

SENATE FINANCE COMMITTEE  
MINUTES OF MEETING  
FEBRUARY 25, 1977

The meeting was called to order at 8:00 A. M.

Senator Floyd R. Lamb was in the chair.

PRESENT: Senator Floyd R. Lamb, Chairman  
Senator James I. Gibson, Vice-Chairman  
Senator Eugene V. Echols  
Senator Norman Glaser  
Senator Norman Ty Hilbrecht  
Senator Thomas R. C. Wilson  
Senator C. Clifton Young

OTHERS: Ronald W. Sparks, Chief Deputy, Fiscal Analyst  
Howard Barrett, Budget Director  
Cy Ryan, UPI  
James F. Wittenberg, State Personnel Administrator  
Bob Gagnier, SNEA  
Russell Elliot, Chairman, Board of trustees  
Nevada Historical Society  
John M. Townley, Director, Nevada Historical Society

Senator Lamb asked Mr. Wittenberg to speak on the cost of living increase recommended for state classified employees and other matters which affected state employees.

Mr. Wittenberg gave the Committee a memo on Detailed Survey Information which included a Comparison in Salaries between state and local government and the private sector. There was also a comparison between Western States state salaries. In addition he presented a memo on Fringe Benefits for selected public jurisdictions in Nevada by percentage. He noted that in most Benchmarks, the 5.5% increase that has been recommended will bring the maximum of the rate range up to a very competitive level when compared with other western states or private industry and the Nevada local governments. These salary variations were discussed along with the fringe benefits enjoyed by state employees.

The subject of granting fixed dollar cost of living increases across the board was discussed. The advantages and disadvantages of granting the same percentage increases to all classified state employees regardless of whether their earnings were high or low was discussed. Mr. Bob Gagnier said this had been voted on at SNEA convention and the members approved an across the board percentage increase regardless of salaries. Senator Young asked if this was because the high salaried employees were more active in SNEA.

Mr. Wittenberg went into considerable detail about productivity studies. The Division has been putting forth a great deal of time setting up a system by which these studies can be made. They have recently put the findings together to start this work. They have just completed three of the studies. It is hoped this will help them make better decisions on the need for specific positions and the justification for positions already established within the system.

The subject of merit increases was discussed and how they determined if these merit increases are justified. The Committee wondered if they were always earned or deserved. Mr. Wittenberg stated that training courses are given to supervisors so they will recognize their responsibilities in evaluating the performance of employees under their supervision. Senator Glaser said he would be interested in having a copy of the evaluation form upon which a person or a person's work was evaluated.

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Senator Gibson asked for details on the number of employees in state government, how many had retired, how many deaths had occurred, how many had been dismissed or resigned and other factors involved in a personnel study. Mr. Wittenberg said he had this information in his office and would put it together and give it to the Senator.

In answer to Senator Lamb's question about out-of-state travel in other agencies' budgets for the purpose of recruitment, Mr. Wittenberg explained that this travel was required for positions that were hard to fill. The Personnel Division located people who were interested in the positions and a representative from the Personnel Division went to interview them and they generally took someone from the interested agency with them. In the event the interview was satisfactory, they could make the hire at that same time.

The problem of hiring correctional officers was discussed. Mr. Wittenberg said these hires were very difficult to make, there was a big turnover in personnel and that was the reason that, in addition to the 5.5% cost of living increase, they were recommending another 5% in these salaries.

Mr. Gagnier gave the Committee (copies attached) memos on Fringe Benefits in Nevada State Government, Facts on Salaries, and notes used as a basis for SNEA salary proposals to the 1977 Legislature. SNEA is recommending a 6.8% cost of living increase. He outlined the studies used in arriving at this figure.

S.B. 196: Makes appropriations for salary increases and certain salary adjustments for state classified personnel. Mr. Wittenberg explained that this bill authorized the 5.5% increase, due to cost of living, to classified employees retroactive to January 1, 1977. It also provides for a 4 1/2% cost of living increase effective January 1, 1978 based upon the National Consumer Price Index. The 4.5% increase would be granted provided the C.P.I. increased at least that much. If it is below 4.5%, then the raise will equal the C.P.I. increase.

Other parts of the bill relate to the cost allocations for various budgets and the 5.5% increase plus 5% to correctional officers. Senator Wilson asked if this bill was consistent with the Governor's recommendation and was advised that it was.

S.B. 232: Increases salaries of certain public employees. Mr. Wittenberg explained that this bill provides for salaries for the classified medical employees. This bill reflects not only the 5.5% cost of living increase, effective January 1, 1977, but also a continuation of the 6% salary adjustment received by them on January 1, 1976. Senator Wilson asked if all these positions were filled at the present time and was advised that there were some vacancies.

Mr. Wittenberg explained that there is a policy that no employee may receive more than 95% of the Governor's salary, which is \$40,000. This policy affects some of the salaries listed. Senator Wilson asked who established that policy and Senator Gibson advised that the legislature did in an attempt to keep a lid on state salaries.

S.B. 233: Makes appropriations for salary increases and adjustments for state unclassified personnel. Mr. Wittenberg explained that this was the unclassified salary bill. He referred to an earlier memo to the Committee entitled "Unclassified Salaries Present and Proposed". The only increase in these recommendations is the 5.5% cost of living adjustment with the exception of 41 positions. A page was attached which listed which positions fell in this category. They are recommending an additional 5% on these 41 positions making the overall increase 10.5%

as of January 1, 1977. This recommendation for an additional 5% increase was based on a comprehensive internal comparative study of those within state service; the scope and responsibilities of these positions and the feeling that these positions are really underrated based on a salary comparison. This recommendation is for this year with a 4.5% increase effective January 1, 1978. Mr. Wittenberg stated that unclassified employees are the least competitively paid for their responsibilities.

General discussion followed on some of the unclassified positions. Senator Young asked whether state employees had an opportunity to supplement their incomes by consulting services, law practice and other means of gainful employment. Mr. Barrett said they would have no information in this area unless the employee had a contract with the state. However he said that most of the unclassified employees have a provision written in their statute that says they will devote their full time to the job and will have no outside employment. One exception to this rule that he could recall was the Insurance Commissioner who is allowed to teach at the University.

Senator Lamb questioned Mr. Wittenberg's statement that the salary is based on the position, not the individual. Mr. Barrett confirmed this and said you had to maintain the salary for the position in order to successfully recruit for qualified personnel.

Senator Lamb thanked Mr. Wittenberg for appearing.

NEVADA HISTORICAL SOCIETY: Mr. Russell Elliot, Chairman of the Historical Society gave a brief history of the Society and its reorganization. The Society was founded in 1904 to collect, preserve, and interpret the state's historical heritage. To achieve these major goals, the Society publishes books, maps, scholarly journals and maintains an interpretive museum for residents and visitors. The Society also maintains a repository for Nevada publications and related printed materials that is the largest single collection of Nevada-related books, pamphlets and ephemera.

The Nevada Historical Society Quarterly publishes articles on the social, cultural, economic, and political history of Nevada. The Society provides professional assistance to other historical societies and museums, conducts workshops in various aspects of research and preservation, and fosters the study and understanding of Nevada among students, scholars and the general public. The Society has the basic responsibility for maintaining high quality courses in Nevada history taught in the public schools. The Society is managed by a seven-member board of trustees appointed by the Governor.

Senator Wilson asked about the requested special equipment that appeared in the budget. Mr. Townley explained that this was audio visual equipment that they needed to supplement their microfilm newspaper collection. This was very specialized and costly. He explained that contractual services were used for various contract services needed; at the present time they have a contract with an historian who is doing the same thing in Clark County.

Mr. Townley distributed a booklet giving a Biennial Report of the activities of the Society, copy attached.

Senator Glaser asked about the new position of Curator of Education in southern Nevada. Mr. Townley said that one of the first things he did, when he was appointed, was to look at the status of courses in Nevada history taught in the public schools and found they were not good.

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Most teachers in Nevada are mainly people who have arrived in the state in very recent years. They have never had a course in Nevada history. There is not a good text book for students at the high school level. The Society needs someone to put this history together in a form that can be given to teachers to use in the classroom. Senator Young stated that he felt there were many books on Nevada history and he named several. Mr. Townley said these books were not at the high school level generally. The man they are asking for in the budget would be an experienced educational consultant, probably someone with museum experience in a state historical society. He would be able to prepare a text which the Society could publish. He said the Department of Education was aware of this need in the school system. Senator Lamb thanked them for their presentation.

MUSEUM BUDGET: Mr. Barrett explained that there is presently a bill that has not yet been introduced which places the Historic Preservation Program under the jurisdiction of the Historical Society. They have held it back because the Historical Society is not answerable to the Governor but under the bill which is going to make committees more answerable to the Governor, they will be.

They are reluctant to recommend that the historical preservation program go to the Historical Society. They prefer the historical program in an agency that would be answerable to the Governor. The National Preservation Program is now under Parks and it probably does not belong there because Parks is a user of the program and probably should not be administering the program. He detailed the activities of the program and said there was also the problem of receiving federal funds in their programs.

Senator Lamb stated that a group from the south would be in Carson City on Monday and he suggested that the committee meet over lunch in the Committee Room to discuss the Tulle Springs Park.

MANPOWER SERVICES COUNCIL: This budget was discussed and it was decided to call Mr. Ramirez back another time for more information before the budget was voted on.

SECRETARY OF STATE ARCHIVES BUDGET: Mr. Sparks listed the money changes in this budget as a result of the approval of S. B. 87. Senator Glaser said he felt that they should give him one more new position as they had increased his duties. Archive Asst. I was the added position. Senator Gibson moved the budget be approved as amended and Senator Glaser seconded. The motion passed.

PUBLIC DEFENDER BUDGET: Senator Hilbrecht moved the Committee go with the Governor; Senator Wilson seconded and the motion passed.

AUTOMOBILE DRIVER EDUCATION FUND BUDGET: Senator Gibson moved the Committee go with the Governor; Senator Wilson seconded and the motion passed.

SCHOOL LUNCH PROGRAM BUDGET: Senator Gibson moved the Committee go with the Governor; Senator Echols seconded and the motion passed.

E.S.E.A. COMBINED BUDGET: Senator Gibson moved for approval; Senator Hilbrecht seconded and the motion passed.

FLEISCHMANN SCHOLARSHIPS BUDGET: Senator Gibson moved the Committee go with the Governor; Senator Hilbrecht seconded and the motion passed.

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ADVISORY COMMITTEE FOR ENVIRONMENTAL EDUCATION BUDGET: Senator Gibson moved for elimination of this budget; it was seconded by Senator Hilbrecht and the motion passed with one dissenting vote by Senator Young.

TEACHER TRAINING FOR HANDICAPPED CHILD BUDGET: Senator Hilbrecht moved for approval; Senator Young seconded and the motion passed.

DISCRETIONARY GRANTS PROGRAMS BUDGET: Senator Hilbrecht moved the Committee go with the Governor; Senator Young seconded and the motion passed.

REGIONAL INTERSTATE PROJECT BUDGET: Senator Hilbrecht moved for approval; Senator Young seconded and the motion passed.

CARE OF DEAF AND BLIND BUDGET: Senator Hilbrecht moved for approval; Senator Young seconded and the motion passed.

HIGHER EDUCATION STUDENT LOAN FUND BUDGET: Senator Hilbrecht moved for approval; Senator Glaser seconded and the motion passed.

LIBRARY BUDGET: Senator Young moved to go with the Governor; Senator Glaser seconded and the motion passed.

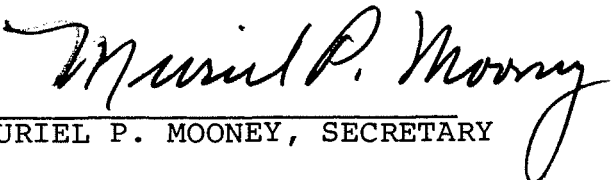
BUREAU OF COMMUNITY HEALTH SERVICES BUDGET: Mr. Sparks stated that A. B. 6 does contain the money necessary for the mobile health unit, which was one of the reasons this budget had not been closed earlier. Senator Gibson asked if the emergency medical services program had been cut out; he said he had inquiries on it and did not find any information to substantiate this. Mr. Barrett stated that the Committee had asked him to look at it, possibly to find positions in the program that could be cut out. They needed to find out if the five persons under consideration were actually doing the training or whether they were contracting with others to do this work. He said they were still gathering information. Senator Gibson moved the Committee go with the Governor; Senator Echols seconded and the motion passed.

S. B. 99: Senator Lamb read the amended version of the Bill. Senator Gibson moved they approve as amended and do pass; Senator Echols seconded and the motion passed.

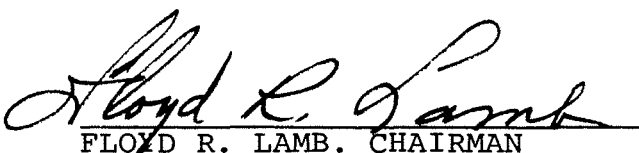
Senator Lamb said the next meeting would be on Monday at 8:00 A. M. The Committee would meet again at lunch at 12:00 noon on Monday.

The meeting adjourned at 10:30 A. M.

RESPECTFULLY SUBMITTED:

  
MURIEL P. MOONEY, SECRETARY

APPROVED:

  
FLOYD R. LAMB, CHAIRMAN

February 1977

MEMORANDUM

TO: Senator Floyd Lamb, Chairman  
Senate Finance Committee

FROM: James F. Wittenberg  
State Personnel Administrator

SUBJECT: Detailed Salary Survey Information

The attached information is provided in response to members of your committee's request for more specific details regarding our salary survey.

The attached information compares State salaries by benchmark position to comparable positions in Nevada local government, the Nevada private sector and the western states. We have indicated where there are no comparable classes in the survey firms.

There were 268 firms included in the survey. Of that number, 259 were public and private sector organizations within Nevada.

The western states included Arizona, California, Colorado, Idaho, Montana, New Mexico, Oregon, Utah and Washington.

There are in excess of 100,000 employees from the organizations surveyed that are represented in the benchmark jobs used in the survey.

A great deal of emphasis is placed upon job comparability which is a very important facet in a salary survey.

The following considerations are made in analyzing the survey data:

1. Is the particular benchmark job found predominantly in government at the State level or at the local level.
2. Sample size for a given benchmark job.

3. Past recruitment results.
4. Turnover rate analysis by benchmark area.
5. Scope of recruitment in terms of geography, i.e., do we conduct instate recruitment only, Western U. S. or national recruitment.
6. Past survey trends.
7. Internal classification relationships.

In addition to our survey data we cross compare our data to other regional and national salary surveys conducted by other states and professional organizations.

In weighing the variables mentioned above, we concluded that there was no occupational area other than the correctional officer series that warranted differential salary adjustment in addition to the 5.5% for cost of living.

Cost of living increase was the predominant factor in our recommendation or a number of occupational areas would not have received an increase.

The cost of living factor for the measurement period of October 1975 through September 1976 of 5.5% was recommended as being equitable and responsive to the inflationary forces and also maintain prevailing rate competitiveness within the State compensation structure.

STATE-LOCAL GOVERNMENT-PRIVATE SECTOR SALARY COMPARISON

BENCHMARK JOBS USED IN NEVADA

Benchmark Job	State of Nev.		Nev. Local Government		Instate Priv. Industry		Western States State Gov't.		Benchmark Job	State of Nev.		Nev. Local Government		Instate Priv. Industry		Western States State Gov't.	
	Rate Range		Rate Range		Rate Range		Rate Range			Rate Range		Rate Range		Rate Range		Rate Range	
	Entry	Max.	Entry	Max.	Entry	Max.	Entry	Max.		Entry	Max.	Entry	Max.	Entry	Max.	Entry	Max.
1. Park Supvr.\$	913	\$1,253	\$ 982	\$1,300	NCC		\$ 944	\$1,280	21. Accountant	\$ 955	\$1,312	\$1,124	\$1,435	\$1,006	\$1,301	\$1,080	\$1,376
2. Sr.Clk.Typ.	592	799	640	823	551	755	640	787	22. Purchasing								
3. Legal Steno	672	913	785	1,014	746	967	723	888	Tech. II	672	913	730	905	739	940	760	918
4. MC/ST Oper.	618	835	677	863	643	747	637	833	23. Property								
5. Sr.Clk.Steno	618	835	688	879	607	831	654	814	Appr. II	1,093	1,506	1,009	1,341	NCC		1,245	1,589
6. Account Clk.	618	835	694	888	596	808	644	797	24. Per.An.II	1,144	1,579	1,291	1,688	NCC		1,326	1,672
7. Repro. Mach.									25. Per.Tech.I	733	998	888	1,133	NCC		732	945
Oper. II	799	1,093	698	870	NCC		752	929	26. Mgmt.An.II	1,144	1,579	1,373	1,685	NCC		1,264	1,605
8. PBX Oper.	545	733	609	757	632	777	581	726	27. Comp.Pr.II	1,144	1,579	1,109	1,390	924	1,221	1,224	1,558
9. Radio Tech.	955	1,312	1,072	1,334	NCC		1,132	1,307	28. Comp.Op.II	733	998	824	1,042	707	899	835	1,050
10. Storekeeper	672	913	870	1,040	775	962	822	971	29. Key Punch								
11. Stock Clerk	592	799	650	823	707	842	665	838	Oper.	618	835	674	855	603	794	647	793
12. Cook II	733	998	657	830	721	908	766	941	30. Comp. Sys.								
13. Librarian II	913	1,253	851	1,341	NCC		1,042	1,320	Analyst	1,144	1,579	1,261	1,660	1,154	1,573	1,312	1,649
14. Lib. Asst. II	672	913	628	816	NCC		615	797	31. Hwy. Main-								
15. Academic									tainer	733	998	790	977	NCC		930	1,112
Teacher	1,093	1,508	769	1,553	NCC		1,082	1,578	32. Spec.Equip.								
16. Hwy.Eng.II	1,093	1,508	1,312	1,666	NCC		1,252	1,539	Operator	799	1,093	902	1,127	1,246	1,302	862	1,025
17. Civ.Eng.II	1,093	1,508	1,349	1,737	1,274	1,745	1,255	1,600	33. Eq.Mec.II	913	1,253	964	1,167	924	1,362	895	1,088
18. Eng.Tech.II	799	1,093	834	1,077	NCC		798	1,035	34. Eq.Mec.III	955	1,312	981	1,215	1,188	1,239	1,081	1,271
19. Urban Plnr.	1,197	1,654	1,283	1,639	NCC		1,269	1,620	35. Machinist	913	1,253	1,153	1,396	1,097	1,218	1,015	1,189
20. Draftsman II	799	1,093	849	1,085	886	1,254	898	1,125	36. Welder	913	1,253	1,065	1,298	1,257	1,252	952	1,136

STATE-LOCAL GOVERNMENT-PRIVATE SECTOR SALARY COMPARISON

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Benchmark Job	State of Nev.		Nev. Local Government		Instate Priv. Industry		Western States State Gov't.	
	Rate Range		Rate Range		Rate Range		Rate Range	
	Entry	Max.	Entry	Max.	Entry	Max.	Entry	Max.
37. Auto Bdyrn \$	913	\$1,253	\$1,026	\$1,273	\$1,057	\$1,451	\$ 921	\$1,102
38. Electrician	913	1,253	1,040	1,219	1,043	1,237	1,126	1,276
39. Carpenter	913	1,253	1,021	1,209	1,164	1,253	1,032	1,189
40. Painter	913	1,253	1,009	1,215	1,204	1,255	1,061	1,218
41. Garage Svcmn.	733	998	770	948	671	828	713	863
42. Grnds.Wrkr.II	592	799	799	963	739	822	757	893
43. Cust. Wrkr.	592	799	679	842	567	671	646	759
44. Watchman	592	799	640	811	712	917	611	795
45. Reg.Nurse	873	1,197	954	1,217	NCC		957	1,191
46. LPN	702	955	686	853	NCC		664	835
47. Pub. Health Nurse II	873	1,197	1,091	1,372	NCC		904	1,203
48. Pub. Health San. III	998	1,374	1,032	1,351	NCC		1,043	1,376
49. Pub. Health Eng. II	1,144	1,579	1,039	1,366	NCC		1,310	1,692
50. Physical Therapist	1,093	1,508	862	1,087	NCC		943	1,214
51. Speech Therapist	955	1,312	1,050	1,367	NCC		979	1,255
52. Med. Tech.	873	1,197	945	1,205	NCC		1,045	1,193

Benchmark Job	State of Nev.		Nev. Local Government		Instate Priv. Industry		Western States State Gov't.	
	Rate Range		Rate Range		Rate Range		Rate Range	
	Entry	Max.	Entry	Max.	Entry	Max.	Entry	Max.
53. X-Ray Tech. Reg.	\$ 702	\$ 955	\$ 809	\$1,024	NCC		\$ 832	\$1,034
54. Chemist II	998	1,374	1,173	1,490	NCC		1,043	1,357
55. Oper. Comm. Center	733	998	790	1,096	NCC		809	1,009
56. Investig.	998	1,374	1,156	1,487	NCC			
57. Safety & Health Rep.	998	1,374	1,107	1,433	NCC		1,195	1,506
58. Bldg. Const. Inspector	1,044	1,439	1,027	1,284	NCC		1,002	1,302
59. Elig. Cert. Spec. II	913	1,253	734	927	NCC		816	1,049
60. Soc.Wrkr.II	913	1,253	1,030	1,359	NCC		1,041	1,305
61. Adult & Juve. Prob. Ofr.	998	1,374	954	1,236	NCC		1,150	1,445

NCC - No Comparable Class Reported



NEVADA PRIVATE FIRM SALARY SURVEY

NO. OF EMPLOYEES IN FIRM	1-45	50-249	250-499	500-999	1000+	
NO. OF FIRMS SURVEYED	73	48	41	22	18	Total 202
% OF TOTAL FIRMS	162 FIRMS - 80%			40 FIRMS - 20%		
% OF TOTAL COMPARABLE JOBS	47%			53%		

Even though the number of firms surveyed is greater in the smaller firms the survey is still heavily influenced by the larger firms. This is of course because there are more comparable jobs in the larger firms.

February 24, 1977

Department of Administration  
Personnel Division

MEMORANDUM

TO: Senator Floyd Lamb, Chairman  
Senate Finance Committee

FROM: James F. Wittenberg, Administrator  
State Personnel Division

SUBJECT: FRINGE BENEFITS FOR SELECTED PUBLIC JURISDICTIONS IN NEVADA BY PERCENTAGE

Firm	Average Salary	Holidays	Annual Leave	Sick Leave	Sick Leave Payoff	Longevity	Insurance	Retirement	NIC	Other	Total Fringe Benefit	Total Cost to Employer
Las Vegas	15,567	3.8	8.6	3.0	[8.9	.84	2.3	8.0	2.38	1.69]	39.5%	\$19,318
Henderson	13,435	3.8	6.5	3.4	[2.97	--	2.77	15.0	1.99	2.34]	38.77%	16,793
Clark Co.	13,222	3.8	5.7	2.1	[2.6	2.06	3.0	8.0	1.72	-- ]	28.98%	15,509
Fed. Gov't.	13,000	3.4	8.8	3.4	[--	--	2.3	7.0	--	7.1 ]	32.0%	15,132
State of Nv.	13,175	3.8	6.5	3.1	[--	.7	2.9	8.0	1.41	-- ]	26.4%	14,887
Las Vegas	11,486	3.8	5.7	1.5	[.87	3.27	3.1	15.0	2.0	1.7 ]	36.94%	14,460
Washoe Co.	11,200	3.8	5.7	3.1	[.1	.7	3.6	15.0	1.72	-- ]	33.7%	13,563
Carson City	11,552	3.8	6.5	3.1	[--	--	3.6	8.0	1.58	-- ]	26.58%	13,065
Sparks	10,908	3.8	6.5	3.1	[.45	1.2	3.88	8.0	1.6	-- ]	28.53%	12,555
Elko	9,966	3.8	6.9	1.9	[--	.1	3.2	8.0	2.06	-- ]	25.96%	11,291
Clark Co. Sch.	9,089	5.0	6.1	2.7	[--	--	4.6	15.0	.91	-- ]	34.3%	10,952
Wash. Co. Sch.	8,735	5.0	5.7	2.3	[--	--	4.6	8.0	.9	-- ]	26.5%	9,914

Each jurisdiction provided their average salary and the fringe benefits provided by the jurisdiction. Each fringe benefit category represents the cost to the jurisdiction in terms of days not worked, or dollars paid, and is expressed as a percentage.

1. The Total Fringe Benefit column shows all fringe benefits provided to the employee.
2. The Total Cost to Employer column shows the actual dollar cost to the jurisdiction to include average salary plus sick leave payoff, longevity, insurance, retirement, NIC and other. Days not worked: Holidays, annual leave and sick leave are not figured in this column as they are already included in the average salary.

The State is very competitive as reflected by our average wage (ranks 4) and total cost to employer (ranks 5).

## FRINGE BENEFITS IN NEVADA STATE GOVERNMENT

THE FOLLOWING MATERIAL WAS PREPARED BY THE STATE OF NEVADA EMPLOYEES ASSOCIATION BASED UPON THE AVERAGE SALARY IN NEVADA STATE GOVERNMENT.

According to computer information provided to us for all classified state employees working on January 1, 1977 the average salary was \$12,450 (this excludes such things as shift differential.) The average employee had six years of service.

Using this figure for our computations we find the following information:

### ITEM AND DOLLAR AMOUNT

Retirement (\$1,021)	8.2%
Unemployment Insurance (\$137) *	1.1
NIC (\$249)	2.0
Annual leave, 15 days (\$715)	5.7
Sick leave, average usage 6.5 days (\$310)	2.5
Holidays, ten days (\$476)	3.8
Health Insurance (\$384)	3.1
Prorated longevity (\$112.50)	1.0
Other (moving expenses, shift differential, standby pay, etc.) (\$124)	1.0
TOTAL	28.4%

\*This will not be a cost factor until January 1, 1978.

According to the U.S. Chamber of Commerce study of fringe benefits in calendar 1975 the private industry average for fringe benefits was 39.64% (excluding paid rest periods and paid lunch periods).

### SNEA PROPOSED LEGISLATION WOULD ADD THE FOLLOWING:

Disability Insurance (\$72)	.5%
Increase in Employee Health Insurance (\$57)	.4
Dependent Health Insurance (\$318)	2.5
Prorated pay for unused sick leave (\$14)	.1
TOTAL	3.5% ✓

This would bring the state's total fringe benefit package to 31.9%, 7.74% less than the private industry 1975 figures.

## FACTS REGARDING SALARIES IN NEVADA STATE GOVERNMENT

THE FOLLOWING MATERIAL IS BASED UPON COMPUTER INFORMATION DURING THE MONTH OF JANUARY, 1977 SUPPLIED BY THE STATE PERSONNEL DIVISION.

During the reporting period there were 7,996 classified state employees. 4,312 men and 3,684 women.

THE AVERAGE ANNUAL SALARY FOR ALL EMPLOYEES WAS \$12,450.

THE AVERAGE ANNUAL SALARY FOR WOMEN WAS \$10,760.43

THE AVERAGE ANNUAL SALARY FOR MEN WAS \$13,902.44

OVER 53% OF ALL EMPLOYEES ARE IN SALARY GRADE 27 OR BELOW (9,595-13,120)

ALMOST 45% OF ALL EMPLOYEES ARE IN THE TOP STEP OF THEIR PAY GRADE.

(These average salaries do not include shift differential which may be paid to employees working nights.)

-0-

Currently 61 classified state employees are not receiving their total salaries because of the provisions of the so-called 95% laws.

The loss of annual income ranges from a low of \$129 to a high of \$7,317 with the average loss to each employee of \$1,068 per year.

The cost factor of eliminating this law would be \$65,000 per year.

# 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		<u>6.0%</u>
	Balance	6.8%

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%

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

(REPRINTED WITH ADOPTED AMENDMENTS)

FIRST REPRINT

S. B. 99

the Research Library.  
Original bill is on file at

SENATE BILL NO. 99—COMMITTEE ON EDUCATION,  
HEALTH AND WELFARE AND STATE INSTITUTIONS

JANUARY 20, 1977

Referred to Committee on Education, Health and Welfare  
and State Institutions

SUMMARY—Authorizes mental hygiene and mental retardation division of department of human resources to apply to Max C. Fleischmann Foundation of Nevada for donation or grant to construct mental health facilities. (BDR S-132)

FISCAL NOTE: Local Government Impact: No.  
State or Industrial Insurance Impact: No.



EXPLANATION—Matter in *italics* is new; matter in brackets [ ] is material to be omitted.

AN ACT authorizing the mental hygiene and mental retardation division of the department of human resources to apply for donations or grants to construct mental health and retardation facilities; requiring approval by the interim finance committee or the legislature; and providing other matters properly relating thereto.

*The People of the State of Nevada, represented in Senate and Assembly, do enact as follows:*

- 1 SECTION 1. The mental hygiene and mental retardation division of  
2 the department of human resources is authorized to submit one or more  
3 applications before July 1, 1979, for donations or grants to construct men-  
4 tal health and retardation facilities. Money received by the division may be  
5 expended to acquire in the name of the State of Nevada real property upon  
6 which to construct the facilities if such use does not violate the terms and  
7 conditions imposed by the donor.
- 8 SEC. 2. Before submitting an application pursuant to section 1 of this  
9 act, the mental hygiene and mental retardation division shall present it for  
10 the approval of the interim finance committee when the legislature is not  
11 in regular or special session, or for the approval of the legislature by con-  
12 current resolution when the legislature is in regular or special session. The  
13 division shall not proceed with the application until such approval has  
14 been obtained.
- 15 SEC. 3. The provisions of NRS 341.121 apply to all donations and  
16 grants received under the provisions of this act.
- 17 SEC. 4. This act shall become effective upon passage and approval.

TO: THE HONORABLE MIKE O'CALLAGHAN, GOVERNOR OF THE STATE OF NEVADA,  
AND MEMBERS OF THE NEVADA STATE LEGISLATURE

FROM: JOHN M. TOWNLEY, DIRECTOR, NEVADA HISTORICAL SOCIETY

SUBJECT: BIENNIAL REPORT OF THE NEVADA HISTORICAL SOCIETY, 1974-1976

- a. Maintenance and acquisition of print materials within the library.
- b. Collection and protection of archival and manuscript materials
- c. Interpretation of Nevada history through the museum exhibits maintained in the Reno center.
- d. Improvements in teaching aids and instructor performance in Nevada history courses offered in the public schools.
- e. Services to the general public.
- f. Special projects.

Each of these functions will be discussed separately and details provided for activities in each function during the past biennium.

Library The library of the Society has been accumulated since 1904 and represents both donated and purchased print items. It is maintained by the Research Librarian, who is a professionally-trained individual holding the MLS. The library is the largest single collection of print material on Nevada's past. There are approximately 10,000 bound volumes, 17,500 pamphlets and 25,000 periodicals/articles in the working library. In storage at Stead Facility are some 20,000 assorted books, pamphlets and other materials that are duplicates of the working items. Inter-library loan service makes much of this material available to researchers nationwide. The following major activities were completed by the Research Librarian during the past biennium:

1. Using CETA trainees, an index of the Senator William Morris Stewart Collection was compiled. CETA trainees also arranged the family histories that were taken during the Bicentennial year. They also arranged the records of the Nevada Land Office.
2. During 1974-76, the complete library collection was catalogued for the first time. Duplicates were removed from the stacks and placed at Stead Facility for storage. Four CETA trainees, under the direction of the Research Librarian participated in this project.
3. In order to preserve the Society's newspaper collection, the entire collection was placed on microfilm and the actual newspapers removed to environmentally-controlled storage at Stead Facility. Grants from the Hancock Foundation and the Nevada Humanities Committee financed this project. Early Nevada newspapers are now available from 5,000 reels of microfilm to researchers. The film can be sent to other libraries via the mails. A special room has been set aside for microfilm readers, where four projection machines and a copier are available.

4. All maps in the Society's collections were consolidated into a separate map storage area. Each map was catalogued and cards for each item were placed in the card catalogue. Patrons can now find each map and the area it describes under the appropriate subject heading in the catalogue.
5. During the past biennium, 22,280 subject and author-title cards were added to the card catalogue.
6. During the 1974-76 biennium, the priorities for action by Society staff were (1), consolidating the archives materials and processing them, (2), replacing the outmoded exhibits within the museum area, and (3), organizing the library materials. At present, the archives have been completed and the museum renovated. Our priority in proposal preparation and staff time will be to complete the cataloguing and organization of the library materials. We hope to report this process complete in the next biennial summary of activities.

Archives This division of the Society represents the most sizeable collection of material held for research and protection. Since 1904, the Society has been collecting manuscript materials dealing with Nevada history. There are almost three thousand of these collections ranging in size from a single document to over one hundred and fifty boxes. In 1974, the archival materials were scattered in warehouses and in different locations within the Society building. Because of the value of these collections, it was decided to make the processing of the archives our first priority in fund raising and staff time. The first element of that process was to consolidate the archives and divide the mass of several thousand cubic feet of records into separate collections. Included within the bulk were items such as single letters to large collections such as the Wingfield Papers with over two hundred cubic feet of material, to complete sets of records for mining companies, railroads, general mercantile stores and newspapers. The following activities occupied the Curator of Manuscripts, who is responsible for this part of the Society's efforts:

1. The National Endowment for the Arts supported the retention of a clerk to assist the Curator in consolidating the archives materials into the Society building in 1974.
2. CETA volunteers spent thirty-six man/months in separating the archives materials under the direction of the Curator of Manuscripts.
3. All archives items were individually inspected, cleaned, catalogued and stored in acid-free folders and coded storage containers provided by a grant from the National Endowment for the Humanities.
4. Five thousand square feet of space in the Society building were cleared and storage racks erected for placement of the archival collections.
5. Presently, each archives collection is placed for use by patrons according to a retrieval code developed by the Curator of Manuscripts. Each collection is carded in the card catalogue, with the storage code indicated. The HISTO/SHARE program provides that collections may be temporarily transferred to other libraries in the state upon request by patrons.



6. Through the support of the National Endowment for the Arts, the Curator of Manuscripts compiled and published the Guide to the Manuscript Collections at the Nevada Historical Society. This 298 page volume describes each of the almost three thousand collections and contains an index to the major events or persons described in each separate group of papers. By referring to this finding aid, scholars in western history can isolate those collections they would like to review.
7. While organization of the material that had been collected in past years was proceeding, new collections were solicited and received. The major additions to the archives were the letters and records of the Reese family, who settled Genoa, the David Towell Papers, the Helen D. Bentley collections, author Nell Murbarger's materials and manuscripts, and scrapbooks compiled by long-time Comstock resident and ex-Congressman Rollin Daggett. Many other papers were donated, totaling over five hundred new groups of records.

Exhibits This functional area within the Society is responsible for collection, preservation and interpretation of Nevada history through relics and museum items donated by the public. There are currently over 25,000 individual relic items in the care of the Society. These are accessioned, stored and used for exhibit purposes. The Curator of Exhibits is the prime staff member active in this area.

In 1974 it was recognized that the exhibits currently in the museum area were outmoded and required a complete renovation. The National Endowment for the Humanities supported our proposal for a three-phase replacement of the badly dated and disconnected exhibits erected in 1963, with a new series of interpretive displays. The three major areas to be treated were (1), prehistory and the Native American heritage, (2), the 19th century, and (3), the 20th century. Prehistory was completed in 1975. The 19th century is currently under construction and the 20th century is scheduled for completion in early 1977. When that project has been completed, visitors to the museum will be able to take a self-guided tour through time and gain a deeper insight into Nevada's unique past.

1. In 1975, the exhibits staff completed the interpretive displays which treated the prehistory and historic role of the Native American in the Great Basin.
2. This year, effort is directed at completing the section of the museum devoted to the 19th century developments in Nevada.
3. The Curator of Exhibits spends a great deal of time working with the public schools. During the school year, approximately two classes a day visit the museum from schools in western Nevada and California. Over 15,000 students have been given a guided tour of the museum annually. Fifteen slide/sound programs have been prepared which teachers may borrow for use in the classroom. These shows include community histories of Reno and Las Vegas, the story of Virginia City and the Comstock Lode, to general historic topics such as mining, transportation, folklore and geography.

4. Much of the exhibits staff's time is spent in assisting other organizations with exhibits problems. Visits were made to Humboldt County to assist the North Central Nevada Historical Society in evaluating relic collections. Cooperation with the Nevada State Museum in two exhibits they prepared was also done. A museums study for the Las Vegas area was proposed to several foundations as a means of assessing the need for cultural facilities in southern Nevada.
5. The Curator of Exhibits is also responsible for checking the historical accuracy of highway historic sites markers erected throughout Nevada by the Nevada Division of Parks. Over fifty marker nominations were compiled in 1975 and several dozen thus far in 1976. The Curator is also involved in historic sites surveys conducted jointly with the Nevada Archeological Survey. Fifteen surveys were performed in 1976.

Public Education Program One of the primary responsibilities of state historic agencies is development of materials and training of teachers for courses of Nevada history in the public schools. These courses are taught in elementary and secondary levels of the schools, plus adult education courses in local or regional history which are often offered in the community colleges. The lack of a full-time, professional educational specialist to administer this responsibility is the most obvious gap in the Society's program. The budget for the coming bienium reflects the need for this job classification and asks for sufficient appropriation to create the position.

The following steps were taken to supplement the almost non-existent supply of teaching aids in Nevada history topics and improve instruction:

1. Fifteen slide/sound programs were completed during the past biennium on Nevada history topics. These programs are approximately twenty-five minutes in length and can be operated by any individual with a Carousel projector and a tape player. They were produced from grants made by the Nevada Humanities Committee. The Fleischmann Foundation provided funds to copy the programs and place one in each school district and university campus in the state.
2. Ten man/weeks of effort were spent by various members of the Society staff each fiscal year in appearing before classes of Nevada history, teaching "refresher" courses at in-service training sessions, and participating in university-level training classes for student teachers. Six of the ten weeks spent each year were in the southern Nevada area.

Services to the General Public The Society provides numerous services to the general public as a part of its normal operating schedule. The library and museum are open to general use, without charge, and attendance in both categories has increased almost 50% in the past two years. Annual visitation is now approaching 100,000 persons. We also handle a widespread correspondence with individuals relative to inquiries on Nevada history, genealogy or vacation-related matters. The following major services were provided in 1974-76:

1. The first two guidebooks to Nevada regions were published in the past two years. They were entitled Western Nevada and Southern Nevada. Each included five to seven self-guiding tours from either Reno or Las Vegas. The reception from the general public has been good, with over three thousand sales in the past year. Ultimately, a detailed self-guiding tour booklet will be prepared for each region in the state.
2. In 1975, a weekly series of articles was prepared for publication in the state's newspapers. The articles include a historic photograph or map. Events, personalities or trips are discussed to areas of historic interest. The response has been excellent and state parks and historic sites report increased visitation as a result of articles sent to each state newspaper.
3. As a part of a grant from the National Endowment for the Arts, the Society was able to employ a Field Services Officer. This individual conducts lectures and field trips in all parts of the state. Over 200 adult groups and service clubs have been addressed. Four field trips are scheduled each year to places of historic interest. Over 300 persons attended the last trip, which retraced the Virginia and Truckee Railroad line.
4. The Nevada Humanities Committee and the Fleischmann Foundation have jointly funded purchase of 1,000 historic photographs from Walter W. Mulcahy. These prints and negatives add to the already over 50,000 photos held in our archives.

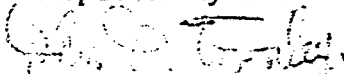
Special Projects The past biennium has included a number of unique programs conducted by the Society that provide service to scholars or researchers. There are a number of projects that have been needed for many years and the opportunity to initiate them arose during 1974-76:

1. The National Endowment for the Humanities awarded the Society a two-year grant to compile and publish an index to the Quarterly. This publication has been in print since 1904, with interruptions, but had no index. Mr. Eric Moody, a doctoral student at UN-R, made the study and has presented his manuscript. The work is in print now and should be offered to the public during the final months of 1976.
2. The Society has been designated a federal depository and receives selected areas of federal government documents. It also has received annual appropriations from the College Library Resources Act funds. Both these actions have resulted in a sizeable increase in library holdings.
3. The Board of Trustees have resolved to open an office in southern Nevada. This long-awaited move will result in the Assistant Director moving to Las Vegas. Office space has been secured from the Desert Research Institute and adjoins the UNLV campus.
4. An automatic fire detection system, with telephonic relay to the Reno Fire Department, has been installed under a grant from the National Endowment for the Arts.

Financial Support The Nevada legislature appropriated \$132,445 toward support of the Society in 1975 and \$134,036 in 1976. The Society had three other types of income; grants from public and private endowments, contracts for research services from other governmental agencies, and indirect support from public works programs such as CETA. These sources enabled us to conduct a variety of programs larger than any in the past. Potential new sources of funds, such as the proposed National Museums Act, would make more varied services possible.

Conclusion The past biennium has seen the Society catch up with many of its ongoing programs. The museum exhibit area has been completely renovated with the most modern and comprehensive displays to be found in the state. The archives collections have been completely catalogued, stored and protected. A similar improvement in the library materials is planned for the coming two years. New programs, such as the Guidebook series, the publications Index and the improved services to other museums and historical societies are initiated and appear successful. The opening of a southern Nevada office has met a long-recognized need for research into the largest portion of the state. If an education specialist can be added to the staff, the last major function of Nevada's historical agency will be initiated.

Respectfully submitted,

  
John M. Townley, Director  
NEVADA HISTORICAL SOCIETY

COMPLETED PROJECTS, 1976

1. Field Services Program, National Endowment for the Arts
2. 19th Century Exhibit, National Endowment for the Humanities
3. Nevada Humanities Committee Photography Program
4. Nevadaiana Book Purchase Program, College Library Resources Act
5. Your Guide to Southern Nevada, Nevada Department of Economic Development
6. Xerox Microprint Copier, Hancock Foundation
7. Fire Alarm System, National Endowment for the Arts
8. Guide to the Manuscript Collections at the Nevada Historical Society, National Endowment for the Arts
9. Eight historical studies, Nevada Archeological Survey
10. CETA Training Program for Library Technicians

PROJECTS IN PROGRESS, 1977

Director:	Truckee-Carson Irrigation District History	\$25,000
Assistant Director:	<u>Index to Quarterly</u> , NEH	7,000
	Clark County Historic Sites Inventory	
Curator of Exhibits:	20th Century Exhibit, NEH	70,000
	Slide/sound program on the Society's functions	
Curator of Manuscripts:	Index and accessioning gift of Truckee-Carson Irrigation District records	
Librarian:	College Library Resources Act Purchasing Program	\$4,000
	CETA Training Program	15,000
David Thompson:	Washoe County Historic Sites Inventory	
Richard Datin:	Index of the <u>Pioche Weekly Record</u> , 1872-1905	
Robert Nylan:	Truckee River Study for DRI	\$6,500
Robert Armstrong:	Territorial Papers Catalog	\$24,000

PROJECTS PENDING, 1977

1. State Archives Catalog, NEH	(approved)	\$75,166
2. Library Improvement Grant, Nevada State Library	"	25,000
3. State Historic Preservation Office	(under consideration)	105,980
4. DRI Walker Lake Study	"	7,500
5. Planning Grant (Endowment Creation), NEH	"	52,050
6. History of Nevada Gaming, NEH	"	69,375
7. Museum Education Study, NEA	"	84,260
8. Photo Survey of Nevada, NEA	"	65,183

Private funds	January 1, 1976	January 1, 1977
	\$28,202	\$105,692

2/25/77

(Please Print)

Name

Organization

Address

Phone

BOB GAGNIER

SNEA