



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

February 23, 2023

Monica Flagg
Elite Alternatives, Inc.
3330 Primary Rd.
Auburn Hills, MI 48326

RE: License #: AS630274298
Investigation #: 2023A0993012
Avon Group Home

Dear Ms. Flagg:

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, appearing to read "DaShawnda Lindsey".

DaShawnda Lindsey, Licensing Consultant
Bureau of Community and Health Systems
Cadillac Place, Ste. 9-100
Detroit, MI 48202
(248) 505-8036

enclosure

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

I. IDENTIFYING INFORMATION

License #:	AS630274298
Investigation #:	2023A0993012
Complaint Receipt Date:	01/06/2023
Investigation Initiation Date:	01/09/2023
Report Due Date:	03/07/2023
Licensee Name:	Elite Alternatives, Inc.
Licensee Address:	3330 Primary Rd Auburn Hills, MI 48326
Licensee Telephone #:	(248) 852-2065
Administrator:	Monica Flagg
Licensee Designee:	Monica Flagg
Name of Facility:	Avon Group Home
Facility Address:	275 Lesdale Troy, MI 48085
Facility Telephone #:	(248) 879-6120
Original Issuance Date:	10/10/2005
License Status:	REGULAR
Effective Date:	04/10/2022
Expiration Date:	04/09/2024
Capacity:	6
Program Type:	PHYSICALLY HANDICAPPED DEVELOPMENTALLY DISABLED

II. ALLEGATION(S)

	Violation Established?
On 12/28/2022, two staff were smoking marijuana in the living room while the residents were in the home.	Yes
On 01/02/2023, two staff members fought each other in the kitchen while the residents were in the home.	Yes

III. METHODOLOGY

01/06/2023	Special Investigation Intake 2023A0993012
01/09/2023	Special Investigation Initiated - On Site Conducted an unannounced onsite investigation
01/10/2023	Referral - Recipient Rights Forwarded allegations to recipient rights advocate Brittany Navetta
01/10/2023	APS Referral Forwarded allegations to adult protective services (APS)
01/26/2023	Contact - Telephone call made Telephone call made to staff Rachel Walker
01/26/2023	Contact - Telephone call made Telephone call made to staff Shannon Gibson. Left a message. Sent a text message.
01/26/2023	Contact - Telephone call made Telephone call made to staff Donta Easley. Left a message. Sent a text message.
01/26/2023	Contact - Telephone call made Telephone call made to staff Taylor Speed. Left a message. Sent a text message.
01/26/2023	Contact - Telephone call received Telephone call received from staff Shannon Gibson
01/26/2023	Contact - Telephone call made Telephone call made to staff Novella Jackson

01/26/2023	Contact - Telephone call made Telephone call made to staff Eric Brooks
01/26/2023	Contact - Telephone call made Telephone call made to staff Donta Easley
01/30/2023	Contact - Telephone call made Telephone call made to staff Taylor Speed. Left a message. Sent a text message.
02/02/2023	Contact - Telephone call made Telephone call made to staff Taylor Speed. Left a message. Sent a text message.
02/08/2023	Contact - Telephone call made Telephone call made to staff Taylor Speed. Left a message. Sent a text message.
02/08/2023	Inspection Completed On-site Conducted an unannounced onsite inspection
02/08/2023	Contact - Telephone call made Telephone call made to staff Taylor Speed
02/14/2023	Contact - Document Received Received drug screens
02/15/2023	Exit Conference Held with licensee designee Monica Flagg

ALLEGATION:

On 12/28/2022, two staff were smoking marijuana in the living room while the residents were in the home.

INVESTIGATION:

On 01/06/2023, I received the allegations from Bureau of Child and Adult Licensing (BCAL) Online Complaints.

On 01/09/2023, I conducted an unannounced onsite investigation. I interviewed home manager Kim Daniel and staff James Mathis.

Ms. Daniel stated she has worked in the facility since December 2021. Ms. Daniel did not have any knowledge of staff smoking marijuana in the facility. She denied ever smelling marijuana in the facility. Per Ms. Daniel, staff are only drug screened if there

are suspicions of drug use. None of the staff have ever been drug screened to her knowledge.

Mr. Mathis stated he has worked in the facility for five to six months. Mr. Mathis works some morning shifts and some night shifts. He denied smoking marijuana. He denied ever observing anyone smoking marijuana in the facility and/or smelling marijuana in the facility.

While at the facility, I observed Resident A, Resident B, and Resident C. I was unable to interview them due to their limited cognitive abilities. I also inspected the facility. The facility did not smell like marijuana.

On 01/10/2023, I forwarded the allegations to recipient rights advocate Brittany Navetta. I also forwarded the allegations to adult protective services (APS).

On 01/26/2023, I conducted a telephone interview with staff Rachel Walker. Ms. Walker stated she worked in the facility on and off for the past nine years. She worked the day shift from 7am to 3pm. She no longer works in the facility. Ms. Walker stated she observed staff Shannon Gibson and staff Taylor Speed smoking marijuana in the facility on 12/28/2022. Ms. Walker stated there was allegedly a staff meeting scheduled on 01/02/2023 to discuss marijuana use in the facility and other issues.

On 01/26/2023, I conducted a telephone interview with staff Shannon Gibson. Ms. Gibson stated she worked for the company since 2018. She worked all shifts. She no longer works in the facility. She denied smoking marijuana. She denied ever observing anyone smoking marijuana in the facility and/or smelling marijuana in the facility.

On 01/26/2023, I conducted a telephone interview with staff Novella Jackson. Ms. Jackson has worked in the facility approximately one year. She works all shifts. She denied smoking marijuana. She denied ever observing anyone smoking marijuana in the facility and/or smelling marijuana in the facility.

On 01/26/2023, I conducted a telephone interview with staff Eric Brooks. Mr. Brooks has worked in the facility a little over one year. He works all shifts. He denied smoking marijuana. He denied ever observing anyone smoking marijuana in the facility and/or smelling marijuana in the facility.

On 01/26/2023, I conducted a telephone interview with staff Donta Easley. Mr. Easley stated he has worked in the facility for three years. He worked all shifts. He denied smoking marijuana. He denied ever observing anyone smoking marijuana in the facility and/or smelling marijuana in the facility.

On 02/08/2023, I conducted an unannounced onsite investigation. I interviewed staff Keyon Jones. Mr. Jones stated he has worked in the facility for one to two months. He works all shifts. He denied smoking marijuana. He denied ever observing anyone smoking marijuana in the facility and/or smelling marijuana in the facility.

While at the facility, I observed Resident A, Resident B, and Resident C. The facility did not smell like marijuana.

On 02/14/2023, I reviewed staff drug screens taken on 01/17/2023. Ms. Daniel and Ms. Speed tested negative for marijuana. Mr. Easley, Ms. Jackson, and Mr. Jones tested positive for marijuana.

On 02/15/2023, I conducted a telephone interview with licensee designee Monica Flagg. Ms. Flagg confirmed staff submitted to a random drug screen. She acknowledged some of the staff tested positive for marijuana. Ms. Flagg stated she cannot fire everyone who tested positive as she would not have any staff. However, she plans to have staff submit to random drug screens from this point forward. Staff have been informed that if they have a positive drug screen in the future they will be terminated.

APPLICABLE RULE	
R 400.14204	Direct care staff; qualifications and training.
	(2) Direct care staff shall possess all of the following qualifications: (a) Be suitable to meet the physical, emotional, intellectual, and social needs of each resident.
ANALYSIS:	I conducted an unannounced onsite investigation on 01/09/2023 and 02/08/2023. The facility did not smell like marijuana. All staff denied smoking marijuana. They also denied ever observing anyone smoking marijuana in the facility and/or smelling marijuana in the facility. Mr. Easley, Ms. Jackson, and Mr. Jones tested positive for marijuana on 01/17/2023. Ms. Flagg acknowledged some of the staff tested positive for marijuana. Ms. Flagg plans to have staff submit to random drug screens. Staff have been informed that if they test positive in the future they will be terminated.
CONCLUSION:	VIOLATION ESTABLISHED

ALLEGATION:

On 01/02/2023, two staff members fought each other in the kitchen while the residents were in the home.

INVESTIGATION:

On 01/09/2023, I conducted an unannounced onsite investigation. I interviewed home manager Kim Daniel. Ms. Daniel stated staff Rachel Walker and staff Shannon Gibson

fought inside the facility while the residents were present inside of the facility on 01/02/2023. At the time of the altercation, the residents were in their bedroom. They did not witness it. However, the altercation was loud enough for the residents to hear it. Per Ms. Daniel, Ms. Walker was working day shift the day of the incident. Ms. Gibson arrived at the facility shortly before 2pm for a staff meeting. Prior to Ms. Gibson's arrival, Ms. Walker and Ms. Gibson were arguing back and forth with each via text. When Ms. Gibson arrived at the facility, they continued to argue back and forth. Eventually, they got into each other's face. Ms. Walker charge at Ms. Gibson. Ms. Gibson pushed Ms. Walker back. They started fighting. Ms. Walker and Ms. Gibson were terminated. Ms. Daniel stated staff Donta Easley was the other staff present during the altercation.

On 01/26/2023, I conducted a telephone interview with staff Rachel Walker. Ms. Walker stated there was allegedly a staff meeting scheduled on 01/02/2023. However, in addition to Ms. Walker, Ms. Daniel, Ms. Gibson, and Ms. Easley were the only staff present for the meeting. When Ms. Gibson arrived at the facility, she started screaming at Ms. Walker and grabbing and throwing Ms. Walker's belongings. Ms. Gibson took Ms. Walker's tumbler from her and tossed it. They began arguing. Ms. Gibson then punched Ms. Walker and stomped her in the face until Mr. Easley pulled her off her. Ms. Daniel instructed Mr. Easley to get Ms. Gibson off Ms. Walker. Ms. Walker stated she got up and called the police. Ms. Gibson left. Ms. Walker stated she quit because she did not feel safe in the facility.

On 01/26/2023, I conducted a telephone interview with staff Shannon Gibson. Ms. Gibson stated she arrived at the facility at 2pm on 01/02/2023 for a staff meeting. When she arrived, she asked Ms. Walker a question about the text messages she sent her. Per Ms. Gibson she asked Ms. Walker did she think it was funny she made her miss out on her money. Ms. Walker replied to her, "it was f*ck you then, and f*ck you now". Ms. Gibson grabbed Ms. Walker's cup and poured her beverage down the drain. Ms. Walker got in her face. Ms. Gibson asked Ms. Walker to back up. They began going back and forth with each other. Ms. Walker became upset, threw her belongings, and charged at Ms. Gibson. Ms. Gibson stated she defended herself, and they began to fight. The residents were in their bedroom at the time of the altercation. Police were called.

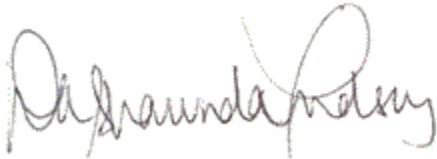
On 01/26/2023, I conducted a telephone interview with staff Donta Easley. Mr. Easley stated he was at the table with Ms. Walker waiting on the other staff to arrive on 01/02/2023. When Ms. Gibson arrived at the facility, she asked Ms. Walker something about clocking someone else in. Ms. Walker replied to her, "f*ck you then, f*ck you now". Ms. Gibson took Ms. Walker's cup. Ms. Walker charged at Ms. Gibson. They began fighting.

On 02/15/2023, I conducted an exit conference with licensee designee Monica Flagg. Ms. Flagg stated both Ms. Walker and Ms. Gibson quit. I informed her of the findings. Ms. Flagg agreed to submit a corrective action plan.

APPLICABLE RULE	
R 400.14305	Resident protection.
	(3) A resident shall be treated with dignity and his or her personal needs, including protection and safety, shall be attended to at all times in accordance with the provisions of the act.
ANALYSIS:	There was a physical altercation between Ms. Walker and Ms. Gibson inside of the facility on 01/02/2023. The residents were in their bedrooms at the time of the incident. Ms. Walker and Ms. Gibson no longer works in the facility.
CONCLUSION:	VIOLATION ESTABLISHED

IV. RECOMMENDATION

Contingent upon receipt of an acceptable corrective action plan, I recommend no change in the license status.

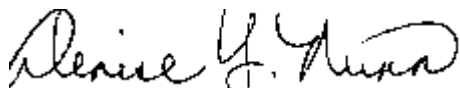


02/22/2023

DaShawnda Lindsey
Licensing Consultant

Date

Approved By:



02/23/2023

Denise Y. Nunn
Area Manager

Date