

SENATE FINANCE COMMITTEE
MINUTES OF MEETING
MARCH 8, 1977

The meeting was called to order at 3:40 p.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 D. Glaser
Senator Norman T. 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
Vern Bennett, Executive Officer, Retirement System
Will Keating, Assistant Executive Officer, Retirement System

Ross Culbertson, Vice-Chairman, Retirement Board
James Wittenberg, Director Personnel Division
Roger Trounday, Director

Senator Lamb asked Mr. Bennett to speak on the amendments to S. B. 173.

All of the amendments which had been recently discussed with the Committee were once more reviewed.

The amendment relative to legislative approval for a salary increase for the Executive Officer and Assistant Officer was reviewed. It was voted that Section 15, page 6 read as follows: "The Executive Officer and the Assistant Executive Officer are entitled to annual salaries fixed by the board with the approval of the interim retirement committee of the legislature."

All other sections, as amended, met with the approval of the Committee.

Section 11, page 4 was then reviewed.

Line 36 regarding the UNS police department was considered. It was agreed by the Committee that these people remain under the early retirement system.

Line 39 regarding a special investigator employed by the attorney general or by a district attorney. Senator Hilbrecht moved that this be deleted from the early retirement system; Senator Echols seconded and the motion passed.

Line 41 regarding a parole and probation officer of the department of parole and probation. Senator Lamb said that these are the people who handle the kids after the fact in the schools. They are not the ones who go out and arrest the violators. Senator Young moved that these be excluded from the early retirement; Senator Echols seconded and the motion passed.

Lines 45, 47 and 48 had previously been voted on by the Committee.

Page 4, lines 19 through 21 and Page 5, lines 5 through 7: this gives blanket coverage to a whole group. The Committee could choose to go through the list one by one and allow those to remain whose duties are considered to be dangerous and hazardous. Senator Gibson moved that the blanket coverage be deleted and the Committee

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review the list. Senator Young seconded the motion and it passed.

Senator Lamb then read the list of the people who were eligible for early retirement by reason of having been grandfathered into the system prior to May 19, 1975.

Upon review it was agreed that the following people should be retained in the early retirement category under the police and firemen fund.

Narcotics Agent III
Airport Enforcement Officer
Detective
Prison Guard
Deputy Sheriff
Fire Inspector
Jailer
Police Dept. Guard
Matron

All others will be removed from the early retirement list and be included in the regular retirement system. This becomes effective upon date of the enactment of this legislation.

It was the Committee's judgment that this restored the early retirement program to conformity with what had been the original intent at the time early retirement was established. It also cleared up inequities that presently exist in the eligibility of persons who hold the same positions.

Senator Hilbrecht moved that S. B. 173 be amended and do pass; Senator Wilson seconded and the motion passed.

Mr. Culbertson, Vice-Chairman of the Board, said that on behalf of himself and the Board he wished to thank the Committee for many courtesies that had been extended to them and to their staff in working with something that had been very complicated and they appreciated the interest which the Committee had shown.

Senator Lamb asked the Committee to consider S. B. 196.

S. B. 196: makes appropriations for salary increases and certain salary adjustments for state classified personnel.

Mr. Wittenberg, Administrator of State Personnel gave the Committee a memo on Turnover Information which had been requested at a previous meeting by Senator Gibson. This dealt with the Classified Turnover, Correctional Staff Turnover and the Unclassified Turnover.

This information was discussed and it was generally agreed that a 10% turnover in the unclassified employees and 15% in classified employees was a good percentage.

Senator Hilbrecht asked if with the salary adjustments in S. B. 196 the state would remain competitive with other state political entities. Comparisons showed that the Nevada classified salaries maintained a competitive level.

Senator Lamb asked if there was any provision that the 4.5% salary adjustment effective January 1, 1978, based on the National Consumer

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Price Index, would be higher if this was indicated. Mr. Barrett said that the bill called for 4.5%, no more.

A discussion followed as to whether the Classified Salaries would remain competitive in the event Price Index was higher. The trend that was being followed in other states was discussed and Mr. Wittenberg indicated that Nevada was keeping abreast with the other states which he knew about.

Senator Glaser moved that S. B. 196 be approved; Senator Gibson seconded and the motion passed.

S. B. 232: Increases salaries of certain public employees.

Mr. John H. Carr spoke to this bill only as it related to the Health Division. He gave a handout to the Committee on the positions that pertained to his division and went into detail on the information contained in the memo.

Mr. Trounaday said they had turned over in the Bureau of Health facilities quite a number of positions. In Maternal and Child Health and Special Children, there has been a recent turnover and they are having a difficult time recruiting for that; they have only had one applicant. There has been quite a turnover in positions in the Welfare Division as well. He said the problem they were having is that the physicians that they are able to attract, particularly the psychiatrists, they have a very hard time recruiting. They have 15 positions and 5 are vacant. Some of the ones they do have are ones they picked up several years ago who were foreign students. They are doctors who came to this country to get their degree. It is very difficult to understand them, not only the clients but the staff as well.

This is an area where they have problems. He did not feel that their starting levels for positions was that bad, it is in the range where they get stifled. He listed other states:

Arizona's range is	\$36,000 to \$51,000;
Oregon's range is	39,000 to 44,000;
New Mexico's range is	40,000 to 45,000;
Wyoming's range is	45,000 and the medical director gets some additional perquisites.
Hawaii is below Nevada with:	30,000, but they are allowed to supplement with a rather extensive private practice time.
Montana's range is	35,000 to 50,000.

The problem is that these people get ceilinged out. He said he recognized the 95% that was built into the salary program, but he wondered if it was possible to have some other arrangement. He said he did not have a solution to provide, but he would like to have some arrangement with regard to ceilings for the physicians' group.

Senator Lamb asked about giving them a day off for private practice. Mr. Trounaday said he had never discussed the idea of private practice. He said his concern was that they could design some mechanism to attract doctors and compensate them for their skills because they still are treating people the same as a private physician. They

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carry the same responsibility and yet they are not being compensated for that. Some have administrative responsibilities, but they still see clients and patients and they are responsible for them. He said he had a concern that they are having a very hard time hiring qualified people.

Senator Gibson said he felt they needed to study this a while longer.

Mr. Barrett said that the problem was on page 3 of the bill where it limits physicians who are not now above \$38,000 to \$38,000 regardless of the language above.

Mr. Wittenberg said there was no question that this was an area where it was hard to recruit and if the 95% was to be relaxed, this would be the area where it should be done.

Mr. Trounaday said they would like to get more psychologists into some of these positions, but for all the drug situations, you have to have a psychiatrist to prescribe the medication. A psychologist is not allowed to do that in Nevada. There are certain areas where you have to have a doctor because of the examinations.

S. B. 233: Makes appropriations for salary increases and adjustments for state unclassified personnel.

Mr. Jack Lemen, Director of Education & Communications Commission spoke to say that on page 4 of S. B. 233, line 10, the bill proposed to eliminate his position which is based on the repeal bill now in Government Affairs Assembly A. B. 278. One line 39 of that same page, Coordinator, TV satellite program, the bill proposes to actually switch that within the State Department of Education as a classified position on July 1st. Three bills are now going through the Legislature to change this and he wanted the Committee to know that there would be a problem with the bill if these bills pass.

Mr. Wittenberg said that this bill provides for the 5.5% increase for the first year, retroactive to January 1, of this year for all positions in the bill except for 41, for which there is an attachment to include an additional 5%, just for those 41. For the rest it is the 5.5% with a recommendation of up to 4.5% on Jan. 1, 1978 for the CPI, the same as for the classified service.

He reminded the Committee that when the classified went 6%, unclassified went 4% so there was a net loss there of 2% which has not been built back in this bill.

The additional 5% for the 41 positions, was an area where it was felt there was a real inequity, and that it is more of an equity adjustment than a salary adjustment.

Senator Gibson said that there were some salaries that they did not go along with last year. He asked if these had been related to those salaries.

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Mr. Wittenberg said he thought there were some in this group that were in that group but not nearly the amount of increase that had been recommended. Last year it was a larger percent.

Senator Gibson said as he recalled they did not give it to some last year because some had only been in their jobs for a month or two. What he wanted to know was whether this bill had been revised to make up for that.

Mr. Barrett said No. When they went the additional five, they did so only if they felt it was necessary to make it equitable with somebody else in a division, or simply if they had not gotten the kind of increases they should have had in the past. No consideration was given as to how long they had been in the position. This bill will clean up areas where there had been errors, either typographical or mathematical, in the past.

S. B. 298: Directs issuance of state bonds for purpose of renovating Capitol Building.

Mr. Barrett said if the Legislature goes with this bill you will have to put money into the bond interest fund because money was not put in there because if it went to the voters it would not be needed in the next biennium.

He said that in the past they had sold most of their bonds not on an equal 20-year basis. They have started with a smaller principal redemption in the first year and wound up with a greater principal redemption in the second year. This tends to give the same amount of principal reduction when added to existing principal in each year. It was recommended that this be held until the Land Act Acquisition bond program is passed, the result of the election last November, and combine the sale of the two bonds in one issue because it would save \$20,000 or \$30,000 if sold as one issue rather than as two separate ones at two different times. This is because of the fees for selling them.

There will also be a need for more money to sell the bond, if this bill is passed. It could be included in this bill or go back and include it in the other bill that provides for the park bond money, which has \$40,000 for the sale of the Parks bond.

Senator Gibson moved the Committee do pass; Senator Echols seconded and the motion passed with one dissenting vote by Senator Hilbrecht.

A. B. 48: Makes appropriation from state general fund to stale claims fund account.

This is a bill to bring back the balance of the fund. This has been increased in the Assembly beyond the amount in the budget because in the past two or three months there have been a number of stale claims come in that have had to be paid. It has to be increased because the controller is closing his books as of September 30th and there are a number of claims that cannot be in by that time; the agencies have no money from the previous year to pay the claims so they have to be paid in this manner.

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Senator Glaser moved the Committee do pass; Senator Hilbrecht seconded and the motion passed.

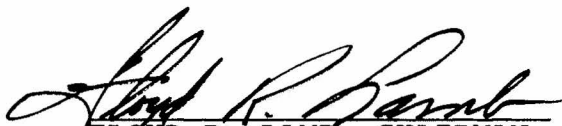
Senator Gibson said the afternoon meeting on Thursday would have to be later than usual as there was an important hearing before the Taxation Committee and he had promised there would be no conflict with the Finance Meeting that afternoon. Mr. Sparks said he would get the time worked out.

The meeting adjourned at 5:30 p.m.

RESPECTFULLY SUBMITTED:


MURIEL P. MOONEY, SECRETARY

APPROVED:


FLOYD R. LAMB, CHAIRMAN

VERNON BENNETT
EXECUTIVE OFFICER

STATE OF NEVADA

WILL KEATING
ASSISTANT EXECUTIVE OFFICER



PUBLIC EMPLOYEES RETIREMENT SYSTEM

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March 7, 1977

The Honorable Floyd R. Lamb
Chairman, Senate Finance Committee
Legislative Building
Carson City, Nevada 89710

Dear Senator Lamb:

We have prepared the attached confidential information regarding early retirement coverage for police and firemen groups for your information and assistance. Our impression of recent discussions by the Senate Finance Committee would indicate that there seems to be five basic decision options available which are as follows:

- A. Consider the addition of new groups to the early retirement coverage on an individual basis, with no amendment to the present groups being covered.
- B. Consider on an individual basis, the new groups being considered as well as those groups which are not listed in the law but were frozen in the coverage as of May 19, 1975.
- C. Consider both A and B on an individual basis, together with possible amendments to remove coverage for those groups presently covered by law.
- D. Do not consider the addition of new groups or deletion of groups currently listed in the law but consider on an individual basis, the groups which were frozen as of May 19, 1975.
- E. Make no additions or deletions whatsoever during this session and provide an indepth study by the Legislative Interim Retirement Committee prior to the 1979 Session.

The major problem seems to be an interpretation of the intended coverage. The Police and Firemen Retirement Fund Advisory Committee considered groups eligible for coverage if they performed fire fighting or enforcement duties for a majority of their assignments or were in a position which was a normal promotional progression from this. The Senate Finance Committee has indicated that the coverage should basically be limited to those groups who were primarily involved in fire fighting or enforcement. These points are complicated by the fact that the entire enrollment procedure was very loosely managed

by the retirement staff in 1971 which has allowed groups under present coverage who are often less qualified than some of the other groups being denied coverage today. The matter is further complicated by the fact that early retirement eligibility under the police and firemen program has become a key factor in recruitment for many agencies and for hazardous duty insurance coverage by some. For example, a sheriff's department would be unable in many cases, to fill a position of training officer if these people were denied early retirement eligibility because none of the sheriff deputies in the ranks would accept the promotion if they lose their early retirement coverage. This is the major concern of the Brand Inspectors because they have been unable to replace one of their key supervisors with a qualified police officer or sheriff deputy because the two main candidates would lose their early retirement eligibility. The Law Enforcement Assistance Agency has encountered the same recruitment difficulties.

Option A would reflect basically what the Senate Finance Committee has done to date, which is to limit consideration to the addition of new groups to the coverage. This procedure, if continued, would eliminate considerable problem areas with the question of treatment for vested members. The new groups which have been recommended for coverage are: Non-uniformed contact employees of the Nevada State Prison, Enforcement Agents of the Gaming Control Board, Fish and Game Agents of the Department of Fish and Game, municipal and district court bailiffs, Narcotics Investigators of the Department of Law Enforcement Assistance, District Brand Inspectors and Livestock Theft Investigators of the Division of Brand Inspection, juvenile parole and probation officers, the immediate supervisors of the above groups who are employed in positions which would be normal promotional progression and employees who were contributing as police officers and firemen prior to May 19, 1975 for as long as they remain in that position.

Option B involves approximately 65 people in various positions for early retirement coverage because they were contributing on May 19, 1975 even though they are employed in positions which are not specifically covered by law. This includes several groups of matrons, dispatchers, court bailiffs, dog catchers and jailers with public employers who have other groups such as sheriff deputies and sheriffs enrolled. This group also includes some employees with public employers who would not have any police and firemen coverage if they were not enrolled as of May 19, 1975. These include Washoe County Juvenile Parole and Probation, the County Medical Services Director of Pershing County, Juvenile Parole Officer of Churchill County, Inspectors of the Public Service Commission, and Youth Parole Officers of the Nevada Youth Training Center. The key questions regarding these categories is the treatment to be provided to persons who are vested. Bill Isaeff from the Attorney General's Office has indicated that it is his interpretation that we would have considerable problem removing a benefit from vested employees who earned same when covered by law. He also feels that there would probably be some claim to a vested right to employees who were frozen as of May 19, 1975 but their claim would

The Honorable Floyd R. Lamb
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not be as strong because of the question of whether or not their vested right was earned in a legal manner. The problem here is the question of vested right when the coverage was recognized during those years by the retirement staff.


Option C deals with the removal of coverage to present groups who are listed in the law such as a policeman with the University, a special investigator employed by the Attorney General or a District Attorney, and a parole and probation officer of the Department of Parole and Probation. In this regard, the Attorney General feels that we would have a responsibility to honor vested rights for those persons because they earned coverage in accordance with existing law.

Option D would be basically a compromise of the three above situations so that no new groups would be added during this Session but that individual consideration would be given to the groups that were frozen in the coverage as of May 19, 1975.

Option E would merely delete the present definition of a Fireman and a Policeman from Senate Bill 173 and continue the present coverage for the next two years while giving the opportunity for the Legislative Interim Retirement Committee to receive testimony from all eligible groups and making a final determination during the 1979 Session. We understand that several groups would like to appear before the Senate Finance Committee if their coverage is to be denied or reconsidered. Maintaining the status quo for this Session with an interim study by the Legislative Committee would eliminate the necessity for a lengthy hearing for this Session but would complicate the matter two years from now because you would have a larger number of people who would have vested rights at that time.

We have provided the enclosed information regarding the membership and vesting of various groups merely for your information and assistance. The Retirement System will be pleased to work with you and the Senate Finance Committee in any manner which you so desire.

Sincerely


VERNON BENNETT
Executive Officer

c.c.: Senate Finance Committee (Confidential)
VB:bh

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CONTRIBUTING 5/19/75 IN A DISAPPROVED POSITION

Agency/Name	Position	Age	Police/Fire Service				Valid, other				
			Capacity				In this Position				
STATE DIVISION OF FORESTRY											
Knighton, R. G.	Equipment Mech II	48					11	1	0	dy	
Lambert, J.	Supervisor, Equip- ment Mech I	41				13	8	0			
Ogden, J. C.	Equipment Mech II	44	1	yr	3	mo	0	dy	1	8	0
INVESTIGATION & NARCOTICS											
Perry, J. O.	Narcotics Agent III	42	7	7	0	11	5	0			
PUBLIC SERVICE COMMISSION											
Gardner, H. J.	Inspector	50	7	2	0	5	3	1			
Gifford, R. L.	"	54	7	4	0						
Peterson, H. K.	"	54	12	5	0	9	1	0			
Stromer, W. J.	"	45	9	7	0	8	3	0			
Wattles, S. L.	"	50	10	9	0	6	4	0			
NEVADA YOUTH TRAINING CENTER											
Bash, D. E. III	Youth Parole Counselor (YPC)	33				2	8				
Burge, T. W.	YPC	34				9	2				
Hardison, L.	YPC	34				5	10				
Isernhager, R. K.	Supervisor, YPC	39				8	4				
Keeney, W. D.	YPC	38	1	2		8	6				
Smith, R. J.	YPC	39				17	8				
Vogel, J.	YPC	49				5	2				
Weigand, H. E.	YPC	49				7	11				
CHURCHILL COUNTY PROBATION DEPARTMENT											
Garrison, D. L.	Juvenile Proba- tion Officer (JPO)	39	2	6	0	10	1	0			
Mitchell, A.	JPO	47				14	11	0			
Travis, M. L.	Dispatcher	34				4	7	0			
CLARK COUNTY											
Beggs, J.	<i>FN</i> Airport Enforce- ment Officer	59				8	4				
Campbell, K. J.	Licensing Agent	53	2	5	0	6	1	0			
Conlan, J. M.	Parking Enforce- ment Officer	56				10	2				
Cottino, C. G.	License Investi- gator I	29				4	8				
Craighead, H. H.	Processing Officer	59				6	5				
Denman, H. C.	License Investi- gator I	65				6	3				
Dotson, E. M.	Sheriff Processing Officer	56				4	4	0			
Dunn, D. E.	Airport Enforce- ment Officer	36				8	11	0			
Garrett, W.	<i>IN</i> Technical Services Officer	55				9	9				

CONTRIBUTING 5/19/75 IN A DISAPPROVED POSITION

Agency/Name	Position	Age	Police/Fire Service			In this Position		
			Valid,	other	Capacity	yr	mo	dy
CLARK COUNTY (Cont.)								
Good, K.	Clerk Typist	30				11	10	0
Greene, Jr., E. A.	Inspector	26				3	5	0
Griffin, T. D.	Airport Enforcement Officer	29				7	9	0
Guthery, L. J.	Dispatcher	36				7	11	
Howe, A. B.	Fire Inspector	39	4	8	0	4	10	0
Jiminez, G. F.	Maintenance Man II	25				2	8	0
Jolley, G. K.	IN Detective	30				8	2	0
Jones, B. J.	Cook	51				7	11	0
Jones, D. R.	Probation Officer	33				7	6	0
Kearns, C. W.	Parking Lot Attendant	44				16	5	0
Ladkey, F. J.	IN Airport Enforcement Officer	60				7	8	0
Logsdon, J. L.	Guard	49				4	5	0
Marshall, C. A.	Sheriff's Dispatcher I	39				6	2	0
Mumpower, F. P.	IN I. D. Technician	52				9	1	0
Naccarato, T. J.	IN Prison Guard	59				11	8	0
Olthoff, R. E.	IN Detective	47				16	7	0
Orr, R. R.	Sheriff's Process Officer	59				8	2	0
Palmigiano, A.	Tech. Service Officer	50				4	0	0
Pappageorge, J.	Driver	37	1	6	0	11	7	0
Parker	IN Deputy Sheriff							
Rainey, K. E.	Radio Dispatcher	33				7	1	0
Rives, C. H.	Maintenance and Supply Man	46				3	6	0
Sage, M. F.	Deputy Sheriff License Investigator I	54				8	6	0
Schneider B.	Process Officer	58				3	3	0
Schulte, M. L.	Clerk Stenographer I	30				4	3	0
Sigretto, M. R.	Technical Services Officer	43				4	0	0
Strahan, J. F.	Clerk Typist	42				17	7	0
Templeton, L.	Bailiff	59				10	1	0
Tucker, F. A.	Animal Control Officer	64				8	1	0
Uleplic, M. J.	Security Guard	44				3	4	0
Wade, D. B.	IN Fire Inspector	28				3	3	0
Wagenhoffer, G. P.	Sheriff's Process Officer	60	4	9	0	5	6	0
Young, M. E.	Painter	37				6	9	0
	Deputy Sheriff PBX	50				9	4	

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CONTRIBUTION 5/19/75 IN A DISAPPROVED POSITION

Agency/Name	Position	Age	Police/Fire Service			In This Position		
			Valid	other	Capacity			
DOUGLAS COUNTY O'Neill, C. A.	Juvenile Probation Officer	36				3 yr	8 mo	0 dy
ELKO COUNTY JUVENILE PROBATION								
Perry, B. J.	Juvenile Probation Officer	27				2	8	0
Richardson, J. L.	Assistant Juvenile Probation Officer	38				5	1	0
Welch, Richard	Juvenile Probation Officer	42	11	4	0	6	2	
LYON COUNTY								
Cables, Barbara J.	Dispatcher	37				3	11	0
Smith, C.	Dispatcher	35				3	0	0
MINERAL COUNTY SHERIFF'S DEPARTMENT								
Bunch, Kathryn E.	Dispatcher	32				3	2	0
Madraso, Jr., J.	Juvenile Probation Officer	30				5	6	0
Terry, K. L.	Dispatcher	24				2	10	0
NYE COUNTY								
Handt, Dorothy	Dispatcher	48				3	1	
Jeffrey, C. M.	Dispatcher	55				6	7	0
Perchetti, D. M.	Dispatcher II	31				6	2	0
PERSHING COUNTY								
Eyraud, J. I.	County Medical Services Director	57				7	6	
Richardson, G. N.	Juvenile Probation Officer	47				12	5	
STOREY COUNTY								
Lewis, Jr., W. R.	Deputy Juvenile Probation Officer	30				3	11	0
WASHOE COUNTY								
Arnoldson, J. E.	Boys' Supervisor	35				10	4	0
Bergevin, L. W.	Jailer	29				6	1	0
Brimm, G. C.	Group Supervisor	25				2	6	0
Burns, Cheryl A.	Juvenile Probation Officer	28				4	6	0
Cason, T. J.	Supervisor	43				11	4	0
Cavakis, Robert A.	Juvenile Probation Officer	30				5	3	0
Chapin, R. D.	Probation Officer	33				7	9	0
Coppa, D. G.	Deputy - Civil Department	34				7	5	0
Dempsey, G.	Group Supervisor	29				5	8	0

IN

CONTRIBUTION 5/19/75 IN A DISAPPROVED POSITION

Agency/Name	Position	Age	Police/Fire Service			In This Position		
			Valid	other	Capacity			
<u>WASHOE COUNTY (Cont.)</u>								
Hughes, J. S.	Chief Civil Deputy	45	1	1	0	6	1	0
Ingraham, C. A.	Jailer	43				10	7	0
Law, R. R.	Jailer	59				11	0	0
Lore, C. L.	Assistant Director							
	Wittenberg Hall	44				4	6	0
McCloskey, T. A.	Assistant Probation Officer	45				10	8	0
McClure, M. A.	Juvenile Probation Officer	29				3	7	0
Meek, T. H.	Detective	32				3	2	0
Mooney, R. L.	Jailer	38				7	1	0
Newell, M. R.	Group Supervisor	40				8	3	0
Paul, B. L.	Dispatcher	28				4	7	0
Putnam, R. L.	Detective	42				3	6	0
Reeves, G. L.	Detention Supervisor	28				6	5	0
Riparbelli, G.	Probation Officer	30				6	11	0
Robertson, W. A.	Civil Deputy	36				6	1	0
Schooley, R. T.	Chief Deputy							
	Technical Services	46				17	5	0
Sexton, C. H.	Jailer	45				7	6	0
Sohrt, R. D.	Assistant Probation Officer	52				13	8	0
Steinheimer, C. J.	Juvenile Probation Officer	26				3	0	0
Sullivan, F.	Assistant Probation Officer	44				15	10	0
Vitale, V.	Criminalist	46				4	5	0
Woodard, G. J.	Assistant Probation Officer	36				7	7	0
Wornek, D. C.	Group Supervisor	40				3	6	0
Wright, S. W.	Group Supervisor							
	Trainee	28				5	8	0
<u>WHITE PINE COUNTY</u>								
Montoya, M. B.	Dispatcher	41				6	5	0
Moorehead, H. T.	Juvenile Probation Officer	53	8	9	0	6	3	0
Orphan, A. M.	Relief Dispatcher	48				4	0	0
Saderup, D. E.	Dispatcher	44				15	1	0
Sampson, R. M.	Truant Officer	36				11	6	0
<u>CARSON CITY</u>								
Carter, R. L.	Bailiff	63				8	0	
Cocconie, J.	Dispatcher	37				3	3	
<u>CITY OF ELKO</u>								
Fobes, Dennis J.	Jailer	33				7	2	

CONTRIBUTION 5/19/75 IN A DISAPPROVED POSITION

Agency/Name	Position	Age	Police/Fire Service			
			Valid, other Capacity	In This Position		
CITY OF HENDERSON Nelson, R. A.	Deputy Humane Officer	46		11	5	0
CITY OF LAS VEGAS Armstrong, M. C.	Bailiff	57		8	8	0
Carlson, Daryl W.	Bailiff	45		2	8	0
Chisholm, D. R.	Bailiff	57		8	4	0
Moore, J. W.	Court bailiff	65		13	8	0
Schmitz, Jeanne	IN Fire Inspector	48		4	0	0
LAS VEGAS METROPOLITAN POLICE DEPARTMENT						
Lesniah, J. M.	Clerk Typist I	30		3	10	0
Norland, A. C.	Messenger	36		17	7	0
Pipkins, M. A.	PBX Operator	42		8	2	0
Renner, R. R.	Criminalist	32		5	3	0
Richardson, S. L.	PBX Operator	29		9	3	0
Stucker, F. E.	IN Guard Person	59		13	4	0
NORTH LAS VEGAS						
Azbarea, Z. L.	Bailiff	44		7	0	
Davis, Grant E.	Senior Animal Control Officer	57		9	6	
DeMarco, A. B.	Dispatcher	56		13	9	
Earle, N. J.	Dispatcher	41		10	8	
Fallon, S. H.	Dispatcher	41		6	7	
Fay, T. F.	Poundmaster	43		14	2	
George, K. G.	Senior Dispatcher	37		13	2	
Houch, P. D.	Animal Control Officer	45		4	4	0
Karas, S. M.	Animal Control Officer	64		6	11	0
CITY OF RENO						
Barrett, J. W.	Inspector	45	5	11	10	9
Dennison, L. C.	Cadet	33		12	4	
Newsom, G. J.	Public Relations	52		20	6	
CITY OF SPARKS						
Brown, T. L.	Humane Officer	29		4	8	0
Croak, W. C.	Bailiff	60		11	2	0
Dixon, W. E.	Humane Officer	44		16	1	0
Harris, L. K.	Humane Officer	34		5	2	0
Moss, T. C.	Humane Officer	42		17	0	0
Neville, M. B.	Humane Officer	27		4	7	0
Smith, R. R.	Humane Officer	39		11	1	0
Stokley, R. A.	Humane Officer	30		4	9	0
Whitman, J. A.	IN Police Clerk					
Zacharias, J. W.	Patron Humane Officer	46		4	7	0
		25		2	6	0
CITY OF WINNEMUCCA						
Jones, L. W.	Training Officer	55		8	0	0

S. B. 196

**SENATE BILL NO. 196—SENATORS GIBSON, LAMB, WILSON,
ECHOLS, HILBRECHT, GLASER AND YOUNG**

FEBRUARY 7, 1977

Referred to Committee on Finance

SUMMARY—Makes appropriations for salary increases and certain salary adjustments for state classified personnel. (BDR S-721)

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



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

AN ACT increasing salaries of employees of the State of Nevada in the classified service; providing for salary adjustments in the classified service; making appropriations for such salary increases and adjustments from the state general fund and the state highway fund; 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. 1. Except as otherwise provided in this act, to effect an
2 approximate 5.5-percent salary increase effective January 1, 1977, there is
3 hereby appropriated from the state general fund to the state board of
4 examiners for the fiscal period beginning January 1, 1977, and ending
5 June 30, 1977, the sum of \$1,052,563, and for the fiscal periods beginning
6 July 1, 1977, and ending June 30, 1978, and beginning July 1, 1978, and
7 ending June 30, 1979, the sums of \$2,207,469 and \$2,264,859, respec-
8 tively, for the purpose of meeting any deficiencies which may be created
9 between appropriated money of the respective departments, commissions
10 and agencies of the State of Nevada as fixed by the 58th session of the leg-
11 islature and the salary requirements of classified personnel of such depart-
12 ments, commissions and agencies necessary under an adjusted pay plan,
13 except those employees whose salaries have been retained, to become
14 effective on January 1, 1977.
- 15 2. There is hereby appropriated from the state general fund to the
16 state board of examiners for the fiscal period beginning January 1, 1977,
17 and ending June 30, 1977, the sum of \$69,453 to provide for correctional
18 officers in the classified service, a special salary adjustment of approxi-
19 mately 5 percent which shall be effective January 1, 1977, and which
20 shall be in addition to all other salary adjustments authorized under this
21 act. The special salary adjustment shall become a part of the adjusted pay
22 plan for purposes of subsection 4.

Original bill is 3 pages long.
Contact the Research Library for
a copy of the complete bill.

SENATE BILL NO. 298—COMMITTEE ON FINANCE

MARCH 2, 1977

Referred to Committee on Finance

SUMMARY—Directs issuance of state bonds for purpose of renovating Capitol Building. (BDR S-1065)

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



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

AN ACT relating to the protection and preservation of state property; directing the state board of examiners to issue state general obligation bonds for the purpose of renovating the Capitol Building; 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 state board of examiners shall issue general obliga-
2 tion bonds of the State of Nevada to provide the money necessary to
3 renovate the Capitol Building, but not more than \$6,000,000 in face
4 amount. The bonds may be issued at one time or from time to time.
5 SEC. 2. The legislature finds and declares that the issuance of bonds
6 pursuant to this act is necessary for the protection and preservation of
7 the property of this state and for the purpose of obtaining the benefits
8 thereof, and constitutes and exercise of the authority conferred by the
9 second paragraph of section 3 of article 9 of the constitution of the State
10 of Nevada.
11 SEC. 3. The provisions of the State Securities Law, contained in
12 chapter 349 of NRS, apply to the issuance of bonds under this act.
13 SEC. 4. This act shall become effective upon passage and approval.

A. B. 48

ASSEMBLY BILL NO. 48—COMMITTEE ON
WAYS AND MEANS

JANUARY 19, 1977

Referred to Committee on Ways and Means

SUMMARY—Makes appropriation from state general fund to state
claims fund account. (BDR S-594)

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



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

AN ACT making an appropriation from the state general fund to the
state claims fund account.

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

- 1 SECTION 1. There is hereby appropriated from the state general
2 fund the sum of \$81,453 to the state claims fund account created pur-
3 suant to NRS 353.097.
4 SEC. 2. This act shall become effective upon passage and approval.

⑩

Original bill is on file at
the Research Library.

March 3, 1977

Department of Administration
Personnel Division

MEMORANDUM

TO: James Gibson, State Senator

FROM: James F. Wittenberg
State Personnel Administrator

SUBJECT: Your Request for Detailed Turnover Information

CLASSIFIED TURNOVER SUMMARY FOR CALENDAR 1976

TOTAL NUMBER OF CLASSIFIED EMPLOYEES 8,500

A. APPOINTMENTS

1. STATUS
- a. Probationary 2,195
 - b. Seasonal 595
 - c. Emergency 89
2. TOTAL NON-PROMOTIONAL APPTS. 2,879

B. PROMOTIONAL APPOINTMENTS 1,533 39
(Intra-agency) (Inter-agency)

C. DEMOTIONS

- 1. Voluntary 58
- 2. Involuntary 5

D. LEAVE WITHOUT PAY 162

E. DISCIPLINARY SUSPENSIONS 32

F. BELOW STANDARD PERFORMANCE REPORTS 447

G. SEPARATIONS

- 1. Personal (no reason) 319
- 2. Unsatisfactory Working Conditions 103
- 3. Inadequate Salary 49
- 4. Accept Another Position 367
- 5. Lay Off (Lack of funds, etc.) 75 (unavoidable)
- 6. Termination of Seasonals 755 (unavoidable)
- 7. Moving From Area 319 (unavoidable)
- 8. Other Reasons 208
- 9. Retired 185 (unavoidable)
- 10. Deceased 47 (unavoidable)

DISMISSALS

- 1. Unauthorized Leave 40
- 2. Excessive Time Off 37
- 3. Insubordination 35
- 4. Incompetent 57
- 5. Violation of Rules 37
- 6. Drinking 8
- 7. Other Reasons 37

TOTAL DISMISSALS 251

TOTAL SEPARATIONS (INCLUDES DISMISSALS) 2,678

TURNOVER ANALYSIS
STATE PRISON

UNCLASSIFIED TURNOVER - 1976

I. CORRECTIONAL STAFF TURNOVER

1976

47 Separations - 2 Unavoidable Separations = 21.32%
211 Total Correctional Staff

II. TOTAL PRISON STAFF TURNOVER

1976

71 Separations - 3 Unavoidable Separations = 21.45%
317 Total Staff

III. 2678 Separations - 1386 Unavoidable Separations = 15.2% State
Service Turnover for
1976

23 Separations - 8 Unavoidable Separations = 10%
150 Total Unclassified Employees
(excluding Gaming, LCB, Supreme Court, Uni-
versity System & Attorney General's Office)

SEPARATION ANALYSIS

- | | | |
|--|---|---------------|
| 1. Promotion Within Unclassified State Service | 3 | |
| 2. Death | 3 | (Unavoidable) |
| 3. Entered Classified Service | 4 | |
| 4. Left State | 1 | (Unavoidable) |
| 5. Illness (Unable to work) | 1 | (Unavoidable) |
| 6. Other Employment | 8 | |
| 7. Retired | 3 | (Unavoidable) |

ANALYSIS OF S.N.E.A.
LEGISLATIVE
SALARY PROPOSALS

C.P.I. ANALYSIS (pg. 1)

Since October 1, 1974 through September 1976, the CPI has risen	<u>12.81%</u>
Salary Increase January 1, 1976	6.00%
Proposed January 1, 1977	<u>5.63%</u>
	1.18% less than CPI
Cost of Increase Insurance:	<u>.50%</u>
	.68% Belt Tightening Proposal by Administration

Second Year Adjustment (trend data)

1. The CPI from October 1st, 1975 through September, 1976 increased 5.5%.
2. From January 1, 1976 through December 31, 1976, the CPI increased 4.87%, rather than the average 6.1% represented in the SNEA legislative report.

ADDITIONAL COST ANALYSIS (pg. 1)

The figures represented by SNEA are accurate in terms of general fund cost.

The total cost of the difference, however, is in excess of \$6,000,000.

FACTS REGARDING SALARIES IN NEVADA STATE GOVERNMENT (pg. 2)

The difference in SNEA's total number of State employees 7,996 and the administration's representation of 8,500 is a result of SNEA getting our first computer run on total employees which did not have 100% of the State employees in the system. At the time we gave the information to SNEA, we indicated the level of accuracy might be somewhat questionable for the reason mentioned.

The difference between the average annual salary of \$12,450 and \$13,176 is accounted for by the inclusion of shift differential rates and other special salary conditions.

54% of the State work force are males with females occupying 46% of the positions.

FRINGE BENEFIT ANALYSIS (pg. 3)

SNEA	28.4%
Personnel Division	28.7%

U.S. Chamber of Commerce study of fringe benefits for calendar year 1975 in private industry (761 companies) is 35.4% including rest or coffee breaks.

The two 15 minute coffee breaks represent 3.6% of the 35.4%.

That figure then becomes 31.8% for the average fringe benefit value.

Another factor which is an influencing variable in this analysis is the average salary for the firms surveyed. That was \$11,254.

The 35.4% of the average salary in this case amounted to \$3,984 which would be 30% of the States \$13,175 average annual salary.

JFW:akb
3/2/77

PM
3/5/77

(Please Print)

Name	Organization	Address	Phone
Fred Hillery	Nevada Hosp. Assoc	reno	322-6905
Douglas Ashken	—	Las Vegas	
J. Cronberger	Dept. H.R.	CC	4738
Harold Brewster	S.N.E.A.	Las Vegas	648-6766
Jesse Roundley	Dept. Human Resources	Carson	885-4730
John H. Carrus	Health Division	Carson City	885-4740
Frank G. Lopez	NECC	Carson City	885-4490
Walter Burt	Personnel Div.	Carson City	885-4052
Jim Wittenberg	Personnel Div.	"	"
Robert Rose	NSEA	Carson City	882-5571
Joyce Woodhouse	NSEA	Carson City	882-5574
Bob Felten	SNEA	"	882-3910
BOB KERNS	FIREFIGHTERS	RENO	329-0269
Julius Conigliaro	FEDERATED FIREFIGHTERS OF NEV.	LAS VEGAS	878-9281
Norm Safrite	P&F Advrs. Committee	Minden	782-2211
DAVID FRANK	JUDICIAL PLANNING	CARSON	885-5072