



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

June 15, 2022

Renee Ostrom
Residential Alternatives Inc
P.O. Box 709
Highland, MI 48357-0709

RE: License #: AS630012774
Investigation #: 2022A0465028
Appomattox AIS/MR

Dear Ms. Ostrom:

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. Failure to submit an acceptable corrective action plan will result in disciplinary action.

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 (248) 975-5053.

Sincerely,

A handwritten signature in cursive script that reads "Stephanie Gonzalez".

Stephanie Gonzalez, LCSW
Adult Foster Care Licensing Consultant
Bureau of Community and Health Systems
Department of Licensing and Regulatory Affairs
Cadillac Place, Ste 9-100
Detroit, MI 48202
Cell: 248-514-9391
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enclosure

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

I. IDENTIFYING INFORMATION

License #:	AS630012774
Investigation #:	2022A0465028
Complaint Receipt Date:	04/26/2022
Investigation Initiation Date:	04/28/2022
Report Due Date:	06/25/2022
Licensee Name:	Residential Alternatives Inc
Licensee Address:	14087 Placid Dr Holly, MI 48442
Licensee Telephone #:	(248) 369-8936
Administrator:	Renee Ostrom
Licensee Designee:	Renee Ostrom
Name of Facility:	Appomattox AIS/MR
Facility Address:	10372 Appomattox Holly, MI 48442
Facility Telephone #:	(248) 634-5949
Original Issuance Date:	10/21/1992
License Status:	REGULAR
Effective Date:	12/13/2021
Expiration Date:	12/12/2023
Capacity:	6
Program Type:	PHYSICALLY HANDICAPPED DEVELOPMENTALLY DISABLED

II. ALLEGATION(S)

	Violation Established?
On 4/22/2022, direct care staff, Roy Key, was under the influence of alcohol while on duty.	Yes

III. METHODOLOGY

04/26/2022	Special Investigation Intake 2022A0465028
04/28/2022	Special Investigation Initiated - Telephone Spoke to Complainant via telephone
05/20/2022	Inspection Completed On-site I conducted an onsite inspection at the facility and interviewed licensee designee, Renee Ostrom
06/03/2022	Contact - Document Received Documents received from facility
06/07/2022	Contact – Telephone call made I interviewed direct care staff, Roy Key, via telephone
06/14/2022	Contact – Telephone call made I interviewed direct care staff, LaShonda Lindsey, via telephone
06/14/2022	Contact – Telephone call made I interviewed Guardian A1 via telephone
06/14/2022	Contact – Telephone call made I interviewed Guardian B1 via telephone
06/14/2022	Exit Conference Conducted Exit Conference with licensee designee/administrator, Renee Ostrom via telephone

ALLEGATION:

On 4/22/2022, direct care staff, Roy Key, was under the influence of alcohol while on duty.

INVESTIGATION:

On 4/26/2022, a complaint was received, alleging that on 4/22/2022, direct care staff Roy Key was under the influence of alcohol while on duty. The complaint indicated that on 4/22/2022, Mr. Key was on duty and was observed to have a small bottle of liquor in his pocket by licensee designee, Renee Ostrom. Ms. Ostrom requested that Mr. Key immediately complete a breathalyzer test. Mr. Key completed a breathalyzer test and blew a 0.072. Mr. Key was suspended from work while an investigation was conducted.

On 4/28/2022, I spoke to Complainant, who confirmed that the information contained in the complaint is accurate.

On 5/20/2022, I conducted an onsite investigation at the facility. At the time of my onsite investigation, there were five residents residing in the facility. All residents are non-verbal or developmentally delayed and were unable to be interviewed. I reviewed facility documents and interviewed Ms. Ostrom.

I reviewed the *Employee Disciplinary Report* and the *Alcohol Testing Form Results*, which stated the following:

On 04/22/2022 at 10:40am; completed by Renee Ostrom: When I turned from the sink, I looked down and spotted a bottle of liquor in Mr. Key's scrub pants pocket. I sent Mr. Key with the home manager for a breathalyzer at our medical facility for employees. At 11:06am, the breathalyzer was .072, at 11:25am, it was at .070. Mr. Key was suspended. If Mr. Key goes through an alcohol rehabilitation program, he will be conditionally reinstated to his job after successfully completing the substance abuse rehabilitation program and maintaining the preventative course of conduct prescribed by Mr. Key's drug or alcohol counselor and his doctor. This includes regular attendance at AA meetings, proper documentation and verification of being alcohol free and a doctor's statement. If all these documents are received, Mr. Key will be permitted to return to work. Failure to complete a rehabilitation program will result in termination of employment.

During the onsite investigation, I interviewed Ms. Ostrom. Ms. Ostrom stated that use or, or possession of alcohol by an employee while on duty is strictly prohibited. Ms. Ostrom stated, "Mr. Key came to work on 4/21/2022 at 10:00pm and he worked the night shift. I came into work on the morning of 4/22/2022 at 8:00am. I was working side-by-side with Mr. Key all morning and he appeared to be fine. Around 10:40am, I observed a small bottle of liquor in Mr. Key's pocket. I immediately told Mr. Key what I observed and sent him to our medical facility for a breathalyzer. Mr. Key blew a .072 and a .070. I immediately suspended him and informed him that he could not return to work until he successfully completes a rehabilitation program. Prior to 4/26/2022, I have never observed Mr. Key with alcohol while on duty. I have never observed him to appear to be under the influence of alcohol nor have I ever smelled alcohol on him. This

is the first time this issue has come up.” Ms. Ostrom acknowledged that Mr. Key’s use of alcohol while on duty is a direct violation of the facility’s policy. Ms. Ostrom stated that the use of alcohol or drugs is prohibited to ensure that all employees are suitable and capable to meet the needs of residents while on duty.

On 6/7/2022, I interviewed direct care staff, Roy Key, via telephone. Mr. Key stated that he has worked at the facility for three years. Mr. Key stated, “I had been drinking alcohol on the day and night of 4/21/2022, prior to going to work at 10:00pm. I should not have done that. I know that what I did was not okay, and I cannot go to work with alcohol in my system. That was the only time I ever went to work with alcohol in my system and I will never do that again. I know it was wrong.” Mr. Key acknowledged that this allegation is true.

On 6/14/2022, I interviewed direct care staff, LaShonda Lindsey, via telephone. Ms. Lindsey stated that she has been working at the facility for three years. Ms. Lindsey stated, “I was working on 4/22/2022, the day of the incident. I was told by Ms. Ostrom that she observed Mr. Key with a tiny bottle of liquor in his pocket and she requested he get a breathalyzer test. I went with Mr. Key to the test center, and he blew a .072. While we were driving back to the facility, Mr. Key acknowledged that he had been drinking alcohol prior to his shift. Mr. Key seemed to be coherent, and I would not have known he had alcohol in his system if he had not taken the breathalyzer test. Mr. Key is still suspended from work and cannot return until he successfully completes a substance abuse rehabilitation program.” Ms. Lindsey acknowledged this allegation is true.

On 6/14/2022, I interviewed Guardian A1 via telephone. Guardian A1 stated that she does not have any concerns related to the suitability and capability of direct care staff. Guardian A1 did not vocalize any concerns.

On 6/14/2022, I interviewed Guardian B1 via telephone. Guardian B1 stated that she does not have any concerns related to the suitability and capability of direct care staff. Guardian B1 did not vocalize any concerns.

On 6/14/2022, I conducted an exit conference with licensee designee and administrator, Renee Ostrom. Ms. Ostrom is in agreement with the findings of this report.

APPLICABLE RULE	
R 400.14204	Direct care staff; qualifications and training.
	<p>(2) Direct care staff shall possess all of the following qualifications:</p> <p>(a) Be suitable to meet the physical, emotional, intellectual, and social needs of each resident.</p> <p>(b) Be capable of appropriately handling emergency situations.</p>

ANALYSIS:	<p>On 4/22/2022 at 10:40am, Ms. Ostrom observed a small bottle of liquor in Mr. Key's pocket. Ms. Ostrom requested that Mr. Key complete a breathalyzer test. On 4/22/2022, at approximately 11:00am, Mr. Key completed two alcohol breathalyzer tests and blew a .072 and .070.</p> <p>According to Mr. Key, he consumed alcohol prior to the start of his shift but denied that he was drinking while on duty.</p> <p>According to Ms. Ostrom and Ms. Lindsey, use of, or being under the influence of alcohol or drugs, while on duty is strictly prohibited.</p> <p>Based on the information above, on 4/21/2022 from 10:00pm until 4/22/2022 at 10:40am, Mr. Key was on duty while under the influence of alcohol, thereby limiting his suitability to meet the needs of, and provide direct care to residents.</p>
CONCLUSION:	VIOLATION ESTABLISHED

IV. RECOMMENDATION

Upon receipt of an acceptable corrective action plan, I recommend the status of the license remain unchanged.

Stephanie Gonzalez

6/15/2022

Stephanie Gonzalez
Licensing Consultant

Date

Approved By:

Denise Y. Nunn

06/15/2022

Denise Y. Nunn
Area Manager

Date