

## Assembly

MINUTES OF MEETING - WAYS AND MEANS COMMITTEE, NEVADA ASSEMBLY,  
54th Session, February 2, 1967

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Meeting was called to order by Chairman Norman Glaser at 2:00 p.m.

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

Absent: None.

Chairman Glaser introduced colleague Dr. John Homer, Douglas-Ormsby representative, who had asked to be heard with regard to Classified Employee pay raises within the highway department.

Dr. Homer explained that under the original set-up classified salary proposals were prepared by each department in a tentative budget. As submitted the highway department was put in the budget for a 10 to 15 percent raise. As approved the overall average has been 9.2 percent. This entire section was later dropped to a flat 5 percent. The employee representatives had been given no opportunity to rebut. Within the section of employees dropped to this flat 5-percent were a group of highway engineers that do not qualify for the higher pay increases due to not being registered or licensed, as in California, as qualified engineers. This group has protested. The group represents 595 employees and would change the budget to \$238,000. Dr. Homer stated that 70 to 80 percent of the salaries of these people are paid from the revolving fund and that the state would be reimbursed and in that sense would not affect the budget. The group feel they are being penalized by a technicality. Dr. Homer stated that he felt very strongly that this lower end group of employees being dropped to a flat 5-percent when others are getting 10 to 15 percent was unwarranted and that he was pleading their case. He stated that the employees covered by the general fund were also dropped.

Chairman Glaser called upon Mr. Wittenberg of the State Personnel who explained to Dr. Homer that at the time discussions were held on this group of employees the engineering area had not been finalized and that it was thought that there might be a possible 10-percent raise if justified. However, the findings did not justify more than 5-percent for the engineers.

Chairman Glaser called for an open discussion on the salaries of classified and unclassified employees. Figures were posted on the blackboard in the committee room showing the effect of granting salary raises effective February 1, 1967 for the 1967-68 biennium or making them effective July 1, 1967.

Mr. Ashworth referred to the unclassified salary group stating that they were an unknown group of new people. He stated that until their performance could be judged he favored a July 1 effective date.

Discussion developed that the last salary data had been developed in 1964 and that if February 1 effective date were adopted the data would still be 29 months behind. The matter had been discussed with Mr. John Bawden and 4 or 5 of his key

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people and it has been suggested that there was a lack of communication between employees of the highway department and personnel. Mr. Wittenberg indicated that the employees association of the highway department as a whole had been acceptable but that there was a splinter group that was asking for more. It was stated that in some areas of the highway department work federal matching funds were available but that at the present time cancellations or postponements had been necessary in these areas and that the matching funds could not be relied upon.

Mr. Jacobsen commenting upon the February 1 starting date for the salary increase indicated that it could set a poor precedent and that adherence to the fiscal year would be advisable.

Mr. Roy Young called specific attention to the fact that the Governor's executive assistant was being paid less than the same position in other departments. He suggested they should be equalized.

Recess was called at 2:45 p.m. in order to meet jointly with the Senate Finance Committee.

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Joint Meeting

The Assembly Ways and Means Committee and the Senate Finance Committee convened jointly in the Senate Committee Room at 3:00 p.m.

Senator Lamb, Chairman of the Senate Finance Committee, opened the meeting and deferred to Chairman Norman Glaser of the Assembly Ways and Means Committee.

Mr. Glaser speaking with respect to the proposed raises to be given classified and unclassified personnel in the second year of the 1967-68 biennium stated the thinking of the Ways and Means Committee was that these raises would do two things. As escalated in staff and grade they would provide incentive. The step increases also in the second year would keep salaries in line with the cost of living.

Discussion pointed out the difference between merit increases for incentive value and automatic increases without performance evaluation.

Due to differences with regard to second year increase proposals consideration was limited to first year actual salaries unclassified employees. Each job position was considered. First year salaries were agreed upon for all but 14 of the higher echelon department heads.

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Chairman Glaser reconvened the Ways and Means Committee.

The unresolved salaries were discussed and the position of the committee with regard to second year increases was emphasized.

Mrs. Tyson inquired whether the proposal to establish an \$18,800 salary for a Director and Department Head in the budget would

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make that a mandatory starting salary. It was developed that the appointing authority has the discretion of creating the starting salary at a lower level if deemed advisable.

Mr. Ashworth requested Robert Bruce of the Fiscal Analyst's office to prepare a survey showing how much increase on the average had been effected on the agreed position salaries for the first year. He stated that this information would be useful in further negotiations with the Senate Finance Committee.

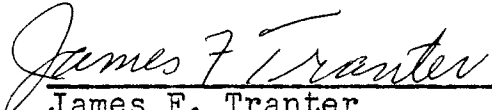
Discussion was held on the positions not agreed upon particularly members of the State Gaming Commission with comparisons between the value of flat salary plus per diem expense, and/or increased per diem expense away from home. It developed that set salaries were not intended as incentive, that the positions had a prestige value and were filled largely through public-spirit motivation.

Mr. Roy Young stated however that he felt that men who are losing money through such public service should at least be compensated in full for personal expense.

Meeting adjourned at 4:45 p.m.

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Norman D. Glaser, Chairman

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James F. Tranter  
(Substitute Stenographer)