

SENATE BILL NO. 387—SENATOR PAZINA

MARCH 27, 2023

Referred to Committee on Legislative Operations and Elections

SUMMARY—Revises provisions related to the state personnel system. (BDR 23-961)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: Yes.

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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 the state personnel system; revising provisions related to the classification plan for all positions in the classified service of the State; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

1 Existing law requires the Administrator of the Division of Human Resource
2 Management of the Department of Administration to prepare, maintain and revise
3 as necessary a classification plan for all positions in the classified service of the
4 State, based on similarity of duties and responsibilities, so that the same
5 qualifications may reasonably be required for all positions in the same class. (NRS
6 284.160) This bill requires the Administrator to periodically review the positions in
7 the classified service that require a person to hold a bachelor’s degree and,
8 whenever the Administrator deems it necessary for the efficiency of the public
9 service, revise the qualifications to allow a person to substitute equivalent
10 experience or skills in lieu of such a degree.

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

1 **Section 1.** NRS 284.160 is hereby amended to read as follows:
2 284.160 1. The Administrator shall prepare, maintain and
3 revise as necessary a classification plan for all positions in the
4 classified service, based upon similarity of duties and
5 responsibilities, so that the same qualifications may reasonably be
6 required for, and the same schedule of pay may be equitably applied
7 to, all positions in the same class.



1 2. The duty of the Administrator to classify extends to all
2 offices, employments and positions held by persons who may
3 become members of the classified service under the provisions of
4 this chapter.

5 3. *In determining the qualifications that may be reasonably*
6 *required for all positions in the same class pursuant to subsection*
7 *1, the Administrator shall periodically review each class of*
8 *positions in the classified service which require a person to hold a*
9 *bachelor's degree and, whenever the Administrator deems it*
10 *necessary for the efficiency of the public service, revise the*
11 *qualifications to allow a person to substitute equivalent experience*
12 *or skills in lieu of a bachelor's degree.*

13 4. The Administrator may, after consultation with the head of a
14 department or agency, make changes in the classification of
15 positions whenever the Administrator deems it necessary for the
16 efficiency of the public service.

17 ~~[4.]~~ 5. The classification plan and changes therein are subject
18 to approval by the Commission, except that the Administrator may
19 make a change in the classification plan without the prior approval
20 of the Commission if:

21 (a) The Administrator deems it necessary for the efficiency of
22 the public service;

23 (b) The change is not proposed in conjunction with an
24 occupational study; and

25 (c) The Administrator, at least 20 working days before acting
26 upon the proposed change:

27 (1) Provides written notice of the proposal to each member
28 of the Commission, to all departments and to any head of an
29 employees' organization who requests notice of such proposals; and

30 (2) Posts a written notice of the proposal in each of the
31 principal offices of the Division.

32 ↪ Any occupational study conducted by the Division in connection
33 with the preparation, maintenance or revision of the classification
34 plan must be approved by the Commission.

35 ~~[5.]~~ 6. If no written objection to the proposed change to the
36 classification plan is received by the Administrator before the date it
37 is scheduled to be acted upon, the Administrator may effect the
38 change. The Administrator shall report to the Commission any
39 change in the classification plan made without its approval at the
40 Commission's next succeeding regular meeting.



1 ~~6.1~~ 7. If a written objection is received before the date the
2 proposed change is scheduled to be acted upon, the Administrator
3 shall place the matter on the agenda of the Commission for
4 consideration at its next succeeding regular meeting.

