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Design[ed] to be more.

Written Statement

City of Waukesha

Residential Preliminary Plan Review

Plan Commission Checklist – Written Statement

Midwest Assisted Living Partners, LLC dba Tender Reflections of Germantown is a Class CNA, senior assisted living community. We care for the physical and cognitive needs of persons 55 and older. Our population is comprised of persons that are frail, elderly or have a form of dementia. We do not participate in cares for those with behavioral health/mental health/ personality disorders.

The foundation of our work lies in our mission statement:

Tender Reflections, a home for seniors, is dedicated to providing peace of mind to residents and families by offering dignified care while respecting the mind, body and spirit of each person served.

Further, we believe that “assisted living” means our residents retain as much independence and control as possible. Our residents live and thrive in an environment that is safe and secure and full of meaningful daily activity. We are developing our own, comprehensive care program; The Sanctuary Experience. This program is holistic, research based, crosses all internal departments and is sure to improve quality of life. A part of this program is our active participation in Wisconsin Assisted Living Association’s (WALA) Diamond Accredited Program – a quality improvement program recognized by the Department of Health Services and Wisconsin Coalition for Collaborative Excellence in Assisted Living (WCCEAL).

At the startup of our operations, we will employ approximately seven (7) full time and six (6) part-time persons in a variety of administrative and labor positions. Our wage structure has been well-received by employees in our other communities (Weston, Elkhorn, Germantown, Manitowoc and DeForest). Our direct care staff enjoy starting hourly rates that average \$10 – 10.50/ hour (based on experience). Our administrative staff participate in incentive options as well as salary ranges which can see an annual income of \$60,000. As our occupancy grows, so will our labor force. Ultimately, we employ ten (10) employees on one shift and create approximately forty (40) new jobs.

Our administrative team is local and we will continue to support local talent as we believe it is “home” not only to residents but our staff. We also believe employees have personal needs that, if met with a certain amount or reason, makes for a happier employee reducing turn over. This

may include flexible schedules, incentives and a very extensive opportunity for education. We are very excited about the success and acceptance of our training program.

We are sticklers for abiding by regulation, standards and integrity. I have no doubt you will be very excited to see what we can bring to the families of Waukesha and the surrounding areas who struggle with finding a home that feels like home - confidently. We believe not only in our community, but the greater community. We can bring education and participation in community events and we will do business locally as much as possible. We believe in being “good neighbors”.

Our phase one construction plans consist of a 25,151-square foot CBRF classification memory care facility. The building will be wood framed with high grade commercial finishes inside and out, smoke and fire detection, fire suppression (sprinkler system), and security systems to watch over residents that wonder. The facility will have twenty-eight (28) single bed and four (4) double bed units for a total of thirty-two (32 units) or thirty-six (36) beds. It includes a large gathering area, commercial gourmet kitchen, activity kitchen for residents, fireplaces, hair salon, private dining room, and two distinct neighborhood wings each with sixteen resident rooms, nurse station, dining area, living area, fireplace and television. The phase two construction is an additional thirty-two (32) units divided into two wings and is expected to take place as soon when phase one nears capacity.

Site access is gained on East Broadway (C.T.H. “D”) directly across from Rempe Drive and will be shared with the neighboring park. The curvilinear drive moves through the site and has a “Y” turn around for emergency vehicles. Additional development could include linking the access drive to Springdale Road.

The remaining site is master planned for an additional 25,000 square foot CBRF memory care facility that is similar to the phase one construction. A third building, a multi-family apartment complex is planned for the top of the hill on the northern portion of the site.