
SENATE BILL NO. 221—SENATORS BUCK, HARDY; GOICOECHEA,
HANSEN, KIECKHEFER, LANGE, PICKARD AND SEEVERS GANSERT

MARCH 11, 2021

JOINT SPONSORS: ASSEMBLYMEN DICKMAN AND O'NEILL

Referred to Committee on Government Affairs

SUMMARY—Revises provisions relating to public employment.
(BDR 23-629)

FISCAL NOTE: Effect on Local Government: May have Fiscal Impact.
Effect on the State: Yes.

CONTAINS UNFUNDED MANDATE (§ 1)
(NOT REQUESTED BY AFFECTED LOCAL GOVERNMENT)

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT relating to public employment; requiring certain public employers to provide certain training to employees regarding the Public Employees' Retirement System; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

1 Under existing law, public employers are required, with certain exceptions, to
2 participate in the Public Employees' Retirement System and their employees are
3 required to be members of the System. (NRS 286.290) **Section 1** of this bill
4 requires public employers participating in the System to provide certain training to
5 each of its employees who is a member of the System before the completion of the
6 employee's first year of employment. **Section 1** requires the training to be
7 structured to ensure that the employee obtains an understanding of the System and
8 provides an explanation to the employee of: (1) the retirement benefits that the
9 employee is anticipated to receive from the System; (2) the vesting of the
10 employee's benefits; (3) the amount of the contributions to the System paid by
11 the public employer on behalf of the employee and, if applicable, the amount of the
12 contributions that the employee is required to pay to the System; and (4) any
13 additional information requested by the employee relating to the System. **Section 2**
14 of this bill requires, under certain circumstances, a public employer to provide this
15 training to an employee who began his or her employment with the public employer
16 before July 1, 2022.



THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 **Section 1.** Chapter 286 of NRS is hereby amended by adding
2 thereto a new section to read as follows:

3 1. *Except as otherwise provided in subsection 2, each public*
4 *employer participating in the System shall provide the training*
5 *required by this section to each of its employees who is a member*
6 *of the System before the completion of the employee's first year of*
7 *employment with the public employer. The training:*

8 (a) *Must be structured to ensure that the employee obtains an*
9 *understanding of the System and provides an explanation of:*

10 (1) *The retirement benefits that the employee is anticipated*
11 *to receive from the System, including, without limitation, an*
12 *explanation of how to calculate the employee's projected monthly*
13 *service retirement allowance and any projected increases in*
14 *postretirement benefits;*

15 (2) *The vesting of the employee's retirement benefits;*

16 (3) *The amount of the contributions to the System made by*
17 *the employer on behalf of the employee and, if applicable, the*
18 *amount of the contributions that the employee is required to pay to*
19 *the System; and*

20 (4) *Any additional information requested by the employee*
21 *relating to the System.*

22 (b) *May be conducted in person or online.*

23 (c) *Must be provided at no cost to the employee.*

24 2. *The requirement to provide the training described in*
25 *subsection 1 before the completion of the employee's first year of*
26 *employment may be extended for a reasonable period of time if*
27 *there is an emergency or disaster that affects the operation of the*
28 *public employer such that providing the training within the*
29 *employee's first year of employment is impracticable.*

30 3. *A public employer shall provide the training required by*
31 *subsection 1 regardless of whether the employee received the*
32 *training from a previous public employer.*

33 **Sec. 2.** 1. A public employer shall provide the training
34 described in section 1 of this act to an employee who began his or
35 her employment with the public employer before July 1, 2022, if the
36 public employee requests the training. Such training must be
37 provided by the public employer within a reasonable period of time
38 after receiving the request from the employee.

39 2. As used in this section:

40 (a) "Employee" has the meaning ascribed to it in NRS 286.040.

41 (b) "Public employer" has the meaning ascribed to it in
42 NRS 286.070.



1 **Sec. 3.** The provisions of NRS 354.599 do not apply to any
2 additional expenses of a local government that are related to the
3 provisions of this act.

4 **Sec. 4.** 1. This section becomes effective upon passage and
5 approval.

6 2. Sections 1, 2 and 3 of this act become effective:

7 (a) Upon passage and approval for the purpose of performing
8 any preparatory administrative tasks that are necessary to carry out
9 the provisions of this act; and

10 (b) On July 1, 2022, for all other purposes.

