

EXECUTIVE AGENCY
FISCAL NOTE

AGENCY'S ESTIMATES

Date Prepared: March 10, 2023

Agency Submitting: Department of Administration, Human Resource Management

Items of Revenue or Expense, or Both	Fiscal Year 2022-23	Fiscal Year 2023-24	Fiscal Year 2024-25	Effect on Future Biennia
CAT 01 - PERSONNEL (Expense)		\$144,122	\$198,556	\$397,112
CAT 04 - OPERATING (Expense)		\$879	\$891	\$1,782
CAT 05 - EQUIPMENT (Expense)		\$14,594		
CAT 26 - INFORMATION SERVICES (Expense)		\$1,619	\$1,762	\$3,524
Total	0	\$161,214	\$201,209	\$402,418

Explanation

(Use Additional Sheets of Attachments, if required)

The Division of Human Resource Management (DHRM) has determined there will be a fiscal impact.

Section 26 adds professional employees and supervisory employees in NSHE and the executive branch. The exact number of employees is estimated to be 5800 and up to four new bargaining units. The resulting increase in the number of bargaining units that would be negotiated with and expanded scope of mandatory bargaining would increase complexity to the collective bargaining process and require the DHRM to increase interactions with NSHE personnel.

Section 33 expands the number of subjects of mandatory bargaining enumerated in NRS 288.150(2). Added subjects included:

- Maternity/paternity leave and family medical leave
- Insurance, including health insurance
- Classification and titles of professional employees in bargaining unit
- Safety in the workplace
- Facilities for meeting with students for professional employees who have teaching or advising responsibilities
- Transfer and reassignment of professional employees
- Procedures for additions to the workforce

As such, DHRM would need additional staff to implement the parameters of this legislation. Two Personnel Analyst III positions will support the development, interpretation, and administration of the union contract regarding wages, benefits, employee working conditions, health care, pensions, union and management practices, grievances, and other contractual provisions. These positions will collect and provide data, answer questions, provide technical direction, resolve sensitive and controversial issues, and direct and participate in the investigation and resolution of complaints related to assigned Program areas and activities. The PA III's assist in researching, analyzing, and interpreting collective bargaining agreements. The positions will work as advisors to HR staff members and other managers of collective bargaining units to ensure compliance with the contracts.

Name Mandee Bowsmith

Title Administrator

GOVERNOR'S OFFICE OF FINANCE COMMENTS

The agency's response appears reasonable.

Date Thursday, March 09, 2023

Name Amy Stephenson

Title Director