



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

MARLON I. BROWN, DPA
DIRECTOR

May 28, 2024

Kristi Fleischfresser
Pleasant Lake Lodge, Inc.
2085 S. 33 1/2 Mile Rd.
Cadillac, MI 49601

RE: License #: AL830309090
Investigation #: 2024A0009028
Pleasant Lake Lodge North

Dear Ms. Fleischfresser:


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 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 (231) 922-5309.

Sincerely,

A handwritten signature in cursive script that reads "Adam Robarge".

Adam Robarge, Licensing Consultant
Bureau of Community and Health Systems
Suite 11
701 S. Elmwood
Traverse City, MI 49684
(231) 350-0939

enclosure

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

I. IDENTIFYING INFORMATION

License #:	AL830309090
Investigation #:	2024A0009028
Complaint Receipt Date:	05/15/2024
Investigation Initiation Date:	05/15/2024
Report Due Date:	06/14/2024
Licensee Name:	Pleasant Lake Lodge, Inc.
Licensee Address:	2085 S. 33 1/2 Mile Rd. Cadillac, MI 49601
Licensee Telephone #:	(231) 920-9993
Administrator:	Kristi Fleischfresser
Licensee Designee:	Kristi Fleischfresser
Name of Facility:	Pleasant Lake Lodge North
Facility Address:	2035 S. 33 1/2 Mile Road Cadillac, MI 49601
Facility Telephone #:	(231) 775-7366
Original Issuance Date:	06/30/2011
License Status:	REGULAR
Effective Date:	12/31/2023
Expiration Date:	12/30/2025
Capacity:	20
Program Type:	MENTALLY ILL & AGED

II. ALLEGATION(S)

	Violation Established?
Adam Harris was allowed to work at the facility even though the licensee designee believed he would not pass a criminal history check. He was not suitable to be around the residents of the home due to his criminal history.	Yes

III. METHODOLOGY

05/15/2024	Special Investigation Intake 2024A0009028
05/15/2024	Special Investigation Initiated – Telephone call made to Adam Harris
05/16/2024	Contact – Telephone call made to direct care worker Deanna Gillett
05/17/2024	Contact – Telephone call made to direct care worker Megan Reffitt
05/20/2024	Contact – Telephone call made to direct care worker Beverly Dusa
05/21/2024	Inspection Completed On-site Discussion with direct care worker Courtney Mongar
05/22/2024	Contact – Telephone call made to licensee designee Kristi Fleischfresser
05/28/2024	Exit conference with licensee designee Kristi Fleischfresser

ALLEGATION: Adam Harris was allowed to work at the facility even though the licensee designee believed he would not pass a criminal history check. He was not suitable to be around the residents of the home due to his criminal history.

INVESTIGATION: I interviewed licensee designee Krisit Fleischfresser and her husband, Anthony Fleischfresser, regarding the Pleasant Lake Lodge South adult foster care home on May 3, 2024 (Special Investigation Report #2024A0009025). I asked them about the report of Adam Harris living and working at the facility at that time.

Mr. and Ms. Fleischfresser reported that there was a court hearing the next week regarding the former live-in home manager Ms. Harris vandalizing the living quarters

attached to the Pleasant Lake Lodge South adult foster care home. Ms. Fleischfresser said that Ms. Harris had been a good worker for a long time but got involved with using illicit drugs at the end. I asked about Mr. Harris living at the apartment. Ms. Fleischfresser stated that Mr. Harris “couldn’t pass a background check”. She said that she did run a background check on Mr. Harris in 2014 and he did not pass it. Ms. Fleischfresser denied that she has documentation of that because Ms. Harris “stole a bunch of files” before she left. She went on to say that Mr. Harris wasn’t supposed to be living there but Ms. Harris kept taking him back in to live with her. Ms. Fleischfresser admitted that Mr. Harris lived there “off and on” through the years since 2014. I asked her about the report that Mr. Harris also worked at the facility. She acknowledged that he did “cover a couple of night shifts”. Ms. Harris would sometimes have him do bed checks or other things at the Pleasant Lake Lodge South facility. Mr. Fleischfresser said that they did “try to keep him out of there”. I asked Ms. Fleischfresser why Mr. Harris did not pass the criminal history background check. She said that she did not know why he did not pass it. Mr. Fleischfresser stated that his guess would be for larceny, as Mr. Harris is a “well-known thief”. Mr. and Ms. Fleischfresser also reported that Ms. and Mr. Harris were also fighting all the time at the apartment during the last couple of months. Law enforcement was called to the home on at least three different occasions in November and December of 2023 because of domestic violence between Mr. and Ms. Harris. Ms. Fleischfresser had already terminated Ms. Harris’ employment by that time but Ms. Harris refused to leave the apartment. They had to go through an eviction process and were finally able to get her out of the apartment on December 6, 2023. Ms. Fleischfresser said that she wanted me to be aware that none of the residents were ever harmed during the episodes of domestic violence that occurred at the apartment. Ms. Fleischfresser said that she, herself, would leave the facility at around 4:00 p.m. and trusted Ms. Harris to manage the facility for her. She discussed Ms. Harris stealing paperwork from her office saying that when Ms. Harris realized she was in “legal jeopardy” she tried to “dig up dirt” on her (Ms. Fleischfresser).

During my investigation into the Pleasant Lake Lodge South adult foster care home (Special Investigation Report #2024A0009025) I met with former home manager Amber Harris. I also reviewed documents that included what appeared to be work schedules which were inside plastic protectors like one might see in a facility for staff use. Some of these work schedules were color-coded. Ms. Harris said that the color-coded documents were the original schedules that Ms. Fleischfresser had prepared and posted for staff. Ms. Fleischfresser was the only person who created these schedules. Ms. Harris indicated that “Adam” was listed as working several shifts on the schedules. She indicated that her husband is the only Adam that worked there.

I spoke with Adam Harris by telephone on May 15, 2024. He reported that he lived at the Pleasant Lake Lodge South facility off-and-on for several years. He said that he lived there about five years ago but had moved out. Ms. Harris had then also moved out to be with him. Ms. Fleischfresser asked her to come back but she told

her that she would only do that if Mr. Harris was allowed to come with her. He said that Ms. Harris reminded Ms. Fleischfresser that he, Mr. Harris, had a criminal history. Ms. Fleischfresser told her that she was aware of that. Mr. Harris shared with me that he has been convicted of domestic violence six times, the last conviction being about six years ago. He said that he also has a drug conviction on his record. Mr. Harris denied that he ever went through the process of being fingerprinted or gone through the AFC (adult foster care) criminal background check at the Pleasant Lake Lodge. He reportedly told Ms. Fleischfresser right from the beginning that he had a criminal history. Mr. Harris stated that he lived at the Pleasant Lake Lodge South facility but worked at both the North and South locations. He said he completed actual overnight shifts by himself at the North location. He added that there was a live-in staff there as well at the time who was sleeping during his shift. He also often did "bed checks" at the South location in which he would check in on the residents while they were sleeping to make sure they were okay. He said that he also transported residents from both the South and North locations. Mr. Harris said that he only transported male residents since Ms. Harris didn't want to chance a female resident making an allegation against him. Mr. Harris said that he cooked for residents at both the North and South locations on several occasions. He also took out the trash and did recycling at both facilities. He said that Ms. Fleischfresser was aware of him working. Mr. Harris said that Ms. Fleischfresser knew that he wasn't supposed to be working there because of him not having a criminal history check. She paid him in cash in the beginning but then told him it was just too much cash to be handling and started exchanging his work for rent. She also put some of his hours on Ms. Harris' paycheck so that there was no record of him working.

I reviewed the work schedules provided by Ms. Harris which covered June 2023 through September 2023. I noted that "Adam" was on the schedule on Friday nights from 8 p.m to 12 a.m. and Saturday mornings from 12 a.m. to 8 or 10 a.m. It also indicated on the line for "Adam" that he was to "bake/cln kitchen" on some days. Although they were not labeled as such, I was able to determine that these schedules were actually for the North location.

I spoke with direct care worker Deanna Gillett by telephone on May 16, 2024. I asked her about Adam Harris. She said that she knew that he lived at Pleasant Lake Lodge South with his wife. She said that she knew he worked the night shift on Fridays at the North location and transported residents from both the North and South location. Ms. Gillett knew that he worked the night shift there because she saw him come in after her own shift. Ms. Gillett said that she was the live-in staff at the North location at that time so knew who was working at all times. Ms. Gillett said that Mr. Harris also did bed checks at the South location while his wife was sleeping.

I spoke with direct care worker Megan Reffitt by telephone on May 17, 2024. She reported that she had worked at the Pleasant Lake Lodge South facility for over a year. I asked her about the report of Adam Harris living and working at the facility. Ms. Reffitt stated that she did not work the midnight shift and did not see him

working at that time. She said that she also only works at the South location and wouldn't know specifically when he worked at the North location. Ms. Reffitt did say that she knew that he cooked meals for the residents at the South location. She saw him cooking there during those times. She denied that she knew if he had transported residents or not.

I spoke with direct care worker Beverly Dusa by telephone on May 20, 2024. She reported that she had been working at the facility for quite some time. I asked her about Adam Harris. She said that he lived and sometimes worked at the facility. She said that he worked the Friday overnight shift at the North facility. He did yard work and she knew that he cooked for residents at both the North and South facilities. Ms. Dusa reported that she, herself, works at the North facility almost exclusively now but when she started she did work some shifts at the South facility.

I spoke again with licensee designee Kristi Fleischfresser by telephone on May 22, 2024 for some further clarification. I asked her again about her statement that she had completed a criminal history check on Adam Harris. She said that she did but that it was so long ago that she had no record of it. Ms. Fleischfresser stated that she searched her facility Workforce Background Check on-line program but could find no record for Adam Harris or her check on him. She said that she recalled that he was "Not Eligible" at the time she did the check on him but that the system gave her a date in which he could "reapply". Ms. Fleischfresser admitted he should not have been allowed to work at the facility. She said that if they were short-staffed Ms. Harris would put him on the work schedule.

APPLICABLE RULE	
MCL 400.734b	Employing or contracting with certain individuals providing direct services to residents; prohibitions; criminal history check; failure to conduct criminal history check.
	(2) Except as otherwise provided in this subsection or subsection (6), an adult foster care facility shall not employ or independently contract with an individual who has direct access to residents until the adult foster care facility or staffing agency has conducted a criminal history check in compliance with this section or has received criminal history record information in compliance with subsections (3) and (11).
ANALYSIS:	Adam Harris either did not have a criminal history check completed or did have one completed which indicated he was "Not Eligible" to work in a licensed adult foster care facility. Ms. Fleischfresser could not provide evidence that she completed a criminal history check on Mr. Harris. She was aware of him either not having a criminal history check or not being eligible to work in that setting.

	<p>Mr. Harris worked the Friday overnight shift at the facility as evidenced by interviews and work schedules for the facility. He also reportedly cooked for residents at the facility, transported residents and worked around the residents including taking out the trash and yard work.</p> <p>It was confirmed through this investigation that Ms. Fleischfresser did employ Mr. Harris without having completed a criminal history check or that she allowed him to work at the facility despite being ineligible to work in an adult foster care setting.</p>
CONCLUSION:	VIOLATION ESTABLISHED

I conducted an exit conference with licensee designee Kristi Fleischfresser by telephone on May 28, 2023. I told her of the findings of my investigation and gave her the opportunity to ask questions.

IV. RECOMMENDATION

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



05/28/2024

Adam Robarge
Licensing Consultant

Date

Approved By:



05/28/2024

Jerry Hendrick
Area Manager

Date