



V E R M O N T V E T E R A N S ' H O M E

Fulfilling the Promise



OVERVIEW OF VVH

- Agency of the State of Vermont
- 196 State Employees
 - all but 7 are classified employees
- 130 skilled nursing home beds
- 8 Dom/Residential Care Beds
- Services Provided:
 - Short Term Rehab
 - Long Term Care
 - Respite Care
 - Hospice Care
 - Outpatient Rehab



OVERVIEW CONTINUED

- No Deficiencies Since **OCTOBER 1, 2015**
 - VA and State Inspections
- **1 of 11** Nursing Homes with over all 5 Star CMS Rating
 - <https://www.medicare.gov/nursinghomecompare/search.html>
 - Only 1 in Bennington County
- Only **1 of 5** Nursing Homes with 5 Star Rating for Nursing Staffing
 - Only 1 in Bennington County
- Fully Implemented Electronic Medical Record System



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STAFF ACCOLADES

- Presentation at National Conferences
 - National Association of State Veterans' Homes
 - CrimeStoppers
- Training Provided to the VA
- Staff Receiving National Certifications
- Pinnacle Best in Class Awards
- Best Practices
 - Visit from Holyoke with another on planned
 - Conference Call with Long Island
 - Participation in Hospice Panel



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CENSUS OVERVIEW

- Highest Occupancy in Bennington County
- Occupancy Rate 8.92% **above State Average**
 - Based on July 2016 Data
 - <http://dail.vermont.gov/dail-publications/drs-occupancy-july-2016>
- FY 15 Average Daily Census 119.66
 - Discharges 45
- FY 16 Average Daily Census 120.50
 - Discharges 84
- FY 17 Average Daily Census 120.50
 - Discharges 23



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CENSUS ACTION PLAN

- Focus on Rutland and Chittenden County
 - High Concentration of Veteran Population
- Marketing Plan
 - Rutland Chamber of Commerce
 - Regional Visits
 - Print and Media Ads
- Mental Health/Behaviors most frequent reason for admission denial



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CALL-OUT RATE

- Call-out is when an employee scheduled to work on a particular day calls the facility to say they cannot work.
 - Does not include vacations, block FMLA use or Admin Leave.
- National Call-Out Average for Nursing Homes **5.6%**
 - www.gerontologist.oxfordjournals.org/content/early/2014/01/05/geront.gnt167.full.pdf
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CALL-OUTS CONTINUED

- FY 15 Rate 8.84%
- FY 16 Rate 9.52%
- FYTD 17 Rate 8.03%
- Highest of 11% and Lowest 6.58%
- FMLA main reason for call-out
- FMLA Eligibility
 - Employee for 1 Year
 - FTE 480hrs per 12 months
 - Part-time (20hrs wk) 240 per 12 months
 - MD Certification
 - Block leave or Intermittent



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CALL-OUTS CONTINUED

- Worker's Compensation Impact
 - Per OSHA 2015 Lost Work Day Illness and Injury Rate (LWDII) for Nursing Homes 4.9
 - Number of recordable incidents per 100 employees that results in a lost or restricted day of work due to work related injury of illness
 - Calendar Year 15 Rate 4.25
 - 47 Cases
 - 1228 days away from work
 - 405 days of light duty



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OVERTIME, TEMP/CONTRACTED STAFF

- Call-Outs, FMLA and Worker's Comp top drivers for use of Overtime, Temp/Contacted Staff
- Regulatory Requirement for Minimum Nursing Department Hours
 - 1 Hours of RN/LPN per patient per day
 - 2 Hours of LNA per patient per day
 - Section 7.13 of "Licensing and Operating Rules for Nursing Homes. December 15, 2001
 - <http://www.dail.vermont.gov/dail-statutes/statutes-dlp-documents/nursing-home-regulations>
- Temp Staff employees of VVH who work no more than 1560 hours per year. Are used in all departments
- Contracted Staff non VVH staff provided by staffing agencies, for nursing department only to met regulatory requirements



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OVERTIME TEMP EMPLOYEES

- Overtime:
 - FY 15 23,853.11hrs \$681,879.28
 - FY 16 22,575.15hrs \$702,221.21
 - FY 17 5,306.13hrs \$170,893.99
- Temporary Employees:
 - FY 15 38,511.22hrs \$515,661.70
 - FY 16 25,118.09hrs \$315,987.87
 - FY 17 6,653.15hrs \$102,719.01



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CONTRACTED EMPLOYEES

- FY 15 625hrs \$26,545.47
- FY 16 6,874hrs \$308,290.25
- FY 17 7,848.45hrs \$312,506.45

- Action Plan
 - New Nursing Schedule
 - LNA Class
 - Meeting with Talent Acquisition
 - Worker's Compensation Changes

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