

# 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](mailto: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 Darmo 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!

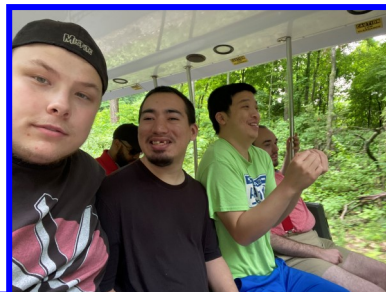
So we amped up looking at training software and settled upon Relias. They are also used by Integrated Services of Kalamazoo, and they were kind enough to share internally developed trainings (such as Recipient Rights annual review and quiz, nutrition and emergency preparedness) with CLO so those trainings 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](http://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](http://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!



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