



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

April 19, 2023

Tina Dorman  
RDP Rehabilitation, Inc.  
51145 Nicolette Dr.  
New Baltimore, MI 48047

RE: License #: AS630411269  
Investigation #: 2023A0604013  
Progressions 1401 E. Buell

Dear Ms. Dorman:

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 "Kristine Cilluffo".

Kristine Cilluffo, Licensing Consultant  
Bureau of Community and Health Systems  
Cadillac Place  
3026 West Grand Blvd Ste 9-100  
Detroit, MI 48202  
(248) 285-1703

enclosure

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

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	AS630411269
<b>Investigation #:</b>	2023A0604013
<b>Complaint Receipt Date:</b>	02/24/2023
<b>Investigation Initiation Date:</b>	02/24/2023
<b>Report Due Date:</b>	04/25/2023
<b>Licensee Name:</b>	RDP Rehabilitation, Inc.
<b>Licensee Address:</b>	Suite 102 36975 Utica Road Clinton Township, MI 48036
<b>Licensee Telephone #:</b>	(586) 651-8818
<b>Administrator:</b>	Tina Dorman
<b>Licensee Designee:</b>	Tina Dorman
<b>Name of Facility:</b>	Progressions 1401 E. Buell
<b>Facility Address:</b>	1401 E. Buell Road Rochester, MI 48363
<b>Facility Telephone #:</b>	(248) 651-5365
<b>Original Issuance Date:</b>	07/14/2022
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	01/14/2023
<b>Expiration Date:</b>	01/13/2025
<b>Capacity:</b>	5
<b>Program Type:</b>	PHYSICALLY HANDICAPPED TRAUMATICALLY BRAIN INJURED

## II. ALLEGATION(S)

	<b>Violation Established?</b>
Caregiver is sleeping on midnights.	Yes

## III. METHODOLOGY

02/24/2023	Special Investigation Intake 2023A0604013
02/24/2023	Special Investigation Initiated - Letter Email to PJ Kelley requesting staff schedule and staff list with phone numbers.
02/27/2023	Contact - Document Received Received staff schedule and phone numbers from Executive Director, Stephan Stasiw
02/28/2023	Inspection Completed On-site Completed unannounced onsite investigation. Interviewed Staff, Bashar Mutammara, and Resident A
03/01/2023	Contact - Document Received Received email from Stephan Stasiw. Sent return email.
04/17/2023	Contact- Document Sent Email to Stephan Stasiw. Received return email.
04/17/2023	Contact- Telephone call made TC to Staff, Melinda McNicol
04/17/2023	Contact- Telephone call made Attempted to contact Staff, Kathryn Gliniecki, by phone. Calls failed.
04/17/2023	Contact- Document Sent Email to and from Tina Dorman
04/17/2023	Exit Conference Completed exit conference with Licensee Designee, Tina Dorman by phone.

## **ALLEGATION:**

**Caregiver is sleeping on midnights.**

## **INVESTIGATION:**

On 02/24/2023, I received a complaint regarding Progressions 1401 E. Buell. It is alleged that a caregiver is sleeping on the midnight shift.

On 02/27/2023, I received email from Executive Director, Stephan Stasiw, with staff list and February 2023 staff schedule. The home has three staff, Bashar Mutammara, Kathryn Gliniecki and Melinda McNicol. The schedule indicates that Ms. Gliniecki and Ms. McNicol work midnight shifts.

On 02/28/2023, I completed an unannounced onsite investigation. I interviewed Staff Bashar Mutammara and Resident A. Resident B was sleeping during the onsite investigation.

On 02/28/2023, I interviewed Staff, Bashar Mutammara. He stated that he typically works 7:00 am-3:00 pm or 11:00 pm. He never works midnights. Melinda and Kathy work midnights. He stated that he never sleeps during his shifts. He stated that sometimes when he arrives for his shift it does appear like the previous staff may have been sleeping.

On 02/28//2023, I interviewed Resident A. She stated that she has lived in home since September. She stated that there are always staff available at the home, 24 hours per day. Resident A stated that there is one staff per shift. She said that staff sleep on the couch at night. Resident A did not have any concerns regarding the home.

On 03/01/2023, I received an email from Executive Director, Stephan Stasiw. He indicated that the staff sleeping on midnights was brought to his attention secondhand through the Program Director. He spoke to the staff person and gave her a verbal warning. She stated she was not sleeping, but fake sleeping so a resident would stop badgering her. Staff was told that it was not acceptable to fake sleep. Mr. Stasiw stated they have cameras that they have accessed in the past to see if staff was sleeping, and when checked, the staff person was not.

On 04/17/2023, I received email from Executive Director, Stephan Stasiw. He stated staff that was allegedly sleeping was Melinda McNichols. He stated since his discussion with her, there have been no other reports of staff sleeping on the job.

On 04/17/2023, I interviewed Staff, Melinda McNichols by phone. She stated that complaint regarding staff sleeping is about her. She stated that she works most of the midnight shifts. She has worked at the home for four years. Ms. McNichols stated that when she works midnights, she usually has her headphones in one ear. She watches videos on her phone or listens to audio books while on the couch in the living room. She stated that Resident C clashes with her. He tells her that she needs to watch videos through the television, so he knows she is not sleeping. She stated that he is upset because she will not let him smoke weed on the front porch. She stated that Resident C puts toilet paper on the bathroom floor to see if she will clean it up and refuses for her to give him medication. She indicated that there have probably been times she drifted off while working a double shift but that everyone probably has while working a double.

I completed an exit conference on 04/17/2023 with Licensee Designee, Tina Dorman, by phone. I informed her of the violation found and that a corrective action plan would be requested. I also informed her that a copy of the special investigation report would be mailed once approved.

<b>APPLICABLE RULE</b>	
<b>R 400.14305</b>	<b>Resident Protection</b>
	<b>(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.</b>
<b>ANALYSIS:</b>	According to Executive Director Stephan Stasiw, staff Melinda McNichols received a verbal warning regarding sleeping during her shift. Ms. McNichols indicated that she was “fake sleeping”. Resident A stated that she has seen staff sleeping on couch at night. Melinda McNichols indicated that she has probably drifted off while working a double shift but believed that everyone probably has while working a double shift. She indicated that Resident C clashes with her and wants her to watch videos and listen to audio books through television opposed to her phone, so he knows she is awake.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

**IV. RECOMMENDATION**

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



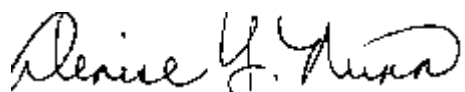
04/17/2023

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Kristine Cilluffo  
Licensing Consultant

Date

Approved By:



04/19/2023

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Denise Y. Nunn  
Area Manager

Date