

COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF PUBLIC WELFARE

# CERTIFICATE OF COMPLIANCE

This Certificate is hereby granted to CONNIE S EICHER  
LEGAL ENTITY

To operate EICHER'S FAMILY HOME CARE  
NAME OF FACILITY OR AGENCY

Located at 704 CAMP ACHIEVEMENT ROAD, NORMALVILLE, PA 15469  
(COMPLETE ADDRESS OF FACILITY OR AGENCY)

ADDRESS OF SATELLITE SITE \_\_\_\_\_ ADDRESS OF SATELLITE SITE \_\_\_\_\_

ADDRESS OF SATELLITE SITE \_\_\_\_\_ ADDRESS OF SATELLITE SITE \_\_\_\_\_

ADDRESS OF SATELLITE SITE \_\_\_\_\_ ADDRESS OF SATELLITE SITE \_\_\_\_\_

To provide Personal Care Homes  
TYPE OF SERVICE(S) TO BE PROVIDED

The total number of persons which may be cared for at one time may not exceed 42  
(MAXIMUM CAPACITY)  
or the maximum capacity permitted by the Certificate of Occupancy, whichever is smaller.

Restrictions: \_\_\_\_\_

This certificate is granted in accordance with the Public Welfare Code of 1967, P.L. 31, as amended, and Regulations

55 Pa.Code Chapter 2600: Personal Care Homes  
(MANUAL NUMBER AND TITLE OF REGULATIONS)

and shall remain in effect from March 14, 2013 until March 14, 2014,  
unless sooner revoked for non-compliance with applicable laws and regulations.

No: 446740

*Robert E. Robinson*

ISSUING OFFICER

*[Signature]*

DIRECTOR

NOTE: This certificate is issued for the above site(s) only and is not transferable and should be posted in a conspicuous place in the facility.

PW 628 - 01/11



**pennsylvania**  
DEPARTMENT OF PUBLIC WELFARE

MAR 14 2013

Ms. Connie S. Eicher, Owner  
P.O. Box F  
Normalville, Pennsylvania 15469

RE: Eicher's Family Home Care  
704 Camp Achievement Road  
Normalville, Pennsylvania 15469

Dear Ms. Eicher:

As a result of the Department of Public Welfare's (Department) licensing inspection on January 16, 2013 of the above personal care home, the violations with 55 Pa.Code Ch. 2600 (relating to Personal Care Homes) specified on the enclosed Violation Report were found.

All violations specified on the enclosed Violation Report must be corrected by the dates specified on the Violation Report and continued compliance with 55 Pa.Code Ch. 2600 must be maintained. As soon as each violation is corrected, notify the Department's Regional Office of Human Services Licensing so that compliance can be verified.

A regular license is being issued based on the enclosed Violation Report. Your license is enclosed.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Melusky", with a horizontal line extending to the right.

Ronald Melusky  
Director

Enclosures  
License  
Violation Report

**VIOLATION REPORT**  
**PERSONAL CARE HOMES - 55 Pa.Code Chapter 2600**

**RECEIVED**

PCH Name: EICHER S FAMILY HOME CARE License Number: 446740

Address: 704 CAMP ACHIEVEMENT ROAD, NORMALVILLE, PA 15469 County: Fayette

Administrator: Kris McCain Region: WEST

Legal Entity Name: CONNIE S EICHER Western Field Office  
 Adult Protective Services

Legal Entity Address: P.O. BOX F, NORMALVILLE, PA 15469

**Certificate(s) of Occupancy**  
 C-2 LP  
 09/22/1999  
 Labor & Industry

**Staffing Hours**  
 Resident Support: N/A Total Daily Staff: 47 Waking Staff: 35

Type of Inspection: Ind - 49 Indicators BHA Docket Number: N/A Notice: Unannounced


**Reason(s) for Inspection(s)**  
 Indicator

**On-Site Inspections Dates and Department Representatives On-Site**  
 01/16/2013: Mazza, Larry

**Off-Site Inspection Dates and Inspectors, if Applicable**

**Other Details**  
 Partial or Full Triggers: N/A Random Indicators: 90a; 102d; 103i; 130g; 185b

**Resident Demographic Data as of Inspection Dates**

Licensed Capacity: 42  
 Number of Residents Served: 38  
 Secured Dementia Care Unit in Home: No  
 Area:  
 Secured Dementia Unit Capacity, if Applicable:  


**Number of Residents who:**  


Violation Report: 44674 - 01/16/2013 - Mazza, Larry  
PCH Name: EICHER S FAMILY HOME CARE

1. REGULATION 55 Pa. Code §2600  
2600.51 - Criminal history checks and hiring policies shall be in accordance with the Older Adult Protective Services Act (OAPSA) (35 P.S. §§ 10225.101-10225.5102) and 6 Pa. Code Chapter 15 (relating to protective services for older adults).

2a. DESCRIPTION OF VIOLATION  
Staff member A was hired in the home on 10/30/12 and retained as a ~~direct care~~<sup>MS</sup> staff worker. However, staff member A's criminal background check, completed on 11/5/12, indicates this staff member has 2 prohibitive offenses under the Older Adult Protective Services Act (OAPSA).

3. PLAN OF CORRECTION (POC) (Attach pages as necessary. Remember that you must sign and date any attached pages.)  
Include steps to correct the violation described above and steps to prevent a similar violation from occurring again. If steps cannot be completed immediately, include dates by which the steps will be completed.

EMPLOYEE WAS HIRED 10-28-12 PENDING  
A CRIMINAL BACKGROUND CHECK ON 11-5-12. THIS REQUEST  
SUBMITTED TO THE PENNSYLVANIA STATE POLICE WAS  
RETURNED "REQUEST UNDER REVIEW FOR CONTROL".  
WAS ASKED ABOUT POSSIBLE PAST CRIMINAL CHARGES  
AND ASSURED BOTH (OWNER) + MYSELF  
(ADMINISTRATOR) THAT SAME CHARGES WERE "10 YEARS  
AGO" AND DID NOT INCLUDE BODILY HARM/ABUSE +/OR  
DRUG RELATED CHARGES. AS WAS HIRED TO  
FUNCTION AS A COOK WITH NO DIRECT RESIDENT  
CONTACT (TOGETHER WITH HER REASSURANCE OF THE  
NATURE + DATE OF THESE CHARGES), BEGAN HER  
EMPLOYMENT AT EICHER'S FAMILY HOME ON 11-5-12.

ON 11-20-12 EICHER'S FAMILY HOME RECEIVED  
A LETTER FROM THE PENNSYLVANIA STATE POLICE.  
THIS LETTER DEFINED SAID CHARGES OCCURRING  
11-26-2003 TO INVOLVE THEFT. NO CURRENT OR  
MORE RECENT CHARGES WERE REPORTED. WRITER  
CALLED AN UNKNOWN INDIVIDUAL AT DPW WHO AGREED

See attachments A, B, C, D and E and page 3 of 3

Repeat Violation: No	Date(s) of Previous Violation(s):		
Signature of Legal Entity Representative (Required on EVERY Page)		KRISTINE MCCAIN RO <i>Kristine McCain W</i>	
Printed Name and Title of Legal Entity Representative (Required on EVERY Page)		KRISTINE MCCAIN RO	
		Date: 01-29-13	

DEPARTMENT USE ONLY - HOMES MAY NOT WRITE BELOW THIS LINE!

The above plan of correction is approved as of 2/6/13  
(Date)

Plan of correction implementation status as of 2/6/13  
(Date)

- Fully Implemented
- Partially Implemented - Adequate Progress<sup>MS</sup>
- Partially Implemented - Inadequate Progress
- Not Implemented

The above plan of correction was approved by MS  
(Initials)

RECEIVED

THAT SINCE CHARGES ALMOST 10 YEARS AGO AND WAS EMPLOYED IN A NONDIRECT CARE POSITION "IT WAS PROBABLY OKAY".

CONTINUED TO BE EMPLOYED AT EICHER'S FAMILY HOME. THE HOME'S INSPECTION WAS CONDUCTED 1-16-13 BY IT WAS AT THAT TIME THAT REVIEWED EMPLOYEE MA'S EMPLOYMENT RECORD AND QUESTIONED HER SUITABILITY FOR EMPLOYMENT UNDER THE OLDER ADULT PROTECTIVE SERVICES ACT.

AFTER SPEAKING WITH HIS HOME OFFICE, DIRECTED WRITER TO CALL PROTECTIVE SERVICES AND THE ADULT RESIDENTIAL LICENSING SUPPORT HOTLINE IN ORDER TO DETERMINE'S SUITABILITY FOR EMPLOYMENT UNDER OAPSA. PROTECTIVE

SERVICES INFORMED WRITER THAT THEY WERE UNABLE TO RULE ON INDIVIDUAL CASES AND "YOU NEED TO READ THE LAW + INTERPRET IT YOURSELF." WRITER THEN CALLED AND SPOKE

WITH AT THE RESIDENTIAL LICENSING SUPPORT HOTLINE. AFTER EXPLAINING THE SITUATION SHE ASSISTED WRITER IN REVIEWING BOTH OAPSA AND THE NIXON DECISION. SHE CONCLUDED THAT BECAUSE'S CHARGES OCCURRED IN 2003 AND SHE DID HAVE A BRIEF EMPLOYMENT HY (IN ADDITION TO WORKING AS A HOMEMAKER, RAISING HER CHILDREN) THAT EMPLOYMENT WAS POSSIBLE. SHE DIRECTED WRITER TO MEET WITH AND TALK ABOUT HER CHARGES + TO DIRECT TO OBTAIN

MANIA STEPAVICH (ms) 2/6/13 Regional Licensing Approval of Plan of Correction

Mania Stepanovich

Kristine McCain RU 012903

LETTERS OF REFERENCE FROM HER PREVIOUS EMPLOYER, FRIENDS FOR WHOM SHE HAD PERFORMED CHILDCARE SERVICES AND FRIENDS/ACQUAINTANCES WHO COULD ATTEST TO HER CHARACTER/INTEGRITY. EMPLOYEE WOULD BE INSTRUCTED TO OBTAIN SAME LETTERS + BRING THEM TO ADMINISTRATOR. WRITER WOULD THEN CREATE A SEPARATE CONFIDENTIAL FILE CONTAINING PSP REPORTS, A REPORT ABOUT WRITER'S MEETING WITH EMPLOYEE AND A COMPILATION OF ALL LETTERS OF REFERENCE RECEIVED.

RECEIVED

Western Field Office  
A.D. Residential Licensing

INFORMATION AND DIRECTION RECEIVED DURING WRITER'S DISCUSSION WITH RESIDENTIAL LICENSING SUPPORT HOTLINE REPRESENTATIVE WAS THEN SHARED WITH THE INSPEC- TION CONCLUDED AND CONTINUED EMPLOYED AFTER MEETING WITH

AND WRITER, ADDRESSING AND ~~DISCUSSING PAST CHARGES (WHICH ENTAILED~~

~~THE THEFT ON SCRAP METAL BY HER EX HUSBAND WHILE SHE WAS IN HIS COMPANY).~~

THE IMPORTANCE OF SECURING LETTERS OF REFERENCE WAS DISCUSSED AND AGREED TO OBTAIN + RETURN SUCH LETTERS.

ON JANUARY 22 2013 WAS CONTACTED BY AND INFORMED THAT AFTER FURTHER DISCUSSION AT DEPARTMENT OF WELFARE THAT EMPLOYEE

MARIA STEPANOVICH LMS 2/6/13 Maria Stepanovich  
Regional Licensing Approval of Plan of Correction

Kristine McCauid  
KRISTINE MCCAUID RW 012913

Attachment C

4)

COULD NO LONGER BE EMPLOYED AT EICHER'S  
FAMILY HOME AS HER PAST CONVICTIONS  
AND LACK OF ADEQUATE WORK HISTORY  
DID NOT MEET THE CRITERIA SET  
FORTH IN THE NIXON DECISION.

WAS CONTACTED AT HOME AND ASKED TO  
COME TO THE PERSONAL CARE HOME'S  
OFFICE FOR A MEETING. WAS

TOLD THAT SHE COULD NO LONGER BE  
EMPLOYED AT THE HOME AND THE  
SAID RATIONALE FOR SAME. EMPLOYEE  
VERBALIZED AN UNDERSTANDING OF SAME  
AFTER REVIEWING OAPSA + THE NIXON  
DECISION STANDARDS + OUTLINING  
PROHIBITIVE OFFENSES WHICH PREVENTED  
HER FURTHER EMPLOYMENT AT THE HOME.

---

MARIA STEPANOVICH LMS 2/6/13  
Regional Licensing Approval of Plan of Correction  
maria stepanovich

Kristine McCann  
KRISTINE MCCAID 012913  
RJ

PLAN TO CORRECT SIMILAR VIOLATIONS OF 2600.51 AND 2600.52 IN FUTURE

EICHER'S FAMILY HOME WILL CONTINUE TO CONDUCT CRIMINAL BACKGROUND CHECKS ON ALL PROSPECTIVE EMPLOYEES (DIRECT CARE + ANCILLARY STAFF), ANY CONTRACTED EMPLOYEES HAVING ANY TYPE OF DIRECT CONTACT WITH RESIDENTS OF THE HOME, EMPLOYEES OF HOME HEALTH OR HOSPICE AGENCY PROVIDING CARE TO RESIDENTS. THIS BACKGROUND CHECK WILL BE CONDUCTED PRIOR TO CONTACT WITH RESIDENTS OR EMPLOYMENT IN THE HOME. THE HOME'S ADMINISTRATOR WILL CONDUCT THESE CHECKS UTILIZING THE PSP "E-PATCH" ONLINE SYSTEM.

IF A PROSPECTIVE EMPLOYEE HAS RESIDED IN A STATE OTHER THAN PENNSYLVANIA WITHIN THE PAST 2 YEARS THEN A FBI BACKGROUND CHECK WILL ALSO BE CONDUCTED BY THE ADMINISTRATOR.

IF A PSP BACKGROUND CHECK IS UNABLE TO AFFIRM THAT THE PROSPECTIVE EMPLOYEE IS FREE OF PAST / PRESENT CRIMINAL CHARGES OR REVEALS A CRIMINAL CONVICTIONS FOR NON-PROHIBITIVE OFFENSES AS PER OAPSA, AND REPORT DESIGNATES REQUEST UNDER REVIEW THEN PROSPECTIVE EMPLOYEE WILL NOT BE

HIRED UNTIL FOLLOWUP / CLARIFICATION RECEIVED BY HOME FROM THE PSP (AND FBI IF APPLICABLE). THE HOME'S ADMINISTRATOR AND OWNER WILL REVIEW ALL REVEALED CHARGES. PROHIBITIVE OFFENSES AS DEFINED BY OAPSA WHICH CANNOT HAVE THE NIXON DECISION APPLIED, WILL PREVENT THAT INDIVIDUAL FROM EMPLOYMENT AT EICHER'S FAMILY HOME. IF THE ADMINISTRATOR AND OWNER ARE IN NEED OF ASSISTANCE IN INTERPRETING THE BACKGROUND CHECK

MARLA STEFANOVICH cms 2/6/13 Regional Licensing Approval of Plan of Correction KRISTINE MCCARDY 012913

Attachment E

6)

THEY WILL CONTACT DPW'S REGIONAL OFFICE  
OR OPERATOR SUPPORT HOTLINE FOR CLARIFICATION

THIS STANDARD + MECHANISM FOR  
HIRING WILL BE INSTITUTED IMMEDIATELY  
FOR ALL FUTURE EMPLOYEE HIRING.  
ALL DOCUMENTATION OF BACKGROUND  
CHECKS WILL BE AVAILABLE FOR VERIFICATION  
IN THE PERSONAL CARE HOME'S OFFICE.

RECEIVED

Staff member A was terminated 1/16/13.  
ms 2/6/13

Director of Office  
Admission & Licensing

MARIA STEPANOVICH (ms) 2/6/13  
Regional Licensing Approval of Plan of Correction  
maria stepanovich

Kristine McCann  
012913  
KRISTINE MCCAIG EW

Violation Report: 44674 - 01/16/2013 - Mazza, Larry  
PCH Name: EICHER S FAMILY HOME CARE

4-2013

1. REGULATION 55 Pa.Code §2600

2600.52 - Hiring, retention and utilization of staff persons shall be in accordance with the Older Adult Protective Services Act (35 P.S. §§ 10225.101-10225.5102) and 6 Pa.Code Chapter 15 (relating to protective services for older adults) and other applicable regulations.

2a. DESCRIPTION OF VIOLATION

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Staff member A was terminated 1/16/13.

Immediately - The administrator will develop and implement a system to ensure that hiring and retention of staff is done in accordance with the Older Adult Protective Services Act, including completion of criminal background checks through the PA state police and performed within one year prior to, or 30 days after the hire date, and completion of FBI background checks for employees who were not residents of Pennsylvania for the two years prior to date of hire.

If the administrator pursues the Nixon Decision for employees with a prohibitive offense defined by the Older Adult Protective Services Act, the date of the conviction and release from incarceration, if any, will be determined. If the prohibitive offense occurred less than 5 years ago, the employee may not be hired. If the prohibitive offense occurred more than 5 years ago, the following will be done: 1. Interview the applicant and obtain information from the applicant about the circumstances surrounding the prohibitive offense.

2. Obtain evidence of the applicant's minimum 5-year aggregate work history in care-dependent human services, without incident, from either the date of conviction or release from incarceration, whichever is later. Evidence must include third-party documentation, such as pay stubs or W-2 forms. 3. Contact any/all past employers of the applicant and obtain written verification of incident-free employment and to conduct a character reference check. 4. Retain the above information in a confidential file available for review by the Department at any time. ms 2/6/13

Repeat Violation: No

Date(s) of Previous Violation(s):

Signature of Legal Entity Representative  
(Required on EVERY Page)

Kristine EMCCAO

Printed Name and Title of Legal Entity Representative  
(Required on EVERY Page)

KRISTINE EMCCAO EO

Date 012913

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