



COMMISSIONERS MEETING

Wednesday, January 29, 2025

Minutes

This meeting will be conducted in person and via Zoom at
Maplewood Nursing Home
201 River Road
Westmoreland

Zoom Call-in Number: +1 646 558 8656

Meeting ID: 409 748 8803

Pin #: 603123

Start Time 9:30 AM

Present: Commissioners Terry Clark, Claudia Stewart, and Skipper DiBernardo

Absent:

Staff: County Administrator Coates, Finance Director Trombly, Director of Executive Services/Communications Bernstein, and Superintendent Iosue.

Guests:

Public Comments

Upon recognition from the Chair, a Public Comment on topics of interest may be made.

I. Elected Officials & Department Head Updates

To receive, as informational, departmental updates requiring Commissioner review, participation, approval, and impactful departmental and operational issues.

HR Director May presented two non-FMLA leave of absence requests.

1. May said two weeks would be needed for an employee at the DOC who recently had surgery.

Commissioner Stewart made a motion to approve the non-FMLA leave of absence, Commissioner DiBernardo seconded. Upon a roll call vote the motion passed unanimously.

2. May said an employee at EMS also recently had surgery and needs two weeks of non-FMLA leave as well.

Commissioner DiBernardo made a motion to approve the non-FMLA leave of absence, Commissioner Stewart seconded. Upon a roll call vote the motion passed unanimously.

II. Scheduled Items

Master Agenda Item #1237: Visa Solutions Presentation – M. Cruz

Action Expected: To have a representative of Visa Solutions discuss their program for enhancing staffing of RNs at the DOC and nursing home.

1. Matt Cruz gave the following presentation:

The Challenge: Ensuring Quality Care Amid Talent Shortages



Never-Ending Talent Shortage

A projected shortage of **330K+** RNs over the next decade, driven by an aging population, longer life expectancy, high turnover, and education challenges.

Source: The National Center for Health Workforce Analysis



Chronic Staff Burnout

57% of nurses are burnt out, and **65%** of nurses believe improving staffing ratios would help retention.

Source: Nurse.org



Disrupted Operations & Care

Every additional patient per nurse is associated with a **12%** higher odds of in-hospital mortality and **7%** higher odds of 60-day readmission.

Source: American Journal of Infection Control



Financial Burden of Turnover & Reliance on Contract Labor

Nurse turnover is estimated to cost hospitals between **\$3.9 and \$6.9 million** per year. Additionally, each travel nurse can cost **\$100K** per year more vs. a staff nurse.

Source: Becker's Hospital Review & Nurse Management

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Our Solution: Directly Hire Top Global Talent



Unlimited Talent Supply

Access our vast international talent pool from over 100 countries and hire the best healthcare professionals in the world.



Enhanced Staff Morale & Reduced Turnover

Secure dedicated, long-term employees to improve team cohesion, boost morale, and reduce turnover.



Enhanced Quality of Care

Increase your nurse-to-patient ratio and cultivate diversity in your team, improving clinical performance and enhancing patient satisfaction.



Long-Term Financial Stability

Achieve potential labor cost savings in the millions by hiring international healthcare professionals with a long-term commitment to your facility.

Bridge the Talent Gap with Visa Solutions Healthcare

We specialize in helping U.S. healthcare facilities like yours bridge the talent gap by directly hiring highly qualified and experienced international healthcare professionals.

- **All-in-one Solution:** Focus on your core while we manage recruitment, licensure, immigration, and relocation.
- **Range of Specialties:** Access our extensive pool of top healthcare talent, including high-demand specialties.
- **Flexibility and Stability:** Directly employ professionals and receive replacement guarantees to meet your hiring goals.
- **Personalized Support:** Receive a tailored recruitment plan and comprehensive support throughout every step.
- **VSH Service Guarantee:** We're dedicated to delivering the number of professionals you need and ensuring you receive top-tier talent.

Leverage Proven Visa Programs to Build a Diverse Workforce

We use widely recognized visa pathways to bring skilled international nurses to your facility. These programs ensure you have access to a steady stream of talent, whether you're seeking mid or long-term solutions. Our streamlined process handles all aspects of visa applications, so you can focus on delivering excellent care while we help secure your facility's future workforce.

1,800+

Healthcare professionals matched with U.S. facilities

50+

Facilities leveraging our innovative solution

\$246k+

Potential savings on average per VSH nurse over three years vs. a travel nurse



Focus on Your Core. We Handle the Rest.

- Onboarding
- Recruitment and Candidate Interviews
- Credentialing
- Visa Processing and Licensure
- Relocation
- Ongoing Support

Honest and Transparent Pricing, No Hidden Fees

VSH Fees	Activation Fee	\$250
	Paid upon offer letter accepted by healthcare professional	\$8,000
	Paid upon immigration petition submission	\$16,000
	Paid 90 days after RN start date	\$24,000
	Total VSH Fees	\$48,250
Government Fees	All-in fees	\$56 - 3,755*
	Total cost per HCP	\$48,306 - 52,005

*This figure represents a range of costs that vary based on your selected visa program, whether your organization is nonprofit or for-profit, and if you opt for Premium Processing.

Unlike a staffing agency, we don't charge hourly, giving you complete clarity and peace of mind regarding your expenses.

This approach enables you to know the full cost upfront, without worrying about additional charges creeping in.

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County Administrator

Weekly Operations Report - The County Administrator will update the Commissioners on activities that have taken place since the previous meeting.

1. County Administrator Coates informed the Commissioners that multiple projects have been frozen due to freeze on federal grants.

Coates said he has been and will continue to meet with members and staff of the federal delegation about how to move forward.

2. Coates reminded the Commissioners that the trip to Washington DC for the National Association of Counties Legislative Conference will be from March 1 to 4.

3. Coates informed the Commissioners that a recent article falsely stated that Cheshire County is a “sanctuary city”. Coates said that has never been the case and neither the Delegation nor Commissioners have ever taken up the issue. He reached out the reporter to inform them of this mistake.

4. Coates said the next Delegation Executive Committee meeting will be held on Monday February 3rd at the DOC.

III. Old Business

IV. New Business

V. Consent Agenda Items:

Vote to accept the Weekly Manifests and Minutes of January 22, 2025

Commissioner Stewart made a motion to approve the manifests and minutes of January 22 with amendments. Commissioner DiBernardo seconded. Upon a roll call vote the motion passed unanimously.

VI. Calendar

Action Expected: To accept the calendar as informational and to make necessary changes/additions.

1. Director of Executive Services/Communications Bernstein informed the Commissioners the National Nursing Home week meal will be on Wednesday May 21st at Maplewood Nursing Home.

2. Bernstein said August 20th will be the Commissioners BBQ/Cookout at County Hall.

VII. General Discussion for Commissioners

VIII. Nonpublic Sessions:

IX. Adjournment

At 12:20PM Commissioner Clark made a motion to adjourn, and Commissioner Stewart seconded. Upon a roll call vote the motion passed unanimously.

Minutes Recorded by:
Davis Bernstein
Director of Executive Services & Communications

Minutes Reviewed by:
Commissioner DiBernardo
Clerk, Cheshire County Commissioners