

ASSEMBLY BILL NO. 95—COMMITTEE ON GOVERNMENT AFFAIRS

(ON BEHALF OF DEPARTMENT OF PERSONNEL)

FEBRUARY 12, 2001

Referred to Committee on Government Affairs

SUMMARY—Revises provisions regarding state personnel system. (BDR 23-343)

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

~

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

AN ACT relating to state personnel; establishing a uniform probationary period for certain state employees; revising provisions regarding the annual report on a permanent employee's performance; and providing other matters properly relating thereto.

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

- 1 **Section 1.** NRS 284.290 is hereby amended to read as follows:
2 284.290 1. All original competitive appointments to and promotions
3 within the classified service must be for a fixed probationary period of ~~16~~
4 ~~months, except that a longer period not exceeding 1 year may be~~
5 ~~established for classes of positions in which the nature of the work requires~~
6 ~~a longer period for proper evaluation of performance.]~~ *12 months.*
7 2. Dismissals or demotions may be made at any time during the
8 probationary period in accordance with regulations established by the
9 director.
10 3. Before the end of the probationary period and in accordance with
11 regulations established by the director, the appointing authority shall notify
12 the director in writing whether or not the probationer is a satisfactory
13 employee and should receive the status of a permanent appointee.
14 **Sec. 2.** NRS 284.340 is hereby amended to read as follows:
15 284.340 Each appointing authority shall:
16 1. Report to the director, in writing, the efficiency of his subordinates
17 and employees, and other information, in such manner as the director may
18 prescribe by regulation.
19 2. File reports with the director on the performance, during the
20 probationary period, of each of his employees who holds a position in the
21 classified service. A report must be filed at the end of the ~~12nd and 5th~~



1 ~~months of employment if the probationary period is 6 months, or at the end~~
2 ~~of the~~ 3rd, 7th and 11th months of employment . ~~If the probationary~~
3 ~~period is 12 months.~~
4 3. File a report annually with the director on the performance of each
5 of his employees who holds a position in the classified service and has
6 attained permanent status. The report must be filed at the end of the 12th
7 month next following the attainment of permanent status, and at the end of
8 every 12th month thereafter. ~~If the report is not filed within 30 days after~~
9 ~~the required date, the performance of the employee shall be deemed to be~~
10 ~~standard.~~
11 4. If any report he files with the director on the performance of an
12 employee who holds a position in the classified service includes a rating of
13 substandard, file with the director an additional report on the performance
14 of the employee at least every 90 days until the performance improves to
15 standard or until any disciplinary action is taken.
16 5. Provide the employee with a copy of each report filed.
17 **Sec. 3.** This act becomes effective on July 1, 2001.

