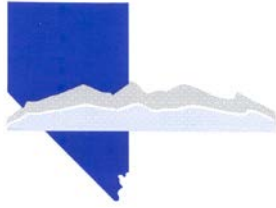


STATE OF NEVADA
NEVADA SILVER HAIR LEGISLATIVE FORUM



Legislative Building
401 S. Carson Street
Carson City, Nevada 89701-4747

John A. Yacenda, Ph.D., M.P.H., P.A.H.M., President
Reba June Burton, Vice President
Joann M. Bongiorno, Treasurer
Mary D. Roberts, Secretary



Contact:
Patrick B. Ashton, Forum Coordinator
Research Division, Legislative Counsel Bureau
(775) 684-6825

December 26, 2018

The Honorable Brian Sandoval
Governor of Nevada
101 North Carson Street, Suite 1
Carson City, Nevada 89701-4786

Richard Whitley, M.S., Director
Department of Health and Human Services
4126 Technology Way, Suite 100
Carson City, Nevada 89706-2013

Dear Governor Sandoval and Director Whitley:

The Nevada Silver Haired Legislative Forum was created to identify and act upon issues of importance to aging persons as set forth in *Nevada Revised Statutes* 427A.320. The Forum heard testimony throughout the legislative interim relating to constraints on the state's social worker workforce. For instance, challenges were reported in recruiting and retaining social workers for Elder Protective Services (EPS), Aging and Disability Services (ADSD), Department of Health and Human Services (DHHS). The Forum also discussed the shortage of social workers at state agencies in Nevada, highlighting limited geriatric training and specialization opportunities.

Additionally, testimony identified various reasons for social workers leaving the field and state agencies, including burnout, high caseloads, low salaries, and retirement. Testifiers noted discrepancies in compensation and benefits between social workers employed by the state and those in the private sector and employed at the county and federal levels. Based on this testimony, the Forum voted unanimously at its final meeting on October 9, 2018, to send you this letter urging you to evaluate and adjust the following:

December 26, 2018

- a. Discrepancies in compensation and benefits for social workers employed by the state and those employed in the private sector and by county and federal governments;
- b. Disparate compensation of social workers employed by EPS, ADSD, DHHS, and Child Protective Services (CPS), Division of Child and Family Services, DHHS. For example, CPS social workers may be promoted up to Social Worker III, whereas EPS social workers cannot receive this type of class promotion;
- c. The workload of state-employed social workers, including the clients-to-social-worker ratio, to decrease staff turnover and burnout rates; and
- d. Geriatric training opportunities for Nevada social workers, since Nevada's senior population is growing faster than the number of social workers with education and training in this field.

I appreciate your time and consideration of these recommendations. Please do not hesitate to contact me or the Forum Coordinator, Patrick B. Ashton (patrick.ashton@lcb.state.nv.us), if you have any questions.

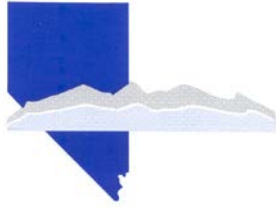
Sincerely,

John A. Yacenda, Ph.D., M.P.H., P.A.H.M.,
Forum President
Nevada Silver Haired Legislative Forum

PA/jk: G190239

cc: Governor-Elect Steve Sisolak

STATE OF NEVADA
NEVADA SILVER HAIR ED LEGISLATIVE FORUM



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401 S. Carson Street
Carson City, Nevada 89701-4747

John A. Yacenda, Ph.D., M.P.H., P.A.H.M., President
Reba June Burton, Vice President
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Contact:
Patrick B. Ashton, Forum Coordinator
Research Division, Legislative Counsel Bureau
(775) 684-6825

January 7, 2019

The Honorable Steve Sisolak
Governor of Nevada
101 North Carson Street, Suite 1
Carson City, Nevada 89701-4786

Dear Governor Sisolak:

The Nevada Silver Haired Legislative Forum was created to identify and act upon issues of importance to aging persons as set forth in *Nevada Revised Statutes* 427A.320. The Forum heard testimony throughout the legislative interim relating to constraints on the state's social worker workforce. For instance, challenges were reported in recruiting and retaining social workers for Elder Protective Services (EPS), Aging and Disability Services (ADSD), Department of Health and Human Services (DHHS). The Forum also discussed the shortage of social workers at state agencies in Nevada, highlighting limited geriatric training and specialization opportunities.

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Governor Sisolak

Page 2

January 7, 2019

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Sincerely,

John A. Yacenda, Ph.D., M.P.H., P.A.H.M.,
Forum President
Nevada Silver Haired Legislative Forum

PA/jk: G190239

cc: Richard Whitley, M.S., Director, Department of Health and Human Services
Former Governor Brian Sandoval