

Legislative Committee on Senior Citizens, Veterans and Adults with Special Needs

(Nevada Revised Statutes 218E.750)



WORK SESSION DOCUMENT

Includes Attachments

September 1, 2020

TABLE OF CONTENTS

	Page
Introduction	1
Recommendations	
A. Proposals Relating to Senior Citizens, Veterans and Adults with Special Needs.....	1
B. Proposals Relating to Veterans and Military Spouses.....	2
C. Proposals Relating Primarily to Senior Citizens.....	5
D. Proposals Relating Primarily to Adults with Special Needs.....	6
Attachments	
Attachment A	7
Attachment A1	9
Attachment B.....	11
Attachment B1	13
Attachment C	17
Attachment D	23
Attachment D1	26
Attachment E	31
Attachment F.....	35
Attachment G	39
Attachment H	56
Attachment I	58
Attachment J	60
Attachment J1	62
Attachment K	70



“WORK SESSION DOCUMENT”

LEGISLATIVE COMMITTEE ON SENIOR CITIZENS, VETERANS AND ADULTS WITH SPECIAL NEEDS

([Nevada Revised Statutes \[NRS\] 218E.750](#))

September 1, 2020

INTRODUCTION

This “Work Session Document” (WSD) has been prepared by the chair and staff of the Legislative Committee on Senior Citizens, Veterans and Adults With Special Needs. The WSD contains a summary of recommendations presented during public hearings, through communication with individual Committee members, or through correspondence submitted to the Committee members or staff. The WSD is designed to assist the Committee members in determining which legislative measures it will request for the 2021 Session of the Nevada Legislature and what other actions to endorse.

The Committee may accept, reject, modify, or take no action on any of the proposals. The recommendations contained herein do not necessarily have the support or opposition of the Committee. Rather, these recommendations are compiled and organized so the members may review them to decide whether they should be adopted, changed, rejected, or further considered. They are not preferentially ordered.

Pursuant to [NRS 218D.160](#), the Committee is limited to ten legislative measures, which includes both bill draft requests (BDRs) and requests for the drafting of resolutions. The Committee may vote to: (1) send as many statements or letters of recommendation or support as it chooses; and (2) include statements in its final report.

Committee members are advised that Legislative Counsel Bureau staff, at the direction of the chair, may coordinate with interested parties to obtain additional information for drafting purposes or for information to be included in the Committee’s final report.

RECOMMENDATIONS

A. PROPOSALS RELATING TO SENIOR CITIZENS, VETERANS AND ADULTS WITH SPECIAL NEEDS

1. Submit a BDR to require a private employer of fewer than 50 employees that provides sick leave benefits to allow the employees to use such accrued leave, in accordance with company policy, for absences due to illness, injury, medical appointment, or other authorized medical need of a member of the employees’ immediate family. This would be a redraft of [Assembly Bills 394](#) and [90](#), which are

failed measures from the 2017 and 2019 Sessions, respectively.
(See Attachments A and A1.)

(Recommendation proposed as a result of testimony received from Barry Gold, Director, Government Relations, AARP Nevada, and the Nevada Commission on Aging, Aging and Disability Services Division [ADSD], Department of Health and Human Services [DHHS])

2. Submit a BDR to create a Vulnerable Adult Protection Order under [Chapter 33](#) of NRS to protect vulnerable adults against abuse, neglect, or exploitation.
(See Attachment B and B1.)

(Recommendation proposed by Jennifer Richards, Esq., Chief Elder and Disability Rights Attorney, ADSD, DHHS)

3. Include a position statement in the final report calling on Congress to provide additional funding for the United States Postal Service so that senior citizens, veterans and adults with special needs do not miss delivery of their prescription medications because of Postal Service delays. Any delay with the postal system is a concern because patients may not be able to access the medications they need.

(Recommendation proposed by Senator Patricia (Pat) Spearman)

B. PROPOSALS RELATING TO VETERANS AND MILITARY SPOUSES

4. Submit a BDR to appropriate State General Funds in the amount of \$250,000 in each fiscal year of the 2021–2023 Biennium to support the Adopt a Vet Dental Program (budget request). **(See Attachment C.)**

(Recommendation proposed by Linda J Haigh, President and Founder, Adopt a Vet Dental Program)

5. Submit a BDR related to education benefits for veterans, a spouse, or the dependent of a veteran enrolled at a university, state college, or community college within the Nevada System for Higher Education (NSHE):
 - a. Amend [subsection 2 of NRS 396.540](#) to include that tuition charges must not be assessed against a veteran, a spouse, or the dependent of a veteran of the U.S. Armed Forces who is using benefits under the federal Post-9/11 Veterans' Educational Assistance program who became eligible for such benefits on or after January 1, 2013. The provisions of this recommendation would become effective on July 1, 2021. This proposal relates to the passage of [H.R. 3218 \(Harry W. Colmery Veterans Educational Assistance Act of 2017\)](#), 115th Congress, also known as the "Forever GI Bill," which among other provisions, eliminated the 15-year time limit for the use of certain veteran's education benefits. **(See Attachments D and D1)**
 - i. The [Post-9/11 GI Bill](#) covers 100 percent of in-state tuition and fees for up to 36 months and provides a monthly housing allowance to certain qualified veterans and servicemembers and their families. For certain beneficiaries, if the eligible military service ended before January 1, 2013, their Post-9/11 benefits will expire 15 years after

the last separation date from active service. For those whose last separation date from active service is ended on or after January 1, 2013, their benefits do not expire.

(Recommendation proposed by Ross Bryant, Director, Military and Veteran Services Center, University of Nevada, Las Vegas (UNLV) and UNLV Rebel Vets Organization)

- b. Amend [subsection 2 of NRS 396.540](#) to include that tuition charges must not be assessed against all students who are using benefits under the Survivors' and Dependents' Educational Assistance (DEA) program ([38 U.S.C. §§ 3500 through 3566](#)). **(See Attachments D and D1.)**
 - i. The DEA program offers education and training to qualified dependents of veterans who are permanently and totally disabled because of a service-related condition or who died while on active duty or as a result of a service-related condition.

(Recommendation proposed by Ross Bryant, Director, Military and Veteran Services Center, UNLV and UNLV Rebel Vets, Student Organization)

- c. Create an enrollment preference for applicants of a nursing program at a university, state college, or community college within NSHE who are veterans of the U.S. Armed Forces with a background in a military medical occupation. **(See Attachment D.)**

(Recommendation proposed by Ross Bryant, Director, Military and Veteran Services Center, UNLV)

- d. Require the Board of Regents of NSHE to develop a database to continue to track, monitor, and analyze the participation of students who are veterans in NSHE as required by Section 2 of [AB 76](#) (Chapter 13, *Statutes of Nevada, 2015*). By limitation, the report required by AB 76, as codified in [NRS 396.507](#), expired on July 1, 2020.

(Recommendation proposed by Senator Patricia (Pat) Spearman)

6. Send a letter to the Board of Regents of NSHE expressing the Committee's desire for the creation of a committee made up with leaders of various federal, state, and local government agencies that work to promote hiring veterans, members of the U.S. Armed Forces, and their spouses to facilitate discussion and collaboration to assist student veterans seeking employment, internships, or other related opportunities that results in job placement. **(See Attachment E.)**

(Recommendation proposed by the members of the Veterans Alumni Club, UNLV)

7. Send a letter to the Board of Regents of NSHE expressing the Committee's desire to include "military veterans" as a diversity category within any current goals, policies, and practices on issues related to equity, diversity, and inclusion. **(See Attachment F.)**

(Recommendation proposed as a result of testimony received from Maran Shaker, Student, UNLV School of Medicine)

8. Submit a BDR relating to the following provisions concerning occupational and professional licensing:
 - a. Require occupational and professional licensing boards, pursuant to Title 54 (“Professions, Occupations and Businesses”) of NRS, to collect data regarding the number of military spouses that apply for, are issued, or are denied a license, certificate, registration, permit, or other similar authorization. The BDR would coincide with [NRS 622.120](#), which requires regulatory bodies to collect information regarding the number of veterans and service members who have applied for, have been issued, or have renewed a license with the regulatory bodies. However, in order to collect accurate data to determine the effect of efforts to improve the interstate licensure process, a regulatory body would need separate military spouse applicant information from those who are current service members or veterans.
 - b. Require occupational and professional licensing boards, pursuant to Title 54 of NRS, to post on their website the options available to active members or veterans of the U.S. Armed Forces, as well as their spouses or surviving spouses, for obtaining a license, certificate, registration, permit, or other similar authorization issued by the board.
 - c. Require occupational and professional licensing boards, pursuant to Title 54 of NRS—that are not already required to do so—to collect not more than one-half of the fee set forth for the issuance of a license to a spouse of an active member of the Armed Forces of the U.S. According to the [Sunset Subcommittee of the Legislative Commission: Special Survey For Certain Regulatory Bodies](#), 15 of the 33 regulatory bodies indicated they do not waive application fees for military spouses.
 - d. Amend the applicable provisions in NRS concerning endorsement and reciprocity to replace the term “may” with “shall” in sections concerning endorsement and reciprocity of a license, certificate, registration, permit, or other similar authorization. Also, provide that denial for good cause is defined as the applicant has been convicted of a crime or engaged in other misconduct determined by the board to be related to the practice of the profession.
 - e. Amend chapters within Title 54 of NRS—if not already required to do so—to require occupational and professional licensing boards to issue a license by endorsement or reciprocity to active members or veterans of the U.S. Armed Forces, as well as their spouses or surviving spouses, who hold a valid and unrestricted license to practice a profession in the District of Columbia or any state or territory of the United States, by adding to those chapters or [Chapter 622](#) a provision similar to [NRS 636.207](#). Ensure that the new provisions are mandatory by using the term “shall” throughout.
 - f. Amend Title 54 of NRS, for the purpose of endorsement and reciprocity, that the requirement for finger-print based criminal background checks does not apply to active members or veterans of the Armed Forces of the United States or their spouses or surviving spouses
 - g. Require all occupational and professional licensing boards, under Title 54 of NRS, to issue a provisional license immediately after submission of an application by

active members or veterans of the U.S. Armed Forces, as well as their spouses or surviving spouses, who hold a valid and unrestricted license in another jurisdiction.

(Recommendations proposed as a result of testimony received by Kelli May Douglas, Southwest Regional Liaison, Defense-State Liaison Office, U.S. Department of Defense, and Meredith Smith and Sierra Shafer, spouses of military members stationed in Nevada, at the June 18, 2020, Committee hearing)

9. Submit a request to draft a resolution calling on the federal government to address the issue of military spouses' loss of retirement benefits due to frequent relocations by creating a retirement plan that is funded by the Department of Defense Appropriations Act.

(Recommendation proposed by Senator Patricia (Pat) Spearman)

10. Send a letter to the chair of the Nevada Veterans Service Commission (VSC), Department of Veterans Services, requesting that the VSC create a subcommittee tasked to identify the needs of active duty military spouses in Nevada. The subcommittee should study how Nevada can improve military spouse employment matters, including barriers to occupational and professional licensure. Members of the subcommittee should, at a minimum, include representatives of federal, state, and local organizations that work to promote employment matters of military spouses, representatives of Nevada's occupational and professional licensing boards, and military spouses that represent a military installation in the State of Nevada and a military installation in another state that has specific nexus to this state.

(See Attachment G.)

(Recommendations proposed as a result of testimony received by Meredith Smith and Sierra Shafer, spouses of military members stationed in Nevada, at the June 18, 2020, Committee hearing)

C. PROPOSALS RELATING PRIMARILY TO SENIOR CITIZENS

11. Send a letter to the governor of the State of Nevada, the chairs of the Assembly Committee on Ways and Means and the Senate Committee on Finance of the 81st Legislative Session, and the federal Centers for Medicare and Medicaid Services expressing the Committee's support to fund a technology solution to streamline the application and enrollment process for all three home- and community-based waiver services. Streamlining the application and enrollment process is intended to reduce the burden on individuals and their families as well as reduce wait times for essential services that keep and vulnerable Nevadans out of skilled nursing facilities.

(See Attachment H.)

(Recommendation proposed by the Nevada Commission on Aging)

12. Submit a BDR to require the Division of Health Care Financing and Policy of DHHS to provide Medicaid coverage of Current Procedural Terminology code 99483, which involves care planning services to individuals with cognitive impairment, including Alzheimer's disease. **(See Attachment I.)**

(Recommendation proposed by the Nevada Commission on Aging)

D. PROPOSALS RELATING PRIMARILY TO ADULTS WITH SPECIAL NEEDS

13. Submit a BDR to amend [Chapter 656A](#) of NRS to update the requirements and qualifications for sign language interpreters to align with the national standards and recommended practices. **(See Attachment J and J1.)**

(Recommendation Proposed by Adrienne Navarro, Social Services Chief I, Advocacy and Community Services, and Jennifer Montoya, Interpreting Services Coordinator, Social Services Program Specialist II, ADSD, DHHS)

14. Send a letter to Nevada's federal delegation recommending and expressing support for federal legislation to end the payment of subminimum wages to workers with disabilities. **(See Attachment K.)**

(Recommendation Proposed by Steven Cohen, UNLV Alumni, Lee Business School [BSBA - Accounting] '16)

ATTACHMENT A

RECOMMENDATION FOR THE LEGISLATIVE COMMITTEE ON SENIOR CITIZENS, VETERANS AND ADULTS WITH SPECIAL NEEDS

Submission deadline: Thursday, May 28, 2020

You may use this form to submit your recommendation. Save this form on your local device, complete the form, save the completed form to your local device, and then send it as an attachment to:

Cesar.Melgarejo@lcb.state.nv.us

Name:	Barry Gold
Contact Information: (optional)	bgold@aarp.org 702 938-3236
Date:	5-28-20
Organization: (if applicable)	AARP
Recommendation:	<p>Revisit and amended AB90 from last legislative session.</p> <p>Allow flexibility for employees of businesses of fewer than 50 employees to be able to use a portion of their earned and accrued sick leave (only if they currently have that as a benefit) to care for a family member.</p> <p>Last legislative session Nevada took care of employees with more than 50 employees. but left all those working for small businesses out. Testimony from a lobbyist last session said that about 75% of businesses in Nevada have less than 50 employees.</p> <p>This does not give require businesses to give any additional time off or benefits to their employees, just some flexibility on how they use what those businesses currently provide. continued below...</p>
Background Information:	<p>In the current situation we have seen how family caregivers are essential parts of the health care workforce. We need to allow family caregivers (approx 350,000 in Nevada - about 60% are currently employed full or part time) to be able to care for their loved ones.</p> <p>How can you tell someone they cannot use their sick leave to take care of someone suffering from or recovering from COVID19?</p>

ATTACHMENT A1

RECOMMENDATION FOR THE LEGISLATIVE COMMITTEE ON SENIOR CITIZENS, VETERANS AND ADULTS WITH SPECIAL NEEDS

Submission deadline: Thursday, May 28, 2020

You may use this form to submit your recommendation. Save this form on your local device, complete the form, save the completed form to your local device, and then send it as an attachment to:

Cesar.Melgarejo@lcb.state.nv.us

Name:	Dena Schmidt, Administrator, Aging and Disability Services Division
Contact Information: (optional)	775-400-0588 dschmidt@adsd.nv.gov
Date:	5/28/2020
Organization: (if applicable)	DHHS-ADSD
Recommendation:	<p>The Commission on Aging Legislative Subcommittee recommended the following policy option for consideration.</p> <p>Request the committee consider legislation mandating flexibility of sick leave to be used to care for family members. AB90 from last session failed to pass, but the need for this type of legislation is more relevant now than ever, when family members need to use their sick leave to care for loved ones who may have or have been exposed to COVID-19. The legislation is not asking employers to provide any more leave than they already do, just to allow it to be used to provide care to family members.</p> <p>The state of Nevada employees have this flexibility in their benefits, which allows many families to support their aging parents, reducing the burden on state programs.</p>
Background Information:	<p>The Commission on Aging (COA) Legislative Subcommittee voted to have this recommendation submitted to the legislative committee on senior citizens, veterans, and adults with special needs. The deadline for submission to the committee came before the larger COA could meet to vote on the submission. It is anticipated the COA will vote at the next meeting and provide a letter of support to the committee, but they did not want to miss the deadline for consideration of the committee.</p> <p>Last session AB90 did not pass. This bill required a private employer that provides employees with sick leave to allow an employee to use accrued sick leave for an absence due to an illness, injury, medical appointment or other authorized medical need of a member of the employee's immediate family. Additionally, section 1 authorizes such an employer to limit the amount of sick leave an employee may use for these purposes.</p>

ATTACHMENT B

RECOMMENDATION FOR THE LEGISLATIVE COMMITTEE ON SENIOR CITIZENS, VETERANS AND ADULTS WITH SPECIAL NEEDS

Submission deadline: Wednesday, May 28, 2020

You may use this form to submit your recommendation. Save this form on your local device, complete the form, save the completed form to your local device, and then send it as an attachment to:

Cesar.Melgarejo@lcb.state.nv.us

Name:	Jennifer Richards, Esq.
Contact Information: (optional)	jrichards@adsd.nv.gov
Date:	5/13/2020
Organization: (if applicable)	Aging Disability Services Division
Recommendation:	Nevada should adopt legislation creating a Vulnerable Adult Protection Order under NRS Chapter 33.
Background Information:	Existing law in Nevada provides for several types of protection orders under NRS Chapter 33 such as domestic violence protection orders; stalking, harassment, sexual assault, protection of children and protection against harassment in the workplace. The behavior and specific relationship required to seek these types of orders is not typically present in cases of abuse, neglect, or exploitation of a vulnerable adult. For vulnerable adults, abuse is not limited to physical threats of violence and harm but also includes mental and emotional abuse, abandonment, neglect, isolation, financial control, document control, property control, and other types of control that make a victim more likely to return to an abuser due to fear of retaliation or inability to meet basic needs. Many vulnerable adults are unable to access the resources necessary to seek lasting safety options or meet their immediate care needs. Recognizing the unique issues faced by vulnerable adults, at least 18 states and territories have adopted some form of protective order that provides relief to vulnerable adults. As the vulnerable adult population in Nevada continues to grow, it is necessary for individuals and agencies such as Adult Protective Services (APS) to have a speedy and immediate judicial process to seek relief.

ATTACHMENT B1

AN ACT relating to public safety; establishing provisions governing certain orders for protection for vulnerable adults; defining certain terms relating to the issuance of such orders; prescribing certain conduct and acts that constitute abuse; authorizing certain persons to apply for ex-parte and extended orders for protection; providing for the issuance and enforcement of such orders; making it a crime to violate such orders; providing penalties; and providing other matters properly relating thereto.

Section 1. Chapter 33 of NRS is hereby amended by adding thereto the provisions set forth as sections #, inclusive, of this act

Section 2. Definitions. As used in sections #, inclusive, of this act, unless the context otherwise requires, the words and terms defined in sections #inclusive, of this act have the meanings ascribed to them in those sections.

Section 3. “Vulnerable Adult” Defined. "Vulnerable adult" includes the definition as proscribed to “vulnerable person” under NRS 205.4629 but also includes a person:

- (a) Sixty years of age or older who has the functional, mental, or physical inability to care for himself or herself; or
- (b) found incapacitated under NRS 159; or
- (c) Admitted to any facility; or
- (d) Receiving services from home health, hospice, or home care agencies licensed or required to be licensed under NRS ___; or
- (e) Receiving services from an individual provider; or
- (f) Who self-directs his or her own care and receives services from a personal aide.

Section 4. “Abuse ” Defined. “Abuse of a vulnerable adult” means any of the following: Abandonment, Abuse, Exploitation, Isolation or Neglect as defined under NRS 200.5092.

NOTE: See sample definitions: Washington - [RCW 74.34.020](#), California - [California Code, Welfare and Institutions Code - WIC § 15657.03](#)

Consider adding “Chemical Restraint”

Use of a physical or chemical restraint or psychotropic medication under any of the following conditions: (1) For punishment.(2) For a period beyond that for which the medication was ordered pursuant to the instructions of a physician and surgeon licensed in the State of Nevada, who is providing medical care to the vulnerable adult at the time the instructions are given. (3) For any purpose not authorized by the physician and surgeon.

Section #. Who May Petition for a Protection Order.

An action known as a petition for an order for protection of a vulnerable adult in cases of abandonment, abuse, financial exploitation, or neglect is created.

- (1) A vulnerable adult on their own behalf may seek relief from abandonment, abuse, financial exploitation, or neglect, or the threat thereof, by filing a petition for an order for protection in **district court**.

- (2) A petition may be brought on behalf of a vulnerable adult by a guardian, an attorney-in-fact who acts within the authority of a power of attorney, or other person legally authorized to seek the relief.
- a. A petition under this section may be brought on behalf of a vulnerable adult by adult protective services agency in either of the following circumstances:
 - i. If the vulnerable adult has suffered abuse as defined in ____ and has an impaired ability to appreciate and understand the circumstances that place the elder or dependent at risk of harm. The agency shall also make a referral to the local public guardian who shall act as petitioner if a guardianship is appropriate.
 - ii. If the vulnerable adult has provided written authorization to adult protective services agency to act on that person's behalf.
- (3) (c) A county adult protective services agency shall be subject to any confidentiality restrictions that otherwise apply to its activities under law and shall disclose only those facts as necessary to establish reasonable cause for the filing of the petition, including, in the case of a petition filed pursuant to clause (i) of subparagraph (A), to establish the agency's belief that the vulnerable adult has suffered abuse and has an impaired ability to appreciate and understand the circumstances that place the vulnerable adult at risk, and as may be requested by the court in determining whether to issue an order under this section.
- (4) Neither the department of health and human services nor the state of Nevada shall be liable for seeking or failing to seek relief on behalf of any persons under this section

Section #. Contents of the petition.

1. A petition shall allege that the petitioner, or person on whose behalf the petition is brought, is a vulnerable adult and that the petitioner, or person on whose behalf the petition is brought, has been abandoned, abused, financially exploited, or neglected, or is threatened with abandonment, abuse, financial exploitation, or neglect by respondent.
2. A petition shall be accompanied by affidavit made under oath, or a declaration signed under penalty of perjury, stating the specific facts and circumstances which demonstrate the need for the relief sought
3. A petition for an order may be made whether or not there is a pending lawsuit, complaint, petition, or other action pending that relates to the issues presented in the petition for an order for protection.
4. An action under this section shall be filed in the county where the vulnerable adult resides; except that if the vulnerable adult has left or been removed from the residence as a result of abandonment, abuse, financial exploitation, or neglect, or in order to avoid abandonment, abuse, financial exploitation, or neglect, the petitioner may bring an action in the county of either the vulnerable adult's previous or new residence.
5. No filing fee may be charged to the petitioner for proceedings under this section

Section #. Judicial Relief.

The court may order relief as it deems necessary for the protection of the vulnerable adult, including, but not limited to the following:

1. Restraining respondent from committing acts of abandonment, abuse, neglect, or financial exploitation against the vulnerable adult;
2. Excluding the respondent from the vulnerable adult's residence for a specified period or until further order of the court;
3. Prohibiting contact with the vulnerable adult by respondent for a specified period or until further order of the court;
4. Prohibiting the respondent from knowingly coming within, or knowingly remaining within, a specified distance from a specified location;
5. Requiring an accounting by respondent of the disposition of the vulnerable adult's income or other resources;
6. Restraining the transfer of the respondent's and/or vulnerable adult's property for a specified period not exceeding ninety days;
7. On a showing of good cause, in connection with an animal owned, possessed, leased, kept, or held by the petitioner, or residing in the residence or household of the petitioner, the court may do either or both of the following:
 - a. Grant the petitioner exclusive care, possession, or control of the animal.
 - b. Order the respondent to stay away from the animal and refrain from taking, transferring, encumbering, concealing, molesting, attacking, striking, threatening, harming, or otherwise disposing of the animal.
8. Requiring the respondent to pay a filing fee and court costs, including service fees, and to reimburse the petitioner for costs incurred in bringing the action, including a reasonable attorney's fee.
9. Any relief granted by an order for protection, other than a judgment for costs, shall be for a fixed period not to exceed five years.

**Use the same process in existing law for issuance of a temporary order with a hearing requirements, notice, issuance, enforcement mechanisms, duty of court to assist, etc.*

ATTACHMENT C

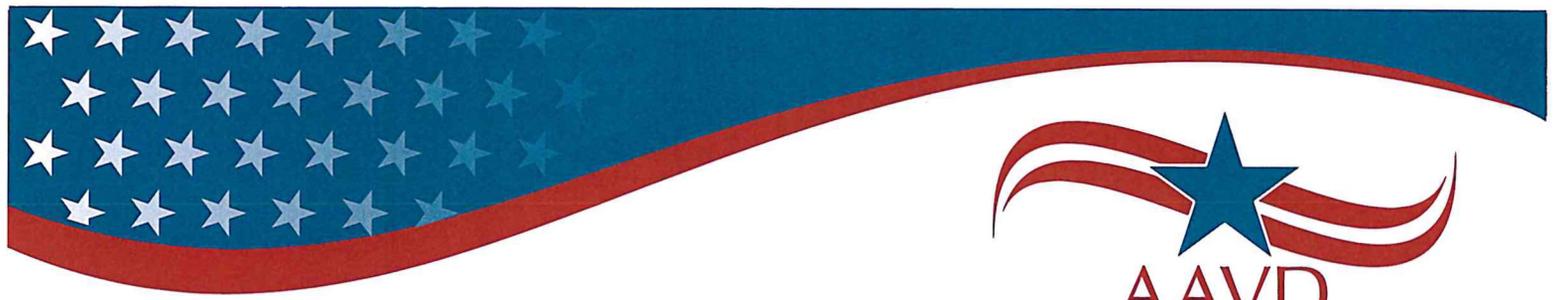
RECOMMENDATION FOR THE LEGISLATIVE COMMITTEE ON SENIOR CITIZENS, VETERANS AND ADULTS WITH SPECIAL NEEDS

Submission deadline: Thursday, May 28, 2020

You may use this form to submit your recommendation. Save this form on your local device, complete the form, save the completed form to your local device, and then send it as an attachment to:

Cesar.Melgarejo@lcb.state.nv.us

Name:	Linda J. Haigh, President and Founder
Contact Information: (optional)	linda.haigh@aavdp.com, Direct Line: 775-470-8704
Date:	5-26-20
Organization: (if applicable)	Adopt a Vet Dental Program
Recommendation:	Continue appropriation funding to provide pro bono dental care to low-income veterans in 14 counties of Northern and Central Nevada. (See attached Recommendation)
Background Information:	(See attached Background Information)



AAVD
Adopt a Vet Dental Program

Recommendation for Continued Appropriation Funds for the
Adopt a Vet Dental Program to the Legislative Committee on Senior
Citizens, Veterans and Adults with Special Needs

The Adopt a Vet Dental Program (AAVD) is submitting a recommendation for continuation of appropriation funding for providing *pro bono* dental care to low-income veterans residing in 14 counties of Northern and Central Nevada. Since July 1, 2017, AAVD has received appropriation funds and has demonstrated the need for continued sustainable funding to provide critical dental care services for low-income veterans who do not qualify for dental care at the VA and cannot afford to see a dentist.

Critical Need for Dental Care

1. The need for access to dental care is crucial for the overall health of everyone. Not having access to dental care can lead to tooth decay, abscesses, and mouth infections. These can lead to or seriously complicate life-threatening diseases, such as heart disease, diabetes, dementia, and other chronic illnesses, and in a worst-case scenario, death from infections.
2. We have an epidemic of oral health disease among the low-income veterans in Northern and Central Nevada.
3. A shocking 90% of the approximately 48,000 veterans enrolled at the Reno VA do not qualify for dental care because the requirements are so restrictive.
4. The Reno VA accounts for 98% of all veteran referrals to AAVD.
5. Dental care options are very limited for low-income veterans in Northern Nevada. The biggest drawback is that UNR has no School of Dental Medicine like UNLV where veterans have access to two dental clinics available at no-cost to low-cost.
6. In many cases, AAVD becomes the only viable option for low-income veterans because there is no cost to them other than a nominal commitment contribution (which can be waived) to ensure compliance with the program rules.
7. Painful oral decay can lead to loss of teeth where the veteran cannot eat or digest their food properly and receive the necessary nourishment to maintain their health. There is also the stigma of not being able to smile which often leads to isolation and the ability to function in a job or in social situations.

Key Program Successes

1. AAVD was voted as the #1 Need in Northern Nevada by the Department of Veterans Services (NDVS) to provide dental care to low-income veterans.
2. Since April 2010, AAVD has provided full-mouth restoration and/or emergency dental care to over 1,253 low-income veterans.
3. There are 130 dental professionals participating in our program that have donated over \$6.4 million dollars in dental services to our low-income veterans residing in 14 counties.

4. Collaborated with Truckee Meadows Community College for AAVD to operate a Veterans Dental Clinic there. This allows us to assist our volunteer Community dentists in providing more veterans with dental care and keeps our waitlist down to an average of 100-125 veterans which is more acceptable and manageable. Also, as part of our collaboration, our clinic staff supervises and mentors their dental hygiene and dental assisting students by providing them with “hands on” practical experience and training while working on veterans in a clinical setting.
5. Low-income veterans requiring emergency dental care can now receive critical treatment in the clinic within 2-4 days instead of typically two weeks with an AAVD oral surgeon in the community.
6. Collaborated with Dr. Capurro, Nevada State Dental Health Officer, from the Department of Health and Human Services and Dr. Sonya Pearson from the College of Southern Nevada (CNS) to see if a program like AAVD is viable in their Dental Department. We provided substantial information and material on our established program.
7. Low-income veterans from two more counties were provided dental care and AAVD now serves a total of 14 counties in Northern and Central Nevada: Carson City, Churchill, Douglas, Elko, Esmeralda, Humboldt, Lander, Lyon, Mineral, Nye, Pershing, Storey, Washoe and White Pine.

Continued State Funding of \$250,000 Per Year

AAVD is requesting a two-year appropriation for continued funding of \$500,000 which is 37.7% of our total two-year projected budget of \$1,327,361 (see page 4). The remaining funds of \$827,361 will be raised through grants and fundraising events. This request for sustainable funding will allow AAVD to:

1. Increase our caseloads starting July 1, 2021 to June 30, 2023, to complete 448 low-income veterans (196 with our volunteer Community dentists and 252 in the Dental Clinic) for a direct cost of \$692,847. This analysis represents 448 patients receiving dental treatment from exam to completion of their dental plans. Although emergency cases only require 1 or 2 appointments, it should be realized that the average veteran receiving full restoration dental care typically requires between 5 and 8 appointments and sometimes more. The number of appointments will vary depending on the depth of treatment for each patient. It is the latter full restoration cases that dominate the expenses for both our Community dentists and Clinic programs since the average of veteran appointments over the two years will likely result in excess of 2,900 appointments.

The cost presented only projects the costs that Adopt a Vet Dental will incur during the treatment of the 448 veterans. The total cost of each veteran receiving an average of \$7,800 worth of care results in an estimated value of dental treatment of \$3,494,400. The large difference between the dental cost incurred by AAVD and the total value of the dental care provided is made possible by the large amount of donated services provided by the dentists and specialists and the negotiated reductions in costs from dental labs.

The cost for operating the Clinic program encompasses all of the consumables, maintenance of equipment, reporting requirements for infection control licensing, rental of space, computer software and maintenance, dental laboratory fees, and many other miscellaneous costs. The costs for the Community dentists program include only dental laboratory fees and oral surgery stipends since all the dentists and their staff’s time and services are donated.

2. Continue our efforts to outreach to more low-income veterans in the rural areas. For the past 10 years, we provided dental care to over 209 low-income veterans residing in the rural areas. AAVD will continue to focus on this underserved population as noted in testimony for AB487 for the FY2019/2021 period. As of March 18, 2020 when in-shelter was ordered from COVID-19, AAVD had 8 rural veterans in progress and 27 on the waitlist. Dental treatment for these veterans will resume once the in-shelter order is lifted.

3. Recruit additional Community dentists, especially in the rural areas which will allow significantly reduced driving time for our veterans residing in those areas.
4. Continue our efforts to recruit more women veterans which we also noted in our testimony for AB487. This has been a very difficult population to target but we have provided dental care in the past 10 years to 50 women. As of March 18, 2020 when in-shelter was ordered, AAVD had 4 women in progress and 3 on the waitlist. Dental treatment for these women veterans will resume once the in-shelter order is lifted.
5. Increase the days in the AAVD Veterans Dental Clinic at Truckee Meadows Community College from one day a week to two days a week.

Impact on Low-income Veterans Receiving Dental Care from AAVD

The benefits of providing dental care for low income veterans will not only save lives in some cases but transform their lives and help them become productive members of society.

Emergency Treatment

Emergency dental care is critical to eliminate extreme pain and suffering from abscesses and infection that can go to the heart or brain and kill the veteran. Once the infected tooth or teeth have been removed, the veteran begins to feel better and the pain subsides which allows the pain medication to be reduced or stopped, considerably reducing any chance of possible addiction.

Full-Mouth Restoration

Full-mouth restoration requires the removal of any remaining decayed teeth and restoring any teeth that can be saved with fillings and/or crowns. Any replacement of few or no teeth results in receiving partial and/or full dentures. Once full-mouth restoration has been completed, the veteran now has an incredible smile that improves his or her appearance, removes the stigma of bad teeth and self-imposed isolation, and improves their confidence by improving their physical, mental, and emotional health – thus also increasing their life expectancy. This also improves their ability to function in a job and social settings and become productive members of our community by becoming employed and/or volunteering.

Projected Budget

Our projected AAVD budgets for the two fiscal years from July 1, 2021 to June 30, 2023 follow on the next page. The direct costs are separated for both the Community and Dental Clinic programs as well as our total indirect costs for staff and administration. The total projected cost for FY 2021/2022 is \$657,971 and for FY 2022/2023 is \$669,390 for a two-year total of \$1,327,361.

Receiving State funding has made an incredible impact on our ability to treat more veterans in a more-timely manner. These State funds are essential for the continuation of our program since most foundations and grants do not cover the cost for employee salaries for program administration or even operational expenses. Therefore, AAVD is requesting continued unrestricted State funding to address this epidemic and together we can continue being the solution to the overwhelming challenge of oral health disease among our low-income veterans.

Adopt a Vet Dental Program Projected Budget for FY 2021/2022 and FY 2022/2023

<u>Description</u>	<u>Annual Expense</u>	
	<u>2021/2022</u>	<u>2022/2023</u>
Administration:		
Salaries (4 full-time, 2 part-time)	\$214,811	\$220,795
Payroll Taxes (@10.65%)	22,877	23,515
Office Lease and Storage	31,662	32,657
Office Insurances (Liability, W/C, BOD)	2,700	3,000
Telephone/Internet	4,400	4,532
Mileage Reimbursement	1,500	1,200
Office Equipment (furniture and computer)	2,000	2,060
IT/Computer Tech Support	4,500	4,635
Office Supplies	10,500	11,000
Social Media & Community Awareness	2,160	2,230
Accounting and Payroll Services I	8,530	8,780
Legal Services	1,200	1,240
Printing (brochures and newsletters)	4,000	4,120
Software Subscriptions	1,920	1,990
Clinic Dental Expenses:		
Space Rental (\$200/2 days/wk x 48 wks/yr) - Clinic	9,600	9,600
Malpractice Insurance for Retired Oral Surgeon	12,500	13,000
Clinic Insurance – Liability & W/C for Clinic Staff	4,035	4,200
Dental & DEA Licenses for Retired Dentists	3,746	3,746
3 Contracted Retired Dentists & 1 Oral Surgeon (2-day stipends)	58,800	58,800
4 Contracted paid Dental Assistants/1 Front Desk	78,720	78,720
Dental Laboratory Fees (126 cases per year)	53,000	53,000
Dental Supplies/Equipment/Instruments	47,790	47,790
Other Clinic Expenses (Dentrix, OSHA, Radiology)	3,220	3,220
Community Dental Expenses:		
Oral Surgeon Stipends (15 cases x \$1,000/case)	15,000	15,000
Dental Laboratory Fees (98 cases per year)	58,800	60,560
Total	\$657,971	\$669,390

ATTACHMENT D

From: [Ross Bryant](#)
To: [Melgarejo, Cesar](#)
Cc: [Bruno Moya](#); [Dwayne Gordon](#); [Andrew Ho](#); [Tony Yarbrough](#)
Subject: Re: Solicitation of Recommendations to the Legislative Committee on Senior Citizens, Veterans and Adults With Special Needs
Date: Wednesday, May 13, 2020 1:03:19 PM
Attachments: [image002.png](#)

Cesar

I hope you and your family are well.

Thanks for reaching out. We are well with our entire team remote, while we serve the 1800 veterans. I am proud of our team, we basically had to go remote while leaving files on campus. despite that we have developed systems and have already certified over 590 veterans for the Summer session.

DRAFT proposal ideas

Thank you for reaching out. Representing the more than 1800 veterans at UNLV, I have three proposals:

Proposal #1 – We need to amend AB76 from 2015 that grants in-state tuition to all veterans and military family members attending NSHE schools (within five years of discharge for veterans and within three years from the sponsor’s discharge for dependents). With the change to the FOREVER GI Bill stipulating that there will no longer be a time limit, and after the COVID-19 crisis, colleges across America will be marketing to veterans to attend their college. Nevada needs to remove the time limit to AB76 and simply grant in-state tuition to any veteran or military family member attending any NSHE school.

Proposal #2 – We need to remove the three-year time limit for family members of disabled veterans. Currently, any Chapter 35 VA Education Benefits for military dependents of 100% disabled veterans allows the student to be granted in-state tuition within three years of their sponsor’s discharge. This effectively means that few of these dependents are eligible for the AB76 bill because most veterans are discharged with a disabled rating that may not be upgraded to 100% for years. By the time the veterans are rated totally disabled and their family members are then awarded the VA Education Benefit, it is past the three-year time limit and they are charged out-of-state tuition at, for example, \$7,500 a semester at UNLV. Please support Proposal #1 above or support this proposal to remove the time limitation.

Proposal #3 – With the COVID-19 crisis, we are all aware of the need for trained and resilient health care workers. After more than 20 years of war, many of our veterans with medical backgrounds are unable to get admitted into our nursing or medical programs. This is due to limited capacity at nursing schools that require almost a perfect GPA to be accepted. We need to have a veteran priority or a preference for veterans with a medical background who otherwise qualify. We can research and provide information about other states that have this type of program.



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On Tue, May 12, 2020 at 11:40 AM Melgarejo, Cesar <Cesar.Melgarejo@lcb.state.nv.us> wrote:

Hello,

The Legislative Committee on Senior Citizens, Veterans and Adults With Special Needs is soliciting written recommendations from all interested parties for possible consideration during the Committee's August 4, 2020, work session. Submission of a recommendation does not guarantee its consideration.

Written recommendations, along with background information supporting or explaining each recommendation, must be received by Committee staff no later than Friday, May 28, 2020. Submissions may be sent via e-mail to Cesar.Melgarejo@lcb.state.nv.us. Follow this link to the [Solicitation of Recommendations](#) memorandum and a form that may be used to submit a recommendation.

Sincerely,

Cesar



CESAR MELGAREJO

SENIOR POLICY ANALYST

Research Division, Legislative Counsel Bureau

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Connecting People to Policy

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ATTACHMENT D1

Policy Brief on Amendment to AB24

1) Issuing Organizations

UNLV Rebel Vets

2) Title

Amendment to AB24 of the 79th Legislative Session

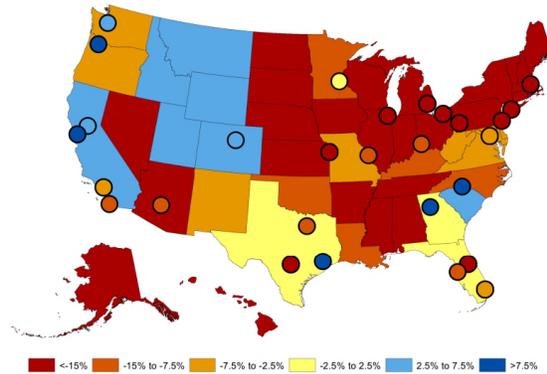
3) Description of the problem and proposition of the preferred policy

AB24 is a bill that grants an in-state tuition charge waiver to any veteran who is matriculating at an NSHE institution within 5 years of military discharge and for any military family member using VA Education benefits a 3 year waiver . This amendment would grant a waiver of in-state tuition for any veteran or military affiliated student using benefits who is matriculating at an NSHE institution without a time limit following military discharge. For the purpose of this policy brief, “tuition charge” means a charge assessed against students who are not residents of Nevada that is in addition to registration fees or other fees assessed against students who are residents of Nevada. A military affiliated student is any person utilizing a VA education benefits earned by a veteran or sponsor’s military service.

4) Presentation of selected policy options and discussion of their impact

There is ample research that suggests that there will be a predicted “enrollment cliff” of eligible entry level freshmen students in the coming years. They predict this cliff will begin to impact colleges in Nevada significantly in 2025 with a 15% drop and continue to drop into 2029 (Grawe, 2018). The enrollment cliff is a result of America’s declining birthrate, due to the uncertain economic times and has failed to rebound (Barshay, 2018). This cliff will have significant impacts on Nevada as recruiting will be in competition with other states for the same pool of eligible freshmen students. As colleges across America focus on recruiting non-traditional students – every state will be looking to recruit veterans or military affiliated students with VA benefits, who arrive on campus with full tuition funding. This bill will help us be competitive in this new emerging market.

Policy Brief on Amendment to AB24



Only a handful of states, colored in blue, are predicted to see an increase in the number of students attending regional four-year colleges and universities between 2012 and 2029. The rest will see declines in students. In the red-colored states, the drop in students will exceed 15%. The dots represent large metropolitan areas. These urban college markets, such as San Diego, may diverge from their state's or region's trends. Credit: Nathan D. Grawe

Currently, AB24 covers waivers to any veteran who matriculates at an NSHE institution within 5 years of their military discharge. The federal regulation allows 3 years of matriculation at a system of higher education, and the school would have to waive any tuition charges. Although Nevada has granted an extended 2 years of tuition waiver, the passing of H.R. 3218 of the 115th Congress, also known as the Forever GI Bill, has granted veterans the ability to use their GI Bill education benefits with no expiration date for any veteran receiving an honorable discharge after January 1, 2013. Previously, the GI Bill had an expiration date of 15 years starting on the day of discharge. With the policy change in veteran education benefits, a veteran could use their GI Bill at any point of his or her life. The current Nevada policy would deter those veterans, who wait to return to school.

We can predict the value of this change through studying the effects that the 2008 economic recession had on individuals going back to school to learn new skills. (Census, 2018) With the shutting down of the US economy as a result of the COVID-19 pandemic, we can predict that the same results will occur for individuals wanting to enhance their resume by attending college and learning new skills. The tuition that students would have to pay if they matriculate after the 5 years currently stipulated by AB24 would cause a deterrence to any potential student veteran wanting to move to Nevada to attend school. Nevada will not be competitive with states like Texas and Florida that have no time limit. Arizona offers a tuition waiver for any veteran who can easily qualify. Oregon offers "Nonresident Veteran In-State Tuition" that eliminates any tuition costs higher than those of state resident students

5) Recommendations

Policy Brief on Amendment to AB24

We are recommending that NSHE grant veterans a waiver of all tuition charges for veterans and any military affiliated student using VA Education benefits seeking to attend an NSHE institution from out of state. The opportunities the state would lose out on is far too great to not be considered and would make Nevada a less competitive state. Out-of-state tuition fees can range up to \$14,000 a year. The GI Bill education benefit pays up to 36 months of all fees and basic allowances for housing, textbooks and supplies. Comparing Nevada to many States in the Union, Nevada is less likely to be considered an attractive option by veterans seeking higher education and therefore may lose out on the economic and academic opportunities that veterans bring with them when moving to the State. We recommend that NSHE determine a metric that will thereby waive any tuition cost to veterans moving into the state.

6) Concluding remarks

Student veterans are leading in graduation rates across the nation. Service members have real-world experience and advanced training in certain fields. Removing obstacles that could prevent veterans from coming to Nevada would make Nevada more attractive for veterans and their dependents seeking to leave their state to advance their education, and could positively impact Nevada's workforce. Offering an in-state tuition waiver would complement the federal "Forever GI Bill" benefit because an eligible veteran would be granted the opportunity to use his or her education benefits at any point in their lives. When a veteran decides it is time to attend a college or university, we want any of schools in Nevada to be an attractive option.

7) References

- Barshay, Jill. College students predicted to fall by more than 15% after the year 2025. September 10, 2018. <https://hechingerreport.org/college-students-predicted-to-fall-by-more-than-15-after-the-year-2025/>
- U.S. Census. Postsecondary Enrollment Before, During and After the Great Recession. June 12, 2018. <https://www.census.gov/newsroom/press-releases/2018/postsecondary.html>
- Grawe, Nathan D. Demographics and the Demand for Higher Education. Johns Hopkins University Press. January 1, 2018.

ATTACHMENT E

Policy Brief on Veterans Education Workforce Development

1) Issuing Organization

Veterans Alumni Club

2) Title

Interagency Workforce Development for Veterans within NSHE Schools

3) Description of the problem and proposition of the preferred policy

The State of Nevada holds its veteran population in high regard and value for what this demographic brings in terms of leadership, experience, and commitment. Statewide, there are a number of agencies, state-funded and non-profit, that work tirelessly to assist veterans in find gainful employment. We have a solid foundation for educational benefits such as in-state tuition that make the State of Nevada attractive to any veteran seeking to achieve their education. However, at the present moment, there does seem to be a program that brings together the existing local, state and federal programs/agencies that work to assist veterans with employment. These programs/agencies can work with the higher learning institutions in the NSHE system, specifically the career services department, with professional development, resume writing, interview skills, and job search for student veterans. A committee, with representatives from each NSHE institution, can be set up to develop a proper career and employment pathway. The State of Nevada has been successful over that last few years in diversifying the workforce aside from the hospitality industry. If we are to grow economically then having a strong and diverse workforce is crucial to our success and it starts with capturing the top talent in our state. We want our graduates to stay in the great State of Nevada instead of leaving for better job opportunities.

Some of the agencies that would benefit in working with NSHE are the Department of Labor - VETS (DOL VETS), State of Nevada Division of Human Resource Management" (DHRM), Department of Education, Training, and Rehabilitation (DETR), Nevada Department of Veteran Services (NDVS), city and county human resource divisions, and military, national guard and reserves employment and career centers such as Nevada Employment Support of Guard and Reserve (ESGR).

4) Presentation of selected policy options and discussion of their impact

Currently, Nevada offers opportunities for job seekers through DETR, Job Connect, and many other state and federally funded agencies. These departments work to find employment for a person seeking jobs/careers and can be reached at multiple locations across the State. Nevada Job Connect and DETR offers multiple resources through its Veterans Employment Services division and includes extended

Policy Brief on Veterans Education Workforce Development

services for qualifying veterans under the Disabled Veterans Outreach Program (DVOP). These services include priority of service, job search workshops, assessment and guidance services, and labor market information.¹ NDVS offers a landing site for veterans seeking careers, resources, on-the-job training, and apprenticeships. NDVS also has a platform to connect employers with resources, known as the Patriot Employer Program.² DHRM has one employee located in the North and one in the South. DHRM manages a statewide veteran hiring program that offers career advice for state employment, assistance with completing state job applications, and those services are available to all who have served in the military.³ The Department of Defense instituted the ESGR program that seeks ways to provide employer support with training, outreach, and recognition.⁴ DOL VETS offers training for employers through Vets Medallion Program, and a landing site for employers seeking to hire vets or starting an apprenticeship program.⁵

With the amount of resources for veterans, military, family members and employers to connect to, there is no direct connection to NSHE and student veterans to ensure a seamless career development program while in school and when getting ready for graduation. Each NSHE school provides career services and has some sort of system for job placement, however, these opportunities have no specific services or programing that is structured for veterans, military and family members. Nevada is losing out on the opportunities already in place for student veterans career services and opportunities. The State of Nevada has plenty of resources for these institutions but has not developed any program, policy, or committee to maximize what is already in place. Furthermore, the state is potentially losing out on retaining student veterans graduating to other states looking for gainful employment.

Summary:

- There are plenty of city, state, and federal agencies that offer resources for veterans, military, family members and employers for career and job services
- NSHE offers limited career services to veterans, military, family or employers
- Developing a pathway for these institutions to connect with one another would allow for greater access to job placement
- Economic impact would be very low
- Retention of graduates in the State would increase due to the advanced job placement

5) Recommendations

Creating a committee with NSHE and already existing federal, state and local institutions that work on hiring veterans, military members, and family members

Policy Brief on Veterans Education Workforce Development

may facilitate discussions on how an interagency workforce program can assist student veterans entering a post-secondary education. Those student veterans with a near-projected date of graduation can find employment, internships or related opportunities that results in job placement. Many of the agencies that offer services to employment have a vast network with employers making them highly valuable in making connections to the best qualified persons.

NSHE will play a significant leadership role ensuring that these agencies are allowed some access to schools and can develop a system of information sharing between each school and the interagency program. Information shared would be limited to data that is pertinent to job research and placement. NSHE and the committee can create a metric system to rate each schools employment readiness and structure a program specific to each school that would create specific needs of the students, workforce, school, and available resources.

The State's economic impact for creating any type of program would be minimal due to the already existing programing with each agency. If any cost are incurred, they would be related to updating websites, funding a committee meeting for a limited time frame, creating job fairs at NSHE schools, or information distribution. These costs could be shared with the agencies.

6) Concluding remarks

Student veterans in the State of Nevada are making a big impact with graduation rates, innovation, and are helping shape at the way we typically see veterans discharging from service. Millions of veterans, family members, and service members have used some form of military or veterans education benefits. Creating a committee with the leaders of the various military connected human resources and employment services will allow for a discussion on how to better use the resources already in place.

7) References

1. https://nevadajobconnect.com/Page/Veteran_Services
2. <https://veterans.nv.gov/employment/>
3. <http://nvjobs.nv.gov/Veterans/Veterans/>
4. <https://www.esgr.mil/About-ESGR/Contact/Local-State-Pages/Nevada>
5. <https://www.dol.gov/agencies/vets/hire>

Disclaimer: The views, assumptions and opinions expressed in this policy brief are those of the authors and do not necessarily reflect the official plan or position of any other agency, organization, employer or company.

ATTACHMENT F

Presenter:

Maran Shaker

M.D. Candidate 2021

UNLV School of Medicine/UNLV Rebel Vets

Title:

Military Veterans as a category for Diversity and Inclusion at Institutions of Higher Learning in the State of Nevada

Background:

Diversity and inclusion are important factors throughout our society. Nowhere is it of more importance than in our academic institutions where we bring groups of individuals together of all colors, races, ethnic backgrounds, genders, sexual orientations, and much more. This serves the purpose of educating our future generations on more than just what is in the books but on the issues, disparities, and demographics currently represented in our society. The more diverse and inclusive our campuses, the more informed and educated our students are and the better future leaders they will be.

While there is great value in the existing diversity criteria, the diversity of experience is often overlooked. A student who has grown up in the same city and state their entire life will have a different perspective than a student who has lived all over the United States and even multiple countries overseas. A student who comes from generations of highly educated professionals will certainly differ from a student who is a first-generation college student. Each brings a unique wealth of experiences and perspective that can serve to strengthen those with whom they interact.

In addition to the above, Diversity and Inclusion criteria are important as they influence recruitment efforts and funding of an institution to target specific demographics that are underrepresented. We want to ensure that our military veterans are being included in those criteria due to the wealth of their lived experiences.

Impact:

Why Military Veterans on Campus?

- Military Veterans have the highest average GPA at the national level. According to NVEST data by the student veterans of America. Student veterans average 3.34 vs traditional students 2.94
- Military veterans in our state of Nevada have higher graduation rates. At UNLV specifically and at the undergraduate level, veterans have a degree completion rate almost double that of their non-veteran counterparts.
- Veterans bring federal funding in the form of GI Bill benefits to the institutions they attend as well as impact on the local economy with federal funding dollars for housing and living costs being spent locally in our state of Nevada.

What veterans bring to the diversity and inclusion sphere?

According to data compiled by the Post-Secondary National Policy Institute, Student Veterans of America, and the Department of Veterans Affairs:

- Average age of student veterans starting post-secondary education was 25 years old
- 62% of student veterans are first generation college students
- 47% of student veterans are married and have at least one child
- 17% were black
- 16% Hispanic
- 6% multiracial

Examples:

Many professional schools have diversity and inclusion criteria that are recommended by national overseeing bodies. In medicine, the American Association of Medical Colleges (AAMC) created recommendations for member medical schools to follow in terms of diversity and inclusion. I am proud to say that the UNLV School of Medicine has applied all those categories and added others that bring value and also represent our community, including, “Military Veterans” and “First Generation College Students”. This serves to enhance the body of physicians that we are educating to serve our great state of Nevada. Applying these additional categories more broadly could enhance our entire workforce in all fields and areas of study.

Recommendations:

To introduce a policy that would unify diversity categories throughout all NSHE institutions and if possible all non-NSHE institutions in the State of Nevada to include “Military Veterans” as a diversity category.

Summary:

- Student Veterans are an important addition to our college campuses
- The Student Veteran demographics include many of the diversity and inclusion criteria we currently have as well as add more.
- We have no unified “Military Veterans” diversity category in our Institutions of higher learning in the State of Nevada.
- Military Veterans will enhance our diversity on campus as well as enhance academic statistics and graduation rates.

Concluding remarks:

In addition to enhancing the diversity of our current populations on campuses throughout the state of Nevada, this would also enhance and complement prior policies supported by this committee e.g. AB 429 which extended benefits to veterans pursuing a course of graduate education in areas of critical shortage in the state of Nevada.

References:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

<https://www.pewresearch.org/fact-tank/2019/09/10/the-changing-profile-of-the-u-s-military/>

<https://pnpi.org/veterans-in-higher-education/>

https://ivmf.syracuse.edu/wp-content/uploads/2017/09/Student-Veterans_Valuable_9.8.17_NEW.pdf

https://nvest.studentveterans.org/wp-content/uploads/2017/02/NVEST_Factsheets.pdf

ATTACHMENT G

Military Spouses in Nevada

Understanding an Often Underleveraged Talent Pool

June 18, 2020

Meredith Smith, MPP
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Sierra Schafer
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Background

Statistics On Military Spouses

- 92% are women²
- Unemployment between 16%-24% nationally
- Earn on average 26.8% less than their nonmilitary peers when they are working²

Background

Statistics On Military Spouses

- **Of spouses who Are Employed:³**
 - 51% earned less than \$20,000/year
 - 39% earned less than \$10,000/year
- **More educated than other civilians of working age¹**
 - 30% of civilians have college degree
 - 40% of military spouses have college degree

Why is Spouse Employment for Military Families & Spouses:

Household Income⁴

- 2/3 of American families who have two incomes
- Less than half 48% of military couples have dual incomes

Long Term Financial Stability⁵

- A woman earning \$30,253 (2014)—**who takes five years off** at age 26 loses \$467,000 over her working career, reducing her lifetime earnings by 19%

Personal Fulfillment/Wellness⁶

- Work is a central component to an individual's sense of self.
- Most frequent result of unemployment is higher level of anxiety, depression, and somatic symptoms.

Policy Proposals to Consider

- 1. Modify Vesting Requirements for Military Spouses**
 - Applicable to those who work in the public sector, specifically for a public employer like the state or a school district
- 2. NHSC loan repayment opportunity expanded to substantively include military spouses (Federal Collaboration Needed)**
 - This would need to be in partnership with a federal legislator

Policy Proposals to Consider

continued

3. **Military Spouse Fellowship Funding**
 - Workforce Connections is looking for a way to use federal funding for dislocated workers to help, but there is opportunity for the state to help fund the initiative

4. **Create an office or commission to advise on Military Spouse Employment & Military Family Issues**
 - Something similar has been done in Georgia

Policy Proposals to Consider

continued

5. Point of Hire Tax Credit

- Similar to the federal Work Opportunity Tax Credit (WOTC) eligibility category for unemployed veterans. This would expand the concept to military spouses.
- Businesses that hire eligible* and verified unemployed Military Spouses could take advantage of a tax credit.
- Would need to define military spouse

Policy Proposals

- 1. Modify vesting requirements for military spouses who work in a public sector or for a public employer like the state or school district**
 - This idea was proposed by Dr. George Ann Rice during the 2018 interim to the Legislative Committee on Education in Nevada. Ultimately there was no bill or BDR sponsored to advance this idea. However, given that vesting often takes 3-5 years, many military spouses will not be able to realize this type of retirement benefit.
 - If military spouses could have an alternative 401(k)-style investment option as part of their benefits package, this could help military families long term. Additionally, in fields like education, where Nevada has a teacher shortage, it may help attract spouses who are teachers to the classroom. Right now, the salary and benefits employment offer is effectively only a salary offer for spouses.

Policy Proposals

2. NHSC loan repayment opportunity expanded to substantively include military spouses

- This would need to be in partnership with a federal legislator but could help leverage military spouse talent in Nevada's most medically underserved areas
- The National Health Service Corps (NHSC) currently has provisions that allows for National Guard and Reserve military members who are called to active duty to participate in this loan forgiveness program. The same types of considerations, with different provisions, should be extended to military spouses. Allowing military spouses to access the same federal incentives as *their* professional civilian counterparts is one way to breakdown the civilian military divide.

Policy Proposals

- 2. NHSC loan repayment opportunity expanded to substantively include military spouses (Continued)**
- The Public Health Service Act should be amended to:
 - **(1)** allow for military spouses to transfer to another approved practice site when an active duty, National Guard, or Reserve military member spouse receives (PCS) orders
 - **(2)** allow for the temporary suspension of military spouse NHSC service obligation if the military spouse is unable to find employment in an approved site in the area of new PCS assignment until spouse is able to find and commence employment at an approved site
 - **(3)** implement efficiency provisions that prohibit the process of practice site transfer to be overly cumbersome and burdensome for the military spouse.

Policy Proposals

3. Military Spouse Fellowship Funding

- Offered through the US Chamber of Commerce's Military Spouse Program
- Goal is to train military spouses in the skills employers need and want
- Workforce Connections is looking for a way to use federal funding for dislocated workers to help launch this initiative in Nevada, but there is opportunity for the state to help fund the initiative
- The education component can be modified to meet the needs of the community. The course curriculum in other areas has included topics such as project management, influencing without authority, and strategic communications.
- More information here:
<https://www.uschamberfoundation.org/corporate-fellowship-program/fellows>

Policy Proposals

4. Create an office or commission to advise on Military Spouse Employment

- Establish a state advisory committee/commission comprised of active duty military spouses and family representatives to advise on how Nevada state-level policy is impacting active duty families (to include occupational and professional licensure, but also be more broadly encompassing). This advisory committee could be incorporated into either or both executive or legislative structure.
- Could meet during the interim to inform/give a report to the legislative commission on how well the state's efforts are meeting military family's needs, hopefully breaking down good, but often siloed, efforts to work to meet family needs

Policy Proposals

5. Point-of-Hire Tax Credit

- Using language similar IRS WOTC language and approved Qualified Long-term Unemployment and Veteran categories, companies could qualify for, Military Spouse Unemployment Tax Credits
- Several states have already implemented this for various populations to include:
 - Unemployed veterans
 - Disabled persons
 - Employment of first-time non-violent offenders
 - National Guard members
- Amount ranges by state

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Thank you!

Please reach out with any questions

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ATTACHMENT H

RECOMMENDATION FOR THE LEGISLATIVE COMMITTEE ON SENIOR CITIZENS, VETERANS AND ADULTS WITH SPECIAL NEEDS

Submission deadline: Thursday, May 28, 2020

You may use this form to submit your recommendation. Save this form on your local device, complete the form, save the completed form to your local device, and then send it as an attachment to:

Cesar.Melgarejo@lcb.state.nv.us

Name:	Dena Schmidt, Administrator, Aging and Disability Services Division
Contact Information: (optional)	775-400-0588 dschmidt@adsd.nv.gov
Date:	5/28/2020
Organization: (if applicable)	DHHS-ADSD
Recommendation:	<p>The Commission on Aging Legislative Subcommittee recommended the following policy option for consideration.</p> <p>Request support for funding a technology solution to streamline the application and enrollment process for all three home and community-based waiver services.</p> <p>This solution is intended to reduce the burden on individuals and their families as well as reduce wait times for essential services that keep older Nevadans and vulnerable Nevadans out of skilled nursing facilities.</p>
Background Information:	<p>The Commission on Aging (COA) Legislative Subcommittee voted to have this recommendation submitted to the legislative committee on senior citizens, veterans, and adults with special needs. The deadline for submission to the committee came before the larger COA could meet to vote on the submission. It is anticipated the COA will vote at the next meeting and provide a letter of support to the committee, but they did not want to miss the deadline for consideration of the committee.</p> <p>For years the Home and community-based waiver enrollment process has been cumbersome for individuals and families and can sometimes take many weeks or months for a determination, leaving vulnerable people without critical services and supports.</p>

ATTACHMENT I

RECOMMENDATION FOR THE LEGISLATIVE COMMITTEE ON SENIOR CITIZENS, VETERANS AND ADULTS WITH SPECIAL NEEDS

Submission deadline: Thursday, May 28, 2020

You may use this form to submit your recommendation. Save this form on your local device, complete the form, save the completed form to your local device, and then send it as an attachment to:

Cesar.Melgarejo@lcb.state.nv.us

Name:	Dena Schmidt, Administrator, Aging and Disability Services Division
Contact Information: (optional)	775-400-0588 dschmidt@adsd.nv.gov
Date:	5/28/2020
Organization: (if applicable)	DHHS-ADSD
Recommendation:	<p>The Commission on Aging Policy Subcommittee recommended the following policy option for consideration.</p> <p>Request the committee consider legislation mandating the Division of Healthcare Finance and Policy (DHCFP) to provide coverage of CPT code 99483, which involves care planning services to individuals with cognitive impairment, including Alzheimer's disease.</p>
Background Information:	<p>The Commission on Aging (COA) Policy Subcommittee voted to have this recommendation submitted to the legislative committee on senior citizens, veterans, and adults with special needs. The deadline for submission to the committee came before the larger COA could meet to vote on the submission. It is anticipated the COA will vote at the next meeting and provide a letter of support to the committee, but they did not want to miss the deadline for consideration of the committee.</p> <p>Individual and families with members who may have Alzheimer's require advanced care planning to ensure supports are in place as the disease progresses. This type of care planning service can prevent acute hospitalization events which can be traumatic for individuals and their family members as well as an unnecessary expense to the healthcare systems.</p>

ATTACHMENT J

RECOMMENDATION FOR THE LEGISLATIVE COMMITTEE ON SENIOR CITIZENS, VETERANS AND ADULTS WITH SPECIAL NEEDS

Submission deadline: Wednesday, May 28, 2020

You may use this form to submit your recommendation. Save this form on your local device, complete the form, save the completed form to your local device, and then send it as an attachment to: Cesar.Melgarejo@lcb.state.nv.us

Name:	Adrienne Navarro
Contact Information: (optional)	amnavarro@adsd.nv.gov
Date:	May 12, 2020
Organization: (if applicable)	Aging and Disability Services Division
Recommendation:	Revise NRS 656A to align Nevada's sign language interpreter standards with National Standards.
Background Information:	NRS 656A regulates the qualifications of sign language interpreters and realtime captioning (CART) providers and requires that those individuals who provide these services register with the Aging and Disability Services Division (ADSD). NRS 656A has not been updated since 2007, and as currently written does not align with national standards and recommended practices. ADSD is proposing changes that will bring the qualifications and requirements for Nevada's sign language interpreters into alignment with National standards. The overall goal of these proposed changes is to increase the quality of sign language interpreting in Nevada. Per current statute, interpreters with low qualifications relative to the national standards can work in Nevada's educational (K-12) environment. Deaf and Hard of Hearing students who use American Sign Language (ASL) to access their education need to do so using skilled and qualified interpreters, and they have a right under the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act, and Public Law 94-192 to have full access to a free and appropriate public education (FAPE). Raising the standards for sign language interpreter registration provides minimally acceptable quality interpreting services for Deaf and Hard of Hearing students, as well as for all Deaf and Hard of Hearing individuals who access sign language interpreters in the state of Nevada. Additionally, with technology advancements and the availability of Video Remote

ATTACHMENT J1

CHAPTER 656A - INTERPRETERS AND REALTIME CAPTIONING PROVIDERS

GENERAL PROVISIONS

NRS 656A.010	Legislative declaration.
NRS 656A.020	Definitions.
NRS 656A.023	“Charter school” defined.
NRS 656A.025	“Communication Access Realtime Translation” and “realtime captioning” defined.
NRS 656A.027	“Community setting” defined.
NRS 656A.028	“Division” defined.
NRS 656A.029	“Educational setting” defined.
NRS 656A.030	“Interpreter” defined.
NRS 656A.033	“Legal setting” defined.
NRS 656A.035	“Medical setting” defined.
NRS 656A.040	“Person who is deaf” defined.
NRS 656A.050	“Person whose hearing is impaired” defined.
NRS 656A.060	“Practice of interpreting” defined.
NRS 656A.062	“Practice of realtime captioning” defined.
NRS 656A.063	“Private school” defined.
NRS 656A.064	“Public school” defined.
NRS 656A.065	“Realtime captioning provider” defined.
NRS 656A.070	Applicability of chapter.

DUTIES OF AGING AND DISABILITY SERVICES DIVISION OF THE DEPARTMENT OF HEALTH AND HUMAN SERVICES

NRS 656A.080	Registry of persons engaged in practice of interpreting or practice of realtime captioning.
NRS 656A.088	Deposit and use of money.
NRS 656A.090	Regulations.

INTERPRETERS

NRS 656A.100	Application; waiver of requirements; identification of professional classification requested; registration.
NRS 656A.110	Qualifications and scope of practice for interpreters; ethical standards; regulations.

REALTIME CAPTIONING PROVIDERS

NRS 656A.400	Application; registration.
NRS 656A.410	Qualifications to engage in realtime captioning; ethical standards; regulations.

DISCIPLINARY AND OTHER ACTIONS

NRS 656A.500	Acts constituting cause for disciplinary action.
NRS 656A.510	Authorized disciplinary action; regulations.
NRS 656A.515	Filing of complaints; procedures for investigating and resolving complaints.
NRS 656A.520	Investigation of complaint; action by Division.
NRS 656A.530	Limitations on time to file complaints.

PROHIBITED ACTS; PENALTIES

NRS 656A.800	Prohibited acts; penalties; action for enforcement; deposit of civil penalty; report of violation to district attorney or Attorney General.
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GENERAL PROVISIONS

NRS 656A.010 Legislative declaration. The practice of *signed language* interpreting and the practice of realtime captioning are hereby declared to be learned professions, affecting public health, safety and welfare, and are subject to regulation to protect the general public from the practice of *signed language* interpreting and the practice of realtime captioning by unqualified persons.

(Added to NRS by [2001, 1772](#); A [2005, 965](#))

NRS 656A.020 Definitions. As used in this chapter, unless the context otherwise requires, the words and terms defined in [NRS 656A.023](#) to [656A.065](#), inclusive, have the meanings ascribed to them in those sections.

(Added to NRS by [2001, 1771](#); A [2005, 965](#); [2007, 163](#); [2009, 2401](#); [2015, 3819](#); [2019, 2018, 2079](#))

~~**NRS 656A.023 “Charter school” defined.** “Charter school” has the meaning ascribed to it in [NRS 385.007](#).~~

(Added to NRS by [2007, 160](#); R [2015, 3819](#); A [2019, 2018, 2079](#))

NRS 656A.025 “Communication Access Realtime Translation” and “realtime captioning” defined. “Communication Access Realtime Translation” and “realtime captioning” mean the immediate, verbatim translation of the spoken word into English text using a stenographic machine or voice recognition software, and a computer and realtime captioning software.

(Added to NRS by [2005, 964](#))

NRS 656A.027 “Community setting” defined. “Community setting” means any setting that is not an educational setting. The term includes, without limitation, *a postsecondary educational setting*, a legal setting, and a medical setting.

(Added to NRS by [2007, 160](#))

NRS 656A.028 “Division” defined. “Division” means the Aging and Disability Services Division of the Department of Health and Human Services.

(Added to NRS by [2009, 2401](#))

NRS 656A.029 “Educational setting” defined. “Educational setting” means ~~[a public school, private school or charter school in this State]~~ *any communication relating to pupils’ participation in educational programming administered by the Nevada Department of Education as defined in [NRS 385.007](#), and private schools as defined in [NRS 394.103](#).*

(Added to NRS by [2007, 160](#))

NRS 656A.030 “Interpreter” defined. “Interpreter” means a person who is registered with the Division to engage in the practice of *signed language* interpreting in this State pursuant to [NRS 656A.100](#).

(Added to NRS by [2001, 1771](#); A [2007, 163](#); [2009, 2401](#))

NRS 656A.033 “Legal setting” defined. “Legal setting” means:

1. A communication with a law enforcement officer, as defined in [NRS 179B.070](#), that relates to a criminal investigation;

2. A communication with an attorney who is acting in his or her professional capacity;

3. A negotiation for a contract for which the estimated amount required to perform the contract is \$1,000 or more; or

4. A judicial proceeding, including, without limitation:

(a) A grand jury proceeding;

(b) A court proceeding;

(c) A pretrial examination, deposition, motion and related proceedings of like character; and

(d) The proceedings of an administrative agency.

(Added to NRS by [2007, 160](#))

NRS 656A.035 “Medical setting” defined. “Medical setting” means any communication between a provider of health care, as defined in [NRS 629.031](#), and a patient or a person acting on behalf of the patient concerning the provision of health care to the patient.

(Added to NRS by [2007, 160](#))

NRS 656A.040 “Person who is deaf” defined. “Person who is deaf” means a person who is not able to process information aurally and whose primary means of communication is visual.

(Added to NRS by [2001, 1771](#))

NRS 656A.050 “Person whose hearing is impaired” defined. “Person whose hearing is impaired” means a person:

1. Who has a hearing deficit;
2. Who is able to process information aurally with or without the use of a hearing aid or any other device that enhances the ability of a person to hear; and
3. Whose primary means of communication may be visual.

(Added to NRS by [2001, 1771](#))

Add Definition “Postsecondary educational setting” defined. “Postsecondary educational setting” means any communication relating to curricular and extracurricular programming administered by public or private institutions of higher education as defined by NRS ~~xxx (Public institutions)~~ and NRS ~~xxx (Private institutions)~~.

NRS 656A.060 “Practice of interpreting” defined. “Practice of interpreting” means the facilitation of communication between persons who are deaf or whose hearing is impaired and other persons. The term includes, without limitation:

1. ~~Interpreting or [F] translating between~~ spoken languages ~~[into] and~~ American Sign Language or any other visual-gestural system of communication ~~[or vice versa];~~
2. ~~Interpreting or [F] translating between~~ spoken languages ~~[into] and~~ a tactile method of sign language ~~[or vice versa];~~
3. ~~Interpreting or [F] translating between~~ spoken languages ~~[into] and~~ an oral interpretation of the speaker’s words by enunciating, repeating or rephrasing those words without using the voice to assist a person who is deaf or whose hearing is impaired in lipreading the information conveyed by the speaker;
4. ~~Interpreting or [F] translating between~~ spoken languages ~~[into] and~~ a visual representation of spoken language that:

(a) Uses eight hand shapes to represent groups of consonants and the placement of those hand shapes in four positions around the face to indicate groups of vowel sounds; and

(b) Is used in conjunction with lipreading;

5. ~~Interpreting or [F] translating between~~ spoken ~~[English] languages~~ into a system of sign language that is based on the syntax of the English language ~~[or vice versa];~~ and

6. The use of any of the methods of interpreting or ~~[transliterating] translating~~ set forth in subsections 1 to 5, inclusive, by a person who is deaf or whose hearing is impaired to facilitate communication between another person who is deaf or whose hearing is impaired and an interpreter, or between two or more persons who are deaf or whose hearing is impaired.

(Added to NRS by [2001, 1771](#))

NRS 656A.062 “Practice of realtime captioning” defined. “Practice of realtime captioning” means the facilitation of communication between persons who are deaf or whose hearing is impaired and other persons through the use of Communication Access Realtime Translation.

(Added to NRS by [2005, 964](#))

~~**NRS 656A.063 “Private school” defined.** “Private school” has the meaning ascribed to it in [NRS 394.103.](#)~~

(Added to NRS by [2007, 161](#))

~~**NRS 656A.064 “Public school” defined.** “Public school” has the meaning ascribed to it in [NRS 385.007.](#)~~

(Added to NRS by [2007, 161](#))

NRS 656A.065 “Realtime captioning provider” defined. “Realtime captioning provider” means a person who is registered with the Division to engage in the practice of realtime captioning in this State pursuant to [NRS 656A.400](#).

(Added to NRS by [2005, 965](#); A [2007, 163](#); [2009, 2401](#))

NRS 656A.070 Applicability of chapter. The provisions of this chapter do not apply to a person who:

1. Is licensed in another state to engage in the practice of interpreting or the practice of realtime captioning and who engages in the practice of interpreting or the practice of realtime captioning, respectively, in this State:

(a) For a period of not more than 30 nonconsecutive days in a calendar year; or

(b) By teleconference if the interpreting services or realtime captioning services provided by that person are necessary because an interpreter or realtime captioning provider is unavailable to provide those services in person or by teleconference;

2. Engages in the practice of interpreting or the practice of realtime captioning solely for meetings of ~~nonprofit civic or~~ religious organizations;
3. Engages in the practice of interpreting or the practice of realtime captioning as necessary for the provision of an emergency medical or governmental service to a person who is deaf or whose hearing is impaired; or
4. Engages occasionally in the practice of interpreting in a social situation that does not require a qualified interpreter pursuant to the provisions of the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 et seq., section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, or the regulations adopted pursuant to those provisions.
(Added to NRS by [2001, 1772](#); A [2005, 965](#))

DUTIES OF AGING AND DISABILITY SERVICES DIVISION OF THE DEPARTMENT OF HEALTH AND HUMAN SERVICES

NRS 656A.080 Registry of persons engaged in practice of interpreting or practice of realtime captioning. The Division shall:

1. Establish a registry of persons who are registered with the Division to engage in the practice of interpreting or the practice of realtime captioning. The registry must include, without limitation:
 - (a) The name of the person and any other information prescribed by the Division; and
 - (b) If the person is registered to engage in the practice of interpreting, each professional classification in which the person is registered to practice;
2. Make the registry available on an Internet website maintained by the Division; and
3. Provide a copy of the registry without charge to any person upon request.
(Added to NRS by [2007, 161](#); A [2009, 2401](#))

NRS 656A.088 Deposit and use of money. Any money received by the Division pursuant to this chapter must be:

1. Deposited with the State Treasurer for credit to the Account for Services for Persons With Impaired Speech or Hearing created by [NRS 427A.797](#); and
2. Used by the Division to pay the costs incurred by the Division in carrying out the provisions of this chapter.
(Added to NRS by [2007, 161](#); A [2009, 2402](#))

NRS 656A.090 Regulations. The Division shall adopt regulations to carry out the provisions of this chapter.
(Added to NRS by [2007, 162](#); A [2009, 2402](#))

INTERPRETERS

NRS 656A.100 Application; waiver of requirements; identification of professional classification requested; registration.

1. A person who wishes to engage in the practice of interpreting in this State must submit to the Division:
 - (a) Proof that the applicant is at least 18 years of age;
 - (b) An application in the form prescribed by the Division;
 - (c) Proof that the applicant has complied with the requirements for education, training, experience, and ~~certification~~ *credentials* required for each professional classification of the practice of interpreting pursuant to this section or prescribed by a regulation of the Division pursuant to [NRS 656A.110](#);
 - (d) If the applicant wishes to practice interpreting in a community setting ~~as an apprentice level interpreter~~, proof ~~of~~:
 - ~~(1) That the applicant possesses intermediate interpreting skills~~ *holds, in good standing, a recognized signed language interpreter or transliterator certification approved by the Division;*
 - ~~(2) Of current participation in a program of mentoring or an agreement to participate in a program of mentoring with an interpreter in a community setting other than an apprentice level interpreter; and~~
 - ~~(3) Of ongoing participation in a training program for the professional development of interpreters;~~
 - (e) If the applicant wishes to practice interpreting in a community setting ~~as a skilled interpreter~~ *with provisional registration for not more than three (3) years total*, proof:
 - (1) That the applicant ~~is certified as an interpreter by a nationally recognized public or private organization which is approved by the Division or possesses the skills necessary to practice interpreting at a skilled level in a community setting~~ *possesses intermediate interpreting skills*; and
 - (2) Of ongoing participation in ~~a training program for the~~ professional development ~~of interpreters~~; *and*
 - ~~(3) Of ongoing engagement with a professional mentor;~~
 - ~~(f) If the applicant wishes to practice interpreting in a community setting as an advanced certified interpreter, proof:~~

~~— (1) That the applicant is certified as an interpreter at an advanced level by a nationally recognized public or private organization which is approved by the Division or possesses the skills necessary to practice interpreting at an advanced level in a community setting; and~~

~~— (2) Of ongoing participation in a training program for the professional development of interpreters;]~~

~~[(g)] (f) If the applicant wishes to practice interpreting in an educational setting [as an apprentice level interpreter], proof:~~

~~(1) That the applicant has completed the Educational Interpreter Performance Assessment *or another credential for educational interpreters* [administered by a public or private organization] which is approved by the Division and received a rating of his or her level of proficiency in providing interpreting services at least at level [3-0] *4.0 or equivalent*; and~~

~~(2) Of [current] *ongoing* participation in [a program of mentoring or an agreement to participate in a program of mentoring with an interpreter in an educational setting other than an apprentice level interpreter] *professional development*; [and]~~

~~[(3) Of an individualized plan for professional development as an interpreter which includes, without limitation, specific goals for the applicant's professional development as an interpreter;]~~

~~[(h)] (g) If the applicant wishes to practice interpreting in an educational setting [as an intermediate interpreter] *with provisional registration for not more than three (3) years total*, proof:~~

~~(1) That the applicant has completed the Educational Interpreter Performance Assessment *or another credential for educational interpreters* [administered by a public or private organization] which is approved by the Division and received a rating of his or her level of proficiency in providing interpreting services at least at level [3-1] *3.5 or equivalent*; and~~

~~(2) Of [an individualized plan for professional development as an interpreter which includes, without limitation, specific goals for the applicant's professional development as an interpreter] *ongoing participation in professional development*; and~~

~~(3) *Of ongoing engagement with a professional mentor.*~~

~~[(i) If the applicant wishes to practice interpreting in an educational setting as an advanced interpreter, proof:~~

~~(1) That the applicant has completed the Educational Interpreter Performance Assessment administered by a public or private organization which is approved by the Division and received a rating of his or her level of proficiency in providing interpreting services at least at level 4.0;~~

~~(2) That the applicant possesses at least 4 years of experience practicing as an interpreter in a classroom; and~~

~~(3) Of an individualized plan for professional development as an interpreter which includes, without limitation, specific goals for the applicant's professional development as an interpreter;]~~

~~[(j) If the applicant wishes to obtain a supplemental registration specifically to practice interpreting in a legal setting or medical setting in addition to obtaining registration pursuant to paragraph[s] (d) [to (i), inclusive], any information or evidence as prescribed by a regulation of the Division pursuant to NRS 656A.110; and]~~

~~[(k)] (h) Any other information or evidence the Division may require to determine whether the applicant has complied with the requirements to engage in the practice of interpreting.~~

~~2. The Division may, for good cause shown, waive any requirement set forth in subsection 1.~~

~~3. *The Division may, for good cause shown, create additional specialized registration classifications by regulation.*~~

~~[3.] 4. An applicant must identify each professional classification of the practice of interpreting for which he or she requests registration.~~

~~[4.] 5. The Division shall:~~

~~(a) Register each applicant who complies with the applicable provisions of this section as an interpreter described in the applicable paragraph of subsection 1; and~~

~~(b) Issue to the applicant proof of registration.~~

~~(Added to NRS by 2001, 1772; A 2007, 163; 2009, 2402)~~

NRS 656A.110 Qualifications and scope of practice for interpreters; ethical standards; regulations. The Division shall, by regulation:

1. Prescribe for each professional classification of interpreters:

(a) The level of education and professional training, experience, and ~~[certification]~~ *credentials* required to engage in the practice of interpreting in that classification.

(b) The authorized scope of practice, including, without limitation, any condition, restriction or other limitation imposed on a person who practices in that classification.

~~{2.} (c) {Establish-e} Ethical standards for persons who engage in the practice of interpreting [-including, without limitation, standards for maintaining confidential communications between an interpreter and a person who receives his or her services.];~~

2. Prescribe qualification requirements for professional mentors, including, without limitation, the level of education, professional training, experience, and credentials required to provide mentoring.

(Added to NRS by [2007, 161](#); A [2009, 2401](#)) — (Substituted in revision for NRS 656A.082)

REALTIME CAPTIONING PROVIDERS

NRS 656A.400 Application; registration.

1. A person who wishes to engage in the practice of realtime captioning in this State must submit to the Division:

(a) Proof that the applicant is at least 18 years of age;

(b) An application in the form prescribed by the Division;

(c) Proof that the applicant has complied with the requirements for education, training, experience and ~~{certification}~~ *credentials* required for the practice of realtime captioning as prescribed by a regulation of the Division pursuant to [NRS 656A.410](#); and

(d) Any other information or evidence the Division may require to determine whether the applicant has complied with the requirements to engage in the practice of realtime captioning.

2. The Division shall register each applicant who complies with the provisions of this section and issue to the applicant proof of registration.

(Added to NRS by [2005, 965](#); A [2007, 166](#); [2009, 2404](#))

NRS 656A.410 Qualifications to engage in realtime captioning; ethical standards; regulations. The Division shall, by regulation:

1. Prescribe the level of education and professional training, experience and ~~{certification}~~ *credentials* required to engage in the practice of realtime captioning.

2. Establish ethical standards for persons who engage in the practice of realtime captioning, including, without limitation, standards for maintaining confidential communications between a realtime captioning provider and a person who receives his or her services.

(Added to NRS by [2007, 161](#); A [2009, 2402](#)) — (Substituted in revision for NRS 656A.084)

DISCIPLINARY AND OTHER ACTIONS

NRS 656A.500 Acts constituting cause for disciplinary action. The following acts, among others, constitute cause for disciplinary action:

1. Engaging in behavior that is contrary to the ethical standards set forth in the regulations of the Division.

2. Violation by an interpreter or realtime captioning provider of any of the provisions of this chapter or of any other law of this State or of the standards and other regulations adopted thereunder.

3. Aiding, abetting, or permitting the commission of any illegal act.

4. Conduct inimical to the public health, morals, welfare, and safety of the people of the State of Nevada while discharging duties as an interpreter or realtime captioning provider.

5. Engaging in the practice of interpreting or the practice of realtime captioning without the skills required to meet the communication needs of the recipient of the service.

6. Engaging in unprofessional conduct as defined by the Division by regulation.

(Added to NRS by [2007, 162](#); A [2009, 2404](#))

NRS 656A.510 Authorized disciplinary action; regulations.

1. If an interpreter or realtime captioning provider has committed any act set forth in [NRS 656A.500](#), the Division may:

(a) Suspend or revoke the registration of the interpreter or realtime captioning provider;

(b) Refuse to renew the registration of the interpreter or realtime captioning provider;

(c) Impose upon the interpreter or realtime captioning provider a fine of not more than \$5,000 for each violation of this chapter;

(d) Require the interpreter or realtime captioning provider to pay restitution; or

(e) Take such other disciplinary action as the Division deems appropriate.

2. The Division may adopt regulations setting forth a schedule of fines for the purposes of paragraph (c) of subsection 1.

3. The Division shall adopt regulations setting forth a schedule of penalties for engaging in unprofessional conduct. The schedule of penalties must not exceed the penalties set forth in this section.

(Added to NRS by [2007, 162](#); A [2009, 2404](#))

NRS 656A.515 Filing of complaints; procedures for investigating and resolving complaints.

1. A person who is dissatisfied with the services provided by a person who engages in the practice of interpreting or the practice of realtime captioning or becomes aware that any one or more of the grounds for initiating disciplinary action may exist as to a person who engages in the practice of interpreting or the practice of realtime captioning may file a complaint with the Division.

2. The Division shall establish procedures for investigating and resolving a complaint filed pursuant to this section.

(Added to NRS by [2007, 161](#); A [2009, 2402](#)) — (Substituted in revision for NRS 656A.086)

NRS 656A.520 Investigation of complaint; action by Division.

1. When a complaint is filed with the Division, it must be considered by a person designated by the Division. If it appears to the person designated by the Division that further proceedings are warranted, the person shall report the results of his or her investigation together with his or her recommendation to the Division in a manner which does not violate the right of the person charged in the complaint to due process in any later hearing on the complaint.

2. The Division shall promptly make a determination with respect to each complaint reported to it by the person designated by the Division and shall dismiss the complaint or proceed with disciplinary action pursuant to [chapter 622A](#) of NRS.

(Added to NRS by [2007, 162](#); A [2009, 2405](#))

NRS 656A.530 Limitations on time to file complaints.

1. Except as otherwise provided in subsection 2, a complaint must not be filed against an interpreter or realtime captioning provider if 2 years or more have elapsed since the occurrence of the act or omission alleged as the ground for disciplinary action.

2. If the act or omission alleges fraud or misrepresentation, the complaint must be filed within 2 years after the discovery of the fraud or misrepresentation.

(Added to NRS by [2007, 162](#))

PROHIBITED ACTS; PENALTIES

NRS 656A.800 Prohibited acts; penalties; action for enforcement; deposit of civil penalty; report of violation to district attorney or Attorney General.

1. Except as otherwise provided by specific statute, it is unlawful for a person to:

(a) Engage in the practice of interpreting in this State;

(b) Hold himself or herself out as ~~certified~~ *registered* or qualified to engage in the practice of interpreting in this State; or

(c) Use in connection with his or her name any title, words, letters, or other designation intended to imply or designate that the person is an interpreter,

↪ unless the person is registered with the Division pursuant to [NRS 656A.100](#).

2. It is unlawful for a person to:

(a) Engage in the practice of realtime captioning in this State;

(b) Hold himself or herself out as ~~certified~~ *registered* or qualified to engage in the practice of realtime captioning in this State; or

(c) Use in connection with his or her name any title, words, letters, or other designation intended to imply or designate that he or she is a realtime captioning provider,

↪ unless the person is registered with the Division pursuant to [NRS 656A.400](#).

3. A person who violates the provisions of subsection 1 or 2:

(a) Is guilty of a misdemeanor; and

(b) May be assessed a civil penalty of not more than \$5,000.

4. An action for the enforcement of a civil penalty assessed pursuant to this section may be brought in any court of competent jurisdiction by the district attorney of the appropriate county or the Attorney General.

5. Any civil penalty recovered pursuant to this section must be deposited with the State Treasurer for credit to the Account for Services for Persons With Impaired Speech or Hearing created by [NRS 427A.797](#).

6. The Division shall report a violation of a provision of subsection 1 or 2 to the district attorney of the county in which the violation occurred or the Attorney General.

(Added to NRS by [2001, 1774](#); A [2005, 966](#); [2007, 167](#); [2009, 2405](#))

ATTACHMENT K

NRS 608.250 Requirement of employer to pay; incremental annual increase; penalty

Proposed Amendment:

Add at the end, “It shall be unlawful to pay a person with an intellectual, developmental, or physical disability receiving or eligible for jobs and day training services wages which are less than as proscribed within this subsection.”

NRS 608.255 Relationships which do not constitute employment relationships for purposes of minimum wage

Proposed Amendment:

Subsection 1: Delete in its entirety.

What these changes will do:

While Federal consideration of the same is pending, these changes will immediately end the payment of sub-minimum wages to people with disabilities in Nevada.