
Welsch, et al.,

Plaintiffs,

vs.

Noot, et al.,

Defendants.

Stipulation Regarding
Cambridge State Hospital
Consent Decree
4-72 Civil 451

On June 16, 1980, at 1:00 p.m., in the State Office Building, a hearing was conducted before the undersigned Court Appointed Monitor pursuant to Paragraph 40(e) of the Consent Decree in the above matter. The hearing was requested by the Plaintiffs concerning issues relating to staffing and funding allocations for Cambridge State Hospital.

P. Kenneth Kohnstamm, Special Assistant Attorney General, Fourth Floor Centennial Office Building, St. Paul, Minnesota, appeared as counsel on behalf of the Defendants. Michael Fargione, 222 Grain Exchange Building, 323 Fourth Avenue South, Minneapolis, Minnesota, appeared as counsel on behalf of the Plaintiffs.

At the outset of the hearing the parties stipulated on the record to the following:

1. As of July 1, 1980, the staff requirement for Cambridge will be 783.5. (See Appendix A). This requirement will be met by providing a state complement of 743.5 and 40 "overcomplement" positions.
2. The "overcomplement" positions referred to must be positions which are funded by having \$500,000 allocated to Cambridge State Hospital effective July 1, 1980. The allocation must occur in a way which causes the state accounting system to list these 40 positions as being funded positions.
3. Any reduction in complement which may occur during the period from July 1, 1980 through June 30, 1981, must come from the overcomplement positions. Reduction in funding due to loss of the overcomplement positions must be at a rate which corresponds to the future savings to be realized after the complement position is removed. For example, money is being allocated at a rate of \$12,500 per position (40 positions funded with \$500,000). If twenty positions were removed from the complement effective November 1, the agency would be permitted to withdraw 2/3 of the salary account (\$8,333) for each of the 20 positions.

4. It is anticipated that Cambridge may experience some reduction in the need for food service workers due to a reorganization of the food service system. No reduction in complement will occur based upon the new food service system until it has been in operation for eight weeks so that the reduction in complement can be based upon actual experience with the system rather than upon anticipated savings.
5. The staffing requirement of 783.5 positions is based upon the existence of 36 households. This number of households will exist following the closing of one household in the infirmary, scheduled for July, 1980. Before any further consolidation of households may be considered, there must be a reduction in the total population at Cambridge. The agency may consider closing another household if the population drops to 516. No more than one household may be eliminated prior to July 1, 1981, unless the population drops below 500.
6. Before any complement positions may be withdrawn due to reduction in food service workers, plaintiff's attorney must receive at least four weeks prior notice together with an explanation from the Chief Executive Officer indicating the basis for the proposed reduction.
7. Before any consolidation of households may occur, plaintiff's attorney must receive notice as soon as consolidation is being considered, and this notice must be at least eight weeks prior to any consolidation occurring. Any consolidation which reduces the number of households below 36 must be made on the basis of programmatic considerations. The professional judgment of the Chief Executive Officer of Cambridge State Hospital will be given great weight in determining whether or not programmatic justifications exist for any proposed consolidation of households.
8. The term of the monitor will be extended until August 1, 1981, so that questions concerning the consent decree and the present agreement may be reviewed by the monitor.

In addition, the parties stipulated to the inclusion of Appendices B and C as accurately reflecting the 1979 staffing patterns for Cambridge State Hospital.

Respectfully submitted,



Frank J. Madden
Monitor

Dated this 27th day of
June, 1980

APPENDIX A

Johnson	53.25
Palmer	62.5
Personnel	8
Zimmerman	4
Ogdahl	7
Doebler	
Med. Lab.	2.5
Infirmery West	14
Offerman	14
Clerical	2
Social Work	13
Dental	4
Physicians	3
Registered Nurse	12
Therapists/ Assts.	13
 SPS	
Direct Care	68
Supervisors etc.	52.5
Support	3.5
 RPS	
Direct Care	320.4
Supervisors	65.5
Support	<u>61.25</u>
	783.5

APPENDIX B

RESIDENTIAL SERVICES: DIRECT CARE STAFFING AT CAMBRIDGE

Standard from June, 1979 hearing: 346.4 direct care

	9/79	10/79	11/79	12/79	1/80	2/80	3/80	4/80	5/80
Complement	272.6	268.6	269.6	270.6	270.6	270.6	270.6	270.6	270.6
Over complement	40.3	40.3	40.3	40.3	40.3	40.3	40.3	40.3	40.3
CETA (on hand)	20	9	8	8	8	7	4	3	3
Intermittents	<u>1.5</u>	<u>1.5</u>	<u>1.5</u>	<u>1.5</u>	<u>1.5</u>	<u>1.5</u>	<u>1.5</u>	<u>1.5</u>	<u>1.5</u>
Total	334.4	319.4	319.4	320.4	320.4	319.4	316.4	315.4	315.4
(WEP									
-assigned	0	10	10	10	10	17	17	14	14
-on hand)	0	0	9	10	9	9	9	9	7

APPENDIX C

TOTAL COMPLEMENT AT CAMBRIDGE STATE HOSPITAL

Standard from June, 1979 hearing: 814.6

	9/79	10/79	11/79	12/79	1/80	2/80	3/80	4/80	5/80
Complement	703.9	703.9	703.9	703.9	703.9	703.9	703.9	703.9	703.9
Overcomplement	61	61	61	61	61	61	61	61	61
Overlap	10	10	10	10	10	10	10	10	10
CETA (on hand)	32	18	17	15	15	11	7	6	5
Intermittents	4	4	4	4	4	4	4	4	4
Total	810.9	796.9	795.9	793.9	793.9	789.9	785.9	784.9	783.9
(WEP									
-assigned	0	10	10	10	10	17	17	17	17
-on hand)	0	0	9	10	9	9	13	12	12