

Friends of Rainier Meeting Minutes - 5-20-17

PRESIDENT'S REPORT - Jeff Carter introduced the board members. The new Director of Medical Operations at Rainier who was supposed to speak, did not attend, so we contacted Harvey via phone

SUPERINTENDANT HARVEY PEREZ UPDATE (Via Conference Call) -

- NEW DIRECTOR OF MEDICAL OPERATIONS
 - o His name is John Tedeschi
 - o He is working to have better collaboration with local hospitals. He has been meeting with head doctors from Franciscan and Multi-Care
 - o He is working to better communication. A form has been created, that when filled out, initiates further communication between the hospital and Rainier's Medical Director
 - o He is working to clear up confusion that hospitals have had regarding Rainier School and its residents
 1. The attendant counselors that stay with the clients at the hospital are not nurses
 2. Rainier is not a psychiatric hospital, nor is it a nursing facility
- RELAY FOR LIFE
 - o Rainier School employees and clients participated for the 2nd year in a row. Over 30 clients participated and some stayed all the way until midnight
 - o The goal was to raise \$2K, but they actually raised \$5K (for the American Cancer Society)
- PROGRAM UPDATE
 - o Pat C - The surveyors will be coming back at the 90 day mark to re-evaluate. A letter has been sent to them.
 - o Pat E - Still 2 plus months away from their next survey
 - o Pat A - Passed their last survey and are continuing to work on minor issues. They also have implemented a day program with workshops/classrooms. They are looking at the client needs and helping houses by providing opportunities for a larger variety of activities
 - o Jeff asked Harvey if the bar is being raised for Active Treatment expectations. Harvey said that yes, that is the case. In a house with 12-15 clients, if a particular client is not engaged after 15-20 minutes, the surveyors raise concerns. This is especially challenging when new hires are involved. They might not have yet learned how to answer surveyor questions effectively and are also nervous
- STAFFING ISSUES
 - o Harvey asked for data relating to the demographic profiles of new employees due to the fact that 160+ were hired in the last year, but a high number of those employees left in their first year.
 - o 70% of those hired are Millennials (42% of those are 24 and under)
 - o They are trying to determine what challenges they are facing in the first year because they are losing 10% after 30 days; 42% after 6 months
 - o He has changed the way pre-screening will be done (beginning in July). He has selected a team of 4 people to do all the pre-screening of candidates. They will be tasked with helping new hires better understand what the job entails. They will then refer the best candidates for interviews
 - o Harvey is also looking to provide more training for supervising a young workforce. He presented his ideas to his superiors in Olympia and to the Union
 - o He plans to have 1 employee be an employee advisor to each new hire to help them through challenges
 - o He plans to track every employee this year and follow up aggressively with exit questions if they do quit
 - o The 4 areas that new hires are coming from are 1) Tacoma 2) Buckley/Bonney Lake 3) Puyallup and 4) Enumclaw
 - o 7 out of 10 Millennials use internet job search engines to find employment, so they are trying to match their hiring advertising with today's most effective tools/methods
- UPCOMING ACTIVITIES
 - o Summerfest - will be in early August, but a date has not been locked down yet
 - o The Buckley Log Show - Rainier will have a booth there for job opportunity recruitment
- 20 YEAR MASTER PLAN
 - o Harvey will send us an email with more information/updates/feedback

- o Senator Fortunato was there at the meeting and has become more active after that meeting
- RAINIER CURRENT CLIENT LEVELS
 - o Rainier currently has 307 clients and 950 employees. The average age of clients is increasing
 - o The state's priorities for client care are
 1. Keep them in their home with their parents and provide additional support
 2. Community options - the least restrictive and if possible, the least costly
 3. RHCs for higher needs clients
- OTHER
 - o The roof of the gym is being replaced
 - o They are making an effort to increase day programs so that with team effort, they can boost employee morale
 - o Dr. Peck is leaving and they are in the process of getting new psychiatric help. They are working on building partnerships so that they do not have to rely on one person
 - o Rhonda mentioned that it would be nice if parents/guardians/family members had contact information for their client's staff such as doctors and dentists

LEGISLATIVE SESSION 2017 - Special Session underway - based on a call with ActionDD board/Rick Jensen, the bills related to DD have not got anywhere. Fircrest supporters held a rally today in support of keeping Fircrest open. Rick feels that a rally might be counter-productive and also discouraged attacks on Dino Rossi. The long term state goal may be to only have one Eastern WA RHC and one Western WA RHC.

FOR MEMBERSHIP AND FUNDRAISING CAMPAIGN - Lynette and Kathy will get the mailing list/data base updated, including donors, by the end of June so that we can send out the membership drive and fundraising letter

WORM PROGRAM/CHICKEN PROGRAM -

- Katia says the worm program is going well and that the students from City University that are helping with marketing are taking the project to an entrepreneurial fair
- It will be \$250 for start-up chickens and a group that will come teach them how to take care of the chickens

UPCOMING ACTIVITIES -

- Next membership meeting - Saturday, September 16th
- Rainier Family Picnic - Sunday, July 16th. A question was raised about whether the picnic will be made known to the community (as well as Summerfest). Marya is marketing events to the community. We discussed showing appreciation to the Longshoremens Union somehow (maybe Katia and the clients can help make a banner). We are in contact with the music DJ and will once again have the poker walk.
- Action DD Summer Meeting - Yakima Valley School, Saturday June 17th at 10 am

Our website - www.friendsofrainier.org