

MINUTES

WAYS AND MEANS COMMITTEE

NEVADA STATE LEGISLATURE - 59th Session

January 21, 1977

The meeting was called to order by Chairman Mello at 8:00 a.m.

PRESENT: Chairman Mello, Mrs. Brookman, Mr. Bremner, Mr. Glover, Mr. Hickey, Mr. Howard, Mr. Kosinski, Mr. Serpa and Mr. Vergiels.

ALSO PRESENT: John Dolan, Assembly Fiscal Analyst; Bill Bible, Deputy Budget Administrator; Bruce Arkell, State Planning Coordinator's Office; John Sparbel, State Planning Coordinator's Office; Bill Green, State Comprehensive Employment & Training Office; Al Ramirez, State Comprehensive Employment & Training Office; Bob Rose, Lieutenant Governor; Jim Wittenberg, State Personnel Administrator; Bob Gagnier, Executive Director of SNEA; and Dale Lockhard, President of SNEA.

Chairman Mello asked the Committee to turn to Page 2 in the Executive Budget Book and introduced Bill Bible. Mr. Bible explained the budget for the Office of the Governor and the Governor's Mansion. Mr. Bible went through the format and explained the highlights to the Committee. (Please see attachment.) The recommendation is that the Governor's salary, effective next term, is to be \$51,000.00. Mr. Glover asked Mr. Bible that when the Governor goes out of office, will his staff be able to apply for unemployment compensation. Mr. Bible answered that he believed so, but that the Governor would not be eligible. Mr. Bible explained to the Committee about terminal leave.

Mr. Bible then explained the budget for the Governor's Mansion, which includes the Mansion staff, operating costs, groceries and household supplies for the Governor's family and officials. Mr. Bible explained to the Committee about salaries and host expenses. Mr. Hickey asked on equipment and repair and maintenance of buildings and grounds and on Page Five there are expenditures on garage doors, upholstery, landscaping, and asked what it was for. Mr. Bible explained that the 1973 Session made a one-time appropriation to provide for Mansion maintenance and repair. The appropriation was \$35,891.00. On Page Five is summarized the expenditures that they have made to date and that leaves them with a remaining balance of \$17,342.00. The last Session we talked about this and suggested that it be reverted, but upon checking with Mrs. O'Callaghan she indicated a desire to keep the money to refurbish and get the mansion in tip top shape at the end of the Governor's term for the next Governor.

Comprehensive Statewide Planning Budget. Chairman Mello then introduced Bruce Arkell from the State Planning Coordinator's Office. Mr. Arkell explained that his office was established in 1972 to coordinate planning with federal, state and local levels of government and undertake special studies to work with governmental relations and serve as a State clearinghouse

to administer the HUD 701 Planning Program and provide technical assistance to state and local agencies. Since that time the agency has been assigned the Economic Development Administration urban mass transportation, development of the Nevada portion of the regional development plan of the Four Corners Regional Commission and serves as the central information reception agency for federal funding data that comes to the State. In addition the study, if implemented, will provide a more streamlined process in the Executive Branch for boards and commissions. In time, if the system is implemented, it should show some dollar savings.

Mr. Arkell stated that one of the other projects involved through the clearinghouse was the review of the Navy Antenna System that is being proposed for the Nellis Gunnery Range and originally was proposed for the Nevada Test Site. This project has the potential of basically displacing all or a portion of the Nellis activities in Clark County. In addition the office is involved with analysis of the Community College capital improvement.

Mr. Arkell then explained that the Administrative Budget being proposed is basically the same as the last biennial period, except for the replacement of a six year old typewriter, 2 file cabinets and a microfilm reader.

Mr. Arkell then explained the position justification. (Please see attachment.) There is also a "one shot" appropriation in the amount of \$12,750 which will support the printing costs and clerical staff and distribution of the consolidated biennial report of state agencies and a small Nevada statistical abstract.

Mr. Arkell explained to the Committee the remainder of the budget which represents the various federal funds which are received by Comprehensive Statewide Planning as either grants to the agency or as flow-through funding to local, county and State agencies.

Housing and Urban Development and Economic Development Act federal grants represent flow-through funds which are administered by this agency with grants being awarded to local, county and state agencies. Allowable administrative costs for managing these funds are transferred from this account to the administrative account. Other grants to Comprehensive Planning such as Action Volunteer Services and Urban Mass Transportation Act provide no administrative pick-up funds for administration and are performed by other state agencies or consultants.

Mr. Kosinski asked who requests the funds, where they come from and who determines where they are going to go. Mr. Arkell replied that the Governor makes the decision on where the funds will go.

Chairman Mello introduced Mr. Al Ramirez and Mr. Bill Green. Mr. Ramirez explained the Manpower Services Council budget. (Please see attachment.)

Mr. Kosinski asked if the counsel in Mr. Ramirez's office is provided by statute. Mr. Ramirez answered that it is required

by Federal Legislation. There is no State Legislation providing for the office. The office was created by Executive order by the Governor. Mr. Kosinski asked that he be provided with a copy of the Order and the Federal Legislation that applies to the office.

Mr. Hickey asked for an explanation of the various titles. Mr. Ramirez replied that it was a total package which includes training, public service employment, work experience and various of the employment related activities. Title II and Title VI activity under CETA legislation is for public service employment, migrants, farmworkers, and disadvantaged youth. Title IV activity was for the creation of a Job Corps program in Nevada. This is an out of state program as we have no Job Corps program in Nevada. The State of Nevada is funded a certain amount of money for the referring of youth clients to job corps centers. This is a 100% federally funded program. 135 people were placed in job corps programs - 122 males and 13 females.

Mr. Glover asked what the future looked like with the new President coming in as to continuation of these programs. Mr. Ramirez replied that the Secretary of Labor has indicated in the past that most of his interests were in terms of assisting the fighting of inflation and unemployment and the creation of more public service employment. Congress will be looking at an extension of public service employment this Session.

Chairman Mello pointed out that a mix-up in the request for communication and printing resulted in more being shown than is needed. A figure of \$6,660 and \$7,326 is for communication and printing, duplication and copying is \$4,350.00 and \$4,785.00.

Mr. Kosinski asked if the office of Mr. Ramirez was audited by any state agency. Mr. Ramirez replied that it was audited by the State and also audited by the Federal Government. The last audit by the Federal Government was approximately one 1/2 years ago.

Chairman Mello then introduced the Lieutenant Governor, Bob Rose, who explained his budget, which is listed on Page 16 of the Executive Budget Book.

Mr. Rose stated that the past several years the Lieutenant Governor's Office has gone from an operational part-time job to what is now a rather active and demanding part-time job. He explained that his job consisted of being the number two representative for the State of Nevada, which includes ceremonial duties. Mr. Rose is based in Southern Nevada and is the people's liason with State government, trying to assist them as best he can with problems of state government. There is a probability that the Lieutenant Governor will become part of the Tahoe Regional Planning Agency. That may well make the Lieutenant Governor's duties full time.

Regarding in-state travel, Mr. Rose stated that this has been set at \$2,500. This includes plane fare and car reimbursement, as well as per diem. This figure, by experience, has been shown to be insufficient. The inflation alone has added substantially. Last year the travel was \$3,541.00, so that the figure of \$4,000.00 as projected for next year and the \$4,500.00 for the year after that is realistic. Mr. Rose stated that he would probably run out of his travel expense soon and that he would not be asking for supplemental assistance. He will pay for his expenses out of his own pocket.

Regarding Contractual Services, Mr. Rose stated that at this time he has one full time secretary in Southern Nevada. Mr. Rose has requested \$12,600 for her salary and he feels that that sum is appropriate because of her various duties. In addition, Mr. Rose is asking for \$3,600 to re-establish a part-time secretary in Northern Nevada.

Chairman Mello stated that the Lieutenant Governor requested the half-time secretary at the last Session and that the Senate deleted it. The Senate feels that the Lieutenant Governor, being an attorney, can utilize his own secretarial service.

Mr. Rose replied that he thought the Senate was looking for him, privately, to subsidize his public job, and he thinks that is inappropriate. He has no legal secretary in Northern Nevada.

Mr. Mello introduced Mr. Wittenberg to explain the classified salary increases. The overall recommendations are as follows: 5.5% cost of living adjustment retroactive to January 1, 1977 for all classified employees; 5% prevailing rate adjustment in addition for correctional officers at the prison (220 positions involved).

Mr. Hickey question the 15% job turnover in State Government. Mr. Wittenberg stated that people were taking better jobs, that people may get promotions or get jobs that amount to a promotion in another area that simply isn't available or hasn't occurred in State Government; some people leave the state. Many more people now are being dismissed for lack of production than previously.

Mr. Hickey asked if there were different salary structure incentives given for the guards in the prison in Southern Nevada versus Carson. Mr. Wittenberg replied no, but that if there is a problem in Southern Nevada, some incentives may have to be developed as to transportation issues.

Chairman Mello stated that the Governor has recommended a 10.5% increase for prison guards (5.5% for cost of living and 5% for the wage and salary survey).

Mr. Howard asked Mr. Wittenberg the amount of applicants for jobs pending. Mr. Wittenberg stated approximately 90,000. However, some people looking for jobs may put in up to five applications so the number of individuals is unclear, but perhaps maybe actually 20,000 people.

Chairman Mello asked about the relationship between the Personnel Directors at UNR, UNLV and State Personnel. Mr. Wittenberg explained that the offices on the campuses are assisting his office in personnel management and administration. Chairman Mello questioned why there are two offices with personnel directors when all that is needed is clerical-technical staff to be able to handle the problems and then Mr. Wittenberg's office could take care of the problems. Mr. Wittenberg stated that there tends to be a duplication. Mr. Wittenberg stated that his office could provide a personnel service to the University system. There has been a Personnel

Director for 15 years on the Reno campus and 7 or 8 years on the Las Vegas campus. Mr. Wittenberg has had his current position for 10 years. Chairman Mello stated that the Committee this Session was trying to cut the duplication of government out and asked Mr. Wittenberg if he could do the same duties as the Personnel Directors on campuses at a cheaper price. Mr. Wittenberg replied that his office could provide the duties, and that his office was making that assessment right now and would be finished in another week.

Mr. Vergiels asked how many agencies had their own Personnel Directors. Mr. Wittenberg said approximately seven. Mr. Vergiels asked for an assessment of all seven agencies. Mr. Wittenberg said his office would attempt to do it.

Chairman Mello then introduced Bob Gagnier, Executive Director of State of Nevada Employees Association to speak on the classified salary increase. With him was Dale Lockhard.

Mr. Gagnier indicated that in keeping with the commitments that were made to the Legislature in 1975, their office would ask for whatever the cost of living went up. No more. No less. the administration's proposal is for less. There will be prepared for the Committee a packet on SNEA salary proposals, fringe benefit proposals, and how this compares with national averages.

The SNEA's proposal for classified and unclassified pay raises is attached.

Mr. Wittenberg then briefly explained the proposal for unclassified employees. The Governor's recommendation is for a 5.5% retroactive to January 1977 and a maximum 4.5% CPI January 1978. (The same proposals as for classified.) There are 41 unclassified positions recommended for a 10.5% increase retroactive to January 1978. A listing of these unclassified positions is attached.

The meeting was adjourned at 11:00 a.m.

GUEST ROSTER FOR WAYS AND MEANS COMMITTEE

DATE: 1/21/76

NAME

REPRESENTING

✓ William Bible

Budget Office

✓ John Spindel

State Planning Coordinators Office

✓ Bruce Nelson

" " "

✓ Bill Green

State Comprehensive Employment & Training Office

✓ Al Ramirez

" " " "

Bob Rose

Lieutenant Gurn

Jim Lott

Rec. ^{personnel} _{department}

		1976-77	1977-78	1977-78	1978-79	1978-79		
		INCR. PROGRAM	AGENCY REQUEST	GOVERNOR RECOMMENDS	LEG. AP.	AGENCY REQUEST	GOVERNOR RECOMMENDS	LEG. AP.
REGULAR APPROPRIATION	\$	307,126	307,126	402,164	402,164	450,455	450,455	
REVERSIONS	\$	42,823						
UNCL. SALARY ADJUSTMENT	\$							
CONJUGVITY SAL ADJUST	\$	415						
SALARY ADJUSTMENT NEED	\$							
BD EXAMINERS TRANSFER	\$							
TOTAL FUNDS AVAILABLE	\$	363,126	307,126	402,164	402,164	450,455	450,455	

EXISTING POSITIONS

GOVERNOR	1.00	40,000	1.00	40,000	1.00	40,000	1.00	45,500	1.00	45,500
EXECUTIVE ASST	1.00	26,783	1.00	29,706	1.00	29,706	1.00	29,592	1.00	29,592
EXECUTIVE ASST	1.00	26,883	1.00	28,362	1.00	28,362	1.00	28,253	1.00	28,253
EXECUTIVE ASST	1.00	20,954	1.00	22,106	1.00	22,106	1.00	22,022	1.00	22,022
PRESS SECRETARY	1.00	20,656	1.00	21,792	1.00	21,792	1.00	21,709	1.00	21,709
SPECIAL ASST	1.00	18,533	1.00	19,552	1.00	19,552	1.00	19,477	1.00	19,477
SECT TO GOVERNOR	1.00	13,036	1.00	13,753	1.00	13,753	1.00	13,700	1.00	13,700
ADMIN SECRETARY	1.00	11,053	1.00	11,661	1.00	11,661	1.00	11,616	1.00	11,616
ADMIN SECRETARY	1.00	11,053	1.00	11,661	1.00	11,661	1.00	11,616	1.00	11,616
ADMIN SECRETARY	1.00	11,053	1.00	11,661	1.00	11,661	1.00	11,616	1.00	11,616
ADMIN SECRETARY	1.00	11,053	1.00	11,661	1.00	11,661	1.00	11,616	1.00	11,616
ADMIN SECRETARY	1.00	11,053	1.00	11,661	1.00	11,661	1.00	11,616	1.00	11,616
ADMIN SECRETARY	1.00	10,573	1.00	11,661	1.00	11,661	1.00	11,616	1.00	11,616
TOTAL EXISTING	13.00	232,470	13.00	232,783	13.00	245,237	13.00	245,545	13.00	245,945
INDUSTRIAL INSURANCE	\$	2,932	\$	4,702	\$	3,804	\$	4,273	\$	4,273
RETIREMENT	\$	18,690	\$	18,748	\$	19,619	\$	19,596	\$	19,596
PERSONNEL ASSESSMENT	\$	1,997	\$	2,095	\$	2,207	\$	2,250	\$	2,250
GROUP INSURANCE	\$	4,556	\$	4,992	\$	5,741	\$	6,602	\$	6,602
CONTROLLERS ASSESSMENT	\$	227	\$	349	\$	490	\$	500	\$	500
PAYROLL ASSESSMENT	\$		\$		\$		\$		\$	
UNEMPLOYMENT COMP.	\$		\$	490	\$	490	\$	1,000	\$	1,000
TERMINAL LEAVE	\$		\$		\$		\$	25,352	\$	25,352
LONGEVITY	\$		\$	535	\$	324	\$	324	\$	324
TOTAL SALARY-PAYROLL	\$	260,872	\$	264,204	\$	277,912	\$	310,286	\$	310,286
TOTAL OUT-OF-STATE TRAVEL	\$	3,142	\$	5,000	\$	5,000	\$	5,000	\$	5,000
TOTAL IN-STATE TRAVEL	\$	11,083	\$	15,500	\$	16,000	\$	16,000	\$	16,000
OFFICE SUPPLIES & EXPENSE	\$	2,488	\$	3,000	\$	3,000	\$	3,000	\$	3,000
OPERATING SUPPLIES	\$	5,075	\$	2,650	\$	5,520	\$	5,800	\$	5,800
COMMUNICATIONS EXPENSE	\$	29,909	\$	33,000	\$	37,632	\$	42,148	\$	42,148
PRINT DUPLICATING COPY	\$	3,093	\$	3,500	\$	4,500	\$	4,500	\$	4,500

OFFICE OF THE GOVERNOR - Continued
101-1000

	1975-76 ACTUAL	1976-77 WORK PROGRAM	1977-78			1978-79		
			AGENCY REQUEST	GOVERNOR RECOMMENDS	LEG. AP.	AGENCY REQUEST	GOVERNOR RECOMMENDS	LEG. AP.
INSURANCE EXPENSES	\$ 981	\$ 1,487	\$ 1,118	\$ 1,118	-----	\$ 1,180	\$ 1,180	---
OTHER CONTRACT SERVICE	\$ 2,020	\$ 2,700	\$ 2,700	\$ 2,700	-----	\$ 2,700	\$ 2,700	---
EQUIPMENT REPAIR	\$ 594	\$ 886	\$ 900	\$ 900	-----	\$ 900	\$ 900	---
STATE OWNED BLDG RENT	\$ 30,497	\$ 30,513	\$ 27,120	\$ 27,120	-----	\$ 30,510	\$ 30,510	---
ADV PUBLIC REL EXPENSE	\$ 50				-----			---
MAIN. OF BLDGS & GRDS		\$ 100			-----			---
VEHICLE OPERATION	\$ 773	\$ 2,500	\$ 2,500	\$ 2,500	-----	\$ 2,500	\$ 2,500	---
STIPENDS AND TRAVEL	\$ 47	\$ 600	\$ 600	\$ 600	-----	\$ 600	\$ 600	---
OTHER GOV'T SERVICE	\$ 1,852	\$ 1,858	\$ 3,462	\$ 3,462	-----	\$ 3,631	\$ 3,631	---
DUES AND REGISTRATIONS	\$ 4,842	\$ 4,750	\$ 8,000	\$ 8,000	-----	\$ 8,000	\$ 8,000	---
EMPLOYEE TRANSFERS	\$ 720				-----			---
TOTAL OPERATING EXP	\$ 82,940	\$ 87,344	\$ 97,052	\$ 97,052		\$ 108,969	\$ 108,969	
OFF FURNITURE & EQUIP	\$ 2,819	\$ 500	\$ 1,200	\$ 1,200	-----	\$ 1,200	\$ 1,200	---
ARBITRATION-LEGAL	\$ 2,270	\$ 8,000	\$ 5,000	\$ 5,000	-----	\$ 9,000	\$ 9,000	---
TOTAL AGENCY EXPENDITURES	\$ 363,126	\$ 380,548	\$ 402,164	\$ 402,164		\$ 450,455	\$ 450,455	

AGENCY BALANCE

Program Statement

This budget provides salary, operating and support funds for the office of Nevada's Chief Executive.

Sub-Account Explanations

Salaries - No new positions are requested. The Governor's salary is recommended at \$51,000 beginning January, 1979. One Executive Assistant and one Administrative Secretary are recommended at higher than normal unclassified increases to align these salaries to the duties and responsibilities of these jobs.

Operating - Requested operating increases reflect existing levels plus inflationary projections. The increase in 1978-79 in printing represents added costs due to Election Certification. The increase in dues and registrations represents the increase for Nevada's participation in the National Governors' Conference.

Equipment - The equipment request will provide for replacement of one typewriter and replacement of existing worn equipment each year.

Arbitration - Legal - Legal costs will provide legal assistance during the legislative session and also during local government factfinding sessions.

The terminal leave allocation will allow terminal leave payment for all employees of the office with the exception of the Governor, who is not eligible for such payment, in January, 1979.

Date of Hearing _____

Who Testified _____

Date Budget Closed _____

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POSITION JUSTIFICATION

Chairman Mello requested information justifying existing positions. The office has six approved positions, which is the configuration that has existed for the past four years. In addition to my position, three of these are professional, one is a clerical, and one is an accounting position. One of the professional slots has been vacant for two weeks because of transfer of the person to another State Agency. Recruiting to refill the position is underway but will probably take another 60-90 days. In the interim, the Board of Examiners will be asked to approve a contract position to fill the vacancy during the recruiting period so the staff can keep up with the work. The time of the professionals is divided among all programs administered by the office. Both the HUD and the EDA programs require that professionally qualified staff be available to conduct work on activities undertaken with their funds as well as to provide adequate supervision of the flow-through funds. Past federal audits have determined that the professional staff size is adequate and we have not requested additional professional positions.

The time of the professional staff and myself is allocated approximately as follows:

1.	Supervision and Administration of Flow-through Funds, Technical Assistance, Review of Federal Legislation and Other Related Activities	9/10 person year	(22%)
2.	Program Coordination and Clearinghouse	1½ person years	(37%)
3.	Special Studies	2/3 person year	(16%)
4.	EDA Program	1/2 person year	(12%)
5.	UMTA & Transportation Coordination	1/5 person year	(5%)
6.	Vacations, Sick Leave, Holidays	1/4 person year	(8%)
		<hr/> 4 person yrs.	<hr/> 100%

COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, 1973

Public Law 93-203

The CETA was signed into law in 1973 which established a flexible and decentralized system of federal, state and local manpower programs with states, cities and counties determining the kinds of programs and services that best serve their citizen needs. The legislation provides maximum flexibility in planning and operation of programs. Funding is appropriated annually by Congress and administered by the U.S. Department of Labor. Staffing for the State Comprehensive Employment and Training Office includes five (5) professionals and two (2) supportive positions. There are no vacancies in the existing staff nor are there any new positions requested.

The staff consists of the following:

(A) Director-Administer and implement the Federal requirements of the CETA which includes providing:

- (i) Assurance of state agencies cooperation with prime sponsors;
- (ii) Development of methods of sharing resources to eliminate duplication of services and meet needs in an economical manner;
- (iii) Coordination of Wagner/Peyser Act services (Nevada Employment Service) with prime sponsors to assure full manpower assistance to eligible applicants.
- (iv) Provide financial assistance for special programs to meet the needs of rural areas;

- (v) Development and publication of current labor market information;
- (vi) Provide technical assistance to prime sponsors in developing and implementing its programs under the Act;
- (vii) Develops special model training and employment programs and related services for youth, offenders, and other special groups;
- (viii) Serve as chairman of the council.

(B) Executive Secretary-At the direction of the Chairman/Director is responsible for:

- (i) The development and compilation of the Governor's Special CETA Grant application;
- (ii) All office financial management, personnel records, data gathering and dissemination;
- (iii) Prime Sponsor plan review and comment to Chairman;
- (iv) Development of contract and subcontract agreements for services;
- (v) Desk review of prime sponsors programs;
- (vi) Assist Chairman in preparing council meeting agenda.

(C) Manpower Planner-At the direction of the Chairman/Director is responsible for:

- (i) Assisting the Chairman/Director in the development of coordination between State agencies and the prime sponsors;
- (ii) Identification of labor market and special needs of individuals;
- (iii) Development of innovative program design to meet the needs of special groups, such as felons, aged, youth etc.;
- (iv) Assisting the Chairman/Director in coordinating special CETA Task Force meetings to address prime sponsor problems and needs;
- (v) Prime sponsor plan review and comments to the Chairman.

(D) Equal Employment Opportunity Specialist-This position is in the process of being re-evaluated and is to be reclassified as a program monitor/evaluator. The responsibility of this position is to:

- (i) Establish a schedule of on site program monitoring of prime sponsor programs and services;
- (ii) Conduct the monitoring of prime sponsors programs and prepare written reports thereon;

- (iii) Make recommendations to the Chairman of the Council based upon these reports;
- (iv) Prime sponsor plan review and comments to the Chairman.

(E) Area Coordinator-The area coordinator is supportive staff to the Monitor/Evaluator position.

(F) Management Analyst I-This position is supportive to the Executive Secretary in the areas of fiscal, desk monitoring and contract control and compliance.

(G) Principal Clerk Steno-Provides bookkeeping and secretarial support to all staff.

(H) Senior Clerk Steno-Provides secretarial support to all staff.

2/ There are four (4) prime sponsors receiving CETA funds in Nevada and providing manpower services; these include:

- | | |
|----------------------|---|
| 1. The State | 3. Washoe County Board of Commissioners |
| 2. City of Las Vegas | 4. Nevada State Inter-Tribal Council |

Each prime sponsor is required to submit a comprehensive manpower plan covering the area to be served, the services to be provided, establish a planning council, and provide assurances that programs will be administered properly. Funding is provided annually by formula allocation based on unemployment, low income, and the previous year's funding level. The types of manpower activity provided under CETA includes classroom, occupational, vocational, and on-the-job training; subsidized employment which includes P.S.E. and work experience;

manpower services which includes outreach, intake/assessment, orientation, counseling, job development, job placement and transportation; Supportive services which includes health care and medical services, child care, residential support, assistance in securing bonds, family planning, and job restructuring. In FY-76 the State of Nevada received twenty-two million, six hundred eighty six thousand dollars (\$22,686,000) from which fourteen thousand, nine hundred and nineteen (14,919) individuals were served. From this total, two thousand six hundred twenty nine (2,629) CETA clients were placed in unsubsidized employment.

Section 107 of the Act requires the State to establish a Manpower Services Council and staffing. The council membership includes the prime sponsors, general public, business, labor, client groups, Nevada Employment Security Department and the State Department of Education. The council responsibilities include:

- 1) reviewing state agency and prime sponsors plans and modifications and commenting on the provision of the services;
- 2) making recommendations on improving the coordination and effectiveness of manpower services within the State;
- 3) monitor the operation of the programs conducted by each prime sponsor and
- 4) make an Annual Report to the Governor.

The office staff besides providing staff and support services to the council also provides technical assistance to prime sponsors, develops manpower data and model programs in rural areas and administers the Vocational Education CETA flow through grants which are used to provide vocational education services to CETA clients.

STATE OF NEVADA

CETA FUNDING AND NUMBER SERVED

7/1/75-9/30/76

Statewide

<u>TITLE I</u>	<u>DOLLARS</u>	<u># SERVED</u>	<u>TITLE II</u>	<u>DOLLARS</u>	<u># SERVED</u>
Clark County	\$ 4,487,497.00	3,809	Clark County	\$ 1,235,165.00	806
Washoe County	1,219,678.00	1,749	Washoe County	1,081,700.00	445
Balance of State	1,247,808.00	998	Balance of State	<u>1,911,297.00</u>	<u>687</u>
Special Grant	678,044.00	1,058			
	<u>\$ 7,633,027.00</u>	<u>7,614</u>		<u>\$ 4,228,162.00</u>	<u>1,938</u>

<u>TITLE III</u>	<u>DOLLARS</u>	<u># SERVED</u>	<u>TITLE VI</u>	<u>DOLLARS</u>	<u># SERVED</u>
Clark County	\$ 1,025,342.00	1,786	Clark County	\$ 4,879,565.00	1,215
Washoe County	428,333.00	557	Washoe County	804,877.00	332
Balance of State	183,580.00	371	Balance of State	<u>2,781,070.00</u>	<u>582</u>
Special Grant	136,037.00	151		<u>\$ 8,465,512.00</u>	<u>2,129</u>
Inter Tribal Council	586,027.00	373			
	<u>\$ 2,359,319.00</u>	<u>3,238</u>			

Statewide Totals

<u>TITLE</u>	<u>DOLLARS</u>	<u># SERVED</u>
I	\$ 7,633,027.00	7,614
II	4,228,162.00	1,938
III	2,359,319.00	3,238
VI	<u>8,465,512.00</u>	<u>2,129</u>
Grand Total	<u>\$22,686,020.00</u>	<u>14,919</u>

Persons Placed In Unsubsidized Employment
During Fiscal Year 1976 By CETA Programs

	<u>Male</u>	<u>Female</u>	<u>Total</u>
<u>TITLE I</u>	747	786	1,533
<u>TITLE II</u>	98	57	155
<u>TITLE III</u>			
Migrant	51	63	114
Indian	73	148	221
<u>TITLE IV</u>	122	13	135
<u>TITLE VI</u>	<u>275</u>	<u>196</u>	<u>471</u>
	1,366	1,263	2,629

BG/bc

1-19-77

Hay Assoc Study on top officials

January 21, 1977

MEMORANDUM

TO: Don Mello, Chairman
Assembly Ways and Means Committee

FROM: James F. Wittenberg
State Personnel Administrator
Department of Administration
Personnel Division

SUBJECT: Recommendations

Attached are the unclassified salary recommendations for the Committee's review.

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UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 1

Personnel Division
December 1976

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
<u>U-53</u> Admin., Mental Hyg. Div.	Charles R. Dickson	Sr. Psychiatrist	44,173	35,802	37,771	

U-53 Comparisons

<u>Admin., Mental Hygiene</u>		<u>Supt., Mental Hosp. (Physician)</u>	
Arizona	39,418-53,549	Arizona	37,770-51,323
California	43,404	California	40,632-42,180
Washington	49,000	Colorado	28,908-38,724
		Washington	39,564-45,804

U-50

State Highway Engineer	Grant Bastian	Asst. Deputy Hwy. Engineer	22,896-31,903	33,520	35,364
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U-50 Comparisons

<u>Transp. Secty., Nat'l.</u>		<u>State Highway Engineer</u>	
Ave. Hay Co. Survey	\$34,300	Arizona	35,971-48,879
		Colorado	38,724
		Idaho	29,412
		Montana	30,275
		New Mexico	29,904
		Oregon	43,932
		Utah	29,088-42,456
		Washington	41,947

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 2

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.	
U-49 Director, Dept. of Human Resources	Roger S. Trounday	State Health Officer Range C	44,173	29,692	31,325		
U-49 Director, Dept. of Cons. & Natural Resources	Norman Hall	Asst. to the Chief, Governmental Health	20,002-27,796	28,455	30,020		
U-49 Dir., Dept. of Admin.	Howard E. Barrett	State Personnel Admin.	21,952-30,564	30,558	32,239		
U-49 Executive Assistant (Gov.'s Office)	Chris Schaller			26,883	29,706		
U-49 Executive Assistant (Gov.'s Office)	John S. McGroarty				28,362		
U-49 Commissioner, Employee- Manag. Rel. Board	Sally Davis			22,880	24,138		
U-49 Comparisons							
<u>Commissioners (EMRB)</u>		<u>Director, Admin.</u>		<u>Dir. Conserv. & Nat. Res.</u>		<u>Dir. Human Resources</u>	
Arizona	14,020-18,418	Arizona	27,335-37,125	California	43,404	Arizona	35,971-48,879
Colorado	36,000	Colorado	36,000	Colorado	35,000	Colorado	37,000
Idaho	24,360	Idaho	23,360	Montana	29,209	Montana	20,725
Washington	29,000	Montana	30,725	Utah	25,980-37,920	Oregon	30,876-39,384
Wyoming	20,184-27,036	New Mexico	32,340	Washington	29,250	Washington	44,447
		Oregon	35,724	Wyoming		Wyoming	32,856-44,028
		Utah	31,104-45,408				

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 3

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-48 Director, Dept. of Commerce	Michael L. Melner	Actuary (41)	19,092-26,509	27,508	29,021	
U-48 Chairman, Gaming Control Board	Philip P Hannifan			27,508	30,396	
U-48 Supt. of Public Instruction	John Gamble	Dir., Office of Accountability (43)	20,952-29,144	28,829	30,415	
U-48 Admin. Div. of Colorado River Resources	Donald L. Paff	Chief Civil Engr. (44)	21,952-30,564	25,714	27,128	
U-48 Comparisons						
Dir., Dept. of Commerce		Supt. of Instruction		Dir., State Lottery		
Arizona	24,956-33,855	Arizona	29,700	New Jersey	34,890-47,105	
Oregon	24,180-30,876	Colorado	45,500	Massachusetts	42,908	
Utah	25,980-37,920	Idaho	23,000	New York	41,000	
		Montana	20,001	Connecticut	31,496-37,628	
		New Mexico	32,340	Maryland	36,200	
		Oregon	35,090	Rhode Island	33,000	
		Utah	35,616-51,984	Illinois	32,000	
		Washington	31,500			
		Wyoming	28,000			
U-47 Ex. Dir., Dept. of Agriculture	Thomas Ballow	Director, Animal Industry (42)	20,002-27,796	26,910	28,390	

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UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 4

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-47 Executive Director,	John Sheehan	Chief Auditor (40)	18,224-25,283	26,312	27,759	
U-47 Chairman, Public Ser- vice Commission	Noel Clark	Chief Public Utility Auditor (41)	19,092-26,509	28,208	29,759	
U-47 State Public Works Board Manager	William Hancock	Project Architect (41)	19,092-26,509	27,434	28,943	
U-47 Warden, State Prison	Charles L. Wolff	Correctional Supt. III (43)	20,952-29,144	27,040	28,527	
U-47 Dpty. Highway Engineer (2)	Don Crosby	Asst. Deputy (45)	23,005-32,056	29,843	31,484	
U-47 Business Mgr.-Hwy.	L. Gene Phelps	Data Processing Mgr. IV (42)	20,002-27,796	27,481	28,993	
U-47 Dir. General Serv.	Peggy Glover	Admin., CDP (44)	19,096-27,664	26,784	28,257	
U-47 State Engineer (Water Resources)	Roland D. Westergard	Hydraulic Engr. IV (39)	17,691-24,004	24,996	27,621	

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UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 5

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
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U-47
 Exec. Dir., Public Emp. Retirement Board Vernon Bennett 31,200 32,916

U-47
 Inst. Dir., Nevada Mental Health Center Tom Piepmeyer 29,120 30,722

U-47 Comparisons

Chairman, Public Svc. Comm.		Exec. Dir., Tax Commission		Exec. Dir., Agriculture	
Arizona	30,000	Arizona	25,311-34,375	Arizona	24,956-33,855
Montana	18,000	Colorado	26,220-35,124	Colorado	33,500
New Mexico	23,652	Idaho	20,500	Idaho	25,360
Oregon	26,664-34,020	Montana	29,212	Montana	25,635
Utah	24,564-35,880	New Mexico	31,104	Oregon	24,180-30,876
Washington	32,317	Oregon	27,996-35,724	Utah	21,948-32,052
		Utah	24,564-35,880	Washington	32,687
		Washington	35,281	Wyoming	24,528-32,856

Warden, State Prison		Deputy Highway Engineer		Exec. Dir., Retirement	
Arizona	29,952-40,684	Arizona	24,263-32,915	Arizona	18,937-25,716
Colorado	23,784-31,860	Idaho	26,712	Idaho	29,700
Idaho	25,360	Montana	26,653	New Mexico	21,456-27,384
Montana	26,653	Oregon	28,320-36,132	Oregon	29,388
New Mexico	29,904	Utah	25,980-37,920	Utah	23,196-33,888
Oregon	36,132	Washington	35,016	Washington	31,500
Utah	21,948-32,052			Wyoming	19,224-25,752
Washington	28,800-35,756			California	29,940-36,228
Wyoming	21,192-28,392				

U-46
 Executive Director, Employment Security Larry O. McCracken Director, UI 20,002-27,796 27,456 28,966
 Director, ES

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 6

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-46 Chairman, Nevada Industrial Commission	John R. Reiser	Coord., Nev. Indus. Insurance Fund (44)	21,952-30,564	26,083	28,822	
U-46 Dir., Department of Motor Vehicles	Howard R. Hill	Chief, Nevada Highway Patrol (41)	19,092-26,509	24,996	27,621	
U-46 Comparisons						
Dir., Dept. of Motor Vehicles		Chairman, Industrial Commission		Executive Director, Employment Security		
Arizona	24,956-33,855	Arizona	29,952-40,684	Colorado	25,220-35,124	
Colorado	26,220-35,124	Montana	24,321	Idaho	25,360	
Idaho	25,360	Utah	21,948-32,052	Montana	24,321	
Montana	25,002	Washington	32,687	New Mexico	28,752	
New Mexico	26,088	Colorado	33,454	Oregon	36,132	
Utah	19,728-28,788	Oregon	30,792	Utah	29,088-42,456	
Washington	32,687			Washington	30,835	
Oregon	32,796			Wyoming	25,752-34,500	
U-45 Asst. Director Conser- vation & Natl. Res.	Steve Robinson	Chief Adm. Services (39)	16,610-23,005	23,322	24,605	
U-45 Public Service Commissioners (2)	Heber P. Hardy Evo A. Granata			24,960	26,333	
U-45 Public Defender	Rod Goff	Admin. Secretary I (25)	9,285-12,646	25,116	27,753	
U-45 Members, Gaming Control Board	John Stratton Jeffery Silver			25,714	28,414	

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UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 7

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-45 Deputy Manager, State Public Works Board	Richard Baker	Project Architect (41)	19,092-26,509	24,941	26,313	
U-45 Nevada State Planning Coord.	Bruce Arkell	Sr. Urban Planner (39)	17,397-27,118	24,941	26,313	
U-45 Deputy Supt. of Public Instruction	Jim Costa	Dir., Office of Accountability (43)	20,952-29,144	26,312	27,759	
U-45 Exec. Secretary, Gaming Commission	Irene Morros			24,996	26,371 (7%)	
U-45 Comparisons		<u>Public Defender</u>				
Deputy Secty. Environ. Protection 29,400 (Nat'l. Ave.)		Colorado	31,995			
		Oregon	29,316			
		Attorney IV	28,600 (Nat'l. Ave.)			
U-44 Nevada Industrial Commissioners	Claude Evans James F. Lorigan	Coord. Industrial Insurance Fund (44)	21,952-30,564	22,724	25,110	
U-44 Executive Director Public Service Comm.	H.W. Budd Hickey			24,628	25,983	
U-44 Public Mine Inspector State Ins. of Mines	Francis DeBois	Deputy Mine Insp. (33)	13,230-18,224	21,528	22,712	

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 8

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
<u>-44 Comparisons</u>						
Chief Parole & Probation		Director, Crime Commission				
Arizona	19,884-27,002	Arizona	27,335-37,125			
California	29,940-33,564	Colorado	27,528			
Colorado	30,348	Idaho	24,360			
Idaho	20,400	New Mexico	26,088			
New Mexico	17,988-25,308	Oregon	29,736			
Oregon	31,236 each board member	Utah	25,980-37,920			
Utah	20,760-30,300	Wyoming	18,312-24,528			
Washington	27,482					
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<u>U-43</u>						
Dpty. Exec. Dir., Dept. of Taxation	James C. Lien	Chief Auditor (40)	18,224-25,283	24,561	25,911	
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<u>U-43</u>						
Exec. Asst. Governor's Office	Faith Greaves			20,954	22,106	
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<u>U-43</u>						
Assoc. Superintendent Public Instruction	Lincoln Liston	Sr. Accountant (34)	13,842-19,092	23,920	26,432	
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<u>U-43</u>						
Commissioner of Ins.	Dick Rottman	Actuary (41)	19,092-26,509	24,960	26,333	
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<u>U-43</u>						
Director, Fish & Game	Glenn Griffith	Chief of Fish (39) Chief of Game (39) Chief, Admin. Svcs. (39) Chief, Law Enforcement (39)	17,397-24,118	22,724	25,110	
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UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 9

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.	
U-3 Dpty. Budget Admin.	William Bible	Sup. Budget Analyst (39)	17,397-24,118	23,920	25,236		
U-43 Real Estate Admin.	Angus McLeod	Asst. to the Admin. (36)	15,159-20,951	21,528	23,788		
U-43 Adjutant General	Floyd Edsel	Facilities Sup. (34)	13,842-19,092	22,724	23,974		
<u>U-43 Comparisons</u>							
<u>Commissioner, Insurance</u>		<u>Admin., Real Estate Div.</u>		<u>Director, Fish & Game</u>		<u>Adjutant General</u>	
Arizona	19,220-26,101	Arizona	19,220-26,101	Arizona	23,108-31,348	Arizona	27,000
Colorado	23,784-31,860	Colorado	21,575-28,908	Colorado	26,220-35,124	Colorado	33,920
Idaho	19,944	Idaho	20,000	Idaho	25,360	Idaho	28,800
Montana	18,000	Montana	20,265	Montana	29,212	Montana	28,000
New Mexico	10,536	New Mexico	15,252	New Mexico	24,840	New Mexico	25,000
Oregon	22,176-28,320	Oregon	22,176-28,320	Oregon	25,680-32,796	Oregon	29,350
Utah	21,948-32,052	Utah	14,436-21,060	Utah	24,564-35,880	Utah	28,800
Washington	24,050	Washington	19,500-24,876	Washington	32,094	Washington	36,500
						Wyoming	28,800
U-42 Manager, Computer Facility	Arthur Crosby	Computer Systems Programmer II (38)	16,610-23,005	23,202	24,478		
U-42 Admin., Officer, Dairy Commission	C. Cassady	Area Supervisor (35)	14,485-20,002	23,513	24,806		
U-42 Admin. St. Park System	John Meder	Super. Park Engineer (37)	15,865-21,953	22,126	24,449		

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 10

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-42 Dpty. State Controller	Vacant			18,876	19,914	
U-42 State Forester, Fire Warden	Lowell (Lody) Smith	Dpty. State Forester	17,397-24,118	21,127	23,345	
U-42 Labor Commissioner	Stanley Jones	Sr. Mediator/Conciliator (36)	15,865-21,953	21,127	22,289	
U-42 Admin., State Lands	Addison Millard	Land Use Planner III (36)	15,160-20,952	21,127	22,289	
U-42 Chief Assistant Budget Admin.	Vacant			19,105	20,156	
U-42 Chief Assistant Dept. of Human Res.	Orville Wahrenbrock	Chief, Juvenile Community Svcs. (38)	16,610-23,005	23,239	24,517	
U-42 Director., Commun. Board	John Etchemendy			20,800	21,944	
U-42 Superintendent of Banks	Preston Tidvall	Chief Bank Examiner (38)	16,610-23,005	23,920	25,236	
U-42 Commissioner Savings & Loan Associations	Lester Goddard			22,880	24,138	

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 11

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.	
U-42 Sec. Director, Advisory Council for Career Educ.	Robert Hawks			19,833	20,924		
U-42 Consumer Affairs Div. Commissioner	Rex Lundberg	Consumer Services Representative (32)	12,646-17,397	19,345	21,376		
U-42 Comparisons							
Labor Commissioner		Chief, Consumer Affairs		Admin., State Parks		State Forester	
California	37,212	Montana	24,319	Arizona	21,073-28,609	Arizona	14,057-18,481
Colorado	16,092-21,575	New Mexico	21,546	Colorado	23,784-31,860	Montana	16,900
Idaho	24,360	Oregon	17,364-22,176	Idaho	22,360	New Mexico	20,436
Montana	24,319			Montana	20,263	Oregon	24,180-30,876
New Mexico	21,456			New Mexico	26,088	Utah	19,728-28,788
Oregon	35,090			Oregon	26,964-34,428		
Washington	32,687			Utah	20,760-30,300	Wyoming	18,312-24,528
				Washington	30,316		
U-41 Deputy, Real Estate Division	Jeanne Hannafin	Chief Investigator (34)	13,842-19,092	18,505	19,523		
U-41 Director, Comm. on Crime, Delinq. & Corrections	Jim Barrett	Chief, Narcotics & Investigation (38)	16,610-23,005	21,767	24,053		
U-41 Asst. Dir., DMV	Freddie Little			20,212	21,324		
U-41 Chairman Manpower Planning Commission	Adolfo Ramirez	Executive Secretary (37)	15,865-21,952	21,767	22,964		

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 12

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-41 Tribal Administrator	Manuel Cortez	Sr. Investigator (34)	13,842-19,092	21,767	22,964	
U-41 Supt. Child. Home (2)	John Aberasturi Jay Gardner	Cottage Couple II (37)	15,865-21,952	21,767	22,964	
U-41 Supt. Girl's Train. Center	William J. Miller	Asst. Superintendent (37)	15,865-21,952	21,767	22,964	
U-41 Supt. Youth Train. Center	Ed Burgess	Asst. Superintendent (37)	15,865-21,952	21,767	22,964	
U-41 Chief Parole & Prob. Officer	A.A. (Bud) Campos	Deputy Parole & Probation Officer (40)	17,224-25,283	21,767	24,053	
U-41 Comparisons Supt., Youth Institution						
Arizona	19,883-27,002					
Colorado	33,456					
Idaho	26,064					
Oregon	29,736					
Utah	21,948-32,052					
Washington	22,572-28,800					
Wyoming	21,192-28,392					
U-40 Dpty. Admin., Colorado River Resources	Timothy Carlson			20,207	21,318	

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UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 13

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-40 Executive Secretary Board of Finance	Robert B. Cameron			19,375	20,441	
U-40 General Manager, Controller's Office	Robert Bruce	Data Processing Mgr. II (38+5%)	17,397-24,118	22,724	23,974	
U-40 Supervising Deputy Public Defender-Office	Tom Susich			23,400	25,857	
U-40 Supervising Deputy Public Defender-Trial	Don Aimar			21,320	23,559	
U-40 Supervising Deputy Public Defender-Field	John Kadlick			21,320	23,559	
<u>U-40 Comparisons</u>						
U-39 Press Secretary (Gov.)	Robert E. Stewart			20,656	21,792	
U-39 Special Assistant Las Vegas (Governor)	Harriet Trudell			18,533	19,552	

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 14

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-39 Asst. Admin. Operations (Parks)	William Wood	District Range II (36)	15,160-20,952		23,227	
U-39 Asst. Admin. Planning & Development (Parks)	John Richardson	Super. Park Engineer (37)	15,865-21,953		23,227	
U-39 Deputy Public Defender				21,320	22,493	
U-39 Deputy Public Defender-Prison				21,320	22,493	
U-39 Deputy Public Defender					17,810	
U-39 Local Researcher (2 positions)					14,000	
U-39 Parole Board Chairman	Vacant	Admin. Secretary I	9,284-12,646		22,500	
U-39 Parole Board Member (2)		Admin. Secretary I	9,284-12,646		20,000	
U-39 Staff Counsel, PSC	Robert L. Crowell			21,590	22,777	

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 15

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-39 Director, Consumer Affairs, PSC	Kelly Jackson			19,760	20,847	
U-39 Director, St. Museum	Jack Porter			18,720	19,750	
U-39 Asst. to Super. Banking Div.					21,500	
U-39 Asst. Staff Counsel-PSC					21,590	
U-39 Comparisons Chief, Consumer Affairs						
Colorado	28,908					
Idaho	23,400					
New Mexico	21,456					
Oregon	22,176					
Wyoming	13,968-18,708					
U-38 Chief Assistant Fish and Game	Vacant			17,732	18,707	
U-38 Highway Safety Dir.	John Borda	Asst. Highway Safety Coord. (35)	14,485-20,002	19,375	21,410	

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 16

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-38 Deputy, Consumer Affairs Division	Mary VanKirk			17,462	18,422	
U-38 Director, Comm. on Equal Rights of Citizens	Jesse Scott	Deputy Director (39)	17,397-24,118	17,820	19,691	
U-38 Chief Dpty. Commis- sioner Insurance Div.	Vacant			18,533	19,552	
U-38 Dir. Economic Devel.	Bob Goodman	Advertising and Promotion Mgr. (32)	12,646-17,397	19,375	20,441	
U-38 Chief Asst., Dept. of Commerce	Rochelle Levine			16,702	17,621	
U-38 Exec. Dir. Indian Affairs Comm.	Norman Allen	Research Analyst (33)	13,229-18,224	17,820	18,800	
U-38 Admin., Housing Div.	Oscar Gubelman			18,675	20,636	
U-38 Deputy Mine Inspec. (2)				16,026	16,907	

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 17

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
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U-38 Comparisons

Secretary, Equal Rights		Director, Economic Development		Admin., Housing Division	
Arizona	19,883-27,002	Arizona	24,956-33,855	Colorado	25,220
Colorado	28,908	Colorado	31,860	New Mexico	21,456
Idaho	15,360	Idaho	20,364	Oregon	26,964
New Mexico	18,540	New Mexico	27,384	Utah	17,808-25,992
Oregon	25,680	Oregon	32,796		
Washington	31,000	Utah	24,564-35,880		
Wyoming	23,364-31,296	Washington	29,871		
		Wyoming	20,184-27,036		

U-37 Asst. Controller	Carol Mengel			18,543	19,563	
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U-37 Dep. Secretary of State, Securities	Abner Sewell			17,820	18,800	27
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U-37 District Supervisor, Water Commissioners, Div. of Water Resources	Delyle Danner			19,271	Salary comparable to a Hydraulic Engineer III.	
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U-37 Dir. Civil Defense & Disaster Assistance	Robert Gregory	Plans & Program Officer (35)	14,485-20,002	19,271	20,331	
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U-37 Dep. Secretary of State		Admin. Secretary II (27)		17,820	18,800	
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U-37 Dep. State Treasurer	Nadean Reed	Prin. Account Clerk (26)		17,820	19,691	
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UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 18

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-37 Chairman, Committee to Hire the Handicapped	Kathleen Olson			18,140	19,138	

U-37 Comparisons						
Director, Civil Defense						
Colorado				24,974		
Ohio				21,324		
Oregon				25,680		
Utah				16,884-24,636		
Washington				22,723		
Wyoming				18,708-25,080		

U-36 Chief Asst. Las Vegas Insurance Division	Richard Preston			16,817	17,742	

U-36 Admin. Asst. Adjutant General	Franklin Coonley	Facilities Sup. (34)	13,842-19,092	14,654	16,192	

U-36 Admin., Division of Soil Conservation	Ted Bendure			15,954	17,629	

U-36 Executive Director, Council of Arts	James Deere	Program Director (35)	14,485-20,002	15,260	16,099	

U-35 Executive Sec., Historical Society	John Townley			15,228	16,827	

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 19

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-35 Executive Sec., Nevada Athletic Commission	James Deskin			13,993	14,763	
U-35 Dpty. Labor Comm., LV	Marvin Green			13,993	14,763	
U-35 Dir., Economic Opportunity	Francis Matthews			17,342	18,296	
U-35 Sec. Parole Board	Carl Hocker	Admin. Secretary I (25)	9,285-12,646	15,228	16,066	
U-35 Dpty., Industry Econ. Development	Harry Bender			17,558	18,524	
U-35 Dpty., Tourism, Econ. Development	Darryl Monahan			18,200	19,201	
U-35 Admin. Asst. PSC (2)	Larry Reynolds Chaune Veatch			17,130	18,072	
U-35 Admin. Asst., PSC	Patrick Fagan			16,385	17,286	

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 20

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
<u>-35 Comparisons</u>						
U-34 Commissioner for Veterans Affairs	Stein Moen			16,744	17,665	
U-34 Director, Brand Inspector Division	Vacant			16,352	17,251	
<u>U-34 Comparisons</u>						
U-33 Asst. Executive Sec. Historical Society	Gary Roberts			11,303	12,490	
U-33 Dpty. Dir., Economic Opportunity	Vacant			14,643	15,448	
U-33 Secretary to Governor	Pearl Miller			13,036	13,753	
<u>U-33 Comparisons</u>						

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 21

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-32 Dpty. Commissioner Veterans Affairs LV	Vacant			13,728	14,483	
U-32 Curator, Lost City Museum	R.F. Perkins			12,797	13,501	
U-32 Director, Clear Creek	Arthur Bryant			13,255	13,984	
<u>U-32 Comparisons</u>						
U-31 Chief Asst. State Public Works Board	Marion Shieler			13,879	14,643	
<u>U-31 Comparisons</u>						
U-29 Chief Asst. Labor Comm.	Merle Snider			12,199	13,480	

UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 22

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-29 Deputy, NIC	Arthur Bernard			11,566	12,202	
U-29 Chief Asst. Secretary of State	Thelma Heckman			11,830	12,481	
U-29 Chief Asst., NIC				11,566	12,202	
<u>U-29 Comparisons</u>						
U-27 Admin. Sec. Governor's Office (5)	Carol Budden Concetta Doiy Vicki Gamble Joanne Marke Kathryn Miller			11,053	11,661	
U-27 Secretary, Employment Management Relations Bd.	Aida Brents			11,053	11,661	
U-27 Chief Asst. ESD				11,053	11,661	

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UNCLASSIFIED SALARIES - PRESENT AND PROPOSED - 23

Unclassified Title NRS 281.115	Name	Highest Classified Subordinate	Proposed Pay Grade for Highest Classified Subordinate	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
U-27 Admin. Sec., Comprehensive Statewide Planning	Charlotte Cornbread			10,573	11,155	
U-27 Admin. Sec., Dept. of Education	Vacant			10,573	11,154	
U-27 Admin. Sec., Governor	Marsha Doble			10,573	11,661	
<u>U-27 Comparisons</u>						
U-20 Attendant, Lost City Museum	Dennie Nichols			8,279	8,734	

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26. GAMING CONTROL BOARD

Unclassified Title NRS 281.115	Present Unclassified Salary	Proposed Salary for Unclassified Title	Legisl. Approves
		Approx.	Approx.
<u>Office Services Division</u>			
Business Manager	20,218	21,330	
Chief, ER and Securities	23,712	26,202	
Financial Analyst	20,218	21,330	
Financial Analyst	20,218	21,330	

<u>Licenses and Tax Division</u>			
Chief, Tax and Licensing	23,712	26,202	
Deputy, Chief Tax and License	18,299	20,220	
Senior Agent, Tax and License	16,266	17,974	

<u>Investigations Division</u>			
Chief, Investigations	23,712	26,202	
Deputy Chief, Investigations each	19,271	20,441	
Coordinator, Applicant Services	20,218	21,330	
Senior Agent, Investigations	18,341	19,350	
Agent II, Investigations	17,558	18,524	
Agent I, Investigations	16,761	17,683	
Agent		16,761	
Intelligence Specialist	19,139	20,192	

<u>Enforcement Division</u>			
Chief, Enforcement	23,712	26,202	
Deputy Chief, Enforcement (two positions) each	19,375	20,441	
Senior Agent, Enforcement	18,341	19,350	
Agent II, Enforcement	17,222	18,524	
Agent I, Enforcement	16,761	17,683	
Agent		16,761	
Electronic Specialist	21,840	23,041	
Electronic Technician		16,490	

26. GAMING CONTROL BOARD (Cont.)

Unclassified Title NRS 281.115	Present Unclassified Salary	Proposed Salary for Unclassified Title	Legisl. Approves
		Approx.	Approx.
<u>Audit Division</u>			
Chief, Audit	23,712	26,202	
Deputy Chief, Audit each	19,375	20,441	
Senior Agent, Audit	18,341	19,350	
Agent II, Audit	17,558	18,524	
Agent I, Audit	16,761	17,683	
Agent		16,761	
Supervisor, Audit		19,895	

27. ATTORNEY GENERAL

Unclassified Title NRS 281.115	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
<u>Central Office</u>			
Chief Deputy Attorney General	29,640	31,270	
Chief Deputy, Las Vegas	29,640	31,270	
Suprv. Deputy - Criminal	26,809	28,283	
Deputy-Civil (three positions) each	23,811	25,121	
Deputy-Civil (one positions) each	22,464	23,700	
Deputy - Criminal	22,464	24,823	
Deputy-Civil - Carson City	21,424	22,602	
Chief Investigator	17,288	19,103	
Investigator (two positions) each	17,288	18,238	
Administrative Assistant	17,160	18,104	
Deputy-Criminal (1/2 position)	10,712	11,837	
<hr style="border-top: 1px dashed black;"/>			
<u>Deputy Attorneys General</u>			
Suprv. Deputy - Nevada Gaming Commission	28,080	29,624	
Deputy - Nevada Gaming Commission	24,648	26,003	
Deputy - Public Service Commission (two positions) each	24,648	26,003	
Deputy - Real Estate Division	21,424	22,602	
Deputy - Department of Human Resources	24,246	25,579	
Deputy - Welfare Division	24,648	26,003	
Suprv. Deputy - Welfare Division	25,896	27,320	
Deputy - Welfare Division	22,464	23,700	
Deputy - Welfare Division	19,344	20,408	
Deputy - Department of Commerce	24,246	25,579	
Deputy - Department of Commerce (Consumer Affairs)	22,464	23,700	
Deputy - Department of Conserv. & Nat. Res.	25,366	26,761	
Deputy - Division of Water Res.	22,464	23,700	
Deputy - Division of Colorado River (1/2 position)	12,948	13,660	
Deputy - Taxicab Authority	24,246	25,579	
Deputy - Bureau of Environmental Health	23,504	24,797	
Deputy - Department of Motor Vehicles	24,246	25,579	
Deputy - Nevada Tax Commission	24,246	25,579	
Deputy - Nevada State Prison	22,464	23,700	
Deputy - Parole and Probation (1/2 position)	10,712	11,837	
Deputy - Departments of Admin. & General Svcs.	23,504	24,797	
Deputy - Equal Rights Commission (1/2 position)	12,948	13,660	
Deputy - Insurance	23,811	25,121	
Deputy - Welfare	21,424	22,602	

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27. ATTORNEY GENERAL (Cont.)

Unclassified Title NRS 281.115	Present Unclassified Salary	Proposed Salary for Unclassified Title Approx.	Legisl. Approves Approx.
<u>Department of Highways</u>			
Chief Deputy	27,144	28,637	
Asst. Chief Deputy	25,485	26,887	
Deputy	23,811	25,121	
Deputy	23,504	24,797	
Deputy	19,344	21,375	
Deputy (two positions) each	19,344	20,408	
Legal Research Assistants (three positions) each	13,520	14,264	
Deputy	17,264	18,214	

Recommended New Deputies

Deputy-Tax Commission	22,602
Deputy-Gaming Commission	25,121
Deputy-Department of Motor Vehicles	23,700

UNCLASSIFIED POSITIONS RECOMMENDED FOR
 10.5% SALARY INCREASES

<u>OFFICIALS</u>	<u>U GRADE</u>	<u>POSITION-AGENCY</u>
Chris Schaller	U-49	Executive Asst., Governor
Phil Hannifin	U-48	Chairman, Gaming Control Board
Roland Westergard	U-47	State Engineer, Water Resources
Howard Hill	U-46	Director, Motor Vehicles
John Reiser	U-46	Chairman, Nevada Industrial Commission
Rod Goff	U-45	Public Defender
John Stratton	U-45	Member, Gaming Control Board
Jeffrey Silver	U-45	Member, Gaming Control Board
Claude Evans	U-44	Nevada Industrial Commissioner
James Lorigan	U-44	Nevada Industrial Commissioner
Lincoln Liston	U-43	Asst. Supt. Public Instruction, Dept. of Education
Glenn Griffith	U-43	Director, Fish and Game
Angus McLeod	U-43	Real Estate Admin., Commerce
John Meder	U-42	Admin., State Park System
Lowell Smith	U-42	State Forester
Rex Lundberg	U-42	Consumer Affairs Division Director, Commerce
Jim Barrett	U-41	Director, Commission on Crime, Del. & Correction
Bud Campos	U-41	Chief, Parole & Probation Officer
Tom Susich	U-39	Supervising Public Defender - Office
Don Aimar	U-39	Supervising Public Defender - Trial
John Kadlick	U-39	Supervising Public Defender - Field
John Borda	U-38	Highway Safety Director
Jesse Scott	U-38	Director, Comm. on Equal Rights of Citizens
Oscar Gubelman	U-38	Admin., Housing Division, Commerce
Delyle Danner	U-37	District Supvr., Water Commission

<u>OFFICIALS</u>	<u>U GRADE</u>	<u>POSITION-AGENCY</u>
Nadean Reed	U-37	Deputy State Treasurer
Franklin Coonley	U-36	Admin. Asst., Adjutant General
Ted Bendure	U-36	Admin., Division of Soil Conservation
John Townley	U-35	Exec. Secty., Historical Society
Gary Roberts	U-33	Asst. Exec. Secty., Historical Society
Merle Snider	U-29	Chief Asst., Labor Commission
Marsha Doble	U-27	Admin. Secretary, Governor
Chief ER & Securities		Gaming Control Board
Chief, Tax & Licensing		Gaming Control Board
Chief Enforcement		Gaming Control Board
Chief Audit		Gaming Control Board
Deputy Criminal Central Office		Attorney General
Deputy - Dept. of Highways		Attorney General
Chief Investigator		Attorney General
Deputy Gaming Commission		
Deputy Public Service Commission (2)		

STATE OF NEVADA EMPLOYEES ASSOCIATION

BASIS FOR SNEA SALARY PROPOSALS TO 1977 LEGISLATURE

The base period used for computing the cost of living increase granted January 1, 1975 was the period ending September 30, 1974.

Picking up at that point, the Bureau of Labor Statistics show that the Consumer Price Index climbed 12.8%. (CPI - Oct. 1, 1974 - 153.0, CPI - Sept. 30, 1976 - 172.6; 19.6 point increase OR 12.81%)

The Legislature provided for a 6% cost of living increase on January 1, 1976. That is subtracted from the 12.8%.

CPI increase - 24 months	12.8%
Increase granted	6.0%
Balance	<u>6.8%</u>

The CPI has been increasing at an *average annual rate of 6.125% for the last 12 months. If this trend continues we would be behind 1.625% according to the Administration's proposal. This would cause us to again request catch up increases in 1979 similar to the catch up proposal above.

THE SNEA PROPOSAL FOR SALARIES IS AS FOLLOWS:

January 1, 1977

All Classified	6.8%
Unclassified	8.8%
(Unclassified received only 4% 1-1-76)	

January 1, 1978

All Employees	6.0%
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In addition there are a few classifications which we feel deserve special consideration and we would like to discuss these at a later date.

THE ADDITIONAL COST FOR THE SNEA PROPOSAL IS:

January 1, 1977

All Classified (6.8%)	\$1,753,630
Unclassified (8.8%)	344,655

January 1, 1978

All Classified (6.0%)	1,057,806
Unclassified (6.0%)	<u>101,838</u>

TOTAL - \$3,257,929

*We may ask to modify this amount: