

SENATE FINANCE COMMITTEE
MINUTES OF MEETING
FEBRUARY 7, 1975

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The meeting was called to order at 8:30 a.m.

Senator Floyd R. Lamb was in the Chair.

PRESENT: Senator Floyd R. Lamb, Chairman
 Senator James I. Gibson, Vice-Chairman
 Senator B. Mahlon Brown
 Senator Warren L. Monroe
 Senator William J. Raggio
 Senator Clifton Young
 Senator Lee E. Walker

OTHERS: Jim Wittenberg, Personnel Division
 Senator Carl Dodge
 Senator Mary Gojack
 Cy Ryan, UPI
 Howard Barrett, Budget Director
 Don Liaby, Personnel Division

PERSONNEL DIVISION

Mr. Jim Wittenberg recommended a fifteen percent pay raise for State employees which would be retroactive to January.

Mr. Wittenberg stated the average Nevada salary is \$11,500, and this average would increase to \$13,200 if the fifteen percent raise goes into affect.

Mr. Wittenberg said that the need for the percentage increase was based on the Consumer Price Index, and a comparison survey with thirteen private firms in Nevada. He stated that in comparison with in-state public employees, the State lags by twelve percent, and compared to in-state private, the State lags by eight percent.

Senator Raggio asked if the State percentages included benefits. Mr. Wittenberg said he would respond to this later in his presentation.

Senator Gibson asked if out of the thirteen firms surveyed, could utilities be put into one group. Mr. Wittenberg stated that salaries for utility employees are twenty percent to twenty-five percent higher.

Senator Lamb asked for a public sector breakdown for the Reno area, as it is well known, that Las Vegas is always higher in salaries. Mr. Wittenberg replied:

Reno - 12% ahead of the State
Sparks - 19.9% ahead of the State
Washoe County - 11.3% ahead of the State
(As of July, 1974)

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Senator Brown asked what does Mr. Wittenberg use as benchmarks. Mr. Wittenberg answered those classes containing the most employees in each occupational area, from the professionals on down the level.

Senator Lamb asked about State comparison to Las Vegas schools. Mr. Wittenberg replied:

Clark County - 9% ahead of the State
North Las Vegas - 5% ahead of the State
Las Vegas - 11% ahead of the State
Henderson - 16% ahead of the State

Mr. Wittenberg said that the major comparison with schools is in the janitorial and clerical positions.

Senator Dodge asked how do you equate retirement with social security. Mr. Wittenberg said that some private companies attempt to supplement retirement at their own costs. Mr. Wittenberg is asking that fringe benefits be raised by two percent. Senator Gibson added that few private firms on union contract have a sick leave program.

Senator Gibson asked how job security is evaluated. Mr. Wittenberg said that the turnover is now ten percent to twelve percent, and unemployment is close to eleven percent.

Senator Brown asked how many applications the Department handles. Mr. Wittenberg said that four years ago, it was 40,000, and now it is 80,000.

Senator Gibson inquired about the merit increases. Mr. Wittenberg said that there is an attempt to educate supervisors not to give this type of increase automatically. Mr. Wittenberg continued by saying, eighty-five percent out of the forty percent eligible get five percent increases annually. Mr. Wittenberg said that forty percent of the employees will get twenty percent raises and the remaining sixty percent will get fifteen percent raises, if the Governor's salary package is approved.

Senator Raggio asked about unemployment insurance. Mr. Howard Barrett said there isn't a requirement on this, and it is now optional to each agency, but this may soon be a Federal regulation.

Administration Personnel

Mr. Wittenberg said the increases in this budget are due to:

- a) Volume increase in activities
- b) New Complex areas of involvement
- c) To provide adequate services to the public

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Administration Personnel (Cont.)

Senator Young asked about the advent of court orders demanding minority hires. Mr. Wittenberg said that there aren't any quota requirements in Nevada, but there is an effort to be reasonable.

Senator Lamb asked about the "New Positions". Mr. Wittenberg responded:

- a) Senior Personnel Analyst to handle statewide problems.
- b) Three personnel Analysts to provide faster service to public agencies.
- c) Re-habilitation Counselors to deal with alcoholism problems.
- d) Clerical hires to deal with the immense increase in workload volume.

Senator Brown asked how long it takes to fill an agency request. Mr. Wittenberg answered if it is necessary to recruit for the position, it takes three to four months.

Senator Lamb asked about "Contractual Services". Mr. Howard Barrett said the Department will contract a Hearing Officer, and will lease office equipment.

Senator Raggio noted that \$20,100 is still recommended for "Training" although only one out of the four people requested were allowed. Mr. Wittenberg said that the loss in staff will cause an increase in contractual services, and the need for matching Federal funds. Mr. Barrett added that \$10,000 is for CETA employees, and administrators of such.

Inter-Governmental Personnel

Mr. Wittenberg said the Inter-Governmental Personnel Act federal grant is used to improve work standards and to validate test programs.

Senator Lamb remarked that an appropriation of \$56,543 in 1973-74, to \$113,800 in 1975-76 is a large increase. Mr. Wittenberg said that a cutback in these expenditures would result in cutbacks to all other agencies.


Senator Young asked about the "Cooperative Personnel Services". Mr. Wittenberg said this service analyzes the classification system, merit system, and conducts the joint salary survey.

There being no further business, the meeting adjourned at 10:17 a.m.

RESPECTFULLY SUBMITTED:

APPROVED:


Floyd R. Lamb, Chairman


Sheba L. Woolley, Secretary