

MINUTES OF THE SPECIAL MEETING  
OF THE ADRIAN CITY COUNCIL HELD  
IN THE BREAK ROOM OF THE ADRIAN  
COUNTRY LIVING NURSING HOME  
TUESDAY, JUNE 1, 2010

**CALL TO ORDER:** The special meeting was called to order by Mayor Faber at 1:30 p.m.

**ROLL CALL:** Roll call indicated the following present:

Mayor/Councilmember's: John Faber, Robert Wiese, Don Shorter,

Absent: Ron Lonneman, Doug Petersen

Dept. Heads: Admin/Clerk-Treasurer Bruce A. Heitkamp

Absent: Police Chief Shawn Langseth, Utilities Superintendent Terry Miller

Guests: Ed Marsolek, ElderCare of Minnesota; Lori Mulder, Adrian Country Living; Michelle Murphy, Adrian Country Living Cottages; and staff of Adrian Country Living

**JOHN W. FABER, MAYOR:** Faber introduced the City Council, Heitkamp, and himself. Faber then discussed the role of the City of Adrian and the role of ElderCare of Minnesota in relation to Adrian Country Living Nursing Home operations and employee relations. Faber shared the City Council's support of ElderCare of Minnesota in the operation of the nursing home and the support of the nursing home staff. Faber explained that specialization is needed to operate senior-care facilities and the City Council did not possess the expertise or those specialized skills to run the facility. Faber explained that a search was previously held to find a firm to operate the nursing home.

**ADRIAN COUNTRY LIVING STAFF QUESTIONS AND ANSWERS:** Various staff illustrated frustrations over benefit changes upon Sanford's departure. Faber replied that Sanford demanded that City officials not speak of Sanford's departure and to allow Sanford to address their own employee's concerns. Some employees asked about rumors of operational changes and the possibility of Mulder resigning. Mulder did share that point of the meeting that she tenured her resignation earlier that day, effective the first week of July, 2010. Staff ended their questions in regards to the assisted living/memory care cottages (AL). Murphy interjected that care levels differ from the nursing home. Murphy explained to staff that nursing home employees would have to apply to work at the AL. Murphy explained that she will be looking for energetic and optimistic individuals who are excited to work at the AL.

**CLOSING:** Faber recommended the remaining time of the meeting be used to ask Marsolek questions about operations. Faber explained that ElderCare of Minnesota is committed to providing services. Marsolek confirmed ElderCare of Minnesota's commitment to the City of Adrian and Adrian Country Living. Wiese and Shorter asked if a "comment box" was available to voice future concerns. The staff explained that a comment box wasn't available but it would be appreciated. One staff recommended that an employee publication may help to dispel rumors. Apparently, Sanford offered a similar publication to the employees while in Adrian.

**ADJOURNMENT:** With all questions asked of the City Council, consensus was for the City Council to exit the meeting at 2:15 p.m. and to allow Marsolek to address questions with his staff.

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Admin/Clerk-Treas; Bruce A. Heitkamp

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Mayor; John W. Faber