

**EXECUTIVE AGENCY**  
**FISCAL NOTE**

AGENCY'S ESTIMATES

Date Prepared: March 16, 2023

Agency Submitting: Department of Administration, Human Resource Management

<b>Items of Revenue or Expense, or Both</b>	<b>Fiscal Year 2022-23</b>	<b>Fiscal Year 2023-24</b>	<b>Fiscal Year 2024-25</b>	<b>Effect on Future Biennia</b>
CAT 01 - PERSONNEL (Expense)		\$66,456	\$91,664	\$183,328
CAT 03 - IN STATE TRAVEL (Expense)		\$3,729	\$3,729	\$7,458
CAT 04 OPERATING (Expense)		\$1,836	\$1,807	\$3,614
CAT 05 - EQUIPMENT (Expense)		\$7,297		
CAT 26 - INFORMATION SERVICES (Expense)		\$877	\$971	\$1,942
Total	0	\$80,195	\$98,171	\$196,342

Explanation

(Use Additional Sheets of Attachments, if required)

The Division of Human Resource Management (DHRM) has reviewed BDR 23-882 and determined that there will be a fiscal impact to the Division. Section 3 of the BDR establishes the State as a Model Employer Program in DHRM, which will require the addition of one Full Time Equivalent (FTE) position to be established in budget account 1363. Section 3 also requires training efforts and outreach to State of Nevada agencies, which will necessitate the purchase of training materials and statewide travel.

Name Mandee Bowsmith

Title Administrator

GOVERNOR'S OFFICE OF FINANCE COMMENTS

Date Tuesday, March 14, 2023

The agency's response appears reasonable.

Name Amy Stephenson

Title Director

## Effects of BDR 23-882 on the Division of Human Resource Management

The Division of Human Resource Management (DHRM) has reviewed BDR 23-882 and determined that there will be a fiscal impact to the Division. Section 3 of the BDR establishes the State as a Model Employer Program in DHRM, which will require the addition of one Full Time Equivalent (FTE) position to be established in budget account 1363. Section 3 also requires training efforts and outreach to State of Nevada agencies, which will necessitate the purchase of training materials and statewide travel.

The additional position will be necessary in order to implement the parameters of this legislation because, as assigned by the Administrator, the position will be responsible for the overall administration of the new program. The identified position needed is detailed below.

One (1) Personnel Analyst II position will provide DHRM oversight of agency appointing authorities as Section 3 of the BDR requires the program to ensure that appointing authorities are implementing best practices related to the hiring, promotion and retention of persons with disabilities. In addition, duties of the position will include working with the Rehabilitation Division to provide technical assistance and training on these best practices. This will require day to day consultation with agency appointing authorities to assist with their needs and to ensure the program is being implemented effectively.

Section 3 of this BDR requires DHRM to coordinate with the Rehabilitation Division to provide training to each appointing authority on best practices related to the hiring, promotion and retention of persons with disabilities. Due to the large number of State of Nevada agencies and therefore appointing authorities, it is estimated that the new position described above would need to travel four times each year. Two of these trips would be to Las Vegas, NV, and two of the trips would be to reach out to the rural areas of the state, specifically Elko and Ely, NV. The total of these trips is estimated to be \$3,728.96 each fiscal year of the biennium. In addition, classroom training materials such as paper, in the estimated amount of \$1,500.00 per fiscal year would also be required to perform the training pursuant to Section 3 of the BDR.

**EXECUTIVE AGENCY  
FISCAL NOTE**

AGENCY'S ESTIMATES

Date Prepared: March 16, 2023

Agency Submitting: Department of Employment, Training and Rehabilitation

<b>Items of Revenue or Expense, or Both</b>	<b>Fiscal Year 2022-23</b>	<b>Fiscal Year 2023-24</b>	<b>Fiscal Year 2024-25</b>	<b>Effect on Future Biennia</b>
Total	0	0	0	0

Explanation

(Use Additional Sheets of Attachments, if required)

The agency has reviewed the bill and determined that there is no fiscal impact

Name Stewart Terry

Title Admin Services Officer II

GOVERNOR'S OFFICE OF FINANCE COMMENTS

Date Wednesday, March 15, 2023

The agency's response appears reasonable.

Name Amy Stephenson

Title Director