

## Assembly

### WAYS AND MEANS COMMITTEE

#### NEVADA STATE LEGISLATURE, 54TH SESSION

Meeting was called to order by Chairman Norman D. Glaser at 8:10 A.M. January 27, 1967 in Ways and Means Committee Room.

Present: Young, Harris, Bowler, Mello, Glaser, Tyson, Howard, Jacobsen, Ashworth

Absent: None

Others present - Bob Bruce; Howard Barrett (8:19); Press

Chairman Glaser held preliminary discussion, said we would go through classified and unclassified salaries to firm up the budgets, make it possible to get with the Senate Finance Committee and reconcile differences as we go along, thus saving time. Mentioned making raises effective February 1 or if July 1, making retroactive.

Discussion - Mr. Young asked whether \$600,000 appropriated in the Budget would be a separate bill to upgrade classified. Mr. Barrett said the unclassified is built in for both years of the biennium - increase in cost of \$124,000 the first year, \$54,700 the 2nd year is in the Budget now for unclassified - \$1,200,000 unclassified would be added to budget - \$600,000 for each year - roughly 1.4 for both categories for the two years, all general fund.

8:15 - Mr. Wittenberg, Personnel Department and Bob McAdam, Personnel Advisory Board, of Bell Telephone Company.

Chairman Glaser said he was interested in a general discussion on the portion of the budget, page 437, concerning classified and unclassified employees' proposed raises, and particularly the study leading to the raises. Mr. Wittenberg discussed the study, saying they were concerned primarily with determining what Nevada employers in the state, both public and private, were paying for the same type of work done in the State Service. Data was collected in August. He said recommendations thus are out of date by 5 months, 11 months by the time they are effective and it was thought to close the gap by putting salaries into effect Feb. 1. He explained that companies' rate ranges were considered in comparisons and then ranges were averaged. Recommendations are based on average salaries and fringe benefits were also considered. Discussion of step-on-step grades, how often employees are upgraded. Discussion of merit increases, 35% to 40% of state employees are at maximum of their rate range and not eligible. There are supervisors to adequately evaluate employee services and make sure raises are deserved. Discussion as to how long a person could retain his job if he didn't care about an increase and just was never moved up. High turnover problem discussed, Mr. Wittenberg said percentage from 42% to 25% after raises in 1965, now has gone up to 29% again. Chairman Glaser asked whether the fact we review salaries every few years is because industry and government are being pressured

by inflation. Mr. Wittenberg said the state is just in the process of trying to catch up.

Discussion of Data processing man, Mr. McAdam said they developed an aptitude test after first screening people. He said the minute a man was trained, he was hired away by some rival company.

Mr. Barrett said personnel has nothing to do with unclassified. He said it is very difficult to make comparisons in this category because in private industry companies don't have the same type departments.

Mr. McAdam said he felt that in general the state is somewhat below industry in all areas that can be considered.

Meeting adjourned at 9:20 A.M. until Monday at 2:00 P.M.

---

Norman D. Glaser, Chairman

---

Agnes M. Nelson, Committee Stenographer