



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

May 3, 2021

Paul Meisel  
Reed City Fields Assisted Living II  
219 Church St  
Auburn, MI 48611

RE: License #: AL670384778  
Investigation #: 2021A0360020  
Reed City Fields Assisted Living II

Dear Mr. Meisel:

Attached is the Special Investigation Report for the above referenced facility. No substantial violations were found.

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 (989) 732-8062.

Sincerely,

A handwritten signature in blue ink, appearing to read "Matthew Soderquist".

Matthew Soderquist, Licensing Consultant  
Bureau of Community and Health Systems  
Ste 3  
931 S Otsego Ave  
Gaylord, MI 49735  
(989) 370-8320

enclosure

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

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	AL670384778
<b>Investigation #:</b>	2021A0360020
<b>Complaint Receipt Date:</b>	04/05/2021
<b>Investigation Initiation Date:</b>	04/05/2021
<b>Report Due Date:</b>	05/05/2021
<b>Licensee Name:</b>	Reed City Fields Assisted Living II
<b>Licensee Address:</b>	22109 Professional Dr. Reed City, MI 49677
<b>Licensee Telephone #:</b>	(231) 465-4371
<b>Administrator:</b>	Paul Meisel
<b>Licensee Designee:</b>	Paul Meisel
<b>Name of Facility:</b>	Reed City Fields Assisted Living II
<b>Facility Address:</b>	22109 Professional Dr. Reed City, MI 49677
<b>Facility Telephone #:</b>	(231) 465-4371
<b>Original Issuance Date:</b>	10/13/2017
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	04/13/2020
<b>Expiration Date:</b>	04/12/2022
<b>Capacity:</b>	20
<b>Program Type:</b>	PHYSICALLY HANDICAPPED ALZHEIMERS AGED

## II. ALLEGATION(S)

	Violation Established?
Staff are not fully trained.	No

## III. METHODOLOGY

04/05/2021	Special Investigation Intake 2021A0360020
04/05/2021	Special Investigation Initiated - On Site
04/05/2021	Inspection Completed On-site home manager Danielle Ducham, DCW Sarah Nelson, DCW Heather Fenema, DCW Kami Wyman, DCW Kenda Gilbert
05/03/2021	Exit Conference with Licensee Designee Paul Meisel

**ALLEGATION:** Staff are not fully trained.

**INVESTIGATION:** On 4/5/2021 I was assigned a complaint from the LARA online complaint system.

On 4/5/2021 I conducted an unannounced on-site inspection at the facility. The home manager Danielle Ducham stated all staff are provided the required staff training. She stated when new staff are hired, they are provided a new hire checklist which they are required to demonstrate proficiency in each job duty. Ms. Ducham stated each staff job shadows another staff until they are competent in each area. This could be a few days to several weeks. Ms. Ducham provided me with the checklist which included reviewing the handbook, HIPPA policy, communicable diseases, job duties/responsibilities, fingerprint scan, timeclock, alarms/panel, call buttons, transfer techniques, toileting, infection control, vital signs, personal care, emergency procedures, CPR, first aid, documentation and medication management. Ms. Ducham stated in addition to the new hire checklist each staff has an employee education and training log they initial as complete which documents training on the employee manual, job description, personal care, protection and supervision, resident rights, reporting requirements, fire safety and prevention, nutrition and food preparation, CPR, first aid, bloodborne pathogens, communicable diseases and documents ongoing monthly training. Ms. Ducham provided me with the training documentation for direct care workers Kami Wyman, Heather Fenema, Kiley Shoemaker, Sara Nelson, and Kenda Gilbert which all documented required trainings as complete.

While at the facility on 4/5/2021 I interviewed direct care worker Sarah Nelson. Ms. Nelson confirmed she had completed all required trainings as documented. She stated the training was thorough and she felt competent to do her job duties. I then

interviewed direct care worker Heather Fenema. Ms. Fenema confirmed she had completed all required trainings as documented. Ms. Fenema stated they are also provided training each month through in-service training and monthly staff meetings. She stated they are constantly learning. She stated the administration is very open to providing training that they request. I then interviewed direct care worker Kami Wyman. Ms. Wyman stated she has worked in this field for 20 years. She confirmed that she received the required training prior to working at Reed City Fields as documented. She stated most staff job shadow other staff for at least two weeks prior to working independently. She stated the training provided to new hires is great and the facility provides regular ongoing training as well. I then interviewed direct care worker Kenda Gilbert. Ms. Gilbert confirmed she received all the required training as documented prior to working independently. She stated the training covered personal care, protection and supervision, resident rights, reporting requirements, fire safety and prevention, nutrition and food preparation, CPR, first aid, bloodborne pathogens, and communicable diseases. She stated they also do regular ongoing training each month.

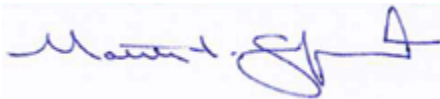
<b>APPLICABLE RULE</b>	
<b>R 400.15204</b>	<b>Direct care staff; qualifications and training.</b>
	<p><b>(3) A licensee or administrator shall provide in-service training or make training available through other sources to direct care staff. Direct care staff shall be competent before performing assigned tasks, which shall include being competent in all of the following areas:</b></p> <ul style="list-style-type: none"> <li><b>(a) Reporting requirements.</b></li> <li><b>(b) First aid.</b></li> <li><b>(c) Cardiopulmonary resuscitation.</b></li> <li><b>(d) Personal care, supervision, and protection.</b></li> <li><b>(e) Resident rights.</b></li> <li><b>(f) Safety and fire prevention.</b></li> <li><b>(g) Prevention and containment of communicable diseases.</b></li> </ul>
<b>ANALYSIS:</b>	<p>The complaint alleged that staff are not fully trained.</p> <p>The home manager Danielle Ducham provided documentation of required trainings completed by direct care staff upon hire and ongoing training.</p> <p>Direct care staff Kami Wyman, Heather Fenema, Sara Nelson, and Kenda Gilbert all stated they received the required trainings as documented.</p> <p>There is not a preponderance of evidence that direct care staff are not fully trained.</p>

<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

On 5/3/2021 I conducted an exit conference with the licensee designee Paul Meisel. Mr. Meisel concurred with the findings of the investigation.

#### **IV. RECOMMENDATION**

I recommend no change in the status of the license.



05/03/2021

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Matthew Soderquist  
Licensing Consultant

Date

Approved By:



05/03/2021

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Jerry Hendrick  
Area Manager

Date