

Executive Meeting 2/20/25

I have distributed to you the resume of the current Director of Nursing for the ACC and the job description of the Director of Nursing from the Sullivan County Human Resources Portal. With a Bachelor's Degree in Nursing, the position requires six years' experience as a professional nurse, three of which are to be in a supervisory position. This person received a Bachelor's degree in May of 2023 and her RN license in July 2022, so she is not qualified. Employment as an LPN doesn't count, since an LPN is considered a "practical" nurse rather than a professional, as is a registered nurse. The current Director of Nursing isn't even qualified to be the Assistant Director of Nursing, and likewise the current Assistant Director of Nursing at the ACC is unqualified for the job, being an LPN.

Why is the county not hiring a qualified Director of Nursing for the ACC?

Under NYS DOH regulations, the operator of the nursing home is responsible for the hiring and firing of management level employees, including the DON.

Under the current Consultation Contract with Infinitecare, Section 1.07 *Restricted Powers*.

(a) Recruiting, selecting, hiring and engaging all employees for the Facility shall be subject to the Civil Service Law of the State of New York and with the Rules for the Classified Civil Service of the County of Sullivan.

The assistant County Manager has stated that she's seen this resume and considers the DON qualified. As a taxpayer, I'm angry that my taxes are paying salaries of the unqualified Director and assistant Director of Nursing at the ACC. Those salaries are meant for people who did the work required to qualify for the job and who are competent to do the jobs well, as taxpayers have every right to expect. Who is holding our nursing home's staff to our legally required standards and responsibilities? Evidently not the County Manager's office or HR.

What happens when you hire unqualified staff for such important jobs? They make a lot of mistakes; for example, you could lose millions of dollars due to billing and documentation errors, never mind premature loss of lives and quality of living for the unfortunate residents of our county owned nursing home. It's an injustice for the person hired as well, as they are very unlikely to succeed in the job and may become discouraged by their failure. It's an injustice for all the nursing staff subordinate to them, who need competent leadership and supervisory support in order to thrive in their own positions. Most of all, it's an injustice for the patients who have a right to quality care.

Thank you for your consideration.