

January 29, 1979

Chairman Brand called the hearing to order at 10:00 a.m., roll call revealed that Rep. Kanduch was excused.

HJR 13-Sponsored by Rep. Harper -- I have passed out amendments (see Attachment #1A). The problem we are trying to address is that in the state we have no uniform mechanisms to implement step increases for people who have obtained professional training, and I feel the effectiveness of state government is hampered by this. The bill was introduced at the request of the International Secretaries' Association so that they could get recognition for training and testing; but it appears there is no such mechanism, so the amendments tighten the resolution up abit. The secretaries are willing to put their job on the line if it is shown that they can't do a better job. The first title amendment makes this apply to all state employees. The Personnel Division has expressed considerable interest in this and I am hopeful that we can give them a little boost to help the entire system.

CAROLYN MILLER-Certified Professional Secretaries Asso. -- Several years ago, the Vo-Tech was approached by several secretaries asking about a professional secretary exam. The CPS exam is a 2 day exam offered by the national office of NSA. A person has to qualify for this -- they can have a college diploma, secretarial training, high school or experience. The test consists of 6 parts including: environmental relationship in business (psychology), business and public policy (business law), economics and management-financial analysis and matters of business (accounting), communications and decision-making (typing and shorthand), office procedure (administration and management). I will leave the bibliography that is used to study for the test (see Attachment #1). This is not a basic exam - it is very complex and alot of people can't handle it. The CPS exam is equivalent to the 2 year secretarial program at Vo-Tech's, or a 2 year associate degree at the university level.

VERNA GREEN-Certified Professional Secretaries Asso. -- (Ms. Green submitted Attachments #2 through 5, which give more detailed information on the exam in question, and elaborated further on the comprehensive nature of the certification.) Only 15% pass this exam the first time, and with this certification we thing we could upgrade the state service.

#### OPPONENTS

MARK CRESS-State Classification Division -- (Mr. Cress presented a letter from William Gosnell, Administrator of the Personnel Division, see Attachment #6 -- to quote the final statement of his letter in summary -- "To establish a step or merit increase for one set of employees for attaining professional recognition is clearly not equitable or good management practice.") We don't feel this can be applied to one section without being available to all employees. Because of a lack of motivation, some people with lots of education still don't perform. We would support the amendments.

JESS SILVERBERGER-Merit System Board -- The Merit System has given college credit equivalency to the CPS program and we grant two years of college credit to people who have CPS rating. Our current system provides for giving credit to trained individuals. We also provide an education equivalency. We don't think any additional rules are called for and feel it unnecessary to provide additional rules. We do support the amendments proposed.

HARPER-I agree with what Cress and Silverberger have said and it is for these reasons that we have included these amendments. We want to give all people who could come under professional recognition a chance to do something like this. This is my district and I have noticed a real down and out attitude -- what people want is a guarantee that if they do a good job there will be advancement for them. Other professional have mentioned these same problems to them [personnel].

DONALDSON-The intent was to bring CPS up to the state level of salary as the individual with two years of college. Didn't you say that this is already the case? SILVERBERGER-We already give two years college credit when people have CPS rating. We feel it is a very comprehensive training program. SALES-Who is getting this and who isn't. HARPER-If you go in to apply, you need certain qualifications -- that's one aspect that has been removed by the amendments. There is nothing existing that insures job advancement for anyone who continues job training. The Merit System already does this. The resolution addresses the Pay Plan. DONALDSON-Would an individual in a given position be elevated in salary regardless? CRESS-The amendments enable us to allow a uniform system to measure job performance. There are certain percentage of people who work at a superior level and this allows us to give them a step increase. We have been developing systems to evaluate job performance but there's been no way to tie those into pay increases. We feel the resolution would greatly increase our ability to implement this.

HB 324-Sponsored by Rep. Menahan -- I have some people here to testify and answer questions because I am in Appropriations downstairs.

DON HOLMES-Director, Galen Institute -- This bill addresses what we do, the second part deals with funding. For a number of years we have been asked to do alot of things that are more the problem of the division. We have neither staff nor funding for these things. We are there for inpatient treatment of alcoholism. The bill also addresses prevention -- first level - we want the alcoholic to arrest the illness before he has problems. If there is a problem we want to help them before they are disabled. We are there to help disabled alcoholics and have been working out problems for 3 and 1/2 years. We have an 8 - 22 week program where we try to restore the body functions, treat them psychologically, and return them either back to society or to a nursing home. The "prevention" in the bill has nothing to do with schools, it deals with our program. This bill doesn't intend to ask for additional funds for Galen -- see Attachments # 7 and 8 for financial breakdown on the institute and the county programs. The department does not wholly support the second part of the bill which takes the money and gives it back to the county where the patient comes from. Curing alcoholism is a life-long process and we need a follow-up service. Many hospitals tie the patient to the center -- we want to return the person to society. We thought if we could give some money back to the county it would provide a stepping stone when the person leaves the hospital. We have to develop something for community referrals. The department doesn't fully concur in the second part.

JULIAN WALSH-representing himself and the Missoula Alcohol Action Program -- I am a reformed alcoholic, and am associated with Alcoholics Anonymous in Missoula. I totally support Holmes' testimony, but I suffer from chronic anger because there is nothing for these people to go to like Aftercare in any county in the state. The reprehensible part of the process is that after a person is in Galen, he is

(WALSH continued)-dropped back into an absolute void. They are sometimes fearful of making contact with AA, no one checks on them, some of them have no transportation. We need an aftercare program and we know the Department of Institutions is against that portion of the bill - they consider it a raid on the General Fund. This money applied at the county level would decrease the recidivism markedly. Readmission is a real problem at this point. I implore you on behalf of the alcoholics in Missoula to give serious consideration to this. What bothers me most, if I suffered from Diabetes or Cancer I could go to any number of places in the country but as an alcoholic there's no place. Once a person is detoxed and built back up, there is no place for them to go. So, I ask for your sincere consideration and particular attention to the last section.

FRAN WESSEL-Libby, Montana Alcohol Treatment Facility -- During the last year we have sent 56 people for inpatient treatment, 46 of them went to Galen. We are trying desperately to provide the kind of aftercare these people need to become active members of the community. It is difficult, but not so costly as people continually returning to Galen. These people can become a tremendous burden on the community and in turn on the state. 20 of the 46 we sent were employed when they left for Galen - they came back and went right back to their jobs do to the communication we kept up with their employers. The Lincoln County budget is \$45.60 per client. 75% of our work is direct client service and when you realize that we are a very small county, and we dealt with 265 people of which 46 went for inpatient treatment in Galen, then you can see we have a problem. We also work with the families to help them deal with the problems. We find if we can involve the family in aftercare as well as the client we can help the alcoholic see himself.

BEV GIBSON-Montana Association of Counties -- We speak in support of both parts of this. I agree that the small amount of money could very well be used for the programs mentioned.

WILLIAM BAETH-Representative from Libby, Montana-CoSponsor of the bill -- We have one of the very best programs in the state in Lincoln county, and I ask that you support this bill.

SALES-How are your people brought to you, or how do you determine your clients?  
WESSEL-We found with multiple DWI offenders you have an alcoholic. We have worked it out so that a person getting a third DWI is put into consultation with a lawyer and put on a 90 day waiting period - they receive inpatient treatment followed by two years of carefully monitored counselling and aftercare. After two years, they reappear before the judge and the sentence which was deferred is dropped. This way, we have been able to put 22 people into a situation of removing the drunk driver from the roads and in a county the size of Lincoln, 22 is a large number.

NO OPPONENTS

AZZARA-The bill says the programs will be approved by the state, would each county devise its own program? HOLMES-Under the existing system they have to meet certain qualifying standards and this was the intent of saying "state approved". AZZARA-So, any expansion would also have to be approved? HOLMES-I would hope that the section might be more specific by calling it "aftercare". If a person has insurance 32 days costs \$1100....we only collect 1/17 of the value of our services.

BARDANOUVE-We have been doing alot of work with alcoholics - what becomes of all the hundreds of thousands of dollars that Mr. Murray get for county programs plus

(Bardanouve continued)-federal money? Where is the coordination between his money and the counties? WALSH-Until June, 1978, the corporation which I am a member of had a program funded by the state. At some point a group calling itself Missoula Alcohol Services decided to sell their program and the county bought it, therefore cutting off funding for "Alcohol Action", which had been operated solely by recovered alcoholics. The money is being spent mostly for salaries of professional psychologists -- very few referrals have been made to Galen by this group. "Alcohol Action" sent 99 patients to Galen in the last year we operated on a fraction of the budget the other people have. They very seldom send people to Galen -- they sometimes send people on a bus when they come out of a detox center. BARDANOUE-So, monies are given and I see nothing in the bill to say how the money will be used. Some counties aren't giving alcohol money to police departments. If we have no programs in the counties where is all of this money going? HOLMES-There are many excellent programs in the state trying to do a good job. Quite often we here "we'd like to do this but it will take additional funding" - if we did give more attention to aftercare, the need for expanded programs could possibly be cut down. BRAND-Would it be advisable to have an advisory board to evaluate these county programs? HOLMES-There is a council established that works with Mr. Murray's staff but I would like anything to evaluate these programs. BRAND-What are these third party fees? HOLMES-It would be a very minimum % - the Libby program would be increased 7 - 10%. BARDANOUE-The subcommittee on institutions in Appropriations is wrestling with the whole state program, and they are asking the people in all areas some hard questions because the money somehow is being mishandled because there's no money going out than ever. BRAND-In mental health programs some percentage goes to the individual, how much of your money goes to the person? What comparison can you make with your program and these others? HOLMES-I'm not prepared to answer that. I think the state needs a treatment system that limits the state responsibility as to inpatient-outpatient care. The thing should have very specific tasks and responsibilities lined out and I get angry because if the man doesn't get well, I'll see him again. JOHNSTON-Are most of your people from the courts? HOLMES-No sir, but some are. JOHNSTON-In our county the judge will commit them for a certain period of time and if they clean up, the sentence is dropped. What if the judge mandated aftercare? HOLMES-That would be a good idea. Where we see insistence about care, we see people getting well. BARDANOUE-How do you work with Murray and his programs? HOLMES-I work with Higgins who works with ..... who works with Zanto, who works with Murray. We insist that the person will go to the nearest county program and call the community to tell them they are coming, then send them a report on the patient. BAETH-I would like Ms. Wessel to answer that. WESSEL-I heard some concern about top-heavy administration -- there are some areas that are working quite well - we have one administrator, one secretary, four full time counsellors - we are working 45 - 50 hours a week. We are working with clients at younger and younger ages. We are receiving suggestions from ministers, referrals from mental health, doctors, lawyers, juvenile and adult probation, family members, and I would say 95% of our people we send -- not the courts. I submit to you a copy of our budget (see Attachment #9) BRAND-What's your recidivism rate? WESSEL-Recovery is a life-time process. I would say out of those dealing with us, 60% or better are sober for one full year. STAIGMILLER-The Detox Center in Great Falls and the Providence Center in Great Falls are trying very hard to decrease recidivism. The Providence Center sends they're people to Galen. After these people are released there is no follow up. Most of the problems in Great Falls are personal, not administrative.

HB 405-Sponsored by Rep. Bardanouve -- You might not understand this without some background. This goes back to 1961, when I introduced HB 94 -- the only bill I can remember the roll call vote on and it passed with 94 votes when we only had 94 members. That bill set up a procedure so that the state would benefit from abandoned property. The law has been successful and has returned to the state many hundred thousand dollars free and clear. If at a later date anyone can prove ownership of this property, they can get the money. The Department of Administration sends notices everywhere they can. If no one comes in after a year the money goes to the Foundation Program. We have picked up over a million dollars. In 1975 we got \$146,000 and in 1976 we got \$192,000, 1977 brought \$127,000. It costs \$15,000 a year to administer. Almost a year ago, I became concerned and wanted more information so I asked the fiscal analyst to prepare a report. That report brought up several suggestions -- you will see three things in here -- these three departments are making reviews and audits of many types of institutions that could be abandoned. A person will take out an insurance policy and go away or die or something and the policy will be abandoned. There often times will be money lying around and these people know it and they aren't required to report it to the Department of Revenue. The fiscal analyst's report says that possibly a significant amount of money could be recovered from unclaimed benefits. This requires the auditors who see any money lying around to report it to the Department of Revenue. The bill costs nothing and will give money to the state. (see Attachment #10)


TOM STALL-Administrator, Inheritance Tax Division -- One problem that auditors create is that there's a steady string of these things coming and we therefore favor this.

NO OPPONENTS

PORTER-Who determines "abandoned"? BARDANOUVE-There's a seven year waiting period before anything is declared abandoned, and even then if the person shows up after eight years, they can have their money back. MAGONE-I would presume that quite a bit of money has accumulated, how long will that lay dormant? BARDANOUVE-Forever, and we will collect the interest on it.

BRAND-Since this has lasted so long, we won't take any Executive Action.

Adjourn: 11:30 a.m.

  
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Joe Brand, Chairman

  
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Nita Sierke, Secretary