
SENATE BILL NO. 319—SENATORS D. HARRIS, SPEARMAN; BUCK,
DONDERO LOOP, GOICOECHEA, OHRENSCHALL, PAZINA
AND SCHEIBLE

MARCH 20, 2023

JOINT SPONSOR: ASSEMBLYMAN YUREK

Referred to Committee on Government Affairs

SUMMARY—Revises provisions relating to public employees.
(BDR 23-953)

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 public employees; revising the definition of
“employee” for purposes of collective bargaining for state
employees to include category I, II and III peace officers
who are in the unclassified service of the State; and
providing other matters properly relating thereto.

Legislative Counsel’s Digest:

1 Existing law defines “employee” for purposes of collective bargaining with the
2 Executive Department of the State Government to mean a person who is: (1)
3 employed in the classified service of the State pursuant to chapter 284 of NRS; or
4 (2) employed by the Nevada System of Higher Education in the classified service
5 of the State or is required to be paid in accordance with the pay plan for the
6 classified service of the State. (NRS 288.425) **Section 1** of this bill includes in the
7 definition of “employee” persons who are employed as category I, II or III peace
8 officers in the unclassified service of the State pursuant to chapter 284 of NRS.

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

1 **Section 1.** NRS 288.425 is hereby amended to read as follows:
2 288.425 1. “Employee” means a person who:



1 (a) Is employed in the classified service of the State pursuant to
2 chapter 284 of NRS; ~~{or}~~

3 (b) *Is employed as a category I, II or III peace officer, as*
4 *defined in NRS 289.460, 289.470 and 289.480, respectively, in the*
5 *unclassified service of the State pursuant to chapter 284 of NRS;*
6 *or*

7 (c) Is employed by the Nevada System of Higher Education in
8 the classified service of the State or is required to be paid in
9 accordance with the pay plan for the classified service of the State.

10 2. The term does not include:

11 (a) A managerial employee whose primary function, as
12 determined by the Board, is to administer and control the business
13 of any agency, board, bureau, commission, department, division,
14 elected officer or any other unit of the Executive Department and
15 who is vested with discretion and independent judgment with regard
16 to the general conduct and control of that agency, board, bureau,
17 commission, department, division, elected officer or unit;

18 (b) An elected official or any person appointed to fill a vacancy
19 in an elected office;

20 (c) A confidential employee;

21 (d) A temporary employee who is employed for a fixed period
22 of 4 months or less;

23 (e) A commissioned officer or an enlisted member of the
24 Nevada National Guard;

25 (f) Any person employed by the Nevada System of Higher
26 Education who is not in the classified service of the State or
27 required to be paid in accordance with the pay plan of the classified
28 service of the State; or

29 (g) Any person employed by the Public Employees' Retirement
30 System who is required to be paid in accordance with the pay plan
31 of the classified service of the State.

