

COMMUNITY LIVING OPTIONS



LET'S STAY SAFE TOGETHER

August 6, 2021
Employee Newsletter

Our Mission

We assist individuals in achieving their life goals by building relationships through quality services in supportive environments.

Board of Directors

Ed Wilson
Suzanne McPeck
Louise Kenny
Casey Blair
Debbie Dawson
Melissa Gilbert
Torean Greeley
Dawn Pantaleo
Ron Ryan
Joe Walls

Next Board Meeting
August 25, 2021

Contact Info

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Zero Recommendations

Dear Employees of CLO,

After years of advocating for better wages and recognition for direct care staff, the State of Michigan, along with Integrated Services of Kalamazoo are taking steps that recognize the value that direct care professionals bring to the greater community. CLO as well as many other providers have been struggling to recruit a caring and competent workforce to serve our most vulnerable citizens.

It is my great pleasure to announce that CLO will be increasing the base wage to \$15.60 an hour. All current direct care employees will receive an additional \$2.00 an hour. This, along with the current \$2.25 that you are receiving from the State of Michigan will result in a \$4.25 increase. This will become effective on August 1, 2021. If you have any questions, please email Karen Burpee, HR Director: kburpee@communitylivingoptions.org

Thank you for your loyalty to CLO and those we serve. I know that many of you work a lot of hours with short notice. It has been a hard couple of years with COVID, being short staffed, dealing with childcare, etc. While the increase is good, I hope we can continue to improve on the wage for all workers. We are going to be working hard to recruit, train, and get our open shifts covered. HANG IN THERE! We need you!!

Community Living Options is getting back to “Normal” but cautiously...

To mask or not to mask? This is a question that CLO – and just about everyone else – has been trying to answer. The response has changed a several times in the past few weeks as the delta variant of Covid continues to spread – especially among the unvaccinated members of our community. Yesterday the CDC released information suggesting that residents of Kalamazoo County (among others) resume wearing masks indoors because cases are on the rise.

CLO is designated as a “health care industry” – which means that it is has always been recommended that masks be worn when providing personal care within our homes, no matter what the vaccination status of staff and residents. Our priority remains keeping everyone safe and healthy and we continue to monitor CDC and MDHHS recommendations. Although masks are only mandated if the home has an individual diagnosed with Covid residing within – it remains best practice to wear a mask indoors especially if you are not vaccinated. If you are not vaccinated we strongly recommend that you become so. As vaccination numbers increase, so does the safety of your community – CLO, Kalamazoo and Michigan.

Approximately 98% of the people we serve are vaccinated and we are slowly starting to re-engage with the community – outdoors because it is safer – and also because it is summer!

Please continue to encourage employees, friends and families of CLO to get their vaccination and make Michigan a safer place to be!

Welcome, James!

I am very pleased to announce that James Gainey III has accepted the Program Supervisor position and will join our team on Monday, August 2nd. James is attending WMU where he is studying Aviation. He has worked for ROI as a Program Coordinator for two years and has developed a love for our work. He is very excited to join CLO and has convinced his wife to work for us as well. James will supervisor Oakcreek and Souley will move to Darro in mid-August. Please introduce yourself and welcome him to CLO!



Congratulations! Zero Med Errors in July! Keep up the good work! WOOHOO

CLO Moves to RELIAS On-Line Training

One of the areas identified as needing an upgrade during strategic planning was training. Specifically that we needed to move to more on-line trainings in order to save staff time and hopefully reduce overall time and expense. The idea of moving training on-line was a bit frightening to those of us that have been in human services a long time (read “the old people”) because so much of our job entails interacting with people, building relationships and trust. Then the pandemic hit and we were forced to move to on-line training and to do so rapidly. Just because the country was closed didn’t mean that staff didn’t have to be trained right?

Right!

So we amped up looking at training software and settled upon Relias. They are also used by Integrated Services of Kalamazoo, and they were kind enough to share internally developed trainings (such as Recipient Rights annual review and quiz, nutrition and emergency preparedness) with CLO so those trainings could be entered into CLO Relias and used as part of our Annual Updates Training. Our initial and annual trainings are mandated by the State of Michigan – and now with the exception of Mandt, CPR/1st Aid, Medications and Gentleness – all trainings can be completed on line.

But there is so much more to be excited about within Relias!!! They offer a huge curriculum – want to learn more about how to assist with shaving someone? Effective communication skills? Specific disabilities? There are training topics in all of these areas! Simply log in to Relias – communitylivingoptions.training.reliaslearning.com User name is first initial, last name and your password is Welcome (which you may change if you so desire – but PLEASE write it down.....) and click on the “assignments” tab on the left. This will display any trainings which have been assigned to you by Celeah or your supervisor. Next up – Supervisors and Program Directors will be assigning a training or two specifically for staff at each home so everyone can log in and give the system a try. *****Celeah sent everyone an email at their communitylivingoptions.org email address – please click on that link and take the “Welcome to Relias” course for additional information*****

If you have questions please contact Celeah or Lori

Summer Fun!

Residents have come up with many creative ways to get outside and have fun this summer!



Staff Birthdays

- Donald Calkins
August 2
- Moukaila Bouraima
August 2
- David Vergon
August 13
- Alexis Chambers
August 19
- Talia Williams
August 19
- Mikayla White
August 22
- Cameron Dawson
August 23
- Emily MacDonald
August 23
- Tim VanDyk
August 25
- Indiasha Parker
August 26
- Tyler Deau
August 27
- Kaylee Lethcoe
August 31
- Fanny Nsaliwa
September 2
- Onnastayzea Williams
September 6
- Haley Keown
September 7
- Jazminique Wadford
September 11
- Elliott Boinais
September 13
- Dennis Ahworegba
September 17
- Zakiya Parker
September 17
- Megan Clancy
September 18
- JaQuana Williams
September 20
- John Withee
September 25
- Nathan DeBoer
September 30
- Ouma Diallo
September 30