

Testimony
House Bill 1099
House Appropriations
Representative Delzer, Chairman
January 24, 2013

Chairman Delzer, members of the House Appropriations Committee, I am Maggie Anderson, Interim Executive Director for the Department of Human Services (Department). I am here today to testify in opposition to House Bill 1099.

The Department opposes this bill as it relates to temporary positions. Given the scope of services provided by the Department, it is extremely difficult to predict two years in advance how many temporary positions will be needed and for what purpose. The Department budgets for temporary positions based on current and expected needs. Sometimes needs present outside of those expected when the budget is built.

Examples of temporary staff needs include:

- **Retirees who come back to work on a part-time, time-limited basis** - Former employees are a valuable resource to the Department, particularly in hard-to-fill positions.
- **Medicaid claims processing** - When providers submit claims to be paid, temporary staff assist with processing claims so payments to providers can be made in a timely and accurate manner.
- **Interns** - The Department supports and has utilized the State of North Dakota Internship Program which has been helpful in filling vacancies.

- **Flooding/natural disasters** - The Department has employed crisis counselors to help residents and clients who have been affected by flooding or other natural disasters.
- **24/7/365 staffing** - Temporary staff are used in many of our 24-hour residential operations, particularly covering evening and weekend shifts.

As of December 31, 2012, the Department had approximately 100 temporary staff. While that number fluctuates on a monthly basis, it has remained fairly consistent over the past several years. The Department has a process in place whereby the creation of a temporary position occurs only when necessary, and through review at various levels within the organization.

The Department, by its very nature, must react to client needs as well as community and societal issues. The ability to hire temporary staff when needs present assists us in fulfilling our mission.

House Bill 1099 would severely impact our ability to serve clients and residents of North Dakota.

This concludes my testimony. I would be happy to answer any questions you might have.