

HB

485

SFIN

FILE

SENATE FINANCE COMMITTEE REPORT

REPORTED OUT
 MAY 07 2006
 SENATE FINANCE COMMITTEE

DATE: 5/5/06

FURTHER:

 DATE TURNED
 IN TO OFFICE: 5/7/06

Finance Committee considered HOUSE BILL NO. 485 am

HB 485 STATE PHARMACISTS/DOCTORS: EXEMPT SERVICE

"An Act amending the State Personnel Act to place in the exempt service pharmacists and physicians employed in the Department of Health and Social Services or in the Department of Corrections; and providing for an effective date."

and recommends:

 be replaced with _____ CS _____ (_____)

 adopt previous _____ CS _____ (_____)

 attached amendment(s)

 adopt Letter of Intent by _____ Committee

 further referral to _____ Committee

CS Senate Bill:

- Same Title
- New Title

SCS House Bill:

- Same Title
- Technical Title Change
- New Title w/ SCR # _____

NEW FISCAL NOTE(S):

Department	Date	Fiscal	Ind.	Zero	FN#

 APPROPRIATION - no fiscal note

PREVIOUS FISCAL NOTE(S):

Department	Date	Fiscal	Ind.	Zero	FN#
House Finance Revenue	4/11/06			✓	12
House Finance DHSS/Pharm	4/11/06			✓	11
House Finance DHSS/Pharm	4/11/06			✓	10
House Finance DHSS/APL	4/11/06			✓	9
House Finance DHSS/Epidemiology	4/11/06			✓	8
DOC	2/10/06	30.7			3
DCED	2/21/06			✓	1

SIGNATURES AND RECOMMENDATIONS:	DO PASS	DO NOT PASS	NO REC	AMEND
<i>[Signature]</i>	✓			
<i>[Signature]</i>	✓			
<i>[Signature]</i>	✓			
<i>[Signature]</i>	✓			
COCHAIR: <i>[Signature]</i>	✓			
COCHAIR: <i>[Signature]</i>	✓			

FISCAL NOTE

STATE OF ALASKA
2006 LEGISLATIVE SESSION

Fiscal Note Number: 1
Bill Version: HB 485
(H) Publish Date: 3/3/06

Revision Date/Time (Note if correction): _____ Dept Affected: Commerce
Title State Pharmacist/Doctors/Auditor Exempt RDU Corp. Bus & Prof Licensing (117)
Component Corp. Bus & Prof Licensing
Sponsor House Rules By Request
Requester State Affairs Component No. 2360

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Personal Services						
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	0.0	0.0	0.0	0.0	0.0	0.0

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()	0.0	0.0	0.0	0.0	0.0	0.0
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other 1156 - Receipt Supported Services						
TOTAL	0.0	0.0	0.0	0.0	0.0	0.0

Estimate of any current year (FY2006) cost: 0.0

Mark this box (X) if funding for this bill is included in the Governor's FY 2007 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

This legislation amends AS 39.25.110(13) to add pharmacists and physicians employed in the departments of Health & Social Services or Corrections, among others, to the list of occupations appointed to exempt service. It has no impact on the operations of the division.

Prepared by: Katherine Mason, Administrative Manager Phone: (907) 465-2272
Division: Corporations and Licensing Date/Time: 2/21/06 6:25 PM
Approved by: William C. Noll, Commissioner Date: 2/21/2006
Agency: Commerce, Community and Economic Development

FISCAL NOTE

STATE OF ALASKA
2006 LEGISLATIVE SESSION

Fiscal Note Number: 3
Bill Version: HB 485
(H) Publish Date: 3/3/06

Revision Date/Time (Note if correction): _____ Dept. Affected: Corrections
Title "An act relating to Exempt Pharmacists." RDU Inmate Health Care
Component Inmate Health Care
Sponsor Rules Committee
Requester Governor Component No. 705

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Personal Services	30.7	30.7	30.7	30.7	30.7	30.7
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	30.7	30.7	30.7	30.7	30.7	30.7

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()						
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF	30.7	30.7	30.7	30.7	30.7	30.7
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Specify Type--Do not abbreviate)						
TOTAL	30.7	30.7	30.7	30.7	30.7	30.7

Estimate of any current year (FY2006) cost: 00
Mark this box (X) if funding for this bill is included in the Governor's FY 2007 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

This legislation will change current classified pharmacist positions to exempt service. The Department of Corrections continues to experience difficulties with recruiting and/or maintaining a filled pharmacist position. Exempt state pharmacists will allow the Department to be competitive with non-state organizations in the hiring and retention process.

In a recent market study, the Department of Health and Social Services found that pharmacists earn considerably more in non-state positions, making it nearly impossible to retain pharmacists or locate new hires. An informal survey of wages at non-state pharmacies during the summer of 2005 showed wages to range from a starting wage of \$41.82 to \$58.45 per hour depending on experience. The current starting wage for a classified pharmacist (Range 21) in the South Central Region is \$49.61 per hour.

Prepared by: Sharleen Griffin, Director Phone (907) 465-3339
Division Administrative Services Date/Time 2/16/06 3:43 PM
Approved by: Portia C.K. Parker, Deputy Commissioner Date 2/16/2006
Agency Department of Corrections

FISCAL NOTE

STATE OF ALASKA
2006 LEGISLATIVE SESSION

Fiscal Note Number: 8
Bill Version: HB 485
(H) Publish Date: 4/12/2006

Revision Date/Time (Note if correction): _____ Dept. Affected: Health and Social Service
Title State Pharmacists/Doctors/Auditors RDU Public Health
Component Epidemiology
Sponsor RLS by Request
Requester _____ Component No. 296

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Personal Services	0.0 *	*	*	*	*	*
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	0.0 *	*	*	*	*	*

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()						
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
TOTAL	0.0 *	*	*	*	*	*

Estimate of any current year (FY2006) cost: 0.0
Mark this box (X) if funding for this bill is included in the Governor's FY 2007 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: *(Attach a separate page if necessary)*
The passage of this legislation will have no fiscal impact on the FY 07 operating budget for the division. Current vacancies in the division will assist in absorbing additional personal services cost for FY 07.

In FY 08 and beyond, it is indeterminate if the division will need additional funding for pharmacists position..

Prepared by: House Finance Committee Phone 465-4945
Division _____ Date/Time 04/11/06 1:56 p m
Approved by: Representative Meyer Date _____
Representative Chenault

FISCAL NOTE

REPORTED OUT
MAY 07 2006
SENATE FINANCE COMMITTEE

STATE OF ALASKA
2006 LEGISLATIVE SESSION

Fiscal Note Number: 9
 Bill Version: HB 485
 (H) Publish Date: 4/12/2006

Revision Date/Time (Note if correction): _____ Dept. Affected: Health and Social Service
 Title State Pharmacists/Doctors/Auditors RDU Behavioral Health
 Component Alaska Psychiatric Institute
 Sponsor RLS by Request
 Requester _____ Component No. 311

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Personal Services	0.0	*	*	*	*	*
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	0.0	*	*	*	*	*

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()						
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
TOTAL	0.0	*	*	*	*	*

Estimate of any current year (FY2006) cost: 0.0

Mark this box (X) if funding for this bill is included in the Governor's FY 2007 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

The passage of this legislation will have no fiscal impact on the FY 07 operating budget for the Alaska Psychiatric Institute. Current vacancies will assist in absorbing additional personal services cost for FY 07 that may be incurred.

In FY 08 and beyond, it is indeterminate if the API will need additional funding for pharmacist positions.

Prepared by: House Finance Committee
 Division _____
 Approved by: Representative Meyer
Representative Chertoff

Phone 465-4945
 Date/Time 04/11/06 1:53 p.m.
 Date _____

COMMITTEE COPY

FISCAL NOTE

REPORTED OUT
 MAY 07 2006
 SENATE FINANCE COMMITTEE

STATE OF ALASKA
 2006 LEGISLATIVE SESSION

Fiscal Note Number: 10
 Bill Version: HB 485
 (H) Publish Date: 4/12/2006

Revision Date/Time (Note if correction): _____ Dept. Affected: Health and Social Services
 Title: State Pharmacists/Doctors/Auditors RDU: Health Care Services
 Component: Medical Assistance Admin.
 Sponsor: RLS by Request
 Requester: _____ Component No. 242

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Personal Services	0.0	*	*	*	*	*
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	0.0	*	*	*	*	*

CAPITAL EXPENDITURES						
CHANGE IN REVENUES ()						

FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
TOTAL	0.0	*	*	*	*	*

Estimate of any current year (FY2006) cost: 0.0
 Mark this box (X) if funding for this bill is included in the Governor's FY 2007 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: *(Attach a separate page if necessary)*

The passage of this legislation will have no fiscal impact on the FY 07 operating budget for Health Care Services. Current vacancies in the division will assist in absorbing additional personal services costs for FY 07.

In FY 08 and beyond, it is indeterminate if the division will need additional funding for positions.

Prepared by: House Finance Committee Phone 465-4945
 Division: _____ Date/Time 04/11/06 1:50 p.m.
 Approved by: Representative Meyer Date _____
Representative Chonault

COMMITTEE COPY

FISCAL NOTE

REPORTED OUT
 MAY 07 2006
 SENATE FINANCE COMMITTEE

STATE OF ALASKA
 2006 LEGISLATIVE SESSION

Fiscal Note Number: 11
 Bill Version: HB 485
 (H) Publish Date: 4/12/2006

Revision Date/Time (Note if correction): _____ Dept. Affected: Health and Social Service
 Title State Pharmacists/Doctors/Auditors RDU Alaskan Pioneer Homes
 Component Pioneers Homes
 Sponsor RLS By Request
 Requester _____ Component No. 2671

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Personal Services	0.0	*	*	*	*	*
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	0.0	*	*	*	*	*

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()						
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
TOTAL	0.0	*	*	*	*	*

Estimate of any current year (FY2006) cost: 0.0

Mark this box (X) if funding for this bill is included in the Governor's FY 2007 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

The passage of this legislation will have no fiscal impact on the FY 07 operating budget for the Alaskan Pioneer Homes. Current vacancies in the division will assist in absorbing additional personal services costs for FY 07.

In FY 08 and beyond, it is indeterminate if the division will need additional funding for pharmacist positions.

Prepared by: House Finance Committee Phone 465-4945
 Division _____ Date/Time 04/11/06 1:46 p.m.
 Approved by: Representative Meyer Date _____
Representative Chonault

COMMITTEE COPY

FISCAL NOTE

REPORTED OUT
MAY 07 2006
SENATE FINANCE COMMITTEE

STATE OF ALASKA
2006 LEGISLATIVE SESSION

Fiscal Note Number: 12
Bill Version: HB 485
(H) Publish Date: 4/12/2006

Revision Date/Time (Note if correction): _____

Dept. Affected: Revenue

Title State Pharmacists/Doctors/Auditors

RDU Tax and Treasury

Component Tax

Sponsor RLS by Request

Requester _____

Component No. 2476

Expenditures/Revenues

(Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Personal Services						
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	0.0					

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()						
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FUND SOURCE

(Thousands of Dollars)

FUND SOURCE	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
TOTAL	0.0					

Estimate of any current year (FY2006) cost: 0.0

Mark this box (X) if funding for this bill is included in the Governor's FY 2007 budget proposal:

POSITIONS

POSITIONS	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

The passage of this legislation will have no fiscal impact on the FY 07 operating budget for the Tax Division. Current vacancies in the division will assist in absorbing additional personal services costs for FY 07.

In FY 08 and beyond, it is indeterminate if the division will need additional funding for these auditor positions.

Prepared by: House Finance Committee

Phone 465-4945

Division _____

Date/Time 04/11/06 1:23 p.m.

Approved by: Representative Meyer

Date _____

Representative Chenault

COMMITTEE COPY

FACT SHEET: HB 485
May 5, 200 UPDATE

Department of Health and Social Services DHSS: Sherry Hill x1618

Current Status:

The original bill as introduced would have moved pharmacists and forensic tax auditors into the exempt service from the classified service. HB 485 was amended on the House Floor to remove the forensic tax auditors from the legislation, so only the Pharmacists would be transferred into the Exempt Service.

- The amended legislation impacts 10 positions in the Departments of Health and Social Services, and Corrections.
 - **The Department of Health and Social Services** has experienced a critical labor shortage of pharmacists.
 - For nearly a full year the Alaska Pioneer Homes lost pharmacists to jobs that pay much higher wages. The department is not able to attract pharmacists to apply for vacant positions —Health Care Services has one vacant position and not one person has applied.
 - **The Department of Corrections** has two pharmacist positions, but one position remains unfilled.
 - Because of the professional level expertise needed, these positions no longer fit within the classified service in state government — the only viable solution is to place these positions in the exempt service, along with other professionals such as physicians and medical examiners.
 - Placing Pharmacists in the exempt service will allow the state greater flexibility to be competitive in the marketplace, and avoid any lapse in the State's ability to meet the pharmacy needs of State facilities such as Alaska Psychiatric Institute (API), Alaska Pioneer Homes, and Corrections.
 - **Pharmacists:** With required education and medical credentials, Pharmacists are specialized medical licensed professionals. The high level tax auditors are financial professionals, who must have the education, experience and expertise to audit international corporations.
 - It is the legislature's discretion to decide whether certain jobs should be in the exempt service — and these positions are at a high professional level and meet a critical need for the state: the legislature needs to exercise its discretion and vote in support of HB485 today.

HB 485 Background

5/5/06

Department of Health and Social Services, Corrections

Current Status:

The original bill as introduced would have moved pharmacists and forensic tax auditors into the exempt service from the classified service. HB 485 was amended on the House Floor to remove the forensic tax auditors from the legislation, so only the Pharmacists would be transferred into the Exempt Service.

- The amended legislation impacts 10 positions in the Departments of Health and Social Services, and Corrections.

The problem: critical labor shortage of Pharmacists

- **The Department of Health and Social Services** has experienced a critical labor shortage of pharmacists.
 - For nearly a full year the Alaska Pioneer Homes lost pharmacists to jobs that pay much higher wages. The department is not able to attract pharmacists to apply for vacant positions — Health Care Services has one vacant position and not one person has applied.
 - The Department of Corrections has two pharmacist positions, but one position remains unfilled.
- Because of the professional level expertise needed, these positions no longer fit within the classified service in state government — the only viable solution is to place these positions in the exempt service, along with other professionals such as physicians and medical examiners.
- Placing Pharmacists in the exempt service will allow the state greater flexibility to be competitive in the marketplace, and avoid any lapse in the State's ability to meet the pharmacy needs of State facilities such as Alaska Psychiatric Institute (API), Alaska Pioneer Homes, and Corrections.
 - **Pharmacists:** With required education and medical credentials, Pharmacists are specialized medical licensed professionals. The high level tax auditors are financial professionals, who must have the education, experience and expertise to audit international corporations.
- It is the legislature's discretion to decide whether certain jobs should be in the exempt service — and these positions are at a high professional level and meet a critical need for the state: the legislature needs to exercise its discretion and vote in support of HB485 today.

The Solution: exempt service

The only viable solution is to place Pharmacists in the exempt service, allowing the state greater flexibility to be competitive in the marketplace, and avoid any lapse in the State's ability to

- Meet the pharmacy needs of Alaska Psychiatric Institute (API), Alaska Pioneer Homes, Medicaid and Epidemiology and correctional institutions.

It is the legislature's discretion to decide whether certain jobs should be in the exempt service.

The issue: high level professional positions fit with the other exempt positions

DHSS has a complex series of health programs — there are 8 pharmacist positions to support these key programs (Pioneer Homes - 3 (they dispense medications for all six pioneer homes), API - 2, Medicaid - 2, and Epidemiology - 1). Corrections also has 2 positions. People in these pharmacy positions are required to provide either direct dispensing services for clients or highly critical consultation in the pharmacy area that requires the most competent advice. The State cannot compete with the private sector for these services. Salary comparisons for pharmacists show that to be competitive the state should be paying \$42 to \$58 per hour. The Current classified salary range is \$31 to \$33 an hour.

Policy statement

With required education and medical credentials, Pharmacists are specialized medical licensed professionals.

Because of the professional level expertise needed, these positions no longer fit within the classified service in state government and should be placed in the exempt service, along with other professionals such as physicians, medical examiners, and investment officers.

Unfounded opposition:

- *HB485 ignores the constitutional requirement of the merit principle.*
 - **Response:** this effort does not defy the constitutional requirement, as the merit system will remain in place. Since there are several positions the legislature has already identified as needing to be exempt (physicians, medical examiners, etc.), rather, this legislation meets the intent of the prior efforts of the legislature.
- *HB485 violates provisions of the ASEA collective bargaining agreement.*
 - **Response:** The state's agreement with ASEA specifically contemplates that positions and classes of positions will move into and out of the bargaining unit, and sets out a process to do so. This is accomplished frequently and routinely.
- *HB485 ignores a mandatory subject of collective bargaining.*
 - **Response:** Wages are a mandatory subject of bargaining, if the position resides in the General Government Unit (GGU) bargaining unit. The state would not bargain with this unit regarding exempt positions because those positions are not included in the GGU.
- *HB485 makes positions subject to political pressure.*
 - **Response:** Some exempt employees, such as commissioners, are true political appointees. The Division of Personnel 2005 annual report shows that exempt employees are employed an average of 7.24 years, whereas the GGU employees work an average of 8.12 years. In researching records, only three exempt employees in these special classes of positions have been terminated in recent years. Under Alaska case law, almost no employee truly serves "at will."
- *The GGU has argued that the job classifications in question can remain in the classified service and be placed higher on the pay scale.*
 - **Response:** That is a false statement, to do so would be a violation of the merit principle, the State Personnel Act and the classification plan. Positions in the classified service are wholly subject to the Classification and Pay plans.

How classified personnel system works, and our approach on this issue

Positions subject to the classification plan must be treated equally, the same rules that guide the division of personnel in placing a classification to a pay range must apply for all job classes. If

Pharmacists were placed on the salary scale at a level high enough to be truly competitive in the market, many other job classifications would have to move up as well.

For example, the low end of competitive wages for Pharmacists is equal to Range 29 on the current salary schedule. That is a 7 range increase from where they are currently allocated. If we move those positions up in the classified plan, all positions assigned to the same job class family would also move up 7 ranges. That means that all Industrial Therapists, Occupational Therapists, Physical Therapists, Radiological Health Specialists, Recreation Therapists, Rehabilitation Therapy Coordinators, and the Chief of Emergency Medical Services would also go up 7 ranges.

The Division of Personnel is working on a Market Based pay initiative to be applied when there are demonstrated recruitment and retention difficulties attributable to pay inequities. It will be implemented in a conservative fashion that allows the best control of state resources.

Draft policy indicates that job class families go up no more than two full salary ranges per fiscal year provided market data supports such an increase. Market data will continue to be monitored and further adjustments, up or down, will be made as warranted by recruitment and retention statistics. This new initiative will not be able to address the current market inequities with the position classifications under consideration in HB 485.

History of exempt positions (as defined in statute)

The majority of non-unionized exempt positions as defined in AS39.25.110 are career and highly specialized professionals such as psychiatrists, medical examiners, physicians, petroleum inspectors, investment officers. It is left to the Legislature's discretion to exempt certain category of positions from the state personnel system.

Why contract pharmacists are not appropriate for the long term solution

Per state and federal law the pharmacy must be under the oversight of licensed pharmacists. We can and do use school of pharmacy interns and pharmacy assistants in the pharmacy, but three pharmacists are necessary to supervise, determine appropriateness and dosage of each medication for our specialized geriatric population, and track and respond to the possibility of drug interactions.

With the introduction of Medicare Part D, the Pioneer Home pharmacists have designed and are about to implement a resident chart assessment that requires a complete review of each resident's medication regimen every 30 days. Based on our current occupancy that is approximately 450 chart reviews a month. DHSS has experienced difficulty with contract pharmacists providing this type of service.

For eight months of last year the Pioneer Homes had a single pharmacist on payroll. It was necessary to sign contracts with two temp agencies, and the department was able to fill many, but not all, of the vacant shifts. DHSS paid the contract agencies \$70 per hour for their pharmacists.

Contacts:

Dept. of Health and Social Services: Sherry Hill 465-1618

Corrections: Portia Parker 465-4338