

MINUTES

LABOR AND MANAGEMENT COMMITTEE
JANUARY 25, 1977
3:00 p.m.

Members Present: Chairman Banner
Mr. Goodman
Mrs. Gomes
Mr. Bennett
Mr. Robinson
Mr. Weise
Mr. Dreyer

Guests Present: See attached Exhibits "A" and "B"

The meeting was called to order by Mr. Banner at 3:12 p.m. Mr. Robinson moved that the order of hearing of the bills be changed to A.B. 20 first, then A.B. 14 and A.B. 19. Upon second by Mr. Weise, the motion passes unanimously.

ASSEMBLY BILL 20

Chairman Banner, who sponsored this bill, called on Commissioner Claude Evans of the Nevada Industrial Commission, who testified in opposition to A.B. 20 on the grounds that it would repeal NRS 616.415 which provides for Ex-medical accounts. He defined Ex-medical accounts as those in which the employer furnishes the accident benefits: medical, surgical, hospital, or other treatment, nursing, medicine, medical and surgical supplies, crutches, artificial limbs, etc. However, he stated there are two main problems with the present statute: (1) it does not provide for a bond on the part of the employers under the Ex-medical program, which could be a problem if the employer goes out of business and an employee later needs additional care. (2) NRS 616.415 conflicts somewhat with a section of law that gives the claimant the right to accept a free choice of physicians. An Ex-medical employer usually has a full-time company doctor and sometimes a hospital under contract. The company wants the injured employee to go to its own doctor which sometimes results in a conflict which the NIC must resolve. Also, there have been interpretations that the Ex-medical employer has the right to direct the medical care of the employee.

Commissioner Evans stated that Ex-medical employers are under the same requirements as other employers but don't pay premiums to NIC for accident benefits. There are 15 Ex-medical employers now existing, as listed on the attached Exhibit "C". There has never been a problem with non-payment by any of these, but Commissioner Evans feels there should be a bond to eliminate any future problems.

Assembly

Commissioner Evans read an August 10, 1960, NIC interoffice memorandum from former Commissioner Hutchings, opposing Ex-medical contracts without the posting of a bond, and stating that the program was enacted solely for the assistance of remote areas which had to furnish hospital and medical care and that it did not apply to everyone who should make application for it.

Chairman Banner stated that the present statute does not really explain the duties of the Ex-medical employers, and they do not always report properly. Commissioner Evans explained that the reporting situation is better today than some years back, and that the problem had been alleviated to a great extent.

Glen C. Taylor, Manager of Basic Management, Inc., representing the BMI Industrial Complex, testified in opposition to the repeal of the Ex-medical program as outlined in the attached copy of his notes, marked Exhibit "D". He agreed that a bond for Ex-medical employers was a possibility but that at some time the employer should be able to get his money back if he ceases operation. He stated there had been no complaints so why repeal the statute. However, he noted there is no requirement in the statutes relating to eligibility to be an Ex-medical employer. An employer simply makes application and it is NIC's option to approve or deny.

Ralph N. Orgill, of Kennecott Copper Corp., testified in opposition to A.B. 20 based on the fact that Ex-medical employers can insure their employees with private insurance companies cheaper than the NIC can provide coverage; also the program allows them more direct involvement with their employees and the workmen's compensation program. He suggested specific problems be attacked rather than elimination of the Ex-medical program.

Assemblyman John Jeffrey testified on behalf of A.B. 20, to the effect that changes are necessary to protect injured workmen. One problem is that employers direct the medical treatment and a company doctor would be more concerned about costs than patient care. Also, most workmen aren't aware of their rights under the law. Mr. Jeffrey stated NIC should be made more aware of what happens with Ex-medical accounts and record keeping should be improved. He also stated the program should be administered by a neutral party, rather than the employer.

Chairman Banner explained that he was always opposed to the concept of Ex-medical; that he resents the company doctor and company store type services and wants the NIC to direct medical care. He doesn't feel the program is being administered the way the law was written; the present law permits abuses in the program. The workman has the right to go to his own doctor but is not always made aware of this. Mr. Weise suggested that perhaps the problem is one of information rather than with the law itself. Mr. Robinson suggested that both the employer and the unions should be working on the problem of getting information to employees.

Pat Bacon, Capitol Furnace Co., testified in opposition to A.B. 20 because the State cannot match the coverage and the lower cost of private insurance companies. He does not feel employers should be forced to take NIC coverage. He suggested the Committee look into why the State cannot provide cheaper coverage.

John Reiser, Chairman of NIC, testified that in the past there had been problems with reporting, but now the NIC was moving toward complete review of all Ex-medical accounts and lost time claims. However, he agreed amendments were probably necessary to clear up the statute dealing with Ex-medical program.

Chairman Banner appointed Mrs. Gomes as a committee of one to work with Mr. Reiser, Mr. Taylor and Mr. Robert Petroni, of Southern Nevada Memorial Hospital, to propose amendments to A.B. 20 in light of the previous testimony. This was agreed upon by the Committee.

ASSEMBLY BILL 14

Mr. Robinson, the sponsor of this bill, explained that it was brought about by an editorial by Jack McCloskey regarding cash deposits to the NIC. He did not feel the NIC needs to be sitting on large cash amounts deposited by employers; it should have to pay interest on these cash deposits. Employers should get a return on their money being held or the NIC should lessen the requirements.

Mr. Weise asked whether there was a Fiscal Note on the bill and how much it would cost. Mr. Reiser of the NIC distributed Fiscal Notes for A.B. 14, 19 and 20, which are attached hereto as Exhibits "E", "F" and "G". Mr. Reiser then asked the Committee to consider the alternative of Senate Bill 5 rather than A.B. 14. S.B. 5 deals with the same type of problem and allows the employer to use a time deposit in a commercial bank to achieve the same result. The statute presently authorizes certain alternatives to the cash deposit, such as bonds, savings certificates from savings and loans. The NIC does not think it should be in the commercial banking or savings and loan businesses or competing with these institutions. A better approach, according to Mr. Reiser, would be S.B. 5, allowing employers to deposit in these institutions rather than with the NIC. Mr. Reiser mentioned another problem he sees with A.B. 14, in that it does not indicate how interest would be credited: annually, quarterly, compounded, etc.

Mr. Robinson suggested making his bill apply only to deposits over a certain figure, as his concern is with the larger amounts deposited. He asked if there was a breakdown on the number of deposits in the various increments. Mr. Reiser said there is not that type of breakdown, but submitted an Interoffice Memorandum, dated January 24, 1977, showing the number of accounts with bonds, securities and cash deposits as of December 31, 1976, attached hereto as Exhibit "H".

Bill Gibbens, of the Gibbens Co., testified in favor of A.B. 14 because, making the NIC pay interest on cash deposits would encourage them to reduce the amounts they require to be deposited, based on the employer's experience.

Mr. Weise referred to the Fiscal Note and questioned the large costs involved in administering the bill, such as added personnel to keep track of this.

ASSEMBLY BILL 19

Chairman Banner, who had sponsored the bill, gave some background information on the creation of the original NIC Appeals Officer position. He then stated there is a need for an additional officer because of the workload. The Appeals Officer needs to be an attorney because he has to write his decisions, which must be legally correct. Also included in the bill is a salary increase for the position, commensurate with the job.

Richard Bortolin, Appeals Officer, NIC, who testified on behalf of A.B. 19, explained the appeals process. The first step is a hearing before the Commissioners. If they sustain the decision of the Claims Department, the claimant can appeal to the Appeals Officer. He makes it clear to each claimant that they have the right to be represented by counsel. If the claimant is dissatisfied with his decision, he can take just the record up to the District Court level for review of what was done before the Appeals Officer; he cannot bring in any new evidence.

Since the creation of his position and up to December 9, 1976, Mr. Bortolin had 583 cases; since then he has received 51 new appeals. Out of the 583 case, he has disposed of 433. Twelve of these were appealed to the District Court, and to his knowledge, none was reversed. Using a 5-day work week, he has decided a case every other day. He feels there is a definite need for another officer for the southern part of the state. He could settle more cases himself and would not have to work evenings and weekends to cope with the workload.

Mr. Bortolin stated the salary increase proposed in the bill is in line with salaries for administrative law judges in various parts of the country, and cited figures used by the U.S. Civil Service Commission of \$24,300 to \$39,600, and an October 15, 1976, letter from the U.S. Department of Labor of from \$28,000.00 to \$39,600.00 (See Exhibits "I" and "J"). He also stated he would probably quit without the salary increase.

Mr. Weise objected to the automatic 10% annual salary increase in the bill; he prefers a fixed salary.

Mr. Gibbens testified against the bill; he doesn't feel the original position was needed. He stated the Employment Security Department does not need this type of position and they have accomplished the same thing without this particular step above the commission decision. There should be a way to eliminate the position and go directly to court

Mr. Robinson said the NIC situation is not comparable with the Employment Security Department. Rather, we should compare the number of cases taken to court now with the number prior to the creation of the position. Mr. Bortolin did not have any figures with him on this, but stated many more were taken to court prior to his position being created than the 12 that have gone to court since.

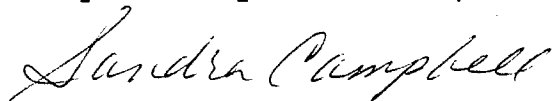
Commissioner Evans of the NIC testified that he was disturbed that the bill calls for the Appeals Officer to be an attorney. However, Chairman Banner stated that the legal training is necessary because of the decisions to be written which must stand up in court.

Mr. Weise suggested making the second position a deputy appeals officer at a lower salary.

Gayle Smooklen, Nevada Trial Lawyers Association, testified that, while that group does not agree with the concept of an appeals officer, he should be an attorney, because the primary issues are legal in nature and the secondary issues are issues of fact. His being an attorney would guarantee due process to claimants.

There being no further testimony, Chairman Banner closed the hearing and adjourned the meeting at 5:21 p.m.

Respectfully submitted,



Sandra Campbell, Assembly Attache

LABOR AND MANAGEMENT COMMITTEE

PLEASE REGISTER IF YOU WISH TO BE RECOGNIZED

AB 14, 19, 20

1-25-77

AGENDA

DATE

NAME (please print)	REPRESENTING	BILL NUMBER	CHECK	
			FOR	AGAINST
FRED HILLERY	Nevada Hair Assoc.	AB 20		✓
CLINT KINCOLL	Nev. Assn of Employers	AB 20		
MICHAEL J. GROVER	TITANIUM METALS CORP	AB 20		✓
GLYN C. TAYLOR	BASIC MANAGEMENT INC	AB 20		✓
Easton D. Blackburn	Titanium Metals Corp	AB 20		✓
Ralph N. ORGILL	Kennecott Copper Corp	AB-20		✓
Bob ALKire	"	AB 20		✓
PAT BACON	CAPITOL FURNACE CO.	AB 20-14-19		
CLAUDE EVANS	N.I.C.	AB 20		
JACK JEFFREY	STATE ASSEMBLY	AB 20	✓	
Rodolfo Petroni	Southern Nev. Memorial	AB 20		✓
Jennie Klay	New State of Nev. C.O.	AB #19		
JOHN REISER	NIC	AB 14, 19, 20		
Joe Midmore	N.I.A	✓		
Bill Gibbens	The Gibbens Co.		14	19, 20
Gayle Smookler	Nevada Trial Lawyers Assoc.	AB 14 AB 19	✓	
Richard Bortolin	APPEALS OFFICER - NIC	AB 19	✓	
Carl Buhaf	No. Nev. A. A. Trust	AB-14-19		✓
JOHN MADOLE	ASSOC. GENERAL CONTR.	AB 14, 19, 20		

	ACCOUNT #	NAME
(1)	47	WESTERN UNION
(2)	5809	DEPT. OF WATER & POWER-CITY OF L.A.
(3)	11818	KERR-MCGEE CHEMICAL
(4)	17087	HOLMES&NARVER
(5)	17441	TITANIUM METALS CORP. OF AMERICA
6	18628	E G & G INC. -
7	19643	REYNOLDS ELECTRIC & ENGINEERING
8	22203	SOUTHERN NEV. MEMORIAL <i>hospital</i>
9	28740	SANDIA CORP.
10	30346	UNIV. OF CALIF. LOS ALAMOS LAB.
11	40157	FENIX & SCISSON
12	40663	PAN AMERICAN WORLD AIRWAYS
13	43151	WACKENHUT SER.
14	51274	COMPUTER SER.
15		Kennecott

EXHIBIT "C"

(Retyped from Mr. Taylor's notes)

Mr. Chairman, my name is Glen C. Taylor, Manager of Basic Management, Inc., and I represent the BMI Industrial Complex.

Your committee is considering AB 20 which repeals the X-Medical portion under NIC.

We have several companies within the BMI Complex which have for many years been operating under the so called X-Medical.

It is industry's belief that there are many advantages under this type of coverage. Many of these benefits are to the distinct advantage of the employee and the State of Nevada Industrial Commission.

Direct employee benefits are:

1. A trained and registered nurse is available at least 8 hours per day. The nurse can administer first aid and take care of minor injuries immediately. This is in lieu of trained first aid worker.
2. Regular visits to the plant by a doctor. The doctor not only takes care of minor injuries but also administers physicals as well as administering aid to those workers who may be feeling poorly because of colds, flu, etc. This is all at no cost to employees and no lost time from work.
3. Doctor uses his influence to direct employees to specialist if he believes one is needed.
4. The injured worker is able to get back to work sooner through rehabilitation. The doctor is available for daily consultation and the employee's daily medical needs.
5. Many of the employee's first aid injuries are taken care of without the necessity of the multitude of NIC forms.
6. A record of all first aid cases are maintained and readily available for future reference if necessary.

7. Employer, physician and employee reports to NIC on all reportable accidents directly.
8. The X-medical program, as operated, relieves the employer and NIC of duplication of much paper work that would otherwise be required.
9. The employee still has the right and privilege to be treated by his own physician in regards to any accident.
10. I believe that it is also the right of the staff of the NIC to deny the privilege of X-medical to any employer they find is abusing the format as outlined by the NIC.

It would thus appear that the repeal of the X-medical would certainly be a disadvantage to the employee as well as the employer who is interested in operating a safe place to work as well as efficiently aiding those injured workers, no matter how minor, at the earliest time possible.

Mr. Chairman, I am sure that some employers in the State that use X-medical do not keep the proper records nor report all reportable injuries to the NIC. It would be far better to promulgate rules and regulations whereby these employers that violate the spirit of the present law under 616.415 could be prevented from using the X-medical. In other words, don't cut the head of the baby to cure a small rash.

I do have present Mr. Grover and Mr. Blackburn who administer the X-medical for Titanium. If you have any particular questions about the operation, I would appreciate your questions be directed to them.

Mr. Taylor

D

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5. Many of the employees ^{First Aid} ~~minor~~ injuries are taken care of without the necessity of the multitude of NIC forms.
6. A record of all first aid cases is maintained and readily available for future reference if necessary.

"D"

physician, & Employee

7. Employer reports to N.I.C. on all reportable accidents ~~periodically~~ ^{directly}.
8. The X-medical program, as operated, relieves the employer and N.I.C. of ^{duplicating or} much paper work that would otherwise be required.
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Mr Chairman I am sure that some employers in the state, that use X-medical, do not keep the proper records nor report all reportable injuries, ^{medical} ^{REPORT} to the N.I.C. It would be far better to promulgate rules and regulations whereby those employers that violate the spirit of the present law under 616.415 could be prevented from using the X-medical. In other words don't cut the head of the baby to cure a small rash.

I do have present Mr. Grover & Black who administer the X-medical for Wisconsin. If you have any particular questions about the operation I would appreciate your questions be directed to them.

Robinson

S. **AD 14**

Date Transmitted: January 24, 1977

STATE AGENCY ESTIMATES Date Prepared January 24, 1977

Submitting Nevada Industrial Commission

Revenue and/or Expense Items	Fiscal Note 1976-77	Fiscal Note 1977-78	Fiscal Note 1978-79	Continuing
See below				
Total				

Explanation (Use Continuation Sheets If Required)

Assuming that this bill would cause no change in previous practice among employers, the annual interest would amount to approximately \$180,000. However, since 6 percent interest rate is fixed by BDR 53-568, and since short term government bills and bank deposits frequently pay less than 6 percent, there is potential at the present time for interest expense of \$720,000. This would occur if employers who now provide surety bonds, negotiable securities, or savings and loan certificates in lieu of cash, should change their form of deposit to cash.

Does not presently operate a savings and loan association, so the additional accounting, data processing, auditing and reporting required to fulfill the terms of this bill would add, a difficult to estimate, additional administrative expense. A conservative estimate would be

Local Government Impact YES NO
(Attach Explanation)

Signature *John R. Reiser*
Title Chairman

DEPARTMENT OF ADMINISTRATION COMMENTS

Date _____

$$\frac{2,500,000}{150,000.00}$$

\$2,500,000 in cash deposits earning 7%

Signature _____

Title _____

LOCAL GOVERNMENT FISCAL IMPACT
(Legislative Counsel Bureau Use Only)

Date _____

EXHIBIT "E"

Signature _____

Title _____

\$30,000 per annum.

There is no precedent for such a law. There is no insurance policy sold by any company on which post-coverage payment of premium is accepted. The so-called advance deposit is in fact an estimated premium to cover the operating period which will expire before the employer can determine the actual premium requirement based on his payroll. Most worker's compensation insurance policies require a minimum advance premium considerably in excess of that required by NRS 616. None pays the employer interest on that premium.

Robinson

S.B. AD 19

Transmitted January 20, 1977

STATE AGENCY ESTIMATES Date Prepared January 20, 1977
Agency Submitting Nevada Industrial Commission

Revenue and/or Expense Items	Fiscal Note 1976-77	Fiscal Note 1977-78	Fiscal Note 1978-79	Continuing
Increased cost - existing Appeals Officer	- - -	10,000	10,000	
Second Appeals Officer	- - -	31,000	33,600	
Salary and related expense-support cost - additional Appeals Officer	- - -	9,100	10,000	
Office equipment	- - -	7,100	- - -	
Total		57,200	53,600	

Explanation (Use Continuation Sheets If Required)

BDR 53-610 would increase the annual compensation of the present Appeals Officer by \$11,000 over his current salary. An additional Appeals Officer would be added in FY 1978 at a beginning salary of \$27,500. This salary would escalate at \$2500 a year.

The increased cost for the existing Appeals Officer is a net figure consisting of \$11,000 additional salary plus \$1,000 additional salary related costs (retirement, insurance, personnel assessment, worker's compensation), less an expected saving of \$2,000 in travel expense.

The increased cost of additional Appeals Officer compensation represents proposed salary, plus salary related costs.

Local Government Impact YES NO
(Attach Explanation)

(Next page)

Signature John R. Reiser
Title Chairman

DEPARTMENT OF ADMINISTRATION COMMENTS Date _____

Signature _____
Title _____

LOCAL GOVERNMENT FISCAL IMPACT (Legislative Counsel Bureau Use Only) Date _____

EXHIBIT "F"

Signature _____
Title _____

Support cost for additional Appeals Officer is made up of the following items:

Office - hearing room rental	\$5,900
Travel	500
Professional expense - legal fees, library, publications	1,000
Forms, printing, reproduction, postage	300
Office supplies	200
Telephone/telegraph	1,000
General expense	<u>200</u>

\$9,100

Office equipment -

Executive desk	300
Executive chair	275
Office chairs	600
Desk dictator	420
Book cases	1,500
Law library	2,000
Hearing room furniture	<u>2,000</u>

\$7,095

Transmitted January 20, 1977

STATE AGENCY ESTIMATES

Date Prepared January 20, 1977

Agency Submitting Nevada Industrial Commission

<u>Revenue and/or Expense Items</u>	<u>Fiscal Note 1976-77</u>	<u>Fiscal Note 1977-78</u>	<u>Fiscal Note 1978-79</u>	<u>Continuing</u>
See Below				
Total				

Explanation (Use Continuation Sheets If Required)

There are ¹⁵18 employers who presently provide accident benefits under the authority of NRS 616.415 which would be repealed by BDR 53-503.

Employers affected by BDR 53-503 would pay additional premium in the amount of approximately \$1,750,000 to NIC. This would not be a net increase in cost to the employers because the employers are currently paying for accident benefits directly to providers.

Individual employer records of accident benefit expense are not available so that a calculation of net effect of BDR 53-503 can be made.

Local Government Impact YES NO
(Attach Explanation)

Signature *John R. Reiser*
Title John R. Reiser
Chairman

DEPARTMENT OF ADMINISTRATION COMMENTS

Date _____

See minutes

Signature _____
Title _____

LOCAL GOVERNMENT FISCAL IMPACT
(Legislative Counsel Bureau Use Only)

Date _____

EXHIBIT "G"

Signature _____ **20**
Title _____

TO MR. HALEY
FROM IVY
SUBJECT ACCOUNTS WITH BONDS AND SECURITIES

ACCOUNT NO.
CLAIM NO.
DATE JANUARY 24, 1977

ACCOUNTS WITH BONDS AS OF DECEMBER 31, 1976

2,885 = \$10,387,354

ACCOUNTS WITH SECURITIES AS OF DECEMBER 31, 1976

479 = 728,842

ACCOUNTS WITH CASH DEPOSITS AS OF DECEMBER 31, 1976

14,693 = \$2,431,872.08

EXHIBIT "H"

HOURLY COST RATES
EFFECTIVE OCTOBER 10, 1976

GS GRADE	ANNUAL SALARY	REG. RATE	O/T RATE	GS GRADE	ANNUAL SALARY	REG. RATE	O/T RATE	GS GRADE	ANNUAL SALARY	REG. RATE	O/T RATE
1-1	5810	2.79	4.19	7-2	11907	5.72	8.58	11-9	21608	10.39	11.19
1-2	6004	2.89	4.34	5-10	12093	5.81	8.72	12-3	21804	10.48	11.19
1-3	6198	2.98	4.47	6-6	12100	5.82	8.73	11-10	22177	10.66	11.19
1-4	6392	3.07	4.61	7-3	12291	5.91	8.87	12-4	22485	10.81	11.19
2-1	6572	3.16	4.74	6-7	12446	5.98	8.97	12-5	23166	11.14	11.19
1-5	6586	3.17	4.76	7-4	12675	6.09	9.14	12-6	23847	11.46	11.19
1-6	6780	3.26	4.89	8-1	12763	6.14	9.21	13-1	24308	11.69	11.19
2-2	6791	3.26	4.89	6-8	12792	6.15	9.23	12-7	24528	11.79	11.19
1-7	6974	3.35	5.03	7-5	13059	6.28	9.42	13-2	25118	12.08	11.19
2-3	7010	3.37	5.06	6-9	13138	6.32	9.48	12-8	25209	12.12	11.19
1-8	7168	3.45	5.18	8-2	13188	6.34	9.51	12-9	25890	12.45	11.19
2-4	7229	3.48	5.22	7-6	13443	6.46	9.69	13-3	25928	12.47	11.19
1-9	7362	3.54	5.31	6-10	13484	6.48	9.72	12-10	26571	12.77	11.19
3-1	7408	3.56	5.34	8-3	13613	6.54	9.81	13-4	26738	12.85	11.19
2-5	7448	3.58	3.37	7-7	13827	6.65	9.98	13-5	27548	13.24	11.19
1-10	7556	3.63	5.45	8-4	14038	6.75	10.13	13-6	28358	13.63	11.19
3-2	7655	3.68	5.52	9-1	14097	6.78	10.17	14-1	28725	13.81	11.19
2-6	7667	3.69	5.54	7-8	14211	6.83	10.25	13-7	29168	14.02	11.19
2-7	7886	3.79	5.69	8-5	14463	6.95	10.43	14-2	29683	14.27	11.19
3-3	7902	3.80	5.70	9-2	14567	7.00	10.50	13-8	29978	14.41	11.19
2-8	8105	3.90	5.85	7-9	14595	7.02	10.53	14-3	30641	14.73	11.19
3-4	8149	3.92	5.88	8-6	14888	7.16	10.74	13-9	30788	14.80	11.19
4-1	8316	4.00	6.00	7-10	14979	7.20	10.80	13-10	31598	15.19	11.19
2-9	8324	4.00	6.00	9-3	15037	7.23	10.85	14-4	31599	15.19	11.19
3-5	8396	4.04	6.06	8-7	15313	7.36	11.04	14-5	32557	15.65	11.19
2-10	8543	4.11	6.17	9-4	15507	7.46	11.19	14-6	33515	16.11	11.19
3-6	8593	4.13	6.20	10-1	15524	7.46	11.19	15-1	33789	16.24	11.19
4-2	8643	4.16	6.24	8-8	15738	7.57	11.19	14-7	34473	16.57	11.19
4-3	8870	4.26	6.39	9-5	15977	7.68	11.19	15-2	34915	16.79	11.19
3-7	8890	4.27	6.41	10-2	16041	7.71	11.19	14-8	35431	17.03	11.19
3-8	9137	4.39	6.59	8-9	16163	7.77	11.19	15-3	36041	17.33	11.19
4-4	9147	4.40	6.60	9-6	16447	7.91	11.19	14-9	36389	17.49	11.19
5-1	9303	4.47	6.71	10-3	16558	7.96	11.19	15-4	37167	17.87	11.19
3-9	9384	4.51	6.77	8-10	16588	7.98	11.19	14-10	37347	17.96	11.19
4-5	9424	4.53	6.80	9-7	16917	8.13	11.19	15-5	38293	18.41	11.19
5-2	9613	4.62	6.93	11-1	17056	8.20	11.19	15-6	39419	18.95	11.19
3-10	9631	4.63	6.95	10-4	17075	8.21	11.19	15-7	39600	19.04	11.19
4-6	9701	4.66	6.99	9-8	17387	8.36	11.19	15-8	39600	19.04	11.19
5-3	9923	4.77	7.16	10-5	17592	8.46	11.19	15-9	39600	19.04	11.19
4-7	9978	4.80	7.20	11-2	17625	8.47	11.19	15-10	39600	19.04	11.19
5-4	10233	4.92	7.38	9-9	17857	8.59	11.19	16-1	39600	19.04	11.19
4-8	10255	4.93	7.40	10-6	18109	8.71	11.19	16-2	39600	19.04	11.19
6-1	10370	4.99	7.49	11-3	18194	8.75	11.19	16-3	39600	19.04	11.19
4-9	10532	5.06	7.59	9-10	18327	8.81	11.19	16-4	39600	19.04	11.19
5-5	10543	5.07	7.61	10-7	18626	8.95	11.19	16-5	39600	19.04	11.19
6-2	10716	5.15	7.73	11-4	18763	9.02	11.19	16-6	39600	19.04	11.19
4-10	10809	5.20	7.80	10-8	19143	9.20	11.19	16-7	39600	19.04	11.19
5-6	10853	5.22	7.83	11-5	19332	9.29	11.19	16-8	39600	19.04	11.19
6-3	11062	5.32	7.98	10-9	19660	9.45	11.19	16-9	39600	19.04	11.19
5-7	11163	5.37	8.06	11-6	19901	9.57	11.19	17-1	39600	19.04	11.19
6-4	11408	5.48	8.22	10-10	20177	9.70	11.19	17-2	39600	19.04	11.19
6-8	11473	5.52	8.28	12-1	20442	9.83	11.19	17-3	39600	19.04	11.19
6-1	11523	5.54	8.31	11-7	20470	9.84	11.19	17-4	39600	19.04	11.19
6-5	11754	5.65	8.48	11-8	21039	10.11	11.19	17-5	39600	19.04	11.19
5-9	11783	5.66	8.49	12-2	21123	10.16	11.19	18-1	39600	19.04	11.19

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WASHINGTON, D.C. 20210



OCT 15 1976

Mr. John R. Reiser
Chairman
Industrial Commission
515 East Musser Street
Carson City, Nevada 89701

Dear Mr. Reiser: .

We are again actively recruiting for qualified persons to fill a vacancy in our Workers' Compensation Program. Your assistance in this endeavor will be greatly appreciated.

The vacancy is that of a Supervisory Workers' Compensation Claims Examiner which can be filled at the GS-14 level, salary \$28,725 - \$37,347 per annum or at the GS-15 level, salary \$33,789 - \$39,600 per annum. This position will be located in San Francisco, California.

The following is a description of the position: The incumbent will serve as the Assistant Regional Administrator for Workers' Compensation in the San Francisco Regional Office, with responsibility for administering all regional workers' compensation programs under both the Longshoremen's and Harbor Workers' Compensation Act as extended, and the Federal Employees' Compensation Act as amended. The incumbent will exercise full technical and administrative responsibility for the two distinctly different types of benefit payment programs which affect the welfare and well being of thousands of claimants who reside within the jurisdiction of the Region.

This position requires a total of six or more years of experience. A minimum of three years of specialized experience which provided the candidate with the knowledge and ability to develop, examine, investigate, adjudicate or authorize claims for disability and death compensation. Also, required are three years of general experience in administrative, professional, investigative, technical or other progressively responsible work.

EXHIBIT "J"

RECEIVED

OCT 22 1976

NEVADA INDUSTRIAL
COMMISSION

We are asking you to assist us in this recruitment effort by circulating copies of this letter throughout your Department so that interested persons may apply. Any interested person may send a copy of a SF-171 (Personal Qualifications Statement), copies enclosed, to Mrs. Norma E. Ellerbee, Personnel Management Specialist, Employment Standards Administration, U.S. Department of Labor, Room S-3308, 200 Constitution Avenue, N.W., Washington, D.C. 20210, no later than November 19, 1976.

All applications received from non-Federal applicants will be referred to the U.S. Civil Service Commission for evaluation along with other qualified applicants.

Again, thank you for any assistance you may be able to provide us in our endeavor to fill this vacancy.

Sincerely,



Norma E. Ellerbee
Personnel Management Specialist

Enclosure

RECEIVED
OCT 22 1976
NEVADA INDUSTRIAL
COMMISSION