

Steve Sisolak
Governor

Richard Whitley, MS
Director



DEPARTMENT OF HEALTH AND HUMAN SERVICES

AGING AND DISABILITY SERVICES DIVISION
Helping people. It is who we are and what we do.



Dena Schmidt
Administrator

Draft Minutes

Name of Organization: Nevada Commission on Services for Persons with Disabilities (CSPD)

Date and Time of Meeting: May 13, 2021
9:00 a.m.

This meeting will be held via videoconference only:

In accordance with Governor Sisolak's Declaration of Emergency Directive 006; Subsection 1; The requirement contained in NRS 241.023 (1) (b) that there be a physical location designated for meetings of public bodies where members of the public are permitted to attend and participate is suspended.

The public may observe this meeting and provide public comment on Zoom.

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1. Welcome and Introductions
Diane Thorkildson, Chair

Members Present: Stacy Alaribe, Regina Daniel, Charlene Frost, Erik Jimenez, Mechelle Merrill, Ophelia Simmons, Diane Thorkildson

Members Excused Absent:

Members Unexcused Absent: Cimi Neal

Guests: Dora Martinez, Steven Cohen, Pam Berek, Kimberly Glass, Marcel, Miles Terrasas, Jeff Duncan, Michael Baltz, Rosa Mendez, Cindi Swanson, Elisa Cafferata, Heidi Saucedo, Jack Mayes

CART Provider: Staci Heicher

Staff: Wendy Thornley

2. Public Comment (No action may be taken upon a matter raised under public comment period unless the matter itself has been specifically included on an agenda as an action item. Public comment at the beginning and end of the agenda may be limited to three minutes per person at the discretion of the chairperson. Members of the public may comment on matters not appearing on this agenda or may offer comment on specific agenda items. Comments may be discussed by the Board, but no action may be taken. The matter may be placed on a future agenda for action)

There was no Public Comment.

3. Approval of Meeting Minutes from February 11, 2021 **(For Possible Action)**
Diane Thorkildson, Chair

Char Frost motioned to approve the minutes. Mechelle Merrill seconded. Motion carried.

4. Update and Discussion of ADA Remediation for the Department of Employment, Training and Rehabilitation (DETR) Website
Mechelle Merrill, Deputy Administrator of Programs

She is the DETR-Public Information Officer (PIO). She also serves as the DETR website administrator.

In that role, she manages the DETR website content and all related processes.

She works cooperatively with Michael Beltz as well as a website vendor and the state ADA office regarding everything as related to DETR's website digital accessibility.

She talked about some of the items that were included in the last meeting's minutes and confirm some items.

DETR's website does not fall under the state CMS.

They have been and do continue to work with the state ADA office, Linda DeSantis, and her team, and continue to work cooperatively with them on DETR's site.

DETR has recently been added to the state scanning software, which is SiteImprove, they are receiving SiteImprove data report data from that software regularly and they do look at that with their vendor every single time their site is scanned.

They direct their staff to the state site and encourage them to take advantage of all its resources and to reach out to either Michael Beltz or Crystal Wren, should they have any questions regarding ADA accessibility and document remediation and all the other items that are related to the state ADA office.

DETR's current ADA accessibility form, on their website went live at DETE.nv.gov in mid-June of 2020.

This form currently serves as the form for reporting website and digital accessibility complaints as well as if people have a physical accommodation request.

This took place during the height of the pandemic last year. It did take them some time to get it up because they had so much going on with their unemployment side of the house.

Since posting the form, they have had about half a dozen complaints that have come through. They reviewed those complaints and have made updates and corrections to the website regarding issues that are related to overlay use, formatting, links, and then PDF file document issues.

They are aware that monitoring and remediation are issues for their site is an ongoing process.

Michael Baltz: He is the coordinator for the Nevada Department of Employment Training and Rehabilitation's ADA program. His role is to coordinate DETR's efforts to be ADA compliant and investigate any complaints alleging DETR has violated the ADA.

He serves as the point of contact for individuals with disabilities to request auxiliary aids and services, policy modifications, and other accommodations, or to file a complaint with DETR for the public to address ADA concerns, and often for the divisions and employees within DETR to coordinate ADA accommodation requests.

Rose Mendez: DETR is aware that the state of Nevada accessibility procedure applies to all Nevada entities. It is the policy of DETR to adopt the state accessibility standard which is enforced by section 5a of the Rehabilitation Act of 1973, mandating compliance with the guidelines which is WCAG2.1 compliance.

Currently ADA standards and WCAG2.AA is DETR's current approved accessibility standards. However, the agency is working to take measures to make the Department conform with WCAG2.1 that is taking place, and that is an ongoing effort for the agency.

DETR has been coordinating with the state ADA office, and report that they are getting their report data.

Based on the last SiteImprove scan which took place the day before this meeting, their sites WCAG, received an AA rating, is 86.7, with the industry benchmark being an 83.6.

Michael Baltz: The ADA process is under the auspices of him and will be effective immediately following approval.

Procedures include information about submitting a website, digital complaints, and an ADA accommodation request complaint, including an appeal process.

The development was initiated in late December of 2020. The initial draft was completed in early '21, and with an updated draft reviewed by HR this month, and it is currently going through the administrative review process.

The ADA physical accommodation request complaint form currently on-line serves as a complaint form and the accommodation request complaint form.

DETR is finalizing development of the separate form for physical accommodation requests complaints.

The initial draft of the new ADA webpage was completed in mid-April of this year and is currently going through the administrative review process.

The ADA landing page, presently there is no separate landing page for ADA. DETR is finalizing design of the page and will go live once approved.

The new landing page will contain links to both forms, the department's ADA procedure, once approved, and other resources for the statement.

The initial draft of this new webpage was completed in mid-April of this year, and it is also currently going through the administrative review process.

They hope to have the new landing procedure form live pending the administrative review process within some weeks. They do not yet have a timeframe on that.

They know they have much to do regarding their site and digital accessibility and are committed to improving their site's accessibility to best serve all clients.

Questions regarding these processes may be directed to him at [ADA Assistance - Nevada Department of Employment, Training and Rehabilitation \(nv.gov\)](#) Or the human resources phone number at (782) 678-7890.

5. Update and Discussion of the Nevada Vocational Rehabilitation 700-Hour Program
Mechelle Merrill, Deputy Administrator of Programs

Mechelle Merrill: There is a law to encourage state employment with people with disabilities, and it allows for a trial employment period of up to 700 hours.

Individuals applying for jobs with the state do not have to take a skills or pre-employment exam to be considered for a job.

Individuals have state benefits from the first day on the job in a 700-hour placement.

And prior to legislative changes in 2016, the program was not a required program.

In the 2018 legislative session, AB192 was brought forward.

Vocational Rehabilitation's (VR), role in the 700-Hour Program and how it works.

Vocational Rehabilitation and Bureau of Services to Persons Who are Blind or Visually Impaired, certifies individuals with disabilities for qualification on state job recruitments through the 700-Hour Program.

Individuals are certified as meeting the minimum qualifications for a job classification in general, in lieu of pre-employment screenings and exams.

Some people may require reasonable accommodations within the ADA, and VR works to help these hires maintain their employment through any supports that we can provide.

Participants do not have to be clients of Vocational Rehabilitation, but they do have to be an individual with a disability.

Although the 700-Hour Program has been around for many years, it was not significantly benefitting people with disabilities.

Prior law only encouraged agencies to utilize the 700-hour program, and annual hiring was only about 1.4% of all state hires.

In the 2018 Legislative Session, AB192 changed the intent of the 700-Hour Program from encouraging state agencies to utilize the program, to making it a requirement that agencies *shall* appoint candidates on the 700-Hour Program in the recruitment lists.

An excerpt from the law says, *“Except as otherwise provided in subsection 4, if an appointing authority has a position available and the position is not required to be filled in another manner pursuant to this Chapter to assist persons with disabilities certified by the rehabilitation division of the department of employment training and rehabilitation, the appointing authority shall, if possible, make a temporary limited appointment of a certified person with a disability for a period not to exceed 700 hours notwithstanding that the position is filled so it is a continuing position.”*

An employee in this program gets to have a try out a position for 700 hours. Which is roughly 17 and a half weeks of full-time employment. The department gets to try someone out for 17 and a half weeks.

During the 700 hours, VR is there to support the specific needs of the employee, if they are a VR client, to meet the expectations of the job.

As a reminder, a person does not have to be a VR client to exercise their right to use this 700-Hour Program if they are a person with a disability.

VR would only be there to provide those supports for our clients, but we would facilitate a non-VR client to get these opportunities.

If they were to realize in the exercise of doing the job that they did need support, they could always apply to VR and VR would do their best to get the person in quickly and get them supports to maintain that position.

Supports could be skills, job coaching, counseling and guidance, ADA accommodations. It is a myriad of things it could be, as all VR cases could be.

The employer gets, a dedicated employee and studies show that people with disabilities have higher job retention, better attendance on the job, better safety records than their nondisabled peers.

Regarding outcomes, starting in to 2018 when the law changed, VR had a total of 76 hires that year. Of those, 33 terminated, and of those terminations, only one was a self-resignation, someone who took themselves out.

The total that ultimately changed to probationary status, meaning they graduated from that first 17 and a half weeks to becoming a probationary employee fulfilling the balance of whatever a probation would be for that position, different jobs have different probationary periods, was 42 people.

In 2019, there were 66 hires, 25 terminated, 11 resigned, and 30 changed to probation. A little less than the prior year.

In 2020, with COVID, there were 42 hires, six terminated, four resigned, and 22 changed over to probationary status.

So far 2021, they have had 4 hires, no terminations, no resignations, and none have yet graduated on to probationary status.

In the total programs, ongoing to present, there has been 128 hires, 64 terminations, 16 resignations, and 94 have gone on to probationary status.

She feels that the feedback from different perspectives, is that agencies would say it interrupts the promotional process. An individual who works at a lower level and qualifies for the next level, may not get that promotion due to a 700 Hour Program participant being hired for the position.

There are differences in the same job titles from agency to agency.

Voc Rehab uses rehabilitation technicians but so does Bureau of Disability Adjudication and they are not the same.

A program officer which is a very general category or a management analyst or many titles that are very generic, and they are common to many agencies, but they may be very different in the way they are used from agency to agency.

Although when Voc Rehab works with a client or an applicant to certify them for the job, they do their best to be true to the class specification but when they get there, it may be a very different interpretation of that class specification than what it is known as, sometimes there can be frustration on the part of the applicant because it wasn't what they expected or on perhaps on the part of the employer because the individual wasn't prepared in the way they expected.

Erik Himenez: This is an important program, and it is good to see it grow, and I think it has been successful.

Does the department have data since passage of the 700 Hour Program, of which agencies have used it and which agencies have had successful placements?

Mechelle Merrill: Yes. We do keep records of where the 700-hour applicants are placed.

Diane Thorkildson: Would you mind sharing that with the members of this committee or staff? She thinks it is important that they make data driven decisions.

She would like more information on the position classifications that Mechelle mentioned.

She asked if the department has done an analysis on what position classifications might be able to expand if there were, legislation in the 2023 session to do so? Or fixing some of the step issues as well to allow for promotion within the agency.

Mechelle Merrill: They have not done that analysis. They would welcome a look at that to see more promotional opportunities and an expansion of the program.

Char Frost: How is the 700-hour program communicated to the community? How are people finding out about it? What kind of outreach is being done, if any? Are they only hearing about it through VR or are there other ways for them to find it easily without having to unfortunately deal with one of our websites for the state?

Mechelle Merrill: It is on the website. They do hear about it through voc rehab. She is not sure if there is any advertisement or if there is any outreach specifically about it.

Char Frost: She works with a lot of individuals with disabilities, and many have not heard of the program. These numbers could be higher, but they are not getting to the people who could potentially be interested in pursuing this kind of program.

Mechelle Merrill: The numbers she shared, were the highest in 2018, right after the new law took ahold, and that is probably because that is when the most conversation was going on about it. COVID got in the way and changed everything. The law also makes it so that when hiring agencies are they go through the 700-hour list and they must use that. On the hiring side, it is foremost in the hiring agency's mind. On the applicant side, it could be stronger.

Stacy Alaribe: How long does an individual who is seeking 700-hour employment expect it to take to get a job?

Mechelle Merrill: If it is a higher-level position that has less turn over in the state, there is not going to be as many openings for it, that may take longer than one of the other positions that there is so many of them, as in the Administrative Aid series or the Administrative Assistant series.

They track data when people come into the program seeking it and then they can count the months or days, or it takes until they get placed.

Regina Daniel: There were 188 people in the program and 94 went to a probationary status?

Of that number, this was the overall number from the onset of the program until now? Where did the applicants come from, how can the success stories be tracked? Were they from a particular area? Did they end up at a particular agency? How can the word get out that the 700 program is available?

Mechelle Merrill: She will get the information regarding the most prevalent hires and who is doing the hiring, and for which jobs.

Voc Rehab has a robust social media presence, including Facebook, LinkedIn, YouTube, and Twitter. They can periodically promote the 700-Hour Program on all these platforms.

Regina Daniel: Are there new applicants for the 700-Hour Program? How can this group advocate more, for this program?

Mechelle Merrill: There was a hiring freeze at the state level all through COVID which pulled those numbers down. The SILC would be happy to post about it as well as other agencies and programs.

Char Frost: This is becoming even more critical as populations grow and it cannot be assumed that people coming from other states do not have disabilities. The communities in Nevada are experiencing rapid growth. Program outreach needs to be made to incoming members of the disability community.

Diane Thorkildson: Once a 700-hour applicant and employee reaches that probationary status, is it tracked to see if they maintain that employment beyond probation and do, they settle into their jobs?

Mechelle Merrill: Yes, that information is tracked. She will get that information to the Commission. the point about getting the word out is very important. And looking at the names on the screen most of all of us have participation in not just this body but other bodies that serve people with disabilities.

Diane will also distribute that information once she gets it from Mechelle.

6. Review and Approve CSPD's Letter to ADSD Re: Strategic Planning Related to Olmstead.
(For Possible Action)

Diane Thorkildson, Chair

Char Frost motioned to approve the draft letter with the provided amendments and for Diane Thorkildson to send the letter to the Director's Office. Regina Daniel seconded. Motion carried.

7. Update, Discussion and Make Possible Determinations Regarding Next Advocacy Steps During the Upcoming Legislative Session and the Governor's State of the State Address from January.
(For Possible Action).

Erik Jimenez, Senior Deputy, Office of the Nevada State Treasurer

Erik Jimenez: The Treasurer's Office is busy with the infusion of federal funds into the state, as well as the Legislative Session.

The Governor had to make tough calls over the summer and there were a lot of cuts to important services. \$301 million in Medicaid rate cuts were reinstated. About \$170 million over the biennium in the first year and then another in the second year.

Things like prosthetics were cut. There were ASD programs that were cut on the reimbursement side, that were reinstated.

Erik's office manages the ABLE Savings program. ABLE is a lifechanging program for people with disabilities, particularly the IDD population.

They are allowed to save up to \$15,000 a year by themselves or, if they are working, \$27,000 a year without losing access to their Medicaid, SSI, SSDI, and food assistant programs. It is literally a life changing program that helps people with disabilities move to competitive, integrated employment, or saving for a better future.

His office took control of that program in the 2019 Legislative session, from ADSD. Since then, they have grown the program by over 300% with zero dollars from the General Fund. And He promoted AB62 during this Legislative session, to incentivize more people to open ABLE accounts.

It lets his office go out and find federal and philanthropic sources of money to seed ABLE accounts with money, because one of the biggest barriers is that people do not have the start-up resources to open them.

This Nevada program is the first ABLE account program in the country to seed ABLE accounts. They have already gotten commitments from some private entities to fund the program.

Another bill that he and Dora Martinez, have been working on closely with the DD Council, is SB 222, which is sponsored by Senator Schieb that just passed out of the government Assembly Affairs Committee yesterday.

That was a bill that originated out of the Office of Minority Health and equity to create diversity and inclusion liaisons.

Every state agency, assuming it passes the assembly next week, is already required to designate a liaison who will be responsible to meet the needs of minorities groups. Those include the members of the LGBTQ community, ethnic and racial minorities, and most importantly, our friends with disabilities here in the state. And that diversity and inclusion liaison will be responsible for several things. One being the contact person for those groups for working within the agency to make sure that materials and programs are accessible and inclusive and make sure that when an agency launches a new program or does changes that they are getting feedback and buy-in from people directly in the community by meeting them where they are.

It is a small step. But what it also does is requires the Commission on Minority Affairs, the Office of New Americans and the Office of Minority Health and Equity to convene a summit with all these diversity and inclusion liaisons and then come with recommendations every year so they can continue to move these policies forward every session.

There are two other bills that he has been following.

Assembly Bill 121 is sponsored by Leslie Cohen in the Assembly. It essentially codifies work that the Secretary of State's Office has been doing for elections for people with disabilities. It allows them to gain access to an absentee ballot or a mail-in ballot and then also ensuring that they have access to a system if they are visually impaired or have some sort of impairment that would make filling out an absentee ballot prohibitive.

That was the NVEASE program that the Secretary of State's Office administered over the last election.

This would codify that and make sure that local electors and officials also know about the law and know about this. But we think it is a good policy in making sure that people with disabilities have the right to participate and make their voices heard. And that bill just passed out of the Senate committee, it will move through the Senate in the next week or so.

Senate bill 305 was sponsored by Senator Scott Hammond. This is a bill that ensures that when people are on the list for organ transplants or organ donation, their disability status is not used as a primary factor to deny that person the organ transplant.

Across states, this law has been passing, but a few people in Nevada and in other states have been excluded from receiving an organ transplant simply because of their disability status. This bill also just passed out of the Assembly Health and Human Services Committee.

Char Frost: How long before it is known about the federal funds that are coming?

Erik Jimenez: He shared a link in the chat: https://nvhealthresponse.nv.gov/wp-content/uploads/2021/04/Every-Nevadan-Recovery-Framework_final.pdf

The governor, in coordination with Senator Kinazaro, the Speaker, and the Treasurer, released the Every Nevada Recovery Framework, under which all the flexible state fiscal recovery dollars from the American Rescue Plan, which is into \$2.7 billion, will be coming into the state for budget refills and programmatic funding to help people in marginalized communities who have been impacted by the pandemic.

This is 151 pages of Treasury guidance, and it is very complicated.

There is a prioritization from the U.S. Treasury Department on making sure that we are meeting the needs of communities that were left behind prepandemic and those, whether the social determinants of health or those conditions that we often find present in those communities were exacerbated by COVID.

There's kind of two buckets that we are looking at in terms of funding.

No decision has been made yet.

One, is what budget things did we have to cut because of the pandemic that are eligible to be refilled so we can get our budget back to where we were in fiscal year 2019?

The second piece, and we have more money than we are probably ever going to see from the federal government at any given time, under which types of policies are we going to make those decisions?

The government outlined a good framework with that, that we are going to focus on basic needs in communities like access to food, healthcare, those sorts of things.

We will then move on to community-based services. Then economic recovery, support more small businesses, job training, and hiring.

The final category is how can we improve some systemic inequities and systems within government to improve quality of life for all Nevadans?

Within those, the governor outlined seven priority bands under which programs will be considered.

Those will be increasing access to healthcare and community-based services, strengthening public education, supporting disadvantaged communities, supporting Nevada's workforce, small businesses, and our economy, investing in infrastructure, and modernizing and enhancing state government services.

The last page of the document, there are a series of forms relevant to executive branch agencies, members of the legislature, and community and stakeholder, in English and Spanish for ideas for those funding, they are going to be working hard over the summer to engage in a

robust public outreach campaign on listening to communities, meeting them where they are, and understanding what the needs of those communities are.

All funding ideas must go through this framework. Ideas must be submitted using a form.

They are trying to avoid some of the back room deals for funding with this influx of dollars and making sure these ideas come from the community and they get spent in the community where they can do the best.

There is an opportunity to get feedback and ideas from communities.

Char Frost: How long does this process to take and how much time is there to spend this money? It concerns her because there are other states struggling with this issue, and she does not want to turn any money back to the Government in Nevada. The state has over two years to spend these dollars, there is a push from some people to spend this money now, and she would caution about that for two reasons.

There is no one at the State or Legislature that fully understands the guidance on spending the money.

Second, she thinks it is important that to think about what the things are that have impacted communities for a long time and how can we make smart and strategic investments to move the ball forward there.

That will involve taking the other buckets of funding for programmatic items for existing services from the American Rescue Plan, seeing where that funding fits, and then using these flexible dollars not to duplicate efforts but to either support those efforts or filling gaps in services.

It is important to deliberate, that everybody has a seat at the table.

Diane Thorkildson: Wanted to highlight as many people as possible, being at that table when decisions are being made.

She also fears that because there is so much money, that, back door deals are going to be made, and the usual players are going to be the ones that benefit out of this without thinking creatively.

The NCAD has been approached already about doing some things. It is wonderful, but it is also scary in terms of building up a program that may not be sustainable once the federal dollars go away. She is hoping people are thinking about the sustainability once this sort of windfall is no longer available.

Erik Jimenez: These decisions must be made carefully.

Previously, he administered the small business grant from CARES Act funding, and they are about \$95 million into the \$102 million for small businesses. One thing they found was that it was important to get community feedback on that program, having somebody with a disability in the room, he was able to make sure that disadvantaged businesses, particularly disability owned businesses were prioritized in that funding.

They did not have thousands of disability owned businesses.

Sometimes those people would not have the same opportunities and may have technical challenges and ADA accessibility issues. We have a responsibility to make sure that they are funded.

He asked the group to share the forms with all the communities, parents, kids, special education teachers, and advocacy groups. This is one of the best tools we will have to know what is the important in the communities.

And even if we cannot fund them with ARP dollars or these flexible state and local dollars, maybe there is an idea in there that we look at the next legislative session or we start to have a conversation funding that we are not doing right now.

8. Update, Discussion and Make Possible Recommendations Regarding Division of Child and Family Services' (DCFS) Olmstead Plan and On-Going Department of Justice (DOJ) Investigation. **(For Possible Action)**

Diane Thorkildson, Chair

Tabled. Char suggested that the DPBH Olmsted plan be sent to members. Diane agreed and will work with Wendy to send that out.

9. Discussion and Make Recommendations Regarding Pending and Possible New Applicants to Fill Current Commission Vacancies **(For Possible Action)**.

Diane Thorkildson, Chair

Diane Thorkildson: Kelly Venci has moved out of state and has resigned from the Commission.

Pam Berek: Introduced herself and expressed her interest in joining the Commission.

Kimberly Glass: Introduced herself and expressed her interest in joining the Commission.

Stacy Alaribe motioned to endorse Pam Berek and Kimberly Glass's applications and send them to the Director's Office. Regina Daniel seconded. Motion carried.

Char Frost's application has been received and a membership application packet will be created and sent to the Director's Office.

Diane Thorkildson will be applying for a second term soon.

Regina will be applying for a second term as well.

Diane invited members to reach out to others in the community to apply for membership and if anyone has already applied online, to notify Wendy so that she can watch for it and start the process.

10. Discussion and Make Possible Determination of Issues and Agenda Items to be Considered or Deliberated at the Next Meeting **(For Possible Action)**

Diane Thorkildson, Chair

Mechelle Merrill back to present further data on the 700 Hour Program regarding successes, numbers of most successes, what job classifications, what state agencies, how the folks that have made it to full term state employment, how they are faring. And anything else that the CSPD can do to really help bolster that 700-hour program.

Speaker from DCFS regarding the Olmstead plan.

Erik Jimenez back to give highlights on disability related legislation.

11. Confirm Date for Future Meeting

Diane Thorkildson, Chair

The next meeting date, which is the *Annual* meeting, is scheduled for **August 12, 2021, at 9:00 am**. It will have one physical meeting place as well as zoom. Officers will need to be elected. Nominations will happen during the meeting.

12. Public Comment (May Include General Announcements by Commissioners) (No action may be taken upon a matter raised under public comment period unless the matter itself has been specifically included on an agenda as an action item. Public comment at the beginning and end of the agenda may be limited to three minutes per person at the discretion of the chairperson. Members of the public may comment on matters not appearing on this agenda or may offer comment on specific agenda items. Comments may be discussed by the Board, but no action may be taken. The matter may be placed on a future agenda for action)

Dawn Lyons: Thanked all the presenters. Regarding the Olmsted Plan, SILC has requested a strategic plan from Aging and Disability Services. She feels it would be appropriate for the SILC to be involved in that strategic plan or on a task force.

Dora Martinez: Thanked "Erik ABLE", as he is known in the disability world, and thanked him for working on the AB2. She thanked Assemblywoman Cohen, District 29, helping Dora's voice be heard regarding AB121 and working on getting an ADA button now in the front door of the Carson building. People do not have to go to the back door. She also thanked staff for the website and Michele's reporting.

It would be interesting to see what type of disability people have, not the names, just the data on their disability, what type and a lot of people she talks to on a regular basis, are blind, highly trained, and have a college degree, but cannot get a job.

Kimberly Glass: Will submit her public comment in writing.

13. Adjournment

Diane Thorkildson, Chair

Meeting adjourned at 10:28 am.

NOTE: Agenda items may be taken out of order, combined for consideration, and/ or removed from the agenda at the Chairperson's discretion. The public body may combine two or more agenda items for consideration. The public body may remove an item from the agenda or delay discussion relating to an item on the agenda at any time. The public body may place reasonable restrictions on the time, place, and manner of public comments but may not restrict comments based upon viewpoint.

NOTE: We are pleased to make reasonable accommodations for members of the public who have disabilities and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify Wendy Thornley at (775) 687-0551 as soon as possible in advance of the meeting. If you wish, you may e-mail her at wthornley@adsd.nv.gov. In accordance with NRS 241.020, supporting materials for this meeting are available at: 3416 Goni Rd, D-132, Carson City, NV 89706 or by contacting Wendy Thornley at (775) 687-0551 or by email at wthornley@adsd.nv.gov

Agenda Posted at the Following Locations:

Notice of this meeting was posted on the Internet: <http://www.adsd.nv.gov> and <https://notice.nv.gov>

In accordance with Nevada Governor Sisolak's Declaration of Emergency Directive 006 there will not be a physical location for this meeting.

As per Nevada Governor Sisolak's Declaration of Emergency Directive 006; Subsection 3: The requirements contained in NRS 241.020 (4) (a) that public notice agendas be posted at physical locations within the State of Nevada are suspended.

- As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 4: Public bodies must still comply with requirements in NRS 241.020 (4)(b) and NRS 241.020 (4)(c) that public notice agendas be posted to Nevada’s notice website and the public body’s website, if it maintains one along with providing a copy to any person who has requested one via U.S. mail or electronic mail.
- As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 5: The requirement contained in NRS 241.020 (3)(c) that physical locations be available for the public to receive supporting material for public meetings is suspended.
- As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 6: If a public body holds a meeting and does not provide a physical location where supporting material is available to the public, the public body must provide on its public notice agenda the name and contact information for the person designated by the public body from whom a member of the public may request supporting material electronically and must post supporting material to the public body’s website, if it maintains one.