

**BLUE WATER DEVELOPMENTAL HOUSING, INC.
POLICIES AND PROCEDURES: EMPLOYEE INFORMATION**

SUBMITTED BY: Kathleen Swantek	DATE SUBMITTED: 10/01/84	SECTION: Human Resources	
BOARD APPROVED ON: 10/84	DATE REVISED: 03/16/16, 02/20/19, 6/16/2026	SUBJECT: Staff to Resident Ratio	
ANNUAL REVIEW BY EXECUTIVE DIRECTOR: 04/19/17, 02/20/19, 02/17/21, 2/17/2023, 4/30/2024, 6/16/2026		POLICY #: ED-039	PAGE #: 1 of 1

I. APPLICATION

The provisions stated herein shall apply to all residential programs operated by Blue Water Developmental Housing, Inc. (BWDH).

II. POLICY

It is the policy of the organization to provide a ratio of employee to persons supported which corresponds with the facilities purpose and the needs of the residents and shall ensure the continual safety, protection and direct care and supervision of individuals supported.

III. NOTIFICATION/PROCEDURE

WHO

DOES WHAT

Executive Director/Division Director

1. Responsible to ensure that the necessary employee positions are available through contract with Community Mental Health.

Program Supervisor

2. Responsible to ensure that the staff to persons supported ratio as identified in the funding contract and the licensing rules is maintained in licensed group home settings.

At a minimum, one (1) employee for every three (3) individuals supported during normal waking hours, except during normal sleeping hours when there shall be one (1) employee for every six (6) individuals supported. The above minimum requirement shall be followed unless the individual plan of services and contract with funder specifies a different staffing ratio.

If a location has unavoidable staff shortages the program supervisor must receive written approval from their division director if they fall below the ratio identified in this policy.