

## **SB 2124 Transition Team Notes – 08/13/2019**

### Topics and Discussion

#### General:

- Social Service Transition Team is organizing transition work related to administrative changes outlined in SB 2124 (zone agreements, plan templates, FTE transitions).
- The pilot programs are driving the system redesign. ND is not changing anything until we go through pilot projects and theory of constraint work together with county and state involvement.
- Communication with Court Improvement Project (CIP) led by Heather Traynor
  - We recognize there may be a ripple effect as our system and structure changes
  - CIP meets quarterly
- Zone States Attorney group communication
  - States Attorneys questions on employment law are being referred to DHS Human Resources
- Educate guardians ad litem that the goal of CPS pilot project is to identify children and families earlier and get services in sooner to reduce the need for guardians ad litem. The general functions of guardians won't change. The State contracts with guardians ad litem, not the counties.

#### Legal & Zone agreements/plans:

#### IT & Other

- FRAME needs changes related to zone identification and assignment

#### HR

- Zone Director JDQ finalized
  - Will send to county social service directors for review
  - 19 interview events
  - DHS will provide some standard interview questions
  - County commissioners may have additional questions
- FTE inventory
  - Counties have until Thurs to update their data on filled and vacant FTE
  - Baseline for FTE neutrality
- CFS Regional Representatives
  - Transition manager's meeting with regional reps went well.
  - Chris will provide an update and address Children and Family Services (CFS) team/regional reps questions by email and at the next CFS team meeting.
    - ND law identifies what regional reps do, and that may evolve in the future.
    - Are approximately 27 regional reps; will remain state employees
    - 10-14 positions are needed for on-site case review required in federal CFS Program Improvement Plan and pilot project central intake
    - Discussion of significance of job grade and classification
- Economic Assistance Regional Representatives
  - When redesign EA eligibility processes, will review role.
  - Vision – EA regional reps will not be supervised by human service center management
- Home & Community-Based Services (HCBS)
  - Aging Services followed up with those who didn't respond to survey about work area interests and percent of time dedicated to HCBS

- 71 do some level of HCBS (5-100%) of time
- About 46 devote 75% or more to HCBS
- Those who want to be people managers should apply for HCBS supervisor roles
- DHS intends to hire the most qualified candidates from among the applicant pool

### Fiscal

- Compensation guidelines sheet is reportedly causing some confusion
- Budget and salary increases
  - Will vary by county
  - Shift everyone to the best benefits – often zone host
  - Salary compression is first being address through benefit standardization

Questions received were discussed.

### Pilot Project Updates

- Long Term Care (LTC) eligibility pilot just beginning to get under development
- Discussed caseloads for Medicaid HCBS waiver and Nursing Facility LTC
- Financial eligibility and functional eligibility
- HCBS Case Managers do eligibility for SPED/EX-Sped programs

### Upcoming communication opportunities discussed

- EA supervisors meeting
- County directors meeting