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Subseries:

OA/ID Number: 52061
Folder ID Number: 52061-005

Folder Title:
Texas Rehabilitation Commission '80-'81

Stack: **Row:** **Section:** **Shelf:** **Position:**

TRC

~'80

~2000 employees.
500 in ΔΔΣ
300 in Conhal ofc
others in 16 ofs.

$45 million budget
avg $3880/client closed
5% closure rate
$16 million AIS

$1.4 mil. on ERS
7.7% for admin.

26 states in Fed. agencies
11 " in other "
rest indep.

1980 Report to the Governor

Texas Rehabilitation Commission

TEXAS REHABILITATION COMMISSION

W. K. Harvey, Jr., Commissioner
Vernon M. Arrell, Executive Deputy Commissioner
Doyle Wheeler, Deputy Commissioner

Board Members

George H. McCullough, M.D., Chairman	Ft. Worth
Mrs. Marjorie C. Kastman, Vice Chairman	Lubbock
Jack B. Dale, Jr., Secretary	Houston
Anne R. Race, M.D.	Dallas
John D. Simpson, Jr.	Austin
Murray Watson, Jr.	Waco

Designed and printed by the Texas Rehabilitation Commission

Texas Rehabilitation Commission

HONORABLE WILLIAM P. CLEMENTS, JR.
GOVERNOR OF TEXAS

It is the policy of the State of Texas to provide services to eligible handicapped and disabled persons so that they may prepare for and engage in gainful employment. The Texas Rehabilitation Commission is, by law, the state's principal authority on the rehabilitation of handicapped and disabled individuals, except for the visually impaired. This report of the Commission's activities during Fiscal Year 1980 reflects the significance of rehabilitation services and their impact on the lives of disabled and handicapped citizens.

If success is measured in numbers, then our success can be measured by the number of handicapped or disabled persons successfully rehabilitated through our programs. Nearly 15,000 individuals were successfully rehabilitated, meaning they were able to start or return to work as a result of our services. That these clients are more self-reliant and productive than before is the true measure of our success.

The pages of this report describe the disability groups served and the dramatic increase in client earnings before and after rehabilitation. You will also see many other indicators of the cost effectiveness of providing appropriate services to the disabled, who are those least able to help themselves.

We shall continue to place emphasis on providing services to the severely disabled.

Thanks for your continued support of our programs for the handicapped and disabled. We are also thankful to members of the Board of the Texas Rehabilitation Commission for their able leadership. Finally, we are thankful for and proud of our staff members. Their professional efforts provide disabled Texans with appropriate services that will enable them to take their rightful place in the community.

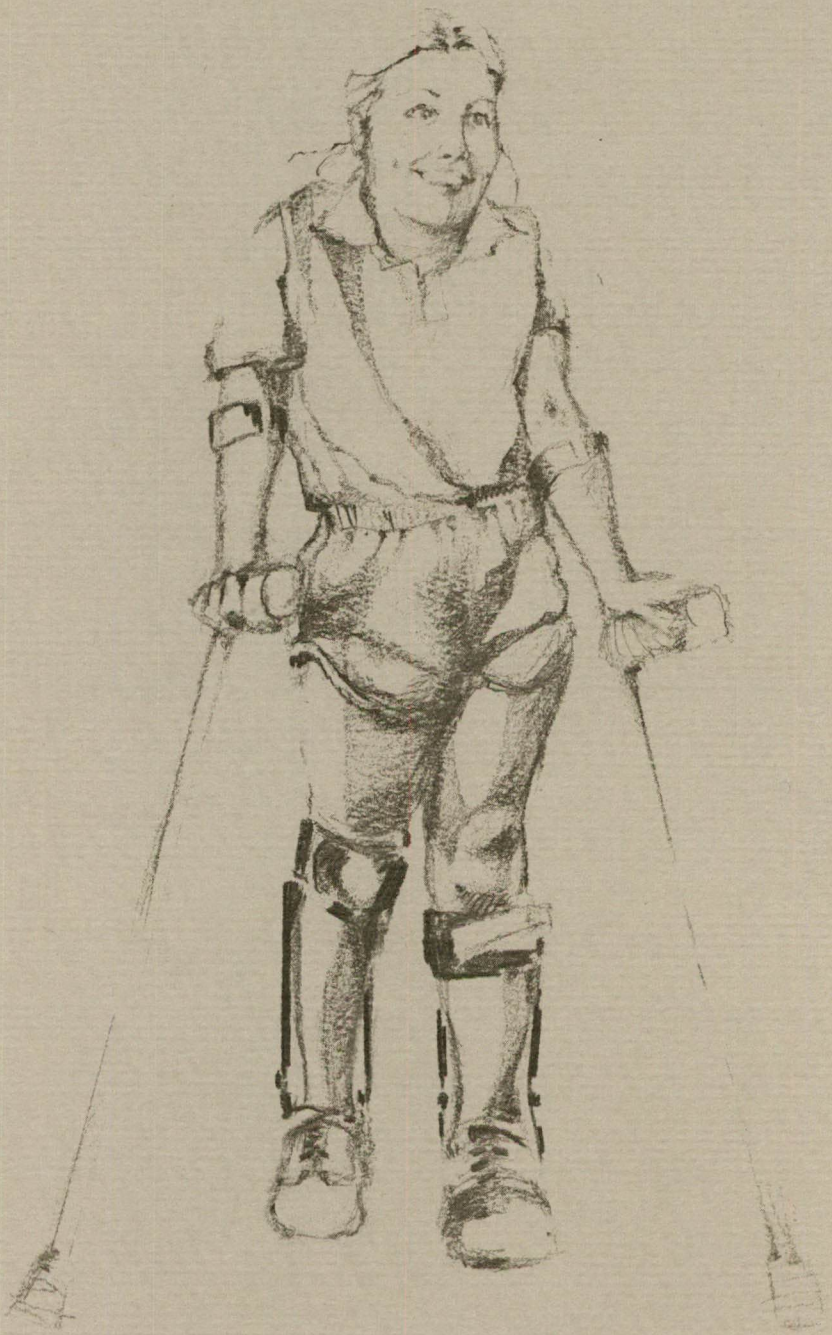
Sincerely,

W. K. Harvey, Jr.

W. K. Harvey, Jr.
Commissioner

118 EAST RIVERSIDE DRIVE (512) 447-0100, AUSTIN, TEXAS 78704

An Equal Opportunity Employer



OVERVIEW

Texas Rehabilitation Commission

The Texas Rehabilitation Commission is the state's principal authority on matters relating to the handicapped (except visually impaired and legally blind). To meet the sometimes complex needs of handicapped people, the Commission relies on the talents of hundreds of employees strategically located across the state. Due to the dedication and hard work of TRC employees, over the years, TRC's story is a success story.

To better understand how TRC operates, it may help to understand the Commission's organizational structure. There are two major divisions within TRC: Vocational Rehabilitation and the Disability Determination Division.

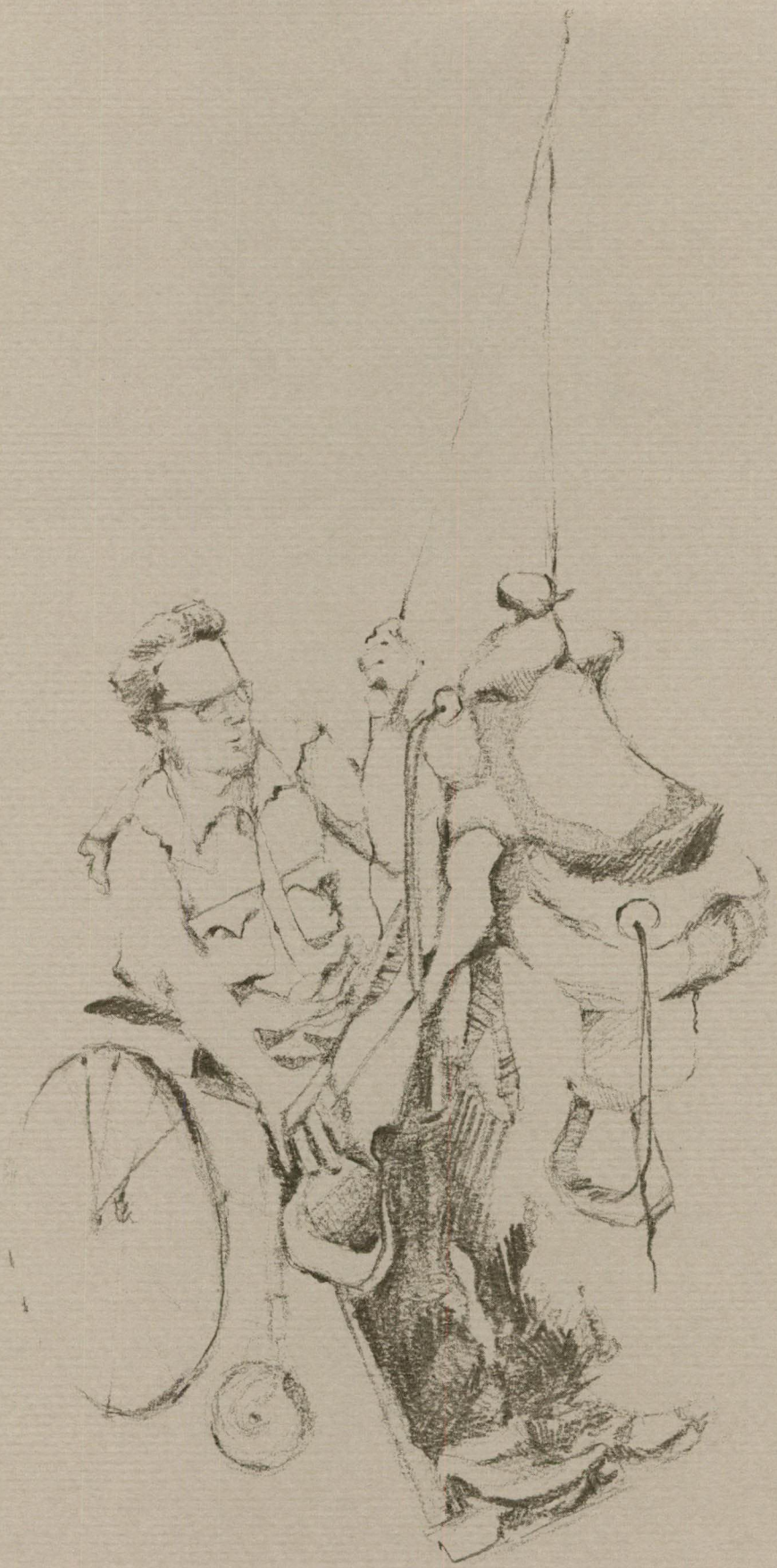
Though Vocational Rehabilitation in Texas is now 51 years old, TRC is actually a relatively new agency. TRC became independent from the Texas Education Agency in 1969, some 40 years after the Vocational Rehabilitation Division was established within the State Department of Education. Through the years, the division has expanded to meet the needs of an ever increasing number of handicapped Texans.

Now the Vocational Rehabilitation program is carried out, through a variety of programs, in 165 TRC field offices located throughout the state. In large cities like Dallas, Houston and San Antonio there may be several field offices. There are also offices in small towns like Alvin, Sulphur Springs and Jasper, to name a few.

Each TRC field office is located within one of seven geographical regions. Administrative support for each region comes from the Regional Office, headed by a Regional Director. In turn, administrative support for all of the regions comes from the Central Office in Austin.

The Central Office is also the home of the Commission's second major division, the Disability Determination Division. DDD is somewhat younger than Vocational Rehabilitation. The division is the result of legislative amendments to the basic Social Security Act in 1954.

DDD's responsibility is separate from that of Vocational Rehabilitation. As its name implies, DDD is responsible for determining the disability of a person applying for Social Security Disability Insurance and Supplemental Security Income funds. The DDD program is entirely federally funded. Though there are a few offices located around the state, most of DDD's nearly 500 employees work out of TRC's Central Office.



Vocational Rehabilitation Division

TRC's Vocational Rehabilitation Division is dedicated to helping handicapped Texans, who have a wide range of physical and mental disabilities, get and keep jobs. The mission, which sounds relatively simple, is not always easily accomplished. In fact, there are only two requirements a person must meet to be eligible for TRC services: 1) the person must have a physical or mental disability which results in a substantial handicap in getting and/or keeping a job, 2) Vocational Rehabilitation services may reasonably be expected to help a person get and keep a job. But, there are thousands of people, statewide, who apply for services. Simply deciding which of these people are eligible involves careful evaluation.

It is the TRC counselor who is responsible for making this decision. Likewise, it is the counselor who works with each eligible client to assess the client's needs, develop a vocational rehabilitation plan and follow-up on the client's success. A good counselor works closely with physicians, employers, other agencies and every resource available to carry out this job.

Though perhaps this is too simply stated, the Vocational Rehabilitation program's organizational structure is designed to support the client/counselor relationship. Secretaries keep the flow of clients, phone calls and paper work organized. Administrative technicians order equipment for clients and office supplies needed to keep operations running efficiently. Employment coordinators work closely with employers to develop job opportunities for handicapped workers. Regional Offices provide support and direction for field office personnel. Administrative coordination, policy-making and program decisions come from the Commissioner and Central Office staff.

These, of course, are only a few of the jobs carried out by TRC personnel. It takes a good many people to deliver vocational rehabilitation services to eligible handicapped Texans. It costs quite a bit of money; but, without the Vocational Rehabilitation program, thousands of handicapped workers might remain jobless and on the public assistance rolls instead of finding a place in the job market and on the tax rolls.

Vocational Rehabilitation Division Facts for Fiscal Year 1980

The Vocational Rehabilitation program served a total of 100,264 clients.

The total cost of services to clients was $57,725,074.

Of all clients served, 14,876 cases were closed as successfully rehabilitated, meaning those clients were employed.

It cost an average of $3,880 for each successfully rehabilitated client.

Before vocational rehabilitation, the total client income amounted to $19,627,764.*

After rehabilitation, the total client income was $110,012,240.

At the end of FY 1980, 29,692 clients remained on the active caseload, meaning their cases were carried over to FY 1981.

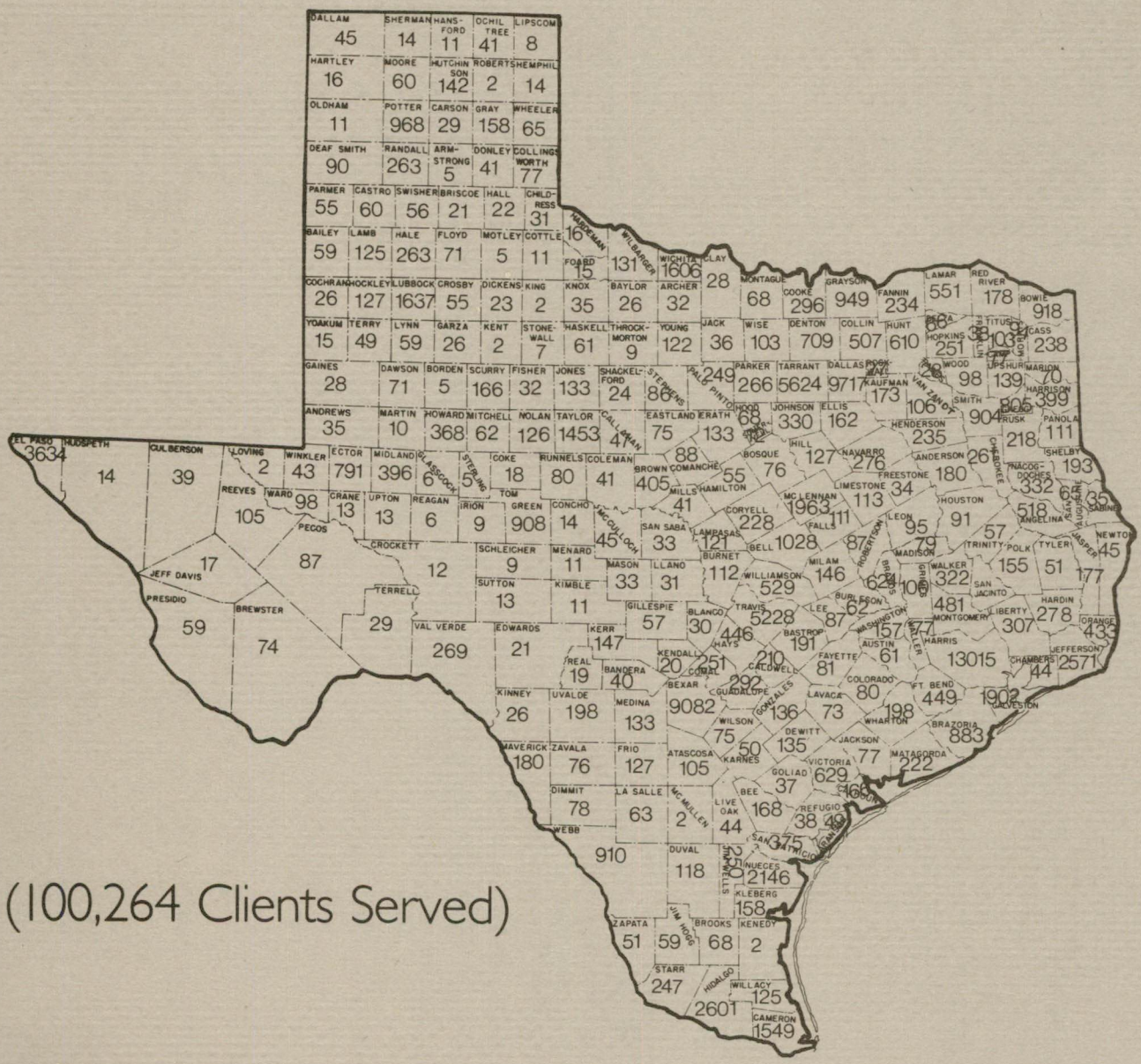
*A large portion of client income before vocational rehabilitation comes from state and federal public assistance funds.

Vocational Rehabilitation Division Services

Under the Vocational Rehabilitation program, a variety of services are available to eligible clients. Services are provided based on each client's individual need. In every case, services are provided without regard to sex, race, color or national origin. These services may include:

1. Medical, psychological, and vocational evaluation to determine the nature and degree of disability;
2. Counseling and guidance to help a person and the family deal with the problems facing the handicapped individual and to select and plan for proper vocational goals;
3. Interpreter services for the deaf;
4. Medical treatment including hospitalization, surgery, and other therapy to lessen or remove the disability;
5. Assistive devices such as artificial limbs, braces, wheelchairs, and hearing aids to stabilize or improve function;
6. Training in a trade school, business school, college, university, rehabilitation center, on the job or at home;
7. Halfway house services;
8. Selective job placement compatible with the individual's physical and mental ability;
9. Follow-up after placement to ensure job success.

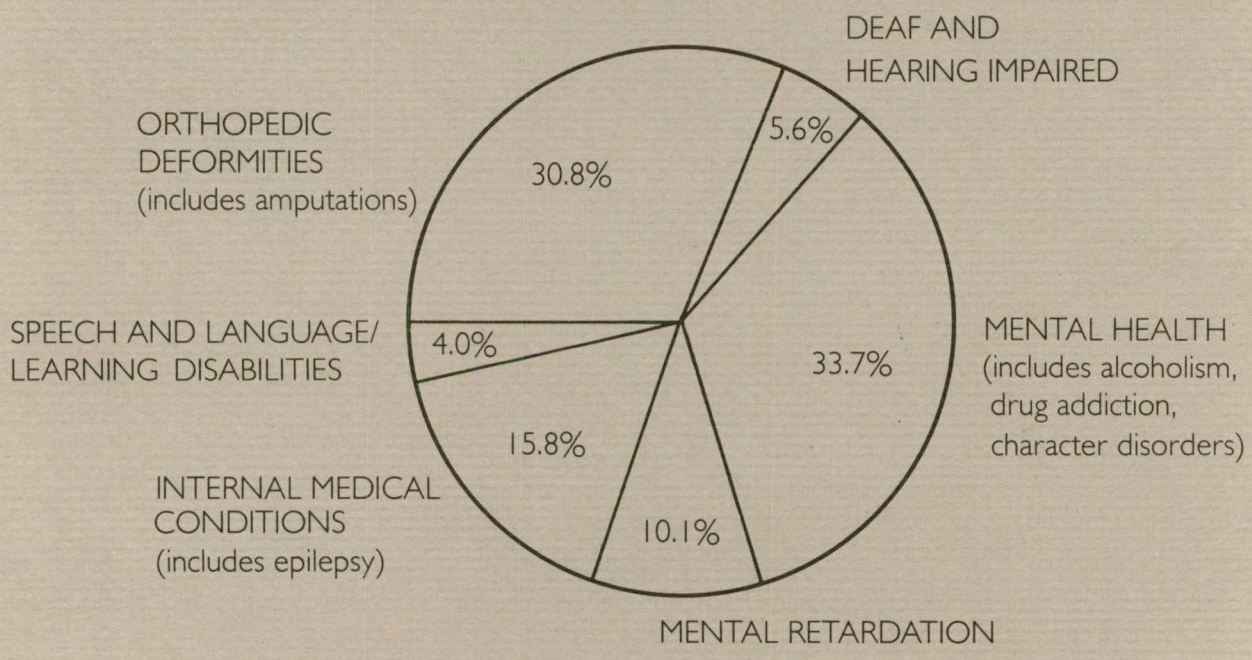
Vocational Rehabilitation Division Clients Served in Fiscal Year 1980



(100,264 Clients Served)

Vocational Rehabilitation Clients by Major Disability Groups

Though they might be involved in more than one vocational rehabilitation program, vocational rehabilitation clients are generally included in only one disability group. The major disability groups, and the percentage of clients in each, are included in the chart.*



*42% of all vocational rehabilitation clients are severely disabled.

Major Disability Groups

Neuromuscular Conditions

The Rehabilitation Act of 1973 and the 1978 Amendments to that Act placed priority in the delivery of vocational rehabilitation services to clients with the most severe disabling conditions. Because the vast majority of individuals with neuromuscular conditions fall within that priority target service group, the Commission has emphasized service delivery to that population.

A Central Office staff member is assigned responsibility for coordinating services to this population on a statewide basis and providing consultation and technical assistance to Commission staff at all levels regarding the best available resources and techniques for the rehabilitation of individuals with neuromuscular conditions. This staff member is also responsible for development of innovative programs, policy, and service delivery techniques to better serve this population.

During FY 1980, the Commission focused on refinement of such complex services as vehicle modification for the severely disabled, job site modification, and related rehabilitation engineering activities. This includes development of a unique vehicle modification evaluation program in cooperation with Warm Springs Rehabilitation Hospital and Southwest Research Institute.

The Commission has also worked with major inpatient rehabilitation centers to develop innovative adjustment programs such as the Rehab III Project at The Institute for Rehabilitation and Research. Similarly, the Commission has coordinated its activities with the rapidly expanding program at the Dallas Rehabilitation Institute to obtain maximum benefit for clients with neuromuscular conditions who are served by that facility.

Continuous efforts are directed at staff development activities to increase Commission counselors' expertise in dealing with neuromuscular disabilities. This has been accomplished through statewide workshops, participation in conferences and workshops under the auspices of other organizations, and specialized training in local supervisory units.

Because housing and transportation problems are particularly significant impediments to the rehabilitation of this population, the Commission has spent considerable time and effort in working with municipal transportation programs, local housing authorities, and other such groups to develop accessible transportation and housing resources throughout the state.

Major efforts have been directed toward developing appropriate referrals of individuals with neuromuscular disabilities from a vast variety of resources. A notable example is the establishment of liaison responsibilities with all Texas chapters of the National Multiple Sclerosis Society and the Epilepsy Foundation of America. Similarly, major effort has been directed toward improving working relationships with the medical community to generate appropriate referrals and service delivery resources. Particular emphasis has been placed upon development of good working relationships with new physicians throughout the state.

Orthopedic Disabilities

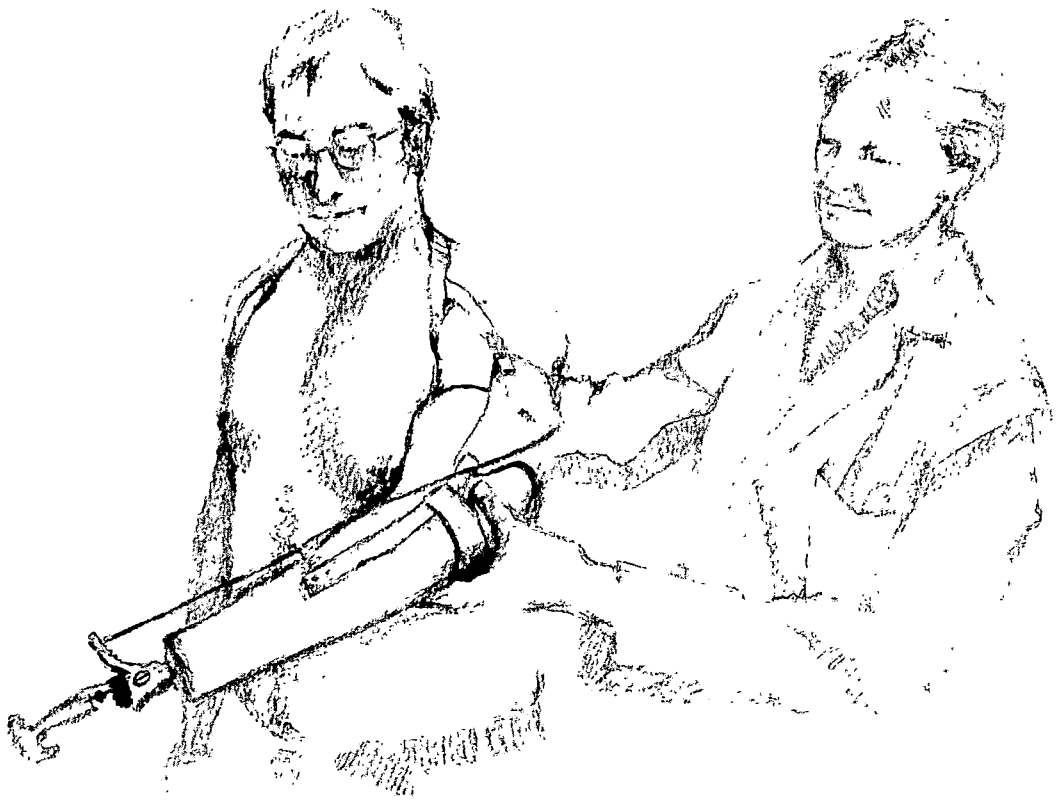
The number of orthopedic cases served by the Commission has been significantly increasing. At the close of FY 1980, 9,125 orthopedic cases were served by TRC. These orthopedic cases, many of which are severely disabled, constitute 28.9 percent of the Commission's total caseload including all disability groups.

In order to give emphasis to the rehabilitation needs of this disability group, the Commission has assigned a program specialist to monitor casework activity. This program specialist will provide guidance and consultation to field personnel regarding the medical and facility resources throughout the state which may provide assistance in client rehabilitation.

Arthritis

In FY 1980, the Commission provided rehabilitation services to 1,561 clients who were disabled by arthritis. This painful and debilitating disease afflicts all age groups. Its negative impact in the work force results in work and earnings loss equalling many hours, weeks and months annually. Many workers or their employers find it necessary to terminate employment due to the physical problems imposed by arthritis. Often individuals are unable to secure employment as a result of their severe arthritic condition.

TRC plans to emphasize and expand rehabilitation services to this disability group. This will be accomplished by staff training and the assignment of a program specialist who will provide guidance and case consultation to field counselors throughout the state.



Mental Health

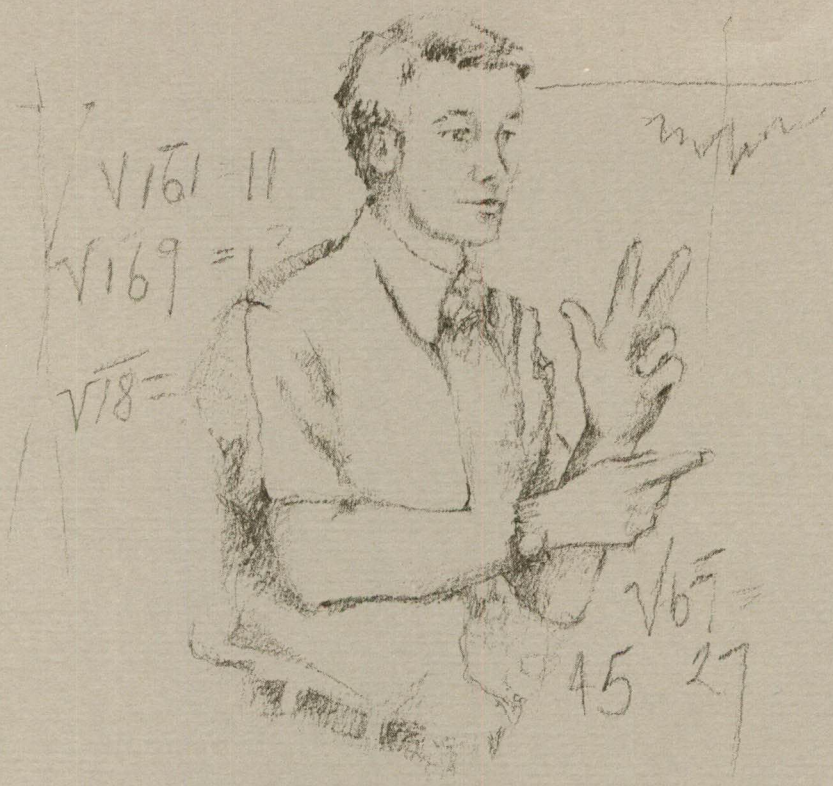
Fiscal Year 1980 saw a larger number of mental health clients successfully rehabilitated than any year since 1976. In all, 27,666 mental health clients were served and 4,235 were successfully rehabilitated.

This year, with the implementation of the Texas Department of Mental Health and Mental Retardation's "Continuity of Care Rule," TRC and TDMH/MR signed an agreement which included a pilot project to better evaluate the needs and functional capabilities of the chronic severely disabled mental health client. In addition, the project focused on identification of, services to and community follow-up for the mental health client. The agreement was designed to develop continuity of services among the state hospitals, community MH/MR centers, TRC and other available community resources.

The number of alcoholic individuals successfully rehabilitated also increased in FY 1980. Of the 4,565 alcoholic persons served, 861 were successfully rehabilitated. This was accomplished with fewer dollars and counselors than in the past four years.

TRC and the Texas Commission on Alcoholism signed a cooperative agreement this year in an attempt to more effectively bring together funding in the community for services to the alcoholic. Hopefully, the agreement will provide a stabilized funding base for halfway house services. Such services are needed so that the alcoholic client can be stabilized prior to, and in concert with, entry into employment.

In this fiscal year, more clients involved in the drug addiction program were rehabilitated successfully, although slightly fewer clients were served. Three hundred and four clients were successfully rehabilitated, 29 more than in the previous year.



Hearing Impaired

The major thrust of the program for the hearing impaired in FY 1980 has been toward improving service delivery for deaf and hard of hearing clients. New programs funded by Innovation and Expansion grants include career orientation programs at the El Paso Center for the Deaf and Goodrich Center for the Deaf in Fort Worth, pilot interpreter coordination projects at Travis County Services for the Deaf and the Coalition for Barrier Free Living Center in Houston. An establishment grant made possible a new vocational center at the Texas School for the Deaf which will serve as a statewide resource for educational programs for the deaf. Numerous training sessions were held for field personnel in the handicapping aspects of severe hearing impairment and resources available to serve this population.

Planned for FY 1981 are program outreach activities aimed for all elements of the deaf community as well as students enrolled in educational programs for the deaf. Emphasis will be on training field personnel in order to make maximum use of the rehabilitation resources in the state.

Cardiovascular and Blood Related Diseases

During FY 1980, TRC served a total of 3,961 clients with cardiovascular or blood related disabilities. Of this total, 612 clients were successfully rehabilitated, an increase of 200 over FY 1979.

Continued emphasis will be directed towards increasing referrals in these disability areas with the goal of rehabilitating more individuals than in FY 1980. By working with other state and community agencies, and by cultivating additional referral sources such as the Heart Association, the Easter Seal Society, hospitals, physicians, and blood clinics, the goal will be realized.

Mental Retardation

During FY 1980, 3,924 mentally retarded clients were referred to TRC. The referrals brought the total number of mentally retarded persons served to 8,168. Of that total, 1,444 were successfully rehabilitated.

Due to a change in eligibility criteria, there was a decline in the number of referrals for persons with language/learning disabilities. Referrals accounted for 810 of the 1,834 clients served in FY 1980. Of those served, 374 were successfully rehabilitated.

In all, 1,818 persons in the mental retardation and language/learning disability groups were successfully rehabilitated, over 200 more than in FY 1979. This was accomplished despite a reduction in the number of counselors and the consolidation of several general caseloads serving multiple disabilities.

Respiratory, Digestive and Genitourinary Disabilities

In FY 1980, the number of clients with respiratory, digestive and genitourinary disorders increased by six percent over FY 1979. TRC provided services to 6,430 clients with these disabilities in FY 1980, and continued growth and emphasis in these areas is expected.

As part of this emphasis, productive working relationships with physicians, who can refer clients with these disabilities, are being developed by Commission staff statewide. A specialist in the Central Office has been assigned to coordinate activities in these programs and to serve as liaison with the Commission's Administrative Medical Consultant.



Referral Sources of TRC Clients for Fiscal Year 1980

	Total	%
Self-Referred	19,403	19
Social Security Disability Determination Unit	16,165	16
Physician	7,797	8
Public Welfare Agency	6,580	6
Cooperative School Program	3,855	4
MH/MR Community Center	3,204	3
Public Elementary School	2,950	3
Adult Probation Office	2,706	3
Public General Hospital	2,684	2
State Employment Service	1,673	2
Rehabilitation Facility	1,640	2
Other Private Organizations or Agencies	1,537	2
Adult Parole Office	1,434	1
Other Public Health Department, Organization, Agency	1,367	1
Other Public Organization Agency	1,015	1
Juvenile Probation Office	998	1
Private General Hospital	971	1
Mental Health Clinic	825	1
Industrial Accident Board	768	1
Social Security District Office	738	1
Other Sources	21,954	22
State Total	100,264	100%

Extended Rehabilitation Services

Since 1977, the Extended Rehabilitation Services program has provided work and residential living for persons whose physical and/or mental handicaps are too severe for them to benefit from regular rehabilitation services. Participants must be at least 16 years old.

The program offers each participant sheltered employment and an opportunity to develop the necessary skills for a reasonably normal lifestyle. Emphasis is given to developing job skills and a performance which maximizes the limited ability of each worker.

Disabilities which may qualify a person for ERS include spine or brain damage, physical impairment, deafness or blindness, speech or hearing limitations, mental retardation, autism, cerebral palsy and developmental disorders. Nearly 60 percent of the persons served during FY 1980 were physically handicapped, the remaining 40 percent were mentally retarded, and most were multiply handicapped.

ERS can establish partnerships with other agencies and organizations already operating community based programs. TRC can contract for services with any public or private rehabilitation facility which operates on a not-for-profit basis.

ERS projects are underway in Alpine, Austin, Brookshire, Dallas, El Paso, Fort Worth, Houston, Lubbock, San Antonio and Wichita Falls. These projects are investigating innovative approaches to sheltered work and different types of group living programs. For instance, two horticultural programs have been started: one concentrates on growing and planting pine seedlings for the lumber industry, the second produces tomatoes. Both have proven to be cost-effective small business enterprises which fulfill local market needs. Under another program, clients are manufacturing wall clocks for sale to private businesses and governmental agencies.

ERS has also helped establish 57 architecturally barrier free homes where severely disabled individuals live. In FY 1980, more than 500 clients were served through the program. These clients had been institutionalized for a combined total of 987 years before referral to the program. The majority had never had an opportunity to work. Once in the program, however, participants worked a total of 307,000 hours in 1980, and earned more than $321,000 while producing over $650,000 in contract income.

While the participants gained independence and self-esteem, the taxpayer saved a considerable amount of money in public assistance benefits. Institutionalizing a handicapped person costs taxpayers more than $50 a day, but it costs only $17 a day to support the handicapped who live semi-independently and work in the Extended Rehabilitation Services program.



Independent Living Program

The 1978 Amendments to the Rehabilitation Act provided for independent living services for severely disabled individuals, without regard to vocational potential. Thus far, however, the only part of that legislation for which funding has been appropriated (Title VII, Part B) relates to the establishment of centers for independent living.

During FY 1980, TRC, with valuable assistance from its Consumer Consultation Committee, submitted two comprehensive grant proposals to the Rehabilitation Services Administration. These grants, for independent living in Austin and Houston, have subsequently been funded in the amount of $400,000 annually for a three-year period. The total projected funding for these two projects over the three-year period is $1,200,000.

In implementing these centers, the Commission has subcontracted with two consumer organizations—MIGHT! in Austin, and the Coalition for Barrier Free Living (CBFL) in Houston. These organizations have begun development of the respective centers utilizing Title VII, Part B funds and a variety of funds from other sources such as the Developmental Disabilities Act, CETA, Innovation and Expansion Grants, etc.

Services provided in these centers will assist severely disabled individuals in living as independently as possible in their respective communities. The services include peer counseling, information and referral, interpreter services, coordination of attendant care services, housing referral, advocacy, independent living skills training, etc. The centers will also serve as focal points for advocacy with both governmental agencies and the private sector to make their respective communities as accessible as possible for severely disabled individuals.

Primary emphasis in the immediate future will be directed toward establishing these centers as effective service delivery programs. It is anticipated, however, that funding will be available in the future for the development of additional centers for independent living. The Commission will pursue such funding aggressively in order to establish centers for independent living in other strategic areas of the state.



Disability Determination Division

Texans unemployed due to severe physical or mental impairments may receive assistance from one of two programs operated by TRC's Disability Determination Division. These disability programs are funded 100 percent by the Social Security Administration.

Social Security Disability Insurance (SSDI)—provides benefits to workers and their dependents. This program has operated for nearly three decades.

Supplemental Security Income (SSI)—provides financial assistance for persons who do not have sufficient Social Security payroll deductions to qualify for SSDI and whose income and resources fall below a certain level. This program began in 1974.

Employees of the Disability Determination Division are responsible for determinations on statewide applications for SSDI and SSI. These employees also re-examine claims to determine if disability (as defined by the Social Security Administration) continues for certain applicants.

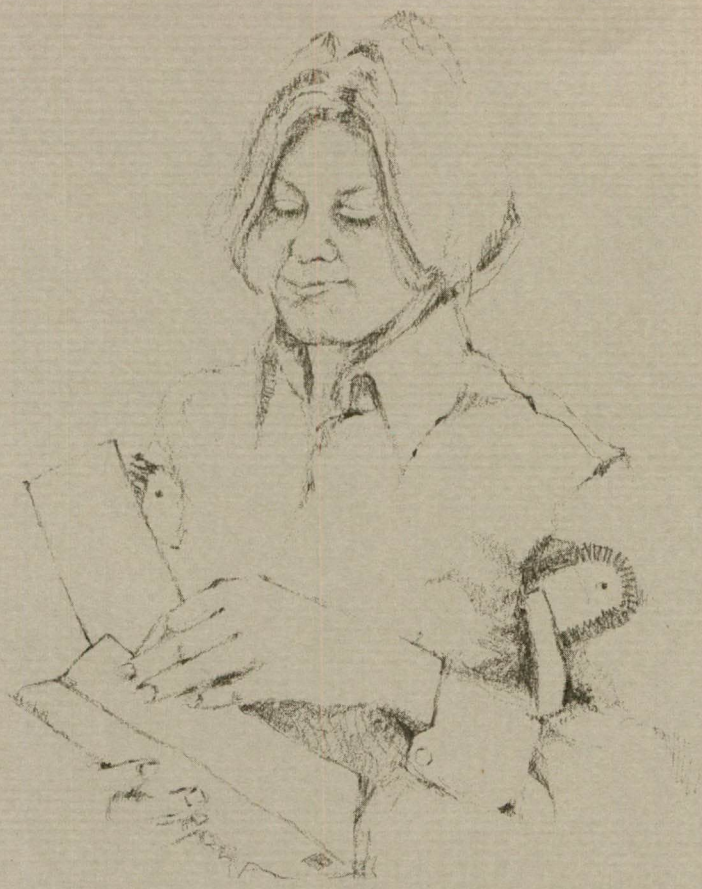
During FY 1980, the Social Security Offices across Texas forwarded 147,652 SSDI and SSI claims to the division. An extremely high volume of these claims were sent from July through October of 1980. In spite of a steadily increasing number of claims to be processed, the Texas Disability Determination Division exceeded the national goal set for quality of determinations, as measured by SSA.

As part of the Division's Management By Objective implementation, a computerized management information system now provides reports and claim status information, using less worker time than was previously required by a manual system. Now employees have more time to handle the increased workload recently imposed by SSA.

Planning for 1981 has been guided by requirements of the 1980 Amendments to the Social Security Act. These amendments will result in increased state responsibility in several major areas:

- Offering payment, in advance, to the source of medical information on SSDI claims.
- Providing personalized denial explanations, in writing, to applicants receiving unfavorable decisions.
- Responding to increased quality review of claims documentation and determination from the regional and national levels.

Automated message preparation to the Social Security Administration, generated by a computer, is planned for implementation in 1981. This will further reduce the need for the work force to perform this required function. The expected savings in work force resulting from this approach will partially offset the need for increased responsibilities on the basis of these 1980 Amendments. The Disability Determination Division has already reached the MBO "production per work year" goal projected for FY 1981.



Disability Determination Division Facts for Fiscal Year 1980

On an average day, DDD processed approximately 620 claims.

Over the entire year, the Division processed a total of 147,652 claims by Texans for Social Security Disability Insurance (SSDI) and Social Security Income (SSI) benefits.

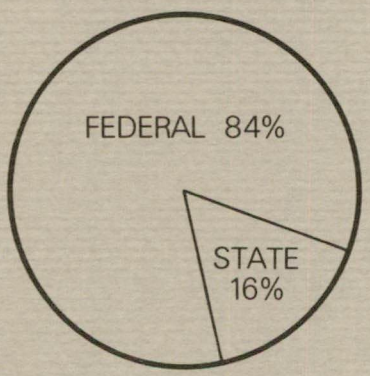
Of the total number of claims, 35,823 were determined eligible to receive SSDI or SSI benefits.

All SSI and SSDI claims resulted in a total payment of $63,477,000 in monthly benefits.

Of the total payment, $49,416,000 was paid to SSDI workers and dependents and $14,061,000 to SSI workers and dependents each month.

Approximately 25 percent of the applicants for disability benefits were referred to Vocational Rehabilitation for consideration for rehabilitation services to return them to employment.

1980 Revenue and Expenditures



THE TRC DOLLAR

	Amount (Millions of Dollars)	Percent of Total
STATE GENERAL REVENUE APPROPRIATIONS	$13.2	16%
FEDERAL FUNDS	68.4	84%
TOTAL	$81.6	100%

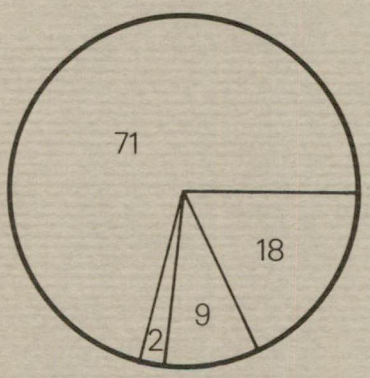
HOW IT WAS SPENT

71¢ VOCATIONAL REHABILITATION

18¢ DISABILITY DETERMINATION

9¢ ADMINISTRATION

2¢ EXTENDED REHABILITATION



	Amount (Millions of Dollars)	Percent of Total
VOCATIONAL REHABILITATION	$57.7	71%
DISABILITY DETERMINATION	14.7	18%
ADMINISTRATION	7.7	9%
EXTENDED REHABILITATION	1.5	2%
TOTAL	81.6	100%

Committees

Governor's Committee on Employment of the Handicapped

The Governor's Committee on Employment of the Handicapped is charged with conducting a continuing program to promote employment of handicapped persons in the state. GCEH was reorganized and restructured by executive order of Governor Clements in January, 1980. The committee is comprised of 14 gubernatorial appointees. The Commissioner of the Texas Rehabilitation Commission, Chairman of the Texas Employment Commission and Executive Director of the State Commission for the Blind are ex-officio members of GCEH.

This year was one of program initiation and development. The committee's work is divided among eight subcommittees with 54 volunteer members. These subcommittees are involved in 46 projects in the areas of consumer affairs, employment development and labor affairs, environmental barriers, legislation and legal awareness, local committee development, public information, recognition and awards, and veterans' affairs.

These projects are in addition to GCEH's activities with the Governor's Task Force for Handicapped Citizens and planning for the International Year of Disabled Persons.

GCEH maintains contact with many public and private organizations and through its subcommittees develops materials and programs for statewide use.

The GCEH staff has assisted with the development of eight affiliated local Mayor's Committees on Employment of the Handicapped this year and anticipates development of at least as many local committees in the coming year.

In addition to its other responsibilities, the GCEH staff provides administrative support for the statewide program. TRC provides purchasing and supply services, postal and printing services, data processing, legal services, personnel and management information services, public information, and fiscal and clerical services.

These required administrative support services allow maximum program accomplishments by the committee within its allocated resources.

Medical Consultation Committee

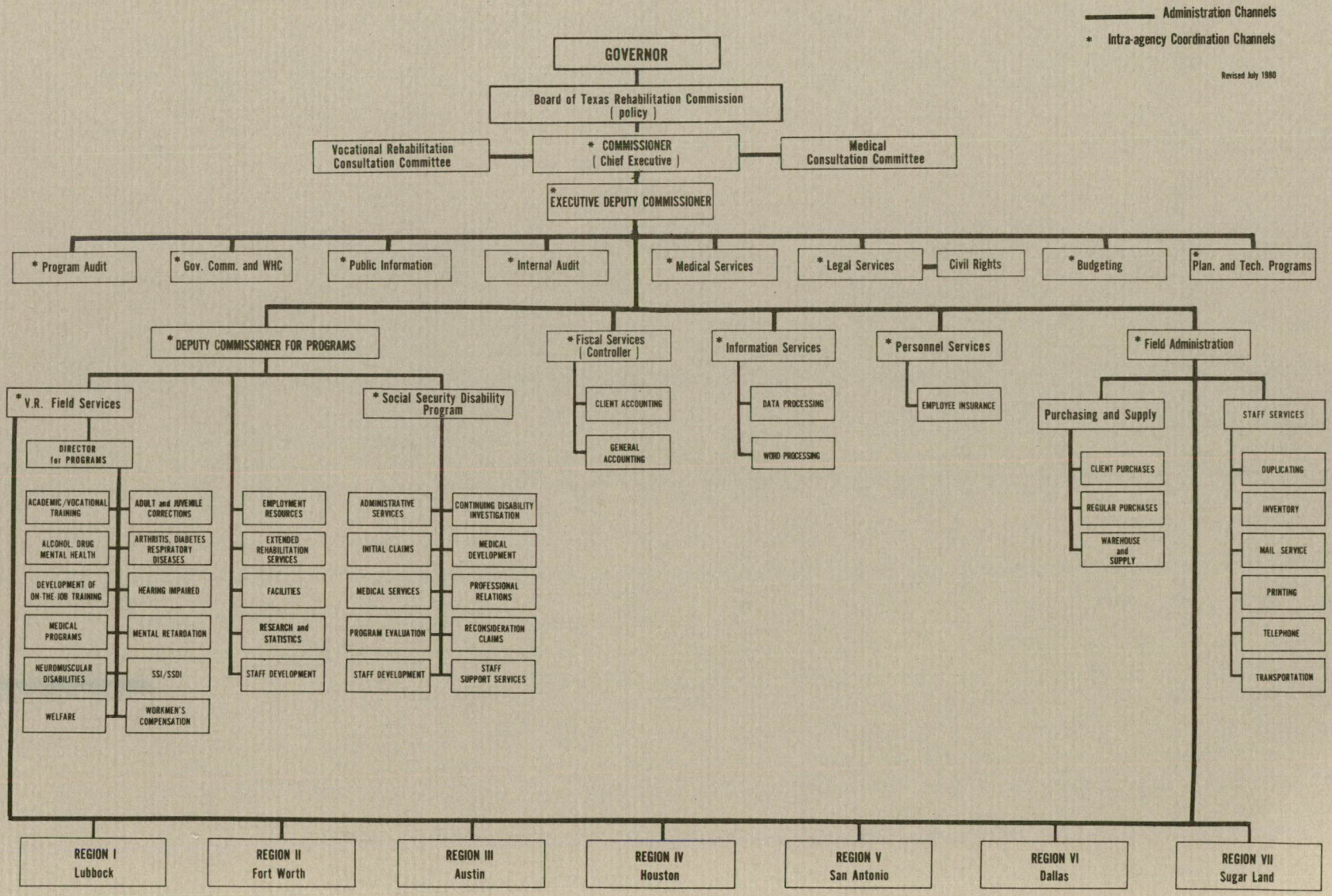
TRC's Medical Consultation Committee advises the Commissioner on the sometimes complex matters of the medical world. Committee members help to keep the Commission abreast of new medical procedures, equipment and varying economic situations that might affect TRC clients receiving medical treatment.

The committee is composed of Commissioner appointees, who serve three-year terms. Membership includes physicians of the various medical specialties that are most commonly used for physical restoration, as well as a clinical psychologist, a hospital administrator, and a dentist. TRC's Administrative Medical Consultant serves as the committee's secretary. Other officers are elected by the group.

Consumer Consultation Committee

The Consumer Consultation Committee is a group of people who receive or provide vocational rehabilitation services or are otherwise involved in the field of rehabilitation. The committee advises the Commissioner concerning policies and standards for provision of quality services. The Administrative Assistant to the Commissioner serves as the coordinator of this committee. Each committee member is chosen for his or her ability to offer sound policy advice to the Commission. Members are appointed by the Commissioner. Terms of office are staggered.

Texas Rehabilitation Commission
Organizational Plan and Functional Chart



Texas Rehabilitation Commission is in compliance with the Civil Rights Act of 1964 and is an equal opportunity employer.

TEXAS REHABILITATION COMMISSION
118 East Riverside Drive
Austin, Texas 78704
Telephone (512) 447-0100

TEXAS REHABILITATION COMMISSION

CONSUMER CONSULTATION COMMITTEE

MINUTES

March 19 - 20, 1981

The Texas Rehabilitation Commission Consumer Consultation Committee met on March 19 and 20, 1981, in the Texas Rehabilitation Commission Board Conference Room, 118 East Riverside Drive, Austin, Texas. The meeting was called to order by Mr. Bob Blase at 10:30 a.m. The following individuals were in attendance:

COMMITTEE MEMBERS: A. J. (Bob) Blase, Chairman

Becky Brandon	Jane Butler
Raymond Dabney	Bob Dickson
J. A. Abernathy	Tom Morrison
Don Culwell	Barbara Trusler
Janis Roan	Shirley Price
Wyatt Hall	Bernie Cantu
D. H. Howell	Lex Frieden
Trudy Putteet	Judge Bob Thomas

STAFF MEMBERS: Helen Goodman, Staff Coordinator

W. K. Harvey, Jr.	Cole Murphy
Vernon Arrell	Charles Schnabel
James L. Jackson	Ted Thayer
Ray Vaughn	Errol Gann
Doyle Wheeler	Marty Day
Virginia Roberts	Cindy Counts
John Wylie	Renee Worley

GUESTS: Justin Dart, Jr. Yoshica Dart

APPROVAL OF MINUTES - DECEMBER 4 - 5, 1980

Mr. Culwell moved that the minutes of the December 4 and 5 Consumer Consultation Committee meeting be accepted as written. Ms. Price seconded the motion and it passed unanimously.

COMMISSIONER'S COMMENTS

Commissioner Harvey informed the Committee that since its last meeting, some administrative changes had occurred. Mr. Harvey wanted to bring the Committee up-to-date on the new organizational structure. It was felt that the seven Regional Directors needed better and direct access to the policy-establishing and administrative carrying-out level; changes have been made to effectuate

that kind of arrangement in the organizational structure. The Regional Directors are now reporting directly to Mr. Wheeler. Mr. Wheeler will be responsible for the Vocational Rehabilitation Program, Disability Determination Program, and Extended Rehabilitation Services Program. Prior to that time, Mr. Arrell has become Executive Deputy Commissioner responsible for day-to-day operations.

Mr. Jackson was elevated to Deputy Commissioner for Program Administration. Mr. Jackson had the following transferred under his responsibility: Research Department, Planning and Technical Programs Section, administrative responsibility for the Governor's Committee on Employment of the Handicapped, Public Information, and Staff Development.

Because of the reorganization, several things have been accomplished. Previously, the Regional Directors had a reporting requirement of two people; now they have a reporting requirement of one. In addition to that, they had a program responsibility requirement to report to several other people. The Regional Directors now report to the Deputy Commissioner for Programs. Mr. Milton Werner, Director of Planning and Technical Programs, recently retired. After the position was advertised, Mr. Cole Murphy was selected. Mr. Murphy has had extensive planning experience in the military as well as in civilian jobs. These administrative changes provide the Commission with many options and enables the Commission to change priorities when necessary.

Mr. Harvey talked about the memorandum included in each member's packet concerning the Rehabilitation Services Manual revisions regarding TRC policy on eligibility for certain disability groups and policy on hospitalization (Sections 02-4 and 08-5). Also in the packets were Senate and House Bills that are of interest to TRC. Mr. Harvey also discussed the Council of State Administrators of Vocational Rehabilitation Memorandum Number 81-10 dated March 11, 1981, concerning President Reagan's "Economic Recovery Program." If these proposals are approved, Congress will need to begin consideration of funding and organization changes.

After Mr. Harvey's comments, Mr. Frieden asked if Mr. Harvey saw a need to make budget cuts in 1981. Mr. Harvey did not feel a need for budget cuts in 1981 because Section 110 funds had not been cut back. Mr. Frieden felt it important that we, as citizens and members of this Committee, take action with respect to the proposed Reagan budget cuts. Individual members of the Committee should contact Representatives and Senators in Texas on the House and Senate Budget Committees and express their concerns relative to the budget requests. Judge Thomas said that because of the bad shape of the national economy, certain cuts are necessary. Rather than trying to protect every program, however, developing a consensus among those involved would help. There are priorities that need to be established.

Mr. Harvey responded that TRC is establishing priorities and developing strategies, and TRC is developing an impact statement. Also, there are many members of Congress who have been strong supporters who we can call on. Mr. Harvey announced that an Interagency Human Services Committee has been established of the Texas State Government Effectiveness Council in which he is a member of both. The Committee, composed of five state agencies that deliver human services, recently met with the Governor and made a recommendation to him for a specialist

in human services who can be employed by the Texas Office of State-Federal Relations in Washington to pursue human service matters. The specialist position should be filled within the next few days. The specialist will be working closely with the Texas delegation on human service matters, and more importantly, he will work closely with Mr. Harvey and the four other state agencies that are involved in human services to let us know what is happening before it happens instead of after it happens. Some of the recent amendments to the Rehabilitation Act were negative because negative sources were able to testify and positive sources were not. It is hoped that the specialist can be positioned so as to take care of our needs and let us know in advance if we need to testify or what our testimony should be. Mr. Harvey expressed how pleased he was with the Governor for working with TRC in this regard. The human services specialist position should help TRC considerably.

Mr. Morrison added to Judge Thomas' earlier comments that we need to establish priorities since certain areas will be cut. Mr. Morrison expressed concern over the cuts because the services which are left may then be considered a privilege rather than a right.

Mr. Abernathy expressed his concern on "capping" or putting a ceiling on expenditures of certain categorical or individual cases (such as, no more than "x" number of dollars will be spent on an individual). He asked Mr. Harvey what kind of reaction he was getting on arbitrary categories of expenditures. Mr. Wheeler responded to Mr. Abernathy's question by telling him there were no ceilings other than a $1,000 maximum on the payment of training without supervisory approval--which, with supervisory approval, could be more. A ceiling had been considered, but certain problems would occur. It would result in counselors only accepting the least expensive cases (meaning those individuals with lesser impairments), and the severely disabled person would not receive services. Mr. Harvey told the members that TRC has a number of options that TRC will be exercising, and as they develop, Mr. Harvey will get this information out as soon as possible to the Committee members.

Mr. Frieden told the Committee of another Reagan proposal--the workfare. The workfare would require those people who receive welfare benefits to work in order to maintain those benefits. The work would be in the nature of public service employment. Mr. Frieden received a call from the Administration asking him to make some recommendations. A suggestion was made earlier to Mr. Frieden that the people receiving welfare benefits could do attendant care services for disabled people. It is a positive idea; however, welfare recipients might resent the notion that they were required to do some human services in order to earn the welfare. Also, the person would have to be willing to learn the services and would need a healthy attitude toward the attendant care services they would be providing. Mr. Frieden invited suggestions from the Committee members to talk over with him later that day.

Ms. Putteet also expressed her concern over the Reagan proposals, especially over possible elimination of 504 and other regulations. Mr. Harvey replied that there have been recommendations made to eliminate the Architectural and Transportation Barriers Compliance Board. Also, Public Law 94-142 has been eliminated. There will be much more pressure put on rehabilitation.

Mr. Blase dismissed the Committee for lunch.

REPORT OF INDEPENDENT LIVING PROGRAMS IN SWEDEN AND HOLLAND BY LEX FRIEDEN

Mr. Frieden and his wife went to Sweden and the Netherlands where they spent nine weeks to study rehabilitation programs and organizations for disabled people in Sweden and the Netherlands. In preparation, they did much research and study; they were convinced that they would find the epitome of programs for the disabled. They flew to Amsterdam to stay one night before flying to Sweden. Their first experience was favorable. At the airport, there was a coach which transported people to the various terminals and which had a lift that was well adapted for use by people in wheelchairs. They had reservations at the Hilton; although the bathroom door was wide enough to get a wheelchair in, the hall that was next to it was so narrow that a wheelchair could not be turned around.

The following day they were to go to Sweden; however, all airports were closed in Sweden and the entire country was on strike. There was no alternative transportation to Sweden and no available rooms in Amsterdam. Mr. Frieden called a large social service agency; there was no long intake procedure to go through, and he was not even asked if he was a resident. Mr. Frieden also called a friend of a friend who was also disabled. The woman at the social service agency found lodging for Mr. Frieden and his wife at her father's small hotel; the friend had obtained a van to transport them to the lodging. This experience had shown Mr. Frieden two things: social service agencies are genuinely concerned the world over about people, and there is a valuable peer network of people who understand people with disabilities and who can relate to them.

After five days, they found that they could get to Sweden on a Swedish ferry line. In the ship, the cabin doors were wide enough for a wheelchair, and the bathrooms were equipped for roll-in showers. The ship conformed to Swedish barriers legislation which required all public places to have some accommodations for disabled people.

Sweden has very progressive legislation which states that buildings must be accessible; however, many of the buildings in Sweden were built in the 16th century. Because of this, many buildings in Sweden are not accessible. The United States has an advantage over Sweden in this area because of new construction occurring.

The strike in Sweden continued for four weeks. The strike was a result of a great public outcry against the social welfare state because of the high tax rate (65% for the average person). Though that does not leave the average worker with much money to spend, the worker does not need much to spend since so much is provided by the government. The government provides its citizens with housing and food and provides the disabled with vans and assistive devices.

There are very few disabled people that work in Sweden. Even in the National Institute of Handicapped Research where there are more than 200 employees, there is only one severely disabled person employed. In Sweden's system, there is no reward for working since a disabled non-working person will receive the same things a working person will receive. Disability is so popular there that many non-disabled people stay away from their jobs for weeks so they will be declared disabled and will not have to work (that is all a person needs to do in order to be declared disabled because employers consider it to be an attitudinal disability). This problem is so widespread that Sweden must import labor from eastern Europe to take care of certain jobs.

Mr. Frieden discovered that Sweden has a nationwide system for the provision of aids and devices for disabled people. If a disabled person needs some type of aid or device which will facilitate his/her independence, the person simply goes to the county service center and borrows that aid or device. If the person demonstrates that he/she is using it and benefiting from it, the center will give it to the person. This system helps the disabled gain independence and keeps them from requiring assistance in an institutionalized setting.

The Friedens had the opportunity to visit many schools in Sweden. The schools there are integrated with disabled and non-disabled children. Mr. Frieden felt that these children would probably grow up to understand what a disability is and what a disability is not and to have some concern and empathy for the disabled.

Organizations in Sweden are different from organizations in the United States. For example, they have 300,000 to 400,000 active members in their organizations for the disabled. That is tremendous when compared to the National Rehabilitation Association's membership of 18,000. These organizations are made up of people who believe disabled people should play a role in making decisions in their society. The leaders of the organizations, however, are not disabled.

Mr. Abernathy asked if these organizations were consumer groups. Mr. Frieden told him they were consumer groups and they had a lot of power. In fact, many of the leaders of these organizations are members of Parliament. No decision is made on a bill without conferring and/or getting the approval of these organizations. Mr. Frieden explained there were not many disabled people active in these organizations. The organizations mainly serve the disabled who stay at home and have nothing to do during the daytime; they will offer activities and educational courses for the disabled. Mr. Frieden also noted that the organizations receive 15 million dollars a year from the government to subsidize these activities; in addition to that, 21 million is raised through lotteries to benefit the disabled. The way the system works, there is more of an incentive for the disabled to stay at home rather than work.

Mr. Frieden felt that one of the advantages they had in their country is they do not need to justify the programs on the basis that the program gets people to work. Getting people to work is not an incentive to them. They provide services to the disabled simply because they are disabled and because they require those services. As a result, some of the programs are designed to be more efficient than our programs; there are less diagnostic tests to determine whether people are eligible for the programs.

Mr. Jackson told the Committee about a national conference he attended in which a citizen of Sweden spoke of the independent living programs and other programs they had for the handicapped. The citizen was asked how Sweden could manage all of the many programs for the disabled. He replied that it all depends on a country's priorities—the United States puts most of its tax revenues into space technology and the like, but Sweden puts its tax revenues into taking care of its handicapped citizens. Mr. Jackson felt the speaker's statement should say something to us as a nation.

Mr. Frieden concluded his report that Sweden does have some very good programs for the handicapped. There is a nationwide provision of technical

aids and devices and programs for involving organizations of handicapped people. Mr. Frieden and his wife agreed, however, that they prefer our system which has more risks involved but more opportunities than Sweden's system of total security and few opportunities.

The Committee divided into Subcommittees for their afternoon meetings.

MARCH 20, 1981

Mr. Blase called the meeting to order at 8:35 a.m.

REPORT ON WHITE HOUSE INITIATIVE ON INDEPENDENT LIVING

Mr. Thayer reported on the White House Initiative on Independent Living to the Committee. He explained that the White House Initiative was an effort to coordinate funding and activities of approximately seven federal agencies that have some funds that might be used for independent living purposes. In order for this to occur, a federal coordinating committee would be established and would exist between the states and the representative federal agencies. He noted that a significant issue of the Initiative is that there would be no new money in the funding. Only existing funds would be used. There are 80 million dollars out of federal funds which already exist for specified purposes. The Initiative is an effort to coordinate those existing funds and channel them into independent living activities. This, however, raises an important question: If a state wanted access to those funds, why should it go through the effort of involving a federal coordinating committee to get to those funds when the state could go directly to the federal agency and request them? It is also a signficant question as to why or even whether those agencies can legally "ear mark" those funds for a particular thing such as the White House Initiative on Independent Living when the funds are already intended for a specified purpose. Mr. Thayer felt that these questions posed by the states were valid ones.

Mr. Thayer explained the essence to the Initiative: it would establish a federal coordinating committee; then, individual states that chose to request participation would establish within the state through the Governor's Office a state task force involving representatives of all of the major agencies and consumers; that state task force would then prepare a "letter of intent" (a comprehensive document of all available independent resources in the state and evidence of the coordination between them including independent living and institutionalized populations).

Mr. Thayer told the Committee there were many factors involved which resulted in the State of Texas deciding not to participate in the Initiative. First of all, by the time the state received the guidelines, they had approximately one month for the Governor's Office to appoint a committee of consumers and representatives of the major state agencies and to pull all the information needed to complete the voluminous work. Much study and research was done with them. It was the consensus of the group that because of the tremendous work involved and because there were no guarantees of significant results, there was no sense in participating.

Mr. Thayer felt that the Governor's response to Washington was appropriately handled and expressed the consensus of the group. The Governor responded that the State of Texas did not choose to participate in the White House Initiative as such; however, a special task force in the State of Texas would be appointed with the express purpose of better coordinating existing resources within the state according to independent living activities. This demonstrated our intent to achieve the highest degree of effectiveness with existing resources in the State of Texas and also expressed our interest in independent living activities. The response also expressed criticism of the way the Initiative was handled and the short time plan given to produce a comprehensive document with no guarantees.

Mr. Thayer continued to explain why the group decided against participating. First of all, only 15 states would be selected from all the states that produced a letter of intent. Once a state is selected, many things would need to occur before money could be channeled to a potential grantee. The grantee would first go through the state task force where the applications would be reviewed. If the applications were approved at that level, the grantee would take them to the federal coordinating committee for review. The next level would be the representative federal agencies since the federal agency that had the funds would have final authority as to whether to provide the funds or not. In view of the many negative factors involved, the group decided not to participate in the White House Initiative.

Mr. Morrison asked what the advantages would be if we had chosen to participate. Mr. Thayer replied that they failed to see sufficient advantages or possibilities that would warrant the participation even though the objective was good.

Mr. Frieden added to Mr. Thayer's report by saying that independent living has always been related to disabled people being a part of making decisions. The proposed federal task force, however, was made up of federal bureaucrats with little input from disabled people.

Mr. Blase asked what we should now expect and what we should take back to the consumer groups in our communities. Mr. Thayer said that because things change from day to day, there is no way of knowing what to expect. It is not known what budget cuts will be immediately forthcoming. However, there are some bills before Congress that would reduce a lot of expenditures related to vocational rehabilitation services and independent living services. There are predictions from the Independent Living Office--and those may be optimistic--that funding for independent living centers (Title VII, Part B) will be reduced by 3.6 million dollars over the national budget. Since 18 million dollars was the projected budget for the year, that would cut it back to 14.4 million dollars. This year, 15 million dollars had been projected. That would mean slightly less money than what they have been functioning under. If this does occur, the existing centers will request a continuation (most are 3-year projects) and will probably be funded again; thus, there could be little money left for new projects.

Mr. Thayer emphasized that it is not known what will happen; there could be some funding available. We must go through the procedure of prioritizing and making those applications as though there will be funding available. He did admit he was not optimistic about funding for new projects. He has requested from our federal counterparts that he be notified immediately when they receive some sort of official word. In the meantime, Mr. Thayer is telling those consumer

groups working with proposals that things do not look very good and there are no guarantees; however, it is all subject to what Congress does in the next few months.

Mr. Dabney asked Mr. Thayer if he knew what approximate percentage of the independent living centers operating in this state would survive if funds were cut substantially. Mr. Thayer replied that the answer is tied to many things. The two centers that are funded under this legislation (one in Austin and one in Houston) are funded through multiple sources. The funding sources would not cease to exist if there were no Title VII funds. On the other hand, the same thing which is occurring with Title VII funds is occurring with all other funding sources. If most funding were reduced substantially, the independent living centers could suffer a catastrophic effect. Mr. Thayer predicted that if funds were reduced as such, the independent living centers would either cease to exist or would be cut back to a very minimal kind of information/referral program (similar to what they were before there was Title VII).

Mr. Morrison expressed concern that the independent living centers might be cut down to information and referral centers. He feels that the three that are operating in Dallas are doing a "halfway" job; he would not like to see any more centers added to the situation. He feels that the centers do not truly help individuals seeking assistance; the centers will give the people telephone numbers to call instead of finding out what the person needs. Mr. Thayer replied he felt that one of the advantages of the information and referral centers is they are not oriented toward specific disabilities. They are broad-range programs that a disabled person can call and receive assistance. These centers are operated and managed by disabled people who have more than a bureaucratic commitment toward providing appropriate information and referral services. Overall, Mr. Thayer said he is pleased with the information and referral centers.

Mr. Morrison told the Committee the centers should find out what the client needs, find the information of where the client needs to go to get services, and call the client back instead of giving that person telephone numbers to call (for example, a deaf person who needs to call a referral that does not have a TTY). Mr. Thayer replied the programs are accessible to the disabled. In addition, most of the people who are providing the information have been or are currently users of these services; naturally, they would have a little more expertise in what the services are. Mr. Cantu replied to Mr. Morrison's comments that in certain circumstances, it is good for the people at the centers to do some of the telephone calling for the client. But, in keeping with the philosophy of independent living, the client should not have the work done for him/her. It is the responsibility of the information and referral person to be an advocate and to supply information to the client. Mr. Cantu feels the information and referral person should promote independent living.

Mr. Morrison asked if there was any follow-up after information or referrals had been given to a client in case the client was not mentally or emotionally able to act upon the information. Mr. Thayer replied that it was a judgemental decision on the part of the staff. The staff answers a client's questions without going through the process of asking the client's name, spouse, sex, etc. Many people call the centers because they do not want to go through that; they just want accurate information so they can take it from there.

Ms. Price commented on how she felt about independent living centers. Being on both sides as an employer and as a handicapped individual, she has run across many clients who can no longer be serviced by agencies because they at one time or another had already been successfully employed. If they lose a job, they are uncomfortable to return to those agencies for help again. Here is where independent living centers come in. Also, there are many handicapped people who do not want to go to agencies just because they have to fill out forms and answer questions. Again, here is another opportunity for the independent living centers to perform. She said the centers must continue to function as independent living centers and not as "babysitting" agencies. If a need is indicated by a client and that center cannot provide for that need, it is the center's responsibility to refer that person to a service organization that will.

Judge Thomas wanted to know what the bottom line would be if the funds for independent living centers began to drop back to the point where they could not support the programs they are supporting now and if that bottom line would be information and referrals. Mr. Thayer replied that in lean times which we are facing, there may have to be a cutting back in terms of very comprehensive services involved. He feels that even so, there would remain a nucleus of this type of service through the center itself. Mr. Thayer was basing that on the fact that most of the organizations that operate centers in this state provided some of those kind of services on a volunteer basis before there ever was any money. Given that kind of commitment and the fact that they have operated a program like that, the need would tend to generate activity. Also, there might be sufficient local funds and private monies that could be generated to maintain a nucleus of services. Mr. Thayer believes that the centers will continue to exist in some type of form. Mr. Thayer told Judge Thomas that we will have to wait and see what the bottom line will be. At this point, there is enough funding for the remainder of the year in order to get things in shape.

Mr. Blase thanked the Committee for its participation in the report on Independent Living Initiative. Mr. Blase told the Committee members that the bumper stickers placed in front of each member was provided by Mr. Justin Dart, Jr., Chairman of the Governor's Committee on Employment of the Handicapped.

DISCUSSION OF EXTENDED REHABILITATION SERVICES PROGRAM

Mr. Blase introduced Mr. Charles Schnabel, Director of the Extended Rehabilitation Services (ERS) Program. Mr. Schnabel commented to the Committee how much he enjoyed Mr. Thayer's presentation. He expressed his appreciation of Mr. Thayer's dedication to the handicapped and his developing housing in the ERS Program. Mr. Schnabel introduced Errol Gann, a staff member of the ERS Program who came to TRC from the State of Missouri.

Mr. Schnabel told the history of the ERS Program. ERS came into being in 1969 as a result of people (many of whom were presently at the Committee meeting) who "lit" a fire under the legislature for this program. The ERS was passed into law; the legislature, however, did not fund the program. This was a program without any money. In 1977, an agreement was reached between TRC and the Legislative Budget Board to fund this program for 30 months with earned federal funds. Since then, the program has grown.

The ERS Program is now state funded. No federal funds are available because of the eligibility criteria specified in the ERS law which states that in order to be an eligible Vocational Rehabilitation (VR) client, there must be a forecastable, diagnosible, and reasonable expectation of gainful or competitive employment. The VR Program has placed many people in gainful and competitive employment. There are, however, an estimated 12,000 people who are far below that gainful or competitive employment level. There are many people who do not have an expectation of gainful employment because of severe handicaps. This is where ERS comes in. If a person has some work capability but not enough to get into the VR Program, that person is eligible for the ERS Program. That eligibility was provided by the state. The legislature created the program as a work program, an employment program, and a residential program. ERS developed approximately 400 workers in that first 30-month period. The lifetime earnings of those 400 workers were close to zero when the program began. In the first 30 months of operation, the workers produced $650,000 worth of business. This is a significant accomplishment for people whose lifetime earnings up to that time were zero.

The ERS Program is very different from the VR Program. The VR Program is transitional where the counselor, on a one-to-one basis, signs the client on, neutralizes the handicapping condition, and places that client in a job. ERS is not a transitional program; it is a permanent program of support of the working lifetime of that client. ERS has executed contracts statewide for work programs so that clients who have no expectation of gainful employment can have a lifetime of support and supervision in order to remain as workers and employees. There are work programs in El Paso, Lubbock, Wichita Falls, Dallas, Houston, Fort Worth, Austin, and Alpine with expectations of three or four more in the future.

Mr. Schnabel explained that programs are done under contract with not-for-profit organizations or agencies or they are created for not-for-profit businesses. They operate to provide employment for handicapped people. The attitude of ERS is that it has created normal businesses that hire normal workers. It holds to the philosophy that work or production is the best rehabilitation process there is.

There is a counselor assigned to every project. If a rehabilitation need occurs on the job, the counselor addresses those needs as a VR counselor would; however, the ERS counselor does more than look after the rehabilitation needs of the person. That counselor is a motivator to develop a worker who is in a real world of work and who is a participating person in the economy.

ERS is developing a new term from the term sheltered workshop--sheltered industry. A sheltered industry is measured by bottom line production; it is measured on the base of gross sales. A sheltered workshop is created for training and developing handicapped people to do a job. There are people, however, who will not end up with a job. They cannot be trained forever. They are extended workers; they should have a career work opportunity which can be provided in a sheltered industry. The sheltered industry's success is measured by its gross sales and employee earnings. The attitude of the sheltered industry is it is a normal business with normal people working in it.

Mr. Schnabel told the Committee that ERS has in the appropriation bill the same amount of money that was appropriated before (approximately 4½ million dollars a year); that does not allow any money for expansion. Mr. Schnabel asked the

Committee members to encourage the legislature to look favorably upon the appropriation for Extended Rehabilitation Services. He indicated that there were workers waiting for the chance to go to work. ERS does not have enough money to subsidize and supervise those workers in jobs. ERS is a viable program; it is a program that has the Reagan Administration philosophy of turning non-productivity into productivity and reducing the taxpayer liability while giving workers the right to a dignified lifestyle. ERS can develop jobs and produce, but it must have money from the legislature in order to do so.

Mr. Schnabel told the Committee that Errol Gann successfully built 79 sheltered industries in the State of Missouri. He took handicapped people with no productivity and no lifetime earnings or opportunities and gave over 4,000 workers the dignified right of employment. Mr. Schnabel expressed he was happy to have Mr. Gann in ERS to assist in its development and expansion.

Mr. Gann told Committee members that ERS has plans for the future for improving the management, marketing, and productivity of the sheltered workshop. Persons who were ineligible to receive VR services prior to April 2, 1979, were automatically ERS applicants or participants. ERS plans to make some changes in the procedure such that all individuals who will come into an ERS Program in the future will have been through a TRC caseload, provided services, placed in a workshop, and closed at "26." At that point, ERS will begin to support that entity that is providing employment by offsetting their excess overhead costs.

Mr. Gann explained there were eight Extended Rehabilitation Service counselors in Texas who are serving as counselors. This is a duplication of effort since TRC counselors carry caseloads with the same kind of people that ERS counselors carry. ERS wants to convert the ERS counselors to be technical supervisors providing assistance to the entity rather than being involved on a caseload basis. Mr. Gann would like the staff to be trained to be business advisors with expertise in accounting and business management so they can assist those entities that ERS is providing funds and support and to make sure the funds are being utilized in generating as much income to multiply what little ERS is going to provide them in support.

Mr. Frieden asked what the average wage for the employees in the ERS Program was. Mr. Gann replied it was 93¢ an hour, and since the program began, it has been increasing. Mr. Frieden asked how much of that is subsidized wage and how much of it is the wage the person earned. Mr. Gann told him that at least two-thirds of the wages are earned. Mr. Frieden then asked if the profits made by these organizations were distributed back to the individuals in salaries. Mr. Gann replied that at the present time, they do go to offset the operating costs. So far, ERS does not have a single entity that is making enough profit to offset the overhead costs. Mr. Blase added that these were not coops. Mr. Frieden asked if the supervisors of the program were paid from the profits or paid from ERS. He was told the supervisors are paid through profits and then ERS subsidizes the total overhead operation. Mr. Frieden wanted to know if the people in the programs had opportunities to advance in employment and become supervisors. Mr. Gann told him there are opportunities and there have been some people who have become supervisors in their entities.

Mr. Frieden told Mr. Gann he had met with a worker in the Houston program who complained that the salary he received from the ERS Program was used to pay for his transportation to and from work. Mr. Frieden asked if this was so. Mr. Gann explained that they do ask the workers to pay up to $1 of their daily transportation costs. Transportation costs are tremendous, and these costs in Houston run from $3 to $4 daily. The workers are asked to pay up to $1 for their transportation in order to offset ERS' transportation costs. Again, the philosophy of normal workers in a normal business was brought up: normal workers in a normal business pay for their own transportation. Mr. Gann also explained that TRC is paying more transportation costs than that worker makes. Mr. Jackson asked Mr. Frieden if he, as a handicapped person, did not think this was appropriate. Mr. Frieden replied he did think it was appropriate for a worker to pay back part of his/her wages but only in terms of what that person is earning. Mr. Schnabel replied they do pay in accordance to what they earn, and the maximum they pay is $1.

Ms. Brandon asked what role the Governor's Committee on Employment of the Handicapped (GCEH) has with the ERS Program. Mr. Schnabel replied there is no contact. At the present time, ERS does not have an opening for a handicapped worker; it is operating at its maximum. Because of that, ERS is slow in promoting itself. He would like to work with GCEH and let them know of the program, though.

The Committee was told the ERS Program preaches one concept: A community is responsible for its citizens, and handicapped people are citizens. ERS sets up many semi-independent living residences in Texas. When a residence is set up in a neighborhood, ERS tries to make the neighbors feel their responsibility toward the handicapped citizens living there. ERS has adopted and utilized existing resources in setting up independent living situations. He explained how they are set up: two to four workers join together; an ERS counselor along with the entity finds a place to live; ERS solicits the Department of Human Resources and the Housing and Urban Development to help pay some of the rent and house manager's salary; ERS solicits the support of the local housing authority; and the workers give part of their wages or SSI incomes to help pay household expenses. All these resources are brought together to create a housing unit.

Mr. Schnabel felt there are significant opportunities with existing and available resources for independent living housing. There are many housing possibilities right now with the existing resources. It is our responsibility to look for these resources and maximize them.

At the conclusion of the report, Mr. Gann passed out brochures on ERS to the Committee members. Mr. Blase then introduced Mr. Justin Dart, Jr., Chairman of the Governor's Committee on Employment of the Handicapped, and his wife, Yoshica Dart.

FACILITIES SUBCOMMITTEE REPORT

Mr. Dabney, Chairman of the Facilities Subcommittee, gave his report to the full Committee. The Subcommittee had discussed some of the legislation which is now being considered. One bill, Senate Bill 812 which is being presented by

Senator Brooks, is intended to amend the laws to exclude TRC facilities from meeting Department of Health standards. Mr. Dabney told the Committee that the Texas Health Facilities Commission (THFC) has an impact on rehabilitation facilities. Originally, the jurisdiction of the THFC was only over hospitals and health care facilities; over the years, however, the THFC has expanded to include all kinds of services, many of which are not health care services. In this light, there has been much discussion with Senator Brooks in regard to the passage of Senate Bill 191 which would exclude THFC's jurisdiction over vocational rehabilitation type facilities. Also, House Bill 1345 was discussed which is the state use law. This bill would include other kinds of workshops along with workshops operated for the blind. The passage of this bill could result in a boost of better and larger state contracts with vocational rehabilitation facilities across the state. Mr. Dabney encouraged the members to give support for this bill.

The Subcommittee discussed the proliferation of rehabilitation-type facilities in communities. When a facility is added to a community where there is no demonstrated need for additional services, the resources which the existing facilities depend upon for their existence are diluted. This situation occurred in Dallas with the enactment of Bill 9442. There were several organizations in Dallas working under contract with the school district providing rehabilitation services, evaluation systems, and work training services to severely handicapped children. The contract with the public schools were almost put out of business because the schools decided to set up their own workshops and evaluation systems. The Subcommittee discussed what it could do to prevent the proliferation of facilities in the future. Though they could not deny anyone the right to set up such a business, they could encourage organizations not to set up a facility if there was no justification for what services they would add to the community. The Subcommittee discussed the feasability of a needs assessment form that Mr. Vaughn had presented them. A needs assessment could be used when the situation arises. The form could be a way of discouraging people from duplicating services that already exist in the community.

Grant funds were also discussed. The general word is that there will be no grant funds available; there are, however, some technical assistance funds available now. Mr. Dabney told the Committee they must wait and see if the situation might change.

The Subcommittee discussed two items related to the International Year of Disabled Persons that the Dallas County Committee is trying to get amended to our laws that would be of benefit to handicapped people: (1) To gain a full exemption for people with severe physical handicaps. Since this is already available to the blind clients, it is only fair that the same right be there for severely handicapped people. (2) To have Braille put on each monetary bill. Many countries around the world print in Braille the denomination of the bill. The cost to do this is minimal.

Since there will be cuts in funds, we need to find ways to conserve TRC funds. We need to start thinking of ways to save money, to better utilize what fewer dollars we do have, and at the same time, meet the needs of the handicapped in this state. Mr. Dabney turned the report over to Mr. Hall to discuss suggestions for saving funds.

Mr. Hall told the Committee we will probably have less funds; thus, we need to look at ways to stretch case service monies. Mr. Hall felt TRC needs to change the $400 savings account policy for clients. When a client receives training, the first $400 that person earns is put into a savings account that will not be touched until the training ends. This is a good policy for those in short-term training. For example, the alcoholic or mental health caseload may only receive services for 90 days; they need that money when Facilities withdraws its sponsorship. However, those people who are allowed to put $400 in savings and do not complete the training for whatever reason may take the $400 and go home. Mr. Hall explained that a lot of money is spent on diagnostics, evaluations, etc., in starting a person's training. Some people are walking away with money that, in Mr. Hall's opinion, should be applied toward a fair share of the cost of their training. Mr. Hall advised that this situation be considered.

Mr. Hall also suggested there be strong considerations given to assessing a client at a 60% level of his/her net pay and reduce it to 40% or 50% in those cases where there is a genuine hardship. Currently, a client can be assessed at the level of 50% to 60%. Mr. Hall emphasized this would mean a 10% increase in funds. He told of his facility where they received permission to apply the 60% assessment to those netting $300 a month or more. In one year's time, it made a difference of $5,000 on what they had vouchered in their facility.

Mr. Hall discussed a Commission Letter concerning the conservation of funds. He felt this Letter had been greatly misinterpreted. The field has misinterpreted it to mean a client could not be in a halfway house for longer than three months and the cost of per client rehabilitation should not exceed $1,000 even with the exceptions given in the Letter. Mr. Hall told the Committee the Letter was really saying we should not commit money for a 12-month service when the client may drop out before the 12-month period. Instead, write up a plan for the year but only write a requisition for three months and put that client in training. Mr. Hall recommended this as good case management.

Mr. Hall related his many visits to small communities in which they did not know of TRC services. He stressed the need to have some increased emphasis in making TRC's presence known in smaller communities. Another point he made was that new and inexperienced TRC counselors were being placed in one-man offices in remote areas where the counselor does not have access to the help of an experienced counselor. This can result in a loss of quality of services to clients.

Mr. Hall felt the Central Office personnel could benefit if they would go out in the field and look at the actual operations. This could help Central Office personnel appreciate the problems that exist in the field. Mr. Hall said he understood how busy the Central Office personnel were in view of the tremendous problems they face. However, Mr. Hall believes there should be some consideration on this matter.

INDEPENDENT LIVING SUBCOMMITTEE REPORT

Mr. Frieden, Chairman of the Independent Living Subcommittee, told the Committee that the Subcommittee visited the Austin Resource Center for Independent

Living. The center had provided their transportation. They were given the opportunity to meet some of the people who worked there and to talk with clients. The Subcommittee had an opportunity to learn what the developmental problems have been and what they might anticipate in the future with the programs. They felt these programs were good programs and served quite a few people in a relatively short time. They also became aware that there are requests for proposals from the federal government in the area of independent living (Title VII, Part B). If the government does not cancel those requests for proposals and there are funds available to fund some proposals, it will be necessary for the Subcommittee to have a special meeting in the near future in order to review the local proposals received from the programs around the state.

VOCATIONAL REHABILITATION SUBCOMMITTEE REPORT

Mr. Abernathy, Chairman of the Vocational Rehabilitation Subcommittee, told the members that his Subcommittee also went to the Austin Resource Center for Independent Living along with the Independent Living Subcommittee. They met for a short while after visiting the center; this gave Mr. Abernathy the chance to meet with many members of the Committee. He told the Committee (though not part of the Subcommittee's report) he personally felt the best way the Committee could be of service to the Commission was not talking around the table but to go back home and organize subcommittees to discuss the problem of rehabilitation in the community. He feels the best way we can be of service is to be of service in the community.

At the end of the Subcommittee reports, Mr. Blase asked members for comments or questions.

Mr. Wheeler told the Committee members he appreciated the reports and all the suggestions. He told the members they were all selected for a purpose and that purpose is because they all have something to contribute. Mr. Wheeler told Mr. Hall he agreed with his suggestions concerning Central Office personnel getting out occasionally and back to the "trenches." He told the members he had made a policy to spend one day a month working with the VR counselors and seeing clients with them. It is difficult, however, to keep that one day a month schedule for two reasons: (1) the Central Office is kept very busy, and (2) not many counselors would want a deputy commissioner working with them all day (some would feel intimidated and uncomfortable although some would welcome it). Mr. Wheeler feels there is a need for Central Office personnel to get out with the counselors.

Mr. Jackson also made comments on Mr. Hall's suggestions. He agreed that most of the people who are placed in remote, one-man offices are new to TRC and, perhaps, lacking in VR counseling experience. This is a better alternative, however, than the alternative of not have a counselor at all. TRC is having difficulty in finding people who are willing to go to rural areas. This problem, in fact, was addressed a few weeks ago when Mr. Jackson and Dr. Whitcraft tried to pursue grant funds from Washington for the specific purpose of doing research and study on employing and retaining VR counselors in rural cities. The funds

were not available, but the problem will be addressed again in the future. Mr. Jackson further explained the situation of not being able to find counselors wanting to go to the rural areas. A greater percentage of the counselors are women; most of these women are second breadwinners and thus would not want to move to the smaller cities.

Mr. Jackson also agreed that the smaller communities need to know about TRC services. There is currently a priority in the Public Information Office to develop radio and television announcements on TRC. There could be a problem with this, though. Mr. Jackson hopes there will be enough money to serve those people who see these announcements and come in for services. He expressed concern that there would not be enough money and people might be turned away for services for that reason.

Mr. Hall told the Committee that Mr. Jackson was the only one at this level who sat in on a Personal Social Adjustment session in the last three years. Mr. Hall wanted to see more of that.

Mr. Morrison asked what positive things had the Committee accomplished for the Texas Rehabilitation Commission in the last five years. Mr. Wheeler responded that the Committee, by meeting here three or four times a year, gives the Commission a feeling of the "pulse" of communities in the state. It is an intangible contribution and one that will not be read in the minutes, but it is probably the greatest single contribution the Committee has made. Also, the suggestions the Committee makes receive consideration, and some action does occur as a result from them.

Mr. Jackson added that from a psychological standpoint, it is good to sit down and talk to the members. It gives the Commission the opportunity to hear the viewpoints of them. It is beneficial to the Commission to get to know the members and for the members to know the Commission.

Mr. Howell asked if it would be possible to put a numbering system on the left margin of the minutes when a recommendation is made. Then there could be a follow-up on each recommendation or comment at the next meeting. Mr. Blase said there would be changes in the minutes because of the system that has been put into effect with the tape recorder. The recommendations have always been in the minutes though not in the detail Mr. Howell mentioned. Mr. Blase suggested everyone do his/her homework and mark those things on the minutes for follow-up at the next meeting.

Ms. Price also had comments to what was said earlier. Relating to Mr. Morrison's question about what the Committee had accomplished, she replied that the first day she joined, she said she would not stay on the Committee if it were not active or productive. She is still on the Committee; that means the Committee is accomplishing something. She feels the Committee meetings give her a chance to hear some people who are in high positions to make changes. She can hear what the problems are and return to her community and see that the problems voiced are real. And these problems affect her not only as a handicapped individual but as an employer as well. She feels each member should be in

communication with TRC persons when they return to their communities. It is through communication with TRC persons that she has found out that many of the suggestions the Consumer Consultation Committee has made have been put into practice and are being utilized. She addressed Mr. Howell's suggestion on numbering recommendations in the minutes. She believes that Ms. Goodman and her clerical personnel have done a good job with the minutes in the past. All of the important recommendations and comments have been included. As representatives of the handicapped community, it behooves the members to make notations of those specific items. Ms. Price concluded that TRC does a great job and she appreciates the opportunity to serve on the Consumer Consultation Committee.

OTHER BUSINESS

Mr. Jackson talked about the van modification program where problems were experienced in modifying vans for the severely handicapped. One of the problems was getting a well written description for the van modification; now, counselors are required to have at least one, and if possible, two recommendations for descriptions from vendors in the community. TRC has contracted through a grant with the Gonzales Warm Springs Foundation to develop an evaluation system there. It is now in operation. The slide/tape presentation on that operation was recently completed. It tells a little more about Gonzales than just the van modification evaluation program; it also covers some of the other programs it has in operation.

The Committee then viewed the tape/slide presentation.

After the presentation, Mr. Dart, Chairman of the Governor's Committee on Employment of the Handicapped, spoke to the Committee. He appreciated the opportunity to come to the meeting. He pointed out he had a large selection of bumper stickers available for the members. He expressed his appreciation to those who authored some of them (Mr. Frieden authored two of them) and to those who were cooperative (Mr. Vaughn will distribute some). Mr. Blase asked Mr. Dart how the International Year of the Disabled Person was proceeding. Mr. Dart replied there were many activities that will be happening and he will make reports on those activities available to the Committee.

Commissioner Harvey and Mr. Arrell returned from their meeting with the Governor. Mr. Harvey updated the members on the meeting between the Governor and the Texas State Government Effectiveness Program Council. At the present, it is not known what is going to happen since the Administration, the House Appropriation Committee, and the Senate Appropriation Committee are each pursuing their own course of action. There will be less federal funds for whatever purpose, whether it be human services or otherwise. It appeared that most of the programs represented in the human service area would be affected by at least a 25% reduction of federal funds in FY82.

Mr. Harvey told the members a Texas State Management Development Center Pilot Project had been established; this year, they are proposing to train at least 1,000 supervisors in state agencies on management principles. They are also working on a management award proposal for state employees who have done an outstanding job. This could possibly be a monetary award. The Intergency Human Services Council was also discussed. There are five state agencies on that council. Mr. Harvey will be calling a meeting of the representatives from the groups to come up with

a pilot project as to how human service state agencies can get together, share information, work with local entities of government, and at the same time, give visabilitiy for state human services programs. Mr. Harvey received a copy of the proposed legislation affecting rehabilitation and had made copies available to the Committee members.

Mr. Frieden wanted to thank and express his personal gratitude to Mr. Harvey for being honest and open and for providing the Committee with up-to-date information which they could never expect to obtain otherwise. In addition, Mr. Frieden felt it was important to recognize the leadership Mr. Harvey has provided by being involved with some of the interagency committees and exercising some initiative on behalf of TRC and the people who they serve. Mr. Frieden also expressed his gratitude in regard to the effect the Committee has had. Five years ago, in Houston (where Mr. Frieden lives), there were few TRC people who could be counted on to come and talk with consumers. Overall, there was not much interaction among the disabled community, consumer groups, and TRC people. That has changed dramatically, however. A day does not go by that some consumer group does not have a visit by a counselor, staff development person, district supervisor, or someone from the regional office. It is that increased interaction between the client and staff at all levels that is a result and a reflection of the commitment by the members of the Committee.

Ms. Brandon commented she was probably the only 100% consumer advocate in the Committee. What she takes back from these Committee meetings is different from what the others in the Committee take back. These meetings are beneficial to her as a consumer advocate.

Ms. Price informed the Committee that NASA Johnson Space Center was having a workshop on March 25, 1981, entitled, "Computers and the Handicapped." This is a joint effort between NASA and John Hopkins University. Those sponsoring the workshop have offered an award of $10,000 for the person or company who comes up with a device that will aid handicapped people whether it be personal- or work-related. Fifteen cities, including Houston, have been chosen to participate in this contest. Ms. Price wanted Mr. Harvey to know that NASA was getting great participation from TRC people. Mr. Frank Perdue and Mr. Donnal Timmons will each make a presentation. Also, there will be representation from Goodwill Industries and Texas Institute for Rehabilitative Research. There will also be some major engineering companies there. Ms. Price invited the members of the Committee and TRC staff to attend the workshop.

ADJOURNMENT

The date of the next Consumer Consultation Committee meeting has not been set. Ms. Goodman will notify the members when a date has been determined. Mr. Blase thanked the members for attending and wished everyone a great International Year of the Disabled Person. The meeting adjourned at 11:55 a.m.

TEXAS REHABILITATION COMMISSION

CONSUMER CONSULTATION COMMITTEE

MINUTES

July 16 - 17, 1981

The Texas Rehabilitation Commission Consumer Consultation Committee met on July 16 and 17, 1981, in the Texas Rehabilitation Commission Board Conference Room, 118 East Riverside Drive, Austin, Texas. The meeting was called to order by Mr. Bob Blase at 10:30 a.m. The following individuals were in attendance:

COMMITTEE MEMBERS: A. J. (Bob) Blase, Chairman

Raymond Dabney	Tom Morrison
J. A. Abernathy	Shirley Price
Don Culwell	Bob Dickson
Wyatt Hall	Bernie Cantu
D. H. Howell	Judge Bob Thomas
Trudy Putteet	Earl Day
Jane Woolsey	Marianne Punchard

STAFF MEMBERS: Helen Goodman, Staff Coordinator

Vernon M. Arrell	John Wylie
James L. Jackson	Edward Austin
Doyle Wheeler	Carol Whitcraft
Dale Place	Ray Vaughn
Kaye Beneke	Ted Thayer

GUESTS:	Justin Dart, Jr.	Bob Simpson
	Denny MacBeth	Joyce Tepley
	Martha Graber	Steve Lane
	Loerance Doever	Leon Thornton

Mr. Blase introduced the new Commissioner of the Texas Rehabilitation Commission, Vernon M. Arrell. Mr. Blase commented that Mr. Arrell's appointment has been favorably received by the people of TRC statewide.

COMMISSIONER'S COMMENTS

Commissioner Arrell told the Committee how valued their influence was going to be during the next two years and stressed the importance of the Consumer Movement and their influence on our resources and direction over the next 10-15 years. Mr. Arrell believes that the actions of the Consumer Movement facilitated the change in the block grant situation.

Mr. Arrell then distributed the latest telephone alert.

Mr. Arrell informed the Committee that he appreciated Mr. Harvey's insight and actions prior to his appointment.

Mr. Wheeler will continue as Deputy Commissioner for Programs and in the Commissioner's absence will be the acting Commissioner. Mr. Wheeler will continue as the supervisor and give direction to the seven regional directors in the field. He will be spending more of his personal time in meeting face-to-face with the directors and planning with them.

Mr. Arrell has included a new Deputy position in his organizational chart. Dale Place is now the Deputy Commissioner for Disability Determination.

Mr. Jackson will serve as Deputy Commissioner for Administrative and Support Services. His office will be planning to make a determination of the direction of this Commission for the next 10 - 15 years. Mr. Arrell indicated that this Committee has an opportunity to have more input into the Service Delivery System of this Commission than ever before. He emphasized the need for input not only from this Committee, but from the regional levels and other consumers as well.

Mr. Austin is the Assistant Commissioner for Legal Services elevated from his former Assistant Deputy position.

Ms. Kaye Beneke is the Public Information Officer. She handles the information about our program here at the Commission.

Mr. Wylie is the Director of Program Specialists. John will be involved in the planning effort in his capacity as the Program Director.

Ray Vaughn continues as the Director of Facilities.

Another organizational change involves the combining of the offices of Research and Planning to be under the direction of the Assistant Deputy Commissioner for Planning and Research, Dr. Carol Whitcraft. She is also director of the Governor's Committee on the Employment of the Handicapped and IMPART.

Mr. Arrell talked about the memorandum to the Consumer Groups included in each member's packet concerning the recent telephone alert. The actual Committee Members that will be making the determination about funding have been named and their addresses are included for your information to act on. Mr. Arrell pledged that whatever resources we have will be used to work with those individuals who need our help the most.

After Mr. Arrell's comments, Mr. Dabney expressed his appreciation to Mr. Arrell and Ms. Beneke for the rapid response in sending out information. He believes consumers and service providers statewide have responded due to this effort. Mr. Blase suggested a relationship between this information and the change in the Block Grant situation. Ms. Putteet added that the information was also very understandable. Mr. Arrell gave the credit to Ms. Beneke for her outstanding efforts.

APPROVAL OF MINUTES - MARCH 19 - 20, 1981

Mr. Dabney moved that the minutes of the March 19 and 20 Consumer Consultation Committee meeting be accepted as written. Ms. Putteet seconded the motion and it passed unanimously.

MR. WHEELER'S REPORT

Mr. Wheeler stated that information from Washington indicates that the Commission will receive some reduction in funds for the 1982-1983 fiscal year. Realizing this, the Commission is doing strategic planning in the event Federal funds are significantly reduced. One of the planning efforts involved a study of Commission clientele with different types of disabilities.

It was noted that spinal cord injuries and cardiac disabilities resulted in an expensive client cost. Individuals with epilepsy were difficult to rehabilitate and the Commission experienced a low success rate with this disability. The study further showed that the Commission was providing services to a large number of clientele who had personality disorders or were suffering from either psychosis or psychoneurosis, alcoholism and/or drug abuse. The Commission was also serving a large number of individuals with back disorders and mental retardation. These disabilities were selected for further study and a committee was assigned to each disability group to make recommendations for better utilization of client service funds.

In looking at clients with spinal cord injuries, it was noted that 1024 spinal cord injured clients were accepted for rehabilitation services in 1977 and current information showed that 58% of this number have been closed non-rehabilitated, 30% were closed rehabilitated, and 12% are still receiving rehabilitation services. It was pointed out that the 1024 clients had some paralysis in three or more limbs which indicates that they are all severely disabled. It was further noted that the average cost per non-rehabilitant was $7,800 above insurance, Medicare, Medicaid, etc., and the average cost per rehabilitant was only $4,300 above any other resources the client might have had.

After reviewing considerable data, the committee recommended that in-patient hospitalization be authorized for only 30 days in order that the counselor can evaluate the client after this period of time to determine if the client has potential to return to work. It was also recommended that counselors be very cautious in accepting clients with spinal cord injuries and a secondary disability, personality disorder, brain damage or alcoholism.

The study group reviewing data on clients with epilepsy found three positive factors for successful rehabilitation. Individuals with good seizure control at closure, not necessarily at acceptance, were generally successfully rehabilitated. The second positive factor of family support was also present in most successful rehabilitations. A stable work history was another positive factor. Factors leading to unsuccessful rehabilitations were lack of motivation to work, poor seizure control, emotional instability and personality or character disorders superimposed on the epilepsy.

In reviewing the data on clients with mental health problems, alcoholism and drug abuse, it was noted that 66% of all successful rehabilitants had worked two or more years in stable employment. Only 35% of those individuals closed non-rehabilitated had worked for as long as two years in stable employment. It was also found Alcoholics Annonymous was a very positive factor in rehabilitation of individuals with alcoholism.

In reviewing information on individuals with cardiac disabilities, it was noted that the receipt of SSDI or SSI benefits and Welfare payments were very detrimental to the rehabilitation process. This was not only true with cardiac disabilities but with many other conditions. Attitude and motivation were also indicators in whether the individuals with cardiac disabilities returned to work. This same thing was basically found with individuals suffering from back pain. It was also found that clients with back disorders and an unstable work history were infrequently rehabilitated. If the applicant had not worked in the last 24 months due to back pain, chances of rehabilitation were very poor.

The committee reviewing factors involving clients with mental retardation recommended broader use of the McCarron-Dial Work Evaluation System.

At the conclusion of Mr. Wheeler's presentation, Mr. Abernathy asked if there were any current research being done that would help counselors in evaluating motivation. Mr. Blase asked the advisory committee to withhold questions until the other presentations were completed.

Mr. Arrell commented that the vocational aspect of the rehabilitation program is going to be emphasized as a criteria for obtaining services. The second criteria of eligibility was feasibility in that after services were performed the client would be willing and able to enter the job market.

Mr. Arrell added that a committment had been made to the Counselors that by September 1, 1981 they will have guidelines in the manual. These guidelines will list factors involved for successful rehabilitation. These factors will come from recommendations from this Committee and others. The guidelines are to be used only as caution flags--not to automatically rule out anyone. Our professional counselors may see in their client exceptions to these factors.

MR. JACKSON'S REPORT

The Planning Office during the last two or three months has been trying to assess the barometer from Washington. It changes almost daily. Mr. Jackson shared a visual that addressed the various kinds of grants that would probably have impact on this agency and all other rehabilitation agencies throughout the country.

We have historically been a Categorical Grant recipient. Most of our Federal Funds, basically about 80% Federal and 20% State, come down to this Commission in a Categorical Grant. By definition, a Categorical Grant is one that is narrowly defined to achieve a specific purpose, be it a grant for a drug abuse prevention program at the local level or a rehabilitation commission grant.

The Block Grant that has received so much attention during recent days is one that is considered to be a consolidation of a number of existing related

categorical programs forming a consolidated grant. Or, another word for Block Grant would be a Consolidated Grant. Block Grants can also be created for new programs as well as consolidating old or existing ones.

Formula Grants--in one way we are a Formula Grant recipient based on population and on per capita income. So, this Commission is affected by a Formula Grant as these grants are awarded to states or local governments according to a mathematical formula.

We have altered our position from time to time as the word from Washington has changed. First of all, we received word from the Reagan Administration that rehabilitation agencies would be in a Block Grant. The grant that was projected originally by the Reagan Administration called for the Block Grant containing these four entities: Health Services, Health Related Problems, Energy and Emergency Assistance, and Social Services. Social Services would be the grant category that vocational rehabilitation programs would fall under. In the Social Services Block Grant that was originally presented to Congress by the Reagan Administration, there were 21 Social Services identified. These 21 Social Services would be put under those four major categories.

One might ask, "what are the advantages and disadvantages of the block grants?" There would have been more state control. There would have been supposedly reduced adminstrative problems and there would have supposedly been reduced administrative costs. Those are the things that the proponents of block grants frequently talk about. Some of the disadvantages of block grants would be competition among state agencies for funds. Some in-fighting among the state agencies fighting for the dollar. There would be a reduction in funding, the original funds that were projected to Congress by the Reagan Administration indicated that there would be up to a 25% reduction in basic support programs for vocational rehabilitation. Another negative impact on the block grants would be no reduction in administrative burdens. It may be good or it may be bad, you really don't know until you get involved in the situation.

The potential monetary impact that the Reagan Administration Block Grant Proposal would have had on this Commission--we would have experienced a Federal decrease in funding of some $16.5 million. This does include $6 million of Social Security Trust Funds that have been earmarked in the past by the Social Security Administration for rehabilitation purposes. These funds come to the vocational rehabilitation agency for the rehabilitation of the Social Security recipient. Under Article V of the State Appropriations, the Commission would lose some $3.8 million. This is presently in the legislature indicating that if there are not sufficient Federal funds to match available state dollars our appropriations at the state level would be reduced by this amount. It depends upon the interpretation of Article V as to whether or not we would definitely lose that. We don't have a definite answer on that as of this date. By adding these two, the Federal and the State together, one can see we would lose approximately $20.3 million. To give you an idea of what this really means in fiscal year 1981, we've been operating with a $62 million budget. If you compare these two figures you would see that the percent reduction would be some 34%. These are compared when we look at the LBB (Legislative Budget Board) recommendations for fiscal year 1982.

In recent days we have had cause to alter our funding level projections based on the input that we've received in the past few weeks, information of which you

have received at your desks through our Public Information Office, we are now planning four different alternative levels. These levels compare fiscal year 1982 with what is available in fiscal year 1981. The first alternative is the one that was recommended by the President. Now 32% of projected decrease differs by two percentage points from the original projection by the Reagan Administration of 34%. This has changed a bit over the past couple of months. This now figures out to be a reduction of about $22,914 or 32%. The House Appropriations at the present time has in its budget a decrease of about 24% or $17 million. Alternative IV shows the Senate has in its budget dollars an amount that would impact us by 12% decrease or $8.7 million.

We have chosen an alternative plan which is halfway between the Senate and House versions. Halfway between the 12% and 24% or 18%. What we're projecting is that the final cuts that will come down our way will be in one of these four plans, or we will be close to it. What we are talking about here is basically a short-range plan for fiscal year 1982. I'll be getting into other things in just a moment to indicate some of the long-range plans.

One of the recommendations that came across our desk, probably across yours, was a modified block grant form that would have put vocational rehabilitation, special education, and the National Institute of Handicapped Research together. That appears at this time to be out.

On November 3 of this year we will have presented before us voters of the State of Texas House Joint Resolution Number 38. This is a Constitutional Ammendment that was passed in the last Legislative Session, the regular session, and it deals with the finance management committee. If this resolution is passed, the Governor would chair a committee consisting of the Lieutenant Governor who would serve as the vice-chairman, the Speaker of the House of Representatives, the Chairmen and the Vice-Chairmen of the Senate Finance and House Appropriations Committees. These individuals would formulate this State Finance Management Committee who would have the primary responsibility within the State of disseminating funds when they come down to the State of Texas. If they are not specifically earmarked as they are now for vocational rehabilitation purposes, if they come here in a Block Grant form or in a form in which they are not disseminated specifically to each State agency, then this Committee, if we vote this into effect November 3 of this year, would be the Committee that would make that decision. Another possibility would be that this Committee would come up with the recommendation and implementation of a plan that would be based on a pro-rata sharing. The pro-rata sharing is obvious. Hypothetically, if a hundred million dollars came down for social service programs within the State of Texas and the Commission is presently getting 20% of that, whatever amount came down in the form of a Block Grant we would get an equal 20% of the amount.

This seems to be the one plan that's readily accepted by most administrators as being a fair way to disseminate funds. This would perhaps keep down the potential in-fighting with the State agencies. One of the first things that we've done in the way of gearing up for our planning efforts deals with the establishment of a Central Office Planning Committee. This Committee consists of these individuals plus two more--we have brought in our Deputy Commissioner for Disability Determination and our Legal Counsel to serve also on this Committee. The Committee members meet periodically on an as-need basis to serve as advisory to the planning office and, thusly, to the Commissioner in dealing with the planning efforts of the Commission.

One of the things that our planning office is doing at the present time is meeting with several different organizations. This includes organizations such as the Texas Insurance Commission. We're trying to learn about which insurance companies would be best to go sit down and talk with about projected increases in the way of medical costs. We think that the insurance companies have some insight into this, as well as the Texas Hospital Association, the Bureau of Business Research here at the University of Texas, and the Governor's Budget and Planning Office. TRC is a member of this Committee which meets monthly with these organizations.

We have recently met with the State Purchasing and General Services Commission to try to find out their insight into what the projected increases will be in office space.

The Commission has been asked to participate as one of six member in a five state regional effort in the regional office in Dallas, including the states of New Mexico, Oklahoma, Arkansas, Louisiana and two Commissions here within the state, one serving the blind, and one serving the Texas Rehabilitation Commission. The Federal Office in Dallas has concentrated an effort to help the states in our planning efforts and we are in the process of developing our fiscal year 1982 state plan that will be shared with the Federal Regional Office in September of this year. In the five states, we have adopted a format to adress: service delivery, financial management, independent living, rehabilitation facilities, policy development consultation, program planning and evaluation training, administrative services, and management information system or data processing. These nine areas will be addressed in what we call management by objective format.

Traditionally, when we run amuck with financial difficulties and our funds have run low, we have either cut staff or we've said let's cut off all case services or we've cancelled staff development activities. We're expanding our vision a little bit at the present time and in our meetings with the State Purchasing General Services Commission we're finding that a tremendous amount of our expenditures are going in fact for the provision of office space.

This will give you an idea of some of the things that we think can conserve some funds in the Commission, allowing more services for clients. Right now, statewide, we're looking at usually a cost per square foot of about $1. And in reviewing our leases we have about 62 of them right now that will be renewed effective September 1. We have about 150 leases statewide and we've only got 62 to renew now. These leases will cost some $750,000 over the previous year. We're beginning to look close at the period of each lease. If we're going to be in an office, say in a large metropolitan area, like Dallas, and we know that we're going to be there for 10 years, we're developing a ten year lease. This gives us economic advantage over a two year lease or a three or four year lease. If we know that we're not likely to be in a location or, if we don't know, we may not wish to enter into an agreement more than four years with the subject of a cancellation clause being built-in. In that case, we're making the cancellation clause for 60 to 90 days where we have an opportunity to get out of that lease agreement instead of being held to it for a four year period. The location of the lease--by expanding our territory, but still staying within the confines of where the client population is located, we're finding that the competition is greater with more people bidding on our office space. The meeting that's being held to my left this morning involves a pilot program in El Paso and we're looking at some modular-type arrangements whereby there's the open-room concept. No permanent partitions. By using modernized modular-type furniture,

that is proving to be a great economic savings, we will be able to funnel more monies into the case service program. The types of modular furniture we are finding will allow us to accommodate more staff in lesser space.

Payment of Utilities--in most of our leases in the past we have paid through our lease agreement for utilities with an escalation clause built-in. We're finding that the lessors are not going to lose money on our utilities. They build enough in to take care of what projected costs. So in many of our leases now we're paying for our own utilities, and that way we pay only for what we use, not what the lessor has built-in as a fudge factor.

In conclusion, Mr. Jackson gave one example of how considerable money was saved, some $20,000 a year here in Austin, in one field office. One district office, a supervisor and approximately eight field counselors--that's one of our three district offices here in Austin--was up for lease renewal in September. The specifications were prepared in our regional office and were sent to this office before they were forwarded over to the State Purchasing and General Services Commission. In looking at the space the question was raised, "Do you need a 500 sq. ft. conference room"? You've indicated that this conference room will accommodate 29 people. When in effect you only have 19 staff members at the present time in that office. "We hadn't thought about that." Have you thought about the need for that 400 ft. psychological testing room? Is there a need? You no longer have a staff psychologist there. Well, by raising a couple of questions the regional office asked that the specs be returned to that office for further review before submitting them back. The net result of this was based on just a few questions. They are reducing the amount of space required in that local Austin field office by some 1,700 sq. ft. Considering that we're talking about $1.00 per foot--a 1,700 sq. ft. reduction at $1.00 per foot. Multiply that times 12 months and you'll come up with a $20,000 per year. That lease is a four year lease. Four times $20,000 per year would amount to a savings of $80,000 in one office alone. And if we multiply that one office times 150 field offices we could come up with a savings of over a million dollars. That money, through this kind of planning, and conservation, can allow us to put more money back into the client-service flow. So I think what we're doing in the Commission is expanding our vision. Instead of looking at just reduction in staff, looking at cutting off case services, looking at cancellation of staff development activities, we're looking at several other administrative kinds of things where we can conserve funds. We've got two pilot field VR offices--one in El Paso and one in Sherman-Dennison, that are up for renewal space right now, September 1 and we're going to the open concept to see how it works. Mr. Place is head of our Disability Determination Division and has convinced the Social Security Administration that he can save extensively by using modular furniture. Mr. Place added that a bid came in this morning or yesterday at $250,000 and it came way under the projected $330,000. In 40 months we'll save about $700,000.

Mr. Jackson concluded that this gives you an idea that we're not only saving in the construction where you don't have to put in permanent walls, but you don't have to have nearly as much space. And we think that in the case of the Disability Determination Staff that psychologically, functionally, and productivity-wise we'll be a lot better off with modular furniture.

Following Mr. Jackson's report, Mr. Arrell pleged to the Committee that the Support Services of this Commission are going to be managed in the most effective manner possible. He added there will be a savings of around 12% of what is now being spent toward administration services.

Mr. Arrell also informed the Committee on the staff cutbacks, the largest percent of reduction being in the Central Office. We're putting much more on the computer than ever before. By streamlining this operation we are reducing the number of support staff in the Central Office at a much higher rate than the Service Delivery Staff in the field. The last thing we want to do is to reduce down the people who actually serve the client. There will be some marginal offices closing that can be served out of the larger cities without damaging the service delivery system. Mr. Arrell added that, like Mr. Wheeler said, every caseload that becomes vacant when a counselor leaves is looked at very closely to see if responsibilities and duties cannot be combined. Also, any time a caseload that served primarily personality disorders comes open, then that caseload will be disbursed. We will be serving fewer personality disorders--not to be misunderstood as true mental cases or mental retardation. Fewer people coming directly out of the prison system, unless they have other disabilities, will be served.

Due to the decrease in funding, we're supposed to be ready to implement a plan by October 1. The vote on the Constitutional Ammendment comes up November 3. If it does not pass then the money will go into the State Treasury and under the control of the Comptroller. It will require a special session of the State Legislature in order to obtain spendable money.

MR. AUSTIN'S REPORT

Mr. Austin made the statement that the Barnum and Bailey Circus is the greatest show on earth. Based on his experience with the 67th Texas Legislature he contested that statement. The Texas Legislature provides the greatest show on earth. It has pathos, it has intrigue, it even has comedy and it excels in suspense. In view of the fact that one of these days there is a possibility that a Committee recommendation requires legislation, he thought as a preview to his talking about some of the bills that were passed by the 67th Legislature Mr. Austin would brief us on what is involved. Mr. Austin called to our attention particularly the barriers that are faced. The first barrier is the fact that the legislature meets only once every two years in regular session and it can meet in special session, but only to cover the subjects that the Governor indicates are to be covered. But it's really in the procedure that the biggest frustrations are found. The Commission has had a lot of exposure during the 67th Legislature because the Commission sought to have seven specific bills passed by the legislature, and by relating to that experience one can give a pretty fair picture of what must be done. In the first place the proposed bill must be written in certain language and format. The Legislative Council has as one of its primary missions the drawing and drafting of bills. Another step is that one had better know what the fiscal implications are of the bill that is proposed. Not just for one fiscal year but for five years. Also, if it affects another agency one had better affect a liason and get an okay on it. Another thing to do is to insure that the Governor's Office is in harmony with the bill. Last session a bill was sponsored that had passed both Houses and then was vetoed by the Governor. This time all seven bills were sent to the Governor's Office before seeking sponsorship by a legislator. That's the next step. Every bill goes to a Committee and in some instances the committees have sub-committees. So to the extent that one can get the chairman of the committee or a committee member to which the bill will go to sponsor the bill, you're halfway home. If one can't obtain such sponsorship, then seek some prestigious Senator or Representative to sponsor the bill. There's always a possibility that a legislator from your District will sponsor the bill. In the case of this agency we have very good friends

in Senator Doggett and the Representatives from this area. They are enthusiastic about the work of the State agencies and in particular the Human Service Agencies, and they're real supporters. Also as an aside, many of the votes that keep them in office are from State employees.

One individuals have been selected that are appropriate to sponsor the bill, effort should be made to try to introduce companion bills, i.e., one in the Senate and one in the House. Approach the sponsors personally and let them know all they need to know about the bill to convince them it's a good bill. Thereafter, maintain close liason with their principal aide and then the frustrations start. An appearance should be made before the subcommittee and then before the whole Committee in an effort to get their approval. Next is approval by the House. The same procedure is being followed in the Senate with reference to the companion bill. Illustrative of what happens is one is informed by the legislative aide that the Jurisprudence Committee is going to meet on the floor of the Senate at 2:00 p.m. on Friday and upon arrival there at 1:30, all set to testify there is a filibuster going on and it goes on and on for an hour and a half. Finally it is announced that the meeting of the Jurisprudence Committee scheduled to meet at two o'clock had been cancelled. Anyway, it's a long, long process and it can be very frustrating.

Let's look at the big picture. In the 67th Legislature, there were 2,403 bills introduced in the House and 1,293 in the Senate. Of that total number, only 551 were signed into law by the Governor. What happened to one of our bills is illustrative of what happened to many good bills. One of our bills was approved by the subcommittee, the committee, and the House. The companion bill had been approved by the Senate committee. In the last dying days of the Legislature, the bill never got to the Senate floor, so lack of time killed it. Of the 551 bills passed many of them are very narrow bills that relate to a county, many of them relate to fish and game laws, to court procedures, to criminal procedures, to the establishment of Courts, etc. Mr. Austin called to our attention three bills because he wanted us to be sure to know that House Bill No. 487 relating to agricultural labor use of hoes that have short handles was passed as well as Senate Bill 418 relating to hunting in Sea-Rim State Park and Senate Bill 528 relating to time off from work to attend conventions. Suffice to say many of the bills were rather narrow in scope and subject.

Mr. Austin screened the 551 bills that became law and listed the more important ones affecting the disabled. Time didn't permit his discussing all of them but he did mention two or three that were of interest. Several years ago the state passed the Architectural Barriers Act to make buildings, particularly public buildings and space leased by state agencies, available and accessible to the handicapped. Senate Bill 5 which was sponsored by Senator Chet Brooks expands that Act and makes a number of changes which the handicapped will find most acceptable. At the moment shopping centers which contain excess of five mercantile establishments are subject to meeting the specifications, as well as passenger transportation terminals, theatres and auditoriums having a seating capacity for 200 or more patrons, hospitals and related medical facilities, nursing homes and convalescent centers and buildings containing an aggregate total of 20,000 or more square feet of recognizable office floor space, and funeral homes and commercial business and trade schools. As far as the Commission is concerned we have the responsibility to insure that those grantees who receive Establishment Grants meet the specifications set forth in the Act.

Another bill that Mr. Austin found interesting and one whose concept has previously been supported by the Governor through an Executive Order and by the

Legislature through a Resolution encourages the use of volunteers by human service agencies. The Act puts some teeth in enforcing the use of volunteers. The language of the Act is that wherever it is feasible, human service agencies are expected and directed to utilize volunteer services. What will be of particular help to those agencies is the fact that provision is made for payment and also for purchase of insurance for volunteers. The Commission is evaluating to what extent, particularly in the light of scarcity of funds, we can take advantage of volunteers in our programs.

Another bill that the Commission was particularly supportive of and followed through every stage of it's enactment was a bill that extended the purchases of goods and services by the blind to cover other handicapped. Of course this will be of particular significance to the Extended Rehabilitation Services Program. The ERS Program assists the severly handicapped--those individuals who cannot compete in the open labor market but who can work in sheltered workshop environments. This expands tremendously the market for items that can be made by the handicapped. This program established by the Act will be managed by a committee of twelve and membership in this committee covers a wide expanse of diversified groups and very fortunately the Commission has a member on the committee. Great things are expected from the committee and its work.

Senate Bill 1061 has to do with parking. A private office building owner, or a State agency, and a city often mark parking spaces for the disabled, and what happens? Someone that is not disabled pulls in there and there's no provision for any kind of punishment or penalty for use of that space. This particular Act makes it possible and directs the State Department of Highways and Public Transportation to design a non-movable sign indicating that this a parking place for handicapped and indicating what the penalty is for violation by someone for parking there. The Act permits an office building manager to designate spaces for handicapped. It permits a city to pass an ordinance and require that the prescribed signs with a specified width be maintained and if there's a violation, they have access to this state law for the penalty. It will be interesting to see to what extent private building owners and cities implement the Act.

Senate Bill 14 makes it possible now for an individual who is only temporarily disabled to utilize the privileges of a person that is permanently disabled by obtaining the proper identification card. This will permit parking in spaces normally reserved for the permanently handicapped.

One last measure that Mr. Austin mentioned was House Joint Resolution 62 sponsored by Craig Washington. As introduced, it proposed a consitutional ammendment that would provide for funding for assistance grants, medical care and service to needy aged persons, needy individuals who are permanently and totally disabled, needy blind persons and needy caretakers of children and needy children. Unfortunately, as it wound it's way through the legislature it was emasculated and when it goes before the voters it will be limited exclusively to needy dependent children and the caretakers of such children. There is an $80 million authorization in fiscal year 1982 and fiscal year 1983 so when this appears on the ballot in November we are hoping that it will pass.

Mr. Austin suggested that after you've had a chance to look at the list of bills, if you are interested in obtaining a copy of a bill or the Commissions comments on the bill, write the Legal Services Division and they'll be glad to respond.

Mr. Austin gave a list of 13 bills that the Commission is taking action on, but they are primarily operational and not too many of them affect the handicapped.

The Legal Services Division is a service organization to facilitate in carrying out committee duties. Mr. Austin has received a few calls asking for specific laws. Keep in mind that we observe very carefully what is going on in Washington as well as here. We take advantage of the Governor's State Affairs Office in Washington and it keeps us informed on the day-to-day activities here. So if there is a bill affecting the handicapped that is of interest whether it's under our jurisdiction or not, please let the Commission know.

Mr. Austin asked if there were any questions that came to mind that he might be able to assist with concerning any of the legislation that was introduced that was not passed, or that was passed.

Mr. Morrison requested the number of the bill regarding the use of volunteers and Mr. Austin replied it was House Bill 622 introduced by Representative Polk.

Mr. Abernathy asked if the toll-free number regarding the exact status of a bill was universally known. Mr. Austin answered that it was publicized at the beginning of the session--adding that the information was excellent and prompt. Mr. Abernathy explained that indeed the service was good and also that the people manning the lines are clerks that punch the number out on the computer and give the status immediately. Mr. Austin cautioned that the information is a day behind but not over 24 hours old.

Mr. Morrison asked if the bills spoken of previously had actually been signed by the Governor. Mr. Austin replied that they had and are going into effect August 30, 1981.

D. H. Howell inquired about Senate Bill 6 by Brooks, House Bill 193, in that does the bill provide for the purchase of all the telecommunication equipment for all state agencies and the redistribution back to the state agencies. Mr. Austin promised a report after careful study.

Mr. Dabney questioned SCR 27 which required the Merit Council to continue affirmative action for disabled persons. He wanted to know if there was any change as to how they may be utilizing affirmative action. Mr. Austin explained that the Merit Council is under a consent decree from the Federal Court. They were alleged to be in violation of Title VII which guarantees equal employment opportunity regardless of race, color, religion, sex or national origin. In addition, they also have an obligation with reference to Section 504 which insures equal employment opportunity and advancement for the handicapped.

The 67th Legislature passed a statute (HB 2173) which is a significant step to removing barriers to the handicapped in the area of testing. Title I of the Rehabilitation Act of 1973, as well as the more highly publicized Sections 503 and 504 of Title V, place special responsibilities to insure equal employment opportunities on State agencies administering the vocational rehabilitation program. Under Title I, we as a rehabilitation agency have to go beyond 504 and have an affirmative action plan with action steps, goals and timetables. The Commission is in full compliance. Logically, the state vocational rehabilitation agency should serve as a model for equal employment opportunity to include

reasonable accommodation, to include removal of architectural, transportation, communication and attitudinal barriers.

Mr. Blase added that HB 2173 by Smith relates to alternative forms of testing for handicapped.

Ms. Price inquired as to any specific requirements regarding affirmative action that have to be written. Mr. Austin responded that there had been no change.

Mr. Howell asked regarding HB 885 the certification as far as disabled relating to the homesteads. He asked if the bill specifically designated how one identifies oneself as being disabled. Mr. Austin confessed he wasn't aware of the full implication of the bill and made a note to inform Mr. Howell on this bill also.

Mr. Morrison wanted to try to clarify that under Section 504, there are certain requirements to recipients of Federal Funds. Under Section 502 of the same Rehabilitation Act and some of the Ammendments that were in the 1978 Ammendments to the Rehabilitation Act, the Federal Offices were supposed to come under the same 504 regulation. What has happened though is the current Administration has decided to review the regulation applying to Federal Offices--such as Social Security Offices, TRC Offices, and etc. Mr. Morrison further stated that until the Federal Government itself actually issues the 504 regulation, there is very limited enforcement concerning 504 against a Federal agency itself. Obviously, Federal Offices find it hard to voluntarily comply with these regulations if in fact we're going to insist that the recipients of Federal Funds comply with it. But at this point in time, the Office of Civil Rights or the Architectural and Transportation Compliance Board has no real legal authority to enforce this.

Mr. Austin replied that for the benefit of those who are not familiar with the Rehabilitation Act of 1973, that Title V of the Act has not only Section 504, with which we are all familiar, but also Section 501 which Mr. Morrison is talking about. Section 501 provides that Federal agencies shall insure equal employment opportunity for the handicapped and dictates the development of an affirmative action plan, tec. Section 502 established the Architectural and Transportation Barriers Compliance Board and set forth its responsibilities and functions. Section 503 is applicable to government contractors. Incidentally, the Commission is under Section 503 as well as the next section 504 which is applicable to any activity or program receiving Federal financial assistance. Mr. Austin stated that while Federal Regulations have been issued to implement these sections of the Rehabilitation Act, there was a freeze placed by President Reagan and the regulations are all to be reviewed. By September 30, they are either to be modified, rescinded, or left as written. We really won't know until September 30 the exact status of the regulations implementing Sections 501, 502, 503, and 504.

Ms. Price stated that the above regulations are going to determine that Federal agencies are required to write a separate affirmative action plan. Ms. Price also said that a multi-year affirmative action plan is in the process of being written covering from now until 1986. So, if the plan does show a definite increase in handicapped employment and at the same time a decrease in the total work force because of budget cuts, then that is what is going to affect several handicapped programs. Ms. Price added that she is showing an increase of 28 to 40 handicapped employees hired but showing also a decrease of almost 2,000 employees total work force.

Mr. Austin stated that as a recipient of Federal Funds the Commission is subject to Title VI of the Civil Rights Act of 1964 which prohibits discrimination in the provision of vocational rehabilitation services because of race, color or national origin; Title VII of the Civil Rights Act of 1964 which prohibits discrimination in employment because of race, color, religion, sex, or national origin; Sections 503 and 504 of the Rehabilitation Act; the Age Discrimination in Employment Act of 1967; Age Discrimination Act of 1975; and the Vietnam Era Veterans Re-adjustment Assistance Act. These are the principle civil rights laws to which the Commission is subject. The Commission does try to keep abreast of our obligations in the civil rights area. The Commission has been sued 10 times wherein the plaintiff has alleged violations of one of the Federal Civil Rights statutes. In every one of them that has come to final judgement, we have been exonerated.

Mr. Blase questioned SB 812 exempting rehabilitation facilities and halfway houses from the licensing from the Department of Health if they are licensed by TRC. What about certification by the Texas Health Facility Commission.

Mr. Austin replied that this Commission has had a running battle with the Texas Health Facilities Commission, which provides certification with reference to "Health Care Facilities," and with the Department of Health issues licenses with reference to personal care homes. The Commission fought and won an exception from the Department of Health regarding licensing for the halfway houses and rehabilitation facilities. Mr. Austin also mentioned that because the Texas Health Facilities Commission used in their definition of "Health Care Facilities" the words "in-patient rehabilitation" that this Commission can interpret in-patient rehabilitation to exclude halfway houses and rehabilitation facilities from a requirement for certification. He added that time will tell, but there is that distinction between licensing by the Department of Health and certification by the Texas Health Facilities Commission.

Mr. Austin encouraged anyone with questions to call upon him.

At 1:00 Mr. Blase dismissed the Committee for lunch and to reconvene at 1:30 to present questions to Mr. Wheeler and Mr. Jackson.

Ms. Putteet asked if it would be possible to see the plans for the El Paso Offices. Ms. Blase answered that he would see if this could be arranged. Mr. Wheeler suggested that at break the Committee go down to the first floor and see the modular set-up in the Purchasing Office. Mr. Jackson added that there are three companies that wanted to bring in a model and set it up to try without cost. There are two different companies displaying in the Purchasing Supply Office. Mr. Wheeler suggested that the subcommittee chairmen select a time when they could view the model and that either Mr. Jackson, Mr. Fengolio or himself would take them down. Mr. Blase suggested that the Committees stop by on their way to the subcommittee meetings.

OLD BUSINESS

Mr. Blase called the meeting to order at 1:30. Mr. Wheeler informed the Committee that Helen Goodman had reviewed the minutes of the last Committee meeting and outlined a few of the things that were in the minutes that required some action on the part of the staff responding to either comments or questions

that this Committee had raised.

Mr. Wheeler directed attention to the first one on page one, Commissioner Harvey informed the Committee that since its last meeting some administrative changes have occurred. Mr. Harvey wanted to bring the Committee up-to-date on the new organizational structure. He informed the Committee of changes. Mr. Wheeler added that there's been some changes since then and on the back of the TRC Newsletter is a new organizational chart. This will bring us up to date on Mr. Arrell's organizational changes. Item 2. Judge Thomas said that because of the bad shape of the economy certain cuts are necessary rather than trying to protect every program, however, developing a concensus among those involved with him--there are priorities that need to be established. Mr. Harvey responded that TRC is establishing priorities and developing strategies and TRC is developing a fact statement. Mr. Wheeler stated that Mr. Jackson had pretty well covered TRC's planning for different budget cuts and for better delivery of services. Mr. Wheeler asked Mr. Jackson if he need add any further comments. Mr. Jackson replied that he had probably said more than needed. He had nothing more to add.

Mr. Wheeler called attention to Item 3 on pages 2 and 3 regarding the Committee composed of five. A committee composed of five state agencies that deliver human services in the State of Texas recently met with the Governor and made a recommendation to him for a specialist in human services who can be employed by the Texas Office of State-Federal Relations in Washington to pursue human service matters. This specialist would be employed by Texas State agencies, be located in Washington to keep us up to date on the latest happenings that are going on in Washington. Mr. Wheeler added that TRC has agreed to pay part, even more than our part, but other State agencies have not responded favorably. So nothing is going to happen at this point.

Mr. Morrison informed us that the Regional Office has a new appointed person that is now the director of inter-governmental affairs. Mrs. Rosemary Gomez is from New Mexico. The whole purpose of this office is to assist local State agencies with their relationship between Washington and local outfits. Mr. Morrison added that he realized that the Texas Rehabilitation Commission is now under the organizational structure of the Department of Education but that there might be some way to utilize Mrs. Gomez's services. Mr. Morrison wasn't aware if the Department of Education on a regional level had an inter-governmental relations person or not. Mr. Blase interjected that they don't even have regional offices. Mr. Morrison encouraged the utilization of this new office of the Department of Health and Human Services. Mr. Wheeler said that TRC will see about the opportunities for tapping in on it. He thanked Mr. Morrison for this information.

Mr. Wheeler continued reviewing the minutes from the last meeting. Mr. Abernathy had expressed his concern on capping or putting a ceiling on expenditures of certain categorical or individual cases. Such as no more than "x" number of dollars spent on an individual. Mr. Harvey told the members that TRC had a number of options that TRC will be exercising as they develop. Mr. Harvey was to get this information out as soon as possible to committee members. Mr. Wheeler said that some of the things that the Feasibility Committee talked about and are looking at is maybe putting a cap on a number of services. One of the one is interpreter services. TRC is paying the fees. It's costing from $1,700 to $2,500 a semester per client for interpreter services. To send one client to college is running from $8,000 to $16,000 for these services. Mr. Wheeler added

that there is one area that he and Mr. Jackson are looking at closely. There has been no decision as of yet.

Mr. Wheeler continued the review where Mr. Hall related his many visits to small communities in which they did not know of TRC services. He stressed the need to have some increase emphasis in making TRC's presence known in smaller communities. Another point he made was that inexperienced TRC counselors were being placed in one-counselor offices in remote areas where the counselor does not have access to the aid of an experienced counselor. He believed this results in the loss of quality services to clients. Mr. Wheeler asked Mr. Jackson to comment on this.

Mr. Jackson informed the Committee that TRC is in the process of developing some thirty second radio and TV spots through our Public Information Office that will be disseminated on a pilot basis to television stations in the North and West Texas areas. Mr. Jackson added that they will start in Dallas, Ft. Worth and move westward through Witchita Falls, Abilene, Lubbock, Amarillo, all the way out to El Paso to try those two sections of the state, north and west, to see what impact the development of the public information spots will have in telling the story about Texas Rehabilitation Commission.

Mr. Jackson also informed the Committee of the fact that the Federal Communications Commission is changing it's requirements with regard to public service announcements. No longer are stations required to do this as a free service. Some of them are still doing it and we're going to monitor it. If it is impactful we will probably take these spots and disseminate them to the other parts of the state.

Mr. Jackson also mentioned that regarding Mr. Hall's concern about the inexperienced counselor going to a small office that many of our counselors today are individuals who are coming from middle-class backgrounds, most of the applicants now are females and are not interested in going to small towns. This is a problem. In meeting with a University of Texas professor last week we tried to point out that there is a need for the staff to be aware of the kinds of problems that TRC is experiencing so that they can take those concerns back and try to deal with them in the University setting. One of the problems is that TRC receives an applicant who's a middle-class female, educated in a large metropolitan area, went to college, have received all the theory in counseling, but nowhere in her curriculum has she been exposed to a lot of the problems that she will be dealing with as a counselor. Job placement or explaining to the client how to maintain a piece of equipment or how to assist the client in making a decision on the kind of equipment that the individual needs to do a certain job are the kinds of things that are not being taught in the Universities. TRC is having to develop training programs to meet these deficiencies when they're coming out of the colleges and universities.

Mr. Jackson asked if he'd answered the questions that were expressed last meeting and that he'd be happy to try to expand upon it.

Mr. Hall replied that Mr. Jackson was much too humble. That not only had he recognized the problem, but he'd solved the particular one that had been breaking his heart over six years. Mr. Hall stated that TRC had put a man in a particular spot now that matches the cultural majority in that community. He added that this man had roots in the community, had bought a home, had his children in the community, was a well-known athlete in the community--plays

golf with the county judge--his wife works in another state agency. Mr. Hall stressed that the impact that this person had made in one West Texas town. The counselors are ringing the phone off the wall every five minutes--they've found a client here and a client there. The clients have been there all the time but nobody had known how to find them or approach them. In conclusion, Mr. Hall stated that TRC had finally got the square peg in the square hole.

Mr. Wheeler continued the review and added that Mr. Hall had made another suggestion. He advised the Central Office personnel to go out in the field and look at the actual operations. He felt this could help the Central Office personnel appreciate the problems that exist in the field. Mr. Hall had said he understood how busy the Central Office personnel were and the tremendous problems they face, nevertheless, he believed that there be some consideration given to this matter. Mr. Wheeler agreed with him and commented that since then he had. Mr. Wheeler stated that he has since been to Houston to work with the counselors, and been to Dallas to work with the counselors in two programs, and to Ft. Worth to work with a counselor. He added that he's also been to Lubbock to work with a counselor, to El Paso and spent a day with a counselor, and Austin for a half day. Next month he is scheduled for Alpine and Ft. Stockton. Mr. Wheeler remarked that he's found it very rewarding.

Mr. Blase asked for questions or comments concerning the item just completed. He added that the Committee will be in fine form tomorrow when they charge the staff with the new list of questions to be answered at the next meeting. Mr. Blase returned to the question Mr. Abernathy had been asked to defer after Mr. Wheeler's report.

Mr. Abernathy made the statement that the material that Mr. Wheeler was projecting and then followed by the others depends to a large extent on the success or failure of the counselor being able to evaluate the motivation of the client. He inquired as to whether there's anything being done to help the people evaluate the motivation of an applicant. Mr. Wheeler admitted that he had read articles and journals but had never made a concentrated effort to really locate what instruments have been developed in determining motivation. He added that this would be a good project for IMPART.

Mr. Blase commented that the San Antonio Migrant Services has the assessment unit for everybody coming into the CETA funded program in the San Antonio area. Everybody wants to know if these people are motivated. Last year considerable time was spent with the psychological consultants trying to find instruments that would measure motivation. The answer that was returned was that there really are none that will do it totally. Mr. Blase agreed that it would be really useful with a tract team like IMPART and added it would be looked into.

Mr. Culwell raised a question having to do with criteria in regard to the research that was done on the caseload and so forth. He questioned how they evaluated or determined "stable work history" in rehabilitated clients. Mr. Culwell added that he had done quite a bit of work with people's work histories and if he were to have to define "stable work history" it would have to be assumed that everyone knows what is meant. There has to be some kind of criteria in a statistical measure. Mr. Culwell also asked how long a person had to be working in order to be rehabilitated.

Mr. Wheeler responded that by the department of this study they called him rehabilitated if the client went to work and worked consistently for a 60 day period or longer. During this 60 day period the counselor decides this person is satisfactorily employed and closes the case as rehabilitated.

Mr. Culwell asked if the employment had to be in the area in which they were trained by TRC. Mr. Wheeler replied not necessarily. Non-rehabilitated simply means TRC accepted them, put them in a plan of service, provided whatever and found that the counselor closed the case not rehabilitated.

Mr. Wheeler also added that he was not aware of how stable work history was defined by the committee. Mr. Wylie added that the committee had met and decided on some joint sort of criteria for the seven committees. They decided on a similar questionnaire for each of the committees. Mr. Wylie also said that he'd find out what the definition was. Mr. Culwell said he didn't need extensive research, but that he was just curious.

Mr. Jackson asked us to recall in the potential monetary cutbacks that he had mentioned that morning, the Federal anticipated loss of funds could come to a total of $16.5 million. Mr. Jackson had at that time indicated that this included a $6 million of Social Security Trust Funds. In the House of Representatives, the version of the budget now has built-in a nine month employment payoff. Through the Federal VR employment requirement one must be employed for a minimum of two months. The Federal impact for reimbursement from Social Security Trust Funds, if the House version is adopted, would be nine months. Right now the Social Security Administration gives this Commission some $6 million for the rehabilitation of a Social Security Disabled recipient. Mr. Jackson added that this has nothing to do with our Disability Determination Division. This is just in the Social Security Act. Those monies are earmarked for VR purposes. In Texas TRC receives about $6 million. If the Senate version in Congress is adopted, TRC would lose this $6 million. In the Pickle Bill, it would not come to the Commission. Again, the House version states if the client is in employment for nine months then TRC could bill back to the Social Security Administration for the expenditures incurred upon that individual, but only that individual who had been in a period of nine months consecutive employment.

Mr. Culwell wished clarification on the presentation that Mr. Jackson made earlier in regard to the 21 services under the block grants. Mr. Culwell noticed that on the list vocational rehabilitation was one service and counseling was listed as another. He questioned as to what kind of counseling are they referring.

Mr. Jackson responded that it was counseling services. He stated that they are just listed and there are several agencies that do family planning, counseling services, employment services and services to minors in the justice system. TRC is considered a rehabilitation service even though in the process of rehabilitation counseling vocational counseling is provided. Mr. Blase added that it would sort of be related to the Title XX DHR package. Mr. Jackson stated that within this context, DHR and the Commission are both in the social services block grant if that should come down.

Mr. Blase called for more questions. Mr. Howell was concerned about motivation. His concern was how can you say that a person may not be motivated were he to receive services that could improve his lifestyle. At least give him

some idea about where he stands in relation to where he could stand. Mr. Wheeler stated that in doing research the committee will find some research has been done on how to motivate by talking and communicating with clients in order to let them know where they could be if they would do certain things and allow TRC to do certain things. Mr. Abernathy stated that Dr. Bryant said that you can determine motivation and can determine whether the individual actually visualizes his role in a given situation. Mr. Abernathy continued that if the person visualizes that he is an airplane pilot, then the motivation to become an airplane pilot is there, but unless the person can visualize it then it isn't there.

Mr. Hall commented that about fifteen or twenty years ago the term social scientist came into being. Mr. Hall said he thought it was humerous at that time and ridiculous because we want to take all the myriad facets of the human personality and needs and drives that we enjoy as different people and try to measure them up as specifics. Mr. Hall stated that one cannot legislate judgement, hopefully it can be implied and exercised, but when you give general guidelines, sometimes in human service delivery that's the best possible human guidelines that can be given. Mr. Hall stressed that trying at this level to tie someone down in Midland Texas to an exact standard that that is when people get afraid of lawsuits and are intimidated. Mr. Hall added that what is needed is to back away from over-direction. Mr. Cantu cautioned the administration as they start developing or implementing some of these recommendations and the guidelines for eligibility of the clients at TRC to be very careful. Mr. Cantu sees it as a potentially dangerous situation in which a lot of clients which may be potentially rehabilitatible could be left out of the TRC process, simply because some counselor may not understand the guidelines very well. Mr. Cantu stressed the motivational factor as really important that the counselors do understand what is meant. The way it's going to be implemented is really important, so that people aren't hurt or not given a chance. Mr. Cantu stated that because we cannot serve everyone, determining who is going to be a success and who is not before providing any services can be very dangerous. Mr. Cantu asked if the committee had made any recommendations to the Commission as to what should happen to these people who are not going to be served. His concern was would they be advised as to what is available and also where does the Commission's responsibility end.

Mr. Wheeler replied that the responsibility of the Commission does not end until the person is guided to the private or public agency that can help them.

Mr. Morrison also commented about motivation. His concern was about middle-class ablebodied people that had never experienced the problems encountered daily by handicapped people. Mr. Morrison shared an experience he had with the Office for Civil Rights and the Department of Education last week to look into a situation in Dallas where a rehabilitation counselor misinterpreted the inability to access services as a lack of motivation. The counselor had told the client to call the community council in order to get a ride on Care-car. She didn't realize it wasn't that simple. You don't automatically get put on. When the client didn't show up for the interview, the counselor became upset with the client and said she wasn't going to work with them any longer. The client called OCR and said he was being discriminated against. Mr. Morrison stressed the importance of the counselors being sensitive to the client and the problems in accessing services.

Mr. Blase raised a question regarding what the Commission can do to have input into the counselor training program. Mr. Blase commented that if TRC has to take the people that the Universities are turning out and virtually start from scratch to train them in sensitivity and accessibility that a tougher line with the training schools about what is necessary in order to get employment in a rehabilitation commission is needed. Mr. Blase said that with the dwindling funding source it is going to make jobs much more competitive and he believes Universities will want to have their students at the head of the application list.

Mr. Jackson replied that all TRC can do is to be available to the colleges and universities, go out and meet with the staff, meet with the students and tell them about the real day-to-day problems that are facing the counselor once he or she leaves the academic setting. Mr. Jackson added that the Commissioner went to Texas Tech last week. The University of Texas here in Austin has seldomly requested those of us in the Central Office to go to the University rehabilitation counselor training program and talk with them as students. TRC has volunteered to do this but for whatever reasons our presence is not desired. The net result, Mr. Jackson concluded was that there is no close communication.

Mr. Blase added that this illustrates the problem. Mr. Jackson made us aware of the fact that only the first part of the week did the Commission make a committment to do something about the area of training the staff. Mr. Jackson informed the Committee that about three years ago TRC put a concerted effort to get back to the basics of rehabilitation and developed a counselor training package. All of the counselors within the Commission are exposed to this "getting back to the basics". In that, disability, vocational handicap, eligibility, etc. are spoken of. These are meaningful services. This week a decision in the staff development area concerted an effort to deal with feasibility. From this standpoint, the person is feasible if having first a disability that constitutes a vocational handicap and second, is the disability too severe in nature for us to do something with. Mr. Jackson added that this sometimes becomes a legal problem because many of the counselors are reticent to deny services to a client that does not have vocational potential. Because of the appeals procedure that exists, TRC is going to be setting up a training program to deal with the staff, so if the university setting is not dealing with it, hopefully through the training programs in staff development that particular issue will be addressed.

Ms. Putteet said that she had been through a counselor training program on the Master's level. She mentioned that Mr. Arrell had visited Texas Tech University and with the Masters students who were in the newly accredited program for rehabilitation counselor training which is now in the College of Education. Ms. Putteet feels that the Commission has to take the definitive stand in saying this is what we're going to expect and consequently hire and this is what we're not. Ms. Putteet said that she had not seen much participation with any graduate program she has been associated with. She believes students want to know basically not what's going to be required for graduation, but what is going to be required on the job. Ms. Putteet added that when she entered the program it was under the Department of Psychology, and it was a stipend program. She indicated that graduate stipends are hard to get because it is a very competitive program. She also indicated that she probably got in on an affirmative action. Ms. Putteet said that not one of the students in that program would have come in contact with an individual with a disability if she hadn't been in that program.

Ms. Putteet believes the Commission and every Rehab professional in the state has a responsibility to contribute to as many programs as possible. She suggested the need to look at instituting an advisory board of both former students in the profession and those who have gotten out, to find out exactly how effective their programs are remaining. She also suggested supervising the kinds of content to keep up the accreditation standards or in this case to institute the accreditation standards. Ms. Putteet stated that people with disabilities should not be considered any differently for counselor positions over anyone else. Based on her experience 10 years ago, she stated that it was necessary to exercise input whether it is solicited or not into those counselor training programs. Ms. Putteet added that during her experience with TRC she learned that she couldn't get into the door, couldn't get into the bathroom or up to a desk.

Mr. Wheeler asked if she had been to any TRC offices in the last few years. Ms. Putteet replied that she has been to quite a few of them and anytime she has pointed out a problem, on her next visit she found it no longer existed. Mr. Wheeler then asked about this building. Ms. Price interjected that she has trouble getting out of the restroom around the corner.

Mr. Jackson informed the Committee that TRC had hired Virginia Roberts to work on the Governor's Committee on the Employment of the Handicapped Program. He added that Virginia has a lot of visitors who are quadraplegics and one of the first things that she pointed out to us was the inaccessibility of this particular building. Mr. Jackson admitted that he shared the responsibility with a few of his colleagues, that they did not do a good job when designing this building, in writing the specifications to accommodate the handicapped. Mr. Jackson felt that some things were done well, but there were several things that were not done. One of these dealt with the restroom. Mr. Jackson stated that a secretary in John Wylie's section who is confined to a wheelchair has been employed by TRC for about two years. She is an excellent secretary, cheerful and competent and she gets along with everyone--a tremendous asset to our organization. She never said one word about having difficulty getting in and out of the restroom or the doors on the first floor. Mr. Jackson added that when Virginia came as a staff member one of the first things she said was that she couldn't get in and out of these doors. As a result--on the restroom door closest to Virginia on the first floor is an automatic door opener that makes it possible for people to get in and out. There is one for males also. Mr. Jackson expressed his greatest concern was that TRC had employed a secretary for two years who was having difficulty and no one asked her about any problems she might be experiencing. But when someone came on board that was on a higher level and pointed out that this building was not accessible then action was taken. Mr. Jackson expressed his regrets about Sophie, the secretary who had gone through all kinds of problems for a two year period. Mr. Jackson added that that's one of the first things that ought to be done is to acquaint the consumers that come into this building as to where the restrooms are which are accessible and which ones are not.

Ms. Price stated that after listening to the presentation in regard to the modular furniture and the changing of office space and facilities she thinks the plan is great. She encourages finding those offices and places where space can be feasibly reduced. Ms. Price admits, however, that she doesn't like the open office concept. Her concern is that conversation may be heard by others. Ms. Price further stated that because people think that secretaries are a lowly

position that Sophie might have been afraid to complain about anything whatsoever, especially being a disabled person, that there would go her job.

Ms. Price stated that motivation is within the individual. Because an individual goes to see about a job doesn't mean that the person has really been motivated. They might have been motivated by the fact that they haven't had anything to eat which has nothing to do with the disability. She further stated that they might have been motivated by the fact that their parents had decided they didn't want the responsibility of trying to raise, handle, put up with or feel guilty anymore about having a handicapped child. Ms. Price feels there are several factors to be considered when speaking of motivation.

Ms. Price related some of her experiences with the Grad Program. Ms. Price also believes there is a way for TRC to have input into the colleges. She informed the committee that the classroom structure or the class planning material is done by each instructor since there are no guidelines set by the University. She suggested getting to those instructors and the Dean of the Department in order to let them know what is required.

Ms. Price said she is going to college to get a Masters' Degree not because she feels like she needs it, but so that somebody will accept her for another position. The only reason she's been turned down is because she doesn't have a Masters' Degree.

Ms. Price expressed hope that the automatic door openers would be installed in all rehabilitation centers.

Mr. Jackson indicated that TRC is very sensitive about the privacy that a counselor needs to work with a client. Each of those two pilot offices--the one in El Paso and the one serving the Sherman-Dennison area are going to have two offices that are private in nature that are not open. They will have permanent walls so that if a counselor needs to have a private counseling conference with a client, those offices are available for that specific purpose. Mr. Jackson added that with the advance of technology it is being discovered that there is really more privacy in the modular-type with the accoustical attachments to the walls than there is with offices that have permanent-type walls. Mr. Jackson also added that at the present time it is being found that the sound level in some of the modular furniture with the open concept is much lower in intensity than some of the present day offices. Mr. Jackson concluded that there's a lot of technology that's available today that was not available five years ago which lends to this concept. Mr. Jackson added that this concept is being experimented with in only two areas--the El Paso and the North Texas area to see how well it works. He also added that if it did not work in the counseling setting then the idea will be implemented in DDD which should be very good for it.

Mr. Blase asked the Committee if they would like to stay in the group and continue to ask questions and talk or adjourn this session and go visit the sample and then on to the Committee meetings. The group decided to adjourn and have a look at the sample.

Ms. Tepley invited the Committee to take a copy of Dimensions Newspaper published by the Association for Individuals with Disabilities. She added that they're very proud of this paper and are hoping to get it out statewide. She would also like to write an article for the next issue coming out about what is being done here.

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Mr. Blase called the meeting to order at 8:35 a.m.

Mr. Arrell introduced Martha Garber who is now the State Representative. Mr. Steve Lane who had been the state representative has now been promoted to Deputy Regional Commissioner in Dallas. Leon Thornton is representative of the Research and Training Center in Arkansas and Mr. Loerance Doever.

Mr. Blass informed the Committee that Bob Dickson, Bob Thomas and Earl Day had joined the group after the meeting started yesterday. Mr. Blase then asked if the Committee was ready to move with the subcommittee reports.

INDEPENDENT LIVING SERVICES SUBCOMMITTEE REPORT

Ms. Putteet related that the Independent Living Subcommittee had quite a discussion about both the application and continuation of funds for the centers that are now in existence and the two new centers that have been applied for. The discussion centered around the fact that we were looking at fiscal responsibility and at program directions to see whether or not they were going to help in achieving the goals of independent living. Ms. Putteet said that Mr. Thayer had advised the independent living centers that perhaps they should institute a policy of client evaluation of the centers, whereby the clients evaluate the services that they've received in order to see if the program is on the right track.

Judge Thomas said that Ted had mentioned that the Federal agencies and Federal Government was great about giving time deadlines to do certain things and that they give a very short deadlines for others to follow. Judge Thomas pointed out that Ted, in a fit of passion, rattled somebody's cage in Washington and he began to get several return phone calls and everybody saying that we just haven't got it acted on, but it's in the mill and everything looked good and some forms have been filled out over the phone. Judge Thomas felt that Ted was expressing somewhat a concern that the Feds were taking a long time to act on some things that obviously should have been acted on somewhat prior.

There will be an audit of the centers about September by the Internal Audit Division. Judge Thomas expressed that Ted has some ambivalence right now as to what it is going to show, but he assured our committee that the auditors are very tough with constructive criticisms coming out of the audit. Judge Thomas felt that there should be more work on management aspects with the staff through some of the field offices, particularly Houston and here in Austin. Judge Thomas stated that he feels from a fiscal management viewpoint that there could be some more improvement made in both centers. Judge Thomas said Trudy and some other members of the committee had some very incisive things to say about finding out whether the centers are accomplishing, through operations and programs, what they wanted to accomplish and what this committee would like to see them accomplish.

In conclusion, Judge Thomas expressed that everyone will be very interested to look at the audit and see how those things are going.

Judge Thomas then informed the Committee that Ted was very realistic from the background that he gave that probably some of the other states had not yet

been funded on any independent living and that he felt there were a couple of good applications in, but the success of these new applications being funded for new programs will probably depend a great measure on whether or not the other states have turned in some really lousy proposals or not. He didn't think there was any percentage in favor of getting this funding, but one never knows.

Mr. Blase asked if the two new centers referred to were listed. Judge Thomas answered there was one here in Austin called Arsols.

VOCATIONAL REHABILITATION SUBCOMMITTEE REPORT

Mr. Abernathy stated that there was a great deal of discussion in the subcommittee meeting. He passed out a list of recommendations from the committee. He called attention to recommendation number 4 which said the vocational rehabilitation cases need to be made accessible to member of the Consumer Consultation Committee. Mr. Abernathy said that a question had been raised as to whether this could be done. He asked for any comments.

Mr. Abernathy then called attention to recommendation number 3 that in counselor-personnel training there should be a disabled person that reviews or discusses at some length the whole idea of being handicapped in order for the counselor as well as other personnel to look at the world from this point of view.

Regarding recommendation number 2 Mr. Abernathy expressed that there should be advisory committees made up in each community of consumer or advocacy groups. He said that one of the better things that has been developed throughout the years are the advisory committees in the communities where we work.

Mr. Abernathy expressed the feeling of the committee about total or global approach to budget management. This means the whole thing from each member of the official agency to the applicant to the client and to the service provider.

Mr. Abernathy concluded that the subcommittee wished to compliment the smoothness of the transition. He also added that he hadn't heard one negative remark about it. He then turned the report over to Don Culwell.

Mr. Culwell wished to insert two things that he thought were fairly important. One because it was important and the other one because it was his own idea. Mr. Culwell said that the question had been asked as to what could be done to help in the area of promoting legislative cooperation, etc.

Mr. Culwell commented that because of this dilemma of fund cuts that it has been very effective being advised by Mr. Arrell and others regarding what is going on, thereby, giving the consumer groups a chance to respond and help. Mr. Culwell stressed that communication seems to be the name of the game and another area of communication is in working with the handicapped population.

Mr. Culwell pointed out that the vocational rehabilitation counselor is in his estimation somewhat obligated to not only refer their client to groups that would be beneficial to them, but to develop a certain amount of awareness of what is available in regard to resource groups. Mr. Culwell said that they tend to regard resource groups or resources as those things that can help

provide material services and training. But among the consumer groups, there are various other things that could be provided, such as in the mental health realm, there are groups such as Recovery, Inc., Reclamation, Inc., the Mental Health Association and other groups, and to some extent, TRC personnel participates in these and becomes familiar with them. Mr. Culwell using Recovery, Inc. as an example said that they had invited professional staff in all areas from psychiatrists through TRC and the Mental Health Centers to visit Recovery, Inc. meetings so their staff could not only know what is going on, but they would be in a better position to make referrals.

Mr. Culwell stressed that they so far hadn't been overwhelmed by the whole staff of TRC accepting the invitations. In analyzing this, the group came up with a few logical or illogical explanations. One is that it is perfectly natural for a person to not want to go to a meeting of crazy people. Mr. Culwell expressed concern that there's not too much to be done about this other than to try to say come and see. The other is that it is not a part of the job description or it is not a part of the job duty of the counselor. If he doesn't get any additional credit for doing it and if he doesn't have any time to do it then the incentive just is not there. Mr. Culwell added that he would like to have TRC consider the advisability of letting the incentive come down from Mr. Arrell through channels making it known to supervisors that it might be a responsibility to have their counselors occasionally go and see or at least observe what is going on in the consumer community. Mr. Culwell further suggested that some compensatory time with pay be extended, making it an integral part of their job.

Mr. Jackson responded that the remarks were very appropriate. Mr. Jackson shared his dinner table conversation with his ten year old and six year old with this Committee. He told them what he had done during the day and the group with which he had met. In an effort to explain who the Consumer Consultation Committee really is, Mr. Jackson told his children that most of this Committee were handicapped in some way and that we were meeting to get input on how to best meet the needs. Mr. Jackson added that he had reason to come back to the office so asked the children if they'd like to come back after dinner. They both did. When he brought them in, Shirley's notes were still on the table. Mr. Jackson called the children's attention to a page and said he wanted them to see what one lady did taking notes and see how well she wrote today with her feet. This really amazed the children and this is an awareness of which Mr. Culwell was talking about.

Mr. Jackson went a bit further to say that the Commission is remiss in their responsibilities as counselors, as supervisors, and as administrators if the initiative isn't taken to accept invitations and go out and visit the clientele that are to be served. Mr. Jackson added that sometimes it is a humbling experience. He also enjoyed having lunch yesterday with this Committee. He enjoyed seeing Tom Morrison order soup and was really interested in seeing how Mr. Morrison was going to deal with it. Mr. Jackson said he was really pleased to tell his children how Shirley Price ate salad without any hands. In conclusion, Mr. Jackson said that he'd been in the Central Office for over 13 years following a counseling start in Fort Worth and this was still a good experience. He also believes it would be a good experience for counselors and local supervisors to come out and visit some of the facilities that are serving the handicapped.

Mr. Blase commented on Mr. Jackson's response to Mr. Culwell. He stated that he had been to statewide meetings of the coalition of Texans with Disabilities, for example, and found only one representative of the Texas Rehabilitation Commission there. Mr. Blase said that this person was there as an

individual. He added that this would enrich the whole process all the way around.

Mr. Howell informed the Committee that his association in Dallas had tried very unsuccessfully to recruit TRC Counselors and other agencies. Mr. Howell said that there is a phenomenon that has been identified that if a meeting takes place between 8:00 and 5:00 agency people will attend and no disabled consumers. But if it is after 5:00 only disabled consumers will be present. Mr. Howell suggested that along with Mr. Culwell's ideas to extend comp time to the individual counselor's that attend cross disability consumer organizations like his and others that are being set up around the state. Mr. Howell said that in Dallas they are also trying to mix disabled and ablebodied on the board and in the memberships. Mr. Culwell responded that he was in agreement with Mr. Howell.

Judge Thomas asked if it was standard procedure for the field staff to do a comprehensive assessment of the resources in their areas and have a ready reference list and know what services can be delivered.

Mr. Jackson responded that it was the responsibility of the counselor to know the community resources. He added that if the counselor doesn't know, then he's not going to provide good services to his clients. Mr. Jackson also added that this was an ongoing part of the job description of the counselor--community awareness. Mr. Jackson said that how is the counselor going to become aware unless he goes and visits, finds out and sees for himself. He further stated that at the time of evaluation, the supervisor should be assessing the awareness of the counselor.

Mr. Vaughn commented that Mr. Howell was right to a certain degree on the after 5:00 situation. But he doesn't believe that is all there is to it. Mr. Vaughn said that there are two other important factors. He related that some years back, TRC had some bad experiences with the staff and the counselors, especially relating apparently more to other groups and agencies than with our own program. There was a philosophy then that there was difficulty in the counselor being objective in decision making--under such conditions. This had been a few years back and Mr. Vaughn believes this was an over-reaction. The staff pulled back, and did not associate with other organizations. Mr. Vaughn said that there has been some turnover since then and some of the counselors no longer remember this, but still this is one reason there is not as much involvement in community affairs. The second reason is because quite often those same people are verbally attacked when they go there. TRC does some controversial things, but Mr. Vaughn said that most of what is being done is good. He said that TRC does want to hear the problems, but when counselors go out and hear only criticism, they get discouraged real fast. Mr. Vaughn cautioned the Committee that in being open and honest about the problems one has to be careful that the wrong people are not being attacked.

Mr. Howell stated that because of the aloofness from the disabled consumers more gasoline is being poured on the fire. More hostilities are being created toward the agencies. If the agency people would serve as community resources for the non-funded consumer organizations it would help neutralize much of this hostility.

Mr. Morrison responded that most counselors that he is familiar with do make the rounds of the various facilities during working hours to find out what is available in their community. Mr. Morrison said that he knew the counselors and

that they came to the Dallas Rehabilitation Center and they came into United Cerebral Palsy when he was there. Mr. Morrison wanted to clarify that the subject is not facility visitation because he believes they are doing that. That is part of the Counselor's job. Mr. Morrison said the subject is what the Federal Government calls the beneficiary organizations--the disability beneficiary organizations. Mr. Morrison said that in allowing some kind of incentive that it has almost got to be built in. He expressed concern that the administration needs to be aware of the continuing education certification procedure. He suggested that if a counselor attends or works with a certain number of these consumer organizational meetings then he should earn one, two or three hours of continuing education credit--that could be one incentive.

Mr. Morrison agreed a bit with what Mr. Vaughn said, but he also disagreed because there is no where to escape from having to listen to derogatory comments about what the Government is doing. Mr. Morrison said that he believes he's doing everything legally, ethically, and physically possible to correct this problem. He also said that if he's not professional enough and man enough or woman enough to take and listen to some of that and take it for what it is then he said he's in the wrong business. Mr. Morrison said we don't have to baby the counselors to the point that they have to receive all positive reinforcement.

Ms. Price commented that one of her tasks as assigned by her supervisor from the Johnson Space Center, a federal agency, was to come and talk with Mr. Arrell to find out more about counselor training. She said that if there is an inservice program the Johnson Space Center is interested in becoming involved in the program to educate the counselor as to what the Johnson Space Center Handicapped Program is all about and to invite the counselors to the agency. She added that this is to make sure that the total employee workforce is aware of what services are available for handicapped individuals in the community.

Unfortunately because of budget cuts, TRC is having to turn away more clients than ever before. Ms. Price addressed Mr. Vaughn that because of this situation that TRC is going to get stepped on especially by those handicapped people who cannot in a true sense qualify for the services because their disabilities are not considered severe by the guidelines set up by TRC. Ms. Price's concern was can a guideline be set to tell a person that their disability is not severe. She does not believe it can be done. Ms. Price said that her disability is severe when she feels like it is severe. When she thinks it isn't, it isn't. She added that this creates some hostility among the handicapped individuals towards TRC and the services rendered. Ms. Price agreed with Mr. Morrison about abuse taken, but said that if she could not take the roughs as well as the praises then she didn't need a job.

Ms. Price said that the consumer groups have a responsibility to educate TRC. She added that Bob Goodspeed gave her a thick volume of handicapped services in this region and he could not have gotten it if his counselors had not had some input into it. Ms. Price said that if there are new services that are coming into the community and those people should have the responsibility to let others know that they do exist. It is beneficial to TRC counselors to know of these services especially when some handicapped are no longer able to be served. It would be beneficial and might take some of the negativeness from TRC.

Ms. Price said that TRC does have inservice programs for counselors, but the kind of inservice that she was speaking of was maybe six weeks or three months out of a year for Rehab counselors to leave their desks and work as volunteers or interns for a person who is employed. In doing this the counselor would find out what the employers need and also that there are clients out there that they're not reaching. She explained that for example her services would be on loan to TRC for three to four months in order to find out what TRC is all about. In return a TRC counselor would be on loan to the Johnson Space Center for the same amount of time. She further explained that she would be paid by the Johnson Space Center while the counselor would be paid by TRC. It is just an exchange. It would help because we would be involved in the total community.

Ms. Price said that counselors need to have more sensitivity training. She commented that TRC is doing well in some aspects of counselor training.

Mr. Dickson commented that Ms. Price had made a good point. He said in getting back to Mr. Culwell's statement that he endorsed it, particularly the connection with Recovery, Inc. Mr. Dickson said that there are two different kinds of volunteer organizations. He clarified by saying that there are advocacy groups and there are self-help groups. He encourages all of his counselors and professional people to attend advocacy meetings, but encourages them not to join. Mr. Dickson said you have to be careful about attending self-help groups unannounced. If a person walked into a closed meeting of Alcoholics Anonymous, unless identifying themselves as having an alcoholic problem or thinking maybe they had one that they would not be welcome to the meeting. Mr. Dickson added that there are people there who do not want their anonymity known. He believed the same would be true of a meeting of Recovery, Inc. Their meetings are essentially closed. But both organizations have public meetings--Alcoholics Anonymous has open meetings in whihc relatives and friends are welcome. They also occasionally have public information meetings in which they invite public officials, law enforcement officers, and anyone who might be interested in learning about Alcoholics Anonymous. Recovery, Inc. from time to time has what they call demonstration meetings which are advertised in the newspaper and made public. Mr. Dickson endorsed the idea of attending these. He cautioned the committee about attending a self-help group unannounced and suggested contacting someone that is in there and clear it with them first.

The report was then turned over to Mrs. Woolsey. She said that this subcommittee had spent a considerable amount of time talking about inservice training for counselors because we felt that this was where the firing line is and many of the problems are in the relationship between counselor and client. Mrs. Woolsey also said that they felt that one of the problems when beginning to try and decide who is eligible for service is that the counselor needs to understand where the disabled person is coming from. Mrs. Woolsey said that the subcommittee took a look at this Consumer Committee and decided here was a considerable group of knowledge and verbal disabled people with abilities who could help in counselor training. She said that they talked about using people from this group and also other representative disabled people in sensitivity training. Mrs. Woolsey explained it as a kind of a development where the counselor could see inside the minds and feelings of a disabled person and know where that disabled person is coming from. She added that she has a unique position because she spent the major part of her life not disabled and during the last ten years is becomming increasingly more disabled. During her less disabled years she admitted she was not aware of the problems of disability, although she was working with handicapped children at the time. Mrs. Woolsey expressed her

concerns of the reality problems, the mobility problems, and the frustrations of being partially blind and because she had never experienced them, she didn't understand. Mrs. Woolsey thinks that perhaps this group of disabled people and other representatives could give counselors some real insight into the frustrations and the humor of being disabled because there are both sides to this problem. Mrs. Woolsey commented that we all have strong feelings and we would be more than willing to engage our time and interest in doing some inservice training on local levels with counselors. She added that we also felt a need to be needed more than we've been needed in the past.

Mr. Blase asked if there were any comments from Earl Day. Mr. Day said that Mrs. Woolsey and Ms. Price expressed his thoughts and to say anything further would be a hard act to follow.

Ms. Punchard expressed interest in the discussion about inservice and is very much in favor of it. Ms. Punchard emphasized her strong belief that we should be working with those institutes of higher learning to try to get more practical experience into that area. Ms. Punchard said that it was really hard for her, coming from an occupational therapy background where there were ten months of clinical practice in which one worked with all varities of handicapped--that someone could be expected to go into the counselor role and not have had more practical experience. Ms. Punchard stressed that if we will take a stand and say no we won't hire those people unless you try and help them to meet our criteria for counselors, and then they might look again at their degree programs. She added that institutes of higher learning traditionally are very slow to change.

Dr. Culwell expanded a bit on what Mr. Dickson said in regard to the anonymity factors and the mechanics of getting the information over. Using Recovery as an example, he mentioned that they did have demonstration panels. That is the method preferred nationally by Recovery to get their message across. The panel consists of about half a dozen recovered members that will come and present a simulated Recovery meeting. But, in San Antonio, demonstration panels were being presented, but it got to the point where they couldn't get a half dozen mentally restored patients together for a daytime group because they were mostly working. Mr. Culwell said that it would present problems also to Recovery if a whole large group of Rehab counselors descended on a meeting.

Mr. Culwell said that he's not trying to suggest going into a wholesale training session or trying to claim all the counselors be personally aware of all the consumer advocacy groups at one time. It seems like if a counselor is working in a particular area of specialization or working with a mentally restored client, then while his interest is in that area and when the need exists he might ask one or two people to visit the consumer group to find out.

Mr. Hall said many counselors are afraid to ask their supervisors for time off to go to the meeting or that maybe some supervisors won't let them go. Mr. Hall believes that the official TRC position is to get involved. Mr. Hall added that he had run into something that he hadn't known existed here which were flexible hours. He said he didn't know exactly what it means, but thinks that as a supervisor has a workload change or his employee has a dental appointment or a sick child or something that some flexibility has been delegated down to the lowest level to where employees can be used when they are best needed and when they could best serve. If that exists at the Central Office, he commented then no doubt there will be a tendency to decentralize some authority.

Mr. Hall stated that on going out to meetings, that there are two types of people that should associate with the TRC counselor. He said one is the consumer groups and another is a group that doesn't need supervisor approval, spending money comp time or anything except just a little initiative. One of the counselors that Mr. Hall deals with regularly has a school co-op program. On her own initiative she's called all the high schools and talked to the Special Ed teachers, Director of Special Ed in the VAC's and once every three months they get together for lunch. Mr. Hall added that he always makes it a point to be in that city on that particular day, because he gets to meet all of these people and hear them talk. He explained that there is no speaker, president, minutes or dues. They all just eat lunch at the same place at the same time every three months. Mr. Hall said that in going to these meetings he is amazed of how much is taking place and what a healthy thing it is and there is no lost time. He added that it is the most productive thing he's ever seen.

Mr. Hall cited another example, that in another nearby city a lady had decided that she wanted to be involved with everybody that was involved with social work of any nature; the delivery of human services, of any type. She called everybody from the Red Cross to Probation Officers to DHR and Child Welfare. They meet once a month and have lunch at the same place. They also have no president, dues or formal program. One day you might sit next to a guy who works in mental health and the next week you sit next to a person that has worked with the blind, and soon you become aware of the resources. Mr. Hall said that this is where to tell who we are and begin to associate. He added that he went to one of these meetings and didn't really want to go because he could care less about DHR or Red Cross, etc. He sat next to a probation officer and Mr. Hall told him that he didn't accept kids on probation. Six months later Mr. Hall had to deal with that same probation officer on the telephone and he was able to say remember me. Because of the immediate relationship the probation officer convinced him that the child was not a criminal, just a circumstance so Mr. Hall took the child. Mr. Hall added that someone got services because he had happened to sit next to a probation officer he didn't even want to in a town where some female counselor had enough get up and go to organize the meetings. There were no supervisors involved, no travel funds, and no comp time.

Mr. Hall said that he was thrilled when Mr. Jackson and Kaye Beneke said they had worked up some TV announcements. Mr. Hall suggested that he would like to see on courthouse bulletin boards, and Salvation Army and Red Cross bulletins or something more permanent in nature that maybe costs less. Mr. Hall related an experience in Kermit, Texas where the Police Department could not find TRC. Mr. Hall encourages getting the message out and this is the way to do it.

In conclusion, Mr. Hall asked if anyone had not attended some organization at some time when they had a genuine interest in knowing more about the organization that they were not encouraged to become the president. He felt that this has been not only his experience but everyone else's too.

Mr. Blase agreed with Mr. Hall about TRC getting in contact with the cross disability groups like CTD and those where all of the disability groups are getting together and working.

Mr. Wylie said that he hopes it is going to be encouraged that counselors get out. He said that when he goes to the Special Ed Meeting in Georgetown once a month the V.R. Council is there. He added that when he worked in Abilene

Fort Worth we were out and didn't believe there was any problem with scheduling or comp time or anything like that. He said it was just a matter of getting people interested here in the office.

Mr. Blase said that nobody ever meant to say the counselors aren't getting out. He said that there are some places where they regularly go, and Special Ed is one where they may feel more comfortable, and are less likely to be bombarded. Mr. Wheeler added a word to John Wylie's comments. He said that there was a period of time when there was not the active encouragement to participate in these kinds of things and for the last year or so they've been very active in support of all of these ideas. Mr. Wheeler said that this is being encouraged in counselor training.

Mr. Vaughn returned to the comment made earlier about criticism of the staff. He said that people don't show up at consumer's meetings because of criticism. Mr. Vaughn said that one of the kinds of criticisms that hurts is when you make remarks to the counselors such as not liking the policy TRC has of a $2,000 limit on services. He added that one woman in a session said she would never support any increase for the Texas Rehabilitation Commission because she didn't like the way TRC spends their money. Mr. Vaughn informed the Committee that you must recognize that the counselor reports to the supervisor, who reports to the Program Officer, who reports to the Regional Director, who reports to the Deputy Commissioner, who reports to the Commissioner. This one counselor can't be bombarded with things that he has absolutely no control over. He can explain eligibility, types of services and these kinds of things. Mr. Vaughn concluded that sensitivity to client needs is great, but that impact on major policies is what this group is for--not the counselor. Mr. Blase responded that what is being suggested is that the counselor not turn tail and run when he runs into conflict. Mr. Vaughn agreed that you must be able to listen to problems and concerns that people have and pass them on where appropriate.

Mr. Morrison said that people with disabilities are really never going to have any of the decision on policy making decisions that affect their lives as long as they allow the ablebodied to do for them. One is going to find that less and less of the self-help groups are really asking ablebodied folks to become voting members or officers. Mr. Morrison also said that the disabled are desperately AID, in fact there is even certain legislation built-in like the independent living legislation.

Judge Thomas endorsed one thing that Mr. Hall hit on that is very important in dealing with elected officials at the courthouse where they show up and they've got a beef with the Commissioner's court. He said that when they come to the Commissioner's Court meeting with the press there that they become adversaries in that circumstance. Judge Thomas said that what has been instituted on a monthly basis is a get-together with all the elected officials for a cold soda water social. He commented that you would be surprised how things can be said and how directly they can be said and no one takes offense. Judge Thomas added that if the same things had been said at the Commissioner's Court table with the press there that one feels obligated to respond in a way that you wouldn't otherwise if you were sitting there having a cold soda water with somebody.

Judge Thomas then told the LBJ joke and said that what he was getting at was that when they get involved with each other and begin to understand the problem that needs to be dealt with in the way of budgeting and limited staff,

then they begin to understand that there has to be an approach. Judge Thomas said it is surprising how well it works and that any time he really has a hot potato with a group of people that he knows are really going to get bent out of shape he tries to get them in on the solution. Because it becomes their problem them, it becomes their package, it becomes their proposal, it becomes their legislation and it becomes their decision so to speak. Judge Thomas pointed out that you can't let everyone make decisions for you but that it is surprising how temperate people can be when they begin to sit down and understand that there's a 34% budget cut coming up and some way it has to be dealt with. Mr. Hall added that this turns a hostile attitude into a constructive one very quickly.

Mr. Howell based on experience he's had in Dallas informed the Committee that a year and a half ago a job placement association was put together. Everyone dealing with placement of the severely disabled or just disabled was contacted. Mr. Howell said that people who had never talked before were talking with each other such as the Texas Employment Commission counselors and the Vocational Adjustment counselors and the TRC State Commission for the Blind--those who would never even be in the same room together.

Mr. Howell pointed out that based on that experience there developed a common language and so now they know who they're talking to when they talk to these people on the telephone. Mr. Howell explained that a universal language is needed in terms of trying to teach in-service training counselors so that they can talk to one another and to other people involved in placement. Mr. Howell suggested investigating Modabs as a common language that might be able to be taught to the counselors. Mr. Howell informed the Committee that Sydney Australia is really having some success in using this particular method of looking at a job no matter what the job and reducing it down to its components.

Mr. Blase asked if Mr. Abernathy would like to respond to the question and attempt to wrap up the V.R. Committee report.

Mr. Abernathy responded that he had seen this system and had observed it in it's various types of approach. He was not aware whether it was included in the counselor training program or not, but some part of it should be.

Mr. Abernathy added that there was one point that wasn't touched and he had avoided it at first as he was hoping that someone else would mention it. Mr. Abernathy continued that when getting these memoranda and etc. from the Central Office which say "use your own discretion" he hoped that he doesn't sometimes get on the wrong side of the fence. He said that when talking to his Congressman he hoped that he had answered the questions correctly. Mr. Abernathy's concerns were that there needs to be more communication such as here's the plan of action--call up for this ammendment or against this ammendment that is going to be voted on.

Mr. Cantu informed the Committee that he was also a part of the Vocational Rehabilitation Subcommittee and that everyone had received a copy of the recommendations or ideas and thoughts that the Committee had narrowed down. Mr. Cantu pointed out that there may be three or four things in there that he is real interested in and that the subcommittee as a whole voted were important. Mr. Cantu said that they may need some kind of response or an action before the next meeting. Mr. Cantu explained with reference to number 5 that the vocational rehab subcommittee would appreciate the opportunity to comment on the new guidelines prior to their adoption as policy. The adoption will be in September.

Recommendations 1 and 3 could be put together and have some kind of response back about using Consultation Committee members or other consumers on an inservice training with counselors. Number 1 is in regard to new personnel orientation and number 3 is on asking advisory committee members to participate in sensitivity and awareness training for counselors. The Subcommittee was really interested in this particular aspect. Mr. Abernathy apologized to Mr. Cantu for not asking him personally for any comments.

Mr. Morrison pointed out that recommendation number 2 needs clarification. Operating in a five-state region dealing with health facilities and social service providers one finds in looking at these five for program accessibility part of the evaluation that each agency is required to do in order to receive financial assistance. For some reason those facilities, hospitals, rehabilitation centers, and social service providers that include a minimum of these four types of disabilities on their self-evaluation teams invariably wind up with a program that is accessible to all disability groups including epileptics, mentally retarded, and all other disability groups. Mr. Blase asked what the four groups were and Mr. Morrison responded that they were listed on the handout. They are the deaf or significant hearing impaired, blindness or significant visual impairment, significantly mobility impairment, and mentally restored people or people that have been sick enough that they have been institutionalized at least once. Mr. Morrison repeated that for some reason, unless the facility just specializes in serving one disability group, if those four disability groups are represented at all times that the programs are going to wind up accessible to everyone.

Mr. Blase asked if there was any other business to be brought up and then called for the Facilities Subcommittee Report.

FACILITIES SUBCOMMITTEE REPORT

Mr. Dabney informed the Committee that he happened to be a white, middle-class rehabilitationist over 50 years of age and that this means he said that he really hasn't the slightest idea of what if is to be handicapped. Mr. Dabney continued that with this knowledge that he feels a strong determination to learn as much as he can about the problems faced by handicapped people. Mr. Dabney supports the idea of involvement with consumer groups and at the same time sympathizes with Mr. Vaughn's remarks. Mr. Dabney said that over the past decade there has been some considerable changes. This is the age of consumerism. Mr. Dabney added that the significant change over the past decade is a very simple one. He added that he can recall years ago when consumer groups were continually making impractical demands on the establishment. But now in looking at consumer groups like AID and some of the others in this state one finds that these are becoming sophisticated, well-organized and rational organizations that very definitely have something to say. They have something to say to each other and they're letting everyone know what their needs are as well as their thoughts as we are here to hopefully serve their needs. Mr. Dabney prefaced his report with a recommendation to all non-handicapped people to become involved and to do so with a better feeling than they might have had years ago because these are sophisticated, well-organized organizations that are showing some signs of wanting to work with and not against us. Mr. Dabney pointed out that the adversarial thing no longer exists or at least not to the degree it did years ago. Mr. Dabney enjoyed his involvement with AID and the people he talked to representing that organization are very rational. He said that they have good ideas, ones that hopefully can be put into play in facilities.

In the meeting several topics were covered generally based on some of the reports that were received from the Commissioner, the Deputy Commissioners and some of the Directors. Mr. Dabney added that he was very impressed with the report on Spinal Cord Injuries study that Mr. Wheeler provided. Mr. Dabney suggested that the study could be a prototype for other studies--more current studies even with different disability groups. Mr. Dabney was impressed because the study itself was a program evaluation for performance, an evaluation of his programs and TRC programs. He continued that it told him some things that he wasn't too happy to learn about his facilities, but he wants to hear the truth. Mr. Dabney said that if in the future there are more studies like this with the aid of the computer here at TRC, hopefully the word can be passed on to the Commissioner, that this subcommittee recommends continuance of reports like that.

Mr. Dabney said that the subcommittee was also impressed with the report Mr. Wheeler gave on the designation of categorical disability study groups. He said that in looking at criteria for eligibility, given the prospects of reduced funding and ways to make dollars go further, the committee discussed this in some length along with the criteria. The committee agreed that the ones the groups have come up with were very reasonable and very understandable based on fact and logic. The committee certainly recommends that these study groups continue and that some method of applying these criteria be entered into particularly if there is a cut in funds. Mr. Dabney continued that the committee sees this as a way of saving money and putting dollars where they are most badly needed to serve those cases for whom more can be done. The Committee recommends that these criteria be employed.

The subcommittee was also extremely pleased with the report that Deputy Commissioner Jackson gave concerning the Support Service area. Most in Facilities are general facility managers and as managers would appreciate things related to cost-containment. The subcommittee felt that Mr. Jackson was certainly on the right track and that he is doing some things that are going to free up dollars to be used as case funds. As facility directors this is in our interest too. Mr. Dabney stated that every dollar saved on support services will wind up possibly in one of our facilities so this committee certainly encourages and applauds Mr. Jackson's efforts to contain cost in these support service areas and anything that can be done to help in that area this committee would be willing to do so.

Mr. Dabeny said that after some discussion based on some of Trudy's comments concerning counselor training programs that this committee recommends that TRC use whatever influence it can pull together to have some input into these college programs. Seems there was more clout when we were funding those programs but we're not funding them now. Hopefully there are other ways to establish lines of communication with these colleges and have some input into their setting curricula topics to be covered in the training programs.

Mr. Dabney said that there were some concerns voiced about some of the eligibility requirements mentioned by Mr. Wheeler on the criteria for acceptance. One of these had to do with the possibility of not accepting cases which had been closed more than two times. While in theory, the committee thinks this is a good idea and certainly reasonable criteria, there was concern in regard to the mentally retarded as there can be changes in status even though he might have been placed two or three times, conditions in that client's life might change or

something might happen in his life that would make it feasible to open the case again. The committee simply asks that in applying this criteria as means of whether or not to accept a case and give services that things like this be considered.

Mr. Dabney said that the committee also had talked quite a bit about the contract idea and that Mr. Wheeler's remarks were primarily directing that criteria towards the class of behavioral disorders. The Committee thinks it is a good idea not only for clients with behavioral disorders but perhaps for all clients. The Committee thinks it is a good thing to have it clear in the mind of that client when agreeing to provide services to him that there are certain expectations that we have both as a Commission and as a facility. Mr. Dabney added that these contracts might even be something as simple as specific performance factors covered in the IWRP. These performance factors should be well known by not only the counselor but the client and his family, facility personnel, and anybody working with or for that client. The Committee recommends it be used in future days and thinks some good can come from that in terms of continually saving funds for the Commission.

The subcommittee also got onto the topic of counselor training. A very interesting recommendation was made by Mr. Hall based on some experience he had in San Francisco recently. His recommendation was that there be some kind of counselor training, perhaps on the regional level, that would have to do with teaching the middle-class counselor with no experience in working with the Hispanic or Black clients some of the cultural factors and differences that do exist as they can have terrific impact on that person's ability to properly counsel that client. Mr. Dabney said that Mr. Hall cited some examples that were interesting which proved that there are very significant cultural differences that the counselor doesn't learn about in school. This Committee felt it might be appropriate for TRC to look into this issue perhaps using it's own resources as there are Hispanic counselors already employed by TRC that are well aware of these differences. These counselors as well as Black counselors could teach these newer counselors some of these cultural things that they need to know in order to be effective in their counseling activities with the clients. The Committee would like to see this set up on a regional basis with TRC using its own resources which are there. This is particularly important especially in regions where there is a very heavy concentration of Hispanics, etc. This Committee recommends that it be given consideration in developing these special training programs for counselors in the field to teach them how to deal with cultural differences.

After discussion along these lines Mr. Vaughn reviewed some of the newly passed legislation. There was discussion primarily on the state use law. For those who may be interested, Mr. Vaughn announced that Linda Rimridge who is with the Texas Industries for the Blind and Handicapped would be the person to contact if your facility might be interested in getting into state contracts. Mr. Vaughn explained since we can't make them do it we can certainly encourage and ask them to give consideration in writing contracts to facilities serving the handicapped. Mr. Dabney said that there was also some discussion given by Mr. Vaughn on some of the changes made by the Department of Health License Survey. There was also a bit of discussion by Mr. Vaughn's staff on the new draft on the standards for residential facilities. These are fairly new and haven't really had a chance to go into them in depth. Hopefully, Mr. Hall will be doing this over the next few days and getting back to Mr. Vaughn on

some of the recommendations he might have concerning those standards. Mr. Dabney said that by and large the Committee applauds the fact that these standards are being broken down to focus on certain types of rehabilitation facilities. Mr. Dabney feels that one standard manual can't really serve the needs of all facilities. The Committee applauds this effort and hopes eventually to see standards for medical rehabilitation facilities, standards for residential care facilities, and standards for other kinds of facilities that serve clients represented by TRC.

Mr. Dabney also said that there was quite a bit of discussion concerning excessive paperwork and most agree that there is more paperwork and documentation requirements that facility people would like to see. At the same time the Committee understands the need for good documentation, good recordkeeping for liability reasons, for professional reasons and there was quite a discussion along those lines. Mr. Dabney said the Committee really arrived at a kind of standoff with some thinking that there are ways that can reduce the amount of paperwork to free up more time to provide services to handicapped people. Others still see that there will probably continue to be a need for more paperwork, but hopefully this is something that the Committee can address in terms of reducing the amount of demands for paperwo-k for people serving the handicapped and free up their time to do just that.

Mr. Blase asked if there was any rebuttal from any of the subcommittee members or further comments. Mr. Howell said that in keeping with LBJ's remarks as misquoted by Judge Thomas that consumer organizations and facilities that are run by the temporarily ablebodied, could encourage the establishment of their Boards to include a minimum of 25% to be either the disabled or their representatives or their legal guardians. Mr. Howell believes that this would neutralize some additional hostility in the gulf between agency and consumerism. Mr. Howell suggested that TRC encourage this by giving incentives and prioritizing committments and contracts with agencies or facilities that do include at least a minimum of 25% disabled or their representatives.

Mr. Blase stated that speaking as an executive employed by a Board which has 25% or more, including a mobility impaired Board president, that it works and it would be good to encourage and possibly even put in future standards that pertain to facilities. Mr. Arrell commented that, of course, he would have to take a look at this from a legal standpoint, but he certainly feels that a recommendation coming from the Official Consumer Consultation Committee encouraging that type of recommendation will allow him as Commissioner to encourage and do everything possible to let the folks know that TRC would be in agreement with this.

Mr. Morrison said that the Committee is suggesting that maybe some degree of preferential treatment in services be given to those agencies that participate. Mr. Arrell commented that in saying preferential treatment a longer discussion would be needed to talk about what is preferential treatment. Mr. Arrell said that the facilities used will be those that best serve the people that are on the caseload. Mr. Arrell added that it made good sense to him to believe that anybody who had 25% or more disabled people on the Board would certainly be more sensitive and probably could offer a better service, but not necessarily so. Mr. Arrell said that what would be done is to continue to evaluate the facilities itself regardless of who is on the board and use those facilities that better serve the clients.

Mr. Arrell said he is obligated to do this. Mr. Arrell also said that he would do anything to encourage this and certainly would give those people visibility for doing so.

Mr. Dabney supports Mr. Howell's idea of 25% as it is a very reasonable figure and also understands where Mr. Arrell is coming from in that there are legal kinds of questions that the Boards, etc. are the ultimate authority as far as who they elect to their Board. Mr. Dabney said that legally it can't be required, but it can be encouraged which is something the Commissioner can do. Again the conditions that are tacked on this should certainly be researched by the legal department to keep them out of trouble.

Mr. Arrell said again that he would give those people who did it lots of visibility and encouragement.

Mr. Dabney said that he would even go so far as to recommend on behalf of this group that it be looked into whereby it would encourage organizations serving the handicapped to have 25% of their Boards handicapped. This will increase sensitivity of the handicapped and help better serve the people being served. Mr. Arrell said that he personally and professionally agreed.

Mr. Blase said that there is presently in place a standard out of the facilities section that requires Boards to be broad-based community representations. Mr. Blase suggested that this may be the appropriate place in which to encourage this sort of thing.

Mr. Morrison clarified that these 25% should be competent disabled people, not just token people off the street to be able to say here are the 25%.

Mr. Arrell commented that the committee involved in the reduction of paperwork has just completed work about three or four months ago. This committee was made up primarily of people in the field who make out the paperwork and the ones up here who receive it. Mr. Arrell added that this was probably the best committee this Commission has ever had. They were able to reduce the paperwork coming from the field and from the counselors by 30%. Mr. Arrell said that he would be more than willing to go into a reduction in paperwork committee to work with the facilities. Mr. Arrell informed the Committee that another thing to keep in mind is that the Reagan Administration recommendation in the purest form would cut out all the Federal Regulations. This means that all this reporting would no longer be required. Mr. Arrell also said that he's not naive enough to think that there wouldn't be some reporting that would have to go into the Governor's Office or into the State Legislature, but at least it would give an opportunity to build our own bureaucracy rather than having to respond to something else. Mr. Arrell concluded that all that is coming down may not necessarily be bad, but he said he's also not naive enough to think it's going to come down in the purest form so there will be the possibility to do away with some of the Federal reporting unless people start putting ammendments and keep it in.

Judge Thomas said that the policy of TRC in relation to participation on Boards by disabled people can operate only if there are two service providers that are competing for funds and they are equally capable, then the additional factor would be the depth of the participation from the disabled on that Board.

Judge Thomas said that in that instance it protects you because you're going to get good quality service from either one but you can look at that as far as evaluation. Judge Thomas agrees that it's asking for trouble when figuring that as a factor other than giving us delivery service. Mr. Arrell agreed about the two equal situations. Judge Thomas added that the service providers that are contracted with need to know that this might be one of the factors if they wind up equally competitive with some other potential contractor or service provider.

Mr. Arrell said that this was his policy right now as far as hiring employees into the Commission. He said that he does not give anything for quality, but if there are two that are equal in quality and equal in qualifications then the disabled individual is given preference.

Mr. Hall said that he is very strongly in support of bringing in qualified and competent people representing those whom we serve. He added that it would be a little difficult with the mentally retarded bringing in those people and putting them on Board. Mr. Hall pointed out that the American citizen has been programmed for 50 years to react to the following terms: not later than December 31, 1982 all Boards are encouraged to consist of.... Mr. Hall explained that there's no teeth in this but just when the words, not later than December 31 it is requested or recommended, are seen or when there is a deadline, suddenly people come to life. They sometimes accept it as something that has to be done.

Mr. Hall said there is a tendency growing to make a separate program, projected program, almost management by objectives on every phase of rehabilitation. When a person is taken in for services the counselor has to do quite a bit of justification as to just what the problem is and how they think they can solve it and how they're going to go about it. He added that he's seen some reports and he's amazed at the professionalism involved. They are well thought out and well written. Mr. Hall continued that soon there are 15 plans of how to solve this person's problem. Mr. Hall said he challenged the staff to come up with any standards that can't be met. He also said that when meeting these standards there is a chance of reducing the quality of service to the client. Mr. Blase pointed out that what is meant is not in meeting these standards but in documenting them. Mr. Hall agreed and said that it is almost synonomous because everyone is dedicated to meeting the standards in the spirit and letter.

Mr. Arrell explained that he was late this morning as he had been meeting with the Federal people who were trying to impose some more information, such as the San Diego case review type thing that would require a lot more paperwork. Mr. Arrell also said he told them he is not going to do it until the General Council in Washington says he has to and he said that he had already checked and found out that he has an option and doesn't have to.

Mr. Hall said that the trend is going for small packages and modulars or facility units. He gave an example that in a school system where a teacher has 30 pupils for English, the basic goal is to teach kids English or if it is Algebra, the basic goal is to teach them Algebra. Mr. Hall further stated that there has to be modifications and adjustments to fit the individual needs, but one cannot sit down and write an individual written rehabilitation plan for every child in the English classes especially if there were six classes a day and then keep them up to date and really do the main job. Mr. Hall pointed

out that in the small group a good counselor mixes the person in the training situation and the counselor is going to be following the case pretty closely. Mr. Hall said that they are also going to demand a pretty comprehensive training progress report. Mr. Hall asked if there was a way to reduce these four or five plans or reports into one comprehensive document.

Mr. Hall said that when a person comes for the first month, whether it's in welding school or whatever, the counselor ought to describe to that person where he is, where he's got to go, what his deficiencies are as seen at the end of that 30 days, and then make appropriate comments as to how this person can overcome these obstacles.

Mr. Hall also said that he is finding out that it is not the truth until it is put into writing. Mr. Arrell responded that his byword is documentation. He continued by saying that he tells everybody, every counselor that one cannot get into trouble with this Commission if there is documentation of what is being done even if there is a breaking of policy. There will be a little discussion about breaking policy, but nobody can question integrity if it's put into writing. They may question judgement, but not integrity. Mr. Arrell also said that he doesn't want to do any more paperwork or impose anymore paperwork than is absolutely necessary. It it can't be changed a reason will be given as to why it can't. Mr. Arrell added that there may be some changes that can be made.

Mr. Blase asked if there was any new business to come before the body. Ms. Putteet said that she wished to go over a few things. Ms. Putteet's concerns were on the topics of counselor training, inservice training and counselor evaluation. Ms. Putteet pointed out that there can be a lot done with the training in evaluation. She said that evaluation sometimes serves two goals. It serves as an informative purpose as well as an evaluative one. Ms. Putteet cited an example where every semester students fill out a service evaluation for the semester before which covers Texas Tech University, her office, and many other services. This evaluation asks what advice they give to incoming students as well as any major problems that they may have had. Ms. Putteet said that it is invaluable on a repetitive basis. It has made people aware that things are available that maybe they didn't know about if they didn't see the posters or announcements. Ms. Putteet informed the Committee that these student evaluations of the faculty had never kept the faculty member from getting tenure. She feels that this is a worthwhile effort. What they should serve as and what they do serve as is a means by which a person can objectively and anonymously evaluate the program.

Ms. Putteet emphasized because we're human that we just don't see everything that is going on. She explained that she had a registration system that worked beautifully for three years and in that time had never noticed any problems until all of a sudden, because of changes that occur in time, some problems surfaced. Ms. Putteet added that it took someone going through the system to start writing them down and pointing them out. Ms. Putteet said that if these are taken as a basis for using some judgements, it is absolutely invaluable to have feedback from the people being served or not as the case may be. It also gives a base to talk from in evaluating the program. Ms. Putteet said that as a professional, one shouldn't be threatened by the evaluative mechanism.

Ms. Putteet said that she had never seen a mechanism within TRC where the clients evaluate TRC services both in terms of TRC as a whole and in terms of counselor services. These evaluations can be for a whole region at once so no one knows what counselor is bing talked about. This can also be used as a whole part of the evaluation both of the system and the people that have been assisted. Ms. Putteet continued that evaluation of any performance cannot be based on one thing and it really shouldn't as a combination of factors is important. But in terms of inservice training and being in contact with consumers, she added that consumers and clients may not be the same thing, it is important to find that out also. Ms. Putteet said that fiscal efficiency, client evaluations, and supervisory evaluations should be involved to a certain extent in this matter, as well as continuing education and professional development, inservice training, and staff development resources. She added that it is important to have a centralized staff development program.

Ms. Putteet further stated that it is not necessary that TRC do everything within itself to achieve that means. She said that she doesn't know of any TRC office that is not close enough to a major metropolitan area, community college, Jr. college or four-year university research and training center for staff development opportunities. Ms. Putteet said that this goes along with counselors getting involved with consumer organizations as well as being a very fiscally efficient method for staff development. She continued that sometimes getting so involved with inservice one forgets that there is a community out there and staff development is a way of getting into contact with the community.

Ms. Putteet suggested that counselors go and audit courses in order to offer their expertise to those same students that this Committee has been talking about and tell them what they are really up against in the field. This serves the counselor, it serves the students being trained and it doesn't cost TRC a penny in terms of the staff development program. Ms. Putteet believes it is important for the visibility in the community and in utilizing existing resources to become maximally efficient, fiscally, in the face of what is happening. Ms. Putteet also suggested assigning the counselor 30 minutes out of a week from their staff time to become familiar with what all the opportunities with staff development are throughout this region.

Ms. Putteet's second topic deals with the Committee. She said that this Committee serves a very important purpose, but feels that if we are going to take the lead in being fiscally responsible then we are being a little hypocritical. Ms. Putteet said that she couldn't come if her expenses were not paid, but she added, that no one has to pay her $200 for two days, to do something as a concerned citizen and a concerned professional. She said that she would be doing it anyway. Ms. Putteet said that she wished to make a formal motion that the Consumer Consultation Committee recommend to the Commissioner that the consultation fees be deleted as part of this Committee's activities.

Mr. Arrell said that he appreciated this and added that from time to time this topic has been raised and that there are some people on this Consultation Committee who do not accept any fees and only take expenses. Mr. Arrell added that there is another side to this issue and that is that some people have to take off time from their job and they do not get paid. He also added that if there was not this resource for them, they could not participate and he certainly would not like to exclude that group of people that he feels needs to have input.

Ms. Putteet said that she didn't know that it was possible just to refuse it. She asked if she could ammend her motion to say that this Committee feels that it is preferable not to accept fees above what would enable someone to participate in this capacity. Ms. Putteet said that there is a need to take the lead in making sure that each is contributing and not taking.

Mr. Arrell said that he has no qualms whatsoever about expenditure of the money that is put into this endeavor. He added that he feels the money is well spent as this consultation is needed. Mr. Arrell pointed out to the Committee that he was very sensitive to the fact that he doesn't want to exclude the certain portion of the people that need to have input because they'd be afraid to take the consultation fees.

Mr. Blase said that since the motion was withdrawn that this is now just a suggestion from Ms. Putteet.

Ms. Price informed the Committee that this is the third time that this particular subject has come up and as the end result of each one of those discussions, it was voted on by the Committee to leave it as is, mainly for those reasons that Mr. Arrell has been talking about. Ms. Price said that there is no one here who is really receiving any high amount. She added that there is extra expense for everyone, especially those bringing their own attendants. Ms. Price also added that she is one of those that loses not only annual leave and sick leave, but also regular pay and with the actual expense of coming up and paying the attendant that somehow she has to be compensated at one time or another. Ms. Price also said that when she hears something that has been mentioned before and that has been discussed, that she will make the Committee aware of this fact.

Judge Thomas suggested that since not all the Committee was here today that maybe the Commissioner could get out a letter saying that this item has been brought up and if a member wishes to receive consultation fees or if they do not that is their affair, but there is no recommendation from the Commissioner one way or the other. It is up to the individual. Mr. Blase directed that this discussion and the Commissioner's comments be reflected in the minutes of the meeting.

Mr. Arrell commented that the policy says that the Consultation Committee shall not have more than 26 or less than 12 members. Right now there are 20 members. Mr. Arrell explained that in order to help with fiscal responsibility he would probably not appoint up to that many, but will probably keep it closer to the 18 which would almost automatically reduce down the expenses. Mr. Arrell added that he needs 18 to 20 very active people and those that aren't will be asked to resign.

Mr. Hall commented that Ms. Putteet had brought up a good point in speaking about evaluation of staff at a college level and programming. Mr. Hall informed the Committee that TRC sends out to 10% of all closures a comprehensive questionnaire in which 1-1/3 pages are devoted to whether they were satisfied with the services received. Mr. Hall added that the questionnaire was designed so simply that theoretically an MR could fill it out. Mr. Hall said that he didn't know what was done with the information but that they have the program set up. It is done and it is followed through. Mr. Hall said that he's had clients call and say they had received this letter from TRC and what were they to do with it. Mr. Hall said that TRC is doing an in-house self-evaluation on their effectiveness.

Mr. Hall further stated that this is anonymous and selected at random. There could be a question in the judgement of the people doing the research as to whether they know what they're doing and how they present the facts, however, Mr. Hall added that it looked like they really made an effort to do some in-house evaluation to be sure they had their act together.

Mr. Arrell informed the Committee that a regular recapping is done yearly. Mr. Arrell said that these come back directly to Dr. Whitcraft into the Research Department and that he gets this report every year to the Board and they would be happy to share it.

Mr. Howell raised the possibility that on an annual basis those responses might come to the Consumer Consultation Committee so that there might be the feeling on the part of the client that they would be read and recognized by a group of his own peers, rather than a TRC Special Program Assistant.

Mr. Arrell responded that he has no problem in sharing this information. He asked Mr. Howell if he meant the responses should come to this Committee originally. Mr. Howell responded that if the people know that they would be recognized and evaluated by other disabled receivers like themselves that maybe their responses would be more open. Mr. Arrell repeated that he would share this information, but would want it coming directly back to the research department. Mr. Arrell explained that he wanted to make sure this was handled in an adequate research-type situation. Mr. Arrell concluded that if this Committee wanted to set up a subcommittee to look at the raw data and the final report, there was nothing wrong with that. Mr. Blase suggested that before such an action would be taken that at the next meeting a review was needed to become better acquainted with what has happened. Mr. Arrell said that he would be happy to have Dr. Whitcraft come in and give a total or a very quick overview or as much indepth report as to how this is done. Mr. Blase commented that maybe it could be scheduled next time to be done. Perhaps then the Committee would be in a better position to discuss any further action on it.

Mr. Howell then asked if there was a formal or an informal method by which vacancies on this Board are considered as he personally knows individuals who have real good input and insight and need to be added to this Board. Mr. Arrell responded by saying get them to him.

Mr. Blase informed the Committee that it was 11:15 and asked if there was any other business to come before the group. Mr. Blase then asked the Commissioner if he had any comments to wrap up with.

Mr. Arrell replied that he wanted the Committee to understand and to know that if they came up here to this meeting on the gloom and doom attitude and with the idea of what was going to be done to dismantel this program, or do harm to this program, or do trauma to the Service Delivery System in this state; that this was the wrong place. Mr. Arrell said that he does not feel that way and the staff does not feel that way. He invited the Committee to talk to the staff here, and in the regional office, or the counselor staff and he bet that you will not find gloom and doom in those situations. He added that there are some people who are concerned and interested in whether or not they are going to have jobs. But mostly everyone is very busily trying to do everything they can to salvage and use the resources that are available. Mr. Arrell said that

three years from now there will be a much better vocational rehabilitation program and he emphasized the word vocational, than has been in this state to date because of the things that are happening. This reduction in funding has caused us to take a look at some things that had not been looked at that probably should have been. Mr. Arrell said that he is a great believer in the State Government Effectiveness Program as outlined by the Governor. The Governor has set up a system of operational audits where he brings in very high-powered executives from rather large private companies like Shell Oil, Southland Corp., Mobile Oil, and some big iron and steel corporations. These number about 40 or 50 top level people. They are vice-presidents and in some cases presidents of these organizations, chiefs-of-the-purchasing, and chiefs-of-the Data Processing are also included. Mr. Arrell continued that they're coming in and at the agency's request doing operational audits on programs. The Texas Rehabilitation Commission has had operational audits in the areas of Personnel and Data Processing or Management Information Services. Mr. Arrell explained that what is intended is to run this organization as an efficient operation as efficiently as it can be and still carry out the mission which is to work with the most severe disabled people that there are resources available to work with. Mr. Arrell said that if you want to be a part of making plans for this operation for the next 10 to 15 years then get very active and get in your information. He further explained that he has time tables to meet and if suggestions are not in to him by those times then they'll just have to wait until the next time around.

Mr. Blase informed the Committee that the history of vocational rehabilitation in this state goes back to 1929. He added that he hasn't been around quite all that time, but thinks it is safe to say that we have probably never met under a darker cloud about our funding or our future. Mr. Blase said that in speaking for this Committee he doesn't think that we've ever had a brighter future as far as the way things look. He said that since the bucks are getting short that the quality has to get good. A really terrific challenge has been thrown down by Mr. Arrell and the amount of enthusiasm as expressed by this Committee meeting has never been higher. The fact that 15 members of this group came here in the middle of a hot Texas summer and vacation priority time speaks pretty well for their interest. For the group, Mr. Blase said that we've been outside looking in for the last 90 days. It's nice to be in the tent for a couple of days. To all the staff that participated in this and to all of you for being here, Mr. Blase said that we've had one Jim Dandy good meeting. Mr. Blase wished to personally and for the whole group thank the Commissioner for his courage and enthusiasm.

Mr. Arrell said in talking about how you are treated, the space across the street by the Nighthawk is owned by a man who has a sister who is a quadraplegic, polio victim. He is getting ready to build a great big Granada Royale Hotel there. We were negotiating our lease on this building just the other day and, talking about getting preference, Mr. Arrell sat down with him and discussed the bid for our building and asked if the new building would be a barrier free hotel. He immediately responded that he had contacted his architect the day before. What he was really telling Mr. Arrell was that he would get with his architect today. Mr. Arrell said that maybe that is the preferential treatment that we are talking about.

Mr. Blase informed the Committee that you will be notified by Helen Goodman as to the date of our next meeting. Thank you ladies and gentlemen, we stand adjourned.

MINUTES OF THE

TEXAS REHABILITATION COMMISSION

CONSUMER CONSULTATION COMMITTEE

The Texas Rehabilitation Commission Consumer Consultation Committee met on December 4 and 5, 1980 in the TRC Board Conference Room, 118 E. Riverside Drive, Austin, Texas. The meeting was called to order by Mr. Bob Blase at approximately 11:00 a.m. with the following individuals in attendance:

PRESIDING:	A. J. (Bob) Blase, Chairman	
PRESENT:	Helen Goodman, Staff Coordinator	
	Becky Brandon	Jim Abernathy
	Ray Dabney	Don Culwell
	Bernie Cantu	Marianne Punchard
	Shirley Price	Trudy Putteet
	Judge Thomas	Jane Butler Woolsey
	D. H. Howell	Merle Springer
STAFF MEMBERS PRESENT:	W. K. Harvey	Jeff Kaufmann
	Max Arrell	John Wylie
	Doyle Wheeler	Ted Thayer
	Rick Phelan	Dale Place
	Cindy Counts	
GUESTS:	Justin Dart	Interpreters (2)
	Alan McCorkle	

There are 21 active members on the Consumer Consultation Committee. Presently there are enough members for a quorum which is one-half of the members plus one. Mr. Blase introduced the Chairman of the Governor's Committee on Employment of the Handicapped, Mr. Justin Dart.

Mr. Culwell moved that the minutes of the September meeting be accepted as written. Judge Thomas seconded the motion and it passed unanimously.

The Committee asked if TRC has designated a person as Specialist for the areas of housing and transportation. Mr. Harvey responded, "No". TRC would like to complete the sectional operations audits prior to hiring this Specialist. Ms. Brandon was interested in obtaining two reports: Senate Committee on Human Resources Report and the TRC Legislative Initiative Package. Mr. Harvey was provided with only two copies of the in-depth report and received ten copies of the recommendations. The Senate Committee will advise Mr. Harvey within the next few days as to whether enough copies may be reproduced for the CCC. If they cannot, TRC will ask for permission to reproduce the report and the recommendations.

Ms. Blase said Ms. Goodman reproduced a copy of a news article concerning new accessibility features at the Villa Capri. Mr. Howell stated that the bathrooms are still not accessible even though the vanities may be. Mr. Harvey said perhaps the entire rehabilitation community needs to give thought to the direction of hotel accommodations and reach a conclusion. This topic will be scheduled as an agenda item at the next CSAVR meeting. It seems practical to work with new hotel chains as opposed to having the owners of existing hotels modify buildings and rooms. However, new hotels such as the Hilton and Hyatt Regency seem to be very expensive making it difficult for state staff to stay there. Perhaps there is a need to look at the chains like Motel 6 who have nice accommodations, but are less expensive. As individuals we can do something about this. Mr. Blase noticed that Mr. Dart closes his letters with the phrase "yours for a barrier free society". Mr. Howell felt there is a mechanism in existence. Recently he attended a workshop sponsored by RSA and there is a document used for surveying all motels and hotels. A copy of this survey form is mailed to the hotel or motel. As soon as the final draft is completed Mr. Howell will share this information with the Committee. Mr. Vaughn recommended to Mr. Wheeler a meeting with Administrative Officers, Regional Training Officers, and individuals from the local hotel and motel associations when the document is completed. Mr. Cantu mentioned that there are certain accessibility requirements that must be filled.

Ms. Price asked for more information on the modification of vans. She wanted to know if individuals who are not having vans modified are still receiving other types of assistance from TRC to allow them to have their cars or trucks modified. She did not want to see these individuals being discriminated against because they prefer having a car modified.

COMMISSIONER'S REMARKS

Commissioner Harvey said TRC is operating under a continuing resolution, at last years $808 million for basic support as opposed to the President's recommendation to the Congress of $845 million. A second continuing resolution will need to be in place by December 16. Two significant items under consideration are: 1. the date of expiration for the second continuing resolution and 2. the amount of money to be authorized under the continuing resolution. It now appears there is a good chance that the second continuing resolution may be passed at a higher level of 845 million dollars. The Senate Committee has approved the higher figure. However, Senator Bellmon may ask that the amount be held at the level contained in the first continuing resolution.

The final regulations for the Rehabilitation Act are not published yet. Mr. Harvey and Mr. Arrell attended a CSAVR meeting in Florida and RSA officials said the regulations are not out because consideration is being given to a format for the new Department of Education.

The cost of rehabilitation and other necessities are going up rapidly. At the present time TRC is negotiating 64 leases for offices throughout the state. The cost of space is exceedingly high compared to previous leases. This is an uncontrollable cost. Postage is also rising.

TRC is most mindful of its responsibility to be cost effective. TRC's responsibility is to go as far as possible in training provided to individual clients to allow them to enter into gainful employment. Perhaps there is a need to stress entry level programs as opposed to higher level programs. Mr. Cantu felt some handicapped individuals should be able to make use of other resources that are available. Mr. Harvey intends to have staff work very closely with financial aid officers in order to allow persons to use all available resources.

The Commission recently developed a manual for administrative technicians with instructions on how to handle administrative responsibilities within the scope of their job descriptions.

Mr. Harvey wanted to review Commission Letter 80-4 concerning conservation of funds with the Committee. A copy was included in each Committee member's package at the meeting. This is considered a practical management tool to be used during this stipulated period of time. Supervisors are responsible for maintaining liaison relationships with organizations from which TRC receives similar benefits. He asked the group to explore whether this letter is reasonable in light of the need to conserve funds. Mr. Dabney asked what percentage of case service monies go toward training and tuition. Mr. Harvey responded less than for physical restoration. TRC is trying to achieve the best utilization of the dollar. Judge Thomas said based on the discussion and the assumption that each client receives individual attention he did not feel TRC would be open to any criticism. It was mentioned that $1,000 is probably not enough if it doesn't include transportation and books. Mr. Arrell said TRC does pay maintenance, transportation and books. Mr. Arrell said it might be time to review the figure of $1,000 and see if it needs to be adjusted upward. Mr. Blase felt that TRC funds should be the last dollar used to purchase academic training. Mr. Cantu felt it should be emphasized that clients should explore all avenues. If in fact the client needs the "cadillac" training to achieve his vocational objective he should receive it. Mr. Blase said perhaps TRC should take bids because training is available at different prices. Ms. Price said many junior colleges and universities state if you receive funds from other sources they will not help you with financial aid. Mr. Howell asked if there is a person in the TRC offices that could be trained to use the $1,000 figure as leverage to obtain additional monies. Mr. Harvey said this is done through different types of agreements. Mr. Howell said not all individuals are like Mr. Cantu and have the ability to fill out forms necessary to receive money from other sources. Mr. Thayer is currently working with financial aid officers.

Mr. Harvey has been concerned for some time relative to severe cases served in rehabilitation facilities. These are extremely costly cases. At the present time our Research Department is conducting a study on clients served during fiscal 1977 in the category of spinal cord injury. Results indicate that a small percentage end up in the vocational objective which they choose. This is a good argument to present to the Congress to encourage funding for independent living. A copy of the study will be shared with the Committee when it is completed.

There is another matter TRC is concerned about and Mr. Harvey asked for the Committee's collective thoughts. Research needs to be done relative to occupations where skill development is more appropriate on the job than in a school setting. Mr. Harvey would like the Committee's thoughts on the matter. Perhaps an Ad Hoc Committee should be established. Mr. Howell asked about the idea of volunteers. Ms. Price said at NASA - Johnson Space Center there is a job program for mainstreaming handicapped students and primarily training them. Manuals are provided for particular jobs. Perhaps a job description could be given to the counselor to say this is what the client needs to do. Mr. Abernathy felt some of these issues could be pursued through the Governor's Committees.

ADOPTION OF AGENDA

Mr. Blase stated that the next order of business is to adopt the agenda. The report on the study of programs facilitating independent living by disabled people in Sweden and Holland which was to be given by Mr. Frieden will be deferred until the next CCC meeting. The agenda was then adopted.

The Committee divided into Subcommittees for their afternoon meetings.

DECEMBER 5, 1981

Mr. Blase called the meeting to order at 8:30 a.m.

The agenda item concerning the adoption of the bylaws was deferred until Judge Thomas could be present.

SOCIAL SECURITY AMENDMENTS

Mr. Phelan spoke to the CCC group about two (2) years ago regarding a TRC proposal for amendments to the Social Security Act. Amendments were made and when drafted again they were endorsed by CSAVR and the comments of the CCC were incorporated in the final report. Mr. Phelan distributed a summary of the major provisions of the Social Security Disability Amendments of 1980. The major provision from Mr. Phelan's viewpoint was to remove some of the disincentive to work. It is the

feeling of the Social Security Subcommittee that Congress will extend this three years from now. The Social Security Regulations allow the states to decide who this provision will apply to.

One of the more interesting provisions concerns demonstration projects. For the first time Social Security has received demonstration project authority and may waive the law in order to conduct a demonstration project for three years.

There were several more questions concerning the amendments and a copy of the summary has been attached for clarification purposes.

Mr. Harvey announced that Mr. Phelan will be leaving TRC and moving out of state. Appreciation was expressed for Mr. Phelan's efforts.

DISABILITY DETERMINATION DIVISION ACTIVITY REPORT

The Disability Determination Division has been in business about 25 years. The program has grown substantially because of the additional amendments made to the Social Security Act. Mr. Place shared with the Committee information regarding last years activity. The projected workload for FY 80 was 145,344 claims and the actual workload figure was 150,696 claims. The claims came into the office sporadically throughout the year. With the Management Information System (MIS) it is much easier to control the caseload. Many of the reports previously done manually are now automated. There is a continuing education program which encourages employees to improve their abilities. DDD has also implemented a variable work hours program. It has been in effect since April of 1980 and has many positive aspects. Employee morale is better and there has been a decrease in absenteeism. Also the turnover rate has decreased.

The Pickle Bill will also have quite an effect on DDD. The program will be responsible for providing the public with a better idea of why claims are being denied. "301" Cessation will allow for certain beneficiaries to continue benefit payments until the VR program is implemented. This will require more communication between the Disability Examiner and the Counselor.

Mr. Culwell felt the letter or statement prepared by DDD explaining why a particular case has been denied may prove beneficial to clients in helping them convince an employer that they are able to work. Mr. Place said if the applicant is willing to share that information it could prove helpful. Mr. Howell asked what the percentage of denial vs. acceptance is. Mr. Place responded that about 35% are allowed and 65% are denied. Mr. Harvey added that 25% of the cases are referred to TRC counselors.

Mr. Howell said that there should be some linkages in establishing centers for independent living and dealing with VR counselors. Mr. Place said their requirement is to refer cases to the VR Counselor and the assumption is made that the VR counselor will hook the individual up with the appropriate sources to carry out the VR process.

Mr. Phelan would like to discuss this with the Social Security Administration and see what the objective might be.

ADOPTION OF BYLAWS

Judge Thomas felt the bylaws were self explanatory. Two changes have been made:

1. On Page 5, Section 4 has been added. This delineates the number of individuals allowed to serve on the Committee.

2. On Page 7, Article 6 reconstitutes the bylaws to reflect four standing committees.

Judge Thomas moved that the bylaws be accepted as written. Mr. Merle Springer seconded the motion and it passed unanimously.

ADDITIONAL REMARKS BY THE COMMISSIONER

Mr. Harvey feels TRC has one of the best client appeal processes. The first appeal is to the supervisor and then up the chain of command. Hopefully the TRC structure is such that resolution can be obtained. TRC is to provide vocational rehabilitation counseling and guidance to assist an individual in choosing, preparing for and entering into an occupation.

TRC doesn't have the luxury of stating it will take only "X" number of clients per year. There is no way to force an individual to carry out a plan that has been agreed upon. There is also the question of who is responsible for providing support services. It is felt that it is the primary responsibility of the college or university to provide auxiliary aids such as readers and classroom equipment.

Mr. Arrell added that with respect to administrative reviews there have been 76 sent to regional directors ending October 1, 1980. Thirty-eight have been decided for the client and thirty-eight have been decided against the client. Only two have been taken as far as the central office.

Mr. Harvey talked with Mr. Jim Kaster, Legislative Liaison, Governor's Office, and he had no objections to any of our bills. TRC is comfortable trying to obtain money from the legislature to carry out rehabilitation for FY 82 and 83. A line item was requested for funding for the Governor's Committee on Employment of the Handicapped. Governor Clements revised the Executive Order establishing the GCEH in terms of language. He also reaffirmed giving TRC the responsibility for administrative support of the Governor's Committee activities. Administrative support means staff support and housing but doesn't mean TRC dictates what the Committee does. There are two matters Mr. Harvey cannot delegate and they are personnel and policy making. Some individuals feel that the selection of the Executive Director should reside with the Committee; however, Mr. Harvey cannot delegate that responsibility.

Mr. Blase asked if the new Executive Director would be announced at the luncheon to be held at Criss Cole Rehabilitation Center on Monday honoring Dora Huston and Sam Millsap. If any of the members of this Committee are interested in attending it is a reservation type affair and Mr. Blase would need to know who plans to be in attendance. Mr. Arrell has completed interviewing a total of 22 - 24 hard applicants. Six individuals were chosen from those and Mr. Arrell actually interviewed four of those individuals. Mr. Dart and Mr. Arrell will be meeting at 2:00 on December 5. Then Mr. Harvey and Mr. Arrell will discuss the persons being considered and meet with the Personnel Committee at 10:00 a.m. on Monday. Mr. Arrell did not want to announce the selection until he had personally contacted those individuals who were not selected. It is questionable whether the selection will be announced on Monday. Mr. Howell asked if any of the four applicants are disabled. Mr. Arrell responded that two are physically disabled, one has experienced some past emotional difficulties, and the other doesn't demonstrate any visible physical handicap. Ms. Putteet appreciated Mr. Arrell's position and didn't know whether he received the support he should. Many of us have dealt with advisory committees in the past. We realize that their role is advisory in nature and that we have the ultimate responsibility.

The Governor has issued an Executive Order establishing the Human Services Interagency Committee of the Texas State Government Effectiveness Program (TSGEP) which will be composed of a certain number of state agencies who will consider and pursue problems and opportunities for human services. The state agencies involved are: TRC, Department of Health, Texas Youth Council, TDMHMR and the Department of Human Resources. There have already been at least two meetings of the Committee. Each one of the five respective agencies has been encouraged to submit areas which need consideration. Mr. Harvey presented two specific areas: 1. coordination and further development of a transportation system and 2. development of a mechanism for state agencies to discuss existing programs and new programs. Several other items needing attention are Section 504 and the problems of the aging. The Committee is working closely with the Governor's Texas 2000 Program. Dr. Victor Arnold will carry this out. Long range planning is being done to meet the needs of the Texas 2000 Program. There is some very comprehensive information available regarding housing and transportation. Mr. Harvey had not had an opportunity to speak with Dr. Arnold but when he does he will try to obtain copies of the report for the CCC.

INDEPENDENT LIVING SUBCOMMITTEE REPORT

A report was given by Mr. Ted Thayer concerning two centers for independent living in Houston and Austin. A major problem of the two grants has been the flow of money received. There were several months when the money was inaccessible and retroactive payments were made. There are also minor management problems in both centers. Several different sets of books are being kept to avoid the possibility of

comingling funds. Both centers serve approximately 400 individuals. There is no technical assistance provided for either center. However, Mr. Thayer is trying to offer as much technical support as possible. Mr. Dabney asked if there has been any discussion on standardized reporting procedures for these centers. Mr. Howell said it is difficult to develop an intake form with Human Resources and TDMHMR with information referral only. It is a good question but there is no standardization as yet.

Judge Thomas said there were two basic criteria that the Subcommittee looked at very closely and one was the subcontractors track record. With all of the changes which have been made these two centers are still functioning. The Subcommittee is concerned about fiscal accountability. It is incumbent that TRC watch very closely and give a deadline for their immediate development of good bookkeeping records. If the books aren't in line by that date, TRC should withhold funds.

Mr. Cantu said he is attending the CCC meeting as a consumer and a previous client of TRC. He currently works for one of the centers being discussed. Many people hired to do this work are not bookkeepers or accountants. To alleviate headaches, systems should be set at the beginning. There is not one set intake form. The center has written to Berkeley, California to obtain information on their intake form. Their form is somewhat past the starting point of the center where Mr. Cantu works. Mr. Springer assumed that fiscal accountability was only one piece of the overall picture. A program evaluation staff should be operative to feed back the successes of the operation. Ms. Putteet said some of the problems being discussed are not deep problems. It should be noted that the Committee appreciated the business like manner in which Mr. Thayer deals with the centers. Mr. Springer said DHR has been working on a document that may prove helpful in this area. He will forward a copy of the document to Mr. Cantu.

FACILITIES SUBCOMMITTEE REPORT

The Subcommittee previously discussed correspondence from Mr. Weber regarding work with large corporations to develop policies with them. It is more complex than it appeared on the surface. It is necessary for any proposed policy changes to be made at the meeting by a shareholder. A written proposal must be in the hands of the Secretary prior to the shareholders meeting.

There was a report from Mr. Vaughn on action on blind made products and services to the State Use Law. This has been discussed with the legislature in the past and decisions made to do a feasibility study. Mr. Blase said if you would like to voice your feelings regarding the State Use Law you may write to:

Post Office Box 1074
Lubbock, Texas 79408

There was also a discussion regarding the Texas Health Facilities Commission. Efforts were made to talk to the Commission regarding language and standards. Hopefully, some time during the upcoming year the legislature can be encouraged to take a close look at the Texas Health Facilities Commission. Mr. Dabney hoped that members of the CCC would write Senator Doggett and voice their concerns regarding this Commission. Mr. Dabney will be writing a letter to Senator Doggett expressing his concerns and the concerns of the Subcommittee.

There was a discussion on the State Plan for Rehabilitation Facilities. This document will prove useful to persons involved in facilities work. There was concern to some extent about the way in which facilities may use this plan. A request was made to analyze specific coded areas dealing with facilities.

Mr. Vaughn explained the newly organized facilities section and the Commission was applauded for the addition of the five Facilities Specialists.

Mr. Springer said the Department of Human Resources contracts for services using Title XX funds. DHR filed a petition seeking exemption for those services. Mr. Springer felt that copies of the pleadings might be of interest to the Committee.

Ms. Putteet received a call from a gentleman who is a quadriplegic and as a condition of employment is carried up and down two flights of stairs every day. Mr. Vaughn will follow up on this issue when he obtains further information from Ms. Putteet.

VOCATIONAL REHABILITATION SUBCOMMITTEE REPORT

The Subcommittee viewed a tape on school programs. Certain suggestions were made but most had already been accomplished.

The Subcommittee discussed ways to become a part of advocacy groups as well as consumer groups in Texas. Mr. Abernathy asked for feedback from the Committee members. All groups working for this effort have been able to make a substantial contribution to the overall service area.

Mr. Culwell received a call from Ms. Peg Nosek, formerly a member of the Committee, encouraging participation of the mentally restored group in a conference to be held in San Antonio. This is one indication of the fact that groups are taking positive steps to cross disabled group activities.

Last month there was a meeting of the mental health association and groups are springing up all over the country. Also just recently MHMR funded a position in Austin to organize consumer groups. Ms. Woolsey expressed a need to work together in delivering services. Ms. Brandon added that Ms. Pat Pound has already accomplished a big part of this. Mr. Abernathy felt the Committee should adopt this instrument (a copy of which is attached) with whatever changes are

necessary. The document will then become a recommendation to the Commissioner. Mr. Howell felt there is a duplication of efforts and did not see the need for this proposal. Mr. Harvey said trying to identify associations or groups that have one specific purpose is a difficult and frustrating task. This is a task that could keep one person busy for a long period of time. There is a need to develop a mechanism to identify groups going out of business and those forming a business.

Ms. Putteet felt TRC is doing a good job in attempting to reach consumers. One of the problems has been individuals saying they will take care of a matter and not accomplishing what they set out to do. Ms. Putteet did not feel this proposal would be productive. Also if it is diluted to the point that TRC is trying to be all things to all people the effectiveness will diminsh. Mr. Culwell said TRC counselors are responsible for giving complete services to clients including referrals to appropriate self-help groups. Each counselor may be knowledgeable of all groups, but this places substantial responsibility on the shoulders of counselors. Ms. Woolsey said perhaps there could be a liaison person in each area to contact when questions arise allowing a direct line of communication.

After much discussion Judge Thomas moved to endorse the concept of the proposal regarding consumer groups and advocacy groups prepared by the Vocational Rehabilitation Subcommittee. The motion was seconded and carried with a vote of nine (9) in favor and two (2) against.

OTHER BUSINESS

It should be noted that the parking spaces on the west side of the building marked reserved are reserved for members of the Committee. Please feel free to use these parking spaces.

The TRC Christmas Party is being held tonight, December 5 at 8:00 p.m. Members of the CCC are invited to attend. It will be held at the Villa Capri at a cost of $5.00 per person. Advance reservations are needed if you plan to attend.

The next meeting of the Consumer Consultation Committee will be held on March 19 and 20, 1981. Some members terms are expiring. If you are not aware of the length of your term you might wish to check with Ms. Helen Goodman.

TEXAS REHABILITATION COMMISSION
RATIO OF TRC COUNSELORS, 26 CLOSURES, PLANS INITIATED, ACTIVE CASES - POPULATION
FY 1980 POPULATION ESTIMATED *
FIRST 9 MO. FY 1980

Regions

	1 Lubbock	2 Ft. Worth	3 Austin	4 Houston	5 San Antonio	6 Dallas	7 Gulf Coast	State
Population **	1,525,500	1,732,600	1,349,500	2,146,500	1,936,300	2,673,600	2,167,400	13,530,100
Pop. per Couns.	33,900	34,652	25,462	35,189	28,900	34,276	34,958	32,524
Pop. per 26 Cl.	1,468	1,226	780	1,682	1,084	1,329	1,404	1,253
Pop. per Plan Init.	943	732	582	1,093	661	846	935	811
Pop. per Active Case	538	461	306	539	349	483	500	445

*Supervisor Composite Report June 30, 1980
**Population Estimates Based on U.S. Census Factors. Numbers are rounded.

Planning and Technical Programs
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TEXAS REHABILITATION COMMISSION

POPULATION, COUNSELORS, 26 CLOSURES, PLANS INITIATED, ACTIVE CASELOAD BY REGION

FY 1980 - THRU JUNE 30, 1980 *

	Regions						
	1 Lubbock	2 Ft. Worth	3 Austin	4 Houston	5 San Antonio	6 Dallas	7 Gulf Coast
Percent. of Tex. Pop.**	11.27	12.81	9.97	15.86	14.31	19.76	16.02
Percent. of Counselors	10.8	12.0	12.7	14.7	16.1	18.8	14.9
Percent. of 26 Closures	9.6	13.1	16.0	11.8	16.5	18.6	14.3
Percent. of Plans Init.	9.7	14.2	13.9	11.8	17.6	19.0	13.9
Percent. of Active Caseload	9.3	12.4	14.5	13.1	18.2	18.2	14.3

*Supervisor Composite Report June 30, 1980.
**Based on U.S. Census Factors.
Numbers are rounded.

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26 CLOSURES, PLANS INITIATED, ACCEPTANCES, ACTIVE CASELOAD - PER COUNSELOR

JUNE 30, 1980 - SUPERVISOR COMPOSITE REPORT

	Lubbock R. 1	Ft. Worth R. 2	Austin R. 3	Houston R. 4	San Antonio R. 5	Dallas R. 6	Gulf Coast R. 7	TRC
Filled Counselor Positions	45	50	53	61	67	78	62	416
26 Closures	1,039	1,413	1,730	1,276	1,785	2,012	1,544	10,799
(Per Counselor)	23	28	33	21	27	26	25	26
Plans Initiated	1,617	2,368	2,318	1,963	2,930	3,162	2,319	16,677
(Per Counselor)	36	47	44	32	44	41	37	40
Acceptances	1,774	2,535	2,409	2,094	2,998	3,400	2,524	17,734
(Per Counselor	39	51	45	34	45	44	41	43
No. of Active Caseload	2,836	3,761	4,410	3,980	5,546	5,531	4,335	30,399
(Per Counselor)	63	75	83	65	83	71	70	73

Source: June 30, 1980
Supervisor Composite Report

TEXAS REHABILITATION COMMISSION
Planning & Technical Programs
July 1980

CASELOAD DATA

REGIONAL - PER COUNSELOR

REGIONS	1	2	3	4	5	6	7	TRC
No. of Counselors	45	50	53	61	67	78	62	416
			- P E R C O U N S E L O R -					
Referrals	79	94	75	59	79	81	73	77
Plans Initiated	36	47	44	32	44	41	37	40
Status 14	2	4	3	5	4	3	3	3
Status 16	12	11	14	13	18	11	12	13
Status 18	25	35	46	30	32	32	28	33
Status 10-24 Active Cases	63	75	83	65	83	71	70	73
08	48	48	35	31	40	43	41	41
26	23	28	33	21	27	26	25	26
28	15	17	14	13	14	13	15	14

Source: June 30, 1980
Supervisor Composite Report

TEXAS REHABILITATION COMMISSION
Planning & Technical Programs
July 1980

26 CLOSURES, PLANS INITIATED, ACCEPTANCES - PER REGIONAL EMPLOYEE

FY 1980 CASELOAD DATA

June 30, 1980

	Lubbock R. 1	Ft. Worth R. 2	Austin R. 3	Houston R. 4	San Antonio R. 5	Dallas R. 6	Gulf Coast R. 7	TOTAL TRC REGIONS
Filled Positions * (All Reg. Employees)	130	144	144	157	189	202	170	1,136
26 Closures	1,039	1,039	1,730	1,276	1,785	2,012	1,544	10,425 **
(Per Employee)	8	7	12	8	9	10	9	9
Plans Initiated	1,617	2,368	2,318	1,963	2,930	3,162	2,319	16,677
(Per Employee)	12	16	16	13	16	16	14	15
Acceptances	1,774	2,535	2,409	2,094	2,998	3,400	2,524	17,734 **
(Per Employee)	14	18	17	13	16	17	15	16

** June 30, 1980 Supervisor Composite Report

* June 30, 1980 TRC Personnel Report

TEXAS REHABILITATION COMMISSION
Planning & Technical Programs
July 1980

TEXAS REHABILITATION COMMISSION
REFERRAL SOURCE OF FY 1979 TRC CLIENTELE

Major Referral Source	FY 1977	FY 1978	FY 1979	% Change FY 77 - FY 79
S.S. Dis. Determ. Unit	25,343	24,422	20,466	-19%
Self-Referred Persons	19,201	20,166	18,933	- 1%
Other Individuals n.e.c.	11,320	10,711	10,814	- 4%
Public Welfare Agency	12,179	10,751	8,116	-33%
Physician	6,437	7,187	7,015	+ 9%
Coop. School Program	10,046	6,187	4,567	-55%
MH/MR Community Center	3,392	3,812	3,507	+ 3%
Adult Probation Office	3,847	3,578	2,886	-25%
Public Elem. Schools	2,572	2,906	2,778	+ 8%
Public Gen. Hospitals	2,267	2,465	2,618	+15%
Eleven State Hospitals	2,542	2,501	2,155	-15%
State Employment Service	2,136	2,098	1,706	-20%
Adult Parole Office	1,440	1,586	1,567	+ 9%
Rehab. Facilities	1,240	1,608	1,523	+23%
Other Private Org. or Agencies	1,246	1,566	1,448	+16%
Aggregate of Other Referral Sources	23,122	21,870	17,767	-23%
STATE TOTAL	128,330	123,414	107,866	-16%

Source: Referral Sources Report.

Planning and Technical Programs
January 1980

FIVE YEAR COMPARISON
VR PLANS INITIATED
BY DISABILITY CATEGORY

Disability Category	Code	1975	1976	1977	1978	1979	% Change 1975-1979
Deaf & Hearing Imp.	200	1,204	1,053	1,090	1,100	899	-25%
Orthopedic Impair.	300	4,879	4,329	4,533	5,270	4,587	- 6%
Amputations	400	550	473	467	483	425	-23%
Mental Disorders	500-510	5,739	4,563	3,463	3,682	3,005	-48%
Alcoholism	520	3,811	2,501	1,777	1,893	1,481	-61%
Drug Addiction	521	968	681	632	597	468	-52%
Character Disorders	522	12,416	10,121	5,887	5,310	3,758	-70%
MR	530-538	4,628	4,031	2,308	2,282	2,145	-54%
Malignancies, Allergies	600-629	799	737	561	624	440	-45%
Epilepsy, Other Nerv. Disorders	630-639	870	787	603	708	584	-33%
Cardiac & Circ. Cond.	640-649	903	751	731	754	571	-37%
Respiratory	650-659	311	244	132	142	113	-64%
Digestive Sys. Dis.	660-669	1,410	963	1,088	1,099	1,014	-28%
Genito-Urinary	670-1	851	577	792	835	709	-17%
Speech Impair.	680-689	128	112	102	94	96	-25%
Other Disabilities	690-699	3,336	3,099	1,235	1,219	857	-74%
TOTAL		42,803	35,020	25,401	26,092	21,152	-51%

Planning and Technical Programs
January 1980

FIVE YEAR COMPARISON - VR PLANS INITIATED BY DISABILITY CATEGORY

Disability Category	Code	1975 - % of Total	1976 - % of Total	1977 - % of Total	1978 - % of Total	1979 - % of Total	Change in % of Total 1975-1979
Deaf & Hearing Imp.	200	2.8	3.0	4.3	4.2	4.3	+54
Orthopedic Impair.	300	11.4	12.4	17.8	20.2	21.7	+90
Amputations	400	1.3	1.4	1.8	1.9	2.0	+54
Mental Disorders	500-510	13.4	13.0	13.6	14.1	14.2	+ 6
Alcoholism	520	8.9	7.1	7.0	7.3	7.0	-23
Drug Addiction	521	2.3	1.9	2.5	2.3	2.2	nc
Character Disorders	522	29.0	28.9	23.2	20.4	17.8	-21
MR	530-538	10.8	11.5	9.1	8.7	10.1	- 7
Malignancies, Allergies	600-629	1.9	2.1	2.2	2.4	2.1	+11
Epilepsy,Other Ner. Dis.	630-639	2.0	2.2	2.4	2.7	2.8	+40
Cardiac & Circ. Cond.	640-649	2.1	2.1	2.9	2.9	2.7	+29
Respiratory	650-659	0.7	0.7	0.5	0.5	0.5	-29
Digestive Sys. Dis.	660-669	3.3	2.7	4.3	4.2	4.8	+45
Genito-Urinary	670-1	2.0	1.6	3.1	3.2	3.4	+70
Speech Impair.	680-689	0.3	0.3	0.4	0.4	0.5	+67
Other Disabilities	690-699	7.8	8.8	4.9	4.7	4.1	-47
Total		100.	100.	100.	100.	100.	

Texas Rehabilitation Commission

Planning and Technical Programs
June 30, 1980

Referral Trend

Referral Source		New Clients Status 02		Plans Initiated Status 10	
Code	Name	1st 9 Mos. FY '79	1st 9 Mos. FY '80	1st 9 Mos. FY '79	1st 9 Mos. FY '80
70.00	Self-Referral	6,149	6,935	3,357	4,017
79.00	Other Individual N.E.C.	2,845	3,155	1,554	1,748
72.00	Physician	2,468	3,033	1,558	2,035
40.00	Public Welfare Agency (State & Local)	2,049	1,895	1,065	1,064
50.00	S.S. Disability Determ. Unit	1,592	1,036	805	691
14.12	Coop. School Program	1,248	1,211	794	820
32.10	MH/MR Community Ctr.	1,185	1,166	693	644
56.40	Adult Probation Office	1,061	1,081	530	517
24.10	Public Gen. Hosp.	957	916	502	587
14.10	Public Elem. School	844	1,014	442	507
56.38	Adult Parole Office	698	577	299	277
30.10	Rehab. Facility (Ex-com. MH Ctr.)	609	666	416	412
53.00	State Employmt. Service	546	676	257	320
69.00	Other Private Organization/Agency	513	692	300	373
38.00	Other Public Health Dept., Organ., Agency	467	534	260	299
	Other Sources	5,632	5,920	3,384	3,440
	TOTAL FOR ALL CODES	28,863	30,507	16,216	17,751

Texas Rehabilitation Commission
Planning & Technical Programs
July, 1980

Referrals from Public School (PS)*

Comparison of First Nine Months FY 1979 vs FY 1980

	All PS Referrals				PS Referrals Coded Severely Disabled			
	# for State		% of All PS Referrals		# for State		% of All PS Referrals	
	1979	1980	1979	1980	1979	1980	1979	1980
Deaf and Hearing Imp.	85	90	6.8	6.7	60	61	4.8	4.5
Orthopedic Deformities	98	148	7.9	11.0	70	79	5.6	5.9
Amputation	7	3	0.6	0.2	4	2	0.3	0.1
Mental Disorders	52	60	4.2	4.5	18	19	1.4	1.4
Alcoholism	1	0	0	0.1	0	0	0	0
Drug Addiction	0	1	0	0.1	0	0	0	0
Character Disorders	85	160	6.8	11.9	0	2	0	0.1
Mental Retardation	564	626	45.3	46.7	300	298	24.1	22.2
Neoplasms Blood Hormone	18	40	1.4	3.0	2	10	0.2	0.7
Epilepsy	47	41	3.8	3.1	31	31	2.5	2.3
Cardiac and Circulatory	5	15	0.4	1.1	3	7	0.2	0.5
Respiratory Diseases	2	3	0.2	0.2	0	1	0	0.1
Digestive	2	6	0.2	0.4	0	0	0	0
Genitourinary	4	8	0.3	0.6	3	5	0.2	0.4
Speech	12	9	1.0	0.7	6	6	0.5	0.4
Language/Learning and Other	264	131	21.2	9.8	2	1	0.2	0.1
STATE TOTALS	1,246	1,341	100	100	499	522	40.0	38.9

* Referral Source Codes Used: 14.00, 14.10, 14.11, 14.12, 16.10

TEXAS REHABILITATION COMMISSION
Planning & Technical Programs
July 1980

Change in Character of VR Caseload
for First Nine Months of
FY 1979 vs 1980

- Applicants -

Alleged Disability	# of Applicants			# Severely Disabled		
	1979	1980	Change	1979	1980	Change
Visual Impairments	37	42	+5	14	13	-1
Deaf and Hearing Impairments	1,009	1,164	+155	536	613	+77
Orthopedic Deformities	6,417	7,131	+714	2,972	2,933	-39
Amputation	424	416	-8	248	208	-40
Mental Disorders	3,662	3,662	0	2,080	1,891	-189
Alcoholism	1,840	1,978	+138	67	53	-14
Drug Addiction	620	650	+30	17	14	-3
Character Disorders	5,224	5,192	-32	88	92	+4
Mental Retardation	2,106	2,298	+192	1,185	1,163	-22
Neoplasms Blood Hormone	704	794	+90	147	135	-12
Epilepsy	902	913	+11	708	697	-11
Cardiac and Circulatory	955	1,072	+117	487	469	-18
Respiratory	188	216	+28	69	92	+23
Digestive	986	1,227	+241	96	78	-18
Genitourinary	731	995	+264	107	94	-13
Speech	139	150	+11	87	77	-10
Language/Learning and Other	1,483	1,243	-240	84	62	-22
Unknown or None	1,436	1,364	-72	21	9	-12
STATE TOTALS	28,863	30,507	+1,644	9,013	8,693	-320
% Severely Disabled				31.2%	28.5%	-2.7%

TEXAS REHABILITATION COMMISSION
Planning & Technical Programs
July 1980

STATUS 02 - AS OF JUNE 1979 & JUNE 1980

REGION	CASES IN STATUS 02 1979	CASES IN STATUS 02 1980	02'S PER CASELOAD 1979	02'S PER CASELOAD 1980
1	1,359	1,320	25	29
2	1,616	1,645	28	33
3	1,424	1,270	25	24
4	1,724	1,512	24	25
5	1,914	2,056	26	31
6	2,123	2,224	25	29
7	1,789	1,753	26	28
TRC	11,949	11,780	26	28

Source: Supervisor Composite Report
June 1979 & June 1980

Texas Rehabilitation Commission
Planning & Technical Programs
June 30, 1980

13

Change in Character of VR Caseload for First Nine Months of FY 1979 vs FY 1980

13

- Plans Initiated -

Disability	# of Plans Initiated			# of Severely Disabled		
	1979	1980	Change	1979	1980	Change
Visual Impairment	7	0	-7	3	0	-3
Deaf and Hearing Impairments	690	808	+118	389	441	+52
Orthopedic	3,457	4,051	+594	1,911	1,860	-51
Amputation	307	352	+45	193	185	-8
Mental Disorders	2,342	2,335	-7	1,438	1,258	-180
Alcoholism	1,155	1,279	+124	41	37	-4
Drug Addition	359	386	+27	9	4	-5
Character Disorders	2,870	2,924	+54	80	67	-13
Mental Retardation	1,681	1,860	+179	942	971	+29
Neoplasms Blood Hormone	301	439	+138	89	79	-10
Epilepsy	471	451	-20	403	364	-39
Cardiac and Circulatory	423	486	+63	285	275	-10
Respiratory	84	96	+12	38	46	+8
Digestive	742	881	+139	88	55	-33
Genitourinary	530	741	+211	74	58	-16
Speech	76	90	+14	49	56	+7
Language/Learning and Other	721	572	-149	54	36	-18
Unknown or None	0	0	0	0	0	0
STATE TOTALS	16,216	17,751	+1,435	6,086	5,792	-294
% Severely Disabled				37.5%	32.6%	-4.9%

TEXAS REHABILITATION COMMISSION
Planning & Technical Programs
July 1980

TRC

SEVEN-MONTH COMPARISON
CHANGE FY 1980 -vs- 1979

	Feb.*	Mar.	Apr.	May	June	July	Aug.
Referrals	+ 95 + 2%	+629 + 14%	+540 + 13%	+589 + 14%	+506 + 12%	+853 + 21%	+294 + 7%
Acceptances	+376 + 23%	+565 + 36%	+545 + 32%	+568 + 34%	+517 + 34%	+565 + 35%	+192 + 11%
Plans Initiated	+631 + 49%	+695 + 54%	+528 + 34%	+614 + 39%	+583 + 44%	+601 + 41%	+280 + 16%
26 Closures	-115 - 10%	+ 27 + 2%	+183 + 17%	+ 81 + 6%	+219 + 20%	+320 + 29%	-104 - 9%
Caseloads	- 55 - 12%	- 55 - 12%	- 53 - 11%	- 53 - 11%	- 52 - 11%	- 52 - 11%	- 50 - 11%

* First RIP Recommendations Implemented - Feb. 2, 1980

Texas Rehabilitation Commission
Planning and Technical Programs
September 3, 1980

TEXAS REHABILITATION COMMISSION

IMPACT OF DISABILITY CODES 520-521-522 ON THE TRC CASELOAD

PLANS INITIATED

FIRST 9 MOS., FY 1979 - PLANS INITIATED - 16,216

Code	Reg. 1		Reg. 2		Reg. 3		Reg. 4		Reg. 5		Reg. 6		Reg. 7		TRC	
	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD
520 Alcohol.	192	3	182	1	143	11	168	5	164	4	153	9	153	8	1,155	41
521 Drug	27	1	50	0	71	2	77	1	48	0	69	5	17	0	359	9
522 Char. Dis.	208	0	306	5	593	11	346	5	279	3	638	46	500	10	2,870	80
															4,384	130
															27%	2%

FIRST 9 MOS., FY 1980 - PLANS INITIATED - 17,751

Code	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD	-Number- Total	SD
520 Alcohol.	202	3	255	5	166	3	158	3	194	6	170	11	134	6	1,279	37
521 Drug	36	0	59	0	69	0	57	1	53	0	89	2	23	1	386	4
522 Char. Dis.	269	0	436	1	480	22	313	6	382	1	637	28	407	9	2,924	67
															4,589	108
															26%	2%

SD - Severely Disabled.

Planning and Technical Programs
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TEXAS REHABILITATION COMMISSION

TABLE 2: ACTUAL EXPENDITURES -vs- PURCHASING POWER OF BASIC SUPPORT MONEY IN TEXAS

FY	Actual Expenditures (Basic Support)	Consumer Price Index[1]	Purchasing Power[2]	Cases Served	Persons Rehabilitated
1967	10,846,174	100.0	10,846,174	42,973	6,752
1968	16,666,447	104.2	15,999,789	59,336	8,357
1969	20,600,525	109.8	18,787,078	74,154	10,253
1970	27,549,727	116.3	23,692,765	81,335	12,006
1971	37,565,580	121.3	30,954,038	101,564	15,501
1972	37,973,186	125.3	30,302,602	113,257	21,907
1973	39,491,685	133.1	29,658,255	120,175	25,868
1974	49,621,000	147.7	33,593,417	135,403	27,050
1975	54,822,000	161.2	33,989,640	141,338	26,154
1976	55,088,000	172.6	31,895,952	133,500	23,318
1977	57,042,000	185.0	30,859,722	128,451	15,982
1978	54,101,023	203.3	26,617,703	123,474	15,120
1979	53,430,000	226.5	23,616,060	107,880	14,613
1980		262.1*			

[1] Average for all urban areas in U.S. until 1976. 1976-1980 is for Central Texas.

[2] The actual expenditures "deflated" by the increases in the Consumer Price Index.

* As of June, 1980.

Source: Texas Rehabilitation Commission 1979 Report to the Governor

Planning & Technical Programs
September, 1980

MINUTES OF THE TEXAS REHABILITATION COMMISSION
CONSUMER CONSULTATION SUBCOMMITTEE ON FACILITIES
September 11, 1980

The following individuals were present:

Wyatt Hall
Bob Blase
Barbara Trusler
Ray Vaughn
Ray Dabney

There was a general discussion on duplication and overlapping of rehabilitation services between TRC, CETA, MH/MR, DCCS, Blind Commission, etc. The Subcommittee recommended that if the Human Services Interagency Committee is appointed it should consider who does what and when.

The Subcommittee requested clarification on the policy statement in Commission Letter #79-4 to facilities and counselors in facilities which was dated July, 1979.

There was much discussion in the Subcommittee concerning the "Expenditures vs Purchasing Power" of funds for rehabilitation services which resulted in the six (6) year progressive decline in the number of persons rehabilitated. The Subcommittee recommended that Ms. Kaye Beneke prepare a news release on this issue, but develop it so that the individual impact on handicapped persons is clearly shown. It was felt that the public needs to be aware of the federal governments withdrawal in serving of handicapped persons.

There was a suggestion from Mr. Weber regarding "shareholder proposals" to major business firms to have companies adopt the policies of: 1. removing barriers and 2. letting subcontracts to shops serving the handicapped. Mr. Vaughn is to seek further information from Mr. Weber regarding this matter and report back to the Subcommittee at their next meeting.

There was a question raised in the Subcommittee meeting from Mr. Jerry Kirk regarding the TRC policy requiring "employment must be obtained within 60 days of entry into halfway houses".

A discussion of transportation priorities also arose. One member questioned the 20¢ a mile that is allowable payment for special transportation. Actual cost is more like 68¢ which is a big difference and a difficult problem.

It was recommended that another TRC meeting of facility courtesy counselors be held to update their thinking in dealing with facility requisitions, forms, facility staff, etc. There seems to be some problem in terms of knowing how to deal with the facilities and special caseloads.

Mr. Vaughn discussed with the Subcommittee the upcoming changes in the fee structure and facility classifications.

Management by Objectives was discussed but did not cause much enthusiasm.

CONSUMER CONSULTATION COMMITTEE
SUBCOMMITTEE ON INDEPENDENT LIVING
Minutes of September 11, 1980, Meeting

The following members participated in the meeting: Trudy Putteet, Earl Day, Becky Brandon, Judge Bob Thomas, and D. H. Howell.

TRC participants were Ted Thayer, Debbie Kennedy, and Debbie Cearley. Mr. Thayer served as liaison to the Subcommittee; Ms. Kennedy recorded and transcribed the minutes of the meeting; and Ms. Cearley provided interpreter services.

In the absence of Chairman Lex Frieden, the meeting was called to order by Vice Chairman Trudy Putteet. She asked Mr. Thayer to report on the status of the Title VII, Part B, grant proposals. Mr. Thayer reported that the initial grant submitted on March 15, 1980, had been funded in the amount of $200,000. He further explained that the Texas Rehabilitation Commission was in the process of working with both CBFL and MIGHT! to establish centers for independent living in Houston and Austin.

Judge Thomas inquired about start-up costs. Mr. Thayer explained that requests for funding can be made in advance. He further explained that the grant award was made retroactive to July 15, 1980.

Judge Thomas asked whether either of the centers had begun staffing the facilities. Mr. Thayer explained that both facilities had other grants as well as Title VII funds and some staff were already hired through other funding. He further explained that a meeting had been held recently in the TRC Central Office with officials of both MIGHT! and CBFL to orient both organizations as to procedures for implementation of the grant.

Ms. Brandon inquired as to whether anyone had been hired to replace Peg Nosek in the ARCIL Project. Mr. Thayer responded by indicating that Dr. Michael Moore had been hired as Director of ARCIL and that initial contact with Dr. Moore had been quite positive.

Mr. Thayer reported that a federally funded regional workshop on independent living was scheduled for October 1-3, 1980, in Hot Springs, Arkansas. The workshop would provide training for both VR and CIL staff and expenses would not be charged against Title VII monies. Sponsorship of the workshop would be through the Arkansas Rehabilitation Continuing Education Program.

Mr. Thayer reported that the second Title VII, Part B, grant was still pending. He further reported that while no official word had been received concerning funding of the grant, the prospects for funding appeared good.

Mr. Thayer also reported on work that has been done with other consumer organizations in the state. He indicated that he and local TRC staff had recently met with a relatively new organization, the San Antonio Citizens Concerned for the Handicapped and had explained the center for independent living concept and Title VII, Part B, funding procedures. The organization was left with the charge to determine whether it considered itself ready to pursue a project such as a center for independent living.

Mr. Thayer also reported on a meeting with the West Texas Association for the Handicapped in El Paso. He stated that this organization has not only indicated that it is ready to pursue establishment of a center for independent living, they have, in fact, submitted a proposal to TRC. While it is not in the format required by Title VII, Part B, guidelines, it is professionally done and represents a good start toward a viable grant application for the future. The El Paso group has been quite active and have been quite involved in the development of a multipurpose center for the handicapped that is being planned in the near future. The organization has submitted a proposal to the City of El Paso to manage the multipurpose center for 10% of the rental and other income derived by the center. The organization has excellent leadership and appears to be capable of managing such a project.

Mr. Thayer also reported on a national workshop on independent living in Houston sponsored by the Independent Living Research Utilization Project (ILRU). The meeting focused upon utilization of the IWRP in the provision of independent living services. While the workshop provided useful information, it also pointed out the number of issues that exist about which there is inadequate knowledge or guidance at this point.

Mr. Thayer indicated that a third proposal was being developed to provide technical assistance to consumer organizations around the state that might be considering development of centers for independent living. He indicated that he had discussed the issue with Lex Frieden while in Houston and would be developing a grant proposal that would provide for a workshop for consumer organizations to be followed by technical assistance consultation with the organizations in their respective areas.

Mr. Thayer asked the Subcommittee for input concerning other consumer groups around the state that might be potential candidates to develop centers for independent living. He reiterated that the only proposal we currently have is from the West Texas Handicapped Association in El Paso. He emphasized the fact that there is usually a short period of time in which to submit proposals when the proposal deadline is established by the Rehabilitation Services Administration. He specifically asked Mr. Howell to comment on the readiness of the Association for Individuals with Disabilities to undertake development of a center for independent living in Dallas. Mr. Howell explained some of the current activities of the organization that are focused upon developing accessible housing and indicated that he would pursue the center for independent living concept with representatives of the Association for Individuals with Disabilities. Mr. Thayer stated that the group should begin preparing a draft proposal if they are interested in pursuing the development of such a center.

Ms. Putteet indicated that the consumer organization in Lubbock is gaining stability but is in need of technical assistance. She indicated that the group is perhaps a year away from being ready to pursue development of a center for independent living.

Mr. Thayer indicated that proposed funding for Title VII, Part B, during Fiscal Year 1981 is $18,000,000. This would amount to a $3,000,000 increase over the current fiscal year and, assuming that approximately $15,000,000 would be used for continuation projects, this would make $3,000,000 available for new centers for independent living.

Judge Thomas inquired as to when the first assessments were due on the projects being developed in Austin and Houston. Mr. Thayer responded that assessments of the programs would be conducted on a quarterly basis but indicated that the first assessment would not reflect much client service activity in that the programs are just getting under way. He stated that the quarterly reports for the second quarter would probably reflect more meaningful activity in terms of service delivery.

Mr. Howell asked whether any models are available concerning intake procedures for centers for independent living and documentation of the delivery of services in such programs. Mr. Thayer indicated that the best source for materials of that type at the present time is the Independent Living Research Utilization Project in Houston. He added that the ILRU Program has computerized data on every known center for independent living in the country.

Ms. Putteet commended the Texas Rehabilitation Commission on the fact that its Title VII, Part B, grant application was ranked as the best of the more than 50 proposals submitted from throughout the country. Mr. Thayer responded by stating that the Commission had achieved a major goal of establishing that it has sufficient expertise within the organization and through assistance from consumer organizations to develop a first-rate proposal. He stated that this precedent would be helpful in securing future funding. Hopefully, additional centers can be established in strategic locations throughout the state and ultimately joint planning can occur between those centers for a network of independent living services throughout the state. He again reiterated that identifying good, potential organizations to develop centers would not be an easy task. He emphasized this by stating that more than 100 letters were sent out to all known consumer organizations in the state requesting their input concerning potential candidates for such development and very few responses were received.

Mr. Brandon raised the issue of public awareness and indicated that it was important to get individuals in the community who are neither disabled nor involved in rehabilitation interested and involved in matters concerning the disabled. It was pointed out that the centers for independent living have public awareness as one of their main objectives. Mr. Howell discussed the efforts of a volunteer center in Dallas and Judge Thomas stated that it was extremely difficult to educate the public adequately in such matters. He also pointed out that the disabled community has significant responsibility in this area.

CONSUMER CONSULTATION SUBCOMMITTEE MEETING

Minutes

September 11, 1980

The Vocational Rehabilitation Subcommittee of the Consumer Consultation Committee met September 11, 1980 from 3:30 p.m. to 5:00 p.m. The subcommittee was called to order by Chairman, J.A. Abernathy and all members were in attendance as was staff support, John Wylie.

Bernie Cantu
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San Antonio 78207
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Don Culwell
1109 S. Gen. McMullen Drive
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Tom Morrison
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1200 Main Tower Building, Room 1125
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(214) 767-4123

Janis M. Roan, Ed.D.
14500 Dallas Parkway, Apt. 109
Dallas 75240
(214) 824-1620

Jane Butler Woolsey
315 Churchill Road
Fort Worth 76114
(817) 737-0602

John Wylie
118 E. Riverside Drive
Austin 78704
(512) 447-0305

The subcommittee first heard from Edward Austin, Assistant Deputy Commissioner for Legal Services, regarding client appeals and civil rights. There was much interest and good discussion in a question and answer session regarding TRC's activities in these areas.

John Wylie presented the new materials developed for the use with the School Program including the Student Health Survey, the student brochure, staff booklet and flip chart. As the tape/slide presentation was not available, Mr. Abernathy requested that it be presented to the group at our next meeting in December.

Mr. Abernathy then introduced the topic of consumer groups and invited comments regarding how TRC could become involved with various consumer groups in the State. Tom Morrison stated that he had a listing of consumer groups and that he would send a copy of these to Mr. Abernathy. Questions which came up involved what groups should TRC approach and how should they be approached, what types of information should TRC expect to receive and what in turn can TRC do for the groups. Discussion on this issue was brief due to lack of time.

Mr. Abernathy requested the members to consider the general areas of consumer involvement between now and the next meeting and to send him their thoughts in writing prior to the December meeting.

Approved 12/5/80

A PROPOSAL TO THE CONSUMER CONSULTATION COMMITTEE

BY THE

VOCATIONAL REHABILITATION SUBCOMMITTEE

The Vocational Rehabilitation Subcommittee endorses the concept of a close working relationship between all Consumer groups and Advocate groups for the handicapped and the Texas Rehabilitation Commission. The total understanding and cooperation combined with a working relationship between these groups will increase the number of handicapped persons served and will improve the service delivery system. We, therefore, recommend the following procedure be implemented as soon as possible.

1. A current list of all Consumer and Advocate groups be made. This list should include identifying information. This can be done by working with such groups as "The Coalition of Texans with Disabilities", Bob Simpson, President, 10512 Robinwood, Austin, Texas 78758.

2. Training material, such as tape-slide presentations, brochures, etc. would be developed by the State Office to be used in this project. This material should be developed for these specific groups.

3. Carefully select a person who will take the above material, add to it, and assume the responsibility of working with the groups under discussion. This person has to be carefully selected and must have a thorough knowledge of TRC, its criteria of eligibility, scope of services, budget limitations, etc., and above all have a sincere desire to implement this concept. He must also have a knowledge of the organization, programs, membership, etc. of the Consumer and Advocate groups.

4. This liaison means total responsibility of implementing the above concept. It does not mean simply putting on a "program" at one of the meetings, but becoming identified by all groups. This means, he should participate in their fund raising projects, helping with their programs, social activities, etc. He must be ready to review with them the programs of the Texas Rehabilitation Commission, and he must be aware of any problems and be ready to solve them. He must maintain total communication between TRC and the groups involved.

5. TRC would benefit from this project by:

   a. Understanding, support and assistance by highly motivated, organized and interested groups in the State of Texas.

   b. TRC would have a very good source of referrals, and at times a source of service delivery, such as placement, training, etc.

   c. TRC would have a media through which education and information could be channeled.

d. With the input of the groups, TRC would be in a better position to evaluate its programs and make positive adjustments.

6. The Consumer and Advocate groups would receive:

a. Better services for the group members and other handicapped members they know.

b. They would have strength of unity, with all the benefits this entails.

c. They would be in a position to know of all services TRC has to give.

d. They would feel that they have a part in developing services for handicapped persons by working more closely with TRC.

e. They would be in a better position to organize their own programs and work.

The above was developed after talking to a number of Consumer groups and individual members of the groups. We have also discussed this with members of the Vocational Rehabilitation Subcommittee.

J. A. Abernathy, Chairman

PROPOSED
AMENDMENT TO BYLAWS

Article VI: (Subcommittees) of the Bylaws of the Texas Rehabilitation Commission Consumer Consultation Committee is hereby deleted in its entirety and the following is inserted in lieu thereof:

ARTICLE VI: Subcommittees

Section 1: There shall be four (4) standing subcommittees: Executive Subcommittee, Vocational Rehabilitation Subcommittee, Independent Living Subcommittee and Facilities Subcommittee.

The Chairman, with approval of the Commissioner, may appoint other standing subcommittees or ad hoc subcommittees without further amendment to the Bylaws by recording such appointment in the official minutes of the Committee, which minutes shall state the charge, purpose and scope of the standing or ad hoc subcommittee.

A. Executive Subcommittee - shall be responsible for such housekeeping chores as shall become necessary to keep the committee running smoothly and efficiently, and shall consist of Chairman, Vice-Chairman and Staff Coordinator.

B. Vocational Rehabilitation Subcommittee - shall advise the Committee on the development and effectiveness of vocational rehabilitation services and programs; review and comment on new and innovative VR programs; review and comment on state and federal legislation impacting on VR services and programs; advise the Committee on program emphasis and client needs and services; and to advise the Committee on any other matters deemed appropriate by the Committee or Commissioner.

C. Independent Living Subcommittee - shall advise the Committee on the establishment and development of independent living services in Texas; review and comment on all grant applications to be submitted by TRC for federal or state funds to be utilized for the development of independent living services; review and comment on federal and state legislation which may impact on the development of independent living services; review and comment on proposals submitted to TRC by potential subcontractors for funds to establish independent living services; to advise TRC on the development of criteria for the evaluation and selection of subcontractors for grant funds for independent living services; and to advise the Committee on any other matters deemed appropriate or necessary by the Committee or Commissioner.

D. Facilities Subcommittee - shall advise the Committee on the establishment of fees for facility services; review and comment on problem areas and possible solutions in the area of facilities and TRC; promote standardization of data collection and reporting systems in regards to facility costs, trends, program needs, cost effectiveness and rehabilitation results; review and comment on the "State Plan for Rehabilitation Facilities"; review, comment on and recommend revisions in the "Standards for Rehabilitation Facilities"; and provide advice on facility programs as deemed appropriate by the Committee and Commissioner.

MINUTES OF THE

TEXAS REHABILITATION COMMISSION

CONSUMER CONSULTATION COMMITTEE

The Texas Rehabilitation Commission Consumer Consultation Committee met on September 11 and 12, 1980 in the TRC Board Conference Room, 118 E. Riverside Drive, Austin, Texas. The meeting was called to order by Mr. Bob Blase at 10:30 a.m. with the following individuals in attendance:

PRESIDING:	A. J. (Bob) Blase, Chairman	
PRESENT:	Helen Goodman, Staff Coordinator	
	Judge Bob Thomas	Ray Dabney
	Trudy Putteet	Becky Brandon
	Bernie Cantu	D. H. Howell
	Barbara Trusler	Janis Roan
	Tom Morrison	Jim Abernathy
	Jane Butler Woosley	Wyatt Hall
	Don Culwell	Earl Day
STAFF MEMBERS PRESENT:	W. K. Harvey, Jr.	Jeff Kaufmann
	Max Arrell	John Wylie
	Doyle Wheeler	Ray Vaughn
	Cindy Counts	Kaye Beneke
	Debbie Cearley	Milt Werner
GUESTS:	Juanelle Turner	
	S. Woolsey	Bobbie Simpson

Mr. Blase opened the meeting be welcoming all the members of the Committee and guests. Several members of the Committee were unable to attend the meeting for various reasons. They included: Shirley Price, Lex Frieden, Sam Millsap, and Marianne Punchard.

It was noted that Mr. Earl Day and Mr. Don Culwell did not receive the information previously mailed to the Committee regarding a change in the December meeting dates.

The minutes of the May 15 - 16 meeting were approved as written.

Mr. Blase mentioned that the Committee would plan to break for lunch at 12:00 noon.

COMMISSIONER'S REMARKS

Mr. Harvey expressed his appreciation for the Committee's willingness to serve, for their caring and sharing attitude, and for providing meaningful input in the design and development of all policy concerning services delivered to the disabled citizens of the State of Texas.

Extended Rehabilitation Services

Mr. Harvey said his future plans include hopefully expanding the Extended Rehabilitation Services Program. He has asked Mr. Wheeler and Mr. Schnabel to develop some long range plans. There is a recognized need for a subsidized system of sheltered workshops, meaningful work and other activities for severely disabled persons who cannot compete in a competitive job market.

Public Information Office

At the last meeting of the CCC Mr. Harvey recognized a need for further developing TRC's capabilities in providing public information. TRC now has a Public Information Office as opposed to an outside consultant. At this time Ms. Kaye Beneke was introduced by Mr. Harvey to the Committee. Her office will be developing TV and radio spots in conjunction with their daily activities.

Social Security Information

Attached you will find "45 Years of Social Security in the United States" which Mr. Harvey discussed with the Committee. Mr. Harvey agreed to send the Committee a copy of the major changes in the social security amendments. He was enthusiastic about the input TRC has had in the social security amendments.

Governor's Annual Report

Mr. Harvey asked that each of the Committee members carefully review the chart contained on the center pages of the Governor's Annual Report. It was felt that a clear picture of the rehabilitation program is presented from FY 1929 to FY 1979. Mr. Harvey met with the Governor's Budget and Planning Office and the Legislative Budget Office and used this chart to show that Vocational Rehabilitation is here to stay.

Organizational Chart

Included in your packages is a copy of the present TRC organizational chart. It delineates the various organizational units. The establishment of the Executive Deputy Commissioner position will relieve Mr. Harvey of some routine activities and enable him to pursue more global concerns.

State Board of Insurance

The State Board of Insurance has scheduled public hearings to obtain comments on insurance problems of elderly and handicapped citizens in Texas. The Committee's participation in these hearings is encouraged.

CSAVR Memorandum Number 80 - 52

A copy of the above mentioned memorandum is attached for your information and use. The 1978 amendments to the Rehabilitation Act authorized funding for four years including 1979, 1980, 1981, and 1982; however, the Comprehensive Services for Independent Living was funded for only three years including 1979, 1980 and 1981. There is a clause which

would enable Congress to appropriate "such sums" for independent living. These issues are being addressed in a number of ways through CSAVR, NRA and other related entities. Mr. Vaughn said that Mr. Bobbie Simpson would be working specifically on these issues for the Legislative Committee of TRA.

Human Services Interagency Committee

A recommendation was made to the Governor to establish a Human Services Interagency Committee which the Governor would Chair. Member agencies of the Committee would include the Executive Directors of: Department of Human Resources, Department of Mental Health and Mental Retardation, Department of Health, Texas Youth Council, and the Texas Rehabilitation Commission. This Committee would specifically be a task oriented group. The State Agency Management Effectiveness Council would serve as a vehicle for identifying the mutual problems. It was Mr. Harvey's understanding that the Governor is currently developing an Executive Order establishing this Committee. The Human Services Interagency Committee will meet quarterly or on call from the Governor. The Committee's task would include: development of apppropriate statewide policy issues for study and decision, development of specific annual work plan for committee functions which identifies specific tasks to be accomplished, and identification of specific groups required to accomplish work plan. Some specific areas that the Committee would include but are not limited to: establishment of statewide goals and objectives for human services programs; providing services to the aged; and programs for delinquent/handicapped, poor, and aged.

The Senate Human Services Committee will soon be distributing a report. When that report is available Mr. Harvey will provide the Committee with copies.

The Committee broke for lunch.

AIA and the United States Chamber of Commerce

Mr. Harvey said that he has been unable to reach the appropriate person at the U.S. Chamber of Commerce. He has been in touch with individuals from the AIA. Contact was specifically made with Mr. Dale Meeker, Executive President of the American Institute of Architects and Mr. Dale Ellickson, Director of Barrier Free Architectural Division in Washington, D.C. A new standard volume has been compiled by the American National Standards Institute in April or June of this year regarding facilities and buildings. There is no mention of hotels, motels or shopping centers. Mr. Meeker and Mr. Ellickson have mailed copies of the information to us and when it is received we will share copies with you. Ms. Goodman's brother, Jay Barnes, is now the National Treasurer of AIA and is running for President-Elect.

Presentation by Mr. Werner

Mr. Werner gave a presentation to the Committee using transparancies and a copy of the charts used are attached for your information and use. The last chart presented by Mr. Werner was entitled: "Actual Expenditures vs Purchasing Power of Basic Support Money in Texas". Mr. Blase asked how the Committee could best assist Mr. Harvey in getting this information out to the communities.

Resignation of Committee Member

It was announced that due to increased career responsibilities Mr. Jim Grey will be resigning as a member of the Consumer Consultation Committee. Mr. Harvey said he prepared a letter to Mr. Grey on behalf of the Commission and Mr. Blase stated that he would respond to Mr. Grey on behalf of the Committee.

Management By Objectives

Mr. Harvey said that MBO has been instituted in the Central Office. It is anticipated that this MBO program will be extended to field offices sometime next year.

Role and Scope of Each Subcommittee

Judge Thomas said he did not receive any negative comments regarding the role and scope of the Committee. Judge Thomas will have this information submitted prior to the December Meeting of the CCC so that the Committee may adopt the bylaws.

COMMITTEE'S COMMENTS

Mr. Blase reviewed the Commissioner's comments with the Committee. He encouraged participation by Committee members in the State Board of Insurance hearings.

It was suggested by Mr. Blase that Mr. Richard Phelan give a presentation at the next meeting which would give a low level explanation of the effect of the social security changes on handicapped individuals.

Mr. D. H. Howell stated that 1981 is the International Year of the Disabled Person. Mr. Harvey said the thrust of the program at TRC will be carried out by the GCEH. This topic will be discussed at their meeting on October 3, 1980.

Mr. Harvey responded to some of the major numbered points of importance listed in the minutes of the May 15 - 16 meeting. Pertaining to item #5 Mr. Harvey said that he attempted to follow up on this issue but the Commissioner of the Department of Health had just suffered a heart attack and the timing was bad. He will follow up on this at a later date.

Mr. Dabney commented that this was the first time in many years that he had a good understanding of what is happening concerning the fiscal situation, and the general direction of the agency and he thanked Mr. Harvey for that.

Ms. Putteet is interested in the Committee having an instant hotline, if a need arises to have the capability to flood an office. Mr. Vaughn said that the Legislative Committee would be looking at all of those issues. Mr. Morrison added that a system such as this is at work in Ohio and it is working very well. Mr. Vaughn felt that one of the most important matters is to insure clear communications.

Mr. Howell said that sometimes 6 agencies may be serving the same person and you are dividing that person. It is fascinating to see what agencies provide you with similar benefits. One individual may be eligible for three different state agency programs. Mr. Blase responded that he did not feel that was the intention, but that there are some very apparent gaps.

Ms. Brandon asked Mr. Harvey what is happening to the character disorder referrals. Mr. Harvey responded that they are doing their own thing. Some are still being referred. Mr. Harvey met with a management information group from RSA who has been looking at ways that State VR agencies can receive credit for 28 closures. TRC is spending substantial money on these individuals and they are benefiting in some way even though they have not been employed. Mr. Wylie stated that there has been a decline in referrals of personality disorders from the welfare department. TRC is asking them to give the less difficult cases to CETA and the more difficult cases to TRC. Mr. Wheeler added that another influencing factor is that DDD processes 150,000 applications in a year. The Disability Examiner wears two hats: 1) the Disability Examiner Hat and 2) the Rehabilitation Hat to determine if a person could benefit from VR services. DDD refers about 25,000 claimants a year. Sometimes these are paper referrals and at times the counselor never sees the client which inflates the figure.

Mr. Blase concluded by saying that he expects to have a report from Ms. Pat Pound in the morning. The group then broke into their Subcommittees and met for the duration of the afternoon.

September 12, 1980

Additional persons in attendance the second day were Mr. Bob Dickson and Ms. Pat Pound.

Ms. Pound addressed the Committee by stating that TUFTS New England Medical Center is doing research on independent living. Approximately a year ago they began a project to develop self-training manuals. The project has been completed by Mr. John Nelson. A training session will be held at Criss Cole Rehabilitation Center on Saturday, Sept. 20, from 10:30 - 4:00. If anyone wishes to attend they are more than welcome but please RSVP. Mr. Harvey added that the Commission has just received correspondence from Mr. John Nelson along with a copy of the instructional training manual. Commission staff will be reviewing and evaluating this manual in the near future. After staff has reviewed this material the Commission will be glad to schedule the training if it is the desire of the Committee.

Ms. Pound said that the Senate Committee on Human Resources will soon have available a copy of the final recommendations which were made. Mr. Harvey said that he has worked very closely with this Committee and he will provide the members with sufficient copies.

Mr. Arrell complimented the current DD staff of their hard work.

REPORTS OF THE SUBCOMMITTEES

Vocational Rehabilitation Subcommittee

Mr. Abernathy reported on the Vocational Rehabilitation Subcommittee meeting. Mr. Abernathy said their group discussed the topic of consumer groups and welcomed any comments the Full Committee might wish to make. The Subcommittee hoped to have something more definite by the December meeting. Please refer to the individual Subcommittee report for further details.

Dr. Roan said that she would like to be involved in the rewriting of the "Administrative Hearing Procedures for Applicants and Clients" which was written by Dr. Austin.

Independent Living Subcommittee

Ms. Putteet wished to formally congratulate Mr. Ted Thayer for his excellent work in preparing the grant on Independent Living.

Ms. Brandon said that she attended a meeting where there was some super information present which was published by ACCD. Ms. Brandon asked Mr. Frieden to order enough copies for the entire Committee, if possible.

Ms. Brandon expressed a desire to be utilized more as a volunteer in the disabled community; however, it is difficult for persons to become involved. Mr. Harvey said that the Commission has been struggling with finding the best way to utilize volunteers in the rehabilitation process. One of the Regional Directors in Region VII has developed a good plan and TRC may try to do a pilot project with him.

Mr. Howell said that there seems to be a false perception that if a service is needed that it will appear in the community. Mr. Howell added that one key element that has been overlooked is the fact that once the Center for Independent Living becomes a focal point it has power.

Facilities Subcommittee

There was a general discussion on duplication and overlapping of rehabilitation services between TRC, CETA, MH/MR, DCCS, Blind Commission, etc. The Subcommittee recommended that if the Human Services Interagency Committee is appointed it should consider who does what and when.

The Subcommittee requested clarification on the policy statement in Commission Letter #79-4 to facilities and counselors in facilities which was dated July, 1979.

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Management by objectives was discussed but did not cause much enthusiasm.

VAN MODIFICATIONS

Mr. Jackson said that TRC is becoming increasingly involved in the modification of vans for the more severely disabled clients and he would like to share some of the problems TRC is experiencing. There are guidelines TRC must follow by the State Purchasing and General Services Commission. Before specifications can be sent someone must analyze the needs of the client. TRC does not have a facility to send clients to determine their needs. TRC is depending on the vendor who is the provider of the service. The Commission tries to get two separate recommendations when possible. We are leaning on the clients to help us make the determination as to needs. The Counselor is responsible for signing the voucher and seeing that the appropriate services have been delivered. The Counselor cannot appropriately make these determinations. TRC wants to award bids to the proper vendor. TRC needs better information for staff and there is a need to develop training programs to assist staff in knowing what to look for. Hopefully, the Gonzales Rehabilitation Program will solve many of these problems. TRC is paying a consultant at a rate of $28.00 for the actual work and then also paying mileage to wherever he must travel.

Judge Thomas asked if it was feasible to contract with a local mechanical engineer to review or assess the quality of work done before TRC accepts it. Mr. Jackson felt that this was a good suggestion. This suggestion also came up at the Regional Directors meeting.

Mr. Culwell asked what guarantee the vendor gives to the client. Mr. Jackson said that there is usually a 12 month guarantee. Most vendors are standing behind their products with a few exceptions.

504 INSPECTION

Mr. Blase said that he would like Ms. Putteet to report on the 504 inspection that Texas Tech had just experienced. Ms. Putteet said a little experience with several discrimination complaints filed against the university helped prepare her for the inspection. Basically, the review involved everything i.e. legislative programs, freshman orientation, theaters, housing, etc. Ms. Putteet was informed two months prior to the inspection that she should submit all moves taken by the university to come into compliance. This was when she became alarmed. Some departments said they do not discriminate against the handicapped but they just did not feel that certain jobs were appropriate for handicapped individuals. In the process Ms. Putteet was asked to identify staff members who are disabled. She identified three faculty members and one administrative member who are disabled. At the time the review began Texas Tech had just instated a new President, which left Ms. Putteet with little idea on which direction the university would be taking. The review was to take place on July 28, 1980-which is the worst possible time because the students have gone home for the summer. The lady who was in charge of the review had a great deal of experience in 504 theory. Ms. Putteet was delighted to discover that these individuals were looking at the right types of issues and asking reasonable questions. She felt you can keep yourself from getting under the gun by setting your own goals and accomplishing them.

DECEMBER MEETING

The meeting was adjourned. It should be noted that the next meeting of the Consumer Consultation Committee will be held on December 4 and 5, 1980 in Austin, Texas.

MINUTES OF THE

TEXAS REHABILITATION COMMISSION

CONSUMER CONSULTATION COMMITTEE

The Texas Rehabilitation Commission Consumer Consultation Committee met on May 15 - 16, 1980 in the staff development conference room #123, 118 E. Riverside Drive, Austin, Texas. The meeting was called to order by Mr. Bob Blase at 10:30a.m. with the following attendance:

PRESIDING: A. J. (Bob) Blase, Chairman

PRESENT: Helen Goodman, Staff Coordinator

Janis Roan	Merle Springer
Bernie Cantu	Trudy Putteet
Shirley Price	Jane Butler Woolsey
Judge Bob Thomas	Don Culwell
Barbara Trusler	Becky Brandon
Marianne Punchard	Jim Abernathy
Ray Dabney	Bob Dickson
D. H. Howell	Tom Morrison
Earl Day	

STAFF MEMBERS PRESENT:

W. K. Harvey, Jr.	Jeff Kaufmann
Max Arrell	Charles Stevens
Doyle Wheeler	Ted Thayer
Cindy Counts	John Wylie

GUESTS: Mark Seeger, Interpreter
Brian Roberts, Interpreter
Pat Pound
S. Woolsey
Virginia Roberts

Ms. Margaret Nosek has resigned and accepted a position with Barrier Free Environments in Raleigh, North Carolina. She will be missed by the entire group, but Mr. Blase wished her the best of luck on behalf of the Committee.

Mr. Lex Frieden will not be able to attend this Consumer Consultation Committee meeting because he is studying independent living rehabilitation in Sweden. Mr. Frieden will be returning to Houston on June 27, 1980.

Mr. Thomas moved that the minutes of the previous meeting be approved as amended. Ms. Putteet seconded the motion and it passed unanimously.

COMMISSIONER'S REMARKS

Mr. Harvey welcomed the Committee on behalf of Dr. McCullough, the Board Members and himself. Mr. Harvey gave some background information on Dr. McCullough who is the Chairman of the Board for the Texas Rehabili-

tation Commission. Mr. Harvey stated that he hoped to be able to introduce Dr. McCullough to the Consumer Consultation Committee tomorrow morning. Dr. McCullough's appointment reflects the general position and attitude of the Governor with regard to his sincere efforts to have state government effectiveness in delivering services to the disabled.

There are several items that Mr. Harvey specifically brought to the attention of the Committee. A reorganization has occurred at the federal level which will have an impact on the state-federal vocational rehabilitation program. There was legislation on a national level to create a separate Department of Education effective May 4, 1980. Judge Shirley Hufstedler was appointed as the new Secretary of the Department of Education. The old DHEW became the new Health and Human Services Agency. Mr. Harvey will make available to each of you the address of Judge Hufstedler. She will be a strong leader as she said in her address. There has been a selection process to select the seven (7) Assistant Secretaries of Education in the last several months. The Assistant Secretaries will report directly to the Secretary, which was not the case in the DHEW. Perhaps this will result in a better posture of visibility and attention for the Office of the Secretary. Two or three were considered for the position and Mr. Ed Martin was selected for the position. He met with the Council of State Administrators of Vocational Rehabilitation (CSAVR) to give some indication of what may be expected from his administration. He is interested specifically in strengthening the relationship between vocational rehabilitation and vocational education. A task force was named to help Commissioner Humphreys insure an orderly transition.

Several months ago Commissioner Humphreys decided to publish in the regulations a requirement that the state agencies conform with and become a part of the federal merit system standards program. Mr. Harvey vigorously opposed this measure as did several other Directors of rehabilitation. When Commissioner Humphreys addressed the CSAVR he announced the withdrawal of this requirement from the regulations.

Mr. Harvey discussed HR 3236. There are two sections in the bill that he was opposed to:

1. Section 8 - Potential for the federalization of a state's disability determination function as contained in the old Section of the House Bill. Abandons the concept of the federal - state partnership under which the SSD Programs have historically functioned. The Conferees have agreed that the Secretary of Health and Human Services (formerly HEW) would be granted authority, through the issuance of regulations to establish performance standards and administrative requirements and procedures for the State's Disability Determination Program processes. Mr. Harvey called Secretary Harris as Chairman of the CSAVR Committee on Social Security Relationships and was assured that they will look into the situation of caring for the employees affected by this change in the state - federal relationship.

2. Section 13 - This section is a change in the method of funding of VR services between state agencies. This section in the House version would have ended trust fund financing of rehabilitation services for SSDI clients. Full Committee voted this legislation out of Full Committee and now it will go to the House.

At the present time we are on the second continuing resolution with appropriations for FY 80 at the 808 million dollar level, which is the level funded in 1979. The President recommended for 1980 only 808 million dollars. We are making every effort to get a supplemental appropriation for 1980 of 72 million dollars which would bring the funding up to the full entitlement clause in the Rehabilitation Act. In independent living rehabilitation if the 18 million dollars is appropriated it will be used for special projects under Part B. Mr. Harvey said that we do have a project being considered at a level of $200,000, which has been unofficially approved. TRC is in the process of deciding how to encourage full entitlement. The State of Michigan is interested in bringing suit. Mr. Harvey said that he did not know exactly what TRC's position on the matter would be.

Mr. Harvey met with Congressman Simon and pointed out the impact of inflation on rehabilitation. The remark carrying the most impact was the Commissioner's statement that the capacity to serve individuals remains the same as it was in 1971.

There are several things that the Commission has done to insure that operations run as smoothly as possible: training, similar benefits, cooperative agreements (making resources go as far as possible) and strengthening relationships with referral sources.

Mr. Harvey met with the Governor and Mr. Clark regarding the establishment of the Task Force on Handicapped Citizens. A TRC grant was given to the Governor's Office for staff support. Ms. Virginia Roberts, Governor's Office, will specifically address task force issues when she speaks to the group.

The Senate Human Resources Committee chaired by Senator Brooks held hearings throughout the State of Texas on the problems of handicapped individuals. These hearings offered a minimum of criticism and TRC received very high marks. One trend that occurred throughout the hearings concerned the issues of transportation and housing. Mr. Harvey said that the Commission would begin to work harder on these issues.

Mr. Harvey was extremely pleased with the success of cooperative efforts in our senior, community and junior college campuses with respect to support services being made available in these institutional settings to insure that mobility impaired handicapped people have the capability of attending school. There is a need for support services such as: barrier removal, van modifications, tutors, interpreters, and great progress has been made. Mr. Harvey addressed

the graduates at the J.C. Campus of Victoria College. At maximum capacity Victoria College is able to handle 40 severely disabled students. Mr. Harvey was pleased to see that the cooperation there was the best ever.

Mr. Harvey said that in reviewing the minutes of the last meeting he noted that a suggestion was made that TRC try to further develop exposure of services provided through rehabilitation by using media. Mr. Harvey said that in the past TRC has been operating with a public information program on a retainer basis with an outside organization. TRC is in the process of hiring a public information officer. Mr. Culwell said that he attended a TRC public education presentation entitled: "Learning About Handicapped Workers" which he found to be very interesting and helpful.

REPORT FROM VIRGINIA ROBERTS, GOVERNOR'S OFFICE

Ms. Virginia Roberts reported on the White House Conference recommendations. There were a series of regional and state conferences and Texas elected about 30 delegates to attend the White House Conference. From that conference a volume of recommendations were compiled and consolidated into about 400 recommendations. These in turn were presented to the states and each state was asked to implement as many recommendations as possible. The Governor's approach to this was to create a Task Force composed of state agencies some of which are: TRC, Commission for the Blind, Commission for the Deaf, Human Resources, Corrections, Mental Health/ Mental Retardation, Highways and Public Transportation. It is important to note that not all of these agencies are human service agencies.

The Task Force was given four (4) mandates:

1. Thorough study and evaluation of the recommendations contained in the implementation plan.

2. Identify recommendations that are within the authority of the state agencies and assign to the appropriate agency.

3. Recommend a plan of implementation to the Governor.

4. Secure periodic reports on the program of implementation.

Ms. Roberts explained that she is now completing the planning process. Of the 400 recommendations it was felt that 180 should be assigned to state agencies. The average number assigned per agency is 23. The average number assigned lead responsibility is 5. Her staff is in the process of developing some standards and monitoring processes. Each agency will be asked to develop an in-house monitoring system. After that the Governor's Office will develop a monitoring report which will give an overall picture.

Judge Thomas felt that the Governor's Office could work with the Office of Tourism to make minor modifications to insure adequate facilities in motels and hotels for the handicapped. Ms. Roberts said that the Task Force is to focus on the recommendations only. Perhaps this is an issue for the Mayor's Committees to deal with.

Mr. Harvey said that the Senate Resources Committee on the Handicapped recommended the creation of legislation allowing the policing of shopping centers to insure that parking spaces for the handicapped are used only by handicapped persons.

Mr. Harvey said that he understands that the American Institute of Architects (AIA) is given authority to establish Rehabilitation Subcommittees. The United States Chamber of Commerce is also allowed the authority to create Rehabilitation Subcommittees. Mr. Harvey intends to pursue this issue with the appropriate persons in these organizations and will bring the information obtained back to the Committee at its next meeting.

MAY 16, 1980

Mr. Ray Dabney chaired the Committee in the absence of Mr. Blase. At 9:00a.m. Mr. Harvey introduced to the Committee Dr. McCullough, Chairman of the TRC Board. Mr. Harvey informed Dr. McCullough that this group is following the mandate of the 1973 Amendments of the Rehabilitation Act which wanted consumers to become more involved and suggested that state agencies develop Consumer Consultation Committees. This group includes providers of services and persons with vested interests in the welfare of handicapped individuals. Mr. Harvey reported that he is extremely pleased with the work of the Committee. Dr. McCullough was able to walk around the table and personally greet each member of the Committee. Dr. McCullough assured the Committee that their input is taken very seriously.

Mr. Harvey was told that someone made the comment that TRC wasn't interested in hiring and employing the handicapped. Mr. Harvey refuted the statement. TRC has 425 disabled employees, which is 25% of the total employees. TRC does have an affirmative action program and is continuing aggressively to employee handicapped persons where they meet the qualifications. In any case TRC selects the best person for the job.

Ms. Pat Pound attended the meeting and announced that there will be a Developmental Disabilities Meeting in Austin on June 13 and 14. Ms. Pound mentioned that there is a good book on the market entitled, "Rehabilitating America". There has been a new agency established which will be called the Texas Housing Agency.

The Subcommittees selected their own Vice-Chairman as follows:

1. Independent Living Subcommittee - Trudy Putteet

2. Vocational Rehabilitation Subcommittee - Don Culwell

3. Facilities Subcommittee - Barbara Trusler

The Commissioner is to send the Consumer Consultation Committee copies of any correspondence that would be beneficial to them. If Mr. Harvey needs individual or group support on particular items of legislation, he should feel free to call upon the Committee.

Reports on the individual Subcommittee meetings have been attached for your information.

Major points of importance were:

1. Mr. Morrison said that when speaking about residential facilities for the mentally ill you are caught by the dilemma under Section 504. If you use federal dollars to operate those facilities you must have an accessible program. In small communities the first day a person who is mentally ill shows up on the door step they will encounter their first problem.

2. Mr. Morrison said that Washington made the misguided assumption that all local Education Agencies would be responsible for monitoring 94-142. There is a need for more staff and more training in order to look for compliance with the regulations. Mr. Morrison also spoke to the issue of transportation. Mr. Brock Adams, former Secretary of DOT, believed that the fixed route system of accessibility was the way to go. The new Secretary is not convinced of that. There are funds available, but city governments must put up the match.

3. Judge Thomas said that when Mr. Harvey mentioned the possibility of receiving a grant for $200,000 in independent living that this was unofficial. This information is not to be shared with anyone outside of the Committee until official notice is received.

4. Ms. Putteet said she felt it would be beneficial if organizations could join NRA at a lesser fee. This way more individuals and organizations could become involved and supportive of NRA.

   Mr. Dabney said this issue will be discussed at the TRA meeting in San Antonio in July.

5. Judge Thomas moved that a joint meeting of the Facilities Subcommittee and the Independent Living Subcommittee be held and that representatives from the Texas Health Facilities Commission be present. This will provide an opportunity for clarification of the rules. Ms. Trudy Putteet seconded the motion and it carried unanimously.

6. Mr. Abernathy gave his report and stated that he would like to go on record saying that the full entitlement should be granted to rehabilitation as is required by the Rehabilitation Act.

7. Mr. Morrison added to Mr. Abernathy's report by stating that the Subcommittee passed a motion which should be recorded:

   a. TRC and Committee members support the current regulations regarding making fixed route transportation accessible

   b. There is a need to continue and better operate the para-transit system so it will be reliable and dependable.

8. Mr. Harvey is to review the current agreement with the Texas Employment Commission to determine state employment agency roles. Mr. Culwell will check into placement services offered to avoid a duplication of efforts.

9. Mr. Blase distributed materials for and advocated the implementation of a project called the "Big I." This project would promote utilization of a series of decals which when placed on entryways of disabled persons' households, would alert firemen or other emergency service personnel to the inhabitant's disabling condition.

10. Ms. Putteet announced that she is heavily involved with the National Association of Colleges and Universities. This organization has 400 members and 250 member institutions across the United States. One of her duties was to select a site for the conference for the next two years. She would like to bring the Conference to the city of Dallas. She felt this would be of great value to the State of Texas for the purposes of enhancing rehabilitation. She encouraged the support of the members of the Consumer Consultation Committee and hoped that she would be able to call upon them for assistance.

11. Judge Thomas said that the Consumer Consultation Committee is adopting three standing committees composed of the Executive Committee: Vocational Rehabilitation Subcommittee, Independent Living Subcommittee and the Facilities Subcommittee. The Interagency Relationships Subcommittee is being dissolved. Judge Thomas is preparing an outline of the role, scope and purpose of each Subcommittee. Judge Thomas also distributed a revised copy of the bylaws.

12. The adoption of the bylaws should be scheduled for the agenda of the next Consumer Consultation Committee. Mr. Dabney, Ms. Putteet and Mr. Abernathy should insure that Judge Thomas receives their comments on the bylaws prior to the next Committee meeting.