

**MINUTES OF THE
JOINT SUBCOMMITTEE ON HUMAN RESOURCES/K-12
OF THE SENATE COMMITTEE ON FINANCE
AND THE ASSEMBLY COMMITTEE ON WAYS AND MEANS**

**Seventy-third Session
March 22, 2005**

The Joint Subcommittee on Human Resources/K-12 of the Senate Committee on Finance and the Assembly Committee on Ways and Means was called to order at 8:01 a.m. on Tuesday, March 22, 2005. Chair Barbara K. Cegavske presided in Room 3137 of the Legislative Building, Carson City, Nevada. [Exhibit A](#) is the Agenda. [Exhibit B](#) is the Attendance Roster. All exhibits are available and on file at the Research Library of the Legislative Counsel Bureau.

SENATE COMMITTEE MEMBERS PRESENT:

Senator Barbara Cegavske, Chair
Senator William J. Raggio
Senator Dina Titus
Senator Bernice Mathews

ASSEMBLY COMMITTEE MEMBERS PRESENT:

Ms. Sheila Leslie, Chair
Mr. Mo Denis
Mrs. Heidi S. Gansert
Ms. Chris Giunchigliani
Mrs. Debbie Smith
Ms. Valerie Weber

STAFF MEMBERS PRESENT:

Steven J. Abba, Principal Deputy Fiscal Analyst
Janet Johnson, Program Analyst
Michael Archer, Committee Secretary

OTHERS PRESENT:

Carol Sala, Administrator, Aging Services Division, Department of Human Resources
Bruce McAnnany, Deputy Administrator, Aging Services Division, Department of Human Resources
Carla Watson, Budget Analyst, Budget Division, Department of Administration
Michael J. Willden, Director, Department of Human Resources
Susan Rhodes, Social Worker Supervisor, Social Service, Senior Citizens Protective Services, Clark County
Connie McMullen, Vice Chair, Strategic Plan for Seniors Statewide Accountability Committee
Robert A. Desruisseaux, Strategic Plan for People with Disabilities Statewide Accountability Committee
Mark McConnell, Coalition of Assisted Residential Environments
Barry Gold, American Association of Retired Persons
Bonnie Hillegass, Vice President of Care Management, Sierra Health Services

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CHAIR CEGAVSKE:

We will discuss the Aging Services Division budget.

CAROL SALA (Administrator, Aging Services Division, Department of Human Resources):

I will now read from page 1 of my prepared statement ([Exhibit C](#)) which describes the first eight pages of the booklet titled *Division of Aging Services, Budget Presentation to Joint Subcommittee on K-12/Human Resources, 2005 Legislature* ([Exhibit D](#), original is on file at the Research Library).

SENATOR RAGGIO:

On Page 6 in [Exhibit D](#), the chart indicates Nevada ranks last in the country in long-term care spending for people over age 65. What will your budget propose to improve this statistic?

MS. SALA:

It proposes a shift from long-term care to the more cost-effective home- and community-based care.

SENATOR RAGGIO:

Will this improve our national ranking?

BRUCE MCANNANY (Deputy Administrator, Aging Services Division, Department of Human Resources):

We hope the proposed increase in spending for home- and community-based care will improve our ranking.

SENATOR RAGGIO:

If we accept your budget proposal with respect to the national average on home- and community-based spending per capita, what will the amount be?

MR. MCANNANY:

I will look at our statistics and try to provide your staff with that information.

CHAIR CEGAVSKE:

We will now discuss your budget accounts.

AGING SERVICES

HR, Aging Services Grants – Budget Page AGING-1 (Volume II)
Budget Account 262-3140

HR, Senior Services Program – Budget Page AGING-13 (Volume II)
Budget Account 101-3146

HR, EPS/Homemaker Programs – Budget Page AGING-21 (Volume II)
Budget Account 101-3252

CARLA WATSON (Budget Analyst, Budget Division, Department of Administration):
Please refer to page 10 of [Exhibit D](#), where you will see a schedule that describes the transfers between budget account 101-3146 and budget account 101-3152. If this Committee complies with the Letters of Intent from

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the past two Legislative Sessions, you will see the General Fund impact for replacing the Tobacco Settlement Funds. Currently, the transfer to budget account 101-3146 funds five full-time equivalent (FTE) positions which consists of four social workers and one administrative assistant. All of these are direct service positions. In addition, the Tobacco Settlement Funds purchase contract services. The total funding for transfers in this budget account is \$623,262 in fiscal year (FY) 2006 and \$630,457 in FY 2007.

CHAIR CEGAVSKE:

In budget account 101-3146, why are you asking for more staffing even though you have been unable to fill past positions?

Ms. SALA:

We have a difficult time attracting social workers and have a high turnover rate

CHAIR CEGAVSKE:

If you cannot attract new hires, how do you intend to fill these new positions?

Ms. SALA:

We are looking at contracting out some case management services.

CHAIR CEGAVSKE:

How will the reduction in Tobacco Settlement Funds impact the Homemaker Program and the Community Home-Based Care Program (CHIP)? Did you look for funding sources for the Medicaid match other than the General Fund?

Ms. SALA:

We have not been able to find other sources. There is no increase in federal funding through Title XX of the Social Security Act.

ASSEMBLYWOMAN GIUNCHIGLIANI:

Do you not have a pool of prospective employees? Are your hiring difficulties related to salary? What is your turnover rate?

Ms. SALA:

We have exhausted the hiring list provided by the Department of Personnel and no longer have a pool of prospective employees. Salary has always been an issue in hiring. We often train social workers who then leave state employment to work in more lucrative positions elsewhere.

ASSEMBLYWOMAN GIUNCHIGLIANI:

Is being promoted to a management position the only way to make more money in your Division?

Ms. SALA:

That is correct. The pay classification for social workers is such that a social worker II position, reaching step 9, has attained the maximum salary level for that position. The only way to make more money is to move up to a supervisor position.

The charts on page 22 of [Exhibit D](#) contrasts how many social workers we were budgeted for last session with how many we actually had in each month of the

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last biennium. It fluctuates quite a bit. The numbers can be misleading because if a social worker quits early in a month, he or she shows as being an FTE for the entire month. Therefore, we could have had even fewer social workers employed than are indicated on the charts.

ASSEMBLYWOMAN GIUNCHIGLIANI:

Are your contract services statistics skewed in the same way?

Ms. SALA:

We work on a reimbursement basis with Medicaid, and the social workers bill for their time. If the reimbursement went to a contract service provider, the billing would look the same and could create an incorrect statistic.

CHAIR LESLIE:

You were not able to provide adequate services with the funds you received in the previous budget. If we approved the new positions you are requesting this Legislative Session, why do you believe it is now possible to provide a higher level of service?

Ms. SALA:

We are hoping that contracting out our casework will help.

CHAIR LESLIE:

You will have to give us a plan for how you intend to accomplish that.

CHAIR CEGAUSKE:

Can the Title XX funds of \$475,335 in FY 2005 and \$468,477 in FY 2006, not yet allocated to the Aging Services Division, be used to offset a portion of your General Fund request?

Ms. WATSON:

The Aging Services Division was unaware of that funding; therefore, we built their budget without considering these funds.

CHAIR CEGAUSKE:

Now that you are aware of this additional funding, what are you intending to do?

Ms. WATSON:

Perhaps that funding can be used in the Elder Protective Services (EPS) program, in lieu of General Fund monies.

CHAIR LESLIE:

In budget account 262-3140, what impact will the reduction in the Tobacco Settlement Fund have on aging services grants? What is your plan to deal with this problem?

Ms. SALA:

It is a two-year funding cycle and we are moving into the second year now. As this source of funding decreases, we will make an across-the-board reduction of funding to all grantees.

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CHAIR LESLIE:

Why does the budget include all these grants under the Fund for a Healthy Nevada?

Ms. SALA:

The intent is to promote independence for seniors; therefore, if it is earmarked for seniors, there is a guarantee that it will go to senior services.

CHAIR LESLIE:

What is your position on the proposal to set aside \$500,000 for dental benefits to senior citizens?

Ms. SALA:

We are remaining neutral on that issue. We understand the importance of dental care for seniors and will eventually have to decide what services are most needed.

CHAIR LESLIE:

We issued your Division a Letter of Intent asking you to find alternative sources of funding. Have you been successful?

Ms. SALA:

The only source we have available to us is the General Fund.

CHAIR CEGAVSKE:

Are all the grantees nonprofit organizations? Why do some of the grantees appear to be counties?

MR. MCANNANY:

The grants can be for nonprofit, profit or governmental organizations.

ASSEMBLYWOMAN GIUNCHIGLIANI:

On the handout titled Independent Living Grants Award Summary FY 2004 ([Exhibit E](#)), are Community Care Associates and the Elverita Lewis Foundation nonprofit organizations?

MR. MCANNANY:

Community Care Associates is a nonprofit respite program in Washoe County. The Elverita Lewis Foundation provides foster grandparent, senior companion and hearing aid programs.

ASSEMBLYWOMAN GIUNCHIGLIANI:

Are these programs audited regularly?

MR. MCANNANY:

These programs are audited at least once every two years. In the case of independent living grants, we audit once each year.

ASSEMBLYWOMAN GIUNCHIGLIANI:

Is the term "independent living grant" defined in statute?

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MR. McANNANY:

Yes, it is defined in statute, but I do not know exactly which one.

ASSEMBLYWOMAN GIUNCHIGLIANI:

I prefer that these programs be funded by the General Fund. Are most of the independent living grants processed by your Division?

MR. McANNANY:

All the independent living grants go through the Aging Services Division. We are careful to track these for possible duplication.

SENATOR MATHEWS:

Why does the Alzheimer's Association in the northern part of the state receive so much less grant money than the Alzheimer's Association in southern Nevada? And why is the Alzheimer's Association in northern Nevada called the Alzheimer's Association of Northern California? Is that a misprint?

MR. McANNANY:

Both the northern and southern Nevada Alzheimer's Association chapters have merged with adjoining states. The one in the north merged with California, and the one in the south with Arizona. On page 1 of [Exhibit E](#), the Alzheimer's Association of Northern California appears to have received only \$6,107 in FY 2004, while the Desert Southwest Alzheimer's Association is shown to have received \$56,604. The discrepancy is caused by the way funding overlaps from one fiscal year to the next. In actuality, both organizations received a grant in the amount of \$56,604 for FY 2004.

SENATOR TITUS:

When we appropriated funds for the University of Nevada, Las Vegas (UNLV) School of Dentistry, it was understood they would provide dental services to the needy. Has this happened?

MR. McANNANY:

Their primary focus is on needy children.

ASSEMBLYMAN DENIS:

Your performance indicators in budget account 262-3140 did not come close to your projected goals. Why not?

MS. SALA:

When we created those performance indicators, we did not realize our grants analysts would need to spend so much time with the grantees. In addition to a full assessment, they were required to do technical assistance and ongoing monitoring. Our new performance indicators will reflect this additional work. Additionally, we have lost our auditor to retirement and have not found an adequate replacement.

CHAIR CEGAVSKE:

We will now discuss the Aging Older Americans Act. How are the regional rural senior centers funded?

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HR, Aging Older Americans Act – Budget Page AGING-5 (Volume II)
Budget Account 101-3151

MR. MCANNANY:

We had a formula based on population and the number of people over the age of 75. However, we had to abandon that formula because of disproportionate population increases in Clark and Washoe Counties that precluded funding to rural counties. We now fund rural counties, based on the level of service they provide, rather than their population.

CHAIR LESLIE:

You intend to change your social services chief to an unclassified position. Is this a mid-management position? If so, why would we want to make a mid-management person unclassified?

MS. SALA:

That position is a social services chief II, Grade 39, and manages the EPS and ombudsman.

CHAIR LESLIE:

I do not think this is a political position and it should not be changed to unclassified service.

CHAIR CEGAVSKE:

We will now discuss the senior services program in greater detail.

MS. SALA:

I will read page 3 of [Exhibit C](#).

CHAIR CEGAVSKE:

Is your waiting list for these services still at 3.5 months?

MS. SALA:

Please see the charts, on page 23 of [Exhibit D](#), which show the number of days our customers currently wait for our services. These figures are not inflated by duplication of services to the same customer. We close about 38 cases per month.

CHAIR LESLIE:

Returning to budget account 101-3146, you served 186 fewer people per month than you were budgeted for in the last Legislative Session. Did you include that 186 when you rolled forward into your Base Budget for the current request?

MS. WATSON:

The Base Budget generally is developed by taking the average cost per client for the base year and multiplying it against the difference between the actual cost and the number budgeted. We forwarded the number of clients we did not serve.

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CHAIR LESLIE:

How many more people are you intending to serve in the senior services program account decision unit M-200?
M-200 Demographics/Caseload Changes – Page AGING-15

Ms. SALA:

The projection is to serve 80 more people each month.

CHAIR LESLIE:

You did not meet your goals last biennium and yet intend to serve even more people this coming biennium. We need to see a plan on how you intend to accomplish this.

Ms. SALA:

We will try to come up with such a plan.

ASSEMBLYWOMAN GANSERT:

On page 23 of [Exhibit D](#), why does the length of time on the waiting list fluctuate so wildly from one month to the next?

Ms. SALA:

As people on the waiting list fall into the category of being unable to care for themselves, they are moved to another category on that list; hopefully, one where we might be able to serve them more quickly.

ASSEMBLYWOMAN GANSERT:

Is the data shown for February 2005 the most current and correct information?

Ms. SALA:

Yes, it is the most current and correct.

CHAIR LESLIE:

It appears your waiting time has been greatly reduced, so why would we need to fund the waiting list as part of this budget request?

MR. McANNANY:

We receive 80 referrals each week. This is driven by the number of caseworkers we have. If we had more workers, the number of referrals would also increase. We are trying to do a better job making sure our referrals are appropriate.

CHAIR CEGAVSKE:

Please work with our staff to make this information more clear so we can analyze it properly.

M-502 Federal Mandate - Page AGING- 16

CHAIR CEGAVSKE:

We will now discuss decision unit M-502. Do you have an existing position within your Division that would meet the federal quality management requirement? How would adding the new position you are now requesting work with the similar positions being requested by the three regional centers for Mental Health and Disability Services (MHDS)?

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Ms. SALA:

We do not currently have someone tracking provider quality incidents. These positions in each agency would work as a team to be sure there were no overlapping problems with providers.

CHAIR LESLIE:

We recently heard different information from MHDS. Is there a problem understanding the new federal quality management requirement? Are you requesting this position in case you need it later?

Ms. SALA:

The Centers for Medicare and Medicaid Services (CMS) has issued an outline of the requirements.

MICHAEL J. WILLDEN (Director, Department of Human Resources):

We are not asking for the position in case it is required later. The CMS has a definite agenda to tighten their reins on state spending. They will likely determine that Nevada does not have an appropriate level of oversight for issues of medical necessity, level of care and length of stay.

CHAIR LESLIE:

Are you intending to run this out of the Department of Human Resources (HR) office? Will there be a team leader?

MR. WILLDEN:

We do not intend to run it out of the Department. Whenever we have these types of cross-cutting issues, we develop a team approach to it. The team members will report to their respective Division administrators and the Division administrators will report to me.

CHAIR CEGAVSKE:

There is confusion on these issues, please work with our staff to resolve this.

MR. WILLDEN:

I would like to comment on the unallocated Title XX funds of \$475,335 in FY 2005 and \$468,477 in FY 2006 which were discussed earlier in this meeting. We have a block grant commission that looks at the funding we receive from Title XX. They advised me to increase the non-state agency allocation. Of the \$13 million in Title XX funds we receive, only \$900,000 is passed along to non-state agencies. The remainder is used to operate state agencies. Most states do not spend their Title XX dollars as disproportionately as Nevada does on state versus community projects.

CHAIR LESLIE:

How can we be proud of being 49th in the nation in home- and community-based spending per capita? If we approve your budget requests, will that move us up in the ranking?

MR. WILLDEN:

If you look at long-term care in Nevada, such as nursing beds, we have stayed at 4,000 beds for several years while the community-based services have grown substantially. In the Medicaid budget, Nevada has increased its

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community-based spending to the point that there are only 17 states that rank higher.

CHAIR LESLIE:

My concern is that we were not able to serve the people for whom we budgeted in the last biennium. Why is it so difficult to retain your social worker staff?

MR. WILLDEN:

Their salaries are lower than those paid by counties and hospitals. It is also demanding work with a high burnout rate.

CHAIR LESLIE:

Has the Department of Personnel done an occupational study on the social workers position?

MR. WILLDEN:

They were studied two years ago.

CHAIR LESLIE:

Would it be better to increase the pay rather than lose so many social workers?

MR. WILLDEN:

I agree.

MS. SALA:

When the social worker position was subject to an occupational study two years ago, it received a salary increase of one grade.

ASSEMBLYWOMAN GIUNCHIGLIANI:

What is the starting salary? I would also like to know how many students are graduating from the University of Nevada, Reno (UNR) and UNLV with degrees in social work.

MS. SALA:

I will provide that information to you

SENATOR CEGAVSKE:

Why do you want to eliminate the patient liability from the CHIP Medicaid Waiver?

MS. SALA:

It is a cumbersome program to administer and difficult for many seniors to understand. Some clients do not choose the CHIP waiver when it is most appropriate for their care, and opt for other waivers, because of the patient liability provision. We collect about \$167,000 each year from these clients and spend about \$100,000 each year in staff time to do that.

CHAIR CEGAVSKE:

What is the average patient liability payment?

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Ms. SALA:

The average is about \$150 per month. If they refuse to pay, they are terminated from the program.

CHAIR CEGAVSKE:

If the amount of patient liability were lowered, rather than eliminated, would this help?

Ms. SALA:

You would still have the disparity between the CHIP Medicaid Waiver program and all the other waiver programs without patient liability provisions. We carefully explain to them how patient liability works when they apply, but many seniors still do not fully understand.

CHAIR CEGAVSKE:

If it is explained to them when they apply, where does the confusion lie?

Ms. SALA:

Often, the patient liability amount changes from month to month depending upon the level of service the client receives in a month. This is a constant source of confusion to our clients.

MR. MCANNANY:

Most of the seniors we serve have special needs or serious disabilities. Patient liability is not just a problem affecting clients. Family members spend time and money attempting to resolve these issues.

ASSEMBLYWOMAN GIUNCHIGLIANI:

We should eliminate this patient liability. It is clearly not cost effective and is difficult for seniors and their families.

CHAIR CEGAVSKE:

We will now discuss an amendment to the *Executive Budget* for personal care assistant (PCA) hourly rate increases. How do you determine that hourly amount? Please explain how this increase will help in retaining contractors.

Ms. SALA:

When the rate was raised during the last Legislative Session, it had the affect of attracting more and better-qualified providers, and helped retain those providers. The rate increase was for all providers of personal assistance services. Prior to that, Medicaid set the rates of pay. The rate we are requesting this session comes from the Personal Assistance Services Advisory Council. They made a recommendation to raise the rate to \$18.50 per hour.

CHAIR LESLIE:

What do we actually get by implementing this wage increase?

Ms. SALA:

We want our providers to pass this increase along to the PCAs. What the provider chooses to pass on is up to them.

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CHAIR LESLIE:

This is disturbing. By approving this amendment we may be adding more profit to the provider agency without increasing the quality of the PCA.

HR, EPS/Homemaker Programs – Budget Page AGING-21 (Volume II)
Budget Account 101-3252

CHAIR CEGAUSKE:

We will now discuss the Elder Protective Services (EPS) and Homemaker Programs budget account. You are requesting two new supervisor positions. Can you reclassify the two staff positions you already have serving as lead persons and make them supervisors instead? How will the addition of these new supervisor positions improve the effectiveness and efficiency of the program?

MS. SALA:

If we just reclassified those positions we would lose the two social workers who currently act in that capacity.

CHAIR CEGAUSKE:

Explain why you feel the need to decrease from 30 to 25 cases per month, per social worker.

MR. MCANNANY:

We are trying to get our caseload in line with the national average of 25 per social worker. We have had a high turnover rate of employees working in this program and have replaced 8 of the 9 positions in the last 18 months. We lost 2 more people last week and the current caseload is up to 42 per social worker. Our 2 supervisors each supervise 14 people. The burnout factor is high. We are aiming for a supervisor to employee ratio of 1 to 6.

CHAIR LESLIE:

Will the supervisors have a caseload?

MR. MCANNANY:

No, they will not.

CHAIR LESLIE:

I am concerned about the lack of face-to-face interviews. It is often impossible to determine if a senior is being exploited from conducting a telephone interview. How many face-to-face interviews are you doing now? How many would you do if we approved your request?

MR. MCANNANY:

We currently perform 45 percent of our interviews face to face. That is a low percentage because of our current staffing problems. Our proposed performance indicator calls for us to initiate 95 percent of our investigations within 3 days.

CHAIR LESLIE:

It is not acceptable that we are doing only 45 percent of the interviews face to face. What can be done to improve this situation?

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MR. McANNANY:

We now have a more experienced staff and feel confident we will change those numbers with the new people we are going to hire. If we can get the employee turnover rate to decline, we will complete more of these investigations.

ASSEMBLYWOMAN GIUNCHIGLIANI:

Promoting an experienced social worker to supervisor just seems to make the problem worse. I would rather pay the caseworkers more, than lose their experience. It would be best to hire a trained management specialist.

MR. McANNANY:

We offer these supervisory positions outside of the Division, but rarely are able to hire from outside state service.

CHAIR CEGAVSKE:

With regard to the senior citizens' property tax assistance budget account, how will the amendment to increase the maximum refund from \$500 to \$1,000 impact your Division?

Senior Citizens' Property Tax Assistance – Budget Page AGING-26 (Volume II)
Budget Account 101-2363

MS. WATSON:

The Division has not been requested to prepare a fiscal note on that bill. We will provide you with one if necessary.

CHAIR CEGAVSKE:

Please provide that fiscal note as soon as possible.

ASSEMBLYWOMAN GIUNCHIGLIANI:

Can we contract PCAs directly, rather than using a private agency as a intermediary? If not, is there a way we could change that process?

MR. WILLDEN:

It was a policy decision to use agencies. We can contract with either an agency or a PCA. The reason we opted for using an agency as intermediary is they help us with recruitment, training and quality issues.

ASSEMBLYWOMAN GIUNCHIGLIANI:

I would rather see the money go directly to the PCAs than have it merely increase the profits of private agencies.

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CHAIR CEGAVSKE:

We will now hear from other interested parties.

SUSAN RHODES (Social Worker Supervisor, Social Service, Senior Citizens Protective Services, Clark County):
I will read my prepared statement ([Exhibit F](#)).

CONNIE McMULLEN (Vice Chair, Strategic Plan for Seniors Accountability Committee):
I will read my prepared statement ([Exhibit G](#)). I would like to add that the disparity between the salaries paid to state social workers, as opposed to those in Clark County, makes it very tempting for them to prefer working for the county.

A great deal of money from independent living grant funds is spent to transport seniors on matters crucial to their health. I would like to see the Nevada Department of Transportation use more of their funds for helping these people get around, particularly in the rural areas. This would make more independent living grant money available for other needs.

ROBERT A. DESRUISSEAU (Strategic Plan for People with Disabilities Statewide Accountability Committee):
I am here to support the budget for the Aging Services Division. I also support the removal of patient liability from the CHIP Medicaid Waiver. Patient liability should not be a deciding factor in an individual choosing which program will meet their needs or in providing them the best quality of care. I support the rate increase for PCAs. We are also concerned about how much of that increase will actually go to the PCA. An equally disturbing problem is that without this increase there will continue to be a disparity in what state agencies pay PCAs. This could create unhealthy competition between agencies.

MARK McCONNELL (Coalition of Assisted Residential Environments):
The Coalition of Assisted Residential Environments supports the Aging Services Division's budget as proposed. I will now read my prepared statement ([Exhibit H](#)).

CHAIR LESLIE:

In [Exhibit H](#) you recommend the program be "streamlined." What do you mean by that term?

MR. McCONNELL:

"Streamlined" means the resident can access the program without first having to be in a hospital or nursing home.

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CHAIR LESLIE:

What would we, as legislators, have to do to make that happen?

Ms. SALA:

The way the Medicaid Waiver is currently written, a person has to be coming out of a hospital, nursing home or off another type of waiver to be eligible for the group care waiver. It is an artificial barrier and we are currently discussing ways to amend the requirements for that waiver. Medicaid will need to implement any changes agreed upon.

BARRY GOLD (American Association of Retired Persons):

I will read my prepared statement ([Exhibit I](#)).

BONNIE HILLEGASS (Vice President of Care Management, Sierra Health Services):

I presently employ 50 social workers and know that the salaries paid to state social workers are considerably lower than those paid by the private sector. The state caseload is much higher than that in the private sector. This not only produces poor quality of service, but also a lack of job satisfaction. In the private sector the caseload ranges from 15 to 25 per social worker depending upon the complexity of the needs. Our social workers have professional support in the field which allows them more time to process the work. An experienced social worker in the private sector earns about \$42,000 a year. We hire many social workers who have been trained by the State of Nevada.

CHAIR CEGAVSKE:

Do state social workers have the same framework of professional support staff in the field as the private sector?

Ms. SALA:

We have assistants like that in the EPS and ombudsman programs, and they are helpful.

Ms. HILLEGASS:

This shortage of state social workers might be remedied if UNR and UNLV modeled a social worker program on their nursing program. They have doubled the enrollment in the nursing schools which has opened the door for communities to help place these students in apprenticeship programs.

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CHAIR CEGAVSKE:
There being no further business before this Committee, this meeting is
adjourned at 10:00 a.m.

RESPECTFULLY SUBMITTED:

Michael Archer,
Committee Secretary

APPROVED BY:

Senator Barbara K. Cegavske, Chair

DATE: _____

Assemblywoman Sheila Leslie, Chair

DATE: _____