

SENATE BILL NO. 505—COMMITTEE ON FINANCE

JUNE 4, 2011

Referred to Committee on Finance

SUMMARY—Provides for compensation of state employees.
(BDR S-1317)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: Contains Appropriation included in
Executive Budget.

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

AN ACT relating to public employees; establishing the maximum allowed salaries for certain employees in the classified and unclassified service of the State; requiring employees of the State to take a certain number of days of unpaid furlough leave during the 2011-2013 biennium; providing exceptions to the furlough requirement; making appropriations from the State General Fund and State Highway Fund for the salaries of certain employees of the State; and providing other matters properly relating thereto.

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

Section 1. The following state officers, employees, and medical and related positions in the unclassified service of the State of Nevada are entitled to receive approximate annual salaries of not more than the maximum amounts set forth following their specified titles or positions:

Title or Position	Approximate Annual Salary
1. State Office of Energy:	
Director, Office of Energy	\$96,912
Deputy Director, Office of Energy.....	65,830



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	Approximate Annual Salary
Title or Position	
2. High Level Nuclear Waste:	
Executive Director, Nuclear Projects Office.....	\$112,403
Executive Assistant	54,858
Technical Division Administrator.....	102,322
Planner/Researcher.....	81,117
3. Office of the Lieutenant Governor:	
Chief of Staff.....	\$72,508
Assistant to the Lieutenant Governor (each).....	69,055
Administrative Secretary.....	46,612
4. Office of the Secretary of State:	
Chief Deputy	\$114,104
Deputy Secretary of State, Commercial Recordings.....	95,453
Deputy Secretary of State, Southern Nevada.....	95,453
Deputy Secretary of State, Elections.....	104,778
Deputy Secretary of State, Operations	95,453
Securities Administrator.....	99,686
Chief, Enforcement	95,150
Executive Assistant	54,858
Public Information Officer.....	69,122
Business Portal Administrator.....	95,453
5. Office of the State Treasurer:	
Chief Deputy State Treasurer.....	\$114,104
Senior Deputy State Treasurer (each)	104,778
Chief of Staff.....	114,104
Deputy State Treasurer, Debt Service	95,453
Deputy State Treasurer, Investments	114,104
Deputy State Treasurer, Cash Management.....	95,453
Executive Director, Millennium Scholarship.....	95,453
Executive Assistant	54,858
Deputy State Treasurer, Unclaimed Property	95,453
6. Office of Controller:	
Chief Deputy Controller.....	\$104,778
Assistant Controller.....	85,579
Executive Assistant	54,858
7. Office of the Attorney General:	
(a) Attorney General's Office:	
Assistant Attorney General	\$137,145
Attorney General Counsel for Prosecuting Attorneys, Executive Director	99,704
Ombudsman for Victims of Domestic Violence.....	58,143
Chief Deputy Attorney General (each).....	115,202
Chief of Staff.....	137,145



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		Approximate
		Annual
	Title or Position	Salary
1		
2		
3		
4	Solicitor General	\$129,285
5	Senior Deputy Attorney General (each)	104,231
6	Deputy Attorney General (each)	93,259
7	Public Information Officer	69,122
8	Chief Investigator	79,544
9	Investigator (each)	64,302
10	Division Administrator, Personnel Services	79,544
11	Executive Assistant	54,858
12	Chief Financial Officer	99,686
13	Legal Researcher (each)	44,949
14	Supervising Legal Researcher (each)	54,858
15	Construction Law Counsel	129,285
16	Executive Director, Technological Crimes	69,122
17	Program Specialist, Technological Crimes	54,858
18	Insurance Investigator (each)	64,302
19	(b) Bureau of Consumer Protection:	
20	Senior Economist	\$99,704
21	Senior Engineer	89,037
22	Senior Legal Researcher	52,974
23	Legal Researcher	44,949
24	Senior Regulatory Analyst	83,204
25	Chief Deputy Attorney General (each)	115,202
26	Regulatory Manager	89,114
27	Technical Staff Manager	89,114
28	Deputy Attorney General (each)	93,259
29	Engineer	80,281
30	Administrative Services Officer	72,239
31	Senior Deputy Attorney General (each)	104,231
32	8. Commission on Ethics:	
33	Executive Director	\$95,453
34	Counsel, Ethics Commission	93,259
35	Executive Assistant	54,858
36	Investigator	64,302
37	Senior Legal Researcher	52,974
38	9. Supreme Court:	
39	Supervisory Staff Attorney (each)	\$104,231
40	Supervisory Staff Attorney, Settlement	104,231
41	Reporter of Judicial Decisions	115,202
42	Legal Counsel, Criminal	126,174
43	Legal Counsel, Civil	126,174
44	Chief Assistant Clerk	115,202
45	Chief Clerk	137,145



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	Approximate
	Annual
Title or Position	Salary
Chief Deputy Clerk	\$70,766
Court Administrator	120,688
Deputy Court Administrator (each)	104,231
Staff Attorney (each).....	93,259
Law Librarian.....	98,744
Senior Law Clerk (each)	60,631
10. Commission on Judicial Discipline:	
11. General Counsel	\$137,145
11. Department of Administration:	
Director	\$124,528
Deputy Director (each).....	114,104
Information Systems Specialist.....	57,740
Division Administrator, Internal Audits	104,778
Manager, Internal Controls	89,114
Chief Assistant Budget Administrator	86,728
Senior Appeals Officer.....	115,202
Appeals Officer, Hearings (each).....	104,231
Hearing Officer (each)	69,122
Deferred Compensation Executive Officer	95,453
Chief Assistant, Planning.....	79,528
Division Administrator, State Motor Pool	79,544
Division Administrator, Administrative Services	95,453
Division Administrator, Risk Management	85,579
Division Administrator, Purchasing.....	95,453
Administrator, Public Works Division.....	120,688
Chief Engineer, Operations	99,424
Deputy Administrator, Professional Services,	
Public Works Division.....	114,104
Deputy Administrator, Code Compliance and	
Enforcement, Public Works Division	114,104
Deputy Administrator, Buildings and	
Grounds, Public Works Division	85,579
Public Works Division, Project Manager III	
(each).....	104,231
Public Works Division, Project Manager II (each).....	95,453
Chief, Planning, Research, and Grants Management....	86,728
Division Administrator, Human Resource	
Management.....	104,778
Division Deputy Administrator, Human Resource	
Management (each).....	85,579
Director, Equal Employment Opportunity	79,544
Executive Assistant	54,858



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	Approximate
	Annual
Title or Position	Salary
Division Administrator, State Library and Archives ..	\$95,453
Division Administrator, State Chief Information Officer.....	104,778
Manager, Enterprise Application Services.....	95,453
Manager, Computing.....	95,453
Manager, Communication.....	95,453
Manager, Information Security	95,453
12. Department of Taxation:	
Director	\$124,528
Deputy Director (each).....	104,778
Executive Assistant	54,858
Administrative Law Judge (licensed attorney)	104,231
Chief Administrative Law Judge (licensed attorney)	115,202
13. Department of Education:	
Superintendent of Public Instruction.....	\$121,785
Deputy Superintendent of Instruction, Research and Evaluative Services	104,778
Deputy Superintendent for Administrative and Fiscal Services	104,231
Executive Assistant	54,858
14. Department of Employment, Training and Rehabilitation:	
Director, Employment, Training and Rehabilitation.....	\$124,528
Chief, Disability Employment Policy	69,122
Division Administrator, Rehabilitation.....	104,778
Chief Auditor	87,772
Deputy Director.....	114,104
Executive Assistant	54,858
Division Administrator, Employment Security.....	114,104
Division Administrator, Equal Rights Commission.....	85,579
Division Administrator, Information Development and Processing	104,778
Hearing Officer (each)	69,122
Senior Attorney	104,231
Assistant to the Director.....	86,725
15. Department of Health and Human Services:	
Director	\$124,528
Deputy Director, Programs	104,778
Deputy Director, Fiscal Services.....	104,778
Deputy Director, Administrative Services	95,453



		Approximate
		Annual
	Title or Position	Salary
1		
2		
3		
4	Governor's Consumer Health Advocate	\$95,453
5	Ombudsman for Consumer Health Assistance	
6	(each).....	76,118
7	Statewide Suicide Prevention Coordinator	69,122
8	Statewide Suicide Prevention Trainer/Networking	
9	Facilitator	65,830
10	Executive Assistant (each)	54,858
11	Division Administrator, Health Care Financing and	
12	Policy	114,104
13	Deputy Division Administrator, Health Care	
14	Financing and Policy.....	104,778
15	Division Administrator, Health.....	114,104
16	State Health Officer.....	157,433
17	Chief Biostatistician	95,453
18	State Epidemiologist	95,453
19	Medical Program Coordinator, Mental Health	
20	Program (each).....	184,861
21	Medical Program Coordinator, Statewide Mental	
22	Health Services	198,589
23	Division Administrator, Mental Health and	
24	Developmental Services.....	120,688
25	Deputy Division Administrator, Mental Health and	
26	Developmental Services.....	104,778
27	Division Administrator, Welfare and Supportive	
28	Services	114,104
29	Division Administrator, Child and Family	
30	Services	114,104
31	Deputy Division Administrator, Child and Family	
32	Services (each).....	104,778
33	Superintendent, Nevada Youth Training Center.....	95,453
34	Superintendent, Caliente Youth Center.....	95,453
35	Bureau Chief, Youth Parole Bureau.....	95,453
36	Division Administrator, Aging and Disability	
37	Services	104,778
38	Deputy Division Administrator, Aging and	
39	Disability Services (each)	95,453
40	Chief, Elder Rights.....	85,579
41	16. Office of the State Public Defender:	
42	State Public Defender.....	\$115,202
43	Supervising Public Defender (office).....	104,231
44	Supervising Public Defender (trial)	104,231
45	Supervising Public Defender (appeals).....	104,231



	Approximate
	Annual
Title or Position	Salary
Deputy Public Defender (each).....	\$93,259
Deputy Public Defender, Appellate	93,259
Investigator (each).....	64,302
17. Department of Business and Industry:	
Director	\$124,528
Deputy Director, Administration	79,544
Deputy Director, Programs	104,778
Executive Assistant	54,858
Division Administrator, Financial Institutions.....	95,453
Deputy Division Administrator, Financial	
Institutions.....	79,544
Certified Public Accountant, Financial Institutions	66,011
Division Administrator, Manufactured Housing.....	85,579
Division Administrator, Real Estate	95,453
Deputy Division Administrator, Real Estate	79,544
Ombudsman, Real Estate	69,122
Division Administrator, Housing	95,453
Deputy Division Administrator, Housing	79,544
Chief Assistant, Housing.....	65,830
Chief Financial Officer, Housing.....	93,259
Division Administrator, Insurance	114,104
Deputy Division Administrator, Insurance (each)	95,453
Deputy Division Administrator, Insurance, Captive	
Insurers.....	93,259
Lead Actuary, Insurance (each)	122,929
Insurance Counsel/Hearing Officer (each).....	95,453
Division Administrator, Taxicab Authority	95,453
Division Administrator, Transportation Authority	111,393
Chief Transportation Inspector	90,857
Commissioner, Transportation Authority (each)	104,449
Financial Analyst (each)	79,638
Manager, Transportation	93,259
Deputy Division Administrator, Transportation	
Authority	86,286
Attorney, Transportation Authority	93,259
Division Administrator, Mortgage Lending.....	95,453
Deputy Division Administrator, Mortgage Lending.....	79,544
Certified Public Accountant, Mortgage Lending	66,011
Division Administrator, Industrial Relations	104,778
Deputy Division Administrator, Industrial	
Relations (each)	85,579
Attorney, Industrial Relations (each)	93,259



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	Approximate
	Annual
Title or Position	Salary
Senior Attorney, Industrial Relations.....	\$104,231
Deputy Division Administrator, Safety Consultation ...	79,544
Deputy Division Administrator, Mine Safety	79,544
Division Administrator, Attorney for Injured	
Workers.....	115,202
Deputy Attorney for Injured Workers (each).....	93,259
Senior Deputy Attorney for Injured Workers (each) ..	104,231
Division Administrator, Employee-Management	
Relations Board.....	85,579
Executive Assistant, Employee-Management	
Relations Board.....	54,858
Division Administrator, Dairy Commission	85,579
Division Administrator, Office of Labor	
Commissioner	95,453
Deputy Division Administrator, Office of Labor	
Commissioner	79,544
Chief Assistant, Office of Labor Commissioner.....	51,191
Division Administrator, Athletic Commission	95,453
Ombudsman of Consumer Affairs for Minorities.....	72,508
18. State Department of Agriculture:	
Director, Agriculture	\$104,778
Division Administrator, Livestock Inspection	79,544
Division Administrator, Veterinary Medical	
Services	106,938
Senior Veterinary Diagnostician	91,022
Supervisor, Animal Disease Laboratory	94,588
Division Administrator, Measurement Standards	79,544
Division Administrator, Plant Industry	79,544
19. Commission on Mineral Resources:	
Administrator, Minerals	\$102,333
Deputy Administrator, Minerals	81,865
Chief for Dangerous Mines	66,409
Chief for Mine Regulation	73,630
Field Specialist, Minerals (each).....	56,765
Program Manager, Oil, Gas and Geothermal.....	94,226
20. Commission on Economic Development:	
Executive Director	\$114,104
Deputy Director.....	95,453
Senior Associate, Industrial Development (each).....	79,544
Associate, Industrial Development (each)	62,768
Grants Project Analyst	54,497
Director, Film	85,579



	Approximate
	Annual
Title or Position	Salary
Associate, Film (each).....	\$62,768
Program Specialist	55,257
21. Department of Tourism and Cultural Affairs:	
Director, Tourism and Cultural Affairs.....	\$114,104
Chief Deputy, Administration	95,453
Executive Assistant	54,858
Public Information Officer	77,976
Deputy Director, Sales and Industry Partners	75,660
Deputy Director, Marketing and Advertising	75,660
Development Specialist II, Tourism (each)	75,660
Development Specialist, Tourism (each)	71,039
Project Analyst II (each)	63,543
Project Analyst (each)	54,497
Development Specialist, Nevada Magazine (each).....	62,929
Editor Publisher, Nevada Magazine.....	85,961
Managing Editor, Publications.....	66,078
Production Manager	53,264
Art Director (each)	56,280
Advertising Sales Representative.....	57,732
Operations and Finance Manager.....	82,748
Public Relations Specialist.....	71,039
Division Administrator, Museums and History	95,453
Executive Director, Nevada Indian Commission.....	69,122
22. State Gaming Control Board:	
Chairman, Gaming Control Board	\$145,986
Member, Gaming Control Board (each)	135,741
Executive Assistant	57,546
Chief, Investigation	104,203
Chief, Enforcement	104,203
Chief, Audit.....	104,203
Chief, Corporate Securities	104,203
Chief, Tax and License	104,203
Chief, Administration.....	104,203
Chief Deputy, Administration.....	94,730
Executive Secretary, Gaming Control Board.....	94,730
Manager, Electronics Lab	101,762
Chief, Technology.....	111,307
Senior Lab Engineer (each).....	96,915
Electronic Lab Engineer (each).....	92,300
Coordinator, Applicant Services	92,148
Chief Deputy, Enforcement (each)	94,730
Information Service Manager	96,915



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		Approximate
		Annual
	Title or Position	Salary
1		
2		
3		
4	Senior Network Specialist.....	\$83,137
5	Network Specialist II.....	76,612
6	Network Specialist I (each).....	69,384
7	Data Management Analyst.....	81,987
8	System Manager.....	91,219
9	Programming Manager.....	91,219
10	Programming Supervisor	85,923
11	Chief Deputy, Audit (each).....	94,730
12	Chief Deputy, Investigations (each).....	94,730
13	Chief Deputy, Corporate Securities	94,730
14	Chief Deputy, Tax and License.....	94,730
15	Hearings Officer (each).....	91,252
16	Administrative Coordinator	81,987
17	Financial Officer	81,987
18	Supervisor, Investigations (each)	86,118
19	Supervisor, Enforcement (each).....	86,118
20	Supervisor, Corporate Securities (each).....	86,118
21	Supervisor, Audit (each)	86,118
22	Supervisor, Tax and License (each).....	86,118
23	Supervisor (each)	86,118
24	District Office Manager	92,148
25	Senior Agent, Corporate Securities (each).....	74,562
26	Senior Agent, Investigations (each)	74,562
27	Senior Agent, Audit (each)	74,562
28	Senior Agent, Tax and License (each)	74,562
29	Senior Research Specialist (each)	91,219
30	Senior Agent, Enforcement (each).....	74,562
31	Agent, Corporate Securities (each)	67,785
32	Agent, Audit (each).....	67,785
33	Agent, Investigations (each).....	67,785
34	Agent, Enforcement (each)	67,785
35	Agent, Tax and License (each).....	67,785
36	Electronics Technician (each).....	60,404
37	Senior Program Analyst (each)	77,240
38	Special Agent (each)	78,290
39	23. Public Utilities Commission of Nevada:	
40	Executive Director	\$114,104
41	Chairman	120,688
42	Public Utilities Commissioner (each)	114,104
43	Executive Assistant (each)	54,858
44	Financial Analyst (each)	79,638
45	Chief Attorney (each).....	115,202



	Approximate Annual Salary
1 Title or Position	
2	
3	
4 Senior Attorney (each)	\$104,231
5 Supervisor, Consumer Complaint Resolution	79,544
6 Manager, Safety and Quality Assurance	95,453
7 Manager, Systems Operation	85,579
8 Public Education and Statistical Analysis Officer	
9 (each).....	65,830
10 Administrative Attorney (each).....	69,122
11 Manager, Resource and Market Analysis	95,453
12 Engineer, Water.....	79,638
13 Engineer, Electric (each).....	83,690
14 Senior Gas Pipeline Engineer.....	84,016
15 Engineer, Gas Pipeline (each).....	79,638
16 Senior Engineering Analyst	71,364
17 Manager, Policy Analysis	95,453
18 Director, Regulatory Operations	114,104
19 Manager, Consumer Complaint Resolution	95,453
20 Senior Analyst	71,364
21 Rural Consumer Representative.....	64,388
22 Manager, Tariffs and Compliance.....	95,453
23 Commission Secretary	95,453
24 Assistant Commission Secretary.....	85,579
25 Senior Regulatory Economist	85,475
26 Regulatory Economist (each).....	85,475
27 Commission Policy Advisory (each)	87,874
28 Senior Utility Analyst (each)	71,364
29 Resource Planning Engineer	79,638
30 Legal Case Manager.....	55,696
31 24. Department of Motor Vehicles:	
32 Director	\$124,528
33 Deputy Director, Motor Vehicles.....	120,688
34 Executive Assistant	54,858
35 Division Administrator, DMV Motor Carrier	95,453
36 Division Administrator, DMV Management	
37 Services.....	95,453
38 Division Administrator, DMV Automation	95,453
39 Division Administrator, DMV Field Services	104,778
40 Division Administrator, DMV Compliance	
41 Enforcement.....	104,778
42 Division Administrator, DMV Central Services.....	95,453
43 Division Administrator, DMV Administrative	
44 Services	95,453



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		Approximate Annual Salary
1		
2		
3	Title or Position	
4	Chief Administrative Law Judge, DMV (licensed	
5	attorney)	\$115,202
6	Chief Administrative Law Judge, DMV (other than	
7	licensed attorney)	104,231
8	DMV Administrative Law Judge (licensed attorney)	
9	(each).....	104,231
10	DMV Administrative Law Judge (other than	
11	licensed attorney) (each)	93,259
12	25. Department of Public Safety:	
13	Director	\$124,528
14	Deputy Director, Public Safety	120,688
15	Executive Assistant	54,858
16	Division Administrator, Parole and Probation	120,688
17	Chairman, State Board of Parole Commissioners.....	104,778
18	Parole Board Member (each)	85,579
19	Executive Assistant, Parole Board	54,858
20	Division Administrator, Records and Technology.....	109,469
21	Division Administrator, State Fire Marshal	104,778
22	Division Administrator, Capitol Police	95,453
23	Division Administrator, Investigations	114,104
24	Division Administrator, Highway Safety Planning	
25	and Administration.....	79,544
26	Chief, Nevada Highway Patrol	120,688
27	Lieutenant Colonel, Nevada Highway Patrol.....	120,688
28	Division Administrator, Homeland Security.....	114,104
29	Analyst Supervisor / NAIC Manager	72,241
30	26. Department of Corrections:	
31	Director	\$124,528
32	Executive Assistant	54,858
33	Medical Director	186,595
34	Deputy Director, Operations, Northern Region	114,104
35	Deputy Director, Industrial Programs	114,104
36	Deputy Director, Operations, Southern Region	114,104
37	Deputy Director, Support Services	114,104
38	Division Administrator, EEO and Training	85,579
39	27. Peace Officers' Standards and Training	
40	Commission:	
41	Director	\$95,453
42	Deputy Director.....	85,579
43	Executive Assistant	54,858
44	Bureau Chief (each)	75,340
45	Training Specialist (each)	68,770



	Approximate Annual Salary
1 Title or Position	
2	
3 28. State Department of Conservation and Natural	
4 Resources:	
5	
6 Director	\$124,528
7 Deputy Director.....	104,231
8 Division Administrator, Environmental Protection	120,688
9 Division Administrator, Water Resources	120,688
10 Division Administrator, Forestry	104,778
11 Division Administrator, State Parks.....	104,778
12 Division Administrator, State Lands.....	95,453
13 District Supervisor, Water Commissioner, Water	
14 Resources	69,122
15 Division Administrator, Natural Heritage.....	79,544
16 Division Administrator, Historic Preservation.....	95,453
17 29. Department of Wildlife:	
18 Director	\$114,104
19 Deputy Director (each).....	104,778
20 Executive Assistant	54,858
21 Chief Game Warden.....	95,453
22 Division Administrator, Conservation Education	85,579
23 Division Administrator, Fisheries Management	85,579
24 Division Administrator, Game Management	85,579
25 Division Administrator, Habitat.....	85,579
26 Division Administrator, Wildlife Administration	85,579
27 Division Administrator, Wildlife Diversity	85,579
28 30. Department of Transportation:	
29 Director	\$124,528
30 Deputy Director (each).....	121,785
31 Executive Assistant	54,858
32 Division Administrator, Administrative Services	104,778
33 Division Administrator, Planning and Program	
34 Development	104,778
35 Division Administrator, Engineering	120,688
36 Division Administrator, Operations	120,688
37 Hearings Officer.....	69,122
38 Administrative Coordinator	81,987
39 31. Colorado River Commission of Nevada:	
40 Director	\$128,530
41 Deputy Director.....	122,207
42 Special Assistant	85,800
43 Division Head, Power	116,459
44 Division Head, Water.....	116,459
45 Administrative Services Officer.....	116,459



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	Approximate
	Annual
Title or Position	Salary
Office Manager	\$64,013
Senior Energy Accountant (each)	87,290
Natural Resource Specialist (each)	101,257
Environmental Program Manager	104,748
Network Administrator (each)	75,651
Power Supply Manager	107,433
Assistant Director Engineering and Operations	116,388
Assistant Director Energy Information Systems	104,748
Power Facilities Manager	104,748
Power Facilities Communication Technician (each)	81,471
Senior Power Facilities Electrician (each)	81,471
Senior Power Facilities Engineer	100,719
Power Facilities Electrician	75,651
Hydropower Program Manager	110,569
Assistant Hydropower Program Manager	98,929
Manager, Power Planner	104,231
Power Supply Planner	104,778
Assistant Power Supply Planner	90,856
Manager, Power Accounting	104,231
Energy Accountant (each)	76,802
32. Public Employees' Benefits Program:	
Executive Officer	\$120,688
Executive Assistant	54,858
Quality Control Officer	93,259
Operations Officer	102,586
Chief Financial Officer	93,259
Chief Information Officer	93,259
Financial Analyst	78,448
33. Veterans' Services:	
Executive Director, Veterans' Services	\$93,259
Deputy Director, Veterans' Services	79,544
Administrator, Veterans' Home	104,778
34. Office of the Military:	
Adjutant General	\$114,104
35. Medical and Related Positions:	
Senior Physician (Range C) (each)	\$151,733
Senior Psychiatrist (Range C) (each)	172,479
Senior Institutional Dentist (Range A) (each)	119,646
Senior Institutional Dentist (Range B) (each)	134,994
Pharmacist 3	117,458
Pharmacist 2 (each)	106,780
Pharmacist 1 (each)	97,074



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1 A Senior Psychiatrist (Range C) is a psychiatrist certified by the
2 American Board of Psychiatry and Neurology.

3 **Sec. 2.** 1. If any unclassified position is omitted from this act
4 for the Fiscal Years 2011-2012 and 2012-2013, the Division of
5 Human Resource Management of the Department of Administration
6 shall examine the duties and responsibilities of the position and
7 submit to the Interim Finance Committee a list of those duties and
8 responsibilities and a recommended salary for the position. The
9 Interim Finance Committee shall review the duties and
10 responsibilities of the position and establish the salary for the
11 position.

12 2. If the Fiscal Analysis Division of the Legislative Counsel
13 Bureau determines that the title or maximum salary for a position set
14 forth in section 1 of this act contains a typographical or other error
15 that misrepresents the maximum salary intended to be set forth in
16 section 1 of this act, the Interim Finance Committee may review the
17 duties and responsibilities of the position and establish the
18 appropriate title and maximum salary for the position pursuant to
19 the intent of the 76th Session of the Nevada Legislature.

20 3. An employee occupying a position that is currently in the
21 classified service that is moved into the unclassified service
22 pursuant to this act has the option to remain in the classified service
23 at his or her current grade, with all rights afforded classified
24 employees, or move into the unclassified service. If the employee
25 chooses to move into the unclassified service, the employee cannot
26 at a later date choose to return to the classified service while
27 occupying this position.

28 4. Once an employee vacates the position moved into the
29 unclassified service pursuant to this act, the employee who is the
30 replacement in the position will be in the unclassified service.

31 5. If the salary for a position that is currently in the classified
32 service or nonclassified service and that is moved into the
33 unclassified service is reduced pursuant to this act, the salary for the
34 employee currently serving in the position will be retained at its
35 current level and the employee will be subject to unpaid furlough
36 leave pursuant to section 4 of this act. Once the employee serving in
37 the position vacates the position, the unclassified salary is
38 established at the level in section 1 of this act, as adjusted pursuant
39 to section 3 of this act.

40 6. If the salary for an employee occupying a position in the
41 unclassified service on June 30, 2011, is more than the maximum
42 salary for that position as set forth in section 1 of this act, the salary
43 for that employee must be retained at the level in effect on June 30,
44 2011, with a reduction of 2.5 percent. Such an employee is subject
45 to unpaid furlough leave pursuant to section 4 of this act. Once an



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1 employee vacates a position for which the previous salary is
2 retained pursuant to this section, the maximum salary for that
3 position must be reduced to the amount set forth in section 1 of this
4 act, as adjusted pursuant to section 3 of this act.

5 **Sec. 3.** 1. Except as otherwise provided in this section, for
6 the period beginning on July 1, 2011, and ending on June 30, 2013,
7 the salary of each employee of the State must be reduced by 2.5
8 percent. The maximum amounts of the approximate annual salaries
9 for the unclassified service set forth in section 1 of this act include a
10 reduction of 2.5 percent.

11 2. Except as otherwise provided in subsections 3 and 4, the
12 provisions of subsection 1 apply to all Departments of State
13 Government and includes the Nevada System of Higher Education,
14 the Public Employees' Retirement System and all other entities of
15 State Government.

16 3. The Board of Regents of the University of Nevada shall
17 determine and implement the method by which the professional
18 employees of the Nevada System of Higher Education will
19 participate in the requirements of subsection 1.

20 4. The requirements of subsection 1 do not apply to an
21 employee of the Department of Tourism and Cultural Affairs whose
22 standard workweek is 32 hours.

23 **Sec. 4.** 1. Except as otherwise provided in section 6 of this
24 act:

25 (a) For the period beginning on July 1, 2011, and ending on
26 June 30, 2013, each employee of the State shall:

27 (1) If he or she is a full-time employee, take 48 hours of
28 unpaid furlough leave each fiscal year.

29 (2) If he or she is employed less than full time, take a number
30 of hours of unpaid furlough leave each fiscal year which is equal to
31 the average number of hours worked per working day multiplied
32 by 6.

33 (b) Except as otherwise provided in subsections 3 and 4, the
34 requirements in paragraph (a) apply to all Departments of State
35 Government and includes the Nevada System of Higher Education,
36 the Public Employees' Retirement System and all other entities of
37 State Government.

38 2. Furlough leave pursuant to this section must be scheduled
39 and approved in the same manner as other leave. Notwithstanding
40 any statute or regulation to the contrary and except as otherwise
41 provided by regulation adopted pursuant to this section by the
42 Personnel Commission, an employee who is on furlough leave is
43 considered to have worked that day or portion of a day, as
44 applicable, for all purposes except payment of salary and
45 determination of overtime, including without limitation:



- 1 (a) Accrual of sick and annual leave;
- 2 (b) Determining the employee's pay progression date;
- 3 (c) Continuity of service and years of service for the purposes of
- 4 payments pursuant to the plan to encourage continuity of service;
- 5 (d) The duration of a probationary period;
- 6 (e) Determining eligibility for holiday pay if the shift
- 7 immediately precedes a holiday;
- 8 (f) Seniority for all purposes, including layoffs;
- 9 (g) The Public Employees' Benefits Program; and
- 10 (h) The Public Employees' Retirement System, including for the
- 11 purposes of contributions to the System, subject to the requirements
- 12 of sections 5 and 6 of this act.

13 3. The Board of Regents of the University of Nevada shall
14 determine and implement the method by which the professional
15 employees of the Nevada System of Higher Education will
16 participate in the requirements pertaining to furlough leave pursuant
17 to this section.

18 4. The requirements of this section do not apply to employees
19 of the Department of Tourism and Cultural Affairs whose standard
20 workweek is 32 hours.

21 5. Except as otherwise provided in subsection 3, the Personnel
22 Commission shall adopt regulations to carry out the provisions of
23 this section.

24 **Sec. 5.** 1. It is the intent of the Legislature to establish a
25 program whereby employees of the State and other participating
26 employers who take furlough leave due to extreme fiscal need,
27 including employees required to take furlough leave pursuant to
28 section 4 of this act, be held harmless in the accumulation of
29 retirement service credit and reported salary pursuant to chapter 286
30 of NRS.

31 2. Except as otherwise required as a result of NRS 286.537 and
32 notwithstanding the provisions of NRS 286.481, an employee is
33 entitled to receive full service credit for time taken as furlough leave
34 pursuant to the program established pursuant to section 4 of this act
35 if:

36 (a) The employee does not take more than 48 hours of furlough
37 leave in a fiscal year; and

38 (b) The public employer certifies to the System that the
39 employer is participating in the furlough program established
40 pursuant to section 4 of this act and that the furlough leave which is
41 reported for the employee is taken in accordance with the
42 requirements of section 4 of this act.

43 3. In any month in which a day, or a portion of a day, of
44 furlough leave is taken, an employee is entitled to receive full-time
45 service credit for the furlough leave in accordance with the normal



1 workday for the employee. An employee who is less than full time
2 is entitled to service credit in the same manner and to the same
3 extent as though the employee had worked the hours taken as
4 furlough leave.

5 4. When a member is on furlough leave pursuant to the
6 program certified by the public employer in accordance with this
7 section, the public employer must:

8 (a) Include all information required by the System on the public
9 employer's regular monthly retirement report as provided in NRS
10 286.460; and

11 (b) Pay all required employer and employee contributions to the
12 System based on the compensation that would have been paid to
13 the member but for the member's participation in the program. The
14 public employer may recover from the employee the amount of the
15 employee contributions set forth in NRS 286.410.

16 5. Service credit under the program established pursuant to this
17 section must be computed according to the fiscal year.

18 6. As used in this section:

19 (a) "Member" has the meaning ascribed to it in NRS 286.050.

20 (b) "Public employer" has the meaning ascribed to it in
21 NRS 286.070.

22 (c) "System" means the Public Employees' Retirement System.

23 **Sec. 6.** 1. It is the intent of the Legislature to limit
24 exceptions to the requirement of furlough leave for employees of the
25 State pursuant to section 4 of this act to identified areas of critical
26 need. If an employer, including the State, participating in the
27 program established pursuant to section 4 of this act determines that
28 a position cannot be subject to furlough leave because of the need to
29 provide appropriate services that are necessary to the protection of
30 public health, safety and welfare, the governing body of the agency
31 must make findings on the record in a public meeting that:

32 (a) The position is necessary to the protection of public health,
33 safety, or welfare;

34 (b) The public health, safety or welfare will be significantly
35 diminished if mandatory furlough leave is implemented for
36 employees in these positions; and

37 (c) No alternatives exist to provide for the protection of public
38 health, safety or welfare.

39 2. For the purposes of subsection 1:

40 (a) Except as otherwise provided in this subsection, the State
41 Board of Examiners shall determine positions within the Executive
42 Branch of State Government that cannot be subject to furlough
43 leave.



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(b) The Board of Regents shall determine positions within the Nevada System of Higher Education that cannot be subject to furlough leave.

(c) The Public Employees' Retirement Board shall determine positions within the Public Employees' Retirement System that cannot be subject to furlough leave.

(d) The Supreme Court shall determine positions within the Judicial Branch of State Government that cannot be subject to furlough leave.

(e) The Legislative Commission shall determine positions within the Legislative Branch of State Government that cannot be subject to furlough leave.

3. The entities described in subsection 2 shall report to the Interim Finance Committee on a quarterly basis all positions that have been determined not to be subject to furlough leave pursuant to this section and the reasons for such determinations.

4. In addition to any other salary reduction required pursuant to this act, if the position of an employee is determined not to be subject to furlough leave pursuant to this section, the salary of the employee must be reduced by 2.3 percent for the portion of the period beginning on July 1, 2011, and ending on June 30, 2013, during which the position is not subject to furlough leave.

Sec. 7. 1. There is hereby appropriated from the State General Fund to the State Board of Examiners the sum of \$5,946,647 for the purpose of meeting any deficiencies for the fiscal year beginning on July 1, 2011, and ending on June 30, 2012, and the sum of \$6,005,007 for the purpose of meeting any deficiencies for the fiscal year beginning on July 1, 2012, and ending June 30, 2013, which may be created between the appropriated money of the respective departments, commissions and agencies of the State of Nevada, as fixed by the 76th Session of the Legislature, and the actual salary net of requirements for unpaid furlough leave of the personnel of those departments, commissions and agencies, to hold those personnel harmless in the accumulation of retirement service credit under section 5 of this act, to become effective on July 1, 2011.

2. The State Board of Examiners, upon the recommendation of the Director of the Department of Administration, may allocate and disburse to various departments, commissions and agencies of the State of Nevada, out of the money appropriated by this section such sums of money as may from time to time be required, which when added to the money otherwise appropriated or available equal the amount of money required to pay the salaries of the employees of the respective departments, commissions and agencies under the adjusted pay plan.



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Sec. 8. 1. There is hereby appropriated from the State Highway Fund to the State Board of Examiners the sum of \$1,378,750 for the purpose of meeting any deficiencies for the fiscal year beginning on July 1, 2011, and ending on June 30, 2012, and the fiscal year beginning on July 1, 2012, and ending June 30, 2013, which may exist between the appropriated money of the Department of Motor Vehicles, Department of Public Safety and Nevada Transportation Authority, as fixed by the 76th Session of the Legislature, and actual salaries net of the requirements for unpaid furlough leave of personnel of the Department of Motor Vehicles, Department of Public Safety and Nevada Transportation Authority to hold those personnel harmless in the accumulation of retirement service credit under section 5 of this act, to become effective on July 1, 2011.

2. The State Board of Examiners, upon the recommendation of the Director of the Department of Administration, may allocate and disburse to the Department of Motor Vehicles, the Department of Public Safety and the Nevada Transportation Authority out of the money appropriated by this section such sums of money as may from time to time be required, which when added to the money otherwise appropriated or available equal the amount of money required to meet and pay the salaries of the employees of the Department of Motor Vehicles, Department of Public Safety and Nevada Transportation Authority under the adjusted pay plan.

Sec. 9. The Department of Health and Human Services and the Department of Corrections may adopt a plan to authorize additional payments of up to \$60 for a specified period on a weeknight and of up to \$100 for a specified period on a weekend day for unclassified employees, who are Senior Psychiatrists, Senior Physicians or Pharmacists to perform on-call responsibilities to ensure 24-hour coverage in psychiatric treatment facilities, and correctional facilities and institutions. On-call responsibilities for Senior Psychiatrists and Senior Physicians include, without limitation, attending to clinical emergencies, evaluation of patients subject to seclusion and restraint, and completing rounds during weekends. On-call responsibilities for pharmacists, include, without limitation, consultation with medical personnel and first dosage reviews.

Sec. 10. The State Gaming Control Board may adopt a plan to authorize additional payments of up to \$5,000 annually for unclassified employees who possess a current Nevada certified public accountant certificate, a license to practice law in the State of Nevada or any other state, or are in a qualifying position as an electronic laboratory engineer and possess a bachelor of science or higher degree in engineering, electronic engineering or computer science and utilize, in the opinion of the Board, the skills evidenced



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1 by these qualifications to further enhance the performance of their
2 job duties and responsibilities.

3 **Sec. 11.** Any remaining balance of the appropriation made by
4 sections 7 or 8 of this act must not be committed for expenditure
5 after June 30, 2013, by the entity to which the appropriation is made
6 or any entity to which money from the appropriation is granted or
7 otherwise transferred in any manner, and any portion of the
8 appropriated money remaining must not be spent for any purpose
9 after September 20, 2013, by either the entity to which the money
10 was appropriated or the entity to which the money was subsequently
11 granted or transferred, and must be reverted to the fund from which
12 it was appropriated on or before September 20, 2013.

13 **Sec. 12.** When determining the allocations of the money
14 appropriated in sections 7 and 8 of this act, the Board of Examiners
15 must not distribute money to an account beyond the maximum
16 salary need amount determined for the account. Appropriations
17 established for an account within a department, agency or
18 commission must not be distributed to another account within the
19 department, agency or commission if that action results in the
20 distribution of money beyond the maximum salary need amount
21 determined for the account.

22 **Sec. 13.** This act becomes effective on July 1, 2011.

