,363.34
Incontinence Supplies	10,822.95	9,166.00	(1,656.95)	111,358.88	100,826.00	(10,532.88)
Pharmacy Charges - Insurance	12,413.10	10,416.00	(1,997.10)	118,559.98	114,576.00	(3,983.98)
Equipment < \$2,500	1,135.00	1,750.00	615.00	7,486.90	19,250.00	11,763.10
Operational Supplies	13,139.89	15,416.00	2,276.11	172,733.13	169,576.00	(3,157.13)
Pharmacy Charges-Medicare	6,941.22	10,000.00	3,058.78	82,759.27	110,000.00	27,241.73
Medical/Dental/Mental Health	5,467.95	3,750.00	(1,717.95)	59,327.95	41,250.00	(18,077.95)
Professional Services	34,230.08	16,666.00	(17,564.06)	374,775.19	183,326.00	(191,449.19)
Job Require Travel	16.80	39.00	22.20	16.80	429.00	412.20
Laboratory Fees	842.62	2,500.00	1,657.38	11,123.49	27,500.00	16,376.51
Equipment Rentals	5,691.44	2,500.00	(3,191.44)	65,756.96	27,500.00	(38,256.96)
Dues & Licenses		30.00	30.00	200.00	330.00	130.00
Conferences & Training	372.56	257.00	(115.56)	10,094.35	2,827.00	(7,267.35)
Contract Nursing Services		53,333.00	53,333.00	165,774.80	586,663.00	420,888.20
Medicare Medical Services	2,824.35	3,214.00	389.65	17,542.37	35,354.00	17,811.63
Total Nursing Services	536,433.07	584,931.00	48,497.93	6,046,708.72	6,434,241.00	387,532.28

Activities

Reg Full-Time Employees	13,884.45	25,026.00	11,141.55	180,853.17	275,286.00	94,432.83
Reg Part-Time Employees	1,727.78		(1,727.78)	13,430.48		(13,430.48)
Overtime	707.81	628.00	(79.81)	1,048.86	6,908.00	5,861.14
TOPS - Balances	18.68	83.00	64.32	8.13	913.00	904.87
Part Time Non Benefit		929.00	929.00		10,219.00	10,219.00
TOPS - FICA	1.43	6.00	4.57	28.14	66.00	37.86
Social Security - Employer	1,249.29	2,033.00	783.71	13,570.56	22,383.00	8,792.44
IMRF - Employer Cost	1,431.10	2,291.00	859.90	16,048.68	25,201.00	9,152.32
Workers' Compensation Insurance	466.83	794.00	327.17	5,495.16	8,734.00	3,238.84
Unemployment Insurance	205.97	1,467.00	1,261.03	4,455.05	16,137.00	11,681.95
Employee Health/Life Insurance	1,367.76	4,916.00	3,548.24	27,583.26	54,076.00	26,492.74
Books, Periodicals & Manuals				213.25		(213.25)
Equipment < \$2,500	37.94		(37.94)	157.94		(157.94)
Operational Supplies	441.89	541.00	99.11	5,063.40	5,951.00	887.60
Professional Services		150.00	150.00	1,297.00	1,650.00	353.00
Conferences & Training		43.00	43.00	570.00	473.00	(97.00)
Total Activities	21,540.93	38,907.00	17,366.07	289,821.08	427,977.00	158,155.92

Social Services

Reg Full-Time Employees	16,108.51	18,442.00	2,333.49	170,554.19	202,862.00	32,307.81
Reg Part-Time Employees	85.25		(85.25)	85.25		(85.25)
Overtime	436.30	265.00	(171.30)	2,034.58	2,915.00	880.42
TOPS - Balances	(498.46)	166.00	664.46	(723.43)	1,826.00	2,549.43
TOPS - FICA	(38.14)	12.00	50.14	102.18	132.00	29.82
Social Security - Employer	1,254.28	1,431.00	176.72	12,035.79	15,741.00	3,705.21
IMRF - Employer Cost	1,436.03	1,612.00	175.97	14,429.75	17,732.00	3,302.25
Workers' Compensation Insurance	484.22	559.00	74.78	4,995.80	6,149.00	1,153.20
Unemployment Insurance	72.21	916.00	843.79	2,654.74	10,076.00	7,421.26
Employee Health/Life Insurance	2,678.07	2,871.00	192.93	28,348.37	31,581.00	3,232.63

Friday, December 30, 2016

12:16 PM

**Champaign County Nursing Home
Actual vs Budget Statement of Operations**

11/30/16

5

Description	Actual	Budget	Variance	YTD Actual	YTD Budget	Variance
Operational Supplies				513 99		(513 99)
Professional Services		250 00	250 00	1,037.60	2 750 00	1,712 40
Conferences & Training				462 60		(462 60)
Total Social Services	22,018 27	26,524.00	4,505 73	236,531.41	291,764 00	55,232 59
Physical Therapy						
Reg Full-Time Employees	4,708 01	4,565 00	(143 01)	49 592 43	50,215 00	622 57
Overtime		3 00	3 00	101 42	33 00	(68 42)
TOPS - Balances	(30 40)	83 00	113 40	601 52	913 00	311 48
No Benefit Full-Time Employees	890 93		(890 93)	890 93		(890 93)
TOPS - FICA	(2 32)	6 00	8 32	89 94	66 00	(23 94)
Social Security - Employer	414 92	349 00	(65 92)	3 588 94	3 839 00	250 06
IMRF - Employer Cost	485 85	393 00	(92 85)	4,334 59	4,323 00	(11 59)
Workers' Compensation Insurance	167 43	136 00	(31 43)	1,559 25	1,496 00	(63 25)
Unemployment Insurance	64 19	256 00	191 81	880 67	2,816 00	1,935 33
Employee Health/Life Insurance	1,360 52	1,510 00	149 48	14 740 32	16,610 00	1,869 68
Professional Services	19,889 56	35,833 00	15,943 44	256 571 03	394,163 00	137,591 97
Total Physical Therapy	27,948 69	43,134 00	15,185 31	332,951 04	474,474 00	141,522 96
Occupational Therapy						
Reg Full-Time Employees		4,541 00	4,541 00	12 652 60	49 951 00	37 298 40
TOPS - Balances		41 00	41 00	(2 502 10)	451 00	2,953 10
TOPS - FICA		3 00	3 00	(177 81)	33 00	210 81
Social Security - Employer		347 00	347 00	656 89	3,817 00	3,160 11
IMRF - Employer Cost		391 00	391 00	858 35	4,301 00	3,442 65
Workers' Compensation Ins.		135 00	135 00	251 00	1,485 00	1,234 00
Unemployment Insurance		259 00	259 00	365 45	2,849 00	2,483 55
Employee Health/Life Insurance	14 70	1,508 00	1,493 30	6,704 60	16,588 00	9,883 40
Professional Services	23,349 25	25,833 00	2 483 75	275 113 73	284,163 00	9,049 27
Total Occupational Therapy	23,363 95	33,058 00	9 694 05	293,922 71	363,638 00	69,715 29
Speech Therapy						
Professional Services	6 913 59	10,833 00	3 919 41	88,121 97	119,163 00	31,041 03
Total Speech Therapy	6 913 59	10,833 00	3 919 41	88,121 97	119,163 00	31,041 03
Respiratory Therapy						
Professional Services	3,093 99		(3,093 99)	40,046 75		(40,046 75)
Professional Services		7,500 00	7,500 00		82 500 00	82,500 00
Total Respiratory Therapy	3,093 99	7,500 00	4,406 01	40,046 75	82,500 00	42,453 25
Total This Department	10,007 58	18,333 00	8,325 42	128,168 72	201,663 00	73,494 28
Food Services						
Reg. Full-Time Employees	27 583 05	29,461 00	1,877 95	343,350 71	324,071 00	(19,279 71)
Reg. Part-Time Employees	1 576 43	3,247 00	1,670 57	14,813 75	35,717 00	20,903 25
Temp. Salaries & Wages	4 218 70		(4,218 70)	29 479 29		(29,479 29)
Overtime	7,153 36	4,281 00	(2,872 36)	45 533 19	47,091 00	1,557 81
TOPS - Balances	(135 81)		135 81	(15,798 42)		15,798 42
TOPS - FICA	(10 39)		10 39	(1,062 68)		1,062 68
Social Security - Employer	3,073 35	2,829 00	(244 35)	31,503 18	31,119 00	(384 18)
IMRF - Employer Cost	3,084 01	3,188 00	103 99	35,129 75	35,068 00	(61 75)
Workers' Compensation Insurance	997 97	1,108 00	108 03	10,901 55	12,166 00	1,264 45
Unemployment Insurance	490 58	1,993 00	1,502 42	10,705 95	21,923 00	11,217 05
Employee Health/Life Insurance	3,484 70	8,333 00	4,838 30	63,834 30	91,663 00	27,828 70
Non-Food Supply		83 00	83 00	1,247 00	913 00	(334 00)
Nutritional Supplements	2,974 04	5,000 00	2 025 96	42,952 89	55,000 00	12,047 11
Equipment < \$2,500	597 98		(597 98)	1,476 85		(1,476 85)

Friday, December 30, 2016

12:16 PM

Champaign County Nursing Home
Actual vs Budget Statement of Operations

11/30/16

6

Description	Actual	Budget	Variance	YTD Actual	YTD Budget	Variance
Operational Supplies	443.75		(443.75)	4,134.22		(4,134.22)
Professional Services				756.08		(756.08)
Equipment Rentals	404.95	405.00	0.05	4,454.45	4,455.00	0.55
Dues & Licenses				111.50		(111.50)
Conferences & Training	45.00	41.00	(4.00)	345.00	451.00	106.00
Food Service	57,676.05	60,955.00	3,278.95	641,830.46	670,505.00	28,674.54
Kitchen/ Laundry				(76.65)		76.65
Total Food Services	113,667.72	120,922.00	7,254.28	1,265,622.37	1,330,142.00	64,519.63
Barber & Beauty						
Reg. Full-Time Employees	4,635.85	4,562.00	(73.85)	50,795.68	50,182.00	(613.68)
TOPS - Balances	257.25		(257.25)	1,654.68		(1,654.68)
TOPS - FICA	19.68		(19.68)	140.62		(140.62)
Social Security - Employer	304.18	349.00	44.82	3,103.39	3,839.00	735.61
IMRF - Employer Cost	348.01	393.00	44.99	3,742.10	4,323.00	580.90
Workers' Compensation Insurance	138.62	136.00	(2.62)	2,142.06	1,496.00	(646.06)
Unemployment Insurance		256.00	256.00	816.48	2,816.00	1,999.52
Employee Health/Life Insurance	1,360.52	1,502.00	141.48	14,740.32	16,522.00	1,781.68
Equipment < \$2,500				30.94		(30.94)
Operational Supplies		125.00	125.00	888.86	1,375.00	486.14
Job Required Travel	21.60		(21.60)	21.60		(21.60)
Total Barber & Beauty	7,085.71	7,323.00	237.29	78,076.73	80,553.00	2,476.27
Adult Day Care						
Reg. Full-Time Employees	9,856.89	12,550.00	2,693.11	121,142.53	138,050.00	16,907.47
Reg. Part-Time Employees				5,617.89		(5,617.89)
Overtime	461.25	248.00	(213.25)	1,066.61	2,728.00	1,661.39
TOPS - Balances	466.68		(466.68)	(4,733.46)		4,733.46
TOPS - FICA	35.70		(35.70)	(296.18)		296.18
Social Security - Employer	767.22	979.00	211.78	8,827.79	10,769.00	1,941.21
IMRF - Employer Cost	875.72	1,103.00	227.28	10,575.36	12,133.00	1,557.64
Workers' Compensation Insurance	294.74	382.00	87.26	3,411.95	4,202.00	790.05
Unemployment Insurance	51.03	719.00	667.97	1,965.56	7,909.00	5,943.44
Employee Health/Life Insurance	2,080.82	3,147.00	1,066.18	26,431.58	34,617.00	8,185.42
Books, Periodicals & Manuals		15.00	15.00		165.00	165.00
Gasoline & Oil		1,041.00	1,041.00	8,273.66	11,451.00	3,177.34
Equipment < \$2,500		41.00	41.00	37.61	451.00	413.39
Operational Supplies	128.82	172.00	43.18	1,486.67	1,892.00	405.33
Job Required Travel				103.14		(103.14)
Field Trips/Activities	35.13	30.00	(5.13)	71.09	330.00	258.91
Dues & Licenses		20.00	20.00	347.00	220.00	(127.00)
Conferences & Training	94.99	20.00	(74.99)	1,223.80	220.00	(1,003.80)
Automobiles, Vehicles				51.50		(51.50)
Total Adult Day Care	15,148.99	20,467.00	5,318.01	185,604.10	225,137.00	39,532.90
Alzheimers and Related Disord						
Reg. Full-Time Employees	12,011.69	21,486.00	9,474.31	139,607.69	236,346.00	96,738.31
Reg. Part-Time Employees		436.00	436.00		4,796.00	4,796.00
Temp. Salaries & Wages		416.00	416.00		4,576.00	4,576.00
Overtime	5,107.05	6,478.00	1,370.95	38,696.42	71,258.00	32,561.58
TOPS - Balances	(1,393.58)	333.00	1,726.58	2,575.65	3,663.00	1,087.35
No Benefit Full-Time Employees	13,653.72	12,606.00	(1,047.72)	124,981.52	138,666.00	13,684.48
No Benefit Part-Time Employees	3,960.01	13,243.00	9,282.99	50,462.25	145,673.00	95,210.75
TOPS - FICA	(106.61)	25.00	131.61	223.24	275.00	51.76
Social Security - Employer	2,643.11	4,182.00	1,538.89	25,043.14	46,002.00	20,958.86
IMRF - Employer Cost	3,028.57	4,712.00	1,683.43	29,544.38	51,832.00	22,287.62

Friday, December 30, 2016

12:16 PM

Champaign County Nursing Home
Actual vs Budget Statement of Operations

11/30/16

7

Description	Actual	Budget	Variance	YTD Actual	YTD Budget	Variance
Workers' Compensation Insurance	885.77	1,634.00	748.23	9,135.06	17,974.00	8,838.94
Unemployment Insurance		2,364.00	2,364.00	5,350.74	26,004.00	20,653.26
Employee Health/Life Insurance	2,010.82	2,788.00	777.18	22,479.06	30,668.00	8,188.94
Books, Periodicals & Manuals				121.70		(121.70)
Operational Supplies		22.00	22.00		242.00	242.00
Professional Services	102.50		(102.50)	1,048.69		(1,048.69)
Conferences & Training		20.00	20.00	2,571.76	220.00	(2,351.76)
ARD - Contract Nursing		833.00	833.00		9,163.00	9,163.00
Total Alzheimers and Related Disorders	41,903.05	71,578.00	29,674.95	451,841.30	787,358.00	335,516.70
Total Expenses	1,242,445.65	1,416,052.00	173,606.35	13,689,001.32	15,578,572.00	1,887,570.68
Net Operating Income	(235,449.83)	(93,710.00)	(141,739.83)	(1,500,229.20)	(1,030,810.00)	(469,419.20)

NonOperating Income

Local Taxes

Current-Nursing Home Operating	97,826.54	97,827.00	(0.46)	1,076,091.94	1,076,097.00	(5.06)
Total Local Taxes	97,826.54	97,827.00	(0.46)	1,076,091.94	1,076,097.00	(5.06)

Miscellaneous NI Revenue

Investment Interest	57.18	25.00	32.18	365.48	275.00	90.46
Restricted Donations	120.00	292.00	(172.00)	2,056.86	3,212.00	(1,155.14)
Vending Machine Revenue		334.00	(334.00)	3,555.67	3,674.00	(118.33)
Total Miscellaneous NI Revenue	177.18	651.00	(473.82)	5,977.99	7,161.00	(1,183.01)
Total NonOperating Income	98,003.72	98,478.00	(474.28)	1,082,069.93	1,083,258.00	(1,188.07)
Net Income (Loss)	(137,446.11)	4,768.00	(142,214.11)	(418,159.27)	52,448.00	(470,607.27)

**Champaign County Nursing Home
Historical Statement of Operations**

1

11/30/16

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
Operating Income													
Miscellaneous Revenue	285	229	764	217	108	74	681	89	(2,957)	468	(51)	468	(83)
Medicare A Revenue	181,953	213,322	223,521	228,318	207,294	216,853	186,949	167,070	164,834	215,275	177,250	177,250	2,182,637
Medicare B Revenue	15,525	4,671	15,775	19,863	35,674	16,207	11,860	27,485	32,689	22,662	(13,194)	(13,194)	189,226
Medicaid Revenue	596,134	498,429	604,853	473,791	578,221	595,076	156,966	554,524	572,581	548,834	598,744	598,744	5,778,152
Private Pay Revenue	291,847	279,285	207,873	318,792	266,858	246,751	910,530	347,667	304,631	383,164	220,324	220,324	3,777,723
Adult Day Care Revenue	17,933	30,940	21,508	13,700	15,642	20,956	30,484	24,095	22,618	39,817	23,404	23,404	261,117
Total Income	1,103,708	1,028,875	1,074,291	1,054,681	1,103,797	1,095,917	1,297,470	1,120,931	1,094,405	1,209,701	1,006,996	1,006,996	12,188,772
Operating Expenses													
Administration	253,974	266,034	289,516	262,478	266,140	229,228	287,193	255,854	270,951	269,160	289,256	289,256	2,939,785
Environmental Services	96,426	86,859	87,736	94,935	94,144	103,403	104,682	100,835	106,704	104,884	103,655	103,655	1,084,273
Laundry	16,033	13,480	16,608	16,475	12,390	19,898	11,057	17,029	16,108	12,535	14,924	14,924	166,533
Maintenance	22,319	11,746	17,089	26,924	5,537	9,524	41,017	6,530	22,056	28,927	15,492	15,492	209,102
Nursing Services	600,882	515,796	524,152	531,019	477,967	613,943	536,964	592,346	546,770	570,437	536,433	536,433	6,046,709
Activities	22,874	27,820	27,157	27,766	27,912	29,459	23,338	21,518	21,307	19,127	21,541	21,541	269,821
Social Services	22,367	19,931	21,095	20,937	21,870	26,164	16,320	22,361	21,477	21,990	22,018	22,018	236,531
Physical Therapy	28,437	31,681	29,385	27,483	20,942	34,480	32,509	30,420	28,136	41,527	27,949	27,949	332,951
Occupational Therapy	29,851	29,109	24,458	24,221	31,313	25,825	23,726	24,436	24,078	33,542	23,364	23,364	293,923
Speech Therapy	7,611	8,469	8,535	8,680	8,378	9,448	7,504	7,457	7,189	7,937	6,914	6,914	88,122
Respiratory Therapy													
Respiratory Therapy	4,044	5,404	5,353	3,148	3,317	3,609	3,279	3,698	2,178	2,923	3,094	3,094	40,047
Total This Department	11,655	13,873	13,888	11,829	11,895	13,056	10,784	11,154	9,367	10,861	10,008	10,008	128,169
Food Services	116,322	108,825	112,726	113,681	107,235	124,108	120,083	111,673	126,666	112,437	113,668	113,668	1,265,622
Barber & Beauty	8,040	6,931	7,551	7,487	6,534	8,670	5,708	6,812	7,161	6,097	7,086	7,086	78,077
Adult Day Care	16,982	15,022	16,796	18,006	14,932	21,015	19,300	17,993	14,662	15,748	15,149	15,149	185,604
Alzheimers and Related Disorders	31,904	38,499	36,894	38,949	38,168	47,654	46,289	50,199	42,761	40,630	41,903	41,903	451,841
Total Expenses	1,278,067	1,183,605	1,225,039	1,224,193	1,134,778	1,306,429	1,278,970	1,269,160	1,258,403	1,287,911	1,242,446	1,242,446	13,689,001
Net Operating Income	(174,359)	(156,730)	(150,748)	(169,512)	(30,981)	(210,512)	18,500	(148,230)	(163,998)	(78,210)	(235,450)	(235,450)	(1,500,229)
NonOperating Income													
Local Taxes	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	1,076,082
Miscellaneous NI Revenue		850	256	1,017	155	155	1,076	1,073	135	1,239	177	177	5,978
Total NonOperating Income	97,827	98,677	98,083	98,843	97,827	97,981	98,902	98,900	97,961	99,066	98,004	98,004	1,082,070
Net Income (Loss)	(76,533)	(58,054)	(52,665)	(70,669)	66,846	(112,530)	117,402	(49,330)	(68,036)	20,856	(137,446)	(137,446)	(418,159)

**Champaign County Nursing Home
Historical Statement of Operations**

11/30/16 1

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
Operating Income													
Miscellaneous Revenue													
Lunch Reimbursement		264	276	96	114	88	54	189	69	119	105	69	1,423
Late Charge, NSF Check Charge			(95)							(3,076)	(156)	379	(2,949)
Worker's Compensation Reimburse		32	48	501	501	20	20	501	20			20	1,003
Other Miscellaneous Revenue		296	229	764	217	108	74	681	89	(2,957)	(51)	468	440
Total Miscellaneous Revenue		181,953	213,322	223,521	228,318	207,294	216,853	186,949	167,070	164,834	215,275	177,250	2,182,637
Medicare A Revenue													
Medicare A		104,760	100,473	85,062	81,464	121,250	70,887	94,651	79,952	77,587	121,108	49,690	986,364
NH_PL_Care - Medicare Advantage/H		77,193	112,849	138,458	146,854	86,044	145,133	92,299	87,418	77,086	77,240	128,380	1,168,953
ARD_PL_Care - Medicare Advantage/							1,032			10,181	16,927	(820)	27,320
Total Medicare A Revenue		181,953	213,322	223,521	228,318	207,294	216,853	186,949	167,070	164,834	215,275	177,250	2,182,637
Medicare B Revenue													
Medicare B		15,525	4,671	15,775	19,863	35,674	16,207	11,860	27,485	32,699	22,662	(13,194)	189,226
Total Medicare B Revenue		15,525	4,671	15,775	19,863	35,674	16,207	11,860	27,485	32,699	22,662	(13,194)	189,226
Medicaid Revenue													
Medicaid Title XIX (IDHFS)		490,211	389,835	506,265	364,067	474,864	496,978	207,314	422,743	447,830	444,931	478,133	4,723,170
ARD - Medicaid Title XIX (IDHFS)		79,488	63,382	69,722	73,006	63,313	66,444	(85,286)	72,241	87,321	64,032	77,284	630,946
Patient Care-Hospice		26,435	44,797	28,866	36,718	40,045	31,654	34,938	59,540	37,427	39,871	43,327	423,616
ARD Patient Care - Hospice			416										420
Total Medicaid Revenue		596,134	498,429	604,853	473,791	578,221	595,076	156,966	554,524	572,581	548,834	598,744	5,778,152
Private Pay Revenue													
VA-Veterans Nursing Home Care		36,767	52,446	45,689	18,817	30,169	12,730	36,069	52,405	52,105	58,210	51,650	447,067
ARD - VA - Veterans Care							7,170	6,931	6,692	9,799		6,160	36,752
Nursing Home Patient Care - Private		231,972	185,493	146,767	262,206	216,018	179,944	559,597	242,779	291,640	267,499	140,551	2,724,488
Nursing Home Beauty Shop Revenue		2,260	2,067	3,083	2,522	2,464	2,821	2,753	2,896	2,545	2,123	2,591	28,122
Medical Supplies Revenue		3,945	4,182	3,825	4,803	4,931	4,795	4,326	4,074	5,601	9,893	5,256	55,632
Patient Transportation Charges		2,185	1,857	2,368	1,765	1,288	2,485	(426)	1,107	1,645	1,941	1,067	17,283
ARD Patient Care- Private Pay		14,717	33,240	6,130	28,680	11,988	36,806	301,280	37,714	(58,704)	43,498	13,049	466,399
Total Private Pay Revenue		291,847	279,285	207,873	318,792	266,858	246,751	910,530	347,667	304,631	383,164	220,324	3,777,723
Adult Day Care Revenue													
VA-Veterans Adult Daycare		8,557	7,316	12,527	6,883	7,723	8,871	8,276	9,637	9,201	28,506	9,150	116,645
IL Department Of Aging-Day Care Gra		6,943	20,678	5,862	5,139	5,250	8,172	17,651	8,539	9,059	7,892	9,769	104,954
Adult Day Care Charges-Private Pay		2,454	2,946	3,117	1,679	2,669	3,914	4,558	5,919	4,357	3,419	4,485	39,517

Friday, December 30, 2016 12:17 PM

**Champaign County Nursing Home
Historical Statement of Operations**

11/30/16 2

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
Total Adult Day Care Revenue	17,953	30,940	30,940	21,506	13,700	15,642	20,956	30,484	24,095	22,818	39,817	23,404	261,117
Total Income	1,103,708	1,026,875	1,026,875	1,074,291	1,054,681	1,103,797	1,095,917	1,297,470	1,120,931	1,084,405	1,208,701	1,006,956	12,188,772

Operating Expenses

Administration

Reg. Full-Time Employees	30,283	31,637	31,637	33,959	36,467	33,491	37,657	58,586	24,598	23,094	22,560	22,748	355,079
Temp. Salaries & Wages	1,037	963	963	1,006	840	960	1,506	1,340	1,424	1,543	1,209	1,121	12,950
Per Diem	179	205	205	320	360	248	202	135	405	225	225	384	2,568
Overtime	892	206	206	(45)	(45)	447	361	733	202	1,014	185	851	5,165
TOPS - Balances	(1,977)	1,529	1,529	(25)	(94)	29	(3,039)	(33,542)	(978)	2,726	1,152	536	(33,684)
TOPS - FICA	(141)	385	385	(2)	(7)	2	(232)	(2,566)	(75)	209	88	41	(2,298)
Social Security - Employer	1,977	1,973	1,973	2,044	1,996	2,230	3,339	4,596	2,281	1,643	1,813	1,881	25,773
IMRF - Employer Cost	2,408	3,249	3,249	2,405	2,332	2,123	3,945	4,878	2,501	1,890	1,936	2,012	29,479
Workers' Compensation Insurance	805	976	976	1,033	997	813	1,393	1,482	1,091	738	712	714	10,754
Unemployment Insurance	1,636	1,659	1,659	1,740	1,074	597	486	(2,413)	497	264	(8)	292	5,822
Employee Health/Life Insurance	4,763	4,763	4,763	5,244	5,463	5,937	5,246	4,753	3,929	3,929	3,929	4,057	52,014
Employee Development/Recognition	152	66	66	36	43	59	92		122	122	44	199	812
Employee Physicals/Lab	4,712	3,198	3,198	4,282	4,810	2,278	1,100	4,043	2,400	5,714	4,789	2,376	39,703
Stationary & Printing									691				691
Books, Periodicals & Manuals	69			195	195	195		6					75
Copier Supplies	586	977	977	195	195	195	589	1,599	3,181	370	370	412	2,346
Postage, UPS, Federal Express	333	165	165	(1,526)	92	638	569	1,599					7,359
Equipment - <\$2,500							938	(90)		188		67	(422)
Operational Supplies	567	381	381	343	392	634	804	897		2,600	1,452	1,842	9,911
Audit & Accounting Fees	4,055	4,055	4,055	4,055	4,055	4,055	4,055	4,055	4,055	4,055	4,055	4,055	44,603
Attorney Fees	12,464	8,411	8,411	5,189	7,970	3,490	8,894	3,936	2,585	3,735	13,576	7,607	77,858
Engineering Fees	2,400	3,630	3,630	4,623			(10,653)						
Professional Services	38,488	43,403	43,403	65,983	36,956	39,447	49,293	60,575	49,273	40,589	55,235	70,482	549,724
Job Required Travel Expense	213	122	122	83	165	86	116	46	205	109	93	80	1,318
Insurance	22,458	22,458	22,458	22,458	22,458	29,359	22,456	22,458	22,458	22,458	22,498	22,869	254,184
Property Loss & Liability Claims							10		386			(366)	29
Computer Services	7,376	8,851	8,851	9,435	9,657	9,245	8,859	7,783	8,688	7,610	9,399	8,288	95,190
Telephone Services	1,244	1,708	1,708	1,728	1,648	1,607	2,020	1,840	1,627	1,295	1,658	1,677	18,052
Equipment Maintenance	306								4,873				5,179
Legal Notices, Advertising	1,632	2,678	2,678	3,676	1,745	2,572	2,939	980	950	2,224	538	1,533	21,466
Photocopy Services	748	900	900	900	900	250	250	2,199	900	1,387	1,035	900	10,366
Public Relations		52	52		656				139		190	1,025	2,061
Dues & Licenses	1,725	1,923	1,923	1,625	1,625	1,625	1,625	1,800	1,625	1,744	1,800	1,625	18,743
Conferences & Training		1,355	1,355	751	1,936	109	621	984	2,293	2,293	211		8,260
Finance Charges, Bank Fees	134	269	269	326	741	696	928	3,548	1,273	15,518	3,117	3,380	29,929
Cable/Satellite TV Expense	1,929	2,256	2,256	2,082	2,092	2,457	2,457	2,457	2,457	2,457	2,457	2,560	25,689

Friday, December 30, 2016

12:17 PM

**Champaign County Nursing Home
Historical Statement of Operations**

11/30/16 3

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
IPA Licensing Fee	42,359	42,359	39,731	41,090	42,213	42,490	40,818	43,878	43,655	42,633	43,447	41,267	483,580
Fines & Penalties								18,939	1,659	9,987	3,294	16,466	50,345
General Liability Claims													
Furnishings, Office Equipment				1,701									1,701
Depreciation Expense	58,789	62,529	62,529	63,374	63,373	63,078	62,888	62,828	62,813	62,664	62,657	62,638	687,649
Bad Debt Expense													
Transfers to General Corporate Fund													
Interest-Tax Anticipation Notes Payabl													
Interest- Bonds Payable	9,374	9,374	9,374	9,374	9,374	9,374	445	436	399	147			6,955
Total Administration	253,974	268,034	268,034	289,516	262,478	266,140	229,228	287,193	255,654	270,951	269,160	289,256	2,939,785
Environmental Services													
Reg. Full-Time Employees	26,230	23,758	23,758	22,325	27,194	28,327	34,201	29,975	30,693	27,207	31,559	28,859	310,327
Reg. Part-Time Employees	844	751	751	729	836	767	1,107	402	885	805	805	765	8,696
Overtime	1,380	8	8	29	9	10	1,346	1,476	156	1,216	340	3,313	9,283
TOPS - Balances	972	(1,631)	(1,631)	1,921	1,064	(3,078)	(1,159)	(2,224)	(175)	(518)	(274)	(418)	(5,519)
TOPS- FICA	69	46	46	147	81	(238)	(89)	(170)	(13)	(40)	(21)	(32)	(256)
Social Security - Employer	1,889	1,471	1,471	1,495	1,482	1,836	3,117	2,403	2,752	1,872	2,460	2,487	23,263
IMRF - Employer Cost	2,325	2,527	2,527	1,806	1,824	1,757	3,903	2,528	3,221	2,074	2,795	2,849	27,611
Workers' Compensation Insurance	790	739	739	687	693	689	1,267	468	1,377	844	968	886	9,388
Unemployment Insurance	1,507	1,262	1,262	1,556	1,512	1,380	1,574	(2,180)	390	134	(366)	341	7,088
Employee Health/Life Insurance	5,920	5,229	5,229	5,232	5,405	6,580	5,229	5,359	5,234	5,229	4,566	4,018	57,981
Equipment < \$2,500							189					59	248
Operational Supplies	4,639	3,879	3,879	3,833	5,804	1,763	4,741	2,441	1,881	8,700	4,868	5,978	48,528
Professional Services										(1,585)	4,755		4,755
Gas Service	12,311	15,215	15,215	13,231	12,458	12,120	11,357	6,826	7,253	7,963	8,335	10,052	116,919
Electric Service	28,206	25,360	25,360	24,965	27,154	35,208	28,538	48,141	40,588	40,452	37,783	34,237	370,632
Water Service	3,023	2,733	2,733	2,964	2,950	2,905	2,986	3,113	3,304	3,369	2,813	3,051	33,210
Pest Control Service	511	1,486	1,486	511	636	511	511	637	511	636	511	511	6,975
Waste Disposal & Recycling	4,422	2,312	2,312	2,943	2,329	1,906	2,450	3,928	2,158	4,045	2,737	3,211	32,443
Equipment Rentals	258	258	258	258	258	258	258	258	258	258	258	258	2,838
Sewer Service & Tax	1,129	1,455	1,455	3,104	1,662	1,502	1,878	1,500	362	4,042	2	3,230	19,865
Total Environmental Services	96,426	86,859	86,859	87,736	94,935	94,144	103,403	104,682	100,835	106,704	104,894	103,655	1,084,273
Laundry													
Reg. Full-Time Employees	6,587	7,189	7,189	6,945	7,164	5,775	7,933	7,151	7,659	7,042	7,556	6,905	77,915
Reg. Part-Time Employees	443	656	656	708	993	932	667				1,098	1,200	6,694
Overtime	390	18	18	26	58	62	289	779	234	633	440	846	3,774
TOPS Balances	(33)	(1,150)	(1,150)	5	130	86	197	629	235	250	(659)	(73)	(402)
TOPS - FICA	(2)	(15)	(15)	5	10	5	15	48	18	19	(50)	(8)	42
Social Security - Employer	506	468	468	459	493	427	756	592	683	483	682	670	6,216
IMRF - Employer Cost	652	800	800	585	613	412	938	624	800	534	784	765	7,487

**Champaign County Nursing Home
Historical Statement of Operations**

11/30/16 4

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
Workers' Compensation Insurance	162	230	231	230	215	155	294	112	331	211	259	242	2,441
Employment Insurance	403	517	408	517	416	325	348	(635)	124	51	(131)	40	1,867
Employee Health/Life Insurance	2,662	3,328	2,662	3,328	3,396	3,328	3,328	725	1,999	1,999	1,999	1,368	26,795
Laundry Supplies	74	1,252	2,662	1,252	2,020	1,828	1,828	493	4,374	2,434	1,030	1,030	9,131
Linen & Bedding	4,178	1,864	1,535	1,864	286	162	2,690			1,533	1,321		17,944
Operational Supplies	25		25		64					216			305
Laundry & Cleaning Service	655	709	655	709	680	678	616	540	572	702	558	615	6,325
Total Laundry	16,033	13,480	13,480	16,606	16,475	12,390	19,898	11,057	17,029	16,106	12,535	14,924	166,533
Maintenance													
Reg. Full-Time Employees	3,806	4,440	3,918	4,440	3,864	2,244	2,439	2,044	2,258	3,873	3,979	4,092	36,960
Overtime	149	26	16	26	19	14	163	73	28	14	77	189	788
TOPS - Balances	23	(1,756)	(271)	(1,756)	1,068	(35)	137	(359)	29	(258)	71	(257)	(1,610)
TOPS - FICA	2	(134)	(10)	(134)	82	(3)	10	(27)	2	(20)	5	(20)	(112)
Social Security - Employer	247	280	248	280	253	145	227	162	201	272	309	326	2,669
IMRF - Employer Cost	316	329	424	329	313	140	284	170	236	312	351	371	3,246
Workers' Compensation Insurance	92	138	116	138	126	51	89	32	97	116	119	124	1,099
Unemployment Insurance	201	362	207	362	143	109	108	(432)	3	29	70	69	869
Employee Health/Life Insurance	1,018	1,018	1,018	1,018	1,038	(313)	353	353	353	353	353	1,018	6,561
Gasoline & Oil	12	12	12	12	12		23						47
Tools													22
Ground Supplies					409		298	225	(23)	(341)			568
Maintenance Supplies	4,137	415	1,374	415	40	672	833	604	2,727	2,459	3,487	397	17,143
Equipment < \$2,500		422	124	422	452		480	480	960	745	3,798	1,127	8,106
Operational Supplies	88		(6)		23			117			405	18	644
Automobile Maintenance	662	664	90	664	1,624	656	1,088	168	13	(319)	1,594	44	6,284
Equipment Maintenance	2,259	2,964	1,604	2,964	1,011	584	919	4,986	1,191	3,650	1,425	71	20,664
Nursing Home Building Repair/Mainte	8,153	5,403	2,883	5,403	17,362	1,273	2,552	32,422	(1,634)	11,150	12,611	7,921	100,097
Parking Lot/Sidewalk Maintenance	1,166	2,519		2,519	1,087								4,772
Nursing Home Building Construction/I									92		272		364
Total Maintenance	22,319	17,089	11,746	17,089	28,924	5,537	9,524	41,017	6,530	22,058	28,927	15,492	209,162
Nursing Services													
Reg. Full-Time Employees	144,322	144,810	146,400	144,810	137,574	115,088	150,982	129,696	142,863	135,660	137,925	131,360	1,516,679
Reg. Part-Time Employees	5,778	3,118	3,858	3,118	4,173	3,621	610	476	1,580	3,987	4,522	4,244	35,968
Temp. Salaries & Wages	3,394	1,984	1,978	1,984	3,005	8,687	25,903	18,211	26,682	13,805	20,635	17,378	141,660
Overtime	41,452	23,949	21,593	23,949	29,469	29,517	68,027	68,139	51,214	51,535	40,343	56,776	482,013
TOPS - Balances	17,938	(317)	(22,202)	(317)	6,699	2,032	2,031	(2,780)	(2,875)	1,538	343	(3,308)	(901)
No Benefit Full-Time Employees	82,610	112,600	107,132	112,600	131,755	130,703	146,610	122,658	132,375	130,049	145,738	126,980	1,369,210
No Benefit Part-Time Employees	43,692	19,647	25,330	19,647	19,090	17,204	23,725	20,938	16,870	11,606	14,595	13,466	226,363
TOPS - FICA	1,275	(24)	(961)	(24)	512	155	155	(213)	(220)	118	26	(253)	571
Social Security - Employer	22,178	19,235	18,298	19,235	18,754	18,953	35,383	27,225	32,450	21,998	27,497	26,464	268,434

Friday, December 30, 2016

12:17 PM

**Champaign County Nursing Home
Historical Statement of Operations**

11/30/16 5

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
IMRF - Employer Cost	27,209	31,722	23,098	24,655	17,729	41,008	27,184	35,171	23,351	29,815	28,447	309,188	
Workers' Compensation Insurance	7,932	8,283	8,465	8,327	6,207	12,378	4,671	13,601	8,861	9,670	8,774	97,168	
Unemployment Insurance	17,529	15,521	16,726	10,000	7,882	7,627	(21,939)	5,132	2,598	(1,889)	1,807	60,993	
Employee Health/Life Insurance	23,629	24,294	28,633	24,333	22,230	22,866	23,459	22,200	22,865	23,531	24,095	262,164	
Stationary And Printing							158						158
Books, Periodicals & Manuals	464				263						(115)	115	727
Stocked Drugs	894	7,807	3,301	984	1,927	1,730	1,369	2,266	11,916	4,336	2,093	2,093	38,623
Pharmacy Charges-Public Aid	1,787	2,833	1,624	2,939	53	3,477	3,494	2,836	2,319	2,572	3,111	3,111	27,045
Oxygen	1,601	1,676	1,156	989	1,373	842	1,294	1,224	815	1,180	988	988	13,137
Incontinence Supplies	8,439	8,030	11,134	8,398	8,701	6,202	16,330	12,530	11,000	9,772	10,823	10,823	111,359
Pharmacy Charges - Insurance	10,560	9,766	6,300	10,584	9,878	9,060	10,759	15,378	9,228	14,634	12,413	12,413	118,560
Equipment < \$2,500	1,964	98	881	(859)	177	25	1,372	446	1,320	927	1,135	1,135	7,487
Operational Supplies	19,895	17,564	17,830	14,524	12,518	8,172	22,001	15,692	17,063	14,332	13,140	13,140	172,733
Pharmacy Charges-Medicare	10,368	9,204	6,750	5,268	7,424	6,035	7,920	7,623	7,257	7,968	6,941	6,941	82,758
Medical/Dental/Mental Health	5,800	3,800	5,800	5,600	3,800	3,800	10,400	3,800	3,800	3,800	7,260	5,468	59,328
Professional Services	10,921	23,208	24,985	37,371	41,435	32,639	36,281	47,272	41,091	45,342	34,230	34,230	374,775
Job Require Travel												17	17
Laboratory Fees	1,562	1,490	1,251	1,635	793		2,000	99	908	543	843	843	11,123
Equipment Rentals	6,643	5,272	8,567	8,561	4,802	3,191	5,362	6,051	5,955	5,661	5,691	5,691	65,757
Dues & Licenses	50	150											200
Conferences & Training	2,125	590	600	600	3,027	1,437	98	915	915	930	373	373	10,094
Contract Nursing Services	77,839	42,778	32,100	13,058									165,775
Medicare Medical Services	832	432	400	3,019	1,790		400	89	5,213	2,543	2,824	2,824	17,542
Total Nursing Services	600,862	515,796	524,152	531,019	477,967	613,943	536,964	592,346	546,770	570,437	536,433	536,433	6,046,709
Activities													
Reg. Full-Time Employees	16,460	16,946	16,403	18,765	16,778	19,423	17,003	15,221	15,628	14,341	13,884	13,884	180,653
Reg. Part-Time Employees	1,439	1,490	1,631	1,765	1,127	1,428	1,243	625	488	467	1,728	1,728	13,430
Overtime	6	16	1	61	127	90	15	20	20	4	708	708	1,047
TOPS - Balances	85	(141)	249	(1,231)	2,233	(238)	(689)	140	(376)	(62)	19	19	8
TOPS - FICA	6	17	19	(94)	171	(18)	(51)	11	(29)	(6)	1	1	28
Social Security - Employer	1,107	1,145	999	1,113	1,245	1,779	1,381	1,371	1,056	1,124	1,249	1,249	13,571
IMRF - Employer Cost	1,409	1,941	1,190	1,115	1,233	2,215	1,457	1,604	1,174	1,280	1,431	1,431	16,049
Workers' Compensation Insurance	438	530	504	532	423	707	278	680	492	443	467	467	5,495
Unemployment Insurance	900	963	1,337	956	705	579	(1,529)	383	142	(187)	206	206	4,465
Employee Health/Life Insurance	3,909	3,909	3,909	4,027	3,244	3,244	3,334	1,299	1,955	1,294	1,368	1,368	27,583
Books, Periodicals & Manuals					143					70			213
Equipment < \$2,500		120									38	38	158
Operational Supplies	398	737	764	630	497	236	299	183	499	359	442	442	5,063
Professional Services	130	130	130	130	130		389	259	259				1,297
Conferences & Training	495	15				15	45						570
Total Activities	22,874	27,820	27,157	27,768	27,912	29,459	23,338	21,518	21,307	19,127	21,541	21,541	269,821

1/130/16 Champaign County Nursing Home Historical Statement of Operations 6

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
Social Services													
Reg. Full-Time Employees	14,606	15,114	14,524	15,358	14,495	18,664	13,515	16,304	16,231	15,834	16,109	170,554	
Reg. Part-Time Employees												85	
Overtime	372	121	123	273	61	146	40	118	284	60	436	2,035	
TOPS - Balances	1,194	(1,940)	305	(418)	1,861	139	(856)	(517)	(644)	651	(498)	(723)	
TOPS - FICA	85	16	23	(32)	142	11	(65)	(40)	(49)	50	(38)	102	
Social Security - Employer	933	956	808	875	918	1,597	1,020	1,432	1,060	1,183	1,254	12,036	
IMRF - Employer Cost	1,185	1,640	979	1,054	882	1,995	1,055	1,681	1,178	1,345	1,436	14,430	
Workers' Compensation Insurance	374	456	434	413	328	663	210	881	485	467	484	4,996	
Unemployment Insurance	767	800	975	592	408	331	(1,406)	82	54	(19)	72	2,655	
Employee Health/Life Insurance	1,998	2,588	2,617	2,693	2,619	2,619	2,678	2,619	2,619	2,619	2,678	28,348	
Operational Supplies	463	51										514	
Professional Services	130	130	130	130	130	130	130		259			1,038	
Conferences & Training	260		178		25								463
Total Social Services	22,367	19,931	21,095	20,937	21,870	26,164	16,320	22,361	21,477	21,950	22,018	236,531	
Physical Therapy													
Reg. Full-Time Employees	2,539	4,365	4,298	4,510	4,349	5,941	4,533	4,961	4,751	4,536	4,708	49,592	
Overtime	29	4		59	8	1						101	
TOPS - Balances	491	229	327	(439)	152	(156)	473	(284)	(213)	52	(30)	891	
No Benefit Full-Time Employees													
TOPS - FICA	35	64	25	(34)	12	(12)	36	(22)	(16)	4	(2)	90	
Social Security - Employer	280	270	238	236	265	495	334	421	300	334	415	3,589	
IMRF - Employer Cost	352	459	292	321	252	616	349	494	334	380	486	4,335	
Workers' Compensation Insurance	124	133	129	137	96	211	71	213	142	136	167	1,559	
Unemployment Insurance	233	226	322	243	194	127	(529)			1	64	881	
Employee Health/Life Insurance	1,331	1,331	1,331	1,370	1,331	1,331	1,361	1,331	1,331	1,331	1,361	14,740	
Professional Services	23,024	24,589	22,424	20,980	14,280	25,926	25,882	23,305	21,506	34,754	19,890	256,571	
Total Physical Therapy	28,437	31,681	29,385	27,483	20,942	34,480	32,509	30,420	28,136	41,527	27,949	332,951	
Occupational Therapy													
Reg. Full-Time Employees	4,394	2,187	2,146	2,325	1,599							12,653	
TOPS - Balances	558	250	(465)	(1,821)	(1,024)							(2,502)	
TOPS - FICA	40	36	(36)	(139)	(78)							(178)	
Social Security - Employer	143	139	123	131	121							657	
IMRF - Employer Cost	180	237	149	164	128							858	
Workers' Compensation Ins.	62	67	31	43	48							251	
Unemployment Insurance	117	114	164	122	84		(236)					365	
Employee Health/Life Insurance	666	666	666	665	666	666	680	666	666	666	15	6,705	
Professional Services	23,692	25,414	21,677	22,712	29,770	25,159	23,282	23,770	23,412	32,876	23,349	275,114	
Total Occupational Therapy	29,851	29,109	24,458	24,221	31,313	25,825	23,726	24,436	24,078	33,542	23,364	293,923	

**Champaign County Nursing Home
Historical Statement of Operations**

11/30/16 7

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
Speech Therapy													
Professional Services	7,811	8,469	8,535	8,680	8,378	8,378	9,448	7,504	7,457	7,189	7,937	6,914	88,122
Total Speech Therapy	7,811	8,469	8,535	8,680	8,378	8,378	9,448	7,504	7,457	7,189	7,937	6,914	88,122
Respiratory Therapy													
Professional Services	4,044	5,404	5,353	3,148	3,317	3,609	3,609	3,279	3,698	2,178	2,923	3,094	40,047
Total Respiratory Therapy	4,044	5,404	5,353	3,148	3,317	3,609	3,609	3,279	3,698	2,178	2,923	3,094	40,047
Total This Department	11,655	13,873	13,888	11,829	11,695	13,056	10,784	10,784	11,154	9,367	10,861	10,008	128,169
Food Services													
Reg. Full-Time Employees	28,687	31,430	29,263	30,817	28,357	28,357	35,433	30,197	40,044	29,631	31,909	27,583	343,351
Reg. Part-Time Employees	2,563	1,765	1,865	1,188	876	876	1,010	818	780	1,457	885	1,576	14,814
Temp. Salaries & Wages				748	919	5,567	5,567	8,645	3,381	3,432	2,568	4,219	29,479
Overtime	5,144	2,429	2,981	3,010	2,210	4,802	4,802	5,427	3,149	6,292	2,936	7,153	45,533
TOPS - Balances	(781)	(1,323)	304	281	144	(2,308)	(2,308)	(936)	(10,528)	(47)	(468)	(136)	(15,798)
TOPS - FICA	(56)	40	23	21	11	(177)	(177)	(72)	(805)	(4)	(36)	(10)	(1,063)
Social Security - Employer	2,605	2,137	2,370	2,254	2,088	3,960	3,960	3,410	4,061	2,625	2,920	3,073	31,503
IMRF - Employer Cost	3,275	3,733	2,842	3,114	1,986	4,332	4,332	2,706	4,338	2,606	3,112	3,084	35,130
Workers' Compensation Insurance	891	1,013	566	654	704	1,477	1,477	656	1,560	1,324	1,057	988	10,902
Unemployment Insurance	2,064	1,859	2,245	1,874	1,549	1,981	(2,554)	(2,554)	860	537	(200)	491	10,706
Employee Health/Life Insurance	5,998	5,998	6,666	6,862	6,666	6,669	6,669	6,816	6,663	4,667	3,336	3,485	63,834
Food	148	(148)											
Non-Food Supply								1,247					1,247
Nutritional Supplements	7,164	3,627	4,228	4,526	3,675	3,658	3,658	3,780	1,481	4,661	3,179	2,974	42,953
Equipment < \$2,500					60			140	680			598	1,477
Operational Supplies		(403)	96	(104)			201	427	12	3,462		444	4,134
Professional Services	756												756
Equipment Rentals	405	405	405	405	405	405	405	405	405	405	405	405	4,454
Dues & Licenses			85							27			
Conferences & Training	15	30		15	45		30	60		105		45	345
Food Service	57,425	52,986	58,786	58,017	57,539	57,067	57,067	60,158	55,582	65,762	60,833	57,676	641,830
Furnishings, Office Equipment		1,247						(1,247)					
Kitchen/ Laundry										(77)			(77)
Total Food Services	116,322	106,825	112,726	113,681	107,235	124,108	124,108	120,083	111,673	126,866	112,437	113,668	1,265,622
Barber & Beauty													
Reg. Full-Time Employees	4,661	4,370	4,209	4,515	4,407	5,665	5,665	4,425	4,847	4,636	4,425	4,636	50,796
TOPS - Balances	834	199	368	610	25	(182)	(182)	181	(344)	128	(423)	257	1,655
TOPS - FICA	59	34	28	47	2	(14)	(14)	14	(26)	10	(32)	20	141
Social Security - Employer	248	238	207	211	237	433	433	290	366	279	290	304	3,103
IMRF - Employer Cost	312	400	259	284	221	544	544	304	430	310	330	348	3,742

Friday, December 30, 2016

12:17 PM

11/30/16 Champaign County Nursing Home Historical Statement of Operations 8

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
Workers' Compensation Insurance	125	214	95	207	69	208	139	139	208	139	132	139	2,142
Unemployment Insurance	234	312	235	116	(556)		43						816
Employee Health/Life Insurance	1,331	1,331	1,331	1,331	1,361	1,331	1,331	1,361	1,331	1,331	1,331	1,361	14,740
Equipment < \$2,500	237	154	10	570	(380)					31			31
Operational Supplies										298			889
Job Require Travel												22	22
Total Barber & Beauty	8,040	7,551	7,487	6,534	8,670	6,812	7,161	6,097	7,086	7,086	7,086	7,086	78,077
Adult Day Care													
Reg. Full-Time Employees	10,583	10,009	10,744	10,176	13,077	14,773	11,006	10,911	9,816	9,857	9,857	9,857	121,143
Reg. Part-Time Employees	13	99	502	663	1,105	1,691	1,545	52	15	461	15	461	5,618
Overtime	305	19	15	15	16	144	144	52	15	52	15	461	1,067
TOPS - Balances	186	521	229	(688)	(351)	(3,288)	(533)	(1,200)	561	467	561	467	(4,733)
TOPS - FICA	13	40	18	(53)	(27)	(252)	(41)	(92)	43	36	43	36	(296)
Social Security - Employer	671	571	567	664	1,201	1,238	1,081	698	734	767	734	767	8,828
IMRF - Employer Cost	845	701	764	631	1,489	1,322	1,263	775	833	876	833	876	10,575
Workers' Compensation Insurance	281	147	153	238	510	321	537	336	293	295	293	295	3,412
Unemployment Insurance	562	702	433	324	201	(894)	97	50	(95)	51	(95)	51	1,966
Employee Health/Life Insurance	2,688	2,688	2,766	2,688	2,688	2,746	2,022	2,022	1,356	2,081	1,356	2,081	26,432
Gasoline & Oil	592	557	1,553	924	924	1,203	772	890	1,783	890	1,783	890	8,274
Equipment < \$2,500	38												38
Operational Supplies	123	100	129	56	184	144	95	209	143	129	143	129	1,487
Job Required Travel				94	4	4	4						103
Field Trnps/Activities	24							10	2	35	2	35	71
Dues & Licenses	72					275							347
Conferences & Training		643	148	126							212	95	1,224
Automobiles, Vehicles											52		52
Total Adult Day Care	16,982	15,022	18,006	14,932	21,015	19,300	17,993	14,662	15,748	15,149	15,748	15,149	185,604
Alzheimers and Related Disord													
Reg. Full-Time Employees	10,344	13,901	15,037	13,683	15,130	11,826	12,135	11,289	11,703	12,012	11,703	12,012	139,608
Overtime	3,276	919	1,555	1,808	3,686	6,719	5,912	4,263	3,518	5,107	3,518	5,107	38,696
TOPS - Balances	828	301	583	(366)	334	908	1,531	(596)	592	(1,394)	592	(1,394)	2,576
No Benefit Full-Time Employees	5,643	10,181	9,037	7,807	10,726	15,150	14,460	14,038	13,411	13,654	13,411	13,654	124,982
No Benefit Part-Time Employees	4,479	3,280	4,401	4,524	7,094	4,625	5,222	5,590	3,701	3,980	3,701	3,980	50,462
TOPS - FICA	59	23	45	(28)	26	70	117	(46)	45	(107)	45	(107)	223
Social Security - Employer	1,520	1,650	1,672	1,792	3,112	2,919	3,338	2,219	2,461	2,643	2,461	2,643	25,043
IMRF - Employer Cost	1,922	1,820	1,895	1,753	3,878	3,109	3,896	2,450	2,805	3,029	2,805	3,029	29,544
Workers' Compensation Insurance	514	825	774	602	1,168	496	1,400	925	862	886	862	886	9,135
Unemployment Insurance	1,194	1,882	1,165	945	1,111	(2,243)	131	43	(398)	535	(398)	535	5,351
Employee Health/Life Insurance	1,999	1,999	2,684	2,620	1,289	2,013	1,955	1,955	1,955	2,011	1,955	2,011	22,479
Books, Periodicals & Manuals								122					122

**Champaign County Nursing Home
Historical Statement of Operations**

11/30/16 9

Description	12/15	01/16	02/16	03/16	04/16	05/16	06/16	07/16	08/16	09/16	10/16	11/16	Total
Professional Services	126	126	128	103	103	103	103	697	103	205	(24)	103	1,049
Conferences & Training			654			926				295			2,572
Total Alzheimers and Related Disorde	31,904	38,499	38,884	38,949	38,168	47,654	46,289	50,199	50,199	42,761	40,630	41,903	451,841
Total Expenses	1,278,067	1,183,605	1,225,039	1,224,193	1,134,778	1,306,429	1,276,970	1,269,160	1,269,160	1,258,403	1,267,911	1,242,446	13,689,001
Net Operating Income	(174,359)	(156,730)	(150,748)	(169,512)	(30,981)	(210,512)	18,500	(148,230)	(183,988)	(78,210)	(235,450)		(1,500,229)
NonOperating Income													
Local Taxes													
Current-Nursing Home Operating	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	1,076,082
Total Local Taxes	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	97,827	1,076,082
Miscellaneous NI Revenue													
Investment Interest						155	53			62	39	57	365
Restricted Donations			850	258	94		100		243	73	320	120	2,057
Vending Machine Revenue					923		923		830		880		3,556
Total Miscellaneous NI Revenue			850	256	1,017	155	1,076		1,073	135	1,239	177	5,978
Total NonOperating Income	97,827	98,677	98,083	98,843	97,827	97,981	98,902	98,900	98,900	97,961	98,066	98,004	1,082,070
Net Income (Loss)	(76,533)	(58,054)	(52,665)	(70,669)	66,846	(112,530)	117,402	(49,330)	(66,036)	20,856	(137,446)		(418,159)

11/30/16

Champaign County Nursing Home
Balance Sheet

1

ASSETS

Current Assets

Cash

Cash	\$318,520.39
Petty Cash	\$300.00
Total Cash	<u>\$318,820.39</u>

Rec., Net of Uncollectible Amounts

Accts Rec-Nursing Home Private Pay	\$2,097,591.37
Accts Rec-Nursing Home Med Adv/ HMO/ Ins	\$1,016,676.76
Total Rec., Net of Uncollectible Amounts	<u>\$3,114,268.13</u>

Rec., Net of Uncollectible Amounts

Accts Rec-Nursing Home Hospice	\$196,683.53
Allowance for Uncollectible Accts-Private Pay	(\$226,018.71)
Allowance for Uncollectible Accts-Patient Care P	(\$243,161.02)
Allowance for Uncollectible Accts-Patient Care H	\$11,807.46
Total Rec., Net of Uncollectible Amounts	<u>(\$260,688.74)</u>

Accrued Interest

Property Tax Revenue Receivable	(\$60,304.26)
Total Accrued Interest	<u>(\$60,304.26)</u>

Intergvt. Rec., Net of Uncollectible

Due From Collector Funds	\$586.42
Due from Other Governmental Units	\$1,275,815.39
Due from IL Public Aid	\$484,658.70
Due from IL Department of Aging-Title XX	\$107,860.02
Due from US Treasury-Medicare	\$377,535.13
Due From VA-Adult Daycare	\$66,642.82
Due From VA-Nursing Home Care	\$264,854.56
Allowance for Uncollectible Accts-IPA	\$0.00
Allowance for Uncollectible Accts-Medicare	(\$24,658.80)
Allowance For Uncollectible Accts-VA Adult Day C	(\$1,340.00)
Total Intergvt. Rec., Net of Uncollectible	<u>\$2,551,954.24</u>

Prepaid Expenses

Prepaid Expenses	\$36,770.99
Stores Inventory	\$21,111.96
Total Prepaid Expenses	<u>\$57,882.95</u>

Long-Term Investments

Patient Trust Cash, Invested	\$21,812.13
Total Long-Term Investments	<u>\$21,812.13</u>
Total Current Assets	<u>\$5,743,744.84</u>

LIABILITIES & EQUITY**Current Liabilities**

A/R Refunds	\$0 00
A/R Refunds	\$0.00
Accounts Payable	\$4,073,460 00
Salaries & Wages Payable	\$138,899.63
Interest Payable - Bonds	\$19,094.60
Due To Accounts Payable Fund	(\$216 40)
Due to General Corporate Fund	\$282,802 00
Due to Other Funds	\$0 00
Tax Anticipation Notes Payable	\$0 00
Notes Payable	\$25,589 71
Total Current Liabilities	\$4,539,629 54

Non-Current Liabilities

Nursing Home Patient Trust Fund	\$21,812.13
Bonds Payable	\$2,505,000 00
Accrued Compensated Absences	\$229,146 56
Total Non-Current Liabilities	\$2,755,958 69
Total Current Liabilities	\$7,295,588 23

Equity

Revenues	\$0 00
Retained Earnings-Unreserved	\$17,744,370 53
Year To Date Earnings	\$0 00
Contributed Capital	\$0 00
Year To Date Earnings	(\$418,159 26)
Total Equity	\$17,326,211 27
Total LIABILITIES & EQUITY	\$24,621,799 50

**Champaign County Nursing Home
Statement of Cash Flows (Indirect Method)
11 Months
December 31, 2015 through November 30, 2016**

CASH FLOW FROM OPERATING ACTIVITIES:

Net Income (Loss) - YTD	\$ (418,159)
Depreciation Expense	687,649
(Incr.)/Decr. in Accounts Receivable	(403,357)
(Incr.)/Decr. in Prepaid Expenses	(33,982)
(Incr.)/Decr. in Inventory	(15,347)
(Incr.)/Decr. in Patient Trust	4,362
Incr./(Decr.) in Accounts Payable	2,934,587
Incr./(Decr.) in Salaries and Wages Payable	(307,574)
Incr./(Decr.) in Interest Payable	19,095
Incr./(Decr.) in Accrued Com. Absences	(74,718)
Incr./(Decr.) in Other Liabilities	<u>(15,768)</u>
Net Cash Provided by Operating Activities	2,376,788

CASH FLOW FROM INVESTING ACTIVITIES:

Purchase of Equipment	(58,690)
Improvements / (CIP)	<u>(619,466)</u>
Net Cash Provided by Investing Activities	(678,156)

CASH FLOW FROM FINANCING ACTIVITIES:

Increase in Tax Anticipation Note	(997,829)
Notes Payable - Medicaid	(412,463)
(Decrease) Due to General Corp. Fund	282,802
(Decrease) in Bonds Payable	-
Increase in Equity Adjustment	<u>(619,972)</u>
Net Cash Provided by Financing Activities	(1,747,462)

Total Cash Flow	(48,830)
Beginning Cash Flow - 12/31/2015	<u>367,650</u>
ENDING CASH - 11/30/2016	<u><u>\$ 318,820</u></u>

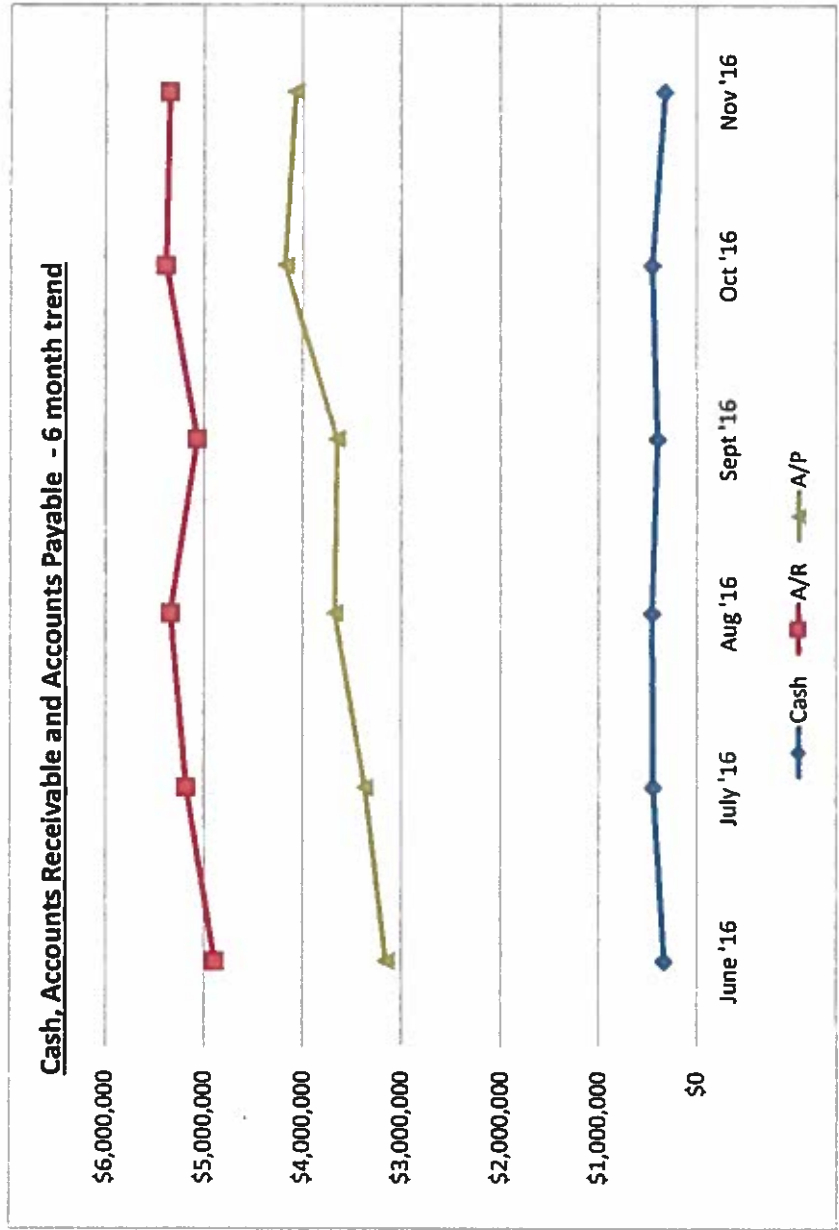
Champaign County Nursing Home
Monthly Statements of Cash Flow (Indirect Method)
June 30, 2016 through November 30, 2016

	<u>June '16</u>	<u>July '16</u>	<u>Aug '16</u>	<u>Sept '16</u>	<u>Oct '16</u>	<u>Nov '16</u>
<u>CASH FLOW FROM OPERATING ACTIVITIES:</u>						
Net Income (Loss) - Monthly	\$ (112,530)	\$ 117,402	\$ (49,330)	\$ (66,036)	\$ 20,856	\$ (137,446)
Depreciation Expense	62,888	62,828	62,813	62,684	62,657	62,638
(Incr.)/Decr. in Accounts Receivable	389,408	(286,601)	(159,876)	273,679	(314,852)	34,861
(Incr.)/Decr. in Prepaid Expenses	(26,530)	9,422	7,433	15,574	15,574	15,574
(Incr.)/Decr. in Inventory	-	-	-	-	-	-
(Incr.)/Decr. in Patient Trust	746	(67)	(213)	-	-	3,910
Incr./Decr.) in Accounts Payable	60,926	218,983	303,648	(21,496)	521,288	(104,564)
Incr./Decr.) in Salaries and Wages Payable	106,003	42,363	72,753	(229,248)	45,744	38,802
Incr./Decr.) in Interest Payable	(46,871)	3,819	3,819	3,819	3,819	3,819
Incr./Decr.) in Accrued Com. Absences	(4,945)	(45,710)	(15,393)	850	1,653	(5,205)
Incr./Decr.) in Other Liabilities	(747)	41,848	214	(83,563)	-	(3,912)
Net Cash Provided (Used) by Operating Activities	<u>428,348</u>	<u>164,287</u>	<u>225,868</u>	<u>(43,737)</u>	<u>356,739</u>	<u>(91,523)</u>
<u>CASH FLOW FROM INVESTING ACTIVITIES:</u>						
Purchase of Equipment	-	-	(4,945)	-	-	-
Improvements / (CIP)	(134,871)	(8,611)	(54,253)	(39,007)	(278,099)	(10,195)
Net Cash Provided (Used) by Investing Activities	<u>(134,871)</u>	<u>(8,611)</u>	<u>(59,198)</u>	<u>(39,007)</u>	<u>(278,099)</u>	<u>(10,195)</u>
<u>CASH FLOW FROM FINANCING ACTIVITIES:</u>						
Incr./Decr.) in Tax Anticipation Note	(395,935)	(22,278)	(127,890)	(232,076)	-	-
Incr./Decr.) Notes Payable - Medicaid	(73,009)	(25,590)	(25,589)	(25,590)	(25,590)	(25,589)
Incr./Decr.) in Due to General Corp. Fund	-	-	-	282,802	-	-
Incr./Decr.) in Bonds Payable	-	-	-	-	-	-
Incr./Decr.) in Equity Adjustment	(15)	-	-	-	-	-
Net Cash Provided (Used) by Financing Activities	<u>(468,959)</u>	<u>(47,868)</u>	<u>(153,479)</u>	<u>25,136</u>	<u>(25,590)</u>	<u>(25,589)</u>
Total Cash Flow	<u>(175,482)</u>	<u>107,808</u>	<u>13,191</u>	<u>(57,608)</u>	<u>53,050</u>	<u>(127,307)</u>
Beginning Cash Balance (Prior Months)	505,168	329,686	437,494	450,685	393,077	446,127
MONTH ENDING CASH BALANCE	<u>\$ 329,686</u>	<u>\$ 437,494</u>	<u>\$ 450,685</u>	<u>\$ 393,077</u>	<u>\$ 446,127</u>	<u>\$ 318,820</u>

**Champaign County Nursing Home
June 30, 2016 through November 30, 2016**

Key Balance Sheet Items Charted Below:

	<u>June '16</u>	<u>July '16</u>	<u>Aug '16</u>	<u>Sept '16</u>	<u>Oct '16</u>	<u>Nov '16</u>
Cash	329,686	437,494	450,685	393,077	446,127	318,820
A/R	4,892,440	5,179,041	5,338,917	5,065,238	5,380,090	5,345,229
A/P	3,155,601	3,374,584	3,678,232	3,656,736	4,178,024	4,073,460



Action Plan Update

Issue 1

Current Open Positions

The table below summarizes the current open positions. The format has changed to include the actual number of open positions by full time equivalents (FTEs).

Number of Open Positions		
	12/1/2016	1/1/2017
Accounts Receivable Clerk	1.0	1.0
Director of Nursing	1.0	1.0
Assistant Director of Nursing	1.0	1.0
Unit Manager for Rehabilitation (RN)	1.0	1.0
RN Shift Supervisor	2.0	3.0
Care Plan Coordinator (RN preferred)	1.0	1.0
CNA Team Leader - Long Term Care	5.0	5.0
Restorative CNA	1.0	1.0
CNA	13.0	10.4
Activities Assistant	0.0	0.0
Cook/Assist Cook	0.0	0.0
Food Service Worker PRN	0.0	1.0
Transportation Assistant	0.0	0.0
Total	26.0	25.4

The list has been cleaned up by removing positions that have been filled for a minimum of 2 months. CNA vacancies has been reduced from 13 to 10.4 FTEs.

Issue 1
HR Dashboard 2016

Retention Rate	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	(2013) New Benchmark	(2012) Old Benchmark
All	55.5%	56.1%	58.3%	56.1%	57.9%	55.8%	56.9%	57.1%	52.5%	53.8%	53.1%		73.1%	73.1%
All Nursing	50.0%	52.4%	51.9%	51.9%	51.1%	50.8%	52.4%	52.4%	50.0%	48.9%	51.8%		70.0%	67.8%
CNAs	46.7%	48.9%	46.4%	45.5%	46.9%	46.4%	50.6%	50.6%	46.8%	46.4%	49.4%		69.6%	67.5%

Turnover Rate (12 month rolling average)	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	(2013) New Benchmark	(2012) Old Benchmark
All	68.2%	67.4%	64.0%	60.2%	59.9%	63.1%	74.1%	78.8%	72.1%	71.9%	71.6%		40.6%	45.2%
All Nursing	74.2%	75.4%	70.7%	67.4%	68.1%	73.5%	83.3%	87.3%	78.9%	75.2%	69.8%		44.4%	51.4%
CNAs	71.1%	76.1%	64.9%	62.1%	56.6%	75.3%	90.4%	100.0%	94.9%	89.3%	83.1%		45.8%	52.4%

Benchmark - American Healthcare Association Quality Report 2013

Separation Statistics (12 month rolling average)	Total	< 6 mos	6-11 mos	12 or less	1 year	2 years	3 years	4+ years
January 15 to January 16	All	161	74	102	22	11	5	21
	CNAs	64	34	48	7	5	1	3
	Dietary	33	21	26	5	1	0	1
February 15 to February 16	All	159	74	106	19	11	5	18
	CNAs	67	35	52	6	5	1	3
	Dietary	28	20	25	3	0	0	0
March 15 to March 16	All	155	75	104	18	10	6	17
	CNAs	63	32	48	7	5	1	2
	Dietary	27	20	24	3	0	0	0
April 15 to April 16	All	148	75	102	16	10	4	16
	CNAs	64	36	51	5	5	1	2
	Dietary	31	19	23	3	0	0	0
May 15 to May 16	All	148	77	104	16	9	4	15
	CNAs	63	37	51	4	2	2	2
	Dietary	26	19	23	3	0	0	0
June 15 to June 16	All	157	82	110	17	11	3	16
	CNAs	67	40	55	4	5	1	2
	Dietary	25	17	22	2	1	0	0
July 15 to Jul 16	All	174	89	116	17	16	5	20
	CNAs	75	46	60	4	7	2	2
	Dietary	25	17	21	1	2	1	0
Aug 15 to Aug 16	All	182	96	123	19	15	6	19
	CNAs	81	49	64	5	7	3	2
	Dietary	28	17	21	2	2	1	2
Sep 15 to Sep 16	All	173	94	118	18	11	6	20
	CNAs	75	48	61	4	5	3	2
	Dietary	29	18	23	2	1	1	2
Oct 15 to Oct 16	All	175	95	119	17	12	7	20
	CNAs	75	48	59	4	6	3	3
	Dietary	34	20	26	2	2	1	3
Nov 15 to Nov 16	All	174	93	117	21	12	6	18
	CNAs	74	45	56	5	7	3	3
	Dietary	33	20	26	2	2	1	2
Dec 15 to Dec 16	All							
	CNAs							
	Dietary							

Issue 1
HR Dashboard 2016 (Continued)

Open Positions by Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan 17	Target FTEs
CNAs Hired (FTEs)	71.7	74.3	84.1	88.7	88.8	73.1	74.1	65.0	74.1	65.0	69.2	71.2	73.8	84.2
CNAs Open Positions (FTEs)	12.5	9.9	0.1	-4.5	-4.6	11.1	10.1	19.2	10.1	19.2	15.0	13.0	10.4	
Dietary Hired (FTEs)	20.5	21.0	21.0	21.8	20.8	22.4	17.3	17.5	17.3	17.5	18.5	21	20.5	19.65
Dietary Open Positions (FTEs)	0	-1.4	-1.4	-2.2	-1.2	-2.8	2.4	2.2	2.4	2.2	1.2	-1.4	-0.9	
Applications/Hires/Separations														
CNAs														
Applications	29	28	21	14	20	13	22	28	21	17	18	19		
Hires	10	7	13	8	2	5	9	4	6	10	9	2		
Separations	2	7	3	6	5	8	11	7	2	3	4	0		
Dietary														
Applications	25	16	21	22	21	18	39	28	21	16	20	23		
Hires	4	0	1	4	1	3	0	2	4	4	6	0		
Separations	1	1	2	1	3	0	4	4	2	2	1	1		

Issue 1

CNA Staffing

CNA staffing increased from 69.2 FTEs in November, 71.2 FTEs in December to 73.8 FTEs in January. December data was not available but the CNA turnover data for November was added this month. As reported last month, the retention rate has increased slightly from 46.4% to 49.4%. The turnover data shows improvement between October and November.

Monthly CNA Retention

	June	July	Aug	Sep	Oct	Nov
Employed <1 Year	45	41	40	42	45	45
Employed for 1 Year or More	44	42	41	37	39	44
Total # of CNAs	89	83	81	79	84	89
Retention Rate	49.4%	50.6%	50.6%	46.8%	46.4%	49.4%

Monthly CNA Turnover

	June	July	Aug	Sep	Oct	Nov
Rolling 12 month separations	67	75	81	75	75	74
Total # of CNAs	89	83	81	79	84	89
Turnover Rate	75.3%	90.4%	100%	94.9%	89.3%	83.1%

Dietary Staffing

Dietary staffing fell slightly from 21.0 to 20.5 FTEs. The department continues to remain fully staffed.

**Champaign County Nursing Home
Strategic Objective Metrics – Issue 1
Updated December 31, 2016**

<i>Annual Turnover Rate</i>	
Annual turnover rate – Data from American Healthcare Association Quality Report 2014 <ul style="list-style-type: none"> • 40.6% 2013 • 45.2% 2012 • 45.0% 2011 • 37.0% 2010 • 42.0% 2009 • 45.1% 2008 	FY2016 – 83.1% (November 2016) FY2015 – 68.2% FY2014 – 52.0% FY2013 – 63% FY2012 – 52% FY2011 – 68% FY2010 – 53%

**Issue 2
Supervision Improvement**

CMS Direct Care Staffing Levels (CMS data file update – December 21, 2016)

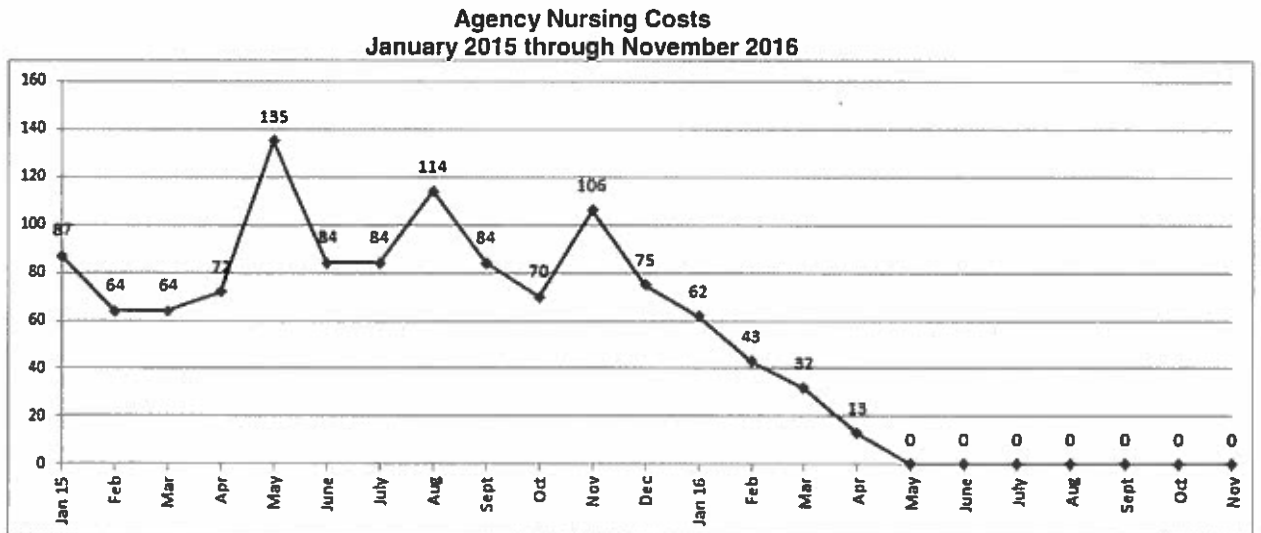
There were no changes between the November and December data files.

Provider Name	CITY	This first group of values include values derived from those reported by the nursing home on the CMS 671 and 672 reporting forms.					This second group of values presents CMS's calculation of expected staffing time based on the RUGS 58 staff time values for residents in the nursing home at the time of the survey.					This third group of values represents the adjusted time, which is calculated by this formula: Hours Adjusted = (Hours Reported/Hours Expected)* Hours National Average				
		Reported Hours Per Resident Per Day					Expected Hours Per Resident Per Day					Adjusted Hours Per Resident Per Day				
		Aides	LPNs	RNs	Licensed	Total Nursing	exp_aide	exp_LPN	exp_RN	exp_nurse	exp_all	adj_aide	adj_LPN	adj_RN	adj_nurse	adj_total
CHAMPAIGN COUNTY NURSING HOME	URBANA	2.40	0.64	0.76	1.39	3.80	2.53	0.62	0.91	1.53	4.08	2.33	0.88	0.61	1.47	3.76
CHAMPAIGN URBANA NRSG & REHAB	SAVOY	1.60	1.03	0.66	1.68	3.29	2.40	0.38	1.19	1.57	3.97	1.64	1.25	0.41	1.66	3.10
HELIA HEALTHCARE OF CHAMPAIGN	CHAMPAIGN	1.61	0.52	0.77	1.29	2.90	2.25	0.58	0.88	1.46	3.71	1.78	0.75	0.65	1.40	3.15
HEARTLAND OF PAXTON	PAXTON	1.98	0.93	1.12	2.05	4.03	2.67	0.74	1.16	1.90	4.57	1.82	1.05	0.72	1.77	3.55
HEARTLAND OF CHAMPAIGN	CHAMPAIGN	2.58	0.79	0.82	1.60	4.13	2.38	0.69	1.23	1.92	4.36	2.61	0.94	0.50	1.44	3.87
ILLINI HERITAGE REHAB & HC	CHAMPAIGN	2.21	0.61	0.62	1.23	3.44	2.41	0.64	1.06	1.70	4.11	2.25	0.79	0.44	1.23	3.37
COUNTRY HEALTH	GIFFORD	2.12	0.68	0.71	1.37	3.49	2.34	0.60	0.97	1.57	3.91	2.23	0.91	0.56	1.46	3.60
Area Average		2.06	0.74	0.78	1.52	3.58	2.43	0.61	1.06	1.66	4.03	2.09	0.94	0.56	1.49	3.49
Illinois State Average		2.27	0.62	0.95	1.56	3.83	2.44	0.65	1.06	1.71	4.15	2.28	0.80	0.64	1.44	3.71

CCNH continues to have the highest overall adjusted hours per day in the Champaign area and is above the Illinois state average.

Agency Usage Trends - Expenses

Agency usage continues to be zero.



**Champaign County Nursing Home
Strategic Objective Metrics – Issue 2
Updated December 31, 2016**

Nursing Management	Status
<i>Fill Director of Nursing Position in 2015</i>	Opened 3/11/2016.
<i>Nurse Education</i>	
Carle Clinic Emergency Department Collaborative Training for nurses and CNAs. The goal is to train 90% of nurses and CNAs.	Added to orientation going forward *Plan to use this in orientation but replace with Skills proficiency days by Summer 15
IV training through pharmacy. The goal is 90% of nurses trained by end of 2015.	Current IV training: 67.5% Last training occurred on 10/21/16 Next training scheduled for 1/19/17
Trach education. 90% of all nurses will be trained by the end of 2015.	54% The last class was held on 6/23/2016 and 9/26/16
Skills training opportunities – collaborative effort with Carle Clinic or teaching programs. 90% of all nurses will be trained by the end of 2014.	See above Carle Clinic ER collaborative training. Other related ongoing training: <ul style="list-style-type: none"> • Documentation training by IPMG conducted in June and October. Administration and nursing management have been and will continue meetings with Matrix (software vendor) to improve nursing documentation workflow and forms used in EHR documentation process • EHR training on order processing • IV training completed on October 6th And 21st 2016 • CPR training – completed in June and July one scheduled for late November • Infection control – CUPHD interns to do training 11/18/16. • Dental in-services - March and May and August in-services done. Scheduled again for November. • Body mechanics, – completed in July • Customer service – completed in June • Dementia – monthly and on schedule • Kim Richey DON working on education schedule based on needs: survey prep, documentation, safe transfers with return demonstration. • Caroline added heel care in servicing and education

Nursing Management	Status
	<ul style="list-style-type: none"> • Kicking off QA project with Telligen, the State Quality Improvement Organization to begin QAPI process for improving 5 star ratings which will be led by a line staff member who was trained on 7/26/16. This group will also become certified in QAPI process in collaboration with Telligen. • IPMG: Training on Survey Success was conducted in June and in October. • Wound care 9/20/16. Wound care nurse attended wound care symposium at Carle Clinic in early October. • Completed nurse training on hand offs to Carle 8/23/16 (specific paperwork and processes to improve communication and transitions in care) • Clinical Practice Guidelines for wound dressings by WCC nurse in November.
<p>Staff education from Carle Clinic Nurse Practitioners. Quarterly training is ongoing will see about whether monthly is feasible. Education topics and schedule still to be determined.</p>	<p>Carle Clinic has agreed to partner with CCNH on training and the use of the Carle Clinic speaker's bureau. Administration recently met with Carle Clinic's Director of Primary Care and Geriatrics. This will be discussed in a follow-up meeting.</p>

Issue 3
Quality of Care

Champaign County Area Homes – CMS Nursing Home Compare Summary

The Nursing Home Compare data was reflects the December 21, 2016 data update. There were no changes or updates.

Issue 3 - Champaign County Area Homes - CMS Nursing Home Compare Summary - CMS Data Updated December 21, 2016

NURSING HOME GENERAL INFORMATION	CHAMPAIGN COUNTY NURSING HOME	CHAMPAIGN URBANA NRSG & REHAB	HELIA HEALTHCARE OF CHAMPAIGN	HEARTLAND OF PAXTON	HEARTLAND OF CHAMPAIGN	COUNTRY HEALTH	ILLINI HERITAGE REHAB & HC	CLARK-LINDSEY VILLAGE
	500 SOUTH ART BARTLETT DRIVE URBANA, IL 61802 (217) 384-3784 Distance : 1.0 miles	302 WEST BURWASH SAVOY, IL 61874 (217) 402-9700 Distance : 4.9 miles	1915 SOUTH MATTIS STREET CHAMPAIGN, IL 61821 (217) 352-0516 Distance : 3.9 miles	1001 EAST PELLIS STREET PAXTON, IL 60957 (217) 379-4361 Distance : 31.9 miles	309 EAST SPRINGFIELD CHAMPAIGN, IL 61820 (217) 352-5135 Distance : 1.0 miles	RURAL ROUTE 1 BOX 14 GIFFORD, IL 61847 (217) 588-7362 Distance : 21.8 miles	1315B CURT DRIVE CHAMPAIGN, IL 61820 (217) 352-5707 Distance : 4.2 miles	101 WEST WINDSOR ROAD URBANA, IL 61801 (217) 344-2144 Distance : 2.1 miles
Overall Rating	Rating: 2 out of 5 Below Average	10/22/15 Update Rating: 1 out of 5 Much Below Average	Rating: 2 out of 5 Below Average	Rating: 1 out of 5 Much Below Average	10/22/15 Update Rating: 1 out of 5 Much Below Average	10/22/15 Update Rating: 2 out of 5 Below Average	10/22/15 Update Rating: 2 out of 5 Below Average	10/22/15 Update Rating: 5 out of 5 Much Above Average
Health Inspection	Rating: 1 out of 5 Much Below Average	Rating: 1 out of 5 Much Below Average	Rating: 1 out of 5 Much Below Average	Rating: 1 out of 5 Much Below Average	Rating: 1 out of 5 Much Below Average	Rating: 3 out of 5 Average	Rating: 3 out of 5 Average	Rating: 4 out of 5 Above Average
Staffing	Rating: 4 out of 5 Above Average	Rating: 2 out of 5 Below Average	Rating: 2 out of 5 Below Average	Rating: 3 out of 5 Average	Rating: 3 out of 5 Average	Rating: 3 out of 5 Average	Rating: 3 out of 5 Average	Rating: 5 out of 5 Much Above Average
Quality Measures	Rating: 3 out of 5 Average	Rating: 3 out of 5 Average	Rating: 5 out of 5 Much Above Average	Rating: 1 out of 5 Much Below Average	Rating: 4 out of 5 Above Average	Rating: 1 out of 5 Much Below Average	Rating: 1 out of 5 Much Below Average	Rating: 5 out of 5 Much Above Average
Number of Certified Beds	243	213	118	105	102	89	60	25
Participation: (Medicare/Medicaid)	Medicare and Medicaid	Medicare and Medicaid	Medicare and Medicaid	Medicare and Medicaid	Medicare and Medicaid	Medicare and Medicaid	Medicare and Medicaid	Medicare
Automatic Sprinkler Systems, in All Required Areas	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Retirement Community (CCRC)	No	No	No	No	No	No	No	Yes
Within a Hospital	No	No	No	No	No	No	No	No
With a Resident and Family Council	BOTH	RESIDENT	RESIDENT	NONE	RESIDENT	RESIDENT	RESIDENT	RESIDENT
Ownership	Government - County	For profit - Partnership	For profit - Corporation	For profit - Individual	For profit - Corporation	Non profit - Other	For profit - Corporation	Non profit - Corporation

Issue 3

Quality of Care (Continued)

Fourteen out of the sixteen pinnacle scores fell between October and November. Double digit percentage decreases were seen with overall satisfaction and individual needs. Dining and quality of food showed increases during this period, but still lag below their respective national averages. Fifteen of the measures fell below the national average. Measures that were significantly below include individual needs, food quality, dining service, laundry and recommend to others.

**Monthly Pinnacle Scores
October and November 2016**

	Oct	Nov	Change	% Change	National Avg	Diff From National Avg.	% Diff From National Avg.
Overall Satisfaction	4.45	3.83	(0.62)	(13.9%)	4.13	(0.30)	(7.3%)
Nursing Care	4.18	4.00	(0.18)	(4.3%)	4.30	(0.30)	(7.0%)
Dining Service	3.22	3.42	0.20	6.2%	3.99	(0.57)	(14.3%)
Quality of Food	2.63	3.11	0.48	18.3%	3.64	(0.53)	(14.6%)
Cleanliness	4.25	4.00	(0.25)	(5.9%)	4.40	(0.40)	(9.1%)
Individual Needs	4.50	3.64	(0.86)	(19.1%)	4.29	(0.65)	(15.2%)
Laundry Service	3.81	3.73	(0.08)	(2.1%)	4.16	(0.43)	(10.3%)
Communication	4.23	4.08	(0.15)	(3.5%)	4.23	(0.15)	(3.5%)
Response to Problems	4.38	4.29	(0.09)	(2.1%)	4.29	0.00	0.0%
Dignity and Respect	4.50	4.21	(0.29)	(6.4%)	4.59	(0.38)	(8.3%)
Recommend to Others	4.15	3.88	(0.27)	(6.5%)	4.31	(0.43)	(10.0%)
Activities	4.57	4.17	(0.40)	(8.8%)	4.35	(0.18)	(4.1%)
Professional Therapy	4.42	4.20	(0.22)	(5.0%)	4.52	(0.32)	(7.1%)
Admission Process	4.56	4.50	(0.06)	(1.3%)	4.52	(0.02)	(0.4%)
Safety and Security	4.50	4.42	(0.08)	(1.8%)	4.50	(0.08)	(1.8%)
Combined Average	4.18	3.96	(0.22)	(5.3%)	4.29	(0.33)	(7.7%)

Issue 3

Quality of Care (Continued)

Quarterly Pinnacle Scores

The accompanying charts summarize the Pinnacle scores using a rolling four-quarter history between December 2015 and November 2016.

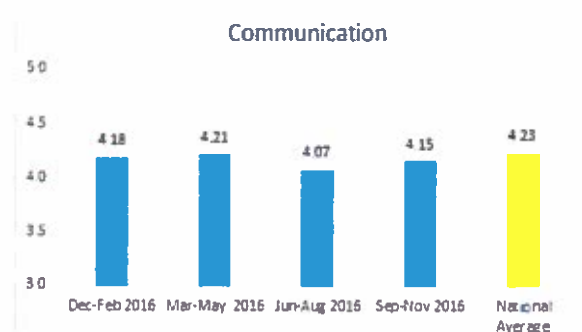
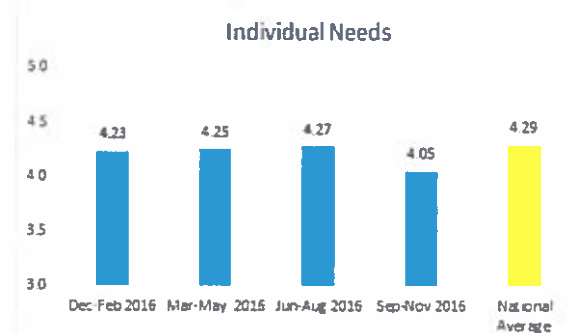
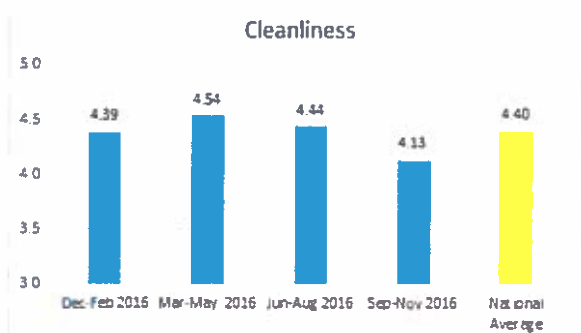
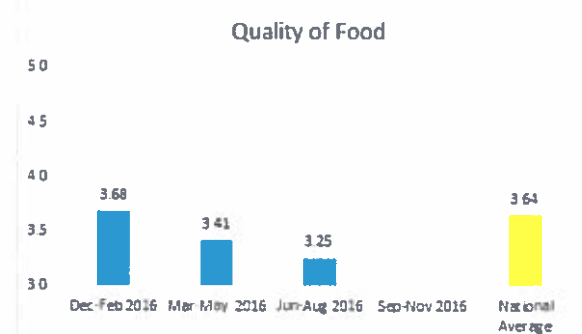
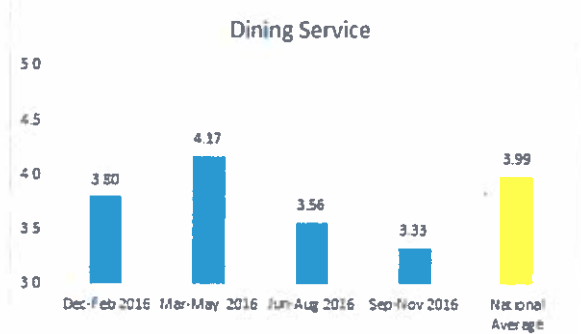
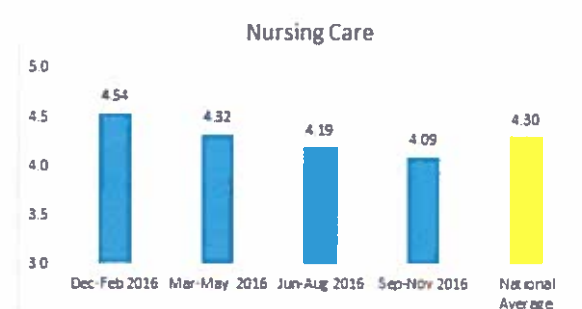
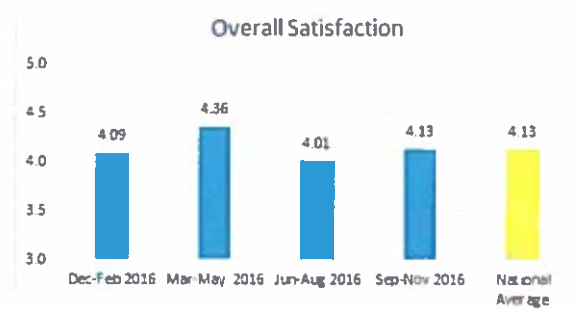
Dining service and quality of food show double digit declines. Measures that show improvement include response to problems and activities.

Two of the sixteen measures for the most recent quarter have scores above the national average – response to problems and admission process.

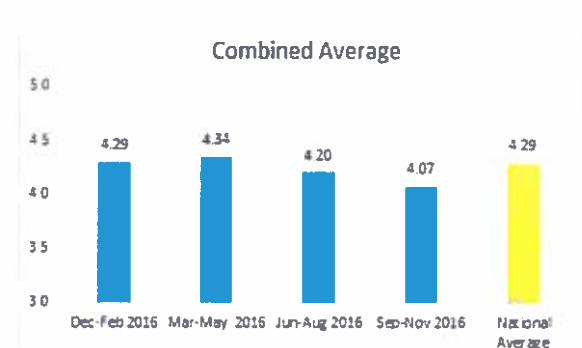
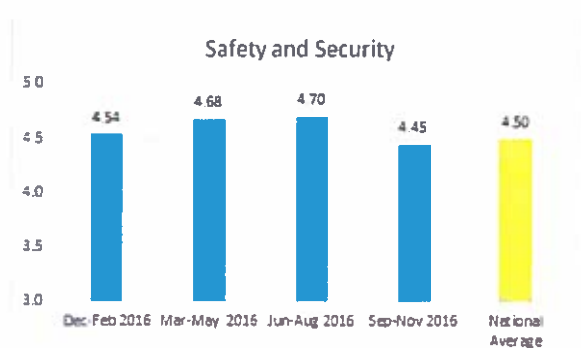
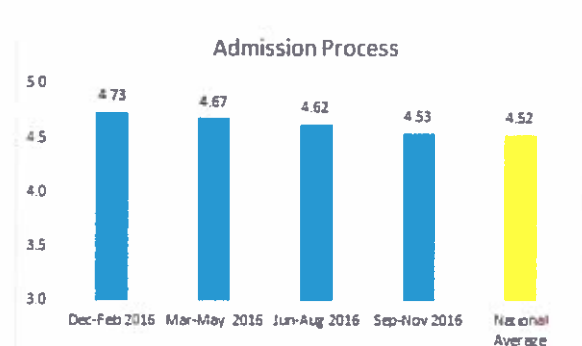
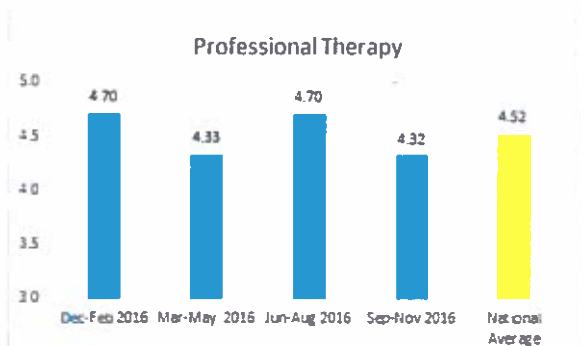
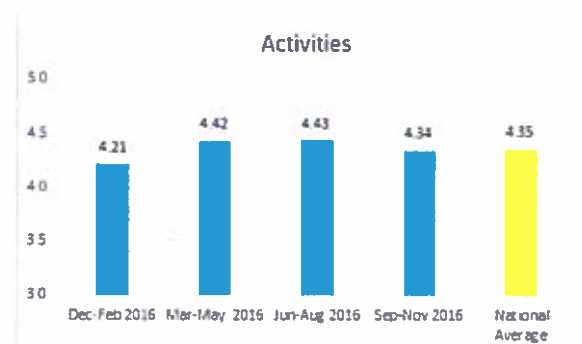
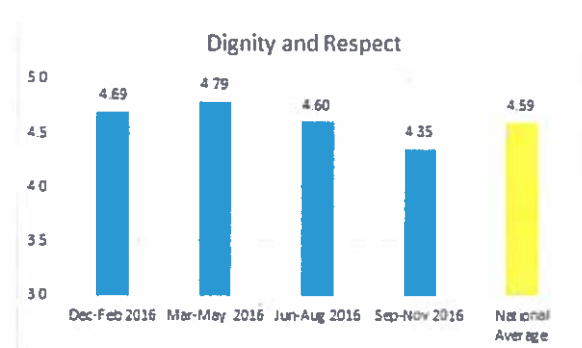
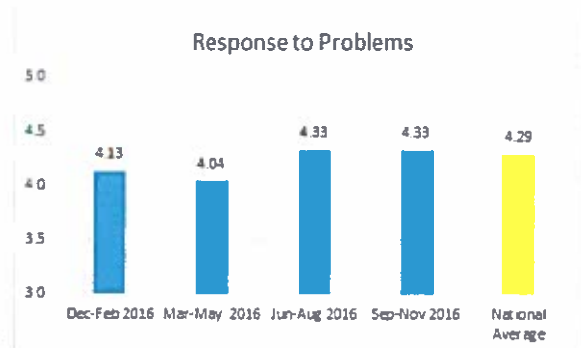
**Quarterly Pinnacle Scores
December 2016 to November 2016**

	Dec-Feb 2016	Mar-May 2016	Jun-Aug 2016	Sep-Nov 2016	Change	% Change	National Average	Diff From National Avg.	% Diff From National Avg.
Overall Satisfaction	4.09	4.36	4.01	4.13	0.04	1.0%	4.13	0.00	0.0%
Nursing Care	4.54	4.32	4.19	4.09	(0.45)	(9.9%)	4.30	(0.21)	(4.9%)
Dining Service	3.80	4.17	3.56	3.33	(0.47)	(12.4%)	3.99	(0.66)	(16.5%)
Quality of Food	3.68	3.41	3.25	2.88	(0.80)	(21.7%)	3.64	(0.76)	(20.9%)
Cleanliness	4.39	4.54	4.44	4.13	(0.26)	(5.9%)	4.40	(0.27)	(6.1%)
Individual Needs	4.23	4.25	4.27	4.05	(0.18)	(4.3%)	4.29	(0.24)	(5.6%)
Laundry Service	4.13	4.22	3.83	3.76	(0.37)	(9.0%)	4.16	(0.40)	(9.6%)
Communication	4.18	4.21	4.07	4.15	(0.03)	(0.7%)	4.23	(0.08)	(1.9%)
Response to Problems	4.13	4.04	4.33	4.33	0.20	4.8%	4.29	0.04	0.9%
Dignity and Respect	4.69	4.79	4.60	4.35	(0.34)	(7.2%)	4.59	(0.24)	(5.2%)
Recommend to Others	4.26	4.46	4.18	4.00	(0.26)	(6.1%)	4.31	(0.31)	(7.2%)
Activities	4.21	4.42	4.43	4.34	0.13	3.1%	4.35	(0.01)	(0.2%)
Professional Therapy	4.70	4.33	4.70	4.32	(0.38)	(8.1%)	4.52	(0.20)	(4.4%)
Admission Process	4.73	4.67	4.62	4.53	(0.20)	(4.2%)	4.52	0.01	0.2%
Safety and Security	4.54	4.68	4.70	4.45	(0.09)	(2.0%)	4.50	(0.05)	(1.1%)
Combined Average	4.29	4.34	4.20	4.07	(0.22)	(5.1%)	4.29	(0.22)	(5.1%)

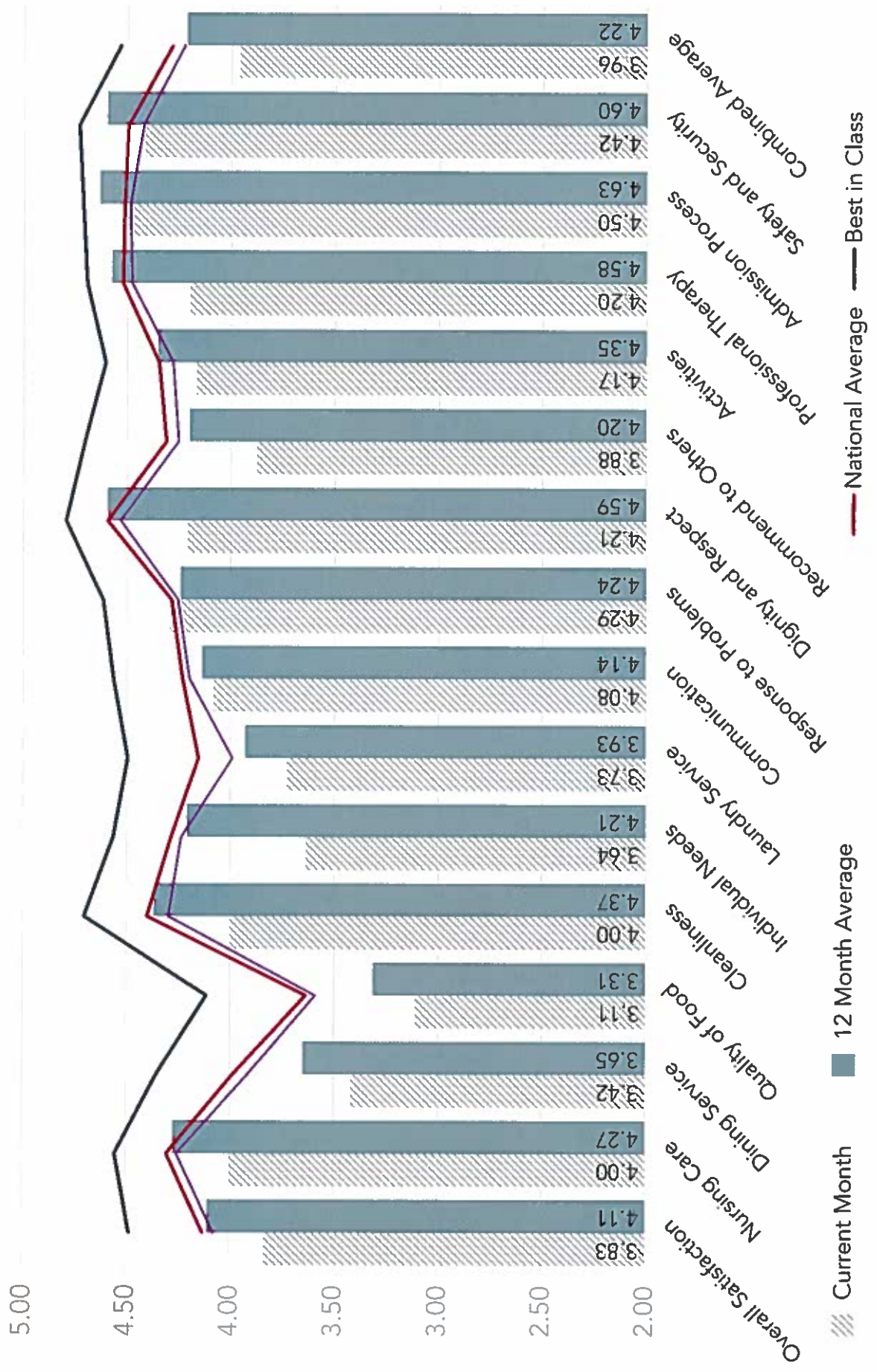
Pinnacle Survey – Quarterly Scores December 2015 through November 2016



Pinnacle Survey – Quarterly Scores December 2015 through November 2016



— Illinois State Comparison



DASHBOARD - CHAMPAIGN COUNTY NURSING HOME

The following report displays the average score for the last month, last 3 months, and last 12 months. The variance shows the difference from the National Average. The National Average, Best in Class Level and Company Average (if applicable) are listed for comparative purposes. Quarterly averages are rolling quarters. The arrows indicate if the recent quarter is above or below the average of the previous three quarters. The report also shows the percentages of positive responses (4s and 5s) and negative responses (1s and 2s).

	AVERAGES			BENCHMARKS			QUARTERLY AVERAGES						RESPONSE PERCENTAGES				
	Nov 16	Last 3 Months	Last 12 Months	National AVG	Best in Class	Corp. AVG	Sep-Nov	Jun-Aug	Mar-May	Dec-Feb	Month	Top 2 Satisfied QTR	Year	Month	Bottom 2 Dissatisfied QTR	Year	
Overall Satisfaction	3.83	4.13	4.11	-0.02	4.13	4.49	-	↓ 4.13	4.01	4.36	4.09	83%	87%	83%	8%	4%	5%
Nursing Care	4.00	4.09	4.27	-0.03	4.30	4.56	-	↓ 4.09	4.19	4.32	4.54	83%	78%	86%	8%	4%	2%
Dining Service	3.42	3.33	3.65	-0.34	3.99	4.36	-	↓ 3.33	3.56	4.17	3.80	42%	43%	54%	17%	24%	15%
Quality of Food	3.11	2.88	3.31	-0.33	3.64	4.12	-	↓ 2.88	3.25	3.41	3.68	44%	35%	41%	44%	47%	28%
Cleanliness	4.00	4.13	4.37	-0.04	4.40	4.71	-	↓ 4.13	4.44	4.54	4.39	75%	79%	85%	8%	8%	2%
Individual Needs	3.64	4.05	4.21	-0.08	4.29	4.57	-	↓ 4.05	4.27	4.25	4.23	73%	81%	81%	18%	10%	3%
Laundry Service	3.73	3.76	3.93	-0.23	4.16	4.50	-	↓ 3.76	3.83	4.22	4.13	55%	53%	74%	9%	5%	9%
Communication	4.08	4.15	4.14	-0.09	4.23	4.57	-	↓ 4.15	4.07	4.21	4.18	67%	65%	76%	0%	4%	7%
Response to Problems	4.29	4.33	4.24	-0.05	4.29	4.62	-	↑ 4.33	4.33	4.04	4.13	83%	79%	80%	0%	0%	4%
Dignity and Respect	4.21	4.35	4.59	0.00	4.59	4.80	-	↓ 4.35	4.60	4.79	4.69	83%	88%	93%	8%	4%	2%
Recommend to Others	3.88	4.00	4.20	-0.11	4.31	4.71	-	↓ 4.00	4.18	4.46	4.26	67%	73%	83%	8%	9%	9%
Activities	4.17	4.34	4.35	0.00	4.35	4.61	-	↓ 4.34	4.43	4.42	4.21	67%	81%	88%	0%	0%	3%
Professional Therapy	4.20	4.32	4.58	0.05	4.52	4.70	-	↓ 4.32	4.70	4.33	4.70	100%	91%	95%	0%	0%	2%
Admission Process	4.50	4.53	4.63	0.12	4.52	4.72	-	↓ 4.53	4.62	4.67	4.73	100%	100%	96%	0%	0%	0%
Safety and Security	4.42	4.45	4.60	0.10	4.50	4.74	-	↓ 4.45	4.70	4.68	4.54	92%	91%	94%	0%	0%	1%
Combined Average	3.96	4.07	4.22	-0.07	4.29	4.54	-	↓ 4.07	4.20	4.34	4.29	74%	75%	81%	9%	8%	6%

Total Respondents: November: 12 Last 3 Months: 24 last 12 months: 105



QUALITY INSIGHT

KEY DRIVERS & IMPROVEMENT BENCHMARKS

The following Key Drivers are the areas that directly impact your Recommend to Others score. The drivers are listed in order of importance, 'Dignity and Respect' is the strongest driver.

Reaching or surpassing the Improvement Benchmarks in each of the five areas will give you the best chance of achieving the targeted recommendation rate. **All numbers showing are percentages of respondents who gave a 4 or 5.**

For a full explanation, please visit: pinnacleqi.com/reports/keydrivers

90% RECOMMENDATION RATE

This target is based off a nationwide goal to reach a 90% recommendation rating

Key Driver	Actual	Benchmark
Dignity and Respect	92.9%	96.2%
Nursing Care	85.6%	90.1%
Individual Needs	81.3%	90.1%
Response to Problems	79.6%	89.9%
Communication	75.5%	87.9%
Recommend to Others	82.7%	90.0%

85% RECOMMENDATION RATE

This additional target is based off your current 'Recommend to Others' score

Key Driver	Actual	Benchmark
Dignity and Respect	92.9%	94.3%
Nursing Care	85.6%	87.1%
Individual Needs	81.3%	86.0%
Response to Problems	79.6%	85.4%
Communication	75.5%	84.2%
Recommend to Others	82.7%	85.0%



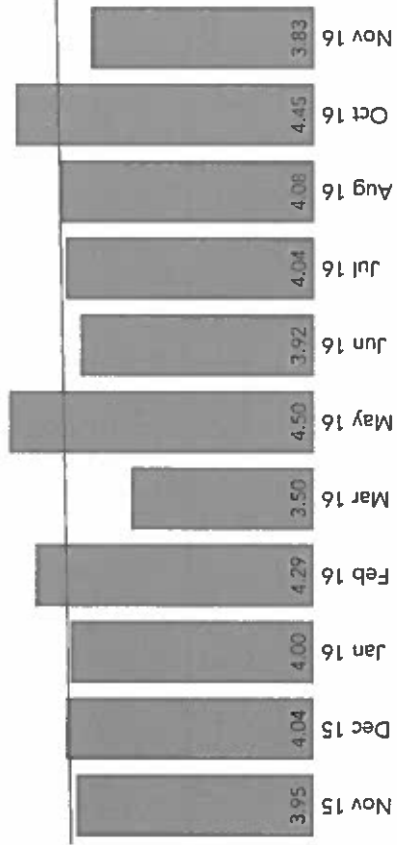
CUSTOMER SATISFACTION
MONTHLY TREND

PINNACLE
QUALITY INSIGHT

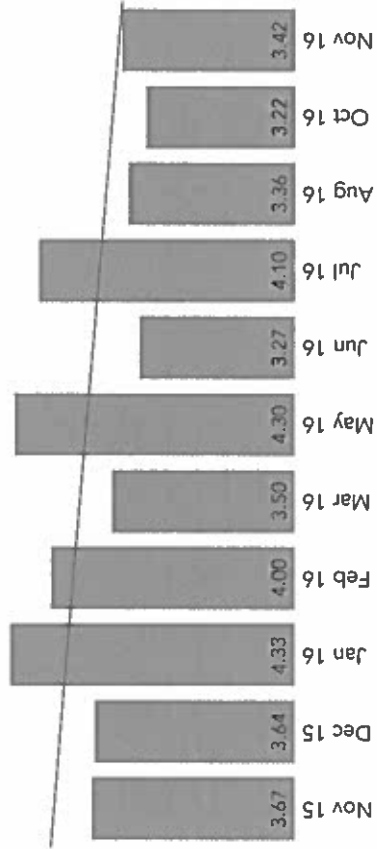
CHAMPAIGN COUNTY NURSING HOME

November 2016

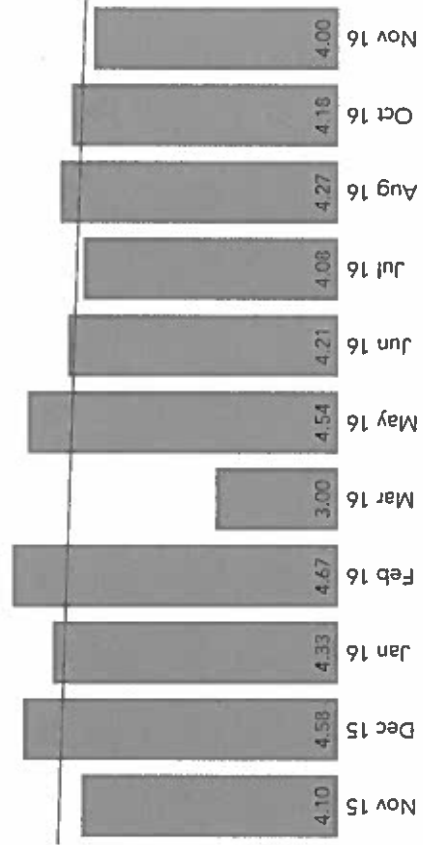
Overall Satisfaction



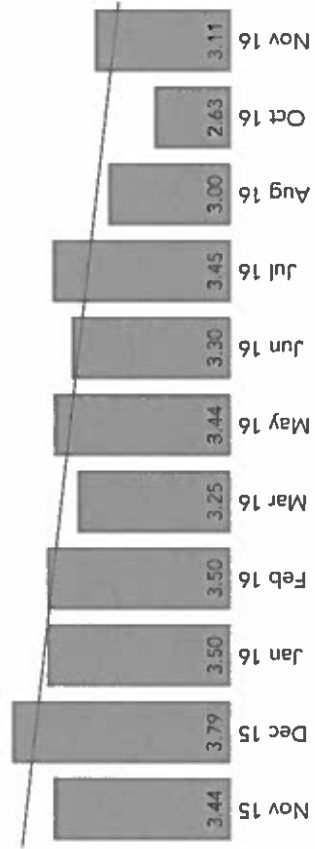
Dining Service



Nursing Care



Quality of Food

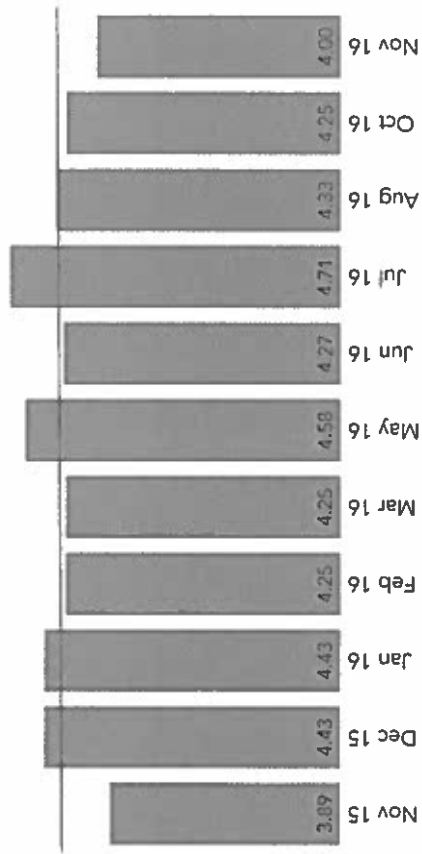




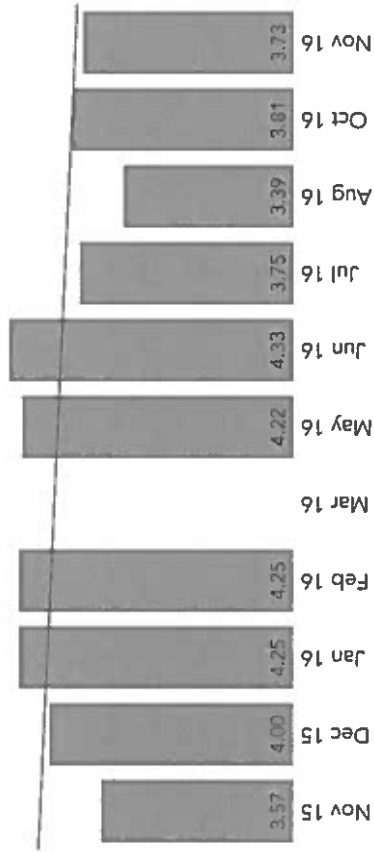
CUSTOMER SATISFACTION
MONTHLY TREND

CHAMPAIGN COUNTY NURSING HOME
November 2016

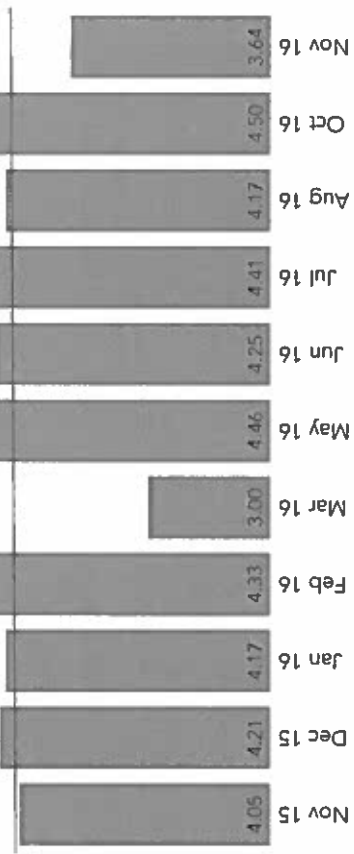
Cleanliness



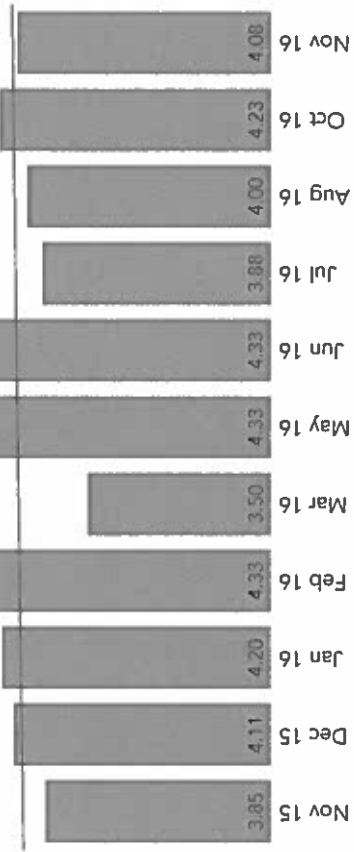
Laundry Service



Individual Needs



Communication



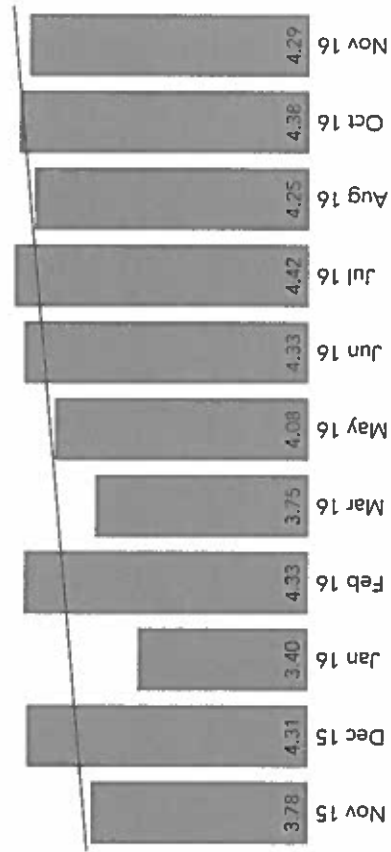


CUSTOMER SATISFACTION
MONTHLY TREND

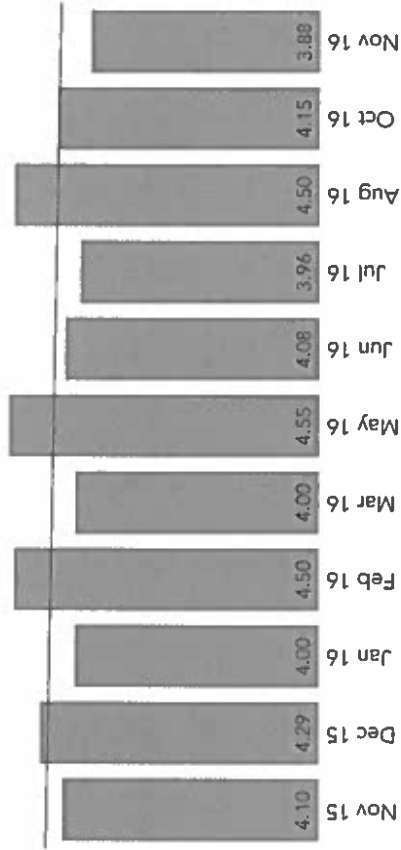
CHAMPAIGN COUNTY NURSING HOME

November 2016

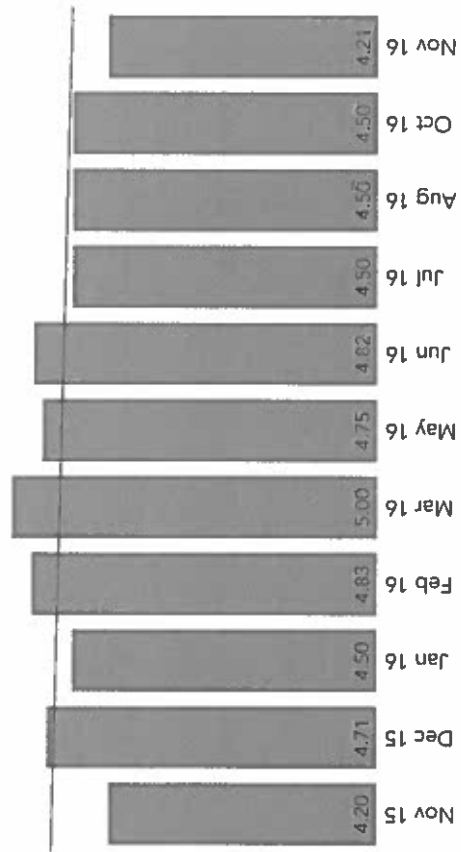
Response to Problems



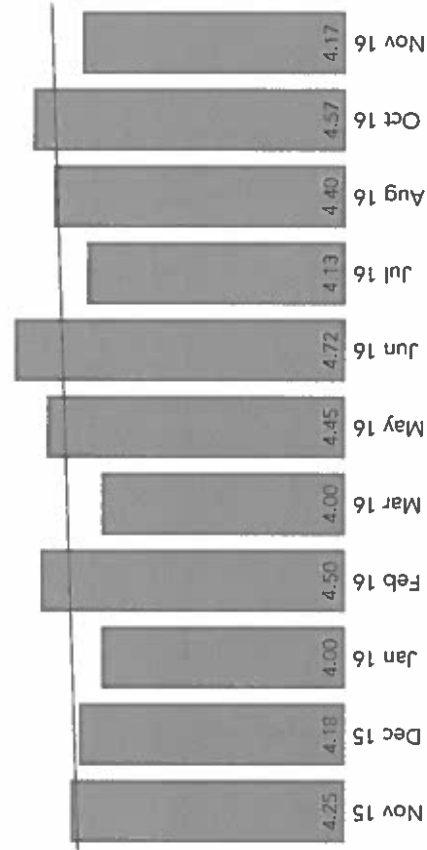
Recommend to Others



Dignity and Respect



Activities

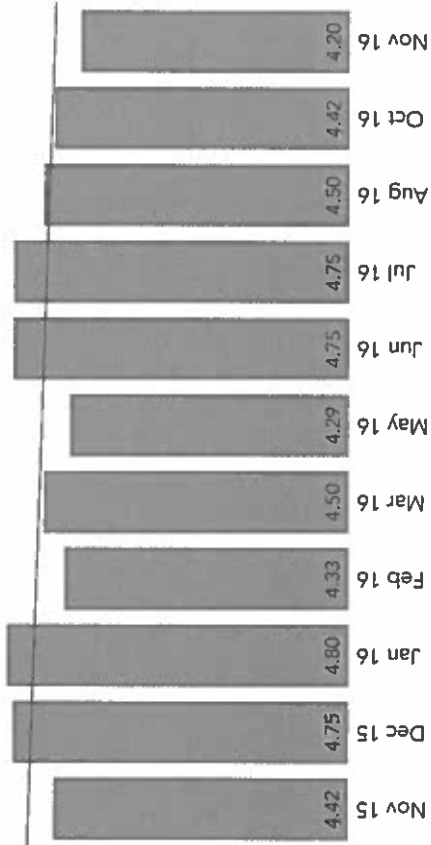




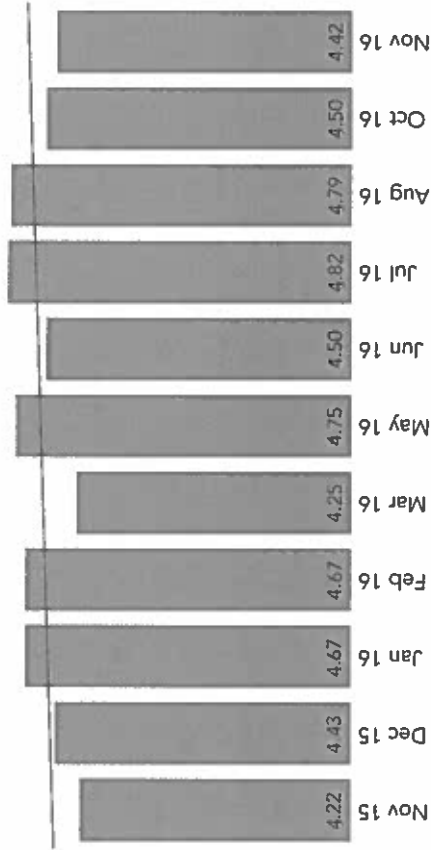
CUSTOMER SATISFACTION
MONTHLY TREND

CHAMPAIGN COUNTY NURSING HOME
November 2016

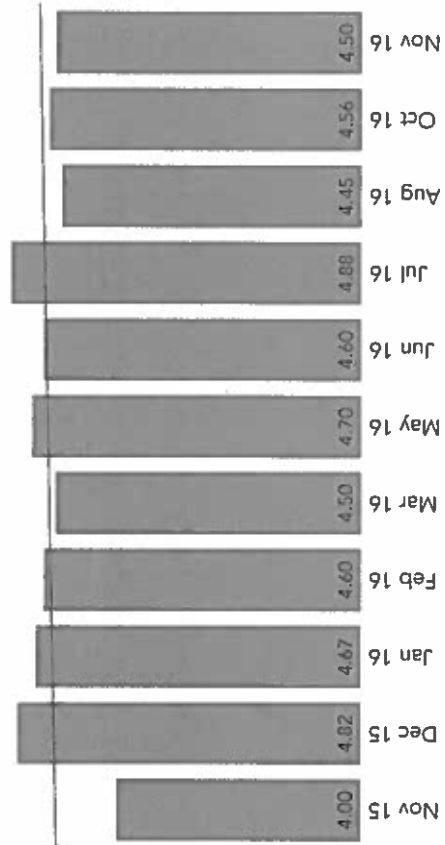
Professional Therapy



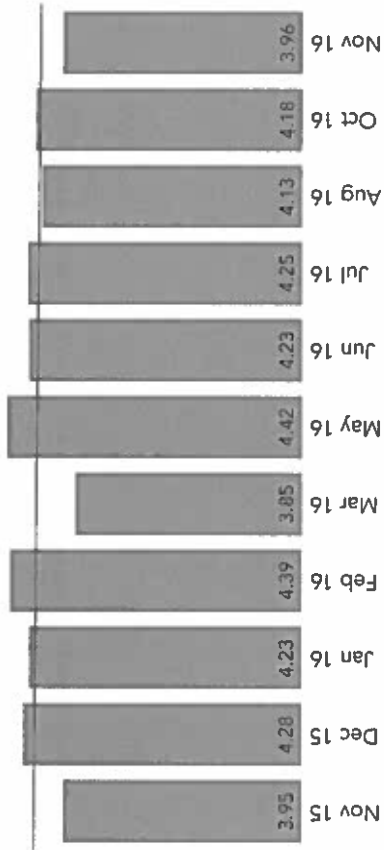
Safety and Security



Admission Process



Combined Average



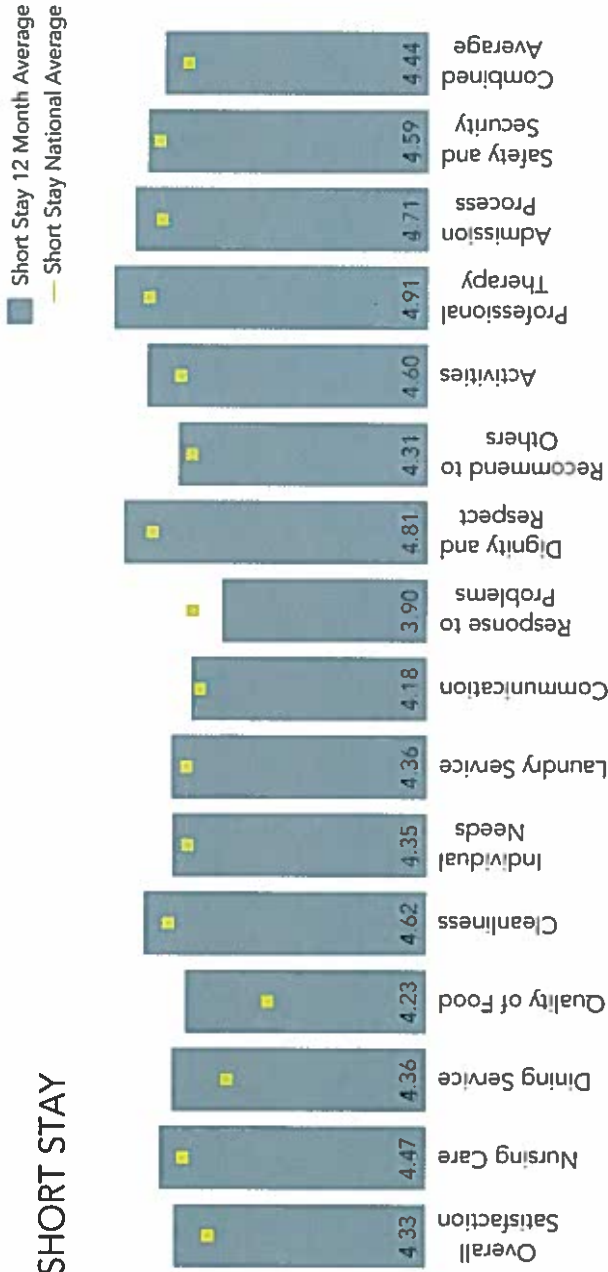


CUSTOMER SATISFACTION
SHORT STAY vs. LONG TERM

CHAMPAIGN COUNTY NURSING HOME
November 2016

<http://pinnacleci.com/reports/shortstay>

SHORT STAY

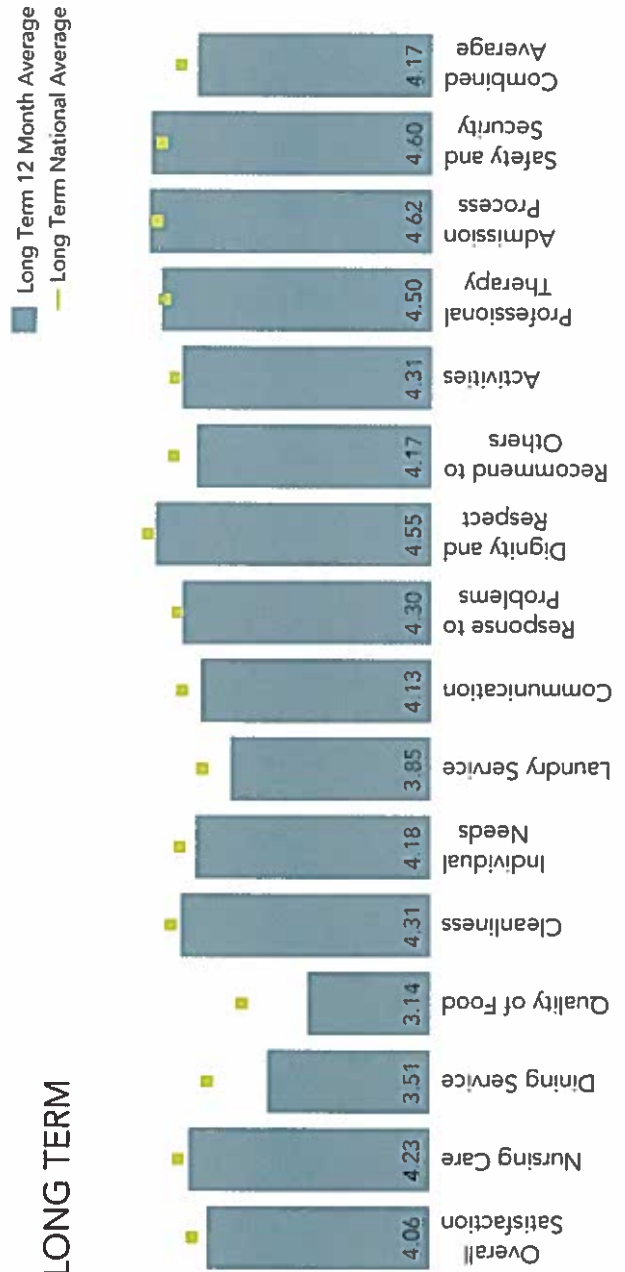


SHORT STAY SATISFACTION RATE
percentage that rated
Recommend to Others as a 4 or 5.

83.3%

84.0% National Average

LONG TERM



LONG TERM SATISFACTION RATE
percentage that rated
Recommend to Others as a 4 or 5.

82.5%

79.7% National Average



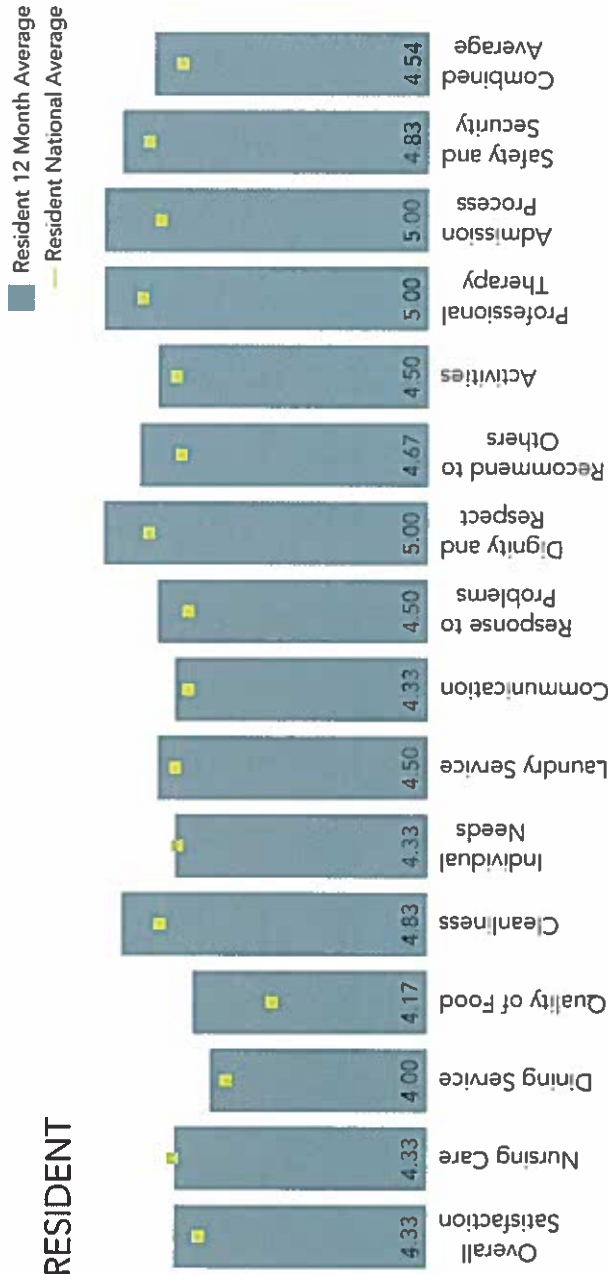
CUSTOMER SATISFACTION RESIDENT vs. RESPONSIBLE PARTY

CHAMPAIGN COUNTY NURSING HOME

November 2016

<http://pinnacleqi.com/reports/resident>

RESIDENT



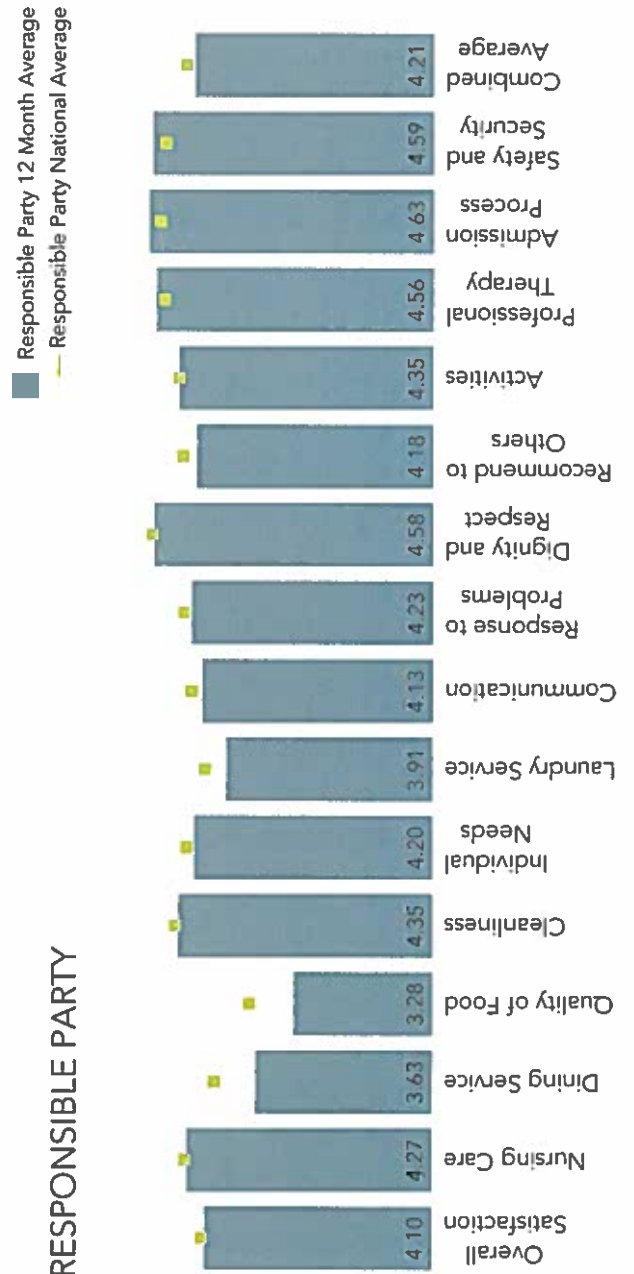
RESIDENT SATISFACTION RATE

percentage that rated
Recommend to Others as a 4 or 5.

100.0%

73.9% National Average

RESPONSIBLE PARTY



RESPONSIBLE PARTY SATISFACTION RATE

percentage that rated
Recommend to Others as a 4 or 5.

82.1%

82.3% National Average

**Champaign County Nursing Home
Strategic Objective Metrics – Issue 3
Updated December 31, 2016**

Medical Management Metric	Status
<i>Carle Clinic and Christie Clinic</i>	
Carle Clinic – maintain 3 physicians and 2 full-time nurse practitioners	Carle has recruited a FT NP, who started in mid-February. Carle had added an additional part-time NP to the existing 2 full-time NP's.
Christie Clinic – maintain current level of care (one physician and one nurse practitioner)	Maintained
Implement QA with NPs monthly	Meetings have been discontinued. Ongoing issues are now being addressed without the need for a monthly meeting.
<i>Expanded Specialized Services</i>	
Establish pulmonary clinic by July 1, 2015	Dr. Sheik's caseload continues to fluctuate between 8-12 residents with bi-weekly visits to CCNH.
Current wound/pain caseload is 8 residents.	<p>7 currently on caseload. 7 wound/0 pain. 76 residents have healed and have been taken of the caseload.</p> <p>Tracy Rhone LPN was wound care certified in June and is managing caseload and rounds with Dr. Li</p>
Establish outpatient rehab program by July 1, 2015.	<p>Case load of 3.</p> <p>Amber Reed (ADC Director) is actively marketing the outpatient rehab program to all Rehab to Home discharges. Marketing to area agencies and other senior providers is also ongoing.</p>

**Champaign County Nursing Home
Strategic Objective Metrics – Issue 3
Updated December 31, 2016**

Non-Financial Metrics	Status																								
<i>Medicare 30-Day Readmission Rate</i>																									
<p>The national average rate is 19.8 percent. The 25th percentile is 14.8 percent The 75th percentile is 23.4 percent.</p> <p>Source: MedPac Report to Congress: Medicare Payment Policy, March 2013. (Data is from 2011).</p> <p>CCNH will have a current baseline readmission rate by January 1, 2014.</p>	<p>Interact Data</p> <table border="0"> <tr><td>Jan 2016 (2/6)</td><td>33%</td></tr> <tr><td>Feb (3/6)</td><td>50%</td></tr> <tr><td>Mar (1/6)</td><td>16.6%</td></tr> <tr><td>April (1/4)</td><td>25%</td></tr> <tr><td>May (3/5)</td><td>60%</td></tr> <tr><td>June (0/3)</td><td>0%</td></tr> <tr><td>July (3/6)</td><td>50%</td></tr> <tr><td>August (0/3)</td><td>0%</td></tr> <tr><td>September (0/2)</td><td>0%</td></tr> <tr><td>October (4/8)</td><td>50%</td></tr> <tr><td>November (2/5)</td><td>40%</td></tr> <tr><td>December (0/4)</td><td>0%</td></tr> </table>	Jan 2016 (2/6)	33%	Feb (3/6)	50%	Mar (1/6)	16.6%	April (1/4)	25%	May (3/5)	60%	June (0/3)	0%	July (3/6)	50%	August (0/3)	0%	September (0/2)	0%	October (4/8)	50%	November (2/5)	40%	December (0/4)	0%
Jan 2016 (2/6)	33%																								
Feb (3/6)	50%																								
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September (0/2)	0%																								
October (4/8)	50%																								
November (2/5)	40%																								
December (0/4)	0%																								
<i>Pinnacle Survey Scores</i>																									
<p>Meet or exceed national average scores, which are shown below. There are 16 separate survey scores. The summation of all surveys conducted in 2012 resulted in two out of 16 scores exceeded the national average. The metric goal is to have four score exceeding the national average for 2013 and six scores for 2014.</p>	<p># of measures that met or exceeded the national average.</p> <table border="0"> <tr><td>Jan 2016</td><td>7 out of 16</td></tr> <tr><td>Feb</td><td>13 out of 16</td></tr> <tr><td>Mar</td><td>1 out of 16</td></tr> <tr><td>April</td><td>no data</td></tr> <tr><td>May</td><td>14 out of 16</td></tr> <tr><td>June</td><td>8 out of 16</td></tr> <tr><td>July</td><td>11 out of 16</td></tr> <tr><td>August</td><td>11 out of 16</td></tr> <tr><td>September</td><td>no data</td></tr> <tr><td>October</td><td>7 out of 16</td></tr> <tr><td>November</td><td>1 out of 16</td></tr> </table>	Jan 2016	7 out of 16	Feb	13 out of 16	Mar	1 out of 16	April	no data	May	14 out of 16	June	8 out of 16	July	11 out of 16	August	11 out of 16	September	no data	October	7 out of 16	November	1 out of 16		
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September	no data																								
October	7 out of 16																								
November	1 out of 16																								
<i>CMS 5 Star Rating</i>																									
<p>Increase overall rating from one star to two star by the end of 2014</p> <p>New nursing home compares V3.0 started with the Jan 31 2015 report</p>	<p>Two stars as of October 2016 update.</p>																								

**Champaign County Nursing Home
CMS Quality Measures - Issue 3**

No CMS update from last month's quality measure report.

Quality Measures that are Included in the QM Rating

	Provider 145384						State	National
	2015Q2	2015Q3	2015Q4	2016Q1	4Q avg	Rating Points ¹	4Q avg	4Q avg
MDS 3.0 Long-Stay Measures								
<i>Lower percentages are better.</i>								
Percentage of residents experiencing one or more falls with major injury	5.6%	7.0%	7.3%	7.5%	6.8%	20.00	3.3%	3.3%
Percentage of residents who self-report moderate to severe pain ²	5.2%	2.5%	3.5%	2.7%	3.5%	80.00	6.7%	8.2%
Percentage of high-risk residents with pressure ulcers	2.3%	2.2%	1.6%	3.4%	2.4%	100.00	6.3%	5.8%
Percentage of residents with a urinary tract infection	2.8%	2.7%	3.1%	3.8%	3.1%	80.00	4.8%	4.8%
Percentage of residents with a catheter inserted and left in their bladder ²	5.3%	2.8%	0.0%	1.8%	2.6%	60.00	3.8%	3.0%
Percentage of residents who were physically restrained	0.0%	0.0%	0.0%	0.0%	0.0%	100.00	0.8%	0.8%
Percentage of residents whose need for help with daily activities has increased	19.5%	27.7%	42.7%	34.1%	30.4%	20.00	15.7%	15.4%
Percentage of residents who received an antipsychotic medication	14.4%	12.1%	13.0%	12.7%	13.0%	60.00	20.3%	17.3%
Percentage of residents whose ability to move independently worsened ^{2,3}	16.1%	26.2%	34.9%	29.2%	25.9%	10.00	17.8%	18.2%
MDS 3.0 Short-Stay Measures								
<i>Higher percentages are better.</i>								
Percentage of residents who made improvements in function ^{2,3}	57.2%	47.7%	68.7%	82.2%	68.6%	30.00	60.1%	63.0%
<i>Lower percentages are better.</i>								
Percentage of residents who self-report moderate to severe pain	7.7%	7.3%	10.9%	20.8%	12.1%	80.00	15.3%	16.7%
Percentage of residents with pressure ulcers that are new or worsened ²	1.4%	0.0%	0.0%	0.0%	0.3%	75.00	1.5%	1.2%
Percentage of residents who newly received an antipsychotic medication	2.0%	2.2%	0.0%	2.1%	1.6%	60.00	2.4%	2.2%

Time period for data used in reporting is 7/1/2014 through 6/30/2015	Provider 145384				State	National
	Observed Rate ⁴	Expected Rate ⁵	Risk-Adjusted Rate ⁶	Rating Points ¹	Risk-Adjusted Rate	Risk-Adjusted Rate
Claims-Based Measures						
<i>A higher percentage is better.</i>						
Percentage of residents who were successfully discharged to the community ^{2,3}	43.2%	49.0%	50.8%	20.00	51.5%	54.2%
<i>Lower percentages are better.</i>						
Percentage of residents who were re-hospitalized after a nursing home admission ^{2,3}	30.9%	22.8%	29.5%	10.00	22.9%	21.1%
Percentage of residents who had an outpatient emergency department visit ^{2,3}	21.0%	11.5%	20.2%	10.00	12.1%	11.5%

Total Quality Measure Points

Total QM points with new quality measures weighted 50% for Provider 145384	815.00
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Issue 4

Food Service Improvement

Healthcare Services Group has stepped back from their position in their December demand letter. Discussions with HCSG corporate executives have been positive. They have verbally committed to continue to work with CCNH and it has been communicated that they desire to continue to work with CCNH. However, if succession is desired, they will work with us with an orderly transition.

Discussions with two other food vendors have been ongoing. One is requiring a three month advance payment. The second is working on submitting a proposal.

**Champaign County Nursing Home
Strategic Objective Metrics – Issue 4
Updated December 31, 2016**

Dietary	Status																														
Meals will be delivered within 15 minutes of scheduled meal times.	Plating times summary table on the following page – no update provided by HCSG since the April.																														
The Pinnacle food quality score will meet or exceed Pinnacle national average of 3.67.	<p>2014 annual average was 3.43. The rolling 12 month average is 3.30 (Oct)</p> <table data-bbox="836 703 1372 1178"> <tr><td>Sept</td><td>3.39</td></tr> <tr><td>Oct</td><td>2.94</td></tr> <tr><td>Nov</td><td>3.44</td></tr> <tr><td>Dec</td><td>3.79</td></tr> <tr><td>Jan 16</td><td>3.50</td></tr> <tr><td>Feb</td><td>3.50</td></tr> <tr><td>Mar</td><td>3.25 (based on 2 surveys)</td></tr> <tr><td>Apr</td><td>no data</td></tr> <tr><td>May</td><td>3.44</td></tr> <tr><td>June</td><td>3.30</td></tr> <tr><td>July</td><td>3.45</td></tr> <tr><td>Aug</td><td>3.20</td></tr> <tr><td>Sept</td><td>no data</td></tr> <tr><td>Oct</td><td>2.63</td></tr> </table>	Sept	3.39	Oct	2.94	Nov	3.44	Dec	3.79	Jan 16	3.50	Feb	3.50	Mar	3.25 (based on 2 surveys)	Apr	no data	May	3.44	June	3.30	July	3.45	Aug	3.20	Sept	no data	Oct	2.63		
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Oct	2.63																														
The Pinnacle dining service score will meet or exceed national average of 4.19	<p>The 2014 annual average was 3.43. The rolling 12 month average is 3.68 (October)</p> <table data-bbox="836 1301 1372 1798"> <tr><td>Aug</td><td>3.32</td></tr> <tr><td>Sept</td><td>3.29</td></tr> <tr><td>Oct</td><td>3.44</td></tr> <tr><td>Nov</td><td>3.67</td></tr> <tr><td>Dec</td><td>3.64</td></tr> <tr><td>Jan 2016</td><td>4.33</td></tr> <tr><td>Feb</td><td>4.00</td></tr> <tr><td>Mar</td><td>3.50 (based on 2 surveys)</td></tr> <tr><td>Apr</td><td>no data</td></tr> <tr><td>May</td><td>4.30</td></tr> <tr><td>June</td><td>3.27</td></tr> <tr><td>July</td><td>4.10</td></tr> <tr><td>August</td><td>3.36</td></tr> <tr><td>Sept</td><td>no data</td></tr> <tr><td>Oct</td><td>3.32</td></tr> </table>	Aug	3.32	Sept	3.29	Oct	3.44	Nov	3.67	Dec	3.64	Jan 2016	4.33	Feb	4.00	Mar	3.50 (based on 2 surveys)	Apr	no data	May	4.30	June	3.27	July	4.10	August	3.36	Sept	no data	Oct	3.32
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Oct	3.32																														

Issue 5
Resident Services Programming

No updates

Issue 6
Contract Management

See dietary update

To: Nursing Home Board of Directors
Champaign County Nursing Home

From: Scott Gima
Manager

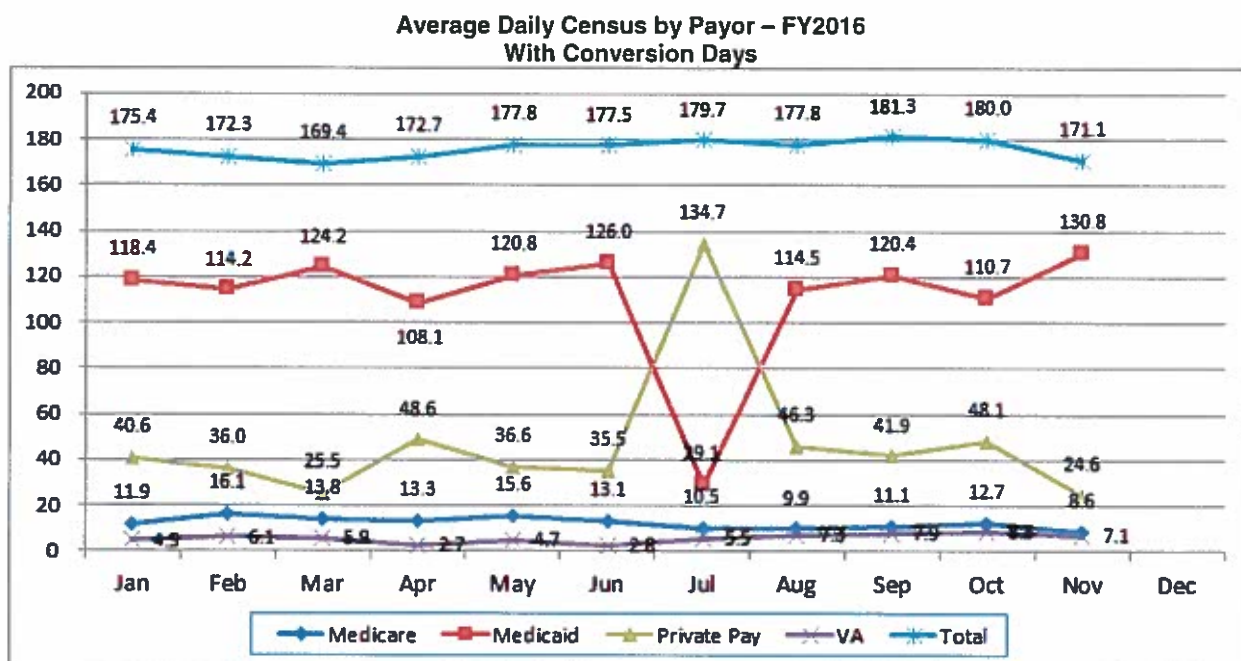
Date: January 5, 2017

Re: November 2016 Financial Management Report

November's financials are reviewed herein.

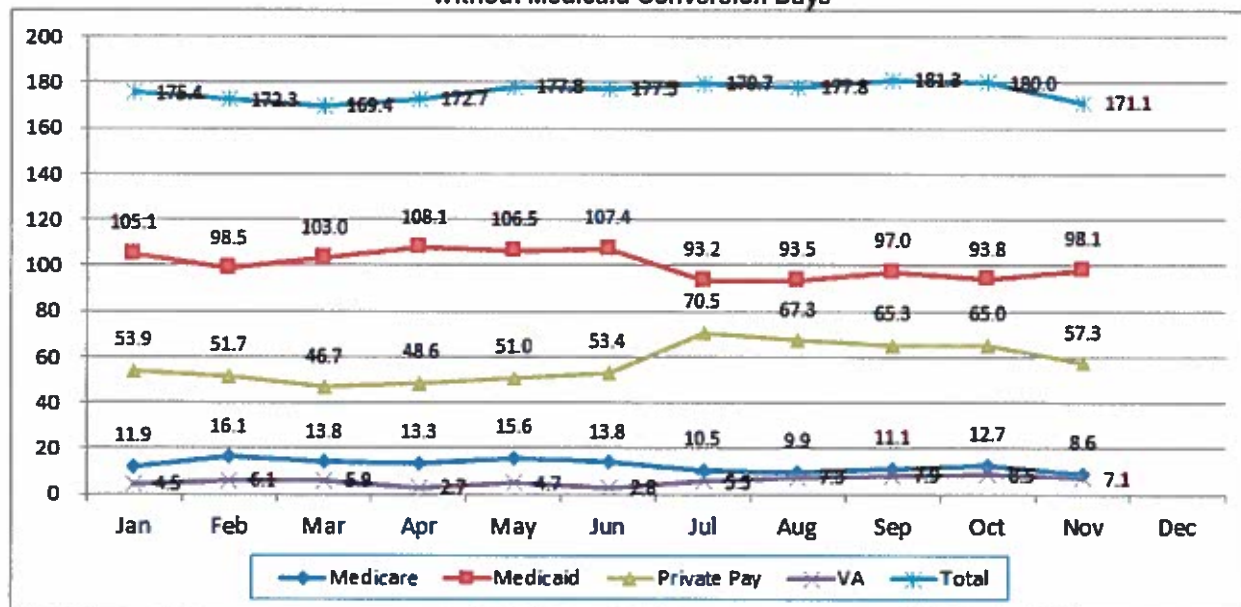
Statistics

November's census was 171.1, down from 180.0 in October. October's average daily census was 180.0, down from 181.3 in September. Medicare census averaged 8.6, and VA census was 7.1. There were 833 Medicaid conversion days in November.



The table below summarizes the census without Medicaid conversion days and provides a clearer picture of the mix of residents actually in the facility each month.

**Average Daily Census by Payor – FY2016
Without Medicaid Conversion Days**



The preliminary census for December is 173.5 with 14.3 Medicare and 8.8 VA. Current census is 175.

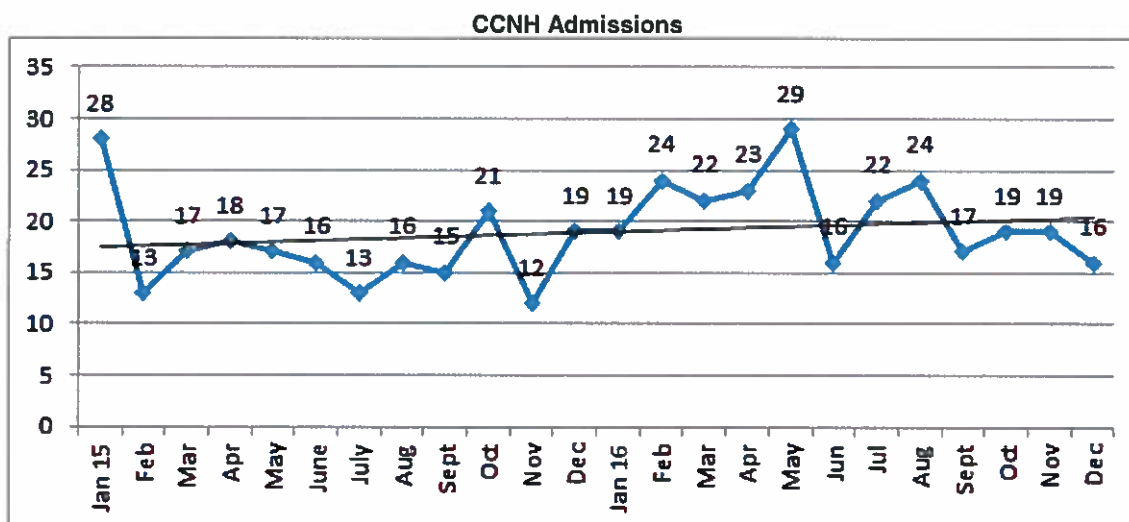
The current census on 1/6/17 is 173 with 15 Medicare.

December admissions totaled 16 with 10 Medicare admissions. Separations totaled 21 for the month.

**Admissions and Discharges
January 2015 to December 2016**

	Medicare Admits	Non-Medicare Admits	Total Admits	Discharges	Expirations	Total Discharges/Expirations
Jan 16	12	7	19	15	7	22
Feb	18	6	24	13	6	19
Mar	10	12	22	18	8	26
Apr	12	11	23	20	4	24
May	19	10	29	11	8	19
June	8	8	16	15	5	20
July	7	15	22	17	6	23
Aug	13	11	24	10	7	17
Sept	5	12	17	12	7	19
Oct	9	10	19	18	6	24
Nov	11	8	19	14	5	19
Dec	10	6	16	11	10	21

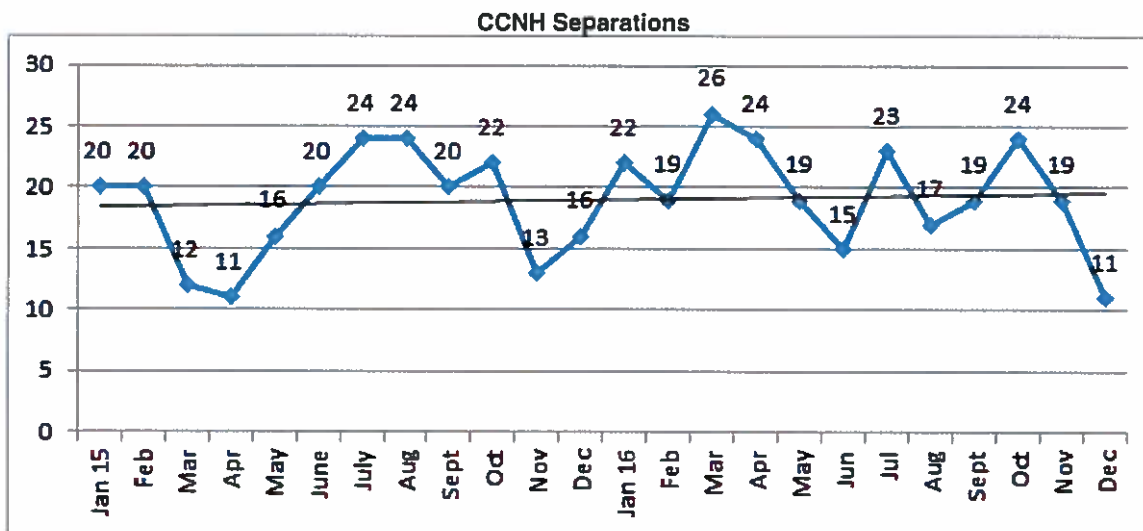
The chart below summarizes the monthly admissions. Admissions so far in 2016 show improvement from 2015 monthly admissions. The 2015 average is 16.4. The 2016 average is 20.8.



The table below summarizes the average number of admissions per month since 2012.

Year	Average Monthly Admissions
2012	22.2
2013	25.5
2014	22.9
2015	16.4
2016	20.8

The next chart summarizes separations. The 2015 average was 17.6. For 2016, the annual average is 19.8, which is higher rate but falls below the average number of separations seen prior to 2015.



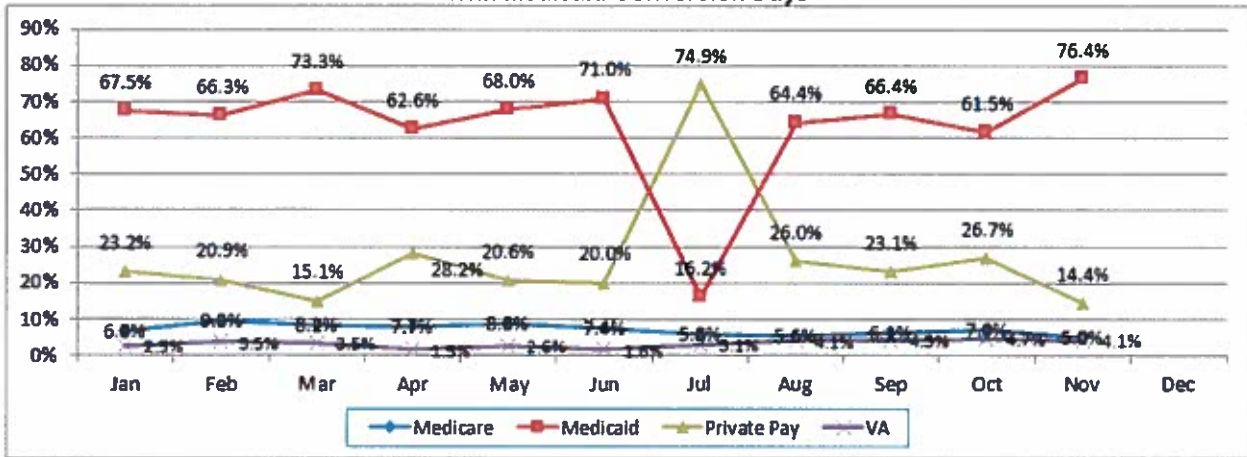
The table below summarizes the average number of discharges per month since 2012.

Discharges per Month

Year	Average Monthly Admissions
2012	23.5
2013	28.1
2014	23.4
2015	17.6
2016	19.8

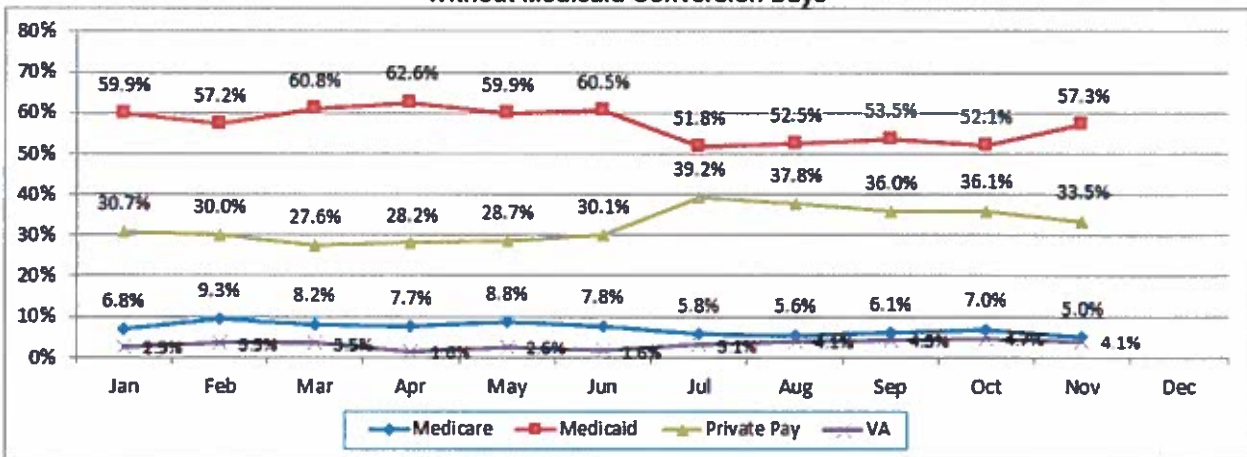
The FY2013 payor mix was Medicare – 8.7%, Medicaid – 56.3% and Private pay 35.0%. The 2014 payor mix for the year was Medicare – 7.5%, Medicaid – 58.3%, Private pay – 32.8%, and VA – 1.3%. For 2015, the 12 month payor mix is Medicare – 6.1%, Medicaid – 70.1%, Private pay – 22.8%, and VA – 1.0%. As of November 2016, the year-to-date payor mix is Medicare – 7.0%, Medicaid – 62.8%, Private pay – 26.9%, and VA – 3.2%.

**Payor Mix by Resident Days – FY2016
With Medicaid Conversion Days**



The 2015 payor mix without conversion days is Medicare – 6.1%, Medicaid – 57.2%, Private pay – 35.8% and VA – 1.0%. Through November, the year-to-date payor mix is Medicare – 7.1%, Medicaid – 57.0%, Private pay – 32.6% and VA – 3.2%.

**Payor Mix by Resident Days – FY2016
Without Medicaid Conversion Days**



Net Income/(Loss) & Cash from Operations

The November income statement shows a net loss of \$137,446 and a cash loss from operations of \$74,808. The YTD net loss is -\$418,159. Adding back depreciation, on a YTD basis, cash from operations totals \$269,490.

Revenues

- Operating revenues fell from \$1.210 million in October to \$1,006,996 in November. Medicare revenue decreased from \$215,275 to \$177,250. The net impact of the 833 conversion days was a revenue reduction of about \$33,000. Census decline in November is the primary reason for the reduced revenue.

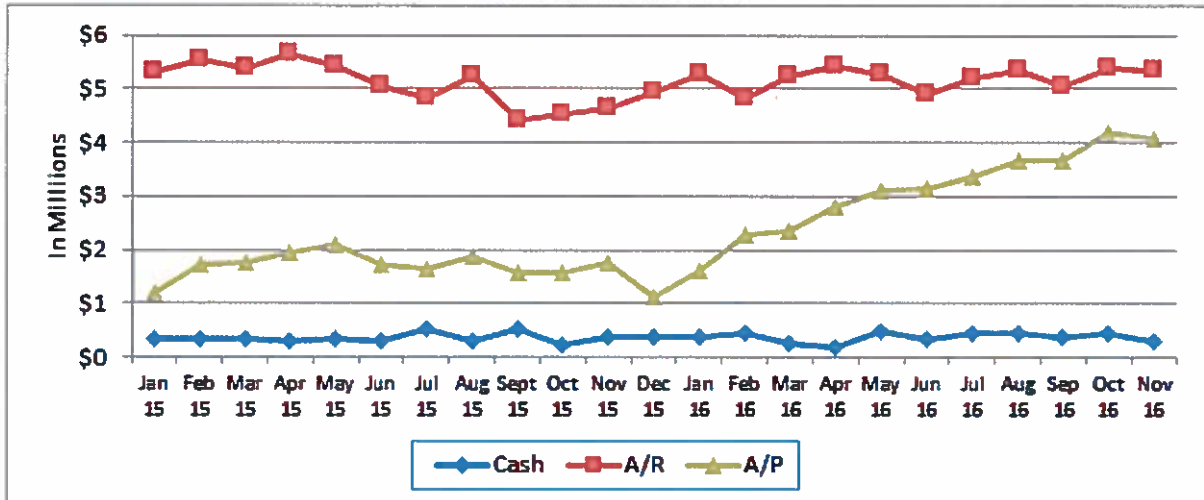
Expenses

- Expenses fell slightly from \$1.288 million in October to \$1.242 million in November.
- Wages totaled \$553,718 in October and \$550,160 in November. Wages per day increased from \$99.25 to \$107.18.
- Non-labor expenses dropped from \$584,964 in October to \$544,186 in November. Non-labor costs per day increased from \$104.85 to \$106.02.

Cash Position

The November ending cash balance was \$318,820. Accounts receivable fell slightly from \$5,380,090 to \$5,345,229. Accounts payable fell from \$4,178,024 in October to \$4,073,460 in November.

**Cash, Accounts Receivable & Accounts Payable
As of November 2016**



The following is a cash summary for October and November plus projected cash summaries for the months of December and January.

The following are approximate or average figures: payroll - \$260,000 per payroll; benefits/taxes - \$87,000 per month; payables - \$555,000 per month. As more cash comes in, the more can be used to pay vendors. However, the monthly cash used for vendor payments changes based on payroll and other needs.

Projected cash receipts do not include any assumptions for any increases due to approval of Medicaid application. In other words, the Medicaid receipts estimate is based on current payments only.

October

Beginning Cash				\$392,477
September	Cash In (Includes Boiler Loan)		\$964,158	
	Cash Out			
	Payroll	\$508,017		
	Accounts payable	\$403,091		
			(\$911,108)	\$53,050
Ending Cash				\$445,527

November's Accounts Payable includes the boiler replacement invoices totaling \$282,202 that is covered by the loan from the County.

November

Beginning Cash				\$445,527
September	Cash In (Includes Boiler Loan)		\$1,075,767	
	Cash Out			
	Payroll	\$511,486		
	Accounts payable	\$691,288		
			(\$1,202,774)	(\$127,007)
Ending Cash				\$318,520

December's available cash includes Tax Anticipation Warrant funds of \$1,021,757 which is being used to reduce IMRF and FICA amounts in Accounts Payable. The Bond Payment of \$262,115 is not shown as being paid by the Home (paid by County).

December (Projected)

Beginning Cash				\$318,520
October	Cash In		\$2,091,143	
	Cash Out			
	Payroll	\$534,480		
	Accounts payable	\$1,615,822		
			(\$2,150,302)	(\$59,159)
Ending Cash				\$259,361

January (Projected)

Beginning Cash				\$259,361
October	Cash In		\$1,125,000	
	Cash Out			
	Payroll	\$520,000		
	Accounts payable	\$625,000		
			(\$1,145,000)	(\$20,000)
Ending Cash				\$239,361



Management Performance Associates

Woods Mill Towers • Suite 501 South

14323 South Outer Forty Road

Chesterfield, Missouri 63017

314 • 434-4227 FAX 314 • 434-4337

www.healthcareperformance.com

To: Board of Directors
Champaign County Nursing Home

From: Scott Gima

Date: January 5, 2017

Re: **Compliance Resolution and Board Member Acknowledgement**

The new year brings up the time to reaffirm the commitment to compliance. The OIG guidance for compliance programs requires an initial board resolution. It is MPA's position that while the OIG does not specifically require additional resolutions, it makes sense to have an annual resolution to avoid any confusion as to the commitment to compliance.

Also attached is the Compliance Program Policy. Every year all employees, staff as well as board members are required to review the policy and acknowledge that a copy was received and read. Please review and sign the page titled "Compliance Program and Code of Conduct Acknowledgement."

Compliance Program and Code of Conduct Acknowledgement

This form acknowledges receipt of the Compliance Program Policy and Code of Conduct and commitment to comply.

I, _____ (name and title),
acknowledge that on _____ (date), I received a copy of the
Compliance Program Policy, including the Code of Conduct, and read it in its entirety. I was also given a
meaningful opportunity to ask questions about the Compliance Program Policy. I agree to comply with
the Compliance Program, and to report any violations or suspected violations of the Compliance
Program to my immediate supervisor, the Compliance Officer, and/or via the hotline. I further agree
that if I have questions about the Compliance Program at any time, I will seek guidance from the
Compliance Program Policy and policies and procedures; my immediate supervisor; and/or the
Compliance Officer, as appropriate. Except as written below or on the attached document, as of this
date I have no knowledge of any transactions or events that appear to violate the Compliance Program. I
understand that compliance with the Compliance Program is a condition of employment, and violation
of the Compliance Program will result in discipline up to and including possible termination.

Signature

Print name

Date

Please check the most appropriate:

- € Employee
- € Director
- € Medical Staff
- € Contractor (please identify: _____)
- € Other (please identify: _____)

This form will be collected following the New Employee Orientation or Compliance Training, and is required to be in your personnel file as a condition of employment. The Compliance Program and Code of Conduct will be acknowledged on an annual basis.

**Champaign County Nursing Home
Compliance Program Policy**

April 10, 2013

Updated: April 2015, June 2015, October 2016

**Champaign County Nursing Home
Compliance Program Resolution of the Board of Directors
Adopted at a Meeting Held on 3/9/2015**

At the regular meeting of the Champaign County Nursing Home Board of Directors (the "Board"), the following Resolution was adopted:

Whereas, Champaign County Nursing Home is committed to conducting its activities in accordance with all laws and regulations that apply to its business activities;

Whereas, Champaign County Nursing Home is committed to establishing a high level of quality and service in all aspects of its operation; and

Whereas, the Board believes it is important to document and demonstrate this commitment to Champaign County Nursing Home's residents, employees and our community;

Be It Resolved that the Board hereby reestablishes its commitment to the Champaign County Nursing Home Compliance Program which is designed to prevent and detect violations of applicable laws and regulations. The development of the program is based on the Office of Inspector Generals' seven fundamental elements of a compliance program:

8. Implementing written policies, procedures and standards of conduct;
9. Designating a compliance officer and compliance committee;
10. Conducting effective training and education;
11. Developing effective lines of communication;
12. Enforcing standards through well-publicized disciplinary guidelines;
13. Conducting internal monitoring and auditing; and
14. Responding promptly to detected offenses and developing corrective action.

Be It Further Resolved that the Board hereby reestablishes its commitment to the Code of Conduct and the Policies and Procedures contained in the Champaign County Nursing Home Compliance Program;

Be It Further Resolved that the following Compliance Program progress has occurred to date: the Compliance Program has been distributed to employees and Directors' a Compliance Officer and Compliance Committee have been appointed (with regular meetings occurring); annual compliance training is provided to employees and Directors; a baseline audit, plus an annual review of the Compliance Program, have been completed; compliance risk area policies and procedures are in place and reviewed and updated on an ongoing basis; an auditing and monitoring program is underway; and a comprehensive monthly program for employee education has been put in place.

Be It Further Resolved that the Board hereby acknowledges a commitment to allocate adequate resources to the implementation and enforcement of the Compliance Program, as additional funds, personnel or contractors are required, to the fullest extent possible;

[INSERT NEW BOARD RESOLUTION]

CCNH	Compliance Policy	Effective Date: _____ Signature: _____
	Compliance Program Policy	Previous Versions/Updates: Implemented April 10, 2013 Updated April 2015, June 2015, October 2016 _____

Introduction: Commitment to Compliance

It is the intent of Champaign County Nursing Home ("Nursing Home") to comply in good faith and to the best of its ability with applicable Federal and State law, program requirements of Federal, State and private health plans, and ethical business practices. Nursing Home is also committed to exercising due diligence to prevent and detect criminal conduct. Nursing Home wants its employees to be fully informed about applicable laws and regulations so they are better able to do their jobs in a compliant manner.

To honor its commitment to compliance, Nursing Home has developed a Compliance Program with the following key elements:

- Written Compliance Policies and Procedures
- Responsibility for Corporate Compliance
- Education and Training
- Effective Lines of Communication/Reporting Compliance Issues
- Auditing and Monitoring
- Compliance as an Element of Employee Performance/Disciplinary Guidelines
- Responding to Non-Compliance and Taking Corrective Action
- Code of Conduct

This Compliance Program is intended to provide the framework for compliance. It is not intended to set forth all of Nursing Home's programs and practices. Nursing Home will continue to modify practices and develop new programs as part of its compliance efforts. This Compliance Program Policy will be distributed to all Nursing Home employees, directors, contractors, students and volunteers (as appropriate).

Written Compliance Policies and Procedures

Nursing Home has developed and adopted policies and procedures designed to prevent fraud and abuse and protect resident rights, while ensuring a high standard of quality care. These policies and procedures will educate Nursing Home employees, physicians, vendors, contractors, students and volunteers about Federal and State laws, rules and regulations and Medicare, Medicaid and other payor requirements. They also will identify potential areas of non-compliance and list procedures for reporting problems and adopting changes to prevent further non-compliance. These policies and procedures address Nursing Home's clinical, financial and administrative functions including:

- Quality of care
- Resident Rights
- Billing and Cost Reporting
- Employee Screening
- Kickbacks, Inducements and Self-referrals
- Submission of Accurate Claims
- Anti-Supplementation
- Medicare Part D
- HIPAA Privacy, Security Rules, and Breach Notification
- Creation and Retention of Records

The Compliance Officer, with the oversight of the Compliance Committee and the Board of Directors, shall issue written policies and procedures relating to the Compliance Program. Some policies and procedures may be written by the Administrator, the DON, or other managers, with the assistance and approval of the Compliance Officer. These policies and procedures will be communicated to Nursing Home's employees (including management), directors, contractors, students and volunteers, as appropriate. The Compliance Officer and Compliance Committee will assess these policies and procedures and update them as necessary.

Responsibility for Corporate Compliance

The following parties share responsibility for the Compliance Program.

A. Compliance Officer

Primary responsibility for implementing and managing Nursing Home's compliance program shall be with the Compliance Officer:

Josh Drake
Admissions/Marketing/Corporate Compliance
Champaign County Nursing Home
500 Art Bartell Rd, Urbana, IL 61802
217-693-5013
jdrake@co.champaign.il.us

The Compliance Officer has the primary responsibility for overseeing compliance program implementation, maintenance and improvement at Nursing Home and assumes the managerial and administrative tasks involved in establishing, monitoring and updating this program. For a complete list of Compliance Officer responsibilities, please see the Compliance Officer and Compliance Committee policy and procedure.

The Compliance Officer will report to the Board of Directors. The Compliance Officer has direct access to the Compliance Committee, the Board of Directors, and Nursing Home's legal counsel.

B. Compliance Committee

The Compliance Committee will advise and assist the Compliance Officer in the development and implementation of the Compliance Program.

The Compliance Committee members are:

- Compliance Officer & Admissions Coordinator (chair) Josh Drake
- Administrator Karen Noffke
- Assistant Administrator
- Director of Nursing
- Human Resources
- Assistant Director of Nursing
- Activities, Kim Hottman

- Social Services Director
- Food Service Director
- Environmental Services Director
- Therapy Director
- Billing Supervisor
- Activity Director
- Unit Managers
- Volunteer Coordinator

For a complete list of Compliance Committee responsibilities, please see the Compliance Officer and Compliance Committee policy and procedure.

It is Nursing Home's policy not to assign any individual as Compliance Officer, a member of the Compliance Committee, or another position of substantial authority, without first exercising due diligence to verify that such individual has not engaged in illegal activities or other conduct inconsistent with an effective compliance program. Such due diligence includes taking the following actions before hiring management level employees: conducting background checks, checking the federal and state health care program exclusion lists, calling prior employers, verifying license certification if applicable, and asking the potential employee to disclose any illegal conduct in writing.

C. Employees

Each employee has a duty to:

- Attend compliance training
- Follow Compliance policies and procedures
- Seek guidance from supervisor/Compliance Officer regarding compliance questions
- Promptly report actual or suspected violations of the Compliance Program. See Effective Lines of Communication/Reporting Compliance Issues, below.

Failure to adhere to the Compliance Program may result in discipline up to and including termination. See Disciplinary Action.

D. Vendors and Contractors

Nursing Home's Compliance Program applies to vendors and contractors, who will be expected to adhere to it. Nursing Home will incorporate contractors into the Compliance Program as appropriate, for example by including contractors in training, distributing the Compliance Program to contractors, and/or addressing compliance in contracts.

Education and Training

The Compliance Officer is responsible for ensuring the Compliance Program Policy and Code of Conduct are distributed to all employees, directors, vendors, contractors, students and volunteers, as appropriate. When the Compliance Program is first implemented, as part of new employee and director

orientation, and annually, employees and directors will receive compliance training. Employees and Directors will review the Compliance Program and Code of Conduct and be given an opportunity to ask questions. Employees and directors should complete the attached Acknowledgment, which will be kept on file with each individual's personnel file and with the Compliance Officer's records.

The Compliance Officer will also distribute the Compliance Program and Code of Conduct to volunteers (10+ hours a month) and students (if any), and obtain an Acknowledgment from them. The Compliance Program and Code of Conduct will be posted on the Compliance Board and on Nursing Home's website, and will be available to residents and their families upon request.

Employees and directors will be given annual compliance training. Nursing Home will also provide periodic training and updates to maintain employee and director awareness of compliance policies and procedures, including reports of compliance activities and regulatory updates.

Employees who work in highly regulated areas such as medical records, coding, billing, cost reporting and contracting will receive additional training specific to their job functions. Specific compliance-related training topics are listed in Nursing Home's Compliance Training and Education Policy.

Attendance at all training sessions and training curriculum will be documented and retained with each individual's personnel file and with the Compliance Officer's records.

Effective Lines of Communication/ Reporting Compliance Issues

A. Questions are encouraged

Employees are encouraged to ask their supervisors or the Compliance Officer any questions they have about compliance. Supervisors who are unable to answer employee compliance questions will seek guidance from the Compliance Officer. When the Compliance Officer is unable to answer a compliance question, he or she will seek guidance from Nursing Home's Compliance Committee, legal counsel and/or the Board.

B. Reporting Non-Compliance

Employees are required to report any and all suspected non-compliance, no matter how minor the issue may seem, so it may be investigated. Reporting may be done the following ways:

- Contacting your immediate supervisor
- Contacting the Compliance Officer, Josh Drake, at 217-693-5013 or jdrake@co.champaign.il.us
- Calling the toll-free, confidential hotline: 1-866-419-1841. The hotline is available 24/7. The hotline will also be available to contractors/vendors, and residents and their families.

All reports will be kept confidential to the fullest extent reasonably possible. Employees may make reports anonymously. When possible, and when the identity of the individual making the complaint is known, Nursing Home will follow up with the complainant to inform him or her of the results of the investigation.

Employee training will promote the use of the hotline to report potential compliance issues. The hotline number will also be listed on Nursing Home's Compliance Board, in the Personnel Policy and on posters.

Nursing Home posts the names, addresses and telephone numbers for the State survey and certification agency, State licensure office, State ombudsman program, State protection and advocacy network, State Medicaid fraud control unit, and HHS-OIG hotline number.

C. Non-Retaliation

Employees who ask a compliance question or report potential compliance issues to Nursing Home or to a government agency will not be subject to retaliation or harassment by Nursing Home as a result of the report. Concerns about potential retaliation or harassment should be reported to the Compliance Officer. Any reports of retaliation or harassment will be immediately and thoroughly investigated, and if retaliation or harassment is found, it will be met with disciplinary action.

Nursing Home welcomes reports of non-compliance and views these reports as essential to improving Nursing Home's operations. Harassment and retaliation in response to reporting will not be tolerated.

D. Documentation

The Compliance Officer will keep a log reflecting any compliance issues raised (including all hotline reports) and the results of the investigation of those issues. The Compliance Officer will use this log to update policies and procedures and improve training, as necessary. All complaints and their disposition will be tracked in Nursing Home's Compliance program and reported to the Compliance Committee and the Board, as appropriate.

Auditing and Monitoring

A. Baseline Review

Nursing Home completed a baseline audit in February 2013 to assess its performance in compliance risk areas. The results of the baseline audit were shared with the Administrator, the Compliance Committee and the Board of Directors and were used to implement standards, goals, and policies and procedures.

B. Ongoing Review

Nursing Home establishes a compliance calendar on an annual basis that includes scheduled auditing and monitoring activities in each identified area of compliance risk. Additional audits will be conducted if Nursing Home identifies a high-risk program or operation, or a deviation from its baseline compliance status. Audit tools may include but are not limited to: random sampling of records or charts, reviewing written contracts, observing clinical staff, assessing HIPAA documentation, evaluating employee training and discipline records, and reviewing compliance report complaint logs and investigative files. When additional expertise is required, contractors will be used to conduct audits.

C. Annual Review

The Compliance Officer will direct an annual comprehensive audit to evaluate the effectiveness of the Compliance Program. As part of the annual review, the Compliance Officer will recommend changes to

current policies and procedures if improvements are needed. Employees will be trained on any policy and procedure changes.

In addition to evaluating each component of the Compliance Program, the annual review will assess the overall effectiveness of the Compliance Program using the following measures:

- Have adequate resources been allocated to compliance initiatives?
- Is there a reasonable timetable for implementation of the compliance measures?
- Have the Compliance Officer and Compliance Committee been vested with sufficient autonomy, authority, and accountability to implement and enforce appropriate compliance measures?
- Do compensation structures create undue pressures to pursue profit over compliance?
- Do employees understand the policies and procedures applicable to their job functions?
- Do employees feel they can report compliance issues without retaliation?
- Is discipline for non-compliance imposed consistently?

D. Auditing Procedures

The purpose of compliance monitoring and auditing is to measure performance, identify problem areas, improve processes, and advance compliance with Federal and State laws and regulations, program requirements, ethical standards, and payor rules. Audits will be conducted by appropriate personnel under the direction of the Compliance Officer. The Compliance Officer will document the procedures and findings of each audit and share the results with the Compliance Committee and the Board, as appropriate.

If an audit identifies potential compliance issues, the Compliance Officer will handle the matter according to Nursing Home's policies and procedures for investigating compliance matters. See Nursing Home's Responding to Non-Compliance and Taking Corrective Action policy and procedure. Any weaknesses or deficiencies identified in the Compliance Program will be promptly corrected. This includes promptly repaying any detected overpayments or self-disclosing misconduct to the authorities. Nursing Home takes these obligations very seriously. The Compliance Officer and Compliance Committee will use the audit results to improve and update the Compliance Program. Employees will be promptly trained on policy and procedure changes.

E. Dashboard

In order to foster an organizational culture and leadership that understands and promotes compliance, Nursing Home may use a dashboard to track compliance related information, such as hotline reports, and training and audit progress.

Compliance as an Element of Employee Performance/ Disciplinary Action

Adherence to this Compliance Program is a condition of employment at Nursing Home. Employees who fail to comply with the Compliance Program will be subject to disciplinary action, regardless of their level or position. Managers and supervisors/the Administrator have/has a responsibility to discipline employees who violate the Compliance Program, in a fair and consistent manner. Managers and supervisors should discuss with employees and contractors the compliance policies and legal

requirements relevant to their functions, and the disciplinary consequences for failing to comply. Appropriate disciplinary action will be taken for conduct such as (The list is not exhaustive and is intended to supplement existing disciplinary policies):

- Knowingly violating any state or federal statute, regulation, or rule related to health care, or Nursing Home's Compliance Program.
- Failure to report a violation or suspected violation of Federal and/or State laws or regulations, the Compliance Program, or Nursing Home policies and procedures.
- Intentional misuse of the compliance reporting system by knowingly providing false information to the Compliance Officer.
- Knowingly providing material false or misleading information to Nursing Home, a government agency, third party payor, or the like.
- Actively or passively encouraging, directing, facilitating or permitting non-compliant behavior.
- Failure to take action prescribed under the Compliance Program or to comply with any duties, express or implied, set forth in the Compliance Program.
- Failure by a violator's supervisor to detect and report a compliance violation, if such failure reflects inadequate supervision or lack of oversight.
- Refusal to cooperate in an investigation of a potential violation.
- Retaliation against an individual for reporting a compliance violation in good faith.

The term "knowingly" is intended to mean both acting intentionally and acting with deliberate indifference or reckless disregard.

The Compliance Officer has no disciplinary enforcement authority; he or she may investigate, evaluate, and make recommendations to the Administrator consistent with Nursing Home policies and procedures as they apply to employees. Any disciplinary action shall be determined by the Administrator in conjunction with the appropriate supervisor. All disciplinary action will be taken in accordance with Nursing Home's Disciplinary Action procedure as set forth in section 6-2 of the Personnel Policy.

The degree of disciplinary action will range from verbal warning to termination of employment. In addition to the factors listed in section 6-2.3 of the Disciplinary Action procedure, the following factors may influence the imposition of discipline for a compliance violation:

- The severity of the violation
- Whether the violation was committed accidentally, negligently, recklessly or intentionally
- Whether the individual has previously committed Compliance Program violations
- Whether the violation was self-reported
- Whether, and the extent to which, the individual cooperated with the investigation of the violation
- Whether the violation constitutes a crime; and if so, whether it is a misdemeanor or a felony
- Whether the violation is unethical
- Whether anyone was harmed by the violation

Disciplinary measures may include the following:

- Oral warning
- Written warning

- Suspension
- Dismissal

In addition to imposing discipline, Nursing Home will implement other remedial measures as appropriate (e.g. training).

Employees' non-adherence to the Compliance Program will be considered as a criterion in performance reviews. Prompt and complete self-disclosure of one's own non-compliance may be considered a mitigating factor in determining discipline or sanctions. Likewise, employees' adherence to the Compliance Program and efforts to advance compliance initiatives in Nursing Home will be considered a positive criterion in performance reviews.

Responding to Non-Compliance and Taking Corrective Action

A. Investigating Compliance Issues

All reports of potential compliance violations will be investigated by the Compliance Officer to determine whether there is reasonable cause to believe the Compliance Program has been violated. The Compliance Officer will conduct an investigation with assistance from Nursing Home's legal counsel, as appropriate. Please see Nursing Home's Responding to Non-Compliance and Taking Corrective Action policy and procedure for detailed procedures for internal investigations.

Nursing Home employees are required to cooperate fully with all Compliance Program investigations. To the extent possible, the inquiries and all information gathered will remain confidential. If the Compliance Officer determines the integrity of the investigation could be compromised by the presence of employees under investigation, those employees will be put on administrative leave until the investigation is complete.

The investigative file should contain a completed Compliance Report Intake Form (attached). All reports will be investigated unless the information provided by the report contains insufficient information to permit a meaningful investigation. The Compliance Officer will attempt to obtain additional information if possible. If not possible, the Compliance Officer will document the reason an investigation did not take place.

The Compliance Officer will include all compliance reports and their results in his or her reports to the Compliance Committee and the Board of Directors.

B. Corrective Action Plans

Once an investigation has identified non-compliance, the Compliance Officer shall have the responsibility and authority to take or direct appropriate action to address and correct the issue (exception: discipline requires action by the Administrator). In developing the corrective action plan, the Compliance Officer should consult with the Compliance Committee and appropriate clinical, administrative personnel, and legal counsel as appropriate. All compliance issues will be addressed promptly, and on a case-by-case basis. When assessing corrective action, the Compliance Officer will seek advice from Nursing Home's legal counsel to determine the appropriate course of action. Some non-compliance might require further auditing/internal investigation, and/or returning overpayments or self-disclosing misconduct to the government. Strict timelines might apply.

Possible corrective actions include:

- Imposing disciplinary action upon an employee
- Reporting alleged incidents of mistreatment, neglect, abuse, or misappropriation of resident property to the Administrator and the State
- Returning overpayments to the Government
- Notifying criminal and/or civil law enforcement authorities
- Self-reporting potential fraud using the OIG's voluntary self-disclosure protocol
- Expanding the investigation to include a broader audit of systems
- Updating the Compliance Program
- Modifying policies and procedures
- Training employees to improve adherence to policies and procedures

The corrective action plan will be provided to the Administrator and included in quarterly reports to the Compliance Committee and the Board of Directors. The corrective action plan should be designed to ensure not only that the specific issue is addressed, but also that similar problems do not recur in other areas of the facility.

* All alleged incidents of mistreatment, neglect or abuse (including injuries from an unknown source), and misappropriation of resident property, must immediately be reported to the Administrator, and to the authorities within required timelines.

C. Governmental Investigations

If a state or federal investigator arrives at Nursing Home to investigate potential or alleged non-compliance (e.g. with a subpoena or search warrant, or requests documents or to interview employees), Nursing Home's policy is to cooperate. However, please notify the Compliance Officer immediately. If the Compliance Officer is unavailable, contact the Administrator. Nursing Home has specific procedures to follow, and will want to contact legal counsel immediately for guidance. See Nursing Home's Responding to Non-Compliance and Taking Corrective Action policy for detailed procedures for governmental investigations.

Code of Conduct

This Code of Conduct is part of Nursing Home's Compliance Program. It provides guidance to Nursing Home employees, directors, contractors, students, and volunteers, and helps us follow ethical and legal standards. These obligations apply to our relationships with residents, physicians, third-party payors, vendors, consultants and each other. This Code of Conduct does not represent a change from Nursing Home's prior practices, but is a recordation and compilation of these practices.

It is the intent of Nursing Home to comply in good faith and to the best of its ability with State and Federal laws and ethical standards. More detailed guidance can be found in Nursing Home's policies and procedures. When an employee is unsure whether an activity or practice is illegal or inappropriate, the employee should not "guess" as to the correct answer. Seek guidance from your supervisor and/or the Compliance Officer. Employees will not be penalized for asking compliance-related questions. Nursing Home strives to create a culture in which every individual is comfortable asking questions about how to conform their job duties to the Compliance Program.

This Code of Conduct summarizes Nursing Home's commitment to meet ethical standards and to comply in good faith and to the best of its ability with laws, statutes and regulations in the following areas:

1. Quality health care services
2. Resident rights
3. Billing and coding Integrity
4. Business practices
5. Ethical culture

1. Quality Health Care Services

We will:

- Use professional skill and judgment when providing health care services.
- Provide high quality health care services in accordance with applicable federal and state regulatory requirements and standards of care.
- Provide health care services that are individualized for each resident.
- Provide health care services that attain and maintain each resident's highest practicable medical, mental and psychosocial needs, based on a comprehensive and accurate assessment of the resident's functional capacity.
- Document health care services in a complete and accurate medical record.
- Maintain, dispense and transport all drugs and controlled substances according to applicable laws and regulations.
- Continually work to improve the quality of patient care.

2. Residents Rights

We will:

- Promote the resident's right to a dignified existence with freedom of choice, self-determination, and reasonable accommodation of individual needs.
- Provide treatment without discrimination as to race, color, religion, sex, national origin, disability, source of payment, sexual orientation, or age.
- Provide considerate and respectful care in a clean and safe environment free of unnecessary restraints.
- Provide residents information in order to make intelligent decisions. This includes information about Nursing Home and its policies, procedures and charges, and who will provide services on behalf of Nursing Home.
- Respect residents' right to make their own health care decisions if able. Consult family and/or durable power of attorney on behalf of residents unable to make their own decisions.
- Immediately report abuse to: 217-384-3784 or a supervisor.

3. Billing and Coding Integrity

We will:

- Not knowingly engage in any form of improper up-coding of any service.
- Ensure billing and coding is accurate, timely, and complies with 1) federal and state laws and regulations; 2) federal, state and third party payor requirements; and 3) Nursing Home policies and procedures.
- Ensure no false, fraudulent, inaccurate or fictitious claims are submitted. No falsification of medical, time or other records will be tolerated.
- Promptly investigate and correct billing issues (including making any required repayments) when errors are discovered.
- Maintain complete and thorough medical and billing records.
- Be knowledgeable of billing policies and procedures established by government programs and private third party payors.

4. Business Practices

We will conduct Nursing Home's business affairs with integrity, honesty and fairness, and without conflict with personal interests.

A. Books and Records

We will:

- Keep accurate books and records, such as financial transactions, cost reports, and documents used in the ordinary course of business.
- Not make false or artificial entries or misstatements.

- Not alter or destroy documents in anticipation of or in response to a request for documents by a government agency or court of competent jurisdiction
- Not give or receive any payments (or anything else of value), or agree to a purchase price, with an intention or understanding that part of that payment will be used for any purpose other than what is listed in the document supporting the payment.
- Document facts truthfully and accurately. We will not conceal or fail to document any transactions.
- Immediately notify the Compliance Officer upon receipt of an inquiry, subpoena (other than for medical records or other routine licensing or tax matters) or other government request for information regarding Nursing Home.

B. Gifts

- We will not accept gifts or benefits in exchange for patient referrals.
- We will not provide gifts to residents or potential residents that could induce the resident to obtain our services.
- The following “nominal” gifts are acceptable: No more than \$10.
- All gifts will be disclosed to, and tracked by the Compliance Officer

C. Conflicts of Interest

We will:

- Not enter any joint venture, partnership or other risk sharing arrangement with a potential or actual referral source unless the arrangement has been reviewed and approved by the Board of Directors.
- Avoid any activity that conflicts with the interests of Nursing Home or its patients.
- Disclose potential conflicts of interest to the Compliance Officer.

D. Kickbacks and Referrals

It is against State and Federal law to pay or give anything of value to an individual, provider, or vendor to induce or reward referrals. We will follow the following standards of conduct:

- Nursing Home will not pay incentives to employees, contractors, physicians, suppliers, vendors, or other referring parties based on number of Federal or state health care program beneficiary referrals. Financial relationships with entities that refer patients to Nursing Home will be based on the fair market value of items or services provided and will not be in any way related to the value or volume of referrals or contain an inducement to refer.
- All financial relationships with potential referral sources will be reviewed by legal counsel.
- Nursing Home will only make referrals based on the preferences of the resident or, if the resident does not express a preference, what is best for the resident.

- Nursing Home will not waive insurance co-payments or deductibles, or otherwise provide financial or non-cash benefits to individuals in order to induce such individuals to obtain e services from Nursing Home.

E. Confidentiality

We will:

- Ensure the confidentiality, integrity, and availability of all protected health information, electronic or otherwise ("PHI").
- Immediately notify the Compliance Officer of any potential privacy or security breaches involving PHI.
- Protect residents' rights to privacy and confidentiality of their medical records (including electronic records), in accordance with HIPAA, state law, and Nursing Home's HIPAA Privacy, Security, and Breach Notification policies and procedures.
- Refrain from engaging in unauthorized review or disclosure of medical records (snooping).

F. Employee Screening

- Nursing Home will not employ individuals who have been excluded from participation in Federal or State health care programs; convicted of crimes of neglect, violence, abuse, theft, dishonesty, financial misconduct, or other offenses relevant to the job for which they are applying; who do not have an active license/certification (if applicable).
- Nursing Home will periodically conduct employee screens. Employees have an ongoing duty to notify Nursing Home if their qualifications or employment eligibility changes.
- Nursing Home will not contract with any party that is excluded from participating in Federal or State health care programs. Periodic vendor screens will be conducted.

5. Ethical Culture

We will:

- Perform our duties in good faith and to the best of our ability.
- Refrain from illegal conduct in personal and business matters.
- Participate in compliance training.
- Immediately report all suspected violations of the law, this Code of Conduct, the Compliance Program, or any Nursing Home policy or procedure, to the Compliance Officer or by using the hotline.

**Champaign County Nursing Home
Compliance Program Resolution of the Board of Directors
Adopted at a Meeting Held on January 9, 2017**

At the regular meeting of the Champaign County Nursing Home Board of Directors (the "Board"), the following Resolution was adopted:

Whereas, Champaign County Nursing Home remains committed to conducting its activities in accordance with all laws and regulations that apply to its business activities;

Whereas, Champaign County Nursing Home remains committed to establishing a high level of quality and service in all aspects of its operation; and

Whereas, the Board believes it is important to document and demonstrate this continuing commitment to Champaign County Nursing Home's residents, employees and our community;

Be It Resolved that the Board hereby reestablishes its commitment to the Champaign County Nursing Home Compliance Program which is designed to prevent and detect violations of applicable laws and regulations. The development of the program is based on the Office of Inspector Generals' seven fundamental elements of a compliance program:

1. Implementing written policies, procedures and standards of conduct;
2. Designating a compliance officer and compliance committee;
3. Conducting effective training and education;
4. Developing effective lines of communication;
5. Enforcing standards through well-publicized disciplinary guidelines;
6. Conducting internal monitoring and auditing; and
7. Responding promptly to detected offenses and developing corrective action.

Be It Further Resolved that the Board hereby reestablishes its commitment to the Code of Conduct and the Policies and Procedures contained in the Champaign County Nursing Home Compliance Program;

Be It Further Resolved that the following Compliance Program progress has occurred to date: the Compliance Program is annually distributed to employees and Directors; a Compliance Officer and Compliance Committee have been appointed and meet quarterly; annual compliance training is provided to employees and Directors, plus monthly written updates and tips; the Compliance Program is reviewed annually; and compliance risk area policies and procedures are in place and reviewed and updated on an ongoing basis; an auditing and monitoring program is underway.

Be It Further Resolved that the Board hereby acknowledges an ongoing commitment to allocate adequate resources to the implementation and enforcement of the Compliance Program, as additional funds, personnel or contractors are required, to the fullest extent possible;

This resolution is hereby adopted by action of the Board of Directors Champaign County Nursing Home.

Chairperson, Board of Directors
Champaign County Nursing Home

Signature

Printed Name

Date