

- **Cloud-Based Operations:** Board email and storage has moved to Office 365, which has been especially useful for remote work during COVID-19, eliminating interruptions in efficiency.
- **Paperless Practices:** Board staff are adopting processes that rely less on paper by creating and storing records electronically to save paper/printing resources and minimize storage fees.
- **Licensee Education:** It is hoped that fewer complaints will be received, resulting in lower legal costs, through efforts to support license management and improve licensee knowledge of our practice laws and regulations.

COMPARISON TO OTHER NEVADA BOARDS

We compared our licensee census, licensee salaries, and licensing fees against 17 other Nevada Boards that are similar in size and/or professional area to our Board¹.

Our Board is **larger (# of licensees) than one-half** of comparison Boards.

Our practitioners' **median professional salaries are the 6th highest** of all 18 Boards.

Both our **fee caps and actual fees charged are less than 50%** of comparison Boards.

Eight (8) of the comparison Boards **changed their NRS fee caps** in the last two legislative sessions: two (2) in 2017, and six (6) in 2019.

COMPARISON TO SURROUNDING STATES

Comparison to other states² is somewhat difficult, as there are differences in licensing types, requirements, license duration, etc., so we focused only on Audiologists, SLPs, and Hearing Aid Specialists. A trend emerged showing that typically states with higher licensee numbers tended to charge less in fees. Nevada ranks as follows:

- 2nd highest in new application fees, but has fewer licensees than most other states
- Ties for 2nd highest in AUD renewal fees with 3 other states, but has fewer licensees than all but 3 states
- Ties for 2nd highest in SLP renewal fees with 3 other states, but has fewer licensees than all but 2 states
- Ties for 4th highest in HAS renewal fees with 2 other states, but has fewer licensees than all but 1 other state (out of 7)

LICENSEE IMPACT

An analysis of median salary data provided by the U.S. Bureau of Labor (BOL) statistics and the results of our 2020 Licensee Survey tell us that most of our licensees earn \$60,000 or more annually:

	Speech-Language Pathologist	Audiologist	Hearing Aid Specialist
BOL Median Pay (2019)	\$79,120 annually ³ (\$38.04/hour)	\$77,600 annually ⁴ (\$37.31/hour)	\$53,420 ⁵ (\$25.68/hour)
Survey Self-Report	62% (233 of 373 respondents)	78% (14 of 18 respondents)	93% (29 of 31 respondents)

Current new application and renewal fees cost less than one-half of one percent of a \$60,000 annual salary. A \$25 increase in actual fees charged would keep these fees at or below one-half of one percent of \$60,000.

TIMELINE

Following passage of this bill, we would pursue a modest increase to ACTUAL FEES CHARGED through a change to regulation in NAC 637B. Licensees would not likely be impacted until sometime in **2022**.

¹ Alcohol, Drug, & Gambling; Athletic Trainers; Barbers and Barbering; Chiropractic; Dispensing Opticians; Funeral; Landscape Architecture; Marriage & Family Therapist; Massage Therapists; Nursing; Occupational Therapists; Optometry; Oriental Medicine; Physical Therapists; Podiatry; Psychological Examiners; Social Workers

² Arizona; California; Colorado; Idaho; Montana; New Mexico; Oregon; Utah; Washington; Wyoming

³ <https://www.bls.gov/ooh/healthcare/speech-language-pathologists.htm>

⁴ <https://www.bls.gov/oes/2018/may/oes291181.htm>

⁵ <https://www.bls.gov/oes/current/oes292092.htm>

