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MINUTES OF THE
MEETING OF THE SENATE COMMITTEE
ON GOVERNMENT AFFAIRS

SIXTY-FIRST SESSION
NEVADA STATE LEGISLATURE
February 6, 1981

The Senate Committee on Government Affairs was called to order by Chairman James I. Gibson, at 10:57 a.m., Friday, February 6, 1981, in Room 243 of the Legislative Building, Carson City, Nevada. Exhibit A is the Meeting Agenda. Exhibit B is the Attendance Roster.

COMMITTEE MEMBERS PRESENT:

Senator James I. Gibson, Chairman
Senator Jean Ford, Vice Chairman
Senator Keith Ashworth
Senator Gene Echols
Senator Virgil Getto
Senator James N. Kosinski
Senator Sue Wagner

GUEST LEGISLATORS:

Senator Clifford E. McCorkle

STAFF MEMBERS PRESENT:

Anne L. Lagé, Committee Secretary

SENATE BILL NO. 151

Increases minimum compensation for active duty of Nevada National Guard.

Adjutant General William Engel, Nevada National Guard, testified that this bill proposes to increase basic pay allowances for members of the Nevada National Guard when called to active duty. In 1975 an allowance of \$30 per day was established. This bill would increase the rate to \$50 per day.

Mr. Howard Barrett, State Budget Director, testified that there would be a minimal impact on the state budget. The funds come from the Governor's emergency fund.

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Senator Ford moved "Do Pass" on Senate Bill No. 151.

Senator K. Ashworth seconded the motion.

Motion carried unanimously.

SENATE BILL NO. 75

Provides for advisory review of local fire codes.

Mr. William Hancock, Secretary-Manager, Public Works Board, testified that there were different requirements on fire ordinances from one jurisdiction to the next. This bill might help standardize fire ordinances in each county.

Senator K. Ashworth voiced concern over the problems which could arise in the larger metropolitan areas if the State Fire Marshal tried to become involved in their fire codes.

Senator McCorkle agreed that it would be better to limit this bill to rural counties.

Mr. William Brewer, Assistant State Fire Marshal, testified that they had no feelings one way or the other regarding passage of this bill. He said it might initiate more uniformity in fire codes throughout the state. It would also give the Fire Marshal's office a complete compilation of county fire codes.

Mr. Julius Coniglairo, Assistant Director for Fire Services in Las Vegas, testified that Clark County would provide all information requested, but to date no requests have been received. He was not in favor of this bill unless it was limited to rural counties.

Mr. William Bunker, Federated Fire Fighters of Nevada, testified that he had no concern over this bill as long as it was not mandatory.

Senator K. Ashworth moved "Indefinite Postponement" on Senate Bill No. 75.

Senator Echols seconded the motion.

The motion passed unanimously.

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SENATE BILL NO. 77

Provides method of ascertaining reasons why employees leave state employment.

Senator McCorkle testified that this bill arose over an initial concern about turnover of employees in state government. He found that the present exit interviews tended to discourage employees from being truthful concerning the real reasons for leaving. Senator McCorkle believed that this could be alleviated by including an exit interview with the last paycheck.

Senator Wagner questioned if this could be handled in some other way than by legislation.

Senator McCorkle replied that it might be done upon request, but to date it had not.

Senator K. Ashworth suggested that perhaps this could be done on an experimental basis until it could be evaluated. It was decided to sunset it to July, 1983.

Mr. Jim Wittenberg, Personnel Administrator, testified that the system they now have accomplishes what this bill purports to do.

Chairman Gibson asked what the current turnover rate was. Mr. Wittenberg stated that the "avoidable" turnover rate was 22%. "Avoidable" meaning turnover which excludes reasons for leaving such as death, retirement, temporary help and promotions. Mr. Wittenberg testified that to date they have tried to evaluate the exit interviews in the high turnover areas. As a result of these evaluations they have found a need for more training as well as an increase in salaries to be contributing factors toward turnover.

Senator Wagner asked that these exit interview forms be brought before the committee and also the follow-up records on the evaluation of these forms.

Senator K. Ashworth noted that this bill would mandate sending out forms to every employee upon termination, regardless if that employee was in a high turnover area.

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Mr. Wittenberg did not feel that this was a necessity and recommended modifying the bill so that there was some latitude in the distribution of these forms.

Mr. Bob Gagnier, Executive Director State of Nevada Employee's Association, testified that he felt the following amendments should be made in Senate Bill No. 77:

On line 8 "permanent" should be inserted prior to employees.

On line 17 "on a monthly basis" should be added.

On line 19 omit everything after the word "interview".

He also suggested that in section 3 "a quarterly summary of the computer run" be included.

Mr. Gagnier stated that he would like to see "mandated by the State Legislature" on the forms. Also, perhaps a copy should be sent to the Legislative Counsel Bureau with the file being maintained in the Governor's office.

Senator Echols questioned whether it might be more beneficial to send out an attitude survey to employees prior to their leaving.

Mr. Wittenberg stated that this had been done about four months ago, but the compilation of the results had not been completed. Senator Ford requested a copy of this questionnaire.

Lucy Barrier, Personnel Officer with the Welfare Division, testified that the Welfare Division has an exit interview form which has been very effective in pinpointing specific problem areas. See Exhibit C. Ms. Barrier was concerned with the possible problem of outsiders interpreting statements on these forms as fact when indeed they might not be true at all. She also felt that the validity of these forms was increased when an employee signs them.

Senator Ford suggested that this bill be held until further materials have been brought before the committee.

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SENATE BILL NO. 78

Makes various amendments to charter of City of Reno.

Chairman Gibson reviewed the amendments which Senator Wagner had brought back from the City of Reno. After discussing the amendments, it was ascertained that they conformed with the instructions the committee had given at the first hearing on Wednesday, February 4, 1981.

There being no further business, meeting was adjourned at 12:33 p.m.

Respectfully submitted by:

Anne L. Lagé
Anne L. Lagé, Secretary

APPROVED BY:

James I. Gibson
Senator James I. Gibson, Chairman

DATE: 2/9/81

NEVADA STATE WELFARE DIVISION
EXIT INFORMATION REQUEST

We are interested in your experience with our agency. Please complete the information below and return it in the enclosed envelope.

EXHIBIT C

Name Office Last Supervisor

1. Did you leave for another job? Yes. No. If "yes," what type of work? _____

2. What kind of work did you do for us? _____
3. What kind of work do you like best? _____
4. When you first started work in our agency who introduced you to the people you worked with? _____
5. How fully was your job explained to you? _____
By whom? _____
6. How did you like your supervisor? _____

7. How well did the supervisor seem to know his/her job? _____
8. How well did he/she handle gripes or complaints? _____
9. Did your supervisor have "pets" or play favorites? _____
10. What troubles have you had with your supervisor? _____

11. How did you feel about your pay for the work you were performing? _____

12. If you could tell the Administrator of this agency exactly how you feel about the way the Division is run, what would you tell him? _____

13. What did you like best about your job here? _____

14. What have you disliked about it? _____

15. Why did you leave? _____

