



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

MARLON I. BROWN, DPA  
DIRECTOR

March 15, 2024

Gloria Guthrie  
Pelcher AFC Home Inc  
9084 E Weidman  
Mt. Pleasant, MI 48858

RE: License #: AS370069126  
Investigation #: 2024A1029030  
Pelchers I

Dear Ms. Guthrie:

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (231) 922-5309.

Sincerely,

A handwritten signature in black ink that reads "Jennifer Browning". The script is cursive and fluid, with the first letter of each word being capitalized and larger than the others.

Jennifer Browning, Licensing Consultant  
Bureau of Community and Health Systems  
Browningj1@michigan.gov - (989) 444-9614

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
BUREAU OF COMMUNITY AND HEALTH SYSTEMS  
SPECIAL INVESTIGATION REPORT**

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	AS370069126
<b>Investigation #:</b>	2024A1029030
<b>Complaint Receipt Date:</b>	02/06/2024
<b>Investigation Initiation Date:</b>	02/08/2024
<b>Report Due Date:</b>	04/06/2024
<b>Licensee Name:</b>	Pelcher AFC Home Inc
<b>Licensee Address:</b>	9084 E Weidman, Mt. Pleasant, MI 48858
<b>Licensee Telephone #:</b>	(989) 433-5386
<b>Administrator:</b>	Gloria Guthrie
<b>Licensee Designee:</b>	Gloria Guthrie
<b>Name of Facility:</b>	Pelchers I
<b>Facility Address:</b>	4480 N Shepherd Rd, Mt Pleasant, MI 48858
<b>Facility Telephone #:</b>	(989) 433-5446
<b>Original Issuance Date:</b>	01/01/1996
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	10/23/2022
<b>Expiration Date:</b>	10/22/2024
<b>Capacity:</b>	4
<b>Program Type:</b>	DEVELOPMENTALLY DISABLED

**II. ALLEGATION(S)**

	<b>Violation Established?</b>
Direct care staff member Ms. Slater fell asleep while working on third shift.	Yes
Direct care staff member Ms. Slater has been under the influence while working.	No

**III. METHODOLOGY**

02/06/2024	Special Investigation Intake 2024A1029030
02/08/2024	Special Investigation Initiated – Telephone call to AFC Licensing consultant Johnnie Daniels
02/08/2024	APS Referral made to Centralized Intake
02/08/2024	Referral - Recipient Rights - Emailed Katie Hohner ORR with concerns.
02/09/2024	Inspection Completed On-site – Face to face with direct care staff members Lisa Herron, Ashley Wiggins, and Resident A at Pelchers 1
02/09/2024	Contact - Telephone call received from ORR Katie Hohner
02/09/2024	Contact – Telephone call to licensee designee Gloria Guthrie
02/13/2024	Contact – Telephone call to direct care staff member Stephanie Slater
02/14/2024	Contact – Telephone call to direct care staff member Pamela Mark
02/22/2024	Contact – Telephone call to direct care staff member Desiree Hernandez-Garcia, Madilyn Simon, Lorraine Litle, former direct care staff member Brandy Wilson
02/23/2024	Contact – Document received – Email from ORR Katie Hohner.
03/15/2024	Contact – Telephone call to Katie Hohner
03/15/2024	Exit conference with licensee designee Gloria Guthrie

## **ALLEGATION:**

- **Direct care staff member Ms. Slater fell asleep while working on third shift.**
- **Direct care staff member Ms. Slater has been under the influence while working.**

## **INVESTIGATION:**

On February 5, 2024, a complaint was received via the Bureau of Community and Health Systems online complaint system with concerns that direct care staff member Stephanie Slater has fallen asleep while working third shift and that she is under the influence while working at Pelchers I. Office of Recipient Rights advisor, Katie Hohner is also investigating the concerns. Ms. Hohner stated she spoke with Complainant who informed her Ms. Slater was sleeping on November 30, 2023 while working third shift at Pelchers I.

On February 9, 2024, ORR Katie Hohner and I completed an unannounced on-site investigation at Pelchers I and interviewed direct care staff member Lisa Herron. Ms. Herron stated she has never arrived to work and found any direct care staff member sleeping. Ms. Herron stated Ms. Slater works third shift and she has never suspected Ms. Slater or any other direct care staff member of being under the influence at work. Ms. Herron stated there is always one direct care staff member working during third shift who is required to stay awake.

On February 9, 2024, ORR Katie Hohner and I interviewed direct care staff Ashley Wiggins. Ms. Wiggins stated she has worked for almost five years at Pelchers I and has never found a direct care staff member sleeping during their shift. Ms. Wiggins stated she has never had a concern of any direct care staff member working while under the influence of substances at work.

On February 9, 2024, ORR Katie Hohner and I interviewed licensee designee Gloria Guthrie. Ms. Guthrie stated it was reported to her that Ms. Slater was sleeping during third shift on an unknown date. Ms. Guthrie stated she did address it with Ms. Slater and she did admit she fell asleep during her shift while she was working alone. Ms. Guthrie stated she does not know how long Ms. Slater was sleeping but during this time the residents were not supervised or provided with personal care and this was not reported to Recipient Rights. Ms. Guthrie stated although she did not report it to Recipient Rights, she did take Ms. Slater off the schedule but she has since returned and is currently working at Pelchers I. Ms. Guthrie stated there are residents who need their bedding changed, get up to use the bathroom, and may need personal care during the night. Ms. Guthrie stated all the residents at Pelchers I need supervision during nighttime sleeping hours.

Ms. Guthrie stated she does not have any concerns that Ms. Slater has been under the influence at any time while working.

Ms. Guthrie stated the Sleeping Policy for Pelchers I states, “*Sleeping on duty is strictly prohibited.*”

I reviewed *Assessment Plan for AFC Residents* for Resident A, Resident B, and Resident C which all stated each residents is diagnosed with a developmental disability, is nonverbal, and has no awareness of danger. The *Assessment Plan for AFC Residents* for Resident B also includes a diagnosis of dementia.

I reviewed the Community Mental Health Person Centered Plans for Resident A which includes documentation that “[*Resident A*] *lacks awareness of dangers in the home but has adequate supervision to keep her safe.*” The Person Centered Plan for Resident B includes documentation that Resident B requires a gait belt in the home due to her unsteady balance and that she has been placed on Hospice.

On February 13, 2024, ORR Katie Hohner and I interviewed direct care staff member, Stephanie Slater. Ms. Slater stated she was sick so she did fall asleep at work because when she tried to call in, she was told she would lose her job. Ms. Slater stated she was dizzy and fainted at work because of a sinus blockage around July 2023. Ms. Slater stated she also fell asleep during third shift at the end of November 2023. Ms. Slater stated Ms. Segal also woke her up while she was sleeping but she does not recall the date this occurred but it was within the last six months. Ms. Slater stated there were approximately three times she fell asleep while working third shift at Pelchers I. Ms. Slater stated she “checked on the girls and they were fine” but she understands she is not supposed to sleep. Ms. Slater stated she fell asleep at work for an unknown amount of time because she “just dozed off.”

Ms. Slater stated Resident A does not require any personal care during the night however she is up and down 3-4 times each night. Ms. Slater stated she does not record the nighttime checks but she checks on Resident B every twenty minutes because she is receiving services through Hospice. Ms. Slater stated Resident B also needs breathing treatments throughout the night and she will complete these. Ms. Slater stated Resident C urinates in the bed so she will take her to the bathroom around 11 PM, 2 AM, 5 AM. Ms. Slater could not recall if these tasks were completed on the nights she fell asleep.

On February 14, 2024, ORR Katie Hohner and I interviewed direct care staff member Pam Mark. Ms. Mark stated she has never arrived at work and found a direct care staff member sleeping who was supposed to be working. Ms. Mark has never had any concerns the direct care staff members have been under the influence.

On February 22, 2024, ORR Katie Hohner and I also interviewed direct care staff members Desiree Hernandez-Garcia, Madilyn Simon, Lorraine Litle, and Brandy Wilson. All four of them reported they have not observed anyone to be sleeping at work and did not have concerns regarding anyone using drugs or alcohol or showing up to work under the influence.

On March 15, 2024, I interviewed Ms. Hohner who stated she will be substantiating the recipient rights complaint for Ms. Slater sleeping at work and also Ms. Guthrie and Ms. Segal for not reporting to Recipient Rights.

<b>APPLICABLE RULE</b>	
<b>R 400.14204</b>	<b>Direct care staff; qualifications and training.</b>
	<b>(2) Direct care staff shall possess all of the following qualifications: (b) Be capable of appropriately handling emergency situations.</b>
<b>ANALYSIS:</b>	<p>Ms. Slater was not able to respond appropriately and handle emergency situations on at least three occasions when she fell asleep while working third shift. Ms. Slater stated this was due to some health concerns which have since been resolved however, there is no information how long she was asleep for and according to the <i>Assessment Plan for AFC Residents</i> and Ms. Guthrie, all three residents at Pelchers I are developmentally disabled, non-verbal, and are unaware of safety precautions to take in case there was an emergency situation.</p> <p>There is no evidence Ms. Slater has been under the influence while she was working. Based on the interviews with Ms. Slater, Ms. Guthrie, Ms. Herron, Ms. Wiggins, Ms. Mark, and Ms. Hernandez-Garcia, there is no indication Ms. Slater or any other direct care staff member has ever been under the influence at work and not able to perform their job duties.</p>
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

**IV. RECOMMENDATION**

Upon receipt of an approved corrective action plan, I recommend no change in the license status.

*Jennifer Browning*

Jennifer Browning  
Licensing Consultant

03/15/2024

Date

Approved By:

*Dawn Timm*

03/15/2024

Dawn N. Timm  
Area Manager

Date